



Collective Agreement

between the
MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

and the
PROVINCE OF MANITOBA

Effective: March 30, 2019 to March 24, 2023

**MANITOBA GOVERNMENT EMPLOYEES'
MASTER AGREEMENT**

between

PROVINCE OF MANITOBA

and

**THE MANITOBA GOVERNMENT AND
GENERAL EMPLOYEES' UNION**

March 30, 2019 – March 24, 2023



**GOVERNMENT EMPLOYEES' MASTER AGREEMENT
2019 - 2023**

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**GOVERNMENT EMPLOYEES' MASTER AGREEMENT
GOVERNMENT OF MANITOBA**

THIS AGREEMENT made this 10th day of August, 2022.

BETWEEN

HER MAJESTY THE QUEEN in Right of the Province of Manitoba, represented herein by the Honourable the Minister charged with the administration of The Manitoba Public Service Act (hereinafter referred to as the government),

OF THE FIRST PART

- and -

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION,
(hereinafter referred to as the Union),

OF THE SECOND PART.

WITNESSETH: That for the purpose of promoting co-operation and understanding between the government and its employees affected hereby, and to recognize the mutual value of joint discussions and negotiations with respect to compensation for employees, including the establishment of pay ranges for new classes of employees and the adjustment from time to time of pay ranges for existing classes of employees and working conditions of employees, the parties hereto agree as follows:

INTERPRETATION

1:01 In this Agreement, unless the context otherwise requires, the expressions listed have the following meanings.

1:02 "**accumulated service**" means the equivalent length of service acquired by the employee in accordance with the following:

- (a) accumulated service is calculated based on all hours for which an employee has received regular pay. This includes regular hours worked and approved leaves of absence from the Government of Manitoba where regular pay is maintained;
- (b) accumulated service does not include overtime hours or any leaves of absence without pay or with partial pay including but not limited to suspensions without pay, worker's compensation and other leave situations;
- (c) accumulated service must be continuous service;
- (d) one (1) year of accumulated service for employees in eight (8) hour per day classifications equals 2080 hours of accumulated service. For seven and three-quarter hour day employees, one (1) year of accumulated service equals 2015 hours of accumulated service. For seven and one-quarter (7¼) hour day employees, one (1) year of accumulated service equals 1885 hours of accumulated service. The figures for seven and three-quarter (7¾) hours per day and seven and one-quarter (7¼) hour per day classifications are shown in brackets after the figures for the eight (8) hour per day classifications. Example: 2080 (2015) (1885) hours;
- (e) when an employee converts from a seven and three-quarter (7¾), or a seven and one-quarter (7¼) hour per day classification to an eight (8) hour per day classification or vice-versa, the employee's accumulated hours of service at the time of conversion will be converted to accumulated years of service. Example: a seven and one-quarter (7¼) hour per day employee works for six (6) months during the year and acquires 942.5 hours of accumulated service. The employee then moves into an eight (8) hour per day classification. The employee's hours are converted as follows:

$$942.5 \text{ hours} \div 1885 \text{ hours} = .50 \text{ years of accumulated service.}$$

The employee then accumulates service in the eight (8) hour per day classification for the remainder of the year;

- (f) an employee can only receive a maximum of one (1) year of accumulated service in any twelve (12) month period.

- 1:03 **"agency of the government"** means any board, commission, association, or other body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board of directors of which are appointed by an act of the Legislature or by the Lieutenant Governor in Council.
- 1:04 **"Agreement"** means this agreement which may be referred to as The Government Employees' Master Agreement.
- 1:05 **"authorized overtime"** shall mean overtime authorized by the employing authority and where the term "overtime" is used in this Agreement, it shall mean "authorized overtime";
- 1:06 **"calendar service"** means the length of continuous service from the employee's most recent date of hire to the present. Periods of lay-off, while not affecting the continuity of service, are not included in the calculation of calendar service.
- 1:07 **"casual employee"** means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis. Notwithstanding the foregoing, casual employees may be employed for a short duration to replace employees who are absent for any reason.
- 1:08 **"civil service" or "service"** means the employees of the government in positions, appointments, or employments, now existing or hereinafter created excluding the members of any agency of the government and the employees of any agency of the government and also excluding:
- (a) officers of elections and election employees employed in that capacity only, other than the Chief Electoral Officer;
 - (b) the Sergeant-at-Arms of the Legislative Assembly, page boys, ushers, such temporary and clerical assistance as may be provided for members of the Assembly, and clerical employees of the Assembly, other than the Clerk of the Legislative Assembly;
 - (c) persons employed to make or conduct a temporary and special inquiry, investigation or examination, on behalf of the Assembly or the government;
 - (d) persons who are patients or inmates in a provincial institution and who help in the work of the institution;
 - (e) any person paid by fees or hired on a special contractual basis or as an independent contractor; and
 - (f) secretaries of ministers, other than any person designated as a member of the civil service pursuant to Subsection 18(1) of The Civil Service Act while that Act was in force and other than any person who is a member of the civil service at the time of the employee's appointment as a secretary of a minister.
- 1:09 **"class" or "class of position"** means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can be reasonably applied to, all positions in the group.
- 1:10 **"Commission"** means the Public Service Commission, constituted under The Public Service Act or any person designate.
- 1:11 **"continuous service"** means consecutive and contiguous days, weeks, months and/or years of employment with the Government of Manitoba where there has been no break in service involving termination of the employee.
- 1:12 **"department"** means a department of the Executive Government of the Province.
- 1:13 **"departmental employee"** means a person employed in or under the Department of Infrastructure and Transportation, the Department of Conservation and Water Stewardship whose appointment is made to a position designated as departmental for payroll or budget purposes.

- 1:14 **"dismissal"** means the removal for disciplinary reasons from a position of employment for just cause.
- 1:15 **"employee"** means a person employed in a position in the bargaining unit.
- 1:16 **"employing authority"** means:
- (a) in respect of a department:
 - (i) the minister presiding over a department;
 - (ii) the deputy minister;
 - (iii) any person designated by the minister to act as employing authority in respect of the department on behalf of the minister;
 - (b) in respect to persons employed in the Office of the Auditor General, the Auditor General;
 - (c) in respect to persons employed in the office of the Ombudsman, the Ombudsman.
- 1:17 **"grade of pay", "pay range" or "pay grade"** means a series of rates of remuneration for a class that provides for a minimum rate, a maximum rate, and such intermediate rates if any as may be considered necessary to permit periodic increases in remuneration and as set out in the respective Component salary schedules.
- 1:18 **"increment"** means the amount per annum provided as a rate of increase in the applicable salary payable to any eligible employee, which unless the context of the relevant approved pay range otherwise clearly indicates, may be granted annually on the applicable anniversary dates.
- 1:19 **"lay-off"** means to temporarily remove from a position of employment subject to the employee retaining such rights as set out under this Agreement.
- 1:20 **"minister"** means a minister of the Crown.
- 1:21 **"part-time employee"** means an employee who normally works less than the full normal daily, weekly or monthly hours, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis.
- 1:22 **"position"** means a position of employment with the government, the person employed for which is a member of the civil service.
- 1:23 **"promotion"** means a change of employment from one (1) position to another having a higher maximum salary.
- 1:24 **"provincial institution"** means:
- (a) a hospital, sanatorium, or institution for the care of mental retardates or persons suffering from mental disorders, the employees in which are members of the Civil Service; and
 - (b) correctional institutions and detention homes.
- 1:25 **"regular employee"** means an employee who carries out and occupies a continuing function in a departmental program and who has all the rights and privileges of permanent status.
- 1:26 **"regulation"** means a regulation under The Public Service Act which apply to employees covered by this Agreement.
- 1:27 **"transfer"** means the removal of an employee from a position in a class and appointing the employee to another position in the same class or to another position in a different class having the same maximum rate of pay.
- 1:28 **"Union"** means the Manitoba Government and General Employees' Union.
- 1:29 Wherever the singular and the masculine are used in this Agreement, the same shall be construed as meaning the plural, or the feminine or the neuter where the context so admits or requires and the converse shall hold as applicable.

DURATION OF AGREEMENT

- 2:01 This Agreement shall become effective from and including March 30, 2019 and shall continue in effect up to and including March 24, 2023 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal is given by either party at least forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date hereof. During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.
- 2:02 Where notice for revision of this Agreement is given under Section :01, the parties agree to exchange proposals for the revision of the Agreement no later than thirty (30) calendar days prior to the expiry date of the Agreement. The parties shall, within twenty (20) working days following receipt of the specific proposals for revision to the Agreement, commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.
- 2:03 All additions, deletions, amendments, and/or revisions from the previous Agreement to this Agreement shall be effective the first day of the bi-weekly pay period following the date of signing of this Agreement unless otherwise specified.

AMENDMENT TO THE SALARY SCHEDULE

- 3:01 During the term of this Agreement, amendments to the salary schedule in the Components resulting from the introduction of a new classification, or amendments to Appendix "A" of the Agreement in respect of exclusions from the terms of this Agreement shall be determined through negotiation between the parties hereto.
- 3:02 If it is necessary for the purpose of recruitment or retention to effect an upward adjustment to the pay range of an established classification, the government shall consult with the Union and may amend the salary schedule to give effect to the required change. In no case shall such pay range be less than that already existing for the classification.

APPLICATION OF AGREEMENT

- 4:01 The terms of this Agreement shall apply as herein stated to:
- (a) persons in the civil service appointed in virtue of and under Sections 15 and 16 of the former Civil Service Act;
 - (b) departmental employees;
 - (c) term employees to whom Subsection 2(5) of The Civil Service Superannuation Act applies;
 - (d) full-time term and temporary employees hired under the authority of The Public Service Act or the former Civil Service Act for a period in excess of two (2) months service;
 - (e) part-time employees who have been hired under the authority of The Public Service Act or the former Civil Service Act. The Agreement shall apply effective the start of the bi-weekly pay period following the attainment of three hundred and thirty-six (336) hours of accumulated service for employees in an eight (8) hour per day classification, or three hundred and twenty-five and one-half (325½) hours of accumulated service for employees in a seven and three-quarter (7¾) hour per day classification or three hundred and four and one half (304½) hours of accumulated service for employees in a seven and one-quarter (7¼) hour per day classification.
 - (f) casual employees who have been hired under the authority of The Public Service Act or the former Civil Service Act. The Agreement shall apply effective the start of the bi-weekly pay period following the attainment of one hundred and sixty (160) hours of accumulated service. The only provisions of the Agreement which apply to casual employees are those listed in Appendix D – Casual Employees.
- 4:02 The terms of this Agreement shall not apply to:
- (a) incumbents of the positions set forth in Appendix A attached hereto; and
 - (b) any government employees represented by a recognized bargaining agent and covered by another collective agreement other than the Government Employees' Master Agreement; and

(c) student assistants being paid under the provisions of the Student Temporary Employment Program Policy (S.T.E.P.) and persons employed under the provisions of the Manitoba Conservation Green Team Youth Employment Program.

4:03 The eight (8) Components listed below shall be attached to and form part of this Agreement.

- | | | |
|--------------------|------------------------------------|-----------------------------------|
| (a) Administration | (d) Health | (g) Social Sciences |
| (b) Clerical | (e) Legal, Inspection & Regulatory | (h) Trades, Operations & Services |
| (c) Corrections | (f) Physical Sciences | |

4:04 The government recognizes the Union as the sole and exclusive bargaining agent for those employees within the bargaining unit as set out in Section :01 herein and as well such further classes of employees as may be agreed upon by the parties during the term of this Agreement.

4.05 During the term of the Collective Agreement, the Labour Relations Division may request in writing that the Union agree that a position(s) be excluded from the bargaining unit. In making this request, the Employer shall provide reasons for the requested exclusion and a copy of the job description. The parties shall meet, if necessary, to discuss the matter. If agreement is reached to exclude the position(s), a revised Appendix "A" shall be prepared and signed. If no agreement is reached within thirty (30) calendar days of the date of the request, either party may refer the matter to the Manitoba Labour Board for disposition.

TERM EMPLOYEES

5:01 "**Term employee**" means an employee hired for a specific term of employment. The term of employment may be based on a specific period of time or the completion of a specific job or until the occurrence of a specified event.

5:02 Where the employment of a term employee terminates at the end of a specific term of employment, then:

- (a) the employing authority shall not be required to give any notice or payment in lieu thereof;
- (b) the employee shall not be required to give any notice of resignation.

5:03 Where a term employee is laid-off, then the following shall apply:

- (a) if the lay-off is at the end of a specific term of employment, no notice of lay-off is required;
- (b) if the lay-off is prior to the end of a specific term of employment, an employee will receive written notice prior to the lay-off or granted payment in lieu thereof based on the following:
 - (i) four (4) weeks' notice to an employee with one (1) or more years of seniority; or
 - (ii) two (2) weeks' notice to an employee with less than one (1) year of full-time seniority.

5:04 Where a term employee is employed in the same position performing the same function for a period of more than twenty-four (24) continuous months and where the need for the position is expected to continue, the department will convert the employee to regular civil service status.

5:05 An employee appointed to a term position shall be informed in writing as to the duration of the term. Where the term relates to the reasons set out in Section :07, the employee shall be so informed. Failure to comply with the foregoing shall not in itself negate the employee's status as a term employee.

5:06 Where the employee is not to be converted in accordance with Section :04, the employee shall be notified in writing of the reasons prior to the completion of twenty-four (24) continuous months of service. Inadvertent failure to provide such notice shall not result in a right to conversion if the other conditions in Section :04 are not met. A meeting may be held with the employee to discuss the matter. The employee has the option to have a union representative present.

5:07 Section :06 does not apply:

- (a) where a term employee is replacing an employee who is absent for any reason; or
- (b) to a term employee whose salary is cost shared under a Federal-Provincial cost sharing agreement which requires, as a condition of cost sharing, that employees are not regular (permanent) employees.

5:08 Government representatives will meet with the Union between April 15th and May 31st in each year to review the status of all term employees with more than twenty-four (24) continuous months of service.

LAY-OFF SEASONAL DEPARTMENTAL EMPLOYEES

6:01 This Article applies to the lay-off and recall of seasonal-departmental employees. Non-seasonal departmental employees are covered by Article 24 - Lay-off.

6:02 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.

6:03 The employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.

6:04 In determining the order of lay-off within the group of employees concerned, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This Section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.

6:05 Where an employee alleges that the employee's lay-off has not been in accordance with this Agreement, the grievance procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the second step of the procedure.

6:06 Where an employee is being laid-off at the end of a specific term of employment or after the completion of a job for which the employee was specifically employed, no notice of lay-off is required. Otherwise, where an employing authority is laying off an employee the following shall apply:

- (a) to an employee with one (1) or more years of seniority - four (4) weeks written notice or pay in lieu thereof.
- (b) to an employee with less than one (1) year of seniority - two (2) weeks written notice or pay in lieu thereof.

6:07 Employees who are laid-off shall be placed on a re-employment list for a period of up to twenty-four (24) months from the effective date of the lay-off. Each department concerned shall maintain its own re-employment list(s) for its laid-off employees. The Union shall be provided a copy of such list(s), upon request.

6:08 Employees placed on a re-employment list shall be called back to their positions in reverse order of lay-off.

6:09 An employee who is on a re-employment list must:

- (a) report any change of address to the department without delay;
- (b) if called back or provided a reasonable re-employment opportunity, respond to the call back or reasonable re-employment opportunity within seven (7) days of receipt of notification of call back or reasonable re-employment opportunity. An employee accepting a reasonable re-employment opportunity at a lower rate of pay shall retain their recall rights under Section :08 for the duration of the time they would have remained on the re-employment list;
- (c) return to work within fourteen (14) days of receipt of notification of call back or reasonable re-employment opportunity or such other date as may be agreed upon between the employee and the department;
- (d) except for good and sufficient reasons, accept a call back or reasonable re-employment opportunity in accordance with this Section or be deemed to have resigned.

6:10 A "**reasonable re-employment opportunity**" is a position which the employee is reasonably qualified for and able to perform and which is in a location which would not require a change of residence by the employee.

6:11 Employees whose classification varies between Labourer and Operator shall be categorized as

"Labourer/Operator" for purposes of this Article.

- 6:12 For purposes of this Article, "**qualifications**" refer to education, knowledge, training, skills, experience, aptitude, and competence. "**Ability**" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications and ability to perform the duties which the remaining employees will be required to perform.

NO DISCRIMINATION

- 7:01 The parties hereto agree that there shall be no discrimination, harassment, coercion or interference exercised or practiced with respect to any employee by reason of age, sex, marital status, sexual orientation, race, creed, colour, ethnic or national origin, physical disability, political or religious affiliation or membership in the Union or activities in the Union or any other applicable characteristic as set out in the Manitoba Human Rights Code.

Further as set out in the Code, the Parties agree that there shall be no discrimination with respect to any aspect of an employment or occupation, unless the discrimination is based upon bona fide and reasonable requirements or qualifications for the employment or occupation.

- 7:02 All pay and benefit provisions in the Agreement have been negotiated with the specific understanding that the provisions are not discriminatory.

MANAGEMENT RIGHTS

- 8:01 All the functions, rights, personnel pay practices, powers and authority which the government has not specifically abridged, delegated or modified by this Agreement are recognized by the Union as being retained by the government.
- 8:02 In administering this Agreement, the government shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

PAY

- 9:01 An employee, other than an employee paid on an hourly or daily basis who does not work every working day in a bi-weekly pay period and by reason thereof is not entitled to be paid an amount equal to a bi-weekly salary is entitled to be paid an amount equal to the daily rate of pay for the employee's position at the employee's step multiplied by a number comprising the number of days actually worked in that period plus any leaves with pay in that period for which the employee is eligible. The daily rate of pay shall be calculated by multiplying the hourly rate of pay by the number of hours in a normal working day as indicated in the applicable Component and rounding the result to the nearest cent. The bi-weekly salary shall be calculated by multiplying the hourly rate of pay by the normal number of hours in a bi-weekly pay period as indicated in the applicable Component and rounding to the nearest cent.
- 9:02 Where an employee is promoted to another position, the employee shall be paid at a rate of pay set out for that position in the salary schedule that is, if possible, one (1) full increment more than the rate of pay the employee was being paid in the employee's former position.
- 9:03 Where an employee receives a benefit arising out of the employee's position, unless the salary schedule provides that such benefit shall be in addition to the salary provided for the position, a fair and reasonable charge as recommended by Joint Council and approved by the Lieutenant Governor in Council may be made for the benefit.
- 9:04 Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, Treasury Board Secretariat shall consult with the Union, and may, following the personal recommendation of the minister of the

department concerned, make such provisions as may be necessary to maintain equity and parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.

RETROACTIVE WAGES

- 10:01 Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall apply to:
- (a) employees who are in the employ of the government on the date of the signing of this Agreement;
 - (b) employees who have left the service during the above-mentioned period but who have retired in accordance with the provisions of The Civil Service Superannuation Act or who have died in service;
 - (c) employees who have left the service during the above-mentioned period by reason of being laid-off by the employing authority;
 - (d) term employees terminated at the end of a specific term of employment or after the completion of the specific job for which they were employed.
- 10:02 Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of signing of this Agreement shall be made to employees who have voluntarily terminated their services (resigned).

RECRUITMENT AND APPOINTMENT

- 11:01 Subject to 11:01.1 and 11:02.1, vacant or new positions in the bargaining unit shall be filled in accordance with the following:
- (a) whenever possible and in the public interest, by promotion within the civil service;
 - (b) when in the public interest, by recruiting from without the civil service.
- 11:02 Where more than one of the candidates for a position have, in the opinion of the Commission, the standard of qualification required for the position, the Commission, in selecting the person to be appointed to the position, and subject to due consideration of the interests of the public and the requirements of the employer, shall give a preference as prescribed in subsection 11:0o3.
- 11:03 Preference shall be given to any person who
- (a) was on active service in the naval, army or air forces of Canada, or of any allies of Her Majesty,
 - (i) during any period in which a state of war existed between Canada and any other country, or
 - (ii) with any special force outside of Canada, during any period in which such force is established for emergency action, or in consequence of any action, taken by Canada under the United Nations Charter, the North Atlantic Treaty, or any other similar instrument for collective defence that may be entered into by Canada,
 - and who
 - (iii) has left that service with an honourable record or has been honourably discharged from the service,
 - (iv) continues to serve as a member of the reserve force of the Canadian Forces, or
 - (v) in the case of a member of a First Nation or a person who is a citizen of Canada and the United States of America, continues to serve as a member of the reserve force of the Canadian Forces or a reserve component of the United States Armed Forces;
 - (b) during any of the periods mentioned in sub-clause (a)(i) or (ii), served outside Canada in a theatre of action as a member of the Canadian Legion War Service Incorporated, the Canadian Council for the Young Men's Christian Association of Canada, the Knights of Columbus Canadian Army Huts, the Salvation Army Canadian War Services, or any other such institution authorized to serve in similar manner by the appropriate naval, army, or air force authority and who at the commencement of that service was domiciled in Canada, or Newfoundland, and who left the service in good standing and with an honourable record; or

- (c) was a merchant seaman on the high seas in one of Her Majesty's ships authorized to fly the white ensign and pennant and commanded by a commissioned officer of the Naval Forces of Her Majesty when that ship served in a theatre of war during any of the periods mentioned in subclause (a)(i) or (ii) and who left such service in good standing and with an honourable record; or
- (d) is a Canadian citizen and is a surviving spouse or surviving common-law partner of a person who died from causes arising during service as described in clause (a), (b), or (c) and who was domiciled in Canada at the time of the death of his or her spouse or common-law partner.

- 11:04 Notwithstanding Section: 01, first consideration for filling vacancies or new positions shall be given to persons on the re-employment list.
- 11:05 Where a vacant or new position is to be filled through competition, a bulletin shall be posted for a minimum of ten (10) calendar days.
- 11:06 The bulletin shall state the closing date for applications, the location of the position, the classification, the duties and responsibilities of the position, the qualifications required and the salary range. The Union will be provided with a copy of all bulletins as they are issued.
- 11:07 The selection of employees for vacant or new positions shall be on the basis of qualifications, ability, prior work performance and seniority. Where qualifications, ability and prior work performance are relatively equal, seniority shall be the determining factor.
- 11:08 Where an employee is moved from one (1) department to another, or within a department, the Commission shall inform the departments or the department concerned of the move. The department from which the employee is moved, or within which the employee is moved, shall release the employee from the position within thirty (30) days of being so informed, or within one (1) week of obtaining a replacement for the employee, whichever is the earlier.
- 11:09 An employee who is notified that he or she is an unsuccessful applicant for a vacant position shall be supplied with the reasons for non-acceptance within ten (10) days of making a written request to the Commission. Such a request shall be made within ten (10) days of receipt of the notification that the employee was an unsuccessful applicant. An employee who has been given the reasons for non-acceptance verbally, may then request that the reasons be provided in writing and the reasons shall be provided in writing by the Employer.
- 11:10 A regular employee may apply for and be appointed to a term position as a regular employee provided that the department has developed an employment plan which will return the employee to the employee's regular position or an acceptable alternate position.

MEDICAL FITNESS

- 12:01 A physical examination by a duly qualified medical practitioner acceptable to Commission is required:
 - (a) for all employees in provincial institutions;
 - (b) for any employee in respect of whom the employing authority, in writing, requires a physical examination; and
 - (c) for any employee who, in the opinion of Treasury Board, should be given a physical examination.
- 12:02 The Commission may, on the recommendation of the employing authority, or on its own initiative, require an employee to have a psychiatric examination and/or a physical examination.
- 12:03 A duly qualified medical practitioner giving a psychiatric or physical examination shall complete medical forms or respond to requests for medical information required by the Commission.
- 12:04 The cost of any examination referred to in Sections:01 and :02 will be paid by the employing authority.
- 12:05 The provisions of Article 12 are not for the purposes of general medical information to access sick leave provisions in accordance with Article 28.

PROBATION AND ASSESSMENT

- 13:01 Every newly hired employee shall be on probation for a period of six (6) months.
- 13:02 An employee's probation period may be extended by the deputy minister or designate. Such extension may be for a maximum period of six (6) months. In the event of a lengthy absence due to illness or injury during the probation period, the employing authority may extend the probation period for longer than twelve (12) consecutive months, subject to the agreement of the Union. The total time spent on probation while at work, however, shall in no instance exceed twelve (12) months.
- 13:03 An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.
- 13:04 An employee's probation period of six (6) months plus any extension shall be considered the probation period. This probation period shall not exceed twelve (12) months except as outlined in 13:02.
- 13:05 An employee who is rejected during the probation period may grieve the rejection at Step 2 of the grievance procedure within fifteen (15) working days from the date the employee received notice of the rejection. The deputy minister or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative. The decision at Step 2 shall be final for such grievances.
- 13:06 An employee who is being rejected during the employee's probation period shall be provided with two (2) weeks' notice or payment in lieu thereof.
- 13:07 The rejection of an employee on probation is neither appealable nor arbitrable.
- 13:08 Subject to :08, every employee appointed, promoted, or transferred to a position within Government shall complete an assessment period of 6 months. The purpose of the assessment period is to assess whether the employee is able to perform the duties and functions of the position.
- 13:09 An employee's assessment period may be extended by the Deputy Minister or designate. Such extension may be for a maximum of six (6) months.
- 13:10 An employee shall be notified in writing of any extension of the assessment period under 13:09 prior to the expiry of the assessment period. A meeting shall be held with the employee to discuss the extension at the request of the employee. The employee has the option to have a representative present.
- 13:11 In the event of a lengthy absence due to illness or injury during the assessment period, the Employing Authority may extend the assessment period for longer than twelve (12) consecutive months. The total time spent in the assessment period while at work, however, shall in no instance exceed twelve (12) months. This will allow the full period in which to evaluate the employee.
- 13:12 Where an employee has been rejected during the assessment period following a promotion within a department, upon such rejection the employing authority will relocate the employee to the employee's former position or to a position comparable to the former position.
- 13:13 Where an employee has been rejected during the assessment period following a promotion to another department, then:
- (a) the Commission will place the employee on an employment availability list at the employee's previous classification for a period of one (1) year from the date of rejection;
 - (b) during this period the Commission will endeavour to relocate the employee to the employee's former position or to a position comparable to the former position;
 - (c) the employee may only grieve the rejection if the employee has not been relocated to the former position or offered a comparable position prior to the effective date of rejection. The grievance shall be initiated at Step 2 of the grievance procedure within twenty-five (25) working days from the effective date of rejection.

- 13:14 An employee shall not be required to serve a further assessment period when:
- (a) the employee is promoted without competition as a result of reclassification of the employee's position;
 - (b) the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities;
 - (c) the employer initiates the transfer or demotion of an employee from one (1) position to another for any reason.
- 13:15 Subject to :13, the rejection of an employee on probation is neither appealable nor arbitrable.
- 13:16 An employee who is temporarily appointed to another position on an acting basis is not considered to be on an assessment period. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's assessment period.

CONDUCT OF EMPLOYEES

- 14:01 Each employee shall observe standards of behaviour consistent with the employee's function and role as a civil service employee and in compliance with the terms of this Agreement.
- 14:02 Where an employee is absent without leave for a period of two (2) weeks, the employee shall be considered to have abandoned his or her position and shall be deemed to have been terminated on the last day on which the employee was present at work and performed the employee's regular duties.
- 14:03 Where an employee is habitually late or is absent during working hours without leave and fails to give satisfactory explanation for the lateness or absence, the head of the branch, division, or department concerned shall make a report to the employing authority who may take such disciplinary action, including suspension or dismissal, as is warranted.

PERFORMANCE APPRAISAL

- 15:01 Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

MERIT INCREASES

- 16:01 **"Merit increase"** means an increase in the rate of pay of an employee within the employee's pay range which may be granted in recognition of satisfactory service on the employee's anniversary date.
- 16:02 Subject to Section :03, anniversary dates for employees will be as follows:
- (a) Employees hired on or after the 2nd of a month will have their anniversary date on the first of the month which follows the date on which the employee is employed in a position in the civil service.
 - (b) Employees hired on the 1st day of a month will have their anniversary date as the 1st day of their month of hire, except where the 1st is a statutory holiday, in which case their anniversary date will be on the first of the month which follows.
- 16:03 The anniversary date for an employee receiving a promotion or a transfer resulting in a pay increase equivalent to two or more merit increases shall become the first day of the month that falls on or after the effective date of the promotion or transfer of the employee and the employee shall be eligible for the employee's next merit increase twelve (12) months from the anniversary date established in accordance with this Section.

- 16:04 Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increase twelve (12) months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated 1,008 regular hours of work during that twelve (12) month period. If an employee has not accumulated 1,008 regular hours during that twelve (12) month period and as a result has not received a merit increase, the employee is eligible for a merit increase at the employee's next subsequent anniversary date twelve (12) months hence provided the employee has accumulated 1,008 regular hours during the preceding twenty-four (24) month period. In a similar manner, an employee who has not accumulated 1,008 regular hours over the preceding twenty-four (24) month period is eligible for a merit increase at the employee's next anniversary date following the accumulation of 1,008 regular hours.
- 16:05 Where an employee has been on maternity leave and/or parental leave and as a result of such leave(s) fails to be eligible for a merit increase under Section :04, the employee will be eligible for a merit increase on the first of the month following the date on which the employee accumulates the necessary regular hours of work. The effective date of the increase shall be the first day of the bi-weekly pay period which includes the first of the month.
- 16:06 Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increase on the employee's anniversary date.
- 16:07 The effective date for an employee's merit increase shall be the first day of the bi-weekly pay period which includes the employee's anniversary date. An employee must be in the classification on the employee's anniversary date in order that the merit increase shall take effect at the beginning of the bi-weekly period that includes the said anniversary date.
- 16:08 Where a merit increase is not granted to an employee on the employee's anniversary date:
- (a) the employee shall be notified of the merit increase denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increase was denied;
 - (b) the merit increase may be granted to the employee on any subsequent monthly anniversary date which is not less than three (3) months from the employee's anniversary date. The effective date for such a merit increase shall be the first day of the bi-weekly pay period which includes the subsequent monthly anniversary date referred to;
 - (c) the employee may file a grievance at Step 1 of the grievance procedure. No grievance may be initiated where a merit increase is not granted to an employee under Subsection :08(b);
 - (d) the employee is eligible for a merit increase at the employee's next anniversary date notwithstanding that the employee was granted a merit increase under Subsection :08(b).
- 16:09 Employees who qualify for a merit increase under Article 16 or Section 5:12 of Appendix "C" and who meet the following criteria shall be eligible for the Long Service Step identified in the pay plan for each classification:
- (a) twenty (20) or more years of calendar service; and
 - (b) the employee has been at the maximum step of their pay range for a minimum of 12 consecutive months.

DISCIPLINARY ACTION

- 17:01 An employee shall only be disciplined for just cause.
- 17:02 Where the Employer schedules an investigatory meeting regarding an employee's conduct, the Employer shall advise the employee that his or her conduct is the subject of the investigation. The employee will be provided with reasonable notice of the meeting and advised of his or her right to have a Union representative attend the meeting. It is the employee's responsibility to arrange attendance by a representative of the Union.
- 17:03 Where a meeting is scheduled by the Employer to impose disciplinary action, the employee shall be advised that the meeting is a disciplinary meeting and shall be provided with reasonable notice of the meeting. The employee shall be advised that he/she has the right to have a Union representative at the meeting. It is the employee's responsibility to arrange attendance by a representative of the Union.

17:04 Where the Employer issues disciplinary action in writing, the Employer shall normally meet with the employee to communicate the areas of concern and the remedial action expected. Where the written disciplinary action is provided to the employee in a meeting, the employee shall sign a copy of the document only to confirm receipt of the disciplinary action. All disciplinary actions which are confirmed in writing shall be placed on the employee's file. A copy of the disciplinary action shall also be provided to the employee.

17:05 An employee may grieve any disciplinary action according to the grievance procedure.

Grievances concerning demotion, suspension or dismissal shall be initiated at Step 2 of the grievance procedure.

17:06 The person or board to whom a grievance is made may:

- (a) uphold the disciplinary action; or
- (b) vary the disciplinary action; or
- (c) determine that no disciplinary action is warranted and remove any document pertaining to the disciplinary action from the employee's file(s).

17:07 No notice or payment in lieu thereof is required where an employee is dismissed.

RESIGNATIONS

18:01 An employee wishing to resign shall provide the employing authority with a written notice of resignation which shall specify the last day upon which the employee will perform the employee's regular duties.

18:02 The effective date of a resignation shall be the last day upon which an employee is present at work and performs the employee's regular duties.

18:03 Notwithstanding 18:01 and 18:02, an employee who is retiring in accordance with the provisions of the Civil Service Superannuation Act, may, with the approval of the Employing Authority, be permitted to utilize paid leave in the form of vacation or banked time to be taken immediately prior to the employee's retirement date. In this circumstance, the effective date of resignation shall be deemed to be the last day of the employee's paid leave.

18:04 Subject to Sections :05, :06 and :07, where the last day on which an employee who has submitted a notice of resignation performs the employee's regular duties precedes a Friday which, but for the fact that a holiday falls thereon would be a regular working day, the employee shall be deemed to have voluntarily terminated the employee's service on that Friday and shall be eligible for holiday pay for that Friday.

18:05 Subject to Section :07 employees shall give written notice of resignation at least two (2) weeks prior to the date on which the resignation is to be effective. Notice of resignation shorter than the required two (2) weeks may only be given with the approval of the employing authority.

18:06 An employee may, with the approval of the employing authority, withdraw the notice of resignation at any time before the resignation becomes effective.

18:07 Where the employment of an employee terminates at the end of a specific term of employment, or on the completion of a job for which the employee was specifically employed, no notice of resignation is required.

18:08 Employees are required to return all materials, equipment, keys etc. belonging to the Employer at or prior to the date of resignation.

CONTRACTING OUT

- 19:01 Where work is to be contracted out which would result in the redundancy of employees in the bargaining unit, then the government will provide the Union with four (4) months' notice.
- 19:02 During the notice period, the Joint Labour Management Consultation Committee in the department shall meet to discuss the reasons and possible alternatives to the proposed contracting out as well as to facilitate potential retraining and/or redeployment opportunities.
- 19:03 Where the contracting out initiative affects more than one department, a central Labour Management Consultation Committee will be created with representatives of departments affected, the Labour Relations Division and the Union.
- 19:04 At the request of either party, the matter shall be discussed at Joint Council.

DEVOLUTION AND TRANSFER OF SERVICES

- 20:01 In the event of the devolution and transfer of government services provided by employees covered by this Agreement to a Crown Corporation, Board, Agency, Commission or other entity established by government, the Union shall be notified no less than four (4) months prior to the transfer of employees. The parties will establish a joint committee to facilitate the orderly transfer of employees who are impacted.
- 20:02 Where the successorship provisions of The Labour Relations Act have been determined to apply, the provisions of the Master Agreement continue in effect for the affected employees until the expiry of the Agreement.
- 20:03 The government and the Union will work together with the successor employer to negotiate a transition agreement respecting the administration and interpretation of the Master Agreement during the period required to negotiate a new collective agreement.
- 20:04 The government will make reasonable efforts and give priority consideration to obtaining employment opportunities:
- (a) with the new employer for employees who are not being transferred; and
 - (b) within government for employees who do not wish to transfer to the new employer.
- 20:05 Sections :02 and :03 do not apply to devolution and transfers to other levels of governments.
- 20:06 The provisions of this Article do not apply to secondment of employees.

TECHNOLOGICAL CHANGE

- 21:01 The government and the Union recognize that technological change can offer significant improvements in the quality and quantity of government services provided to the public.
- 21:02 For purposes of this Article, “**technological change**” means the introduction of equipment or material into government operations which is likely to affect the security of employment of regular employees or departmental employees who are employed on a full-time, year-round basis.
- 21:03 The government agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.
- 21:04 Where the government intends to introduce technological change, the following procedure will be followed:
- (a) the government will provide the Union with six (6) months notice prior to the date the change is to be effective;
 - (b) during this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected;
 - (c) where retraining is to be provided, it shall be provided during the employees' normal working hours except where the retraining is not available during the employee's normal working hours;

(d) at the request of either party, an on-site technological change implementation committee shall be established at the work location(s) affected. The Committee will consist of two (2) worker representatives and two (2) management representatives. The role of the Committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.

21:05 The provisions of this Article are intended to assist employees affected by technological change and Sections 83, 84 and 85 of The Labour Relations Act do not apply during the term of this Agreement.

WORK AT HOME

22:01 Work at home arrangements shall be voluntary and may be terminated by either party with thirty (30) days notice. Such notice is not required by the employer if the employer has just cause to terminate based on disciplinary concerns.

22:02 Government shall supply the necessary equipment and supplies to employees working at home and shall be responsible for the insurance and maintenance costs of such equipment.

22:03 Working at home shall not affect the employment status of any employee. A person who would not otherwise be an employee will not become one because they are performing work from an off-site location. Similarly, it will not prevent a person from remaining or becoming an employee if they otherwise would be an employee.

22:04 All provisions of the Agreement apply to work at home arrangements except as otherwise agreed by the parties.

22:05 Work at home arrangements refers to work performed at an employee's home during regular work hours. The provisions of this Article refer to long term arrangements only.

22:06 Government reserves the right to attend at the employee's home/alternate work location with reasonable notice including but not limited to: inspecting and repairing its equipment as necessary.

CHANGE OF WORK HEADQUARTERS

23:01 Where, as a result of a reorganization of a department or part of a department an employee's work headquarters is moved from one (1) city or town to another city or town requiring a change of residence by the employee, the employee shall be given notice of the move three (3) months in advance of the date upon which the move of the employee is to be effected. Such notice shall be provided in writing to the employee by the employing authority.

23:02 An employee must accept or reject relocation within four (4) weeks. Where an employee has accepted relocation, the employee may request that the effective date of the relocation be deferred by up to one (1) month for personal reasons such as the impact on school-age children.

23:03 The parties recognize that it may be necessary to relocate specific employees based on operational needs and the qualifications required at both locations. Where this is not a factor, the department will seek qualified volunteers at the transferring location. Where there are insufficient volunteers, the notice shall be provided to the most junior qualified employee within the classification and work location from which the relocation is to occur. Notwithstanding this process, the original relocation date as established in Section :01 remains unchanged.

23:04 Where such notice has been given to an employee and the employee is unable to relocate, every reasonable effort will be made to place the employee in another suitable position within the civil service.

23:05 Where an employee with one (1) or more years of continuous service is unable to relocate, the employee shall be subject to lay-off. If the employee has not been offered another suitable position within one (1) year from the date of lay-off the employee shall be permanently laid-off and shall be eligible for severance pay in accordance with Article 25 - Severance Pay.

- 23:06 For purposes of interpretation of this Article, where the term "**suitable position**" is used it means a position which the employee is reasonably qualified for and able to perform and which is in a location that would not require a change of residence by the employee.
- 23:07 Where an employee has accepted relocation involving a change in residence by the employee, the employee shall be reimbursed for expenses incurred due to the relocation in accordance with existing policy respecting "Expenses of Removal on Transfer".
- 23:08 Articles 23:01 to 23:07 inclusive apply to Resources Officers except in situations involving compulsory transfers. In these situations the provisions of the letter of intent "Resource Officers Compulsory Transfers" shall apply.

LAY-OFF

- 24:01 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.
- 24:02 Subject to this Article, the employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.
- 24:03 The group of employees concerned shall then be divided, where applicable, into three (3) subgroups as follows:
 subgroup (1) - term employees with two (2) or more years of seniority;
 subgroup (2) - regular employees and non-seasonal departmental employees, with less than four (4) years of seniority;
 subgroup (3) - regular employees and non-seasonal departmental employees, with four (4) or more years of seniority.
- 24:04 Within the group of employees concerned, lay-off of subgroup (1) and (2) employees shall take place in ascending subgroup order. In determining the order of lay-off within a subgroup, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This Section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 24:05 A subgroup (3) employee who is to be laid-off and who elects to exercise the employee's displacement option may displace the most junior employee in the employee's current class and department subject to the following:
 (a) the employee must have the qualifications and ability to perform the duties which the remaining employees will be required to perform;
 (b) the employee may only decline the displacement opportunity under Subsection (a) if the position is in a location which would require a change of residence of the employee;
 (c) If the employee cannot displace the most junior employee under Subsection (a) or declines the displacement opportunity under Subsection (b), the employee may then elect to displace the next most junior employee in the class and department;
 (d) the process will continue in this manner until the employee is able to displace an employee in the class or there are no displacement opportunities;
 (e) a subgroup 3 employee who is displaced and is to be laid-off and who elects to exercise the employee's displacement option may displace the most junior employee in the employee's current class and department in accordance with the process in this Section.
- 24:06 A subgroup (3) employee who is to be laid-off and who has no displacement option within the employee's class in the department as a result of Subsection :05(a) or (b) may elect to displace the most junior employee in the department in another class which has the same or lower maximum rate of pay. For this purpose, the rate of pay will be based on the bi-weekly rate of pay in the pay plan. The displacement process in that class will follow the provisions of Section :05.

- 24:07 Notwithstanding the process required in Sections :05 and :06, the effective date of the lay-off will not change from that initially provided to the subgroup (3) employee. The parties agree to take any steps necessary to expedite the process to ensure that an employee who is to be laid-off as a result of the displacement process, receives as much notice as possible. As a result, employees who elect to exercise their displacement rights must participate in and cooperate fully with the process or forfeit their displacement right.
- 24:08 Where the lay-off(s) of employee(s) in subgroup (3) is necessary, the employing authority shall provide the Union with written notice not less than forty (40) days prior to the date of lay-off(s). The parties shall then meet to discuss the steps to be taken to assist the employees affected.
- 24:09 Except where specifically provided, this Article does not apply to the lay-off of:
- (a) term employees at the end of a specific term of employment;
 - (b) term employees with less than two (2) years of seniority.
- 24:10 Where an employing authority is laying off an employee, notice of lay-off or pay in lieu thereof will be given in accordance with the following:
- (a) where a term employee is being laid-off at the end of a specific term of employment or after completion of a job for which the employee was specifically employed, no notice of lay-off is required;
 - (b) four (4) weeks' notice will be provided to:
 - (i) regular employees;
 - (ii) non-seasonal departmental employees;
 - (iii) term employees with one (1) or more years of seniority;
 - (c) two (2) weeks' notice will be provided to term employees with less than one (1) year of seniority.
- 24:11 The Union will be provided a copy of lay-off notices issued to:
- (a) regular employees;
 - (b) non-seasonal departmental employees;
 - (c) term employees with two (2) or more years of seniority.
- 24:12 For purposes of this Article, "**regular employee(s)**" refers to full-time and part-time employee(s) and "**term employee(s)**" refers to full-time and part-time employee(s).
- 24:13 Term employees with less than two (2) years of continuous service shall be considered for lay-off prior to the lay-off of employees in the subgroups specified in Section :03.
- 24:14 Where employees have been laid-off, the department shall not use casual employees to do the work of the laid-off employees except:
- (a) where the laid-off employees are not available for work; or
 - (b) in emergency situations.
- 24:15 Where an employee, including a term employee, alleges that the employee's lay-off has not been in accordance with this Agreement, the grievance procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the second step of the procedure.
- 24:16 For purposes of this Article, "**qualifications**" refers to education, knowledge, training, skills, experience, aptitude, and competence. "**Ability**" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 24:17 An employee who is entitled to displace another employee in accordance with the provisions of this Article may have a familiarization period in the new position. The purpose of the familiarization period is to allow the employee to become oriented to the specific duties of the position. The familiarization

period is not intended to be a period during which an employee acquires the necessary qualifications and ability to enable the employee to displace another employee.

- 24:18 Where the temporary lay-off of an employee in subgroup (3) is necessary, Sections :05, :06 and :07 do not apply. For purposes of this Section a **"temporary lay-off"** is defined as less than three (3) months duration. Employees shall return to their positions upon expiry of such lay-off. This Section applies only to situations identified in separate Memoranda of Agreement between the parties.
- 24:19 Employees who are laid-off shall be placed on a re-employment list for a period of up to twenty-four (24) months from the effective date of the lay-off.
- 24:20 The Commission shall maintain a re-employment list for all employees covered by this Article who are laid-off on other than a temporary basis. A copy will be provided to the Union on request.
- 24:21 Employees who are placed on a re-employment list shall be called back to their positions in reverse order of lay-off in the classification from which the employee was laid-off.
- 24:22 An employee who is on the re-employment list must:
- (a) report any change of address to the department without delay;
 - (b) if called back or provided a reasonable re-employment opportunity, respond to the call-back or reasonable re-employment opportunity within seven (7) days of receipt of notification of call-back or reasonable re-employment opportunity. An employee accepting a reasonable re-employment opportunity at a lower rate of pay shall retain their recall rights under Section :21 for the duration of the time they would have remained on the re-employment list;
 - (c) return to work within fourteen (14) days of receipt of notification of call-back or reasonable re-employment opportunity or such other date as may be agreed upon between the employee and the department;
 - (d) except for good and sufficient reasons, accept a call-back or reasonable re-employment opportunity in accordance with this Section or be deemed to have resigned.
- 24:23 A **"reasonable re-employment opportunity"** is a position which the employee is reasonably qualified for and able to perform and which is in a location which would not require a change of residence by the employee.
- 24:24 A term employee who has been employed in the same position for one (1) or more years of continuous service and who is laid off or whose term expires shall be placed on an employment availability list by the department for a period of one (1) year. During this period, the employee shall be considered for re-employment to the position if it is to be refilled.
- 24:25 Employees on a re-employment list may be offered re-employment to other positions within the service.
- 24:26 An employee who accepts another position may be placed on a trial period of not more than six (6) months duration. An employee who is found to be unsuitable during this trial period will be returned to the appropriate re-employment list for the greater of six (6) months or the remainder of the employee's twenty-four (24) month period on the re-employment list. An employee found to be unsuitable may grieve the decision commencing at Step 2 of the grievance procedure.
- 24:27 If a regular employee accepts a term position as a result of re-employment, the employee's status as a regular employee shall be maintained. On the expiry of the term, the employee will be permanently laid-off, or remain on the re-employment list for the remainder of the twenty-four (24) month period if applicable.
- 24:28 For purposes of this Article, a **"non-seasonal"** departmental employee is an employee who has been employed by the department concerned for four (4) or more years of continuous service, on a full-time, year-round basis with no break in service involving involuntary lay-off of the employee.

SEVERANCE PAY

- 25:01 Employees with nine (9) or more years of accumulated service whose services are terminated as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, shall be paid severance pay in the amount of one (1) week's pay for each complete year of accumulated service or portion thereof, but the total amount of severance pay under this Section shall not exceed fifteen (15) weeks' pay. Example: ten (10) years, eight (8) complete months of accumulated service equals ten and eight-twelfths ($10 \frac{8}{12}$) years of accumulated service for purposes of calculation.
- 25:02 Where an employee in the employee's ninth (9th) year of accumulated service fails to complete nine (9) years' accumulated service as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, the employee shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.
- 25:03 In addition to the severance pay set out in Section :01, employees who retire in accordance with the provisions of The Civil Service Superannuation Act will also be eligible for the following severance pay:
- (a) for employees with twenty (20) or more years of accumulated service, an additional two (2) weeks' pay;
 - (b) for employees with twenty-five (25) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsection (a);
 - (c) for employees with thirty (30) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsections (a) and (b);
 - (d) for employees with thirty-five (35) or more years of accumulated service, two (2) weeks' pay in addition to the amounts in Subsections (a), (b) and (c).
- 25:04 In the case of employees with nine (9) or more years of accumulated service whose services are terminated as a result of death, the employee's estate shall be paid severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. Example: ten (10) years, eight (8) complete months of accumulated service equals ten and eight-twelfths ($10 \frac{8}{12}$) years of continuous service for purposes of calculation.
- 25:05 Where an employee in the employee's ninth (9th) year of accumulated service fails to complete nine (9) years' accumulated service as a result of death, the employee's estate shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.
- 25:06 Employees with one (1) or more years of accumulated service whose services are terminated as a result of permanent lay-off, shall be paid severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-six (26) weeks' pay.
- 25:07 Where an employee in the employee's first (1st) year of accumulated service fails to complete one (1) year's accumulated service as a result of permanent lay-off, the employee shall be paid severance pay on the basis of one (1) week's pay multiplied by the factor of the number of complete months service completed in the employee's first (1st) year divided by twelve (12) months.
- 25:08 An employee who is eligible to receive severance pay in accordance with this Article may elect to receive the severance pay in two payments provided both payments occur within the same fiscal year as the effective date of the retirement or permanent lay-off. In the case of severance payable on permanent lay-off, this provision only applies if the employee immediately elects permanent lay-off upon receiving notice of lay-off and waives the right to be placed on the re-employment list.
- 25:09 The rate of pay referred to in this Article shall be determined on the basis of the last regular bi-weekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent lay-off, or death. Subject to Section :11, the rate of pay for hourly rated employees shall be determined on the basis of the applicable work week, either thirty-six and one-quarter ($36\frac{1}{4}$), thirty-eight and three-quarters ($38\frac{3}{4}$) or forty (40) hours per week.

- 25:10 In the case of employees eligible for severance pay who are on stand-by or temporary lay-off at the time of retirement, permanent lay-off or death, the weekly hours shall be, subject to Section :11, the normal weekly hours of work in effect for the classification of the employees at the time of the retirement, permanent lay-off or death.
- 25:11 In the case of hourly paid employees whose total weekly hours of work vary between summer and winter, the severance pay to be paid shall be based on an average of the normal hours of work over the fiscal year.

HOLIDAYS

- 26:01 The following holidays shall be observed in the civil service:

New Year's Day	Civic Holiday
Louis Riel Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Any other holiday proclaimed by Federal or Provincial Statute	

For calculation purposes holidays shall be observed as indicated below:

- (a) for all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. For purposes of this Article, a shift employee is one whose regular work week is not Monday to Friday inclusive;
- (b) for all non-shift employees, where any of the holidays fall on a Saturday or Sunday, the holiday shall be observed on the following Monday. Where holidays fall on both Saturday and Sunday, the holidays shall be observed on the following Monday and Tuesday.
- 26:02 When December 24th falls on a Monday through Friday, the following shall apply:
- (a) all government offices shall be closed at 1:00 p.m. in the afternoon;
- (b) other government work locations may be closed at 1:00 p.m. or operated at reduced staffing levels after 1:00 p.m. at the sole discretion of the employing authority and provided services to the public are not affected;
- (c) where the employing authority requires an employee to work a full shift, the employee shall be entitled to one-half (½) day of compensatory leave to a maximum of four (4) hours;
- (d) the day shall be considered a full working day for calculation purposes. Example: an employee on vacation will be deducted one (1) day's vacation credit for the day.
- 26:03 An employee is entitled to the employee's regular pay for a holiday on which the employee does not work provided the employee:
- (a) did not fail to report for work after having been scheduled to work on the day of the holiday;
- (b) has not absented himself or herself from work without the consent of the employing authority on the regular working day immediately preceding or following the holiday unless the absence is by reason of established illness.
- 26:04 If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03(b) does work on the holiday, the employee shall be paid wages equivalent to one and one-half times (1½x) the employee's regular rate for the time worked on that day.
- 26:05 Subject to Section :07, and subject to the call-out provisions as provided in the Components, an employee who is required to work on the holiday when it is observed on the employee's day of rest shall receive, in addition to the regular holiday pay to which the employee may be entitled:
- (a) if the employee is eligible for premium overtime, overtime compensation based on double time (2x) the employee's regular rate of pay for all overtime worked on the holiday. Such overtime compensation is in lieu of the overtime compensation to which the employee would otherwise be eligible in the appropriate Component;
- (b) if the employee is not eligible for premium overtime, compensation based on one and one-half times (1½x) the employee's regular rate of pay for all overtime worked on the holiday. Such

compensation is in lieu of the compensation to which an employee would otherwise be eligible in the appropriate Component.

- 26:06 Subject to Section :03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holiday.
- 26:07 A shift employee who is entitled to pay for a holiday and who works on a holiday when it is the employee's regularly scheduled working day shall, in addition to the regular pay, be compensated at the rate of time and one-half ($1\frac{1}{2}x$) for all regular hours worked on the holiday, or be granted compensatory leave for such hours worked at the rate of one and one-half ($1\frac{1}{2}x$) hours for each additional hour worked. Shift employees shall be entitled to add to their regular annual vacation a maximum of five (5) days accumulated compensatory leave, and any additional compensatory leave shall be granted at the discretion of the employing authority. Any overtime hours worked on the holiday shall be compensated on the same basis as set out in Subsection :05(a) or :05(b).
- 26:08 Subject to Section :09, the accumulated compensatory leave referred to in Section :07 above, shall be taken in the vacation year in which it is earned.
- 26:09 The employing authority may allow accumulated compensatory leave in lieu of statutory holidays to be carried forward to the next vacation year.
- 26:10 In the event that an employee is terminated, the accumulated compensatory leave in lieu of statutory holidays shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.
- 26:11 An employee who leaves the service, shall receive pay in lieu of the compensatory leave that has not been granted.
- 26:12 Where a holiday falls within the vacation period of an employee, one (1) additional working day shall be added to the employee's vacation entitlement in lieu of the statutory holiday.

VACATION

- 27:01 For purposes of this Agreement, a vacation year is the period beginning on April 1 and ending on March 31 of the next year.
- 27:02 Vacation leave credits are calculated based on accumulated service. In addition, for purposes of calculation of vacation credits only, an employee shall be considered to have earned accumulated service in accordance with the following:
- (a) where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the absence, related to the injury or disability, commenced;
 - (b) full-time employees will receive vacation credits during approved leaves of absence without pay up to a maximum of forty (40) hours in a vacation year.
- 27:03 Under no circumstances can an employee earn more than the maximum vacation credits that can be accumulated in any vacation year; i.e. fifteen (15), twenty (20), twenty-five (25) or thirty (30) vacation credits per vacation year.
- 27:04 Employees shall earn vacation leave credits during each vacation year on the following basis:
- (a) employees who have completed less than two (2) calendar years of service, shall earn vacation credits at the rate of a maximum of fifteen (15) credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation year following the vacation year in which the vacation is earned;
 - (b) commencing from the beginning of the vacation year in which two (2) calendar years of service will be completed, employees shall earn vacation credits at the rate of a maximum of twenty (20)

- credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation year in which three (3) calendar years of service are completed and yearly thereafter;
- (c) commencing from the beginning of the vacation year in which nine (9) calendar years of service will be completed, employees shall earn vacation credits at the rate of a maximum of twenty-five (25) credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation year in which ten (10) calendar years of service are completed and yearly thereafter;
- (d) commencing from the beginning of the vacation year in which nineteen (19) calendar years of service will be completed, employees shall earn vacation credits at the rate of a maximum of thirty (30) credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation year in which twenty (20) calendar years of service are completed and yearly thereafter;

Notwithstanding subsections (a), (b), (c) and (d), employees terminating in their second (2nd) calendar year of service shall have their vacation leave credits cashed out at the rate of a maximum of fifteen (15) credits for 2,080 (2,015) (1,885) hours of accumulated service. Employees terminating in their ninth (9th) calendar year of service shall have their vacation leave credits cashed out at the rate of a maximum of twenty (20) credits for 2,080 (2,015) (1,885) hours of accumulated service. Employees terminating in their nineteenth (19th) calendar year of service shall have their vacation leave credits cashed out at the rate of a maximum of twenty-five (25) credits for 2,080 (2,015) (1,885) hours of accumulated service.

- 27:05 To calculate the number of vacation hours an employee has earned in a vacation year:
- (a) determine the number of hours of accumulated service as determined in Section :02 that the employee has earned in a vacation year to a maximum of 2,080 (2,015) (1,885) hours;
- (b) divide by 2,080 (2,015) (1,885);
- (c) multiply by the employee's vacation leave credit accrual rate, i.e. fifteen (15), twenty (20), twenty-five (25), or thirty (30);
- (d) multiply by the daily hours for the employee's classification, i.e. eight (8) or seven and three-quarters (7³/₄) or seven and one-quarter (7¹/₄) and round down to the nearest quarter (1/4) hour.

Example: An employee has 1,920 hours of accumulated service in the vacation year, the employee's credit rate is fifteen (15) and the employee's classification is an eight (8) hour day classification. $1,920 \div 2,080 \times 15 = 13.846 \times 8 = 110.768$ rounded down to 110.75 vacation hours eligible to be taken in the following vacation year.

- 27:06 Vacation credits do not accrue when an employee receives a vacation pay cash out in lieu of vacation time taken.
- 27:07 An employee shall accumulate vacation credits from the date of commencement of employment.
- 27:08 (a) Subject to Section :08(e) vacation leave shall be taken in the vacation year following the vacation year in which it is earned. However, with the approval of the employing authority, vacation that has been earned in a vacation year may be taken in that vacation year;
- (b) under no circumstances shall vacation leave be taken in advance of when it was earned;
- (c) where operational requirements permit, vacation leave may be taken subject to the approval of the employing authority;
- (d) the employing authority may authorize vacation to commence on any day;
- (e) the employing authority may authorize that vacation leave be carried forward to the next following year to supplement the vacation period in that year, but in no case will a vacation carry-over be allowed which comprises more than one (1) previous year's vacation entitlement;
- (f) the employing authority may authorize an employee to take vacation leave in two (2) or more periods;
- (g) an employing authority, if it finds it necessary, may require an employee to take vacation leave in two (2) or more periods. Normally any such periods shall not be less than one (1) week in length.
- 27:09 Where an employee dies, the employee's estate shall receive the employee's accumulated vacation credits.
- 27:10 Where an employee is moved from one (1) department to another, the employee's accumulated

vacation leave is a charge against the department to which the employee is moved unless the department to which the employee is moved requires the employee to take the accumulated vacation leave before the date of the move.

- 27:11 Medical Technologists who train in provincial laboratories of the Department of Health shall, for the purpose of long service vacation entitlement, be credited with time spent training in such provincial laboratories provided that they become employed with the department within two (2) years from the date they successfully completed such training.
- 27:12 The following vacation provisions shall apply only to those designated departmental employees of the Department of Infrastructure and Transportation who have regularly been assigned by the department to work a work week of forty-five (45), fifty/forty (50/40) or fifty-four (54) hours as set out in Subsections 2:02 (a), (b) and (c) of the Trades, Operations and Services Component:
- (a) eligible employees shall accrue vacation credits based on their accumulated service in the vacation year. Notwithstanding Sections :03 and :04, for the purpose of calculation of vacation credits only, these employees shall be subject to the following maximum number of accumulated service hours in the vacation year:
 - (i) 2,528 hours for fifty-four (54) hour week employees
 - (ii) 2,240 hours for forty-five (45) and fifty/forty (50/40) hour week employees;
 - (b) when taking vacation, these employees shall have their vacation credits reduced by their actual scheduled hours for the day/week of vacation, i.e. based on an eight (8), nine (9), ten (10), or eleven (11) hour day.
- 27:13 The rate of pay for vacation time for daily and hourly paid departmental employees shall be, in general, the current rate for that type of work which the employee would have been doing had the employee not been on vacation, as determined by the supervisor. Where the type of work and/or rate of pay could be expected to vary during the period of vacation, the rate or rates of pay for vacation may also vary, with their distribution during the period being according to the judgement of the supervisor, having in mind the employee's immediately preceding similar period of employment and/or the rate distribution of the substitute employee during the employee's vacation, etc.
- 27:14 Where an employing authority has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee, the employing authority may authorize payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions. An employee whose vacation leave has been restricted may, in lieu of receiving such pay, elect to carry over such vacation leave to the following year.
- 27:15 Subject to the requirements of personnel in a branch of a department, vacation leave shall be rotated regardless of seniority of employment.

SICK LEAVE

- 28:01 It is agreed by both parties that earned sick leave entitlement shall be granted by Treasury Board where an employee is unable to be at work and perform the employee's regular duties as a result of illness or injury.
- 28:02 The sick leave to which an employee is entitled shall accumulate:
- (a) during the first four (4) years of calendar service at the rate of 4.0 (3.875) (3.625) hours for each 80 (77.5) (72.5) hours of accumulated service; and
 - (b) after the first four (4) years of calendar service, at the rate of 8.0 (7.75) (7.25) hours for each 80 (77.5) (72.5) hours of accumulated service.
- 28:03 Sick leave with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on sick leave.
- 28:04 Subject to Sections :05 and :06, sick leave shall not accumulate beyond two hundred and eight (208) working days (1,664 (1,612) (1,508) hours).

- 28:05 An employee who has been absent on sick leave with pay, upon returning to work, shall continue to accumulate sick leave up to a maximum of two hundred and eight (208) working days (1,664 (1612) (1,508) hours) in accordance with Section :02.
- 28:06 An employee shall accumulate sick leave credits from the date of commencement of employment.
- 28:07 Sick leave shall not be taken in advance of when it is earned.
- 28:08 Sick leave shall not accumulate during periods when an employee is absent on sick leave and/or absent on Workers Compensation for a period of more than ten (10) consecutive working days.
- 28:09 Medical Technologists who train in provincial laboratories of the Department of Health shall, if upon completion of their training they become employed with the department as qualified technologists, be credited with sick leave accumulated in accordance with Section :02 during their training period in the provincial laboratory.
- 28:10 Where an employee is to be absent because of illness, the employee shall endeavour to notify the employee's immediate supervisor of the absence due to illness at least one hour (1) prior to and not more than thirty (30) minutes after the normal hour of beginning work, or as soon thereafter as the means of communication permit.
- 28:11 An employee who has been absent because of sickness for a period of more than three (3) consecutive working days shall furnish, when requested by Treasury Board and/or the employing authority, at any time during or after this period of sickness, a medical certificate or sworn statutory declaration certifying that the employee is or was unable to be present at work because of the illness. Where an employee fails to produce a medical certificate or statutory declaration acceptable to Treasury Board and/or the employing authority, the employee shall not be entitled to be paid for the period of absence.
- 28:12 An employee who has been absent because of sickness for a period of three (3) working days or less may be required to furnish, when requested by Treasury Board and/or the employing authority, either a medical certificate or a sworn statutory declaration as required under Section :13. Failure to produce a certificate or statutory declaration acceptable to Treasury Board and/or the employing authority will result in a loss of pay for the period of absence.
- 28:13 Where an employee becomes ill during the period of the employee's scheduled annual vacation, the employing authority may grant sick leave and credit the employee with alternate days vacation equivalent to the number of days approved sick leave providing the illness is over three (3) days and may require hospitalization. The employee will be responsible to provide proof of illness and/or hospitalization satisfactory to the employing authority. The application of this clause to employees subject to Article 9 - Vacation in the Social Sciences Component, shall be to a maximum of ten (10) working days.
- 28:14 When an employee is unable to work and is in receipt of an income replacement indemnity (IRI) from the Manitoba Public Insurance (MPI) as a result of an injury incurred in a vehicle accident, the employee may elect to be paid an additional amount, which when combined with the IRI benefit, shall ensure the maintenance of net salary consistent as if they were in receipt of regular sick leave. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of the IRI and such additional payment shall be payable until the employee's accrued sick leave credits have been exhausted.
- 28:15 Time off for medical and dental examinations or treatments by physicians, dentists, nurse practitioners, physiotherapists and chiropractors, including reasonable travel time, shall be granted to employees and such time off shall be chargeable against the employees accumulated sick leave credits.

Whenever possible, appointments are to be made on the employee's day off or at a time when the employee is not on duty. If the above is not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the area.

If the employee chooses a practitioner as noted above outside of their community, such time off with pay will be granted to a maximum of three (3) hours. Increased time may be considered by the Employer in extenuating circumstances on an individual basis.

Should it be necessary for an employee to attend a practitioner as noted above outside of their community by reason of non-availability of service in their community, the employee shall be allowed up to one (1) shift off with pay, to the extent that sick leave credits have been accumulated, for the time necessary to attend such appointment to the nearest point of available service. Employees residing north of the 53rd parallel shall be allowed up to two (2) shifts off with pay.

ADDICTIONS

- 29:01 The parties recognize that alcohol and drug misuse does occur and that such misuse has the potential to adversely affect an employee's work performance. Subject to government approval, an employee will be granted sick leave to pursue treatment that involves time away from work for participation in residential, in-patient or out-patient services.

WORKERS COMPENSATION

- 30:01 For employees who are on Workers Compensation and who have sufficient sick leave, it is the intention of the parties that the employee's net salary will be maintained as if they were in receipt of regular sick leave. If an employee is absent from work as a result of an injury for which a Worker's Compensation claim has been filed arising from employment with the Province, the following shall apply:
- (a) the employee will be paid as though on sick leave;
 - (b) if the employee's Workers Compensation claim is approved:
 - (i) the employee will be re-credited with ninety percent (90%) of the sick leave granted while awaiting approval;
 - (ii) any amounts payable to the employee from Workers Compensation shall be remitted directly to the government;
 - (iii) the employee will remain in receipt of regular sick leave, and ten percent (10%) of the employee's absence period shall be chargeable to the employee's sick leave credits for the duration of the Worker's Compensation claim or until the employee's accrued sick leave credits have been exhausted;
 - (c) if the employee's Workers Compensation claim is not approved, then 100% of the absences shall be charged to the employee's accumulated sick leave credits and, if the amount of salary paid exceeds the sick leave credits, resulting in an overpayment, the employing authority can recover that overpayment through payroll deductions, and will provide the employee with a written statement indicating the amount of the overpayment and details regarding recovery options. Other means of repayment may be agreed upon between the employer and the employee.
- 30:02 Upon being advised that a Workers Compensation claim has been filed, the employing authority shall provide the employee a written notice containing the following information:
- (a) advising the employee of the provisions of Article 30:01;
 - (b) the amount of accumulated sick leave credits that the employee has in their sick leave bank at the time of the injury;
 - (c) advising the employee that if the Worker's Compensation claim is not approved, that an overpayment may occur, which will be recovered by the employing authority in accordance with the Financial Administration Manual directives;
 - (d) advising the employee of the Long Term Disability Income Plan, and the claim procedure for eligibility thereof;
 - (e) advising the employee of the Employment Insurance (EI) sickness benefit and the contact information of Service Canada.
- 30:03 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the absence, related to the injury or disability, commenced.

- 30:04 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.
- 30:05 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the department if it is not covered by a medical plan.
- 30:06 Where an employee is in receipt of Workers Compensation as a result of an injury incurred in the course of the performance of the employee's duties and is absent from work as a result, such absence shall not be considered to be part of the employee's personal absenteeism record.

COMPASSIONATE LEAVE

- 31:01 An employee shall be entitled to compassionate leave of four (4) working days without loss of salary in the event of the death of a parent, step-parent, spouse, child or step-child.
- 31:02 An employee shall be entitled to compassionate leave of three (3) working days without loss of salary in the event of the death of a brother, step-brother, sister, step-sister, ward of the employee, or relative permanently residing in the employee's household or with whom the employee permanently resides.
- 31:03 An employee shall be entitled to compassionate leave of one (1) working day without loss of salary in the event of the death of the employee's grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, mother-in-law, father-in-law, aunt, uncle, or grandchild.
- 31:04 An employee who is entitled to compassionate leave under Sections :01, :02 and :03 during vacation leave shall receive vacation credits equal to the number of days of compassionate leave granted.
- 31:05 Provided an employee has not received compassionate leave for the death in question, the employee shall be entitled to compassionate leave up to a maximum of one (1) day without loss of salary for attending a funeral as a pallbearer.
- 31:06 An employee shall be entitled to additional compassionate or special leave up to a maximum of two (2) days without loss of salary, requested for the purpose of attending a funeral at a distance in excess of two hundred and twenty-five (225) kilometres from the employee's home.
- 31:07 An employee who is in travel status shall continue to receive regular salary for travel time to return to the employee's work headquarters, to a maximum of (7.25) (7.75) (8) hours as is applicable, prior to commencing compassionate leave under this Article.

FAMILY RELATED LEAVE

- 32:01 An employee shall be entitled to up to five (5) days of leave with pay in each fiscal year to be granted on the recommendation of the employing authority as follows and charged against the employee's sick leave credits:
- (a) the leave shall be for the purpose of attending to family responsibilities which are real, immediate and unavoidable and which necessitate the employee's absence from work;
 - (b) the family responsibilities of the employee could not reasonably be accommodated by some other person or in some other way or at some other time;
 - (c) the amount of leave is intended to cover the period until appropriate alternative arrangements can be made.
- 32:02 An employee's sick leave accumulation under Article 28 – Sick Leave will not be reduced to less than twelve (12) days per year as a result of the application of this provision.

PATERNITY LEAVE

- 33:01 An employee shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of his/her child. At the employee's option, such leave shall be granted on the day of, or the day following the birth of his/her child or the day of the birth mother's admission to or discharge from hospital or such other day as may be mutually agreed.
- 33:02 Employees who qualify for Paternity Leave, as per 33:01, are not eligible for Maternity Leave under Article 34 and/or Adoptive Parent Leave under Article 35.

MATERNITY LEAVE

- 34:01 An employee who qualifies for maternity leave may apply for such leave in accordance with either Plan A or Plan B but not both.

PLAN A

- 34:02 In order to qualify for Plan A, a pregnant employee must:
- (a) have completed seven (7) continuous months of employment for or with the government;
 - (b) submit to the employing authority an application in writing for leave under Plan A at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and
 - (c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.
- 34:03 An employee who qualifies is entitled to and shall be granted maternity leave without pay consisting of:
- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :02(c); or
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :02(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;
 - (c) Treasury Board may vary the length of maternity leave upon proper certification by the attending physician, and recommendation by the employing authority.
- 34:04 Effective January 3, 2021, an employee who has been granted maternity leave shall be permitted to apply up to a maximum of five (5) days of her accumulated sick leave against the Employment Insurance waiting period.

An employee who has been granted maternity leave shall also be permitted to apply up to an additional five (5) days of her accumulated sick leave:

- (a) in the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits if the employee does not receive Employment Insurance Parental Benefits; or
- (b) in the week immediately following the discontinuation of payments of Employment Insurance Parental benefits, if the employee receives Employment Insurance Parental benefits immediately following the discontinuation of Employment Insurance Maternity benefits.

Should an employee not be required to serve any waiting period before the commencement of Employment Insurance benefits, she will be permitted to apply up to ten 10 days of her accumulated sick leave as in paragraph (a) or (b) above.

Should the employee not return to work following her maternity leave for a period of employment sufficient to allow for re-accumulation of the number of sick days granted, the employee shall compensate the employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

PLAN B

- 34:05 In order to qualify for Plan B a pregnant employee must:
- (a) have completed seven (7) continuous months of employment for or with the government;
 - (b) submit to the employing authority an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
 - (c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) provide the employing authority with proof that she has applied for Employment Insurance benefits and that Service Canada has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22, Employment Insurance Act.
- 34:06 An applicant for maternity leave under Plan B must sign an agreement with the employing authority providing that:
- (a) she will return to work and remain in the employ of the government on a full time basis for at least six (6) months following her return to work; and
 - (b) if she does not take parental leave as provided in Article 36 - Parental Leave, she will return to work on the date of the expiry of her maternity leave; and
 - (c) if she does take parental leave as provided in Article 36 - Parental Leave, she will return to work on the date of the expiry of her parental leave; and
 - (d) should she fail to return to work as provided above, she is indebted to the government for the full amount of pay received from the government as a maternity allowance during her entire period of maternity leave.
 - (e) Should she return to work as provided above but fail to complete her return service commitment, she is indebted to the government for a pro-rated amount based on the number of months she has remaining on her return service commitment, rounded to the nearest full week.
- 34:07 At the employee's request the employing authority may authorize an employee who has received maternity leave under Plan B to return to work on a part-time basis for a period of twelve (12) months.
- 34:08 An employee who qualifies is entitled to a maternity leave consisting of:
- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Subsection :05(c); or
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Subsection :05(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;
 - (c) treasury Board may vary the length of maternity leave upon proper certification by the attending physician, and recommendation by the employing authority.
- 34:09 Effective January 3, 2021, during the period of maternity leave, an employee who qualifies is entitled to a Supplement to Employment Insurance (EI) Maternity Benefits as follows:
- (a) An employee shall receive ninety-three percent (93%) of her weekly rate of pay during the one week Employment Insurance waiting period;
 - (b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay;
 - (c) For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee shall receive ninety-three percent (93%) of her weekly rate of pay provided the employee does not receive Employment Insurance Parental Benefits immediately following the exhaustion of the Employment Insurance Maternity Benefits.

If the employee receives Employment Insurance Parental Benefits immediately following the exhaustion of Employment Insurance Maternity Benefits, the employee shall receive ninety-three percent (93%) of her weekly rate of pay for the week immediately following the discontinuation of payments of Employment Insurance Parental Benefits.

Should an employee not be required to serve any waiting period before the commencement of

Employment Insurance benefits, the benefits under paragraph (a) above will be paid in the week following payment in paragraph (c).

(d) all other time as may be provided under Section :08 shall be on a leave without pay basis.

- 34:10 Plan B does not apply to term employees or employees who normally are subject to seasonal lay-off.
- 34:11 During the period of maternity leave, benefits will not accrue. However, the period of maternity leave will count as service towards eligibility for long service vacation and long service sick leave entitlement.
- 34:12 Where an employee's anniversary date falls during the period of maternity leave under Plan A or B, the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.
- 34:13 Section 57 and Sections 60(1) through 60(4) inclusive of the Employment Standards Code respecting maternity leave shall apply "mutatis mutandis".

ADOPTIVE PARENT LEAVE

- 35:01 An employee shall be granted one (1) day's leave with pay to attend to needs directly related to the adoption of the child. At the employee's option such leave shall be granted on the day of or the day following the adoption or such other day as may be mutually agreed.

PARENTAL LEAVE

- 36:01 In order to qualify for parental leave, an employee must:
- (a) be the natural mother of a child; or
 - (b) be the natural father of a child; or
 - (c) adopt a child under the law of a province.
- 36:02 An employee who qualifies under Section :01 must:
- (a) have completed seven (7) continuous months of employment and
 - (b) submit to the employing authority an application in writing for parental leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.
- 36:03 An employee who qualifies in accordance with Sections :01 and :02 is entitled to parental leave without pay for a continuous period of up to sixty-three (63) weeks.
- 36:04 Subject to Section :05, parental leave must commence no later than seventy-eight (78) weeks after the date of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee.
- 36:05 Where an employee takes parental leave in addition to maternity leave, the employee must commence the parental leave immediately on expiry of the maternity leave without a return to work unless otherwise approved by the employing authority.

BRIDGING OF SERVICE

- 37:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children, and is re-employed, upon written notification to the employing authority shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation entitlement benefits as defined in this Agreement and based on service seniority. The following conditions shall apply:
- (a) the employee must have accumulated at least four (4) years of calendar service at the time of resigning;
 - (b) the resignation itself must indicate the reason for resigning;
 - (c) the break in service shall be for no longer than six (6) years, and during that time the employee must not have been engaged in remunerative employment for more than three (3) months;

- (d) the previous length of service shall not be reinstated until successful completion of the probationary period;
- (e) upon successful completion of the probationary period, the employee will be credited with the accumulated sick leave credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

LOSS OF OR DAMAGE TO PERSONAL EFFECTS

- 38:01 Where an employee, because of the action of an inmate, patient or client of government, suffers damage to, or loss of, eye-glasses, false teeth, a watch or other personal effects usually carried to work by the employee in the performance of the employee's duties including clothing but not including underwear, the employee shall be reimbursed at:
- (a) full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within six (6) months of the incident;
 - (b) If the item has been purchased within six (6) months to two (2) years of the incident, at eight-five percent (85%) of the replacement cost;
 - (c) at seventy-five percent (75%) of the replacement cost in all other cases.

In calculating replacement cost, proof of purchase must be submitted and Provincial Sales Tax (PST) and Goods and Services Tax (GST) are included.

- 38:02 Where a workshop operated by the government is available to make repairs to personal effects damaged as mentioned in Section :01, the repairs shall be made in the workshop at no cost to the employee. Costs of other repair shall be reimbursed to the employee.
- 38:03 All incidents of loss of, or damage to personal effects as mentioned in Section :01, shall be reported in writing by the employee whose personal effects are lost or damaged to the employing authority within twenty-four (24) hours of the incident.
- 38:04 Each incident respecting loss of, or damage to, personal effects as mentioned in Section :01 shall be assessed separately, and the employing authority shall recommend the amount of compensation that should, in the employing authority's opinion, be paid in respect of each incident.
- 38:05 Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.
- 38:06 Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work.
- 38:07 Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools, equipment or personal effects may be made under this subsection except where such tools, equipment or personal effects are handed over or delivered to a supervisor or responsible officer where this is practical and the receipt thereof is acknowledged by the officer.
- 38:08 Where employees are required to provide, commandeer or "rent without fee" from any person or firm, tools, equipment or personal effects which are to be used in the course of their employment and which are not readily available from government sources, claims for compensation may be made for the loss or theft or damage to such tools, equipment or personal effects.
- 38:09 Where compensation is available from an employee's personal insurance or otherwise for the loss or theft of or damage to the employee's tools, equipment or personal effects or for luxury items, the deductible portion may be claimed.

- 38:10 Every claim for compensation made pursuant to Sections :05, :06, :07 and :08 will be considered by the employing authority, who will submit recommendations to Treasury Board Secretariat for approval, and the claim shall indicate:
- the name of the claimant, position classification, normal place of work and type of work the position entails;
 - identification as to category - loss, theft, damage - and full particulars as to when, and how the loss, theft or damage took place, with any other relevant particulars;
 - justification for the claim in accordance with Sections :05, :06, :07 or :08;
 - a certification by the claimant that all items lost, stolen or damaged are not covered by any form of insurance, or if they are covered, the amount of the deductible for which reimbursement is being claimed under this Article.
- 38:11 Claims approved by Treasury Board Secretariat shall be paid in accordance with Section :01.

REMOTENESS ALLOWANCE

- 39:01 The government shall provide remoteness allowances as shown in Appendix "B" which is attached hereto and which forms part of this Agreement.

DENTAL PLAN

- 40:01 The parties agree to the continuation of the Dental Services Plan with the following changes:
- the basis for payment for covered services shall be the 2009 Manitoba Dental Association (MDA) Fee Guide;
 - the 2012 MDA Fee Guides will be implemented effective April 1, 2012, and the current MDA Fee Guide shall be in effect on April 1 of each year thereafter;
 - dental coverage will continue for the first seventeen (17) weeks of Maternity Leave effective the first of the month following the date of signing and limited to maternity leaves commencing on and after that date;
 - part-time employees are eligible for family coverage based on fifty percent (50%) of the annual maximum per claimant.

VISION CARE PLAN

- 41:01 The parties agree to the continuation of the Vision Care Plan with the following changes:
- the basis for payment for covered services shall be the 2009 Optometric or Ophthalmological Fee Guide;
 - the 2012 and 2013 Fee Guides will be implemented effective April 1 of each respective year;
 - changes to the Dental Plan respecting eligibility during Maternity Leave and pro-rated family coverage for part-time employees will also apply to the Vision Care Plan;
 - part-time employees are eligible for family coverage based on fifty percent (50%) of the annual maximum per claimant.

DRUG PLAN

- 42:01 The parties agree to the continuation of the Drug Care plan as follows:
- eligibility requirements for employees and dependents are the same as the Dental Services Plan;
 - co-insurance based on 80% reimbursement;
 - the maximum payment per contract (family) is seven hundred dollars (\$700) per year;
 - effective April 1, 2012, the maximum payment per contract (family) is seven hundred and fifty dollars (\$750) per year.
 - effective April 1, 2013 the maximum payment per contract (family) to eight hundred dollars (\$800) per year;
 - part-time employees are eligible for family coverage based on fifty percent (50%) of the annual maximum per claimant.
- 42:02 The Employer agrees to implement a Blue Net Card with a target date of April 1, 2016 or as soon as possible.

HEALTH AND SAFETY

- 43:01 The government and the Union recognize that safety, accident prevention and the preservation of health are of primary importance in all civil service operations and that these activities require the combined efforts of the government, employees, and the Union.
- 43:02 The government will continue to provide its employees with safe working conditions, equipment and materials, and will continue to ensure that all reasonable precautions are taken.
- 43:03 The Union will continue to make every effort to obtain the cooperation of each employee within the bargaining unit in the observation of all reasonable safety rules, practices and procedures.
- 43:04 Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect the employee's safety and health and the safety and health of any other persons who may be affected by the employee's acts or omissions at work.
- 43:05 The parties recognize the importance of establishing Workplace Health and Safety Committees to enhance the ability of employees and managers to resolve health and safety concerns. It is recognized that the initiative in requesting the establishment of a Workplace Health and Safety Committee may come from management of the department and/or the employees in the workplace and/or the Union.
- 43:06 The parties agree to the establishment of Workplace Health and Safety Committees in workplaces where it is deemed necessary having regard for:
- (a) the number of employees in the workplace;
 - (b) the type of work performed in the workplace and the degree of hazard involved;
 - (c) the complexity of the workplace operations, and the size, location and nature of the workplace.
- 43:07 Where it is not deemed appropriate to establish a Workplace Health and Safety Committee in a workplace the parties may agree to the designation of a Workplace Health and Safety representative who may, in conjunction with a management representative, perform the duties of a committee.
- 43:08 Where it is deemed appropriate to establish a Workplace Health and Safety Committee in a workplace, the following shall apply:
- (a) the size of the committee shall be determined taking into account the factors listed in Section :06. The number of employee representatives should not be less than two (2) or more than six (6). The number of management representatives may be less than or equal to the number of employee representatives on a committee;
 - (b) each party shall elect or appoint its representatives to a committee freely and without interference;
 - (c) committee members shall have a term of office of one (1) year and members are eligible for re-election or re-appointment;
 - (d) committees shall have two (2) co-chairpersons, one (1) chosen by and from the management representatives and one (1) chosen by and from the employee representatives. The co-chairpersons shall alternate the function of chairing the meetings of the committee and may participate fully in the deliberations and discussions of the committee;
 - (e) committees shall meet regularly at intervals to be determined by the committee but normally not less than once in each calendar quarter;
 - (f) except for the calling of special meetings, there shall be at least seventy-two (72) hours prior notice of the calling of committee meetings;
 - (g) efforts should be made to schedule committee meetings, functions or duties during the employees' work time but if this is not possible, meetings may be held during an employee's off duty hours. Employee representatives who are members of a Workplace Health and Safety Committee and who are scheduled to meet during off duty hours shall be deemed to be at work and compensated at regular or premium pay, as is applicable, or at the employee's option be granted time off in lieu for time spent in such meetings, functions or duties;
 - (h) the quorum for meetings shall consist of one-half ($\frac{1}{2}$) of the management members and one-half ($\frac{1}{2}$) of the employee members;

- (i) each department shall provide a prominent place where information relating to health and safety subjects may be posted. Information posted shall include:
 - i) the names of all committee members and their terms of office;
 - ii) the scheduled meeting dates of the committee;
 - iii) the agenda for each meeting;
 - iv) the minutes of the previous meeting;
 - v) informational and educational materials which have specific relevance to the safety and health of employees in that workplace;.
- (j) minutes of all committee meetings are required. Minutes shall consist of matters relating to the receipt and disposition of safety and health concerns. The minutes shall be signed by both chairpersons. Where there is disagreement as to the accuracy or content, either party may so note the disagreement and place their comments on the minutes prior to signing. When the minutes are signed by both co-chairpersons, the management co-chairperson shall retain the original for the records of the committee, forward a copy to the Workplace Safety and Health Branch, post a copy as provided in Subsection (i) above and forward a copy to members of the committee;
- (k) any material addressed to the committee shall be distributed as soon as practicable by the person receiving same to the other committee members.

43:09 The objectives of Workplace Health and Safety Committees include:

- (a) assisting employees to identify, record, examine, evaluate and resolve health and safety concerns in the workplace;
- (b) developing practical procedures and conditions to help achieve health and safety in the workplace;
- (c) promoting education and training programs to develop detailed knowledge of health and safety concerns and responsibilities in each individual workplace.

43:10 The parties agree to the establishment of a Central Workplace Health and Safety Committee to be composed of two (2) members appointed by each party. The government agrees that one (1) of the members appointed by the Union shall be on a time off with pay basis. The sole purpose of the Committee shall be to:

- (a) assist in the establishment of Workplace Health and Safety Committees where employees in more than one (1) department are involved and/or where a complex workplace exists;
- (b) assist in resolving disputes as to the establishment of a committee or the number of representatives to be placed on a committee.

43:11 Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.

- 43:12 (a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to the employee's safety or health in the performance of the employee's work, the employee shall report that condition to the employee's supervisor;
- (b) the supervisor upon being notified under (a) above shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a health and safety committee at the workplace, the co-chairpersons may be asked to participate;
- (c) if the employee is unsatisfied with the supervisor's decision or if the supervisor refuses to inspect the condition, the employee shall contact, in writing or by telephone, the Workplace Safety and Health Branch without delay;
- (d) if the employee refuses to work because of the employee's belief that the condition is dangerous, the employee must be available to perform other work assigned.

43:13 Where an employee has refused to perform work in accordance with Section :12, no other employee shall be assigned the particular work unless such employee is notified of the refusal and the reasons for the refusal, if known.

43:14 Nothing in this Article prevents the doing of any work or thing that may be necessary in order to remedy the dangerous condition described in Sections :11 and :12.

- 43:15 Disciplinary action shall not be taken against an employee solely for the reason that the employee:
- (a) made a report under Section :12; and
 - (b) refused to work or continue to work under the conditions described under Section :12 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to the employee's safety or health.
- 43:16 Where an employee wilfully takes unfair advantage of the provisions described in Section :12, the employee may be subject to disciplinary action up to and including suspension or dismissal.

UNIFORMS AND PROTECTIVE CLOTHING

- 44:01 Where the employer determines that uniforms and protective clothing are required in the performance of the employee's duties, such uniforms and protective clothing shall be provided to the employee.
- 44:02 Where uniforms and protective clothing are supplied, the employer agrees to furnish, replace or repair such clothing when damaged in the performance of the employee's duties.
- 44:03 Where an employee is required, as a condition of employment, to provide and wear approved safety footwear during the course of the employee's regular duties, the employee will be eligible for an allowance once per fiscal year, to help offset the cost to the employee of purchasing approved safety footwear. The allowance of one hundred and ten dollars (\$110.00) is increased as follows:
- (a) effective April 1, 2012 – one hundred and thirty dollars (\$130.00);
 - (b) effective April 1, 2013 – one hundred and fifty dollars (\$150.00)
- 44:04 The allowance will be paid under the following conditions:
- (a) the safety footwear purchased must be approved by the Canadian Standards Association; and
 - (b) satisfactory proof of purchase must be provided by the employee; and
 - (c) the employee must have purchased safety footwear specifically for employment with the government; and
 - (d) to be eligible to receive the allowance an employee must work five (5) consecutive work days.
- 44:05 Where an employee who has worked for a fiscal year and has not claimed the allowance in that fiscal year, purchases safety footwear in the next fiscal year, the employee is eligible to claim up to twice the maximum allowance in that next fiscal year.
- 44:06 The policy on uniforms and protective clothing as specified in the General Manual of Administration shall be applicable to this Agreement. Where the provisions of the General Manual of Administration conflict with this Article, this Article shall prevail.
- 44:07 Notwithstanding any other provision of this Agreement, where an employee disputes the provision of protective clothing and footwear in accordance with this Article the employee may file a grievance in accordance with the grievance procedure. The decision at Step 2 shall be final for such grievances.

UNION BUSINESS

- 45:01 Leave of absence to attend to Union business may be granted to employees under the following conditions:
- (a) requests for leave shall be made in writing by the Union by providing the employee with a letter of request. The employee shall submit the letter to the employee's immediate supervisor who shall forward the request to the employing authority for approval. The Union will also provide a copy of the written request to the Director of Human Resources of the department concerned;
 - (b) requests for leave shall be made with reasonable advance notice and shall be granted where operational requirements permit. Where special or unusual circumstances prevent three (3) working days notice being given, the request will be considered. No request will be unreasonably denied;
 - (c) where such leave of absence has been granted the Union shall reimburse the government one hundred percent (100%) of the wages paid to such employees during the approved absence.

- 45:02 For time spent with government representatives during negotiations of the Master Agreement, the Union will be allowed to have no more than nine (9) employees present at each bargaining session on a time-off with pay basis.
- 45:03 Prior to the commencement of negotiations, the Union shall supply the government with a list of employee representatives for the Master Agreement. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.
- 45:04 Subject to the mutual agreement of the parties, the total number of employees referred to in Section :02 above may be changed provided any additional employees are on leave without pay or on wage recovery as per Subsection :01(c).
- 45:05 Union staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.
- 45:06 The government agrees to allow the Union use of space on existing bulletin boards for the purpose of posting official Union information relating to business affairs, meetings, and social events provided the information does not contain anything that is adverse to the interests of the employer. The employing authority or designate shall have the right to refuse to post or remove the posting of any information.
- 45:07 Upon request, a Union representative shall be provided with the opportunity to meet with newly hired employees for up to twenty (20) minutes during regular working hours. The time shall be established by agreement subject to operational requirements.

RIGHTS OF STEWARDS

- 46:01 **"Steward"** means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 46:02 The government recognizes the Union's right to select stewards to represent employees.
- 46:03 The Union shall determine the number of stewards and the jurisdiction of each steward having regard to the plan of organization, the distribution of employees at the workplace, and the administrative structure implied by the grievance procedure.
- 46:04 The Union agrees to provide the government with a list of stewards and any subsequent changes for each work location by department, area, and Component. The Union shall provide appropriate identification for stewards.
- 46:05 Stewards and employees shall not conduct Union business during their working time except as provided in Section 45:07.
- 46:06 The duties of the stewards shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the grievance procedure.
- 46:07 For complaints of an urgent nature, a steward shall first obtain the permission of the steward's immediate supervisor before leaving work to investigate such complaint with the employee and supervisor or departmental official concerned. Such permission shall not be unreasonably sought or withheld. On resuming the steward's normal duties, the steward shall notify the steward's supervisor.
- 46:08 When it is necessary for a steward to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the steward or employee concerned, provided that each has obtained approval from their supervisor(s) for the time required to deal with the complaint or grievance. On resuming their duties, the steward and employee shall notify their supervisor(s).
- 46:09 The Government recognizes the Union has instituted a chief steward program and that the Union will be discussing time off arrangements under Section 45:01 with departments, which will allow for chief stewards to perform their duties.

UNION SECURITY

- 47:01 During the term of this Agreement, employees covered by this Agreement, whether members of the Union or not, shall pay to the Union, by payroll deduction, an amount equal to the bi-weekly membership dues determined by the Union. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the bi-weekly pay period, following the date the employee is covered under the terms of this Agreement.
- 47:02 The government shall forward to the Union the amount of the dues deducted under Section :01 above on a bi-weekly basis per each applicable bi-weekly pay period system.
- 47:03 The government shall provide the Union on a bi-weekly basis per each applicable bi-weekly pay period system, the names of the employee from whose wages dues have been deducted showing opposite each employee's name, the amount of dues deducted for that employee.
- 47:04 The Union agrees to indemnify and save the government harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the government.
- 47:05 Notwithstanding any other provision in this Agreement, the government shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the following, shown by Component and by classification groupings:
- (a) the name of each employee;
 - (b) the classification of each employee;
 - (c) the current rate of pay of each employee.

JOINT COUNCIL

- 48:01 The Joint Council shall consult on any suggestions or requests made by the Executive Council or the Union with respect to working conditions applicable to employees generally or to any particular class of employees.

GRIEVANCE PROCEDURE

- 49:01 The parties to this Agreement recognize the desirability for prompt resolution of grievances through an orderly process without stoppage of work or refusal to perform work.
- 49:02 A "**grievance**" is defined as a complaint in writing concerning:
- (a) the application, interpretation, or alleged violation of an Article of this Agreement or The Public Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
 - (b) the dismissal, suspension, demotion, or written reprimand of an employee.

The above categories of grievances can be processed up to and including Step 3 of the grievance procedure.

- 49:03 Notwithstanding Section :02, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.
- 49:04 Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees in more than one (1) department; and where as a result the Union deems it impractical that each affected employee grieve separately, the Union shall have the right to present a group grievance on those matters as defined in Subsection :02(a). A group grievance shall be presented directly to the assistant deputy minister of Labour Relations within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.

- 49:05 Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or of The Public Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. Where such a grievance is initiated by the Union and involves employees in more than one (1) department it shall be presented to the assistant deputy minister of Labour Relations, and where it involves employees in one (1) department it shall be presented to the deputy minister of the department. Where such a grievance is initiated by the government it shall be presented to the President of the Manitoba Government and General Employees' Union. In all cases the grievance shall be presented within twenty (20) working days from the date of the action giving rise to the grievance.
- 49:06 Where the parties fail to resolve a grievance under Section :04 or :05, either party may refer the grievance to Step 3 of the grievance procedure. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.
- 49:07 Notwithstanding Section :09, a grievance filed under Section :05 shall not require the signature of an employee.
- 49:08 If an employee or the Union fails to initiate or process a grievance within the prescribed time limits, the grievance will be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end. If Management fails to reply to a grievance within the prescribed time limits, the employee or the Union may process the grievance to the next step. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.
- 49:09 Wherever possible, the grievance shall be presented on the Official Grievance Form. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement, such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed. A form authorizing the Union to act on the employee's behalf will accompany the grievance. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Official Grievance Form or for failure to quote the Article in dispute.
- 49:10 It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion. When a grievance cannot be presented in person at any step, it may be transmitted by registered mail.
- 49:11 An employee has the right to representation by a Union representative at any step of the grievance procedure.
- 49:12 **Step 1:**
- (a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to the director or designate;
 - (b) the director or designate shall sign for receipt of the grievance and if the nature of the grievance is such that the director or designate is authorized to deal with it, the director or designate shall issue a decision in writing to the employee and to the Union within fifteen (15) working days;
 - (c) the director or designate may hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance;
 - (d) if the nature of the grievance is such that a decision cannot be given below a particular level of authority, the director or designate shall forward the grievance to the appropriate authority at the appropriate step of the grievance procedure and so inform the employee and the Union. The time limits and the procedures of the appropriate step shall then apply;
 - (e) where the director or designate at Step 1 is a steward or officer of the Union, the grievance shall automatically be referred by the Director or designate to Step 2.

49:13 **Step 2:**

- (a) If the grievance is not resolved satisfactorily at Step 1, the employee shall submit the same grievance and the redress requested to the deputy minister or designate within fifteen (15) working days of the receipt of the decision at Step 1;
- (b) the deputy minister or designate shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Union within fifteen (15) working days of receipt of the grievance.
- (c) For those grievances defined in accordance with Section :02, the deputy minister or designate may hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance. For those grievances concerning unsatisfactory working conditions as defined in Section :03, the deputy minister or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance.

49:14 **Step 3:**

A decision of the deputy minister or designate may be submitted to arbitration in accordance with Article 50 – Grievance Arbitration Procedure. The decision of the single arbitrator shall be final and binding for all such grievances. Union approval is required to submit any grievance to arbitration.

49:15 Grievances concerning demotion, suspension, dismissal or the selection of an employee for a position within the bargaining unit shall be initiated at Step 2 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.

49:16 Subject to Section :07 of Article 13 – Probation and Assessment, the rejection of an employee on probation is not appealable or arbitrable.

49:17 Subject to Section :13 Step 2, an employee or the Union may withdraw a grievance at any step of the grievance/arbitration procedure by giving written notice to the department concerned. An employee may abandon a grievance by not processing it within the prescribed time limits.

49:18 Classification disputes shall not be channelled through Steps 1 and 2 of the grievance procedure.

GRIEVANCE ARBITRATION PROCEDURE

50:01 Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to arbitration in accordance with the procedure set forth in this Article:

- (a) grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;
- (b) grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
- (c) grievances concerning dismissal, suspension, demotion or a written reprimand of an employee.

50:02 The procedure for arbitrating grievances shall be the procedure as set forth in this Article.

50:03 Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the decision at Step 2, notify the other party in writing of its desire to submit the difference or allegation to arbitration. Such notification, when initiated by the Union, shall be made directly to the Labour Relations Division, and shall set forth the issue in dispute for referral to a single arbitrator.

50:04 Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice referred to in Section :04 shall so state:

- (a) the parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) working days;
- (b) where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board in accordance with Section :06 within ten (10) working days;
- (c) a single arbitrator shall be considered to be an Arbitration Board for purposes of this Article.

50:05 By mutual agreement between the parties, the grievance matter may be referred to a mediator chosen by the parties or the parties may appoint the single arbitrator, chosen in accordance with 50:05 as a mediator/arbitrator.

If referred to a mediator, the arbitration hearing date shall be established independent of the mediation process. The mediation must be completed prior to the commencement of the arbitration.

If the single arbitrator is appointed as a mediator/arbitrator, the matter shall be heard as a mediation/arbitration.

50:06 Where the party initiating the arbitration proceedings wishes to request arbitration by a three (3) person board, the notice referred to in Section :04 shall contain the first party's appointee to the Arbitration Board. The following procedure will then apply:

- (a) the party who receives the notice shall within ten (10) working days of receiving the notice, name an appointee to the Arbitration Board and notify the other party in writing of such appointee;
- (b) the two (2) members of the Arbitration Board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the Arbitration Board who shall be the Chairperson thereof;
- (c) if either party fails to appoint its member to the Board as provided above or where the two (2) appointees of the parties fail to agree on the appointment of a third member within the time specified, the Chief Justice for the Province of Manitoba, or in the Chief Justice's absence, the Chief Justice of the Court of Queen's Bench, upon the request of a party to the Agreement, shall nominate a member on behalf of the party failing to make an appointment or shall nominate the third member and Chairperson, as the case may be, and where the case requires, may nominate both, and where such nomination has been made, the Minister of Labour shall appoint that person as member or Chairperson or both, as the case may be;
- (d) the Chairperson and one (1) other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting.

50:07 Where the matter is submitted to the Arbitration Board, the Arbitration Board shall commence hearings within ten (10) working days of the matter being submitted to the Board and shall hear evidence and argument submitted by or on behalf of the parties relevant to the matter submitted and shall make a decision thereon in the form of an award of the Arbitration Board.

50:08 The Arbitration Board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it.

50:09 The Arbitration Board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence as the Arbitration Board deems requisite to the full investigation and consideration of the matters referred to it.

50:10 The Arbitration Board shall submit a report on the findings and the decision of the Board within fourteen (14) days following the completion of the hearing to the parties.

50:11 Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.

50:12 In the case of a three (3) person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.

50:13 The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Master Agreement or any Component or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.

- 50:14 The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the Board.
- 50:15 Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by an employing authority for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.
- 50:16 The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:
- (a) the parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board;
 - (b) each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party;
 - (c) each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board;
 - (d) each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party;
 - (e) the parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.
- 50:17 The parties hereto agree that an employee of the government and a staff member of the Manitoba Government and General Employees' Union shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board.

SEXUAL HARASSMENT

- 51:01 The parties recognize that the problem of sexual harassment may exist. However, the parties agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace.
- 51:02 Where an employee is of the opinion that the employee has been or is being sexually harassed by another employee, the employee may forward a written complaint directly to the deputy minister or human resources director of the department concerned. Where this is not possible, the complaint may be forwarded to the Public Service Commission. The complaint shall be marked "Personal and Confidential".
- 51:03 The deputy minister or designate will endeavour to resolve the matter in an expeditious and confidential manner.
- 51:04 The alleged offender shall be entitled to notice of the complaint and shall be given the opportunity to respond to the complaint.
- 51:05 The deputy minister or designate, after investigating the complaint, shall have the authority to:
- (a) dismiss the complaint; or
 - (b) determine the appropriate discipline; and/or
 - (c) take any action which in the deputy minister's opinion may be necessary.
- 51:06 Where the deputy minister or designate determines that a complaint has been made for frivolous, or vindictive reasons, the deputy minister shall have the authority to:
- (a) take disciplinary action against the complainant; and/or
 - (b) take any action against the complainant which in the deputy minister's opinion may be necessary.

CIVIL LIABILITY

- 52:01 If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by the employee in the performance of the employee's duties, then:
- (a) the employee, upon being served with any legal process, or upon receipt of any action or proceeding as hereinbefore referred to, being commenced against the employee shall advise the government through the deputy minister of the department of any such notification or legal process;
 - (b) the government shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees; and/or
 - (c) the government shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the government through the deputy minister before the same is finalized; provided the conduct of the employee which gave rise to the action did not constitute gross negligence of the employee's duty as an employee;
 - (d) upon the employee notifying the government in accordance with Subsection :01(a) above, the government and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the government shall unilaterally appoint counsel. The government accepts full responsibility for the conduct of the action and the employee agrees to co-operate fully with appointed counsel.

EMPLOYEE FILES

- 53:01 Upon the written request of an employee, the departmental file of that employee shall be made available for the employee's full examination. Such examination shall be in the presence of a representative of the Commission or a representative of the department as the case may be. The employee has the option to have a representative present.
- 53:02 An employee may request a copy of specific documents on the employee's departmental file. This provision shall not be unreasonably requested or denied.
- 53:03 Upon written request of an employee, an employee shall have the right to examine and request a copy of the content of any file, held by the employee's Supervisor, which contains personal information regarding the employee, except for material which contains personal information about any other person.
- 53:04 With respect to any unsatisfactory report contained in the departmental file for an employee, the employee shall have the right to append his/her comments to the document and have it form part of the file.

LONG TERM DISABILITY INCOME PLAN

- 54:01 The parties agree that the government shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement.
- 54:02 Coverage under the Dental Plan, Drug Plan, Vision Care Plan and Health Spending Account shall be maintained during any unpaid leave required to satisfy the one-hundred and twenty (120) day elimination period or date of initial decision, whichever is later, for the LTD plan.

SENIORITY

- 55:01 **"Seniority"** means the length of service with the Government of Manitoba as defined in this Article provided such service has not been broken by termination of the employee.
- 55:02 Seniority shall include only the following:
- (a) accumulated service;
 - (b) periods of workers compensation;
 - (c) periods of maternity leave and/or parental leave and/or compassionate care leave;
 - (d) period of unpaid leave for reservist;

- (e) approved educational leave to a maximum of one (1) year;
- (f) any sick leave without pay necessary to satisfy the elimination period of the Long Term Disability Plan;
- (g) any other approved leaves without pay to a maximum accumulation of 160 (155) (145) hours in a calendar year
- (h) periods of leave while on the Long Term Disability Plan.

55:03 An employee will lose all seniority when the employee:

- (a) resigns;
- (b) retires;
- (c) is dismissed and not reinstated;
- (d) dies;
- (e) is permanently laid-off;
- (f) is terminated at the expiry of the employee's term of employment. However, this Subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of the employee's term of employment.

55:04 Separate seniority lists will be prepared by April 1 by each department based on service up to and including December 31 of the previous year. The lists will be posted at work locations as determined by the department.

55:05 Seniority lists will be prepared for the following types of employees by classification groupings in order of seniority:

- (a) regular;
- (b) term;
- (c) departmental.

55:06 Departmental employees whose classification varies between Labourer and Operator will be categorized as "Labourer/Operator" for seniority purposes.

55:07 Grievances concerning the calculation of seniority must be filed at Step 2 of the Grievance Procedure within twenty (20) working days of the date the employee became aware of the seniority calculation. Such grievances shall be restricted to the calculation of seniority in the calendar year immediately prior to the year in which the seniority list is posted.

PART-TIME EMPLOYEES

56:01 The calculation of benefits for part-time employees covered by this Agreement will be as set out in Appendix "C" - Application of Benefits to Part-time Employees.

AMBULANCE AND HOSPITAL SEMI-PRIVATE PLAN

57:01 The government agrees to the continuation of the Ambulance and Hospital Semi-Private Plan (AHSP).

OVERTIME AND COMPENSATORY LEAVE

58:01 The parties recognize the desirability of providing employees who work overtime the option of being compensated by pay or time off in lieu in accordance with the provisions of the Components. However, the parties also recognize that there are circumstances in which this may not be appropriate due to factors such as budgetary restrictions or fluctuations in workload. In these situations the provisions of this Article may apply.

58:02 The existing Component provisions on overtime will apply to all overtime credits earned up to eighty (80) hours per fiscal year.

Note: Forty (40) hours overtime worked at double time (2x) equals eighty (80) overtime credits.

58:03 For any overtime credits earned beyond eighty (80) hours in the fiscal year the following provisions of this Article will apply.

- 58:04 All overtime worked by employees shall be banked.
- 58:05 The employing authority shall consult with the employee in an effort to reach agreement on whether the employee will be granted pay or time off in lieu for banked overtime.
- 58:06 Where agreement is not reached, the employing authority shall determine whether pay or time off will be granted.
- 58:07 Where banked time is to be taken, the employing authority shall consult with the employee in an effort to reach agreement on when the time off is to be taken.
- 58:08 Where agreement is not reached, the employing authority shall determine when the time off is to be taken.
- 58:09 Where an employing authority determines when the time off is to be taken under Section :08, the employee will receive two (2) weeks' notice of the time off and the following conditions shall apply:
- (a) the minimum period of time off will be five (5) days provided the employee has sufficient banked time available. In order to meet the five (5) day requirement, time off in lieu of overtime may be combined with holiday and/or vacation time and/or reduced work week days;
 - (b) where the employee has less than five (5) days banked, then these days may be scheduled by the employing authority.
- 58:10 Nothing in Section :09 restricts the employing authority and employee from agreeing to alternative arrangements.

SHIFT PREMIUM

- 59:01 An employee who works a shift where one-half ($\frac{1}{2}$) or more of the hours are worked between 5:00 p.m. and 5:00 a.m. shall receive a shift premium for the shift in addition to the employee's regular pay. The shift premium is:
- (a) eleven dollars and sixty cents (\$11.60);
 - (b) effective March 24, 2012 – twelve dollars and forty cents (\$12.40);
 - (c) effective March 23, 2013 – twelve dollars and eighty cents (\$12.80);
- 59:02 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.
- 59:03 For employees in the Trades, Operations and Services Component, an employee who works a twelve (12) hour shift where half or more of the hours are worked between 5:00 p.m. and 5:00 a.m. shall receive a shift premium in addition to the employee's regular pay. The shift premium is:
- (a) seventeen dollars and forty cents (\$17.40);
 - (b) effective March 24, 2012 – eighteen dollars and sixty cents (\$18.60);
 - (c) effective March 23, 2013 – nineteen dollars and twenty cents (\$19.20).

WEEKEND PREMIUM

- 60:01 An employee shall receive weekend premium for all regular hours of work or portions thereof on a Saturday or Sunday. The weekend premium is:
- (a) one dollar and five cents (\$1.05);
 - (b) effective March 24, 2012 – one dollar and fifteen cents (\$1.15);
 - (c) effective March 23, 2013 – one dollar and twenty five cents (\$1.25);
- 60:02 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

- 61:01 An employee, who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours on a regular working day, shall be entitled to payment for each eight (8) hour period of thirty dollars (\$30.00).

- 61:02 For stand-by on a day of rest or on a paid holiday that is not a working day, the payment for each eight (8) hour period shall be thirty dollars (\$30.00).
- 61:03 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during the period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee, and must be available to return for duty as quickly as possible if called.
- 61:04 The stand-by payment includes the responsibility to respond to phone calls and other forms of electronic communications which do not involve a return to work. If such calls individually or in total exceed one-half (½) hour, the employee is entitled to claim overtime for the period beyond one-half (½) hour at the applicable overtime rate. The Component provisions respecting minimum call out do not apply in these circumstances.
- 61:05 An employee on stand-by who is called back to work shall be compensated in accordance with call-out provisions of the applicable overtime Article in addition to stand-by pay.

DEFERRED SALARY LEAVE PLAN

- 62:01 Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan.
- 62:02 The implementation of the Deferred Salary Leave Plan will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

COURT LEAVE

- 63:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all witness fees received by the employee shall be remitted to the government.
- 63:02 For employees in the Corrections and Health Components, should an employee be summoned or subpoenaed for matters occasioned by the employee's work during the employee's off duty hours, or while the employee is on vacation, the employee shall receive applicable overtime rates in accordance with the overtime provisions of the Component if applicable. An employee's lost vacation time will not be re-accrued.

ACTING STATUS

- 64:01 Where an employing authority or designate directs an employee employed in one (1) position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for ten (10) or more consecutive working days the duties and responsibilities of that other position, the employee shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked the employee shall, unless appointed or promoted to some other position, revert to the employee's original position and be paid at the rate of pay for the employee's original position that the employee would be paid if the employee had never held the temporary appointment.
- 64:02 For purposes of interpretation of this Article, "**duties and responsibilities**" means the duties and responsibilities that would have been performed by the incumbent during the period in which the incumbent had been replaced.
- 64:03 Where an acting status appointment to a position within the bargaining unit will exceed twelve (12) continuous months, the department will notify the Union of the reasons. A meeting may be held to discuss the matter at the request of the Union. The employee who is in acting status may attend at the request of either party.

- 64:04 Section :03 does not apply where an employee is replacing an employee who is absent for any reason.
- 64:05 In the application of 66:01 where the temporary appointment is to a position which normally has a modified work week consisting of more than eight (8) hours per day, the threshold for qualifying for Acting Status shall change from continuing to perform the duties for ten (10) consecutive working days to continue to perform the duties for the equivalent of eighty (80) consecutive working hours.

In witness whereof the Honourable Minister charged with the administration of *The Public Service Act* has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government and General Employees' Union has hereunto set his hand for, and on behalf of, the Manitoba Government and General Employees' Union.

Witness

Original signed by the Honourable Reg Helwer
Minister

Witness

Original signed by Kyle Ross
President of the Manitoba Government and General
Employees' Union

APPENDIX "A"**EXCLUSIONS FROM THE TERMS OF THE AGREEMENT**

The bargaining unit shall comprise all employees as defined in this Agreement except those employees in positions mutually agreed to between the parties as managerial and/or confidential exclusions.

Guidelines to be considered in negotiating exclusions shall be position classifications the incumbents of which are employed:

- (a) for the purpose of performing management functions primarily;
- (b) in a confidential capacity in matters relating to labour relations.

The exclusion of incumbents of new classifications established by the government shall be determined by mutual agreement unless specifically excluded by virtue of their being covered by another bargaining unit as specified in Article 4 – application of Agreement.

GENERAL EXCLUSIONS FROM THE AGREEMENT

Senior Officers and Equivalents - including Deputy Ministers (DR 1-3), Assistant Deputy Ministers or Equivalents (EX 1-3), Senior Managers (XM1-3), Senior Officers (Senior Officer 1-8), Senior Engineering Managers (EM 1-3), Senior Legal Officers (LE1-4), Senior Medical Officers (MX1-2)
 Staff of the Executive Council
 Special Assistant/Executive Assistants/Administrative Assistants/Secretaries to Ministers (including AYM, EXA and SPA)
 Executive Assistants/Administrative Assistants/Secretary to Leader of the Opposition
 Executive Assistants/Administrative Assistants/Secretary to Deputy Ministers (including AYD, EXA and SPA)
 Secretaries/Administrative Assistants/Executive Assistants to Assistant and Associate Deputy Ministers (including AYD, EXA and SPA)
 Secretaries/Administrative Assistants/Executive Assistants to Directors of Administration/Chief Financial Officers (including AYD and EXA)
 Staff of the Treasury Board Secretariat
 Staff of the Public Service Commission
 Staff of Elections Manitoba
 Investigators in the Independent Investigations Unit, Department of Justice
 Chief Financial Officers, Special Operating Agencies
 Financial Officers 6, 7 (FI6 – FI7)
 Information Technologist 5, 6 (IS5 – IS6)
 Health and Social Development Specialists 7 (HS7)
 Hospital Administrator 1, 2 (HA1 – HA2)
 Nurse 4, 5 (NN4 –NN5)
 Nurse Institutional Mental Health 4 (NM4)
 Assessment Officer 6, 7 (A6S – A7S)
 Chief Pilot (CHP)
 Chief Veterinary Officer (VT6)
 Corrections Deputy Superintendent 1 – 2 (DU1 –DU2)
 Corrections Superintendent 1 -2 (SU1 -2)
 Mechanical Supervisor Winnipeg (MSW)
 Municipal Services Officer (MSO)
 Planner 6 (LP6)
 Registrar Record Librarian (RL1)
 Registrar Court Appearance (RCA)
 Supervisor Municipal Accounting (SMP)
 Professional Officer 1-10 (P1 –P10)
 Auditors 1, 2, 3 and 4
 Senior Departmental Accountant
 Directors of Communications

Members of Department Executive Committees classified as Planning Consultant or
 Planning and Program Analyst 4
 New Careerists

NOTE 1: Where two (2) or more titles in the exclusion listing have been combined for administrative purposes, the number in brackets following the title indicates the number of titles which have been so combined. Example: in the Department of Infrastructure and Transportation, Secretary, Highway Traffic Board and Secretary, Motor Transport Board have been combined into Board Secretary (2).

NOTE 2: (BA) is the Business Administration Unit in SAP electronic files.

Agriculture, Food & Rural Development (BA03)

Policy Assistant to Deputy Minister

Justice (BA 04)

Chief Judges Secretary
 Manager Judicial Support Queens Bench
 Director of Administration, Legal Aid
 Director (5)
 Director Judicial Support
 Executive Director and Chief Sheriff
 Executive Assistant to Chief Justices
 Manager Administrative Services
 Regional Manager, Regional Courts
 Registrar (2)
 Departmental Security Officer – Criminal Justice
 Director, Justice of the Peace Services
 Chief Financial Officer, Civil Legal Services

Community Safety Division

Comptroller
 Area Directors (8)
 Administrative Assistant to Associate Deputy Minister, Community Safety
 Chief Corrections Psychologist

Finance (BA 07)

Central Payroll Systems Analyst
 Assistant Director (2)
 Central Payroll Manager/Supervisor (2)
 Staff of Insurance and Risk Management
 Staff of the Federal-Provincial Relations and Research Division

Family Services (BA 09)

Coordinator (2)
 Director
 Manager, Finance, Administration and Program Budgeting
 Area Directors
 Senior Analyst, Program Budgeting and Reporting
 Supervisor (4)
 Chief Financial Officer
 Senior Manager, Information Systems
 Office Manager, Service Delivery Support

Manitoba Developmental Centre

Coordinator (2)
 Executive Assistant to the Chief Executive Officer
 Policy Analyst

Jobs and the Economy (BA 10)

Director (4)
 Regional Manager (6)
 Manager (4)

Labour & Immigration (BA 11)

Director (3)

Conservation and Water Stewardship (BA 12)

Program Area Section Managers (2)
 Divisional Administrative Officer
 Manager, Pineland Forest Nursery
 Secretary, Clean Environment Commission

Municipal Government (BA 13)

Executive Director of Financial Services
 Manager, Operations Assessment
 Policy Analyst, Westman Cabinet Office
 Executive Assistant, Westman Cabinet Office

Tourism, Culture, Heritage, Sport and Consumer Protection (BA 14)

Agency Relations Manager

Infrastructure and Transportation (BA 15)

Aboriginal Liaison, Executive Committee
 Comptroller, Air Services
 Manager (6)
 Project Managers
 Board Secretary
 Winter Roads Manager
 Strategic Initiative Manager

Education and Advanced Learning (BA 16)

Assistant Director (2)
 Coordinators
 Director (2)
 Planning & Program Analyst
 Principal, School for the Deaf
 Director

Mineral Resources (BA 18)

Director (3)

Aboriginal & Northern Affairs (BA 19)

Budget Officer

Health, Healthy Living and Seniors (BA 21)

Administrative Officer (4)

Coordinator

Director (3)

Manager (6)

Senior Manager, Integrated Health Information Systems

Administrator – Manitoba Health Review Board

Selkirk Mental Health Centre

Director (4)

Manager (3)

Training and Development Coordinator

Housing and Community Development (BA 30)

Administrative Officer

Office of the Auditor General (BA 38)

Controller

Audit Manager

Audit Supervisor

Project Manager

Manitoba Textbook Bureau (BA77)

Chief Financial Officer

Entrepreneurship Manitoba (BA 78)

Controller

Vehicle and Equipment Management Agency VEMA (BA 83)

Mechanical Superintendents

Mechanical Supervisors

Shop Operations Manager (VEMA)

Materials Distribution Agency (BA 84)

Finance and Information Technology Manager

Vital Statistics Agency (BA86)

Manager of Finance

Crown Land and Property Agency (BA87)

Manager, Finance and Information Technology

Merlin (BA 90)

ICT Manager

Manitoba Securities Commission (BA 91)

Deputy Director Finance and Administration

APPENDIX "B"
REMOTENESS ALLOWANCE

1:01 Remoteness allowances shall be paid to employees subject to the eligibility criteria and conditions laid down in this Article.

1:02 **Eligibility claim:** a notarized eligibility claim, in a standard format to be determined by the government in accordance with the provisions of this Article for the payment of dependant's or single rate of allowances shall be submitted to the employing authority when first requesting the allowance, and renewed not less frequently than annually thereafter, normally prior to the fiscal year or where any change in dependents claimed arises.

1:03 **Single or dependant's allowance:** subject to Section :05, the single allowance will be paid to employees that have established a residence and maintain a home in a location designated as a remote location and who are eligible for the payment of a remoteness allowance. Claims for dependant's allowance will be subject to Sections :04 and :05 and to the following criteria and conditions:

The employee shall be supporting one (1) or more dependents where a dependent includes:

- (a) marital partner living with and dependent on the employee for main and continuing support;
- (b) an unmarried child under eighteen (18) years of age;
- (c) an unmarried child over eighteen (18) years but under twenty-one (21) years if in full time attendance at school or university or similar educational institution;
- (d) an unmarried child of any age who is infirm (i.e. has impairment in physical or mental function), provided such a child is dependent on the employee for support.

1:04 There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependant's rate.

1:05 Where both marital partners are employees of the Government of Manitoba in any department, board, agency or commission to which this Agreement applies, but subject to Section :06 that follows, the dependent rate shall be paid to one (1) partner only and the other partner will not receive either the dependent or single rate of remoteness allowance.

1:06 Where both marital partners are employees of the Government of Manitoba in any department, board, agency or commission to which this Agreement applies, the dependent rate will be paid to the permanent employee, if the other partner is temporary or departmental, or the first employee to be hired on a permanent basis, otherwise to the first employee hired. Where specially requested by both employees in writing, the dependant's rate may be divided and equal amounts (to the nearest cent) paid to each employee.

1:07 **Locations and Residence**

The remoteness allowance applicable to the location at which the employee has established the employee's residence and maintains a family home is normally that which prevails; since the residence would be within normal daily travel distance to the employee's headquarters. Where there is doubt as to whether the employee's residence is established in relation to the employee's headquarters the location for remoteness allowance shall be determined by the employing authority. Where there is no community in relation to which the employee has a residence, for which an allowance can be established, the nearest community to the designated employee's workplace shall be considered to be the location for the allowance.

1:08 **Hourly Rated Personnel & Employees Hired on an "If, As and When" Basis**

Remoteness allowances are to be determined separately from hourly wage rates. Except for employees hired on an "if, as and when" basis, remoteness allowances are to be considered on a daily basis, i.e. one-tenth (1/10th) of the bi-weekly rate, up to the maximum amount for the bi-weekly period, for the following conditions:

(a) for each day the employee is at work irrespective of the number of hours worked; or

(b) for each day that the employee is recognized as being on "stand by".

In order to qualify for the daily rate, an employee hired on an "if, as and when" basis is required to work one-half (1/2) or greater of the normal working hours, i.e. seven and one-quarter (7¼) or eight (8) hours in any one day.

1:09 Section :08 applies to all part-time employees on staff as of August 10, 2000. For all other part-time employees, remoteness allowances will be pro-rated based on the number of hours an employee works. Example: if an employee works fifty percent (50%) of the hours of a full time employee, the employee will receive fifty percent (50%) of the remoteness allowance.

1:10 **Limitations**

The remoteness allowances for the various communities, for single or dependant's as indicated, represent a maximum bi-weekly allowance relative to paid employment. They are payable during paid holidays and vacations taken during continued employment, during authorized paid sickness leave during continued employment, and as limited in Section :08 above for hourly-rated employees. They are not payable during periods of absence without pay. They are not included as part of regular earnings.

1:11 **Rates**

The bi-weekly remoteness allowances relative to each location at single and dependent rates are attached. Communities in an eligible area for which no allowance has been established may be added to the list in accordance with the government formula.

1:12 **Geographic Eligibility**

No location will be included for remoteness allowance that is two hundred and fifty (250) kilometres or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five (65) kilometres or more by the most direct road to a provincial trunk highway or paved provincial road, and the aggregate distance to the highway or paved road and then to Winnipeg or Brandon totals two hundred (200) or more kilometres. No location having road access and situated south of the fifty-third (53rd) parallel of latitude will be included unless the criterion concerning off-highway access was met.

1:13 **Bunk-houses or Similar Accommodations**

(a) In areas where a remoteness allowance has been established, or can be established in relation to a specific community, where employees are provided with living quarters but are not provided board, such employees shall receive twenty-five percent (25%) of the remoteness allowance applicable to that community. In lieu of the twenty-five percent (25%) of the remoteness allowance, employees in the listed locations will receive the following:

Remote Bunkhouse Rates

	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Bissett	28.45	28.60	29.07	29.65
God's Lake Narrows	60.61	60.91	61.91	63.15
Island Lake/Garden Hill	58.56	58.85	59.82	61.02
Norway House	50.46	50.71	51.55	52.58

- (b) where such employees are to be stationed under such conditions in a remote location on a semi-permanent basis, i.e. for a period of three (3) months or more, they shall receive in addition twenty-five percent (25%) of the remoteness allowance applicable to that community;
- (c) the rates shall be based on the community closest to the location where accommodation is supplied;
- (d) employees stationed in a remote area who are provided with room and board shall not receive any form of living or remoteness allowance;
- (e) this section does not apply to employees who are eligible for Remoteness Allowance.

1:14 A full time employee eligible for remoteness allowance as provided in this schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days of Special Northern Leave without loss of regular pay.

	Effective 9/29/2018	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Berens River					
<i>Dependent</i>	293.61	297.72	299.21	304.15	310.23
<i>Single</i>	168.33	170.69	171.54	174.37	177.86
Bissett					
<i>Dependent</i>	194.79	197.52	198.51	201.79	205.83
<i>Single</i>	115.16	116.77	117.35	119.29	121.68
Bloodvein River					
<i>Dependent</i>	298.00	302.17	303.68	308.69	314.86
<i>Single</i>	171.17	173.57	174.44	177.32	180.87
Brochet					
<i>Dependent</i>	350.72	355.63	357.41	363.31	370.58
<i>Single</i>	201.96	204.79	205.81	209.21	213.39
Churchill					
<i>Dependent</i>	283.54	287.51	288.95	293.72	299.59
<i>Single</i>	172.03	174.44	175.31	178.20	181.76
Cormorant					
<i>Dependent</i>	165.54	167.86	168.70	171.48	174.91
<i>Single</i>	105.56	107.04	107.58	109.36	111.55
Cranberry Portage					
<i>Dependent</i>	141.84	143.83	144.55	146.94	149.88
<i>Single</i>	89.37	90.62	91.07	92.57	94.42
Crane River					
<i>Dependent</i>	174.73	177.18	178.07	181.01	184.63
<i>Single</i>	126.96	128.74	129.38	131.51	134.14
Cross Lake					
<i>Dependent</i>	315.70	320.12	321.72	327.03	333.57
<i>Single</i>	182.50	185.06	185.99	189.06	192.84
Dauphin River (Anama Bay)					
<i>Dependent</i>	195.84	198.58	199.57	202.86	206.92
<i>Single</i>	138.97	140.92	141.62	143.96	146.84

	Effective 9/29/2018	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Easterville					
<i>Dependent</i>	144.81	146.84	147.57	150.00	153.00
<i>Single</i>	91.43	92.71	93.17	94.71	96.60
Flin Flon					
<i>Dependent</i>	122.74	124.46	125.08	127.14	129.68
<i>Single</i>	76.36	77.43	77.82	79.10	80.68
Gillam					
<i>Dependent</i>	252.22	255.75	257.03	261.27	266.50
<i>Single</i>	152.60	154.74	155.51	158.08	161.24
God's Lake Narrows					
<i>Dependent</i>	347.88	352.75	354.51	360.36	367.57
<i>Single</i>	199.99	202.79	203.80	207.16	211.30
God's River					
<i>Dependent</i>	352.40	357.33	359.12	365.05	372.35
<i>Single</i>	203.07	205.91	206.94	210.35	214.56
Grand Rapids					
<i>Dependent</i>	140.79	142.76	143.47	145.84	148.76
<i>Single</i>	87.04	88.26	88.70	90.16	91.96
Ifford					
<i>Dependent</i>	376.82	382.10	384.01	390.35	398.16
<i>Single</i>	215.69	218.71	219.80	223.43	227.90
Island Lake/Garden Hill					
<i>Dependent</i>	324.10	328.64	330.28	335.73	342.44
<i>Single</i>	185.13	187.72	188.66	191.77	195.61
Jen Peg					
<i>Dependent</i>	230.18	233.40	234.57	238.44	243.21
<i>Single</i>	137.58	139.51	140.21	142.52	145.37
Lac Brochet					
<i>Dependent</i>	382.21	387.56	389.50	395.93	403.85
<i>Single</i>	219.27	222.34	223.45	227.14	231.68
Leaf Rapids					
<i>Dependent</i>	194.69	197.42	198.41	201.68	205.71
<i>Single</i>	120.85	122.54	123.15	125.18	127.68

	Effective 9/29/2018	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Little Grand Rapids					
<i>Dependent</i>	312.36	316.73	318.31	323.56	330.03
<i>Single</i>	177.13	179.61	180.51	183.49	187.16
Lynn Lake					
<i>Dependent</i>	201.06	203.87	204.89	208.27	212.44
<i>Single</i>	121.72	123.42	124.04	126.09	128.61
Manigotagan					
<i>Dependent</i>	194.79	197.52	198.51	201.79	205.83
<i>Single</i>	115.16	116.77	117.35	119.29	121.68
Matheson Island					
<i>Dependent</i>	198.58	201.36	202.37	205.71	209.82
<i>Single</i>	140.81	142.78	143.49	145.86	148.78
Moose Lake					
<i>Dependent</i>	210.24	213.18	214.25	217.79	222.15
<i>Single</i>	129.99	131.81	132.47	134.66	137.35
Negginan/Poplar Point					
<i>Dependent</i>	298.53	302.71	304.22	309.24	315.42
<i>Single</i>	171.68	174.08	174.95	177.84	181.40
Nelson House					
<i>Dependent</i>	214.96	217.97	219.06	222.67	227.12
<i>Single</i>	131.26	133.10	133.77	135.98	138.70
Norway House					
<i>Dependent</i>	280.80	284.73	286.15	290.87	296.69
<i>Single</i>	160.57	162.82	163.63	166.33	169.66
Oxford House					
<i>Dependent</i>	341.24	346.02	347.75	353.49	360.56
<i>Single</i>	195.21	197.94	198.93	202.21	206.25
Pikwitonie					
<i>Dependent</i>	275.30	279.15	280.55	285.18	290.88
<i>Single</i>	164.90	167.21	168.05	170.82	174.24
Pukatawagan					
<i>Dependent</i>	226.86	230.04	231.19	235.00	239.70
<i>Single</i>	139.35	141.30	142.01	144.35	147.24

	Effective 9/29/2018	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Red Sucker Lake					
<i>Dependent</i>	346.06	350.90	352.65	358.47	365.64
<i>Single</i>	198.51	201.29	202.30	205.64	209.75
St. Therese Point					
<i>Dependent</i>	324.10	328.64	330.28	335.73	342.44
<i>Single</i>	185.13	187.72	188.66	191.77	195.61
Shamattawa					
<i>Dependent</i>	370.36	375.55	377.43	383.66	391.33
<i>Single</i>	215.05	218.06	219.15	222.77	227.23
Sherridon					
<i>Dependent</i>	224.19	227.33	228.47	232.24	236.88
<i>Single</i>	137.51	139.44	140.14	142.45	145.30
Snow Lake					
<i>Dependent</i>	168.42	170.78	171.63	174.46	177.95
<i>Single</i>	104.70	106.17	106.70	108.46	110.63
Southern Indian Lake					
<i>Dependent</i>	356.75	361.74	363.55	369.55	376.94
<i>Single</i>	205.77	208.65	209.69	213.15	217.41
Split Lake					
<i>Dependent</i>	371.14	376.34	378.22	384.46	392.15
<i>Single</i>	211.85	214.82	215.89	219.45	223.84
Tadoules Lake					
<i>Dependent</i>	388.06	393.49	395.46	401.99	410.03
<i>Single</i>	223.37	226.50	227.63	231.39	236.02
The Pas					
<i>Dependent</i>	115.18	116.79	117.37	119.31	121.70
<i>Single</i>	70.40	71.39	71.75	72.93	74.39
Thicket Portage					
<i>Dependent</i>	274.70	278.55	279.94	284.56	290.25
<i>Single</i>	164.47	166.77	167.60	170.37	173.78
Thompson					
<i>Dependent</i>	183.38	185.95	186.88	189.96	193.76
<i>Single</i>	128.85	130.65	131.30	133.47	136.14

	Effective 9/29/2018	Year 1 Effective 3/30/2019	Year 2 Effective 3/28/2020	Year 3 Effective 3/27/2021	Year 4 Effective 3/26/2022
Wabowden					
<i>Dependent</i>	235.36	238.66	239.85	243.81	248.69
<i>Single</i>	160.61	162.86	163.67	166.37	169.70
Waterhen					
<i>Dependent</i>	145.42	147.46	148.20	150.65	153.66
<i>Single</i>	90.95	92.22	92.68	94.21	96.09
York Landing					
<i>Dependent</i>	374.37	379.61	381.51	387.80	395.56
<i>Single</i>	218.05	221.10	222.21	225.88	230.40

APPENDIX "C"

APPLICATION OF BENEFITS TO PART-TIME EMPLOYEES

DEFINITIONS

- 1:01 "part-time employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis.
- 1:02 "**casual employee**" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis. Notwithstanding the foregoing, casual employees may be employed for a short duration to replace employees who are absent for any reason.
- 1:03 "**accumulated service**" means the equivalent length of service acquired by the employee in accordance with the following:
- (a) accumulated service is calculated based on all hours for which an employee has received regular pay. This includes regular hours worked and approved leaves of absence from the Government of Manitoba where regular pay is maintained;
 - (b) accumulated service does not include overtime hours or any leaves of absence without pay or with partial pay including but not limited to suspensions without pay, worker's compensation and other leave situations;
 - (c) accumulated service must be continuous service;
 - (d) one year of accumulated service for employees in eight (8) hour per day classifications equals 2080 hours of accumulated service. For seven and three-quarter ($7\frac{3}{4}$) hour per day employees one (1) year of accumulated service equals 2015 hours of accumulated service. For seven and one-quarter ($7\frac{1}{4}$) hour per day employees one year of accumulated service equals 1885 hours of accumulated service. The figures for seven and three-quarter ($7\frac{3}{4}$) hour per day classifications and seven and one-quarter ($7\frac{1}{4}$) hour per day classifications are shown in brackets after the figures for the eight (8) hour per day classifications (e.g. 2,080 (2,015) (1,885) hours);
 - (e) when an employee converts from a seven and three-quarter ($7\frac{3}{4}$) hour per day classification or a seven and one-quarter ($7\frac{1}{4}$) hour per day classification to an eight (8) hour per day classification or vice-versa, the employee's accumulated hours of service at the time of conversion will be converted to accumulated years of service. Example: A seven and one-quarter ($7\frac{1}{4}$) hour per day employee works for six (6) months during the year and acquires 942.5 hours of accumulated service. The employee then moves into an eight (8) hour per day classification. The employee's hours are converted as follows:

$$942.5 \text{ hours} \div 1885 \text{ hours} = .50 \text{ years of accumulated service.}$$
 The employee then accumulates service in the eight (8) hour per day classification for the remainder of the year;
 - (f) an employee can only receive a maximum of one (1) year of accumulated service in any twelve (12) month period.
- 1:04 "**calendar service**" means the length of continuous service from the employee's most recent date of hire to the present. Periods of lay-off, while not affecting the continuity of service, are not included in the calculation of calendar service.

APPLICATION

- 2:01 The Master Agreement applies only to part-time and term employees who fall within the scope of this collective agreement as outlined in Article 4:01.
- 2:02 The Master Agreement applies to part-time employees effective the first of the bi-weekly pay period following the attainment of 336 ($325\frac{1}{2}$) (304) hours of accumulated service.

- 2:03 Management will determine whether an employee is part-time or casual in accordance with Sections :01 and :02. The parties agree to meet in an effort to resolve any problems which may occur as to whether an employee is part-time or casual. The matter may be referred to Joint Council for resolution. The decision of Joint Council shall be final.

CONVERSIONS

- 3:01 A part-time employee who is converted to casual is no longer covered by the provisions of the collective agreement except for those relating to casual employees.
- 3:02 A casual employee who is converted to part-time status must complete the service requirement set out in Article 2 – Application but receives no credit for calendar or accumulated service as a casual employee.
- 3:03 Where a part-time employee who has been covered by the collective agreement has been converted to casual employment and is subsequently reconverted to part-time employment with no break in service, the period of casual employment shall be treated as a period of leave of absence. While this does not affect the continuity of employment, the period of casual employment does not count as calendar or accumulated service for purposes of benefit determination.

GENERAL PRINCIPLES

- 4:01 Where a benefit is to be pro-rated for a part-time employee it will be calculated so that if two (2) part-time employees were sharing a full time position the total cost to government of that benefit is no greater than the cost of having the position filled by a full-time employee.
- 4:02 In pro-rating a benefit, the factor used shall be determined by totalling the number of regularly scheduled hours the employee has worked in the preceding eight (8) weeks and dividing by 320 (310) (290), i.e. 8 hours x 8 weeks x 5 days:

$$\text{Pro-rating factor} = \frac{\text{number of regularly scheduled hours the employee worked in the preceding eight (8) weeks}}{320 (310) (290)}$$

BENEFITS

- 5:01 Part-time employees will only be eligible for the benefits specifically identified in this Section.
- 5:02 **Holidays**
- (a) An employee will be eligible for pay for a holiday on which the employee does not work provided the employee:
- i) did not fail to report for work after having been scheduled to work on the day of the holiday; and
 - ii) has not absented himself or herself from work without the consent of the employing authority on the employee's regular working day immediately preceding or following the holiday unless the employee's absence is by reason of established illness.
- (b) Where an employee is eligible for holiday pay or time in lieu the employee shall receive an amount calculated by multiplying the regular daily working hours for the employee's classification times the pro rating factor.
- (c) Where the employing authority requires an employee to work a full shift, i.e. seven and three-quarter (7¾) or seven and one-quarter (7¼) or eight (8) hours as a regular work day on December 24th when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half (½) day of compensatory leave with pay to a maximum of four (4) hours.

5:03 **Vacation**

Vacation shall be calculated in accordance with Article 27 – Vacation.

5:04 **Sick Leave**

(a) Sick leave shall be calculated in accordance with Article 28 – Sick Leave.

5:05 **Compassionate, Court, Paternity, Adoptive Parent, Parental and Family Related Leaves**

(a) These types of paid leave will be pro-rated by multiplying the number of days the employee would qualify for by the pro rating factor;

(b) in the case of parental leave without pay, an employee is eligible for the full calendar time benefit, i.e. thirty-seven (37) weeks.

5:06 **Maternity Leave**

(a) Regular part-time employees are eligible for maternity leave Plan A or Plan B;

(b) to qualify for maternity leave, calendar service is used, i.e. seven (7) months;

(c) an employee who qualifies is eligible for the full calendar time leave provided under the Agreement, i.e. seventeen (17) weeks;

(d) for Plan A, the application of ten (10) days sick leave towards the Employment Insurance waiting period will be calculated by multiplying the number of days accumulated sick leave the employee has (up to ten (10) days) by the pro-rating factor;

(e) for Plan B, government payments will be based on the difference between the percentage of weekly earnings covered by Employment Insurance and ninety-three percent (93%) of the weekly earnings. Weekly earnings will be as determined by Service Canada.

5:07 **Workers Compensation**

An employee who is eligible for Workers Compensation may use accumulated sick leave to supplement Workers Compensation in accordance with Article 30 - Workers Compensation.

5:08 **Bridging of Service**

Calendar service shall be the basis for determining eligibility for this benefit, i.e. four (4) years.

5:09 **Severance Pay**

Severance pay shall be calculated in accordance with Article 25 – Severance Pay.

5:10 **Remoteness Allowance**

Refer to Appendix "B" Section 1:08 and 1:09.

5:11 **Notice of Lay-off, Resignation or Termination**

(a) The period of notice required to be given by the employee or the employer is the same as that applicable to full-time employees;

(b) pay in lieu of notice shall be calculated by multiplying the number of weeks notice by the pro-rating factor.

5:12 **Merit Increases for Other Than Departmental Employees**

Eligibility for merit increases will be based on calendar service provided the employee has received pay for at least 416 (403) (377) hours exclusive of overtime.

5:13 Overtime

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. eight (8) or seven and three-quarter (7¾) or seven and one-quarter (7¼) hours;
- (b) overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a part-time employee only has two (2) "days of rest" per week;
- (c) certain shift configurations may require working more than five (5) days per week without payment of overtime.

5:14 Shift Premium

An employee must work an entire eight (8) or seven and three-quarter (7¾) or seven and one-quarter (7¼) hour shift in order to qualify for shift premium.

5:15 Qualification Pay

Qualification pay shall be calculated by multiplying the pay an employee is eligible for by the pro-rating factor.

5:16 Probation

The period of probation is based on calendar service. Notwithstanding any provision of the collective agreement, this period may be extended by the employing authority for any reason provided twelve (12) months probation is not exceeded.

5:17 Seniority

Seniority shall be calculated in accordance with Article 58 – Seniority.

5:18 Lay-off

Seniority is used for purposes of lay-off.

5:19 Dental Plan, Vision Care & Drug Plan

Part-time employees are eligible for family coverage based on fifty percent (50%) of the annual maximum per claimant as identified in 40:01(d), 41:01(d) and 42:01(e).

APPENDIX "D"
CASUAL EMPLOYEES

1:01 The only provisions of this Agreement which apply to casual employees are as follows:

- Article 1 - Interpretation
- Article 4 - Application
- Article 7 - No Discrimination
- Article 8 - Management Rights
- Article 10 - Retroactive Wages
- Article 14 - Conduct of Employees
- Article 17 - Disciplinary Action
- Article 26 - Holidays
 - . provisions respecting 1½x for time worked on the listed holidays only
 - . all other provisions in accordance with Employment Standards Code
- Article 38 - Loss or Damage to Personal Effects
- Article 44 - Uniforms and Protective Clothing
 - . Sections :01, :02 and :07 only
- Article 47 - Union Security
- Article 49 - Grievance Procedure - limited to the provisions in this Article
- Article 50 - Grievance-Arbitration Procedure – limited to the provisions of this Article
- Article 51 - Sexual Harassment
- Article 52 - Civil Liability
- Article 53 - Employee Files
- Article 59 - Shift Premium
- Article 60 - Weekend Premium
- Health Component – Section 7 – Responsibility Allowance
- Appendix B – Remoteness Allowance – 1:08 Hourly Rated Personnel & Employees Hired on an "If, As and When" Basis

1:02 **Overtime**

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. eight (8) or seven and three-quarter (7¾) or seven and one-quarter (7¼) hours;
- (b) overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a casual employee only has two (2) "days of rest" per week;
- (c) certain shift configurations may require working more than five (5) days per week without payment of overtime.

1:03 There is no obligation for the employing authority to offer work to a casual employee or for a casual employee to accept work that is offered.

1:04 A casual employee who has not worked for a period of forty-five (45) calendar days may be terminated at the sole discretion of the employing authority. If an employee who has been terminated in accordance with this section is rehired as a casual employee within twelve (12) months, the employee will receive credit for the employee's previous casual service for purposes of the one hundred and sixty (160) hour period set out in Subsection :01 (f) of Article 4 - Application of Agreement.

1:05 A casual employee who is working in a second job with government must meet the requirements of Section 4:01(f) with respect to accumulated service in the second job. The same requirements will also apply to any subsequent jobs.

- 1:06 Where casual employees are employed within positions for which there is no appropriate civil service classification, the classes and pay ranges of the employees will be deemed to be part of the Agreement pay plan and the employees will be paid at those rates plus any general pay increases until revised classes and pay ranges are negotiated by the parties. There shall be no retroactivity with respect to such revised classes and ranges. The rate of pay shall not be less than the lowest rate of pay set out in the appropriate component pay plan except as may be provided in a separate Memorandum of Agreement between the parties.
- 1:07 The parties agree that the foregoing provisions do not affect persons employed on the Casual Firefighter payroll in the Department of Conservation and persons employed on the MSSP payroll in the Departments of Family Services and Health.

APPENDIX "E"
PRIVATELY OWNED VEHICLES

1:01 **Reimbursement Rates**

An allowance for the use of a privately owned vehicle, for travel on government business, when authorized by a branch head, shall be paid.

The following formula shall be utilized to calculate the value of the allowances:

Base Rate = 41.0¢/km based on a price of \$1.00/litre of regular gasoline, (south of the 53rd) and 45.4¢/km (north of the 53rd parallel).

The kilometer rates shall be adjusted based on the following ratio:

- for every full 10.0¢ increase/decrease in the price per litre of regular gasoline from the base rate of \$1.00/litre, there shall be a 1.0¢/km increase/decrease in the private vehicle kilometer reimbursement rates from the base rate of 41.0¢/km and 45.4¢/km respectively.
- for a privately owned motorcycle the same formula shall apply however the base rate shall be 22.2¢/km and 24.5¢/km respectively.

The private vehicle kilometer rates shall be determined based on the previous six (6) months average of regular gasoline prices in Winnipeg. A semi-annual review, for April 1 to September 30, and October 1 to March 31, will be conducted. Any increase or decrease resulting from a review shall be effective October 1 and April 1 respectively. The first potential adjustment would be scheduled to occur October 1st or April 1st, whichever occurs first, following the date of signing.

For Employees Resident

- | | <u>South of 53</u> | <u>North of 53</u> |
|--|----------------------|--------------------|
| (a) privately owned vehicle rates: | as per above formula | |
| (b) the use of a privately owned motorcycle, when authorized by a branch head, shall be reimbursed at the following rates: | as per above formula | |

1:02 The above allowance covers all costs relative to the operation of the vehicle except bridge, ferry or highway tolls and parking, as authorized, which may be claimed as incurred.

1:03 **Residence to Work Location**

- (a) Transportation of an employee between the employee's residence and headquarters may not be claimed except where the employee has been called back to return to work:
 - i) outside of the employee's normal hours on the employee's regular working day or shift;
 - or
 - ii) on the employee's day of rest;
- (b) where an employee is assigned to a beat, patrol area, territory or work location which is outside the headquarters area to which the employee would otherwise relate, the additional distance to travel to that beat, patrol area, territory or work location over that which would otherwise be incurred in travel from the employee's residence to the employee's headquarters may be claimed.

1:04 **Special Areas**

When authorized by a branch head, the use of a privately owned vehicle for travel on government business in the vicinity of towns which are in those areas covered by remoteness allowances and which also do not have road access to a provincial trunk highway, will be paid \$19.34 per day plus 29.4 ¢/km

Note: For the purposes of the rate adjustments to the above allowance rate on April 1st and October 1st of each year the base rate is 27.4 ¢/km.

1:05 The official rates throughout these Articles are those expressed in kilometres and cents per kilometre (¢/km). An employee converting mileage to kilometres for the purpose of filing a claim should multiply the total number of miles at the end of the month or expense claim period by one and six-tenths (1 6/10). The resultant figure should be rounded to the nearest kilometre.

SERVICE USE

2:01 **Service Use Rates**

When authorized by a branch head, an employee requested to provide a vehicle for its service use will be paid at the following rates according to the type of vehicle supplied and the area of use:

	<u>For Employees Resident</u>	
	<u>In Other Areas of the Province</u>	<u>In Areas Covered by Remoteness Allowance</u>
(a) Automobiles	\$15.72/day plus 25.0¢/km	\$19.34/day plus 29.4¢/km
(b) Trucks up to and including one (1) ton or vans	\$17.77/day plus 27.3¢/km	\$21.23/day plus 31.5¢/km

Note: For the purposes of the rate adjustments to the above allowance rates on April 1st and October 1st of each year the base rate is 23 ¢/km and 27.4 ¢/km respectively for automobiles and 25.3 ¢/km and 29.5 ¢/km respectively for trucks.

2:02 **“Service Use”** means the use of a vehicle on field construction projects where the vehicle is primarily used to transport significant amounts of materials, equipment and staff on the project site. A claim may not be made for Service Use on the same day and a claim under Section 1 or the above Section, i.e. Option A or B.

2:03 **Stand-by for Emergency Use**

Service use rates may be authorized by the branch head for stand-by for emergency purposes in field situations, Example: fire tower emergency vehicles, and will be considered to include payment for up to sixteen (16) kilometres (10 miles) per day of use on government business.

VEHICLES REQUIRED AS A CONDITION OF EMPLOYMENT

3:01 Where an employee is required as a condition of employment to provide a personal vehicle for use in carrying out the employee’s duties on behalf of government, then the provisions of this Article shall apply.

3:02 By March 1 of each year, the employee shall select one of the following methods of compensation of vehicle expenses which will apply to the employee for the following fiscal year from April 1 to March 31.

- (a) Option A – compensation in accordance with Section 1:01 – Rates;
- (b) Option B – when authorized by the branch head, an employee required to provide a vehicle as

a condition of employment will be paid for each day of use of the vehicle at the following rates based on the type of vehicle supplied:

- i) Automobiles: \$7.14 plus 32.0¢/km
- ii) Trucks: \$7.69 plus 35.3¢/km

The truck rate will only apply when a truck is specifically required for the work.

Note: For the purposes of the rate adjustments to the above allowance rates on April 1st and October 1st of each year the base rates are 30¢/km for automobiles and 33.3¢/km for trucks.

APPENDIX "F"**MEALS AND MISCELLANEOUS EXPENSES****MEALS - ELIGIBILITY FOR CLAIMS**

- 1:01 Breakfast - an employee is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:
- (a) the employee is in travel status; or
 - (b) the employee has been travelling for more than one (1) hour on government business before the recognized time for the start of the employee's day's work.

- 1:02 Luncheon - an employee is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many employees, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern, when cost of luncheon may be claimed, occur when:
- (a) the employee is in travel status; or
 - (b) the employee is away from the employee's normal place of work and outside the headquarter area which would cause the employee to disrupt the employee's normal mid-day or mid-shift meal arrangements.

The inability of the employee to return to the employee's home or residence does not constitute grounds for claim for the cost of a purchased meal.

- 1:03 Dinner - an employee may only claim for the cost of a dinner meal when:
- (a) the employee is in travel status; or
 - (b) the employee has been travelling on government business and not expected to arrive back to the employee's residence before 7:30 p.m. were a meal break not taken.

Any extension of working hours at the normal place of work is covered under Article 3 - Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

MEAL EXPENSES - TRAVEL WITHIN THE PROVINCE

- 2:01 An employee who is eligible may claim the actual cost of purchased meals up to the following maximum amounts:

	<u>Individual Meals</u>			
	<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>	<u>Per Diem</u>
(a) in areas covered by remoteness allowance				
April 1, 2007	\$7.35	\$9.35	\$16.90	\$33.60
April 1, 2012	\$7.85	\$9.85	\$17.40	\$35.10
April 1, 2013	\$8.35	\$10.35	\$17.90	\$36.60
1 st Bi-weekly after DOS	\$9.19	\$11.39	\$19.69	\$40.27
(b) in all other areas				
April 1, 2007	\$6.85	\$8.85	\$15.70	\$31.40
April 1, 2012	\$7.35	\$9.35	\$16.20	\$32.90
April 1, 2013	\$7.85	\$9.85	\$16.70	\$34.40
1 st Bi-weekly after DOS	\$8.64	\$10.84	\$18.37	\$37.85

- 2:02 For each full day in travel status an eligible employee may claim the Per Diem Allowance in lieu of individual meal claims to cover the cost of purchased meals.

- 2:03 Where no overnight accommodation is involved only the appropriate individual expenses under Section :01 may be claimed.
- 2:04 Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maxima may be claimed if supported by a receipt.

MEAL ALLOWANCES DURING OVERTIME WORK

3:01 Extension of Working Day

Where an employee's working day has been extended beyond the standard working day or shift at the normal place of work by EITHER -

- (a) at least two (2) hours, exclusive of a dinner or supper break, a meal allowance shall be paid at \$4.80 effective April 1, 2007, \$5.30 effective April 1, 2012, \$5.80 effective April 1, 2013 and \$6.38 effective 1st Bi-weekly after DOS.
- (b) at least three and a half (3½) hours, exclusive of a dinner or supper break, an allowance equivalent to that payable for "Luncheon" in the appropriate area as shown in Article 2 - Meal Expenses - Travel Within The Province, shall be paid.

- 3:02 To qualify for the above, employees in the category of office personnel and classroom teachers must have been at work on the day for which the allowance is claimed for a total (exclusive of lunch or dinner/supper periods) of not less than:
 - (a) nine and one-quarter (9¼) hours; or
 - (b) ten and three-quarters (10¾) hours.

3:03 An employee in travel status is not entitled to either of the above allowances.

3:04 Special Emergencies

Where special circumstances arise, i.e. flood control, fire duties, etc. and an employee is required to work extended hours in connection with that emergency, with the authority of the branch head, the employee may claim the cost of purchased meals appropriate to the period worked, as provided for under Article 2 - Meals Expenses - Travel Within The Province.

MEAL ALLOWANCES FOR FIELD OPERATIONS

- 4:01 Where an employee is engaged on field or construction operations outside the employee's headquarters area and provided that:
 - (a) the employee is not supplied with rations; or
 - (b) a meal or meals is not supplied at a charge or otherwise from a field kitchen or similar facility; or
 - (c) arrangements have not been made by the department or agency for group meals or meals by contract at a restaurant, cafe or other facility;
 an allowance to cover the cost of preparing meals away from home or taking prepared meals shall be paid as follows:

	<u>Individual Meals</u>			<u>Per Diem</u>
	<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>	
In areas covered by remoteness allowance				
April 1, 2007	\$6.00	\$6.65	\$10.15	\$22.80
April 1, 2012	\$6.50	\$7.15	\$10.65	\$24.30
April 1, 2013	\$7.00	\$7.65	\$11.15	\$25.80
1 st Bi-weekly after DOS	\$7.70	\$8.42	\$12.27	\$28.38

In all other areas				
April 1, 2007	\$5.75	\$6.30	\$9.55	\$21.60
April 1, 2012	\$6.25	\$6.80	\$10.05	\$23.10
April 1, 2013	\$6.75	\$7.30	\$10.55	\$24.60
1 st Bi-weekly after DOS	\$7.43	\$8.03	\$11.61	\$27.06

- 4:02 The above allowance will universally be used where the department provides cooking or eating facilities in a caboose, trailer or other suitable accommodation. Where no such cooking or eating facilities are available, and provided that commercial facilities for purchase of cooked meals are in the vicinity of the field or construction operations, such employee is eligible to claim individual meal expenses as provided under Article 2 - Meal Expenses - Travel Within The Province.

INCIDENTALS ALLOWANCE

- 5:01 An employee who is in travel status may claim an incidentals allowance for each night of:
 (a) commercial accommodation – four dollars and sixty cents (\$4.60)
 (b) non-commercial accommodation – three dollars and twenty cents (\$3.20).
- 5:02 The incidentals allowance covers reimbursement for all incidental expenses except as provided in Article 6 - Miscellaneous Expenses During Travel.

MISCELLANEOUS EXPENSES DURING TRAVEL

6:01 **Gratuities**

No gratuities may be claimed. Allowance is made for these in either the individual meal allowances, the per diem allowances, or as part of the claim for meals during travel outside the province.

6:02 **Laundry**

- (a) Laundry charges must be supported by receipts and may only be claimed where the employee is travelling on government business and overnight away-from-home accommodation is involved for a period in excess of four (4) consecutive nights;
 (b) no claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

6:03 **Parking**

- (a) An employee may claim parking expenses as follows:
 i) short-term parking, when the employee is away from the workplace; and
 ii) overnight parking where it is not provided with accommodation;
 (b) parking at an airport or other transportation terminal will only be allowed where the parking cost and the transportation costs to and from the terminal are less than the normal allowable transportation costs, i.e. limousine, taxi or bus, as available.

6:04 **Telephone**

- (a) Charges for telephone calls necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned and the city or town involved;
 (b) an employee is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and seventy-eight cents (\$4.78) for each period of three (3) consecutive nights away from the employee's residence on government business and overnight accommodation is involved.

TRAVEL STATUS - RETURN HOME OVER A WEEKEND

- 7:01 Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the employee in travel status over the weekend.
- 7:02 If travel is by government vehicle this cost should be evaluated at the per kilometre rate applicable for personal distance travelled for that class of vehicle.

ACCOMMODATIONS

- 8:01 Employees travelling on government business are entitled to standard hotel room accommodation with a bath when available.
- 8:02 The type, standard and cost of accommodation, and the period for which such costs may be allowed shall, in the opinion of the branch head, be reasonable considering all relevant circumstances.
- 8:03 No accommodation expenses are claimable when the government provides a caboose, trailer or other suitable accommodation.

DEFINITIONS

- 9:01 **"travel status"** means absence of the employee from the employee's headquarters area on government business involving travel and accommodation with the approval of the branch head.
- 9:02 **"headquarters area"** means:
- (a) a metropolitan or urban area of not less than twenty-four (24) kilometres (15 miles) in diameter;
 - (b) a patrol area or territory of comparable size to a metropolitan area;
 - (c) In all other cases, an area twenty-four (24) kilometres (15 miles) around the employee's headquarters.
- 9:03 **"employee's headquarters"** means the workplace where the employee is normally stationed or required to use as the employee's base of operations on a continuing basis in relation to which the employee has established a residence.
- 9:04 **"field operations"** means activities carried out away from a permanent work location.
- 9:05 The change to Subsection :02 is effective September 1, 2000.

MEMORANDUM OF INTENT #1**SUBJECT: JOB SHARING**

Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two (2) or more employees on a part-time basis.

The Civil Service Commission will endeavour to inform the Union of existing job share situations within the bargaining unit within sixty (60) days of the signing of this Agreement.

The Civil Service Commission will inform the Union of new job share arrangements within the bargaining unit as they are brought to its attention.

It is also agreed that The Civil Service Commission will consult with the Union during the life of this collective agreement on the subject of job sharing and its impact on the bargaining unit.

Original signed by Tanya Cole

Director, Labour Relations

August 16, 2022

Date

MEMORANDUM OF INTENT #2**SUBJECT: EMPLOYEE PAID PARKING**

The employer commits that the central serviced parking rate (currently \$40.00/month) shall not be adjusted by more than \$2.00/month effective March 17, 2007; \$2.00/month effective March 15, 2008 and \$2.00/month effective March 14, 2009. All other parking rates shall be adjusted on a pro-rated basis and rounded to the nearest 25¢. The Employer further commits that there will be no further rate adjustments to the parking rates during the life of the collective agreement.

Original signed by Tanya Cole

Director, Labour Relations

August 16, 2022

Date

MEMORANDUM OF AGREEMENT #1**SUBJECT: JOINT EMPLOYEE ASSISTANCE PROGRAM**

A Joint Employee Assistance Program Committee will be established consisting of up to four (4) representatives appointed by each party to the Agreement

Leave without loss of pay will be granted to up to three (3) representatives of the Union to attend Committee meetings.

The committee shall meet to explore opportunities and provide recommendations for considerations prior to October 31, 2021.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #2**SUBJECT: RIOT, HOSTAGE TAKING, ASSAULT**

In the event of a riot, hostage taking or physical assault upon an employee by an inmate, patient or client of government, the Government shall take the following considerations into account if an employee advises that the employee is unable to return to work in the employee's previous position:

- 1) The degree of injury or trauma suffered by the employee as a direct result of involvement in the incident.
- 2) Whether the injury or trauma required hospitalization or extensive medical or psychiatric treatment as determined by a medical practitioner.
- 3) The availability of existing compensation provisions (such as workers' compensation, long term disability), statutory benefits and assistance programs to address the period of injury or trauma affecting the employee's ability to return to the employee's former position.

Based upon these considerations, the government, in consultation with the Union, shall make every reasonable effort to find a suitable alternate position with the government within a reasonable period of time. The employee has the option to have a Union representative present at any meeting with the government. The parties agree to meet to discuss and review the impact of any major disturbance with a view to finding improved solutions, should such an incident occur during the term of the Agreement.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #3**SUBJECT: JOINT LABOUR MANAGEMENT CONSULTATION COMMITTEES**

- 1:01 The government and the Union acknowledges the importance of a positive working relationship. They will continue to work towards establishing and maintaining such a relationship and to solve jointly identified problems during the term of the Agreement. It is recognized that while not all problems may be satisfactorily resolved, the parties will seek resolution in good faith.
- 1:02 The parties are committed to the maintenance and enhancement of high quality public services that improve the quality of life of Manitobans and to provide these services in an efficient, effective and affordable manner. The Government recognizes that employees and their union have a significant role to play in this process.
- 1:03 In order to meet these objectives, the parties agree to establish Joint Labour Management Consultation (JLMC) Committees in the following departments:
- | | |
|--|-----------------------------------|
| Aboriginal and Northern Affairs | Health |
| Agriculture Food and Rural Initiatives | - Selkirk Mental Health Centre |
| Conservation | Infrastructure and Transportation |
| Culture, Heritage and Tourism | Innovation Energy and Mines |
| Education | Local Government |
| Finance | Justice |
| Family Services and Consumer Affairs | - Corrections |
| - Manitoba Development Centre | Labour and Immigration |
- 1:04 A Department JLMC Committee may decide to establish additional committees:
- on an ongoing basis in a particular region of the province or section of the organization;
 - on an ad hoc basis, to address jointly identified issues requiring more detailed review.
- 1:05 The following guidelines will apply to JLMC Committees unless otherwise agreed:
- equal representation of the Union and department;
 - the Union and the department will select their representatives in a manner which provides appropriate representation of various areas in the department. The method of selection of their representatives shall be solely determined by the respective parties;
 - meetings are to be co-chaired.
- 1:06 The Committees will refer any issues which would involve changes to the Agreement to the Union and the Workforce Relations Division of the Civil Service Commission.
- 1:07 Committee members shall be granted time off work without loss of pay to attend Committee meetings and to attend to Committee mandated business.
- 1:08 Where a Committee meeting is scheduled on an employee's day of rest, the employee will be granted compensatory time off at straight time rates for time spent attending the meeting up to a maximum of one (1) day.

Original signed by Sheila Gordon
 On Behalf of the Manitoba
 Government and General Employees'
 Union

August 16, 2022
 Date

Original signed by Tanya Cole
 On Behalf of Government of
 Manitoba

MEMORANDUM OF AGREEMENT #4**SUBJECT: PROFESSIONAL FEES**

The parties agree that the Employer will reimburse professional fees up to five hundred dollars (\$500.00) per year based on statute, class specification and position requirement, as approved by the Employer, effective April 1, 2008.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #5**SUBJECT: QUALIFICATION PAY - FLEET VEHICLES**

1. This memorandum applies to employees of the Vehicle and Equipment Management Agency, in the following classifications:

Garage Works Supervisor (GWS)
Automobile Equipment Mechanic (AEM)
Storekeeper 1 and 2 (ST1, 2)

2. Eligible employees shall be entitled to qualification pay for successful completion of examination levels and maintenance of certification as administered through the National Institute for Automotive Service Excellence (ASE). The qualification pay shall be up to a maximum of two dollars and forty cents (\$2.40) per hour calculated as follows:

- (a) Garage Works Supervisor (Mechanical) and Automobile Equipment Mechanics (Mechanical) shall be entitled to thirty cents (30¢) per hour for every level of certification successfully completed:

Level 1 - Engine Repair
Level 2 - Automotive Transmission
Level 3 - Manual Drive Train and Axles
Level 4 - Suspension and Steering
Level 5 - Brakes
Level 6 - Electrical/Electronic Systems
Level 7 - Heating and Air Conditioning
Level 8 - Engine Performance

- (b) Garage Works Supervisor (Body shop) and Automobile Equipment Mechanics (Body shop) shall be entitled to forty cents (40¢) per hour for every two (2) levels of certification successfully completed up to Level 8 and forty cents (40¢) per hour for completion of Level 9:

Level 1 and 2 - Painting and Refinishing
Level 3 and 4 - Non-Structural Analysis and Damage Repair
Level 5 and 6 - Structural Analysis and Damage Repair
Level 7 and 8 - Mechanical and Electrical Components
Level 9 - Damage Analysis and Estimating

- (c) Storekeeper 1 (ST1) and Storekeeper 2 (ST2 - Supervisor) shall be entitled to forty cents (40¢) per hour for every level of certification successfully completed:

Level 1 - Automobile Parts Specialist
Level 2 - Medium/Heavy Truck Dealership Parts Specialist
Level 3 - Medium/Heavy Truck Aftermarket Parts Specialist (Brakes)
Level 4 - Medium/Heavy Truck Aftermarket Parts Specialist (Suspension and Steering)
Level 5 - General Motor Parts Consultant

3. Eligible employees shall receive qualification pay effective the first day of the bi-weekly pay period after proof of successful completion of certification is provided to the employee's immediate supervisor.
4. All employees must maintain certification requirements as established by ASE in order remain eligible to receive qualification pay.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #6**SUBJECT: EMPLOYMENT EQUITY**

The parties acknowledge and endorse the principle of Employment Equity in the civil service.

In factoring Employment Equity into the Recruitment and Appointment process, the following principles shall apply:

1. Employment Equity shall be applied as a factor in competitions for which there is inadequate representation of one or more of the four under-represented groups or for which there is a bona fide organizational need.
2. The weighting afforded Employment Equity shall be no greater than that applied to the highest weighted essential selection criterion.
3. The rating applied to Equity candidates shall be the same as that applied to the “meets standard” rating for the essential selection criteria.
4. Employment Equity candidates must be qualified in all other essential selection criteria.
5. The rating for Employment Equity shall be applied only once in the selection process.

The Employer and the Union agree to establish an “Employment Equity Task Force”, consisting of an equal number of representatives appointed by the Employer and by the Union, to discuss issues of diversity and employment equity.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees’
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORADUM OF AGREEMENT #7**SUBJECT: WORKPLACE HEALTH AND WELLNESS**

The parties recognize that the health of a person affects how they perform at work, at home and in the community. Health is much more than the absence of disease, it is a combination of physical, mental and social well being. It is believed that workplace practices and policies could be beneficial to the Employer and employees by having:

- Employees who become sick less often;
- Employees who work more effectively and efficiently;
- Employees who are less prone to accidents;
- Employees who are better able to manage stress.

The Government and the Union agree to establish a committee with equal representation to examine health and wellness initiatives that could be undertaken in the workplace.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees’
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORADUM OF AGREEMENT #8**SUBJECT: HEALTH SPENDING ACCOUNT (HSA)**

The Employer shall maintain the current Health Spending Account for permanent full and part-time employees and the current eligibility requirements subject to the following parameters:

- The current maximum claim benefit shall be increased from seven hundred dollars (\$700)/per year to eight hundred fifty dollars (\$850)/year per full-time employee and from three hundred fifty dollars (\$350)/year to four hundred and twenty five dollars (\$425)/year per part-time employee.
- There is no carryover of HSA dollars from one year to the next, but an employee can carry forward claims for up to one year. i.e. a full-time employee had \$150 in claims in the first year. The employee can claim the \$120 and carry forward the additional \$30 in claims for up to one year.
- Employees can apply for reimbursement once claims total \$100 (i.e. the "trigger point").
- Reimbursement for claims is once every two months.
- An employee must file a claim.
- Employees to receive annual statements.
- The plan shall use Revenue Canada's definition of dependent (i.e. an employee can pay HSA eligible expenses for anyone for whom they can claim a tax deduction).
- Plan coverage and administration is to be determined by the Employer.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #9**SUBJECT: WORKLOAD MANAGEABILITY**

It is acknowledged that, in some areas of the government, the manageability of excessive workload may be of concern to a group of employees, the Union and the Employer.

In situations where both the Union and the Employer are in agreement that discussions may be beneficial to resolving workload concerns, the two parties agree to discuss possible areas of concern and options for consideration to try and resolve these concerns.

By mutual agreement, the Union and the Employer may include employee representatives in these discussions.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #10

SUBJECT: EMPLOYMENT SECURITY (GREEN TEAM)

The hiring of persons in the Green Team will not result in the lay-off, reduction of hours or dismissal of any current employees or replace employees who have previously been laid-off or dismissed.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #11**SUBJECT: NORTHERN PREMIUM**

1. Northern Premium shall be paid to employees subject to the eligibility criteria and conditions outlined in this Article.
2. Northern Premium will be paid to employees that have established a residence and maintain a home in a location designated as a remote location as outlined in Appendix 'B', remoteness allowance and who are eligible for the payment of a remoteness allowance.
3. The Northern Premium is applicable only to the following classifications and at the following rates per hour:

Northern Premium Rates

		Year 1	Year 2	Year 3	Year 4	
	Effective	Effective	Effective	Effective	Effective	
	9/29/2018	3/30/2019	3/28/2020	3/27/2021	3/26/2022	
CC3	Clerk of the Court 3	1.55	1.57	1.58	1.61	1.64
CC4	Clerk of the Court 4	1.55	1.57	1.58	1.61	1.64
CHN	Chaplain	1.99	2.02	2.03	2.06	2.10
CWC	Community Corrections Worker	2.22	2.25	2.26	2.30	2.35
EO1	Environmental Officer 1	2.18	2.21	2.22	2.26	2.31
EO2	Environmental Officer 2	2.51	2.55	2.56	2.60	2.65
EO3	Environmental Officer 3	2.96	3.00	3.02	3.07	3.13
EO4	Environmental Officer 4	3.07	3.11	3.13	3.18	3.24
EO5	Environment Officer 5	2.45	2.48	2.49	2.53	2.58
M2S	Mechanical Equipment Mechanic 2 SRT	1.54	1.56	1.57	1.60	1.63
MC	Machinist	1.47	1.49	1.50	1.52	1.55
ME2	Mechanical Equipment Mechanic 2	1.47	1.49	1.50	1.52	1.55
PB1	Probation Officer 1	1.58	1.60	1.61	1.64	1.67
PB2	Probation Officer 2	1.83	1.86	1.87	1.90	1.94
PB3	Probation Officer 3	2.10	2.13	2.14	2.18	2.22
SH1	Sheriff 1	2.34	2.37	2.38	2.42	2.47
SH2	Sheriff 2	2.44	2.47	2.48	2.52	2.57
SH3	Sheriff 3	2.64	2.68	2.69	2.73	2.78
SMC	Machinist SRT	1.54	1.56	1.57	1.60	1.63
SO1	Sheriffs Officer 1	1.17	1.93	1.94	1.97	2.01
SO2	Sheriffs Officer 2	1.38	2.27	2.28	2.32	2.37
SO3	Sheriffs Officer 3	1.54	2.55	2.56	2.60	2.65
SO4	Sheriffs Officer 4	1.64	2.70	2.71	2.75	2.81
SP1	Social Service Worker 1	1.39	1.41	1.42	1.44	1.47
SP2	Social Service Worker 2	1.49	1.51	1.52	1.55	1.58
SP3	Social Service Worker 3	1.77	1.79	1.80	1.83	1.87
SP4	Social Service Worker 4	2.10	2.13	2.14	2.18	2.22
SP5	Social Service Worker 5	2.37	2.40	2.41	2.45	2.50
SP6	Social Service Worker 6	2.57	2.61	2.62	2.66	2.71
SWL	Welder SRT	1.54	1.56	1.57	1.60	1.63
WL	Welder	1.47	1.49	1.50	1.52	1.55

4. Temporary Northern Assignment / Accommodations
 - a) where employees are to be stationed in a remote location on a semi permanent basis, i.e. for a

period of three (3) months or more, they shall receive the applicable northern premium noted in this memorandum;

- b) employees stationed in a remote area who are provided with room and board shall not receive any form of northern premium;
- c) this section does not apply to employees who are eligible for Remoteness Allowance or Northern Premium.

5. An employee shall receive Northern Premium for all regular hours of work. Northern Premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

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MEMORANDUM OF AGREEMENT #12**SUBJECT: JOINT COMMITTEE TO OPTIMIZE PUBLIC SERVICES**

WHEREAS it is the desire of the Manitoba Government to ensure that quality public services are delivered to Manitobans through a system which is, to the fullest extent possible, sustainable, accessible, cost effective, efficient and effective;

AND WHEREAS employees of the Civil Service are a fundamental component of the delivery of those public services in communities throughout the province, and have a mutual obligation for the provision of client centered, efficient, quality public service to Manitobans;

AND WHEREAS the Employer is responsible for the provision of quality public services for Manitobans, and as such wishes to create a system which will retain and attract qualified staff to work as part of the delivery of those public services;

AND WHEREAS all Parties recognize that it is in the best interest of the Province of Manitoba to work together towards these goals, and the Parties wish to enter into this Memorandum of Agreement to commit to the achievement of these goals through cooperative discussions to improve and optimize public service practices:

The Parties do hereby agree to form a committee during the term of the Collective Agreement to discuss public service delivery and make recommendations that will improve and enhance the delivery of public services and ensure a sustainable system of public services that will effectively serve Manitobans and meet the needs of employees of the Civil Service.

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MEMORANDUM OF AGREEMENT #13**SUBJECT: ENHANCING PUBLIC SERVICES**

Preamble

- 1.1 The Employer and the Union share a commitment to ensuring that the citizens of Manitoba receive quality public services delivered in an effective and professional manner by the Civil Service employees. The parties agree to explore options to improve and enhance the delivery of public services and that new services offered meet the highest possible standard.
- 1.2 The parties further agree to ensure that public services in Manitoba are provided in an accountable, transparent and efficient manner to all members of the public.

Notification

- 2.1 The Employer agrees that it will notify the Union prior to any proposals being acted on by departments which are part of this collective agreement that would involve the transfer, conveyance, disposition or sale of an undertaking, all or part of a business, enterprise, institution, program, project or work currently carried out by members of the Civil Service.
- 2.2 The Employer further agrees that the Union will be given an opportunity to provide an option in lieu of the transfer, conveyance, disposition or sale of an undertaking, all or part of a business, enterprise, institution, program, project or work currently carried out by members of the Civil Service. The Employer will consider the option if it provides the service to the public in an accountable, transparent and efficient manner.
- 2.3 If there is a transfer or conveyance, disposition or sale of an undertaking that proceeds, the Devolution and Transfer provisions of Article 20 of the Agreement will apply.

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MEMORANDUM OF AGREEMENT #14**SUBJECT: RECLASSIFICATION****Exclusivity of Process**

1. While this Memorandum of Agreement (the "Agreement") is in effect, all disputes pertaining to the classification of an employee's position shall be commenced under, and resolved by, the process outlined in this Agreement rather than the grievance and arbitration process set forth in the collective agreement.
2. This Agreement shall become effective on the date of execution and shall continue in effect up to and including the expiry date of the collective agreement set forth in Article 2.01 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal of the collective agreement is given by either party at least forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date of the collective agreement. During the period required to negotiate a renewal, or revision and renewal of the collective agreement, this Agreement shall remain in full force and effect without change.

Reclassification Request and Decision

3. An employee who is of the opinion that their position is improperly classified, may submit a request for re-classification to the Compensation Services Compensation Services Branch, Labour Relations Division of the Public Service Commission ("Compensation Services"), along with (a) a current position description with the corresponding organization chart approved by the manager with employing authority; (b) the job classification being requested and reasons why that classification is appropriate; (c) any other information the employee wishes Compensation Services to consider in support of the request.
4. Compensation Services will provide the requesting employee a written response to that request within sixty (60) working days (the "Decision") from date of receipt of the information required in Point 3.
5. Within thirty (30) working days of receiving the Decision, the requesting employee may directly contact a Compensation Services to better understand the rationale for the Decision. Within thirty (30) working days of receiving that request, Compensation Services shall respond to the employee verbally or in writing and may share additional detail and disclose supporting material where applicable.

Disputing the Decision – First Stage Review

6. Within twenty (20) working days of the Decision being communicated to the employee, the Union may dispute it by providing Compensation Services with a written statement indicating the Decision is being disputed and the reason(s) for not accepting the Decision.
7. Compensation Services, the employee, and the Union shall meet within a reasonable and mutually agreeable timeframe to discuss the disputed Decision. During this meeting, Compensation Services shall share with the Union the rationale used to support the Decision and the employee and Union shall put forward the rationale for disputing the Decision.
8. The parties may agree to further meetings to further discuss the Decision and they may gather and present additional information in support of their respective positions.

9. The dispute may be advanced to the Second Stage at the union's request by providing Compensation Services with written notice indicating resolution at this First Stage is not possible and setting forth the remaining reason(s) that the employee and/or union is continuing to challenge or support the Decision (the "Second Stage Notice").

Joint Review Panel - Second Stage Review

10. Within a reasonable time period following receipt of the Second Stage Notice, the parties shall convene the two-person panel consisting of a Union representative and an Employer representative, both of whom shall be previously trained in job evaluation (the "Panel"). The Union and Compensation Services shall present the Panel with the rationale they rely upon to support or challenge the Decision.
11. The Panel may, if both the Union and Employer representative agree, compel the parties to appear in front of them on another occasion(s) for the purposes of presenting rationale relied upon to support or challenge the Decision.
12. If either member of the Panel notifies the parties, and the other Panel member, that no further appearances before the Panel will assist in resolving the Dispute, the Panel members shall, within a reasonable time period, provide the parties with a written statement of their conclusions and the rationale. If the Panel members' conclusion(s) are unanimous, the parties shall be bound by those conclusions.
13. If the Panel members' conclusions are not unanimous, either party may refer the dispute to the Final Stage by providing the other party and the Panel Members with notice of their decision to do so within fourteen (14) days of receiving the Panel members' conclusions (the "Final Stage Notice").

Independent External Review - Final Stage

14. Within a reasonable time period of receiving the Final Stage Notice, the parties shall retain an independent third party proficient in point rated, factor comparison, grade description and whole job comparison job evaluation tool(s) used by the Province of Manitoba (the "Third Party") for the purposes of resolving the dispute in accordance with the process outlined in the following paragraphs.
15. The Third Party shall determine the dispute in the manner set forth in the parties' retainer letter, or in the absence of such a process, in the manner the Third Party deems most appropriate in the circumstances as they develop. Should the Third Party ask either party to provide further information or rationale, that party shall make its best efforts to provide such information in an efficient manner.
16. Within a reasonable period of time, the Third Party shall provide the parties with a written decision settling the dispute. That written decision shall be final and binding on the parties unless both parties agree that it is fundamentally flawed in which case the parties may, by agreement, within twenty (20) days of receiving the Third Party's decision, either remit the matter to the Third Party for re-evaluation, or refer the matter to an alternate third party for review (either option hereinafter referred to as the "Reassessment Request").
17. Should the Reassessment Request take the form of a referral to an alternate third party, paragraph 15 shall apply equally to the retention of that alternate third party.
18. The person receiving the Reassessment Request shall provide the parties with a decision within a reasonable time. That decision shall be final and binding on the parties and shall not be subject to any further appeal or review.

Extension of Timelines and Costs

19. All timelines contemplated in this Memorandum of Agreement may be extended by agreement of the parties.
20. The Union and the Employer will each be responsible for fifty percent (50%) of any invoice(s) tendered by the Third Party, or a person hired to respond to a Reassessment Request, that was retained pursuant to this Agreement.

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FLEXIBLE HOURS GUIDELINES

The government policy regarding flexible hours for "office" employees shall apply for the duration of this Agreement and is attached for informational purposes only.

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for "office" employees in accordance with the following guidelines:

- (a) the office must remain open during the hours 8:30 a.m. to 4:30 p.m. with an extension to 5:00 p.m. where it is deemed necessary to provide service to the public;
- (b) variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch;
- (c) the earliest starting time is 7:30 a.m., the latest finishing time is 6:00 p.m. and the minimum allowable lunch period is forty-five (45) minutes;
- (d) varied starting or finishing times must comprise a minimum of thirty (30) minutes prior to or after established office hours;
- (e) service to the public must not be downgraded by the change in hours;
- (f) employees must work seven and one-quarter (7¼) hours per work day and thirty-six and one-quarter (36¼) hours per week exclusive of lunch periods.
- (g) All employees must be present at work during a core period of 10:00 a.m. to 3:00 p.m., less lunch periods.
- (h) The normal work week continues to be Monday to Friday inclusive.

SECONDMENTS WITHIN THE CIVIL SERVICE

The following guidelines respecting secondments within the Civil Service are attached for information purposes only.

"Secondment" means the temporary assignment or loan of employees within their staff year to another branch or department of the Manitoba Government. Secondments may be used to staff a special program, to utilize expertise to perform a certain function and/or for staff development.

"Seconded Employee" means an employee who has temporarily changed assignments due to a secondment. A seconded employee shall sign a secondment agreement that sets out the specific terms of the secondment including the classification and pay arrangements.

Upon completion of the secondment:

- a) the employee shall return to the employee's former position and classification or to a comparable position and classification; or
- b) the current secondment may be extended by the Employer.

In the event that during the term of the secondment, the employee's position is abolished, the employee shall be notified in accordance with the terms of Article 24 - Lay Off and the terms and conditions of this article shall apply.

ADMINISTRATION COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

- 2:01 All employees within this Component shall work seven and one-quarter (7¼) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36¼) hours per week. Normal office hours shall be 8:30 a.m. to 5:00 p.m., from Monday to Friday inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.
- 2:02 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :01, the employing authority, with the approval of Treasury Board Secretariat, may set different hours.
- 2:03 The number of daily and weekly hours as described in Section :01 may only be varied by mutual consent of the parties hereto.
- 2:04 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such time as may be specified by the head of the department.
- 2:05 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 2:06 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work beyond normal hours.
- 3:02 This Article dealing with compensation for overtime shall apply only to those employees who are in the classifications listed in below:

Administrative Officer 1, 2, 3
 Audit Accountant 1
 Financial Officer 1, 2, 3
 Information Technologist 1

Purchasing Agent 1, 2
 Student Auditor 1, 2, 3, 4
 Systems Analyst 1, 2, 3

- 3:03 At the employee's option, authorized overtime shall be compensated by paying the employee for all hours worked at the applicable overtime rate or by granting the employee applicable time off in lieu.

- 3:04 An employee who is required to work beyond seven and one-quarter (7¼) hours on the employee's scheduled work day is entitled to compensation at time and one-half (1½x) for all hours worked.
- 3:05 An employee who is required to work on the employee's first day of rest is entitled to compensation at time and one-half (1½x) for the first four (4) hours of overtime and double time (2x) for all time worked thereafter.
- 3:06 An employee who is required to work on the employee's second day of rest is entitled to compensation at double time (2x) for all hours worked. Second in this context means the second day in a series of consecutive calendar days of rest.
- 3:07 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.
- 3:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement cannot be reached within the sixty (60) day period, the employee shall receive payment based on the rate at which the employee was being paid when the overtime was worked.
- 3:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

COMPENSATORY LEAVE

- 4:01 Where an employee not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, such employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.
- 4:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time hourly rates.
- 4:03 Time off under Subsection :02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.
- 4:04 Where arrangements under Section :02 are not made within sixty (60) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.
- 4:05 Where an Information Technologist 2, 3 or 4 is called out or scheduled to work overtime, the employee shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity. This provision does not apply to phone calls received at home ie. the employee must be called "out" to work.

STAFF DEVELOPMENT

- 5:01 The parties recognize the desirability of ongoing staff development; and educational leave practices shall be as set forth from time to time in policy. Revisions to education leave policy shall occur with thirty (30) days' written notice to the Union.

CLERICAL COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

- 2:01 All employees, except where otherwise specified within the provisions of this Component shall work thirty-six and one-quarter (36¼) hours per week.

2:02 **Regular Work Day and Regular Work Week**

Employees shall work seven and one-quarter (7¼) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36¼) hours per work week. Alterations to the foregoing shall only be by written mutual consent of both the parties to this Collective Agreement. This provision does not relate to the times of work in Section :03, or the days of work in Section :04.

2:03 **Times of Work**

Normal office hours shall be between 8:30 a.m. and 5:00 p.m., except for Storekeepers and Stores Clerks. Where the necessity to provide service to the public creates a need to set different times of work, the department, through the Labour Relations Division, after meaningful consultation with the Union, may set different times of work. This provision does not relate to the work day and work week in Section :02, or the days of work in Section :04.

2:04 **Days of Work**

The days of work shall be Monday to Friday inclusive except where it is necessary to provide service to the public on Saturdays, when sufficient staff may be maintained at the discretion of the department.

- 2:05 Normal hours of work for Storekeepers and Stores Clerks shall be determined by operational requirement, subject to the provisions of Sections :02 and :04.

- 2:06 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such times as may be specified by the head of the department, or the employees' immediate supervisor.

- 2:07 Switchboard Operators shall, where necessary, be assigned shift duties to cover operations up to twenty-four (24) hours per day and seven (7) days per week.

- 2:08 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.

- 2:09 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 3:02 Every reasonable effort shall be made to ensure that all overtime work is distributed equitably amongst employees who are able to perform the required duties.
- 3:03 An employee who is required to work overtime on the employee's regular work day shall receive compensation at time and one-half (1½x) for all overtime worked.
- 3:04 An employee who is required to work on the employee's day of rest shall receive compensation at double time (2x) for all time worked.
- 3:05 An employee, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 3:06 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee equivalent time off in lieu thereof.
- 3:07 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.
- 3:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

QUALIFICATION PAY

- 4:01 Employees shall be granted a premium in addition to their normal salary as set out in the following:
(a) while actively engaged in wildfire suppression as authorized by the Employer, employees shall receive two dollars (\$2.00)/hour for actual hours worked.

CORRECTIONS COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule.

HOURS OF WORK

- 2:01 All employees shall come within forty (40) hours of work per week.
- 2:02 Employees shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration.
- 2:03 Where an employee is designated to be on duty to supervise residents during the employee's meal period, or where an employee is required to remain in the correctional institution for security reasons during the employee's meal period, such time shall form part of the employee's work day. Such employee shall be entitled to receive a meal free of charge.
- 2:04 Any variations to a work day or work week other than those described in Section :02 shall only be instituted by mutual consent of both of the parties hereto.
- 2:05 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.
- 2:06 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.
- 2:07 The parties agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Correctional Institutions:
- (a) shift schedules shall be posted at least fourteen (14) calendar days in advance of the starting date of the new schedule in order to provide an employee with reasonable notice as to the shift he or she will be working. No time off requests will be submitted, altered or considered by the Employer one (1) week prior to the posting of the schedule. Time off requests shall not be unreasonably denied.
 - (b) where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty-four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave nor to emergency situations beyond the control of the employer;
 - (c) should an employee not receive at least twenty-four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one-half (1½x) for all hours worked for the first shift which varies from the posted schedule;
 - (d) a prescheduled employee who is called into work shall not have his scheduled shift in the same bi-weekly pay period changed or cancelled unless by mutual agreement;
 - (e) notwithstanding the above, in addition to the notice required under 2:07 (a), employees shall be given as much reasonable notice as possible of any shift change required to accommodate training;
 - (f) where the Employer schedules changes to employees' shifts or shift patterns, in conjunction with the annual staffing review, employees shall be provided three (3) months notice of such change.

This shall not preclude employees from requesting Employer approval of individual shift trades.

- 2:08 Each Correctional Institution shall designate specific and equal periods of the vacation year for the purposes of scheduling vacation. Accordingly, vacation scheduled shall be administered as follows:
- (a) employees who desire to take vacation in any one period of the vacation year shall notify the Correctional Institution eight (8) weeks in advance of the start of the designated period of the fiscal year.

- (b) four (4) weeks prior to the start of the first shift cycle in each period of the vacation year, the Correctional Institution shall schedule vacation for each period of the vacation year in accordance with both the requests of the employees and operational requirements.
- (c) Nothing in Section 2:08 affects the rights of the Employer or employees under Section 27 of the G.E.M.A.

2:09 Definitions to be included:

- **Shift:** Refers to the duration of the work unit, including the specific start and end times.
- **Shift Pattern:** Refers to the pre-determined configuration of the regular and recurring shift across a bi-weekly pay period.
- **Post:** Refers to a specific work assignment which includes information regarding Shift, Shift Pattern and specific work location.

2:10 The Employer will consult with the Union prior to establishing any new shifts or shift patterns.

2:11 The Union wishes to ensure that shift rotations/assignments are done in a transparent fashion.

OVERTIME

3:01 For the purpose of this Agreement, "overtime" shall mean:

- (a) in the case of a full-time employee, authorized time worked in excess of the employee's regular work day or regular work week;
- (b) in the case of a part-time employee, all authorized time worked in excess of eight (8) hours in a day or forty (40) hours in a week.

3:02 When overtime is required a volunteer may be sought to do such work. Wherever reasonable and practicable the supervisor will attempt to obtain a volunteer.

A supervisor authorized to do so, may require an employee under the supervisor's authority to work overtime.

3:03 The sections of this Component dealing with compensation for overtime shall apply to those employees who are in a classification listed below:

- | | |
|------------------------------------|--|
| Correctional Services Officer 1, 2 | Correctional Trades Instructor 1, 2, 3 |
| Correctional Officer 1, 2, 3, 4 | Juvenile Counsellor 1, 2, 3, 4 |

3:04 An employee who works overtime on the employee's regular work day shall be compensated at time and one-half (1½x) for all such time worked.

3:05 An employee who works on a day of rest shall be compensated at double time (2x) for all time worked on that day.

3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's regular work day. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:08 (a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off. Such time off shall be scheduled and taken within one hundred and twenty (120) calendar days following the end of the bi-weekly pay period in which the overtime was

worked. If time off is not scheduled and taken within the one hundred and twenty (120) calendar days, the accumulated overtime may be paid out. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.

- (b) Where an employee grieves the unreasonable withholding of mutual agreement with respect to Sub-section :08 (a), the employee may file such grievance at Step 2 of the grievance procedure. No payment for the overtime period in question shall be made pending disposition of the grievance.

3:09 Where mutual agreement has not been reached within this one hundred twenty (120) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:10 Overtime shall be paid at the appropriate step within the employee's pay range attached to the employee's classification excluding any extra qualification payments.

- 3:11 (a) Where an employee is required, as a general condition of employment to take a course upgrading the employee's qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on the employee's day(s) of rest, the employee may be compensated for such days through time off at straight time.
- (b) Where an employee is required to attend a training program on the employee's day of rest, such employee shall be given, subject to operational requirements, as much notice as reasonable.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, such employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 Where an employee referred to in Section :01 above is called out or scheduled to work overtime, such employee shall receive for the work of a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

- (a) equivalent time off without loss of pay; or
- (b) payment at straight time hourly rates.

4:04 Time off under Sub-section :03 (a) shall be at a time agreed to by the employing authority or authorized supervisory official.

4:05 Where arrangements under Section :03 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.

4:06 (a) "Muster", for the purposes of this Article, shall mean an assembly of Correctional Officers or Juvenile Counsellors who are required to receive information, prior to the commencement of their shift from employees who are on duty.

- (b) Employees who muster prior to the commencement of their shift, where there is no shift overlap, shall receive ten (10) minutes straight time per shift to be taken as compensatory time off.

Each correctional facility shall determine, based upon operational requirements, whether or not a muster is required.

SUPERVISORY PAY

- 5:01 Where a Correctional Officer 1, 2, or 3 or a Juvenile Counsellor 1, 2 or 3 is temporarily assigned the supervisory duties of a higher classification in the absence of the incumbent in that position in a correctional institution for four (4) hours or more, such Correctional Officer or Juvenile Counsellor shall be paid at the rate of pay for the higher classification from the date of such temporary assignment of supervisory duties until such temporary assignment is revoked.
- 5:02 A Correctional Officer or a Juvenile Counsellor who is receiving supervisory pay shall not be eligible to receive acting status pay as described in Article 66 - Acting Status in the Master Agreement.

PAYMENT OF MONIES

- 6:01 Monies owed to employees for overtime, call-back, standby, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

- 7:01 A joint consultation committee will be established and maintained in each of the permanent correctional institutions. Each committee shall consist of no more than four (4) representatives of the government and four (4) representatives of the Union which shall include the local negotiator, vice president or designate. Except by mutual agreement, this committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the committee.
- 7:02 The committee may make recommendations to the Union and the government with respect to its discussion and conclusions, but it shall not have jurisdictions over wages, or any matter of collective bargaining including the administration of the Master Agreement or this Component. The committee shall not supersede the activities of any committee of the Union or of the government and it does not have the power to bind either the Union or its members of the government to its decisions or conclusions. Specific terms of reference of the committee are as mutually agreed.

STANDBY - EMERGENCY RESPONSE TEAM

- 8:01 A Correctional Officer who has been designated by the employing authority or authorized supervisor to be available on standby during off duty hours, and who is a member of an emergency response team, shall be entitled, to payment equal to Article 63, Stand-By.

CORRECTIONAL EMERGENCY RESPONSE TEAM ALLOWANCES

- 9:01 A Correctional Officer or Juvenile Counsellor who has completed the Correctional Emergency Response Unit (CERU) or Institution Crisis Intervention Team (ICIT) training and is an active member of a designated CERU team shall receive an allowance of forty dollars (\$40.00) bi-weekly.
- 9:02 A Correctional Officer or Juvenile Counsellor who has completed Incident Response Team (IRT), Female Cell Extraction Team (FCET), or Crisis Negotiation Team (CNT) training and is an active member of a designated IRT list shall receive an allowance of twenty dollars (\$20.00) bi-weekly.

IN-SERVICE TRAINING

- 10:01 Juvenile Counsellors, Correctional Officers and Correctional Services Officers shall be enrolled in the Correctional Employees In-Service Training Course, and shall have completed such training course within one (1) year of their commencement date of employment.

TERM EMPLOYEES

- 11:01 Where an employee covered by the Corrections Component is hired as a term employee, that employee shall receive a letter of offer at the time of hire which provides the specific details of the employee's term employment.

DIVISIONAL TRAINING

- 12:01 All employees of the Correctional Component shall be scheduled for the mandatory training as prescribed by the Division policy.

INCIDENT REPORTS

- 13:01 A list of all incident report numbers shall be forwarded to the local Workplace Health and Safety co-chair.

MEMORANDUM OF AGREEMENT #1**SUBJECT: PART-TIME EMPLOYEES**

1. Overtime shall mean for part-time Correctional Officers who work a twelve (12) hour shift all authorized time worked in excess of a twelve (12) hour shift in a day or all authorized time worked in excess of eighty-four (84) hours in a bi-weekly pay period; notwithstanding Sub-section 3:01 (b) of the Corrections Component Agreement.
2. Where a part-time employee works more than eighty (80) hours and less than eighty-four (84) hours in a pay period the employee may bank the difference between eighty-four (84) and eighty (80) hours at straight time rates.
3. Management will fill regular full-time Correctional Officer and Juvenile Counselor positions on an institutional basis within ninety (90) days of being advised of a vacant position, in accordance with the following:
 - (a) subject to Section :05 of Article 11 - Recruitment and Appointment, part-time employees with more than three (3) years of accumulated service will be given first consideration provided they meet the requirements, including core competencies, of the divisional policy for the filling of these positions;
 - (b) seniority will be the determining factor provided employees meet the standards set by management with respect to prior work performance, sick leave usage and disciplinary record.
4. Where a part-time employee is ill for a length of time which extends beyond the posted shift scheduled period, the sick leave payable shall be based upon the average of the hours worked in the preceding eight (8) weeks prior to the commencement of sick leave.
5. Where sick leave usage is used as a standard in accordance with 3. (c), such usage shall be calculated on a daily, not hourly, basis, e.g. a part-time employee ill for one (1) twelve (12) hour shift and a part-time employee ill for one (1) eight (8) hour shift shall both be considered absent due to illness for one (1) day for purposes of 3. (c).
6. Part-time Correctional Officers and Juvenile Counsellors shall be allowed to bank all prorated time earned when not required to work on the holiday.
7. Where a part-time employee is placed on a regular, reoccurring shift, such employee may elect for payroll purposes, to be converted to auto pay.

Original signed by Sheila Gordon
 On Behalf of the Manitoba
 Government and General Employees'
 Union

August 16, 2022
 Date

Original signed by Tanya Cole
 On Behalf of Government of
 Manitoba

MEMORANDUM OF AGREEMENT #2**SUBJECT: WORKPLACE MEDIATION**

The parties agree that a committee consisting of three (3) representatives from the Union and three (3) representatives from management shall be formed to discuss the use of an impartial mediator within the Corrections Division to assist in the resolution of workplace issues and disputes. The terms of reference of the mediator shall be as decided by the committee, however, the mediator will have no authority to bind either party and may only make non-binding recommendations on a without prejudice basis to either party.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #3**SUBJECT: INTEREST ARBITRATION**

The parties agree that the following terms and conditions shall apply to the renewal of the 2014 - 2019 Corrections Component Agreement of the Government Employees' Master Agreement:

1. Members of the Corrections Component bargaining unit shall be allowed a separate ratification vote on both the renewal of the 2014-2019 Master Agreement and the Corrections Component Agreement.
2. The issues to be bargained at the Corrections Component table shall consist of only those issues unique to the Corrections Component and shall not include:
 - (a) any proposal discussed or submitted by either party in negotiations with respect to the renewal of the 2014-2019 Government Employees Master Agreement;
 - (b) any proposal which is the subject of an Article or Memorandum contained in the 2014-2019 Government Employees Master Agreement, e.g. vacations, sick leave, etc.
3. In the event that the Corrections Component Agreement is not ratified by the members of the Corrections Component bargaining unit, the issues that remain in dispute at the conclusion of bargaining at the Corrections Component table may be referred to interest arbitration in accordance with sections 48-56 of The Civil Service Act, albeit that the parties may agree on a single arbitrator. To be clear, the issues that may be so referred include issues related to working conditions and/or compensation, unique to the Corrections Component.
4. In consideration of the foregoing, the Union and its members agree that there will not be any work stoppage of the members of the Corrections Component Bargaining Unit in the event the renewal of the 2014-2019 Corrections Component Agreement is not ratified. A "work stoppage" means a strike as those terms are defined in The Labour Relations Act.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #4**SUBJECT: ACCUMULATED TIME OFF**

1. In accordance with Section 2:04 of the Sub-Agreement, the parties agree that Correctional Institutions may vary the work day or work week and any variations shall be by mutual agreement between the parties.
2. In order to schedule shifts that are in excess of those prescribed in Section 2:02 without accruing overtime, employees working such hours receive compensatory leave known as "Accumulated Time Off" for the hours worked in excess of the weekly hours of work, within the specific Correctional Institution cycles.
3.
 - (a) ATOs shall be scheduled in advance on rotational basis exclusive of statutory holidays; rotational basis means that an employee's ATO days shall, from one cycle to the next, rotate throughout the days of the week. There shall be no "black out" periods for ATOs.
 - (b) Any exception to this process can be approved through mutual agreement between the parties.
 - (c) Individual requests for changes to or flexibility for scheduled ATOs shall be resolved between the affected employee and the Superintendent or Deputy Superintendent and such requests shall not be unreasonably denied.
4. The Correctional Institution shall schedule the ATO day(s) during the shift cycle in which the accumulated time off is earned, according to the following provisions:
 - (a) A shift cycle is defined as a period or cycle consisting of three (3) pay periods, or any multiple thereof not exceeding twelve (12) pay periods.
 - (b) Scheduled ATO days shall only be varied or rescheduled to accommodate:
 - (i) individual requests in accordance with 3 (c);
 - (ii) affected individual training events;
 - (iii) employees conducting official union business in accordance with Section 45:01 of the G.E.M.A.;
 - (iv) employees moved to a different shift pattern.
5. For purposes of Section 2:08 (b) of the Sub-Agreement, an ATO day shall be considered a work day.
6. For all other purposes, "Accumulated Time Off" shall be characterized and treated as compensatory leave taken on the basis of equivalent time off without loss of pay. Such characterization shall not be changed subsequent to the scheduling of the accumulated time off.
7.
 - (a) An employee on approved Sick Leave for a period greater than a bi-weekly pay period shall be converted to an eighty (80) hour bi-weekly pay period. Such an employee shall neither accrue nor take ATOs during the period of sick leave.
 - (b) If an employee is sick on an approved or scheduled ATO day, the employee is entitled to have the ATO day re-credited in accordance with Section 28:15 of the G.E.M.A.
8. Each institution shall decide on their ATO pattern, by mutual agreement between the parties.

Original signed by Sheila Gordon
 On Behalf of the Manitoba
 Government and General Employees'
 Union

August 16, 2022
 Date

Original signed by Tanya Cole
 On Behalf of Government of
 Manitoba

MEMORANDUM OF AGREEMENT #5**SUBJECT: RIOT, HOSTAGE TAKING, ASSAULT**

In the event of a riot, hostage taking or physical assault upon an employee by an inmate, which adversely affects those employees directly involved in the handling of the incident, the Employer shall take the following considerations into account if an employee advises that the employee is unable to return to work in the employee's previous position:

1. The degree of injury or trauma suffered by the employee as a direct result of involvement in the incident.
2. Whether the injury or trauma required hospitalization or extensive medical or psychiatric treatment as determined by a medical practitioner.
3. The availability of existing compensation provisions, i.e. Workers Compensation and long term disability, statutory benefits and assistance programs to address the period of injury or trauma affecting the employee's ability to return to the employee's former position.
4. The employee has the option to have a union representative present at any meeting with the Employer.

Based upon these considerations, the Employer, in consultation with the Union, shall make every reasonable effort to find a suitable alternate position with the Employer within a reasonable period of time. The parties agree to meet to discuss and review the impact of any major disturbance with a view to finding improved solutions, should such an incident occur during the life of the Agreement.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #6**SUBJECT: UNIFORMS**

Employees within the Corrections Component, currently required to wear a uniform, will be eligible to claim for a footwear allowance commensurate with the provisions in Article 44:03 and 44:05 of the GEMA, notwithstanding the footwear for Corrections employees is not considered safety footwear or Canadian Standards Association approved.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #7

**SUBJECT: STANDARDIZED BENEFIT CALCULATIONS FOR HOURS OF WORK VARIATIONS
(I.E. 12 HOUR SHIFT PATTERNS)**

The parties agree to vary the terms and conditions of the Government Employees' Master Agreement (GEMA), and the Component Sub-Agreement for certain groups of employees who work shifts other than the standard eight (8) hour day and forty (40) hour week as per Hours of Work Articles contained in the applicable Component Sub-Agreement.

The purpose of this Memorandum is to provide standardized benefit administration for non-standard shifts.

Any term and condition not specifically mentioned in this Memorandum shall continue to be applied in accordance with the provisions of the GEMA and the applicable Component Sub-Agreement.

General Principle

Where a benefit is to be calculated for an employee working under the terms and conditions of a variation to the work day or work week, it shall be calculated in a manner such that:

- (a) there shall be no increased costs to the employer when compared to standard eight hour day employee.
- (b) the benefit shall be pro-rated in a manner that will provide an equivalent benefit to employees working a regular work day and work week.

1. Hours of Work

- (1) Employees shall work an average of eighty (80) hours bi-weekly based on the shift schedule.
- (2) Employees covered by the terms of this Memorandum may be scheduled to work more than eighty (80) regular hours of work in any bi-weekly pay period without incurring overtime.

2. Overtime

Daily overtime shall be paid after the normal scheduled daily hours (e.g. twelve hour shift - overtime paid after twelve hours). On an employee's days of rest, overtime shall be paid at the rate of double time (2x) for all time worked.

Employees categorized as regular part-time and part-time term who work twelve hour shifts in the Department of the Attorney-General Corrections Division shall be eligible for overtime as follows:

(a) Daily Overtime

Where a part-time employee is scheduled to work a twelve hour day the employee shall be eligible to receive overtime after completion of twelve hours.

(b) Bi-weekly Overtime

Where a part-time employee is scheduled to work twelve hour shifts that employee shall be eligible to receive overtime after the completion of eighty-four (84) hours in the bi-weekly pay period.

N.B.

Where a regular part-time or part-time term employee is temporarily appointed to a full-time position on a regular shift he shall be eligible for overtime in accordance with that regular shift schedule, i.e. consistent with overtime payment to regular full-time employees.

Part-time employees in the Department of Justice - Corrections Division are eligible for overtime only after (8) hours worked, unless the employee has been scheduled to work a shift which exceeds (8) hours.

3 Sick Leave

Where an employee is absent due to illness, his sick leave credits shall be reduced by a pro-rated amount (e.g. twelve hour shift - sick leave reduced by twelve hours).

4 Vacation

(1) Vacation leave shall be converted to hours in accordance with the following:

- (a) 3 weeks vacation = 3 x 40 = 120 hours
- (b) 4 weeks vacation = 4 x 40 = 160 hours
- (c) 5 weeks vacation = 5 x 40 = 200 hours
- (d) 6 weeks vacation = 6 x 40 = 240 hours

(2) An employee on vacation shall have his vacation entitlement reduced by the total number of hours that he would have been scheduled to work while on vacation.

5. Shift Premium

Where an employee works a shift, where half ($\frac{1}{2}$) or more of the hours are during shift premium hours (as per the applicable Component Sub-Agreement) the employee shall receive a shift premium in accordance with the following formula:

$$\frac{\text{hours worked}}{8} \times \text{applicable shift premium} = \text{shift premium}$$

6. Holidays

Employees shall be compensated for holidays as follows:

- (i) Where a holiday falls on an employee's day of rest and he is not required to work on that day he shall receive at his option eight (8) hours time off or eight (8) hours pay in lieu.
- (ii) Where a holiday falls on an employee's day of rest and he is required to work that day he shall receive at his option eight (8) hours time off or eight (8) hours pay in lieu, plus he shall be paid at the rate of double time (2x) for all time worked.
- (iii) Where a holiday falls on an employee's regular work day and he works, he shall receive his regular pay and an additional payment calculated at the rate of time and one-half ($1\frac{1}{2}x$) for all hours worked on that holiday.

7. Compassionate Leave

Compassionate Leave shall be converted to hours as follows:

- (a) Employee eligible for five days = 40 hours
- (b) Employee eligible for four days = 32 hours
- (c) Employee eligible for three days = 24 hours
- (d) Employee eligible for two days = 16 hours
- (e) Employee eligible for one day = 8 hours

8. Other Leaves

All authorized leaves with pay shall be converted to hours. Where an employee is eligible for one day leave with pay per the GEMA then the employee shall be eligible for eight (8) hours pay, e.g. employee eligible for one day paternity leave will receive eight hours leave with pay. Any additional time off required to provide the employee with a full shift off shall be at no cost to the employer (e.g. options to include leave without pay or charge to vacation leave or banked overtime).

This Memorandum of Agreement shall be effective from the date of signing up to and including September 30, 1994 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal is given by either party at least forty-five (45) days prior to the expiry date hereof.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #8

SUBJECT: SCHEDULING OF PART-TIME EMPLOYEES

The parties agree to meet within ninety (90) days of ratification to review and discuss the scheduling process and structure of part-time employees within each institution. It is acknowledged that the existing practice within each institution will serve as a baseline for discussions.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #9

RE: CORRECTIONS COMPONENT AGREEMENT

Upon ratification and at the start of each fiscal year thereafter:

Juvenile Counsellors who are issued a "duty bell" will be provided with an annual clothing allowance of three hundred dollars (\$300.00).

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LETTER OF UNDERSTANDING #1**SUBJECT: PART-TIME EMPLOYEES WORKING ON A STATUTORY HOLIDAY**

The Government of Manitoba intends to change its practice regarding the recording of hours worked by part-time employees who, in accordance with Section 2:04 of the Sub-Agreement, work a varied work day on a statutory holiday. The past practice of characterizing only eight (8) hours as regular hours and the additional hours as overtime shall be changed and all hours worked shall be considered regular hours, at applicable overtime rates.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LETTER OF UNDERSTANDING #2**SUBJECT: MEMORANDUM OF AGREEMENT - STANDARDIZED BENEFIT CALCULATIONS FOR HOURS OF WORK VARIATIONS (I.E. 12 HOUR SHIFT PATTERNS)**

This will confirm the parties intent that Article 6(iii) Holidays shall continue to be applied in accordance with present practice:

Corrections Division

The present practice in the Corrections Division will continue with this revised wording, i.e. the employee shall receive eighteen (18) hours in the bank in addition to his regular pay. Two shifts shall receive the benefit of this calculation consistent with the Corrections practice of "moving the clock", i.e. treating the holiday as twenty-four consecutive hours from the start of the appropriate shift.

An employee who works twelve hours on the holiday therefore receives:

Regular Pay	12 hours
Additional Payment of 12 Hours at time and one-half	<u>18 hours</u>
Total Payment	<u>30 hours</u>

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On Behalf of the Manitoba
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August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LETTER OF INTENT**SUBJECT: EARNED BENEFIT TIME**

In accordance with the Collective Agreement and Corrections Component Sub-Agreement, the Department of Justice shall follow a policy as agreed to between the parties, such that:

1. Employees shall submit requests in writing to use earned benefit time.
2. When a request is approved, the department agrees to not change the type of leave requested.
3. The department will ensure that any deductions from the requested benefit bank are accurately withdrawn, i.e. A.T.O.'s, Sick Leave, Vacation, etc.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LETTER OF INTENT**SUBJECT: Scheduling of Overtime, Corrections Component**

The Employer agrees to meet with the union in each institution to discuss and agree upon the process for allocating overtime, which is fair, reasonable, and transparent and accountable, having ensured that all operational requirements are met.

The process shall be reviewed annually by the parties.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LETTER OF UNDERSTANDING

BETWEEN THE PROVINCE OF MANITOBA
AND
THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Memorandum of Agreement #3 within the Corrections Component of the Government Employees' Master Agreement (GEMA), provides for the Corrections Component to have a separate, simultaneous ratification vote on the Master Agreement and the Corrections Component Agreement.

1. During the period required to negotiate a renewal, or revision and renewal of the 2010-2014 GEMA, the Master Agreement and its Components remained in full force and effect without change.

Notwithstanding point 1 the parties agree as follows:

During the period of negotiation of renewal of the GEMA including the Corrections Component, in the event the Corrections Component is ratified and the Master Agreement is not ratified, those issues agreed to by the parties as applicable to the Correction Component and ratified by the Corrections Component membership will be agreed to and implemented through a separate Memorandum of Agreement (MOA) between the parties.

The effective date of the MOA shall be the date of ratification by the Corrections Component. The MOA shall remain in effect pending and after either the ratification of the Master Agreement or, in the event either party initiates an application for interest arbitration of the Master Agreement, the resolution of the matter at interest arbitration, whichever date is first.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

HEALTH COMPONENT

APPLICATION

1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

2:01 All employees shall come within one of the following hours of work categories:
 (a) thirty-six and one-quarter (36¼) hours per week;
 (b) forty (40) hours per week.
 (c) thirty-eight and three-quarter (38¾) hours per week

2:02 All classifications in the Health Component come within hours of work Category (B) (40 hours per week) with the exception of the following classifications which come within hours of work Category (A) (36¼ hours per week):

- | | |
|-------------------------------|---------------------|
| Behaviour Counsellors | Pharmacists |
| Dentist 3 | Pharmacy Technician |
| Medical Equipment Technicians | Physiotherapists |
| Occupational Therapists | Psychologists |

or Category (C) (38¾ hours per week)

- | | |
|--------------------------|------------------------|
| Chief Flight Nurse | Nurse Graduate |
| Licensed Practical Nurse | Nurse Practitioner |
| Nurse 1, 2, 3 | Northern Nurse 1, 2, 3 |

2:03 **Category (A)**

Employees coming within Category (A) of Section :01 shall work a regular work day of seven and one-quarter (7¼) consecutive hours and a regular work week of thirty-six and one-quarter (36¼) hours exclusive of lunch periods. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 **Category (B)**

Employees coming within Category (B) of Section :01 shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration, however, where it is mutually agreed between the supervisor and the employee, such meal periods shall not exceed one (1) hour in duration.

2:05 **Category (C)**

Employees coming within Category (C) of Section :01 shall work a regular work day of seven and three-quarter (7¾) consecutive hours exclusive of meal periods and a regular work week of thirty-eight and three-quarter (38¾) hours. Such meal periods shall not exceed thirty (30) minutes in duration, however, where it is mutually agreed between the supervisor and the employee, such meal periods shall not exceed one (1) hour in duration.

- 2:06 Where an employee is designated to be on duty to supervise residents during the employee's meal period, such time shall form part of the employee's work day.
- 2:07 Any variations to a work day or work week other than those described in Sections :03, :04 and :05 shall only be instituted by mutual consent of both of the parties hereto.
- 2:08 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.
- 2:09 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.
- 2:10 The parties agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Mental Health Centres:
- (a) where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty-four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave, nor to emergency situations beyond the control of the employer;
 - (b) should an employee not receive at least twenty-four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one-half (1½x) for all hours worked for the first shift which varies from the posted schedule.
- 2:11 The following provisions will apply to full-time shift employees at Selkirk Mental Health Centre and the Manitoba Developmental Centre:
- (a) shift schedules shall be posted two (2) weeks in advance. The posted schedule shall cover a minimum period of two (2) weeks;
 - (b) except in emergency situations, there shall be no changes to the shift schedule once it has been posted without the agreement of the employee and the supervisor or manager;
 - (c) employees will be entitled to one weekend, i.e. Saturday and Sunday, off in every three (3) weekends. It is acknowledged that for some shift schedules this requirement may be met by averaging two (2) weekends off over six (6) weeks;
 - (d) the provisions of Section 26:07 of the Agreement for banking accumulated compensatory leave in respect of Holidays do not apply. The following shall apply instead:
 - Subject to Article 61 – Overtime and Compensatory Leave, employees shall be entitled to maintain a bank of up to five (5) days of accumulated compensatory leave earned through the holiday and overtime provisions of the Agreement. Such leave shall be taken at a mutually agreeable time. Except with the approval of the employing authority, such accumulated compensatory leave must be taken or paid out before the end of the fiscal year.
- 2:12 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 2:13 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 For the purpose of this Agreement, “**overtime**” shall mean:
- (a) in the case of a full time employee, authorized time worked in excess of the employee's regular work day or regular work week;
 - (b) in the case of a part-time employee, all authorized time worked in excess of seven and one quarter ($7\frac{1}{4}$) or eight (8) or seven and three-quarter ($7\frac{3}{4}$) hours in a day or thirty-six and one-quarter ($36\frac{1}{4}$) or forty (40) hours or thirty-eight and three-quarters ($38\frac{3}{4}$) in a week.
- 3:02 A supervisor authorized to do so, may require an employee under the supervisor's authority to work overtime. Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.
- 3:03 The sections of this Component dealing with compensation for overtime shall apply to those employees who are in the following classifications:
- | | |
|--------------------------------------|-------------------------------------|
| Activities Instructor 1, 2, 3, 4 | Nurse Graduate |
| Behaviour Counsellor | Nurse Practitioner |
| Chief Flight Nurse | Nursing Attendant 2 |
| Institutional Supervisor 1, 2, 3 | Occupational Therapist 1, 2 |
| Laboratory Assistant 1, 2 | Pharmacy Technician |
| Licensed Practical Nurse | Physiotherapist 1, 2 |
| Medical Equipment Technician 1, 2, 3 | Medical Examiner Investigator |
| Psychiatric Nursing Assistant 1, 2 | Medical Technologist 1, 2, 3, and 4 |
| Psychologist 1 | Nurse 1, 2, 3 |
- 3:04 An employee who works overtime on the employee's regular work day shall be compensated at time and one-half ($1\frac{1}{2}x$) for all such time worked.
- 3:05 An employee who works a day of rest shall be compensated at double time ($2x$) for all time worked on that day.
- 3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's regular work day. A meal break shall not be regarded as affecting contiguity.
- 3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.
- 3:08 (a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off within ninety (90) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.
- (b) Where an employee grieves the unreasonable withholding of mutual agreement with respect to Subsection :08 (a), the employee may file such grievance at Step 2 of the grievance procedure. No payment for the overtime period in question shall be made pending disposition of the grievance.
- 3:09 Where mutual agreement has not been reached within this ninety (90) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.
- 3:10 Overtime shall be paid at the appropriate step within the employee's pay range attached to the employee's classification excluding any extra qualification payments.

- 3:11 Where an employee is required, as a general condition of employment to take a course upgrading the employee's qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on the employee's day(s) of rest, the employee may be compensated for such days through time off at straight time.

COMPENSATORY LEAVE

- 4:01 Where an employee not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, such employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.
- 4:02 Where an employee referred to in Section :01 above is called out or scheduled to work overtime, the employee shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time rates.
- 4:04 Time off under Subsection :03(a) shall be at a time agreed to by the employing authority or authorized supervisory official.
- 4:05 Where arrangements under Section :03 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.

QUALIFICATION PAY

- 5:01 Nurses are eligible for additional qualification pay as follows:
 (a) Nurses who are both a Registered Psychiatric Nurse and a Registered Nurse - fifty dollars (\$50.00) per month (\$23.00 bi-weekly);
 (b) Nurses holding a Bachelor of Nursing Science Degree – sixty-five dollars (\$65.00) per month (\$29.90 bi-weekly).
- 5:02 Graduates holding a diploma in Psychiatric or General Nursing from an approved School of Nursing and who are eligible to attempt examinations for registration within the Province of Manitoba, are eligible to be placed as "Graduate Nurse". Persons in this classification may be employed on a term basis for a period not exceeding one (1) year during which period as a condition of employment the employee must pass the required examinations and attain registration in order to become a regular civil servant.
- 5:03 A Licensed Practical Nurse holding a "Conditional License" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the minimum step of the range and may only be eligible for the first step within the applicable pay range when fully qualified as a "Licensed Practical Nurse". A Practical Nurse licensed as a fully qualified "Licensed Practical Nurse" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the first step within the applicable pay range.
- 5:04 Provided that the following academic qualifications are required and/or used on the job in the Medical Technologist 1 classification, the employing authority shall pay to any such employee the following extra monthly allowance for the said qualifications:
 (a) A.R.T. or A.C. – ninety dollars (\$90.00) per month (\$41.40 bi-weekly);
 (b) B.Sc. and R.T. – ninety dollars (\$90.00) per month (\$41.40 bi-weekly);

- (c) C.L.M.L.S. or F.C.A.M.R.T. – one hundred and twenty dollars (\$120.00) per month (\$55.20 bi-weekly);
- (d) B.Sc. and A.R.T. or B.Sc. and A.C. – one hundred and forty-five dollars (\$145.00) per month (\$66.70 bi-weekly);
- (e) B.Sc. and C.L.M.L.S. or B.Sc. and F.C.A.M.R.T. – one hundred and sixty seven dollars and fifty cents (\$167.50) per month (\$77.05 bi-weekly).

An employee employed in the Medical Technologist 2, 3 and 4 classifications shall be paid the above academic allowance if the employee possesses such academic qualifications regardless of whether or not they are required or used on the job.

- 5:05 Academic allowances payable as described in Section :04 shall be non-cumulative, that is the highest eligible allowance shall be paid to an employee so qualified.
- 5:06 Medical Technologists 1, 2, 3 and 4 who have successfully completed the Cardiology Technologists Association examination and who are registered and in good standing with the aforesaid Association shall receive an additional thirty five dollars (\$35.00) per month (\$16.10 bi-weekly) provided that such Medical Technologists are required to perform cardiographic examinations.
- 5:07 Veterinarians in the Veterinary Medical Officer series possessing a certificate of successful completion of specialty board examination, and who maintain current membership in the registry of that specialty (Canadian or American), and who provide proof of same to the employer, in addition to any salary set out in the salary schedule attached to this Component, shall receive one thousand and five hundred dollars (\$1,500.00) per year (\$57.50 bi-weekly) above the regular pay set out for the level of classification in which the employee is presently classified. (Eligible specialties are those recognized by the Canadian Veterinary Medical Association and American Veterinary Medical Association which have qualifying examinations).

CAMP ALLOWANCE

- 6:01 An employee who is employed at a camp operated by a Mental Health Centre shall receive for each scheduled twenty-four (24) hour period or portion thereof:
 - (a) a camp allowance of twelve dollars (\$12.00);
 - (b) seven (7) hours compensatory leave at straight time to be taken in accordance with Article 3 of this Component. This compensatory leave shall be for all time worked in excess of the employee's regular daily hours and shall be in lieu of daily overtime, stand-by, call out, or shift premium.
- 6:02 An employee required to be at a Mental Health Camp during the normal meal period shall be provided with a meal free of charge.

RESPONSIBILITY ALLOWANCE

- 7:01 An employee designated to perform the supervisory responsibilities of a Nurse 2 or a Coordinator in a Residential Area ("Coordinator") at the Manitoba Developmental Centre or at Selkirk Mental Health Centre shall be entitled to a Responsibility Allowance of six dollars and forty-four cents (\$6.44) per shift, effective first day of the bi-weekly pay period following date of signing of this agreement.
- 7:02 The Responsibility Allowance shall only be applicable where:
 - (a) no Nurse 2 or Coordinator is scheduled to work; or the Nurse 2 or Coordinator who is scheduled to work; or the Nurse 2 or Coordinator who is scheduled to work is absent for a complete shift; and
 - (b) the supervisory responsibilities of the Nurse 2 or Coordinator are performed by the employee for a complete shift.
- 7:03 An employee who receives the Responsibility Allowance shall not be eligible to receive acting status pay as described in Article 67 – Acting Status in the Master Agreement.

- 7:04 The employer, in designating employees to perform the supervisory responsibilities of a Nurse 2 or Coordinator, shall provide preference to employees who were formerly classified as Assistant Charge Nurse (Nurse 2).
- 7:05 An employee may grieve the administration of this Article up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.

PAYMENT OF MONIES

- 8:01 Monies owed to employees for overtime, call-back, stand-by, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

- 9:01 A Joint Consultation Committee will be established and maintained in each of the permanent mental health facilities, and Provincial Laboratory and Imaging Services. Each Committee shall consist of no more than three (3) representatives of the government and three (3) representatives of the Union. Except by mutual agreement, this Committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the Committee.
- 9:02 The Committee may make recommendations to the Union and the government with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Master Agreement or this Component. The Committee shall not supersede the activities of any Committee of the Union or of the government and it does not have the power to bind either the Union or its members or the government to its decisions or conclusions.

STAFF DEVELOPMENT

- 10:01 The parties recognize the desirability of ongoing staff development.
- 10:02 Educational leave policy shall be as set forth from time to time in policy. Revisions to education leave policy shall occur with thirty (30) days' written notice to the Union.

MEMORANDUM OF AGREEMENT #1**SUBJECT: MEDICAL TECHNOLOGISTS**

The parties agree that Medical Technologists who are part of the Health Component Bargaining Unit shall receive the general pay increases as agreed to in the Government Employees' Master Agreement.

The parties further agree that within one (1) month of the Medical Technologists salaries in the health field becoming known as a result of collective agreement negotiations, the parties will jointly determine the rates of pay and qualification pay for Medical Technologists in the Health Component based upon the following criteria:

- (a) equity in the hourly rates of pay and qualification pay between the two groups, i.e. Medical Technologists in the health field and Medical Technologists in the Health Component Agreement;
- (b) comparable positions with comparable qualifications and comparable responsibilities between the two (2) groups.

It is agreed that either party may refer any difference arising from the implementation of this Memorandum to a mutually agreed mediator who shall mediate the difference between the parties.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #2**SUBJECT: NURSES**

The parties agree that the following classifications in the Health Component of the MGEU bargaining Unit shall not receive the general pay increases as agreed to in the Government Employees' Master Agreement:

Licensed Practical Nurse (LPN)
Chief Flight Nurse (CFN)
Nurse Practitioner (NP)
Graduate Nurse (NIL)
Nurse 1-3 (NN1- NN3)
Northern Nurse 1-3 (NF1- NF3)

The parties further agree that following ratification of the corresponding salaries in the Collective Agreement with the MNU and the Regional Health Authorities, the Employer will provide the Union with the rates of pay applicable for the above listed classifications in the Health Component based upon the following criteria:

- (a) equity in the annual rates of pay between the MNU classifications with the Regional Health Authorities and the above listed classifications in the Health Component Agreement;
- (b) comparable positions with comparable qualifications and comparable responsibilities between the two (2) groups as was applicable in the 2010 – 2014 Collective Agreement between the Employer and the Union;
- (c) where there is/are no comparable positions externally, maintenance of existing salary relationships with respect to the above listed classifications within the current Collective Agreement between the parties.

It is agreed that either party may refer any difference arising from the implementation of this Memorandum to a mutually agreed mediator/arbitrator who shall mediate the difference between the parties. If the parties cannot arrive at an agreement the mediator shall act as sole arbitrator to determine the matter.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

LEGAL, INSPECTION AND REGULATORY COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

- 2:01 With the exception of those listed in Section :05, the hours of work for all employees covered by this Component shall be:
 (a) thirty-six and one-quarter (36¼) hours per week; or
 (b) forty (40) hours per week.

- 2:02 All employees within this Component shall come within Category (A) except those employees in the following classes who shall be categorized as Category (B) employees:

Resource Officers
 Inspector Mechanical, Codes and Standards
 Safety Health Officers

An employee in a classification identified as Category (B) may, if required to perform duties in an office, work seven and one-quarter (7¼) hours per day, thirty-six and one-quarter (36¼) hours per week while the employee is assigned to the office. For purposes of overtime determination, normal hours of work for such an employee shall be as specified in Section :04.

- 2:03 Employees whose hours of work are Category (A) of Section :01 shall work seven and one-quarter (7¼) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36¼) hours per week. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive, but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.
- 2:04 Employees whose hours of work are Category (B) of Section :01 shall work eight (8) consecutive hours per work day exclusive of meal periods and forty (40) hours in each week, except as otherwise provided in Section :05.
- 2:05 Resource Officers may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one (1) of the ten (10) working days.
- 2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :03, the employing authority, with the approval of Treasury Board Secretariat, may set different hours of work.
- 2:07 Any variations to a work day or work week other than those described in Sections :03, :04, and :05 shall only be instituted with the mutual consent of the parties hereto.
- 2:08 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such times as may be specified by the head of the department.
- 2:09 The hours of work established for Resource Officers are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

- 2:10 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 2:11 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime. Except in emergency situations and for emergency operations, an employing authority or other supervisory official shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.
- 3:02 The sections within this Component dealing with compensation for overtime shall apply only to those employees who are in the following classifications:

<p>Apprenticeship Training Coordinator Assessment Officer 1, 2, 3, 4 Assistant District Registrar Assistant Fire Commissioner 1, 2, 3 Clerk of Court 1, 2, 3, 4, 5 Compliance Officer 1, 2, 3 Consumer Services Officer 1, 2 Court Communicator 1, 2 Court Reporter 1, 2, 3 Court Usher Dairy Inspector 1, 2, 3 Document Examiner Employment Standards Officer 1, 2, 3 Estates Officer 1, 2, 3, 4</p>	<p>Human Rights Officer 1, 2 Inspector Mechanical, Codes and Standards Land Titles Clerk 1, 2, 3, 4, 5 Mines Inspector 1, 2, 3 Motor Carrier Enforcement Officer 1, 2, 3 Resource Officer 1, 2, 3, 4, 5 Property Appraiser 1, 2, 3 Reviewing Officer 1, 2, 3, 4 Safety and Health Officer 1, 2, 3, 4 Sheriff 1, 2, 3 Sheriff's Officer 1, 2, 3, 4 Survey Examiner 1, 2, 3, 4</p>
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- 3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half ($1\frac{1}{2}x$) for all overtime worked. Daily overtime will be paid after:
- (a) seven and one-quarter ($7\frac{1}{4}$) hours per day for employees whose hours of work are thirty-six and one-quarter ($36\frac{1}{4}$) hours/week;
 - (b) eight (8) hours per day for employees whose hours of work are forty (40) hours/week.
- 3:04 An employee who is required to work on the employee's day of rest is entitled to compensation at double time (2x) for all time worked with a minimum payment for three (3) hours overtime.
- 3:05 Resource Officers whose hours of work are determined in Section 2:05, are eligible for overtime on a daily basis after eight (8) hours of work and on a non-scheduled working day in accordance with the following: 1st, 2nd, 3rd and 4th day of rest - double time (2x). In order to qualify for the premium rates on a non-scheduled working day, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

- 3:06 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.
- 3:07 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.
- 3:08 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification payments.
- 3:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work, a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 3:10 Where an employee is required, as a general condition of employment to take a course upgrading the employee's qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes during the employee's scheduled days off, the employee may be compensated for such days through compensatory leave at straight time rates.
- 3:11 Overtime monies shall be paid to employees as expeditiously as possible.
- 3:12 In order to qualify for the premium rate on the employee's day of rest, as set out in Section :04, Resource Officers must have received pay for all or part of each of the five (5) preceding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.

COMPENSATORY LEAVE

- 4:01 Where an employee, not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, the employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.
- 4:02 By mutual agreement between the employee and the employing authority or other authorized supervisory official, accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time hourly rates.
- 4:03 Time off under Subsection :02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.
- 4:04 Where arrangements under Section :02 are not made within sixty (60) calendar days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.
- 4:05 Where an employee referred to in Section :01 is called out or scheduled to work overtime, the employee shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

CLASS 4 LICENSES

- 5:01 Where an employee is required to obtain and maintain a Class 4 driver's licence as a condition of employment, the cost of the medical report required to obtain and maintain the licence shall be paid by the department. This provision will not apply to newly hired employees but will apply when they are required to renew such licenses.

QUALIFICATION PAY

- 6:01 Employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.
- 6:02 Resource Officers shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in conducting certified firearm training as authorized by the Employer.
- 6:03 Resource Officers, who are assigned by the employer the responsibility to carry a firearm, shall be granted, in addition to their normal salary, twenty-three dollars (\$23.00) bi-weekly.

PHYSICAL SCIENCES COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

- 2:01 The hours of work for all employees covered by this Component shall be:
 (a) thirty-six and one-quarter (36¼) hours per week; or
 (b) forty (40) hours per week.
- 2:02 All employees in the Physical Sciences Component come within hours of work Category (A) (36¼ hours per week) with the exception of employees in the following classifications who come within hours of work Category (B) (40 hours per week):

Agricultural Technologists	Geologists
Agrologists	Hatchery Superintendent
Biologists	Resource Technicians
Engineering Aids	Surveyors
Foresters	Resource Management Assistants
	Technical Engineering Officer 1, 2, 3

An employee in a classification listed as Category (B) shall, if required to perform duties in an office, work seven and one-quarter (7¼) hours per day, thirty-six and one-quarter (36¼) hours per week while the employee is assigned to the office. For purposes of overtime determination, normal hours of work for such employee shall be as specified in Section :04.

- 2:03 Employees whose hours of work are Category (A) of Section :01 shall work seven and one-quarter (7¼) consecutive hours per work day and thirty-six and one-quarter (36¼) hours per week exclusive of lunch periods. Normal office hours shall be between 8:00 a.m. and 5:00 p.m. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.
- 2:04 Employees whose hours of work are Category (B) of Section :01 shall work eight (8) consecutive hours in each work day exclusive of lunch periods and forty (40) hours in each week.
- 2:05 Resource Management Assistants may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one (1) of the ten (10) working days.
- 2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :03, the employing authority with the approval of Treasury Board Secretariat may set different hours of work.
- 2:07 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.
- 2:08 Any variations to a work day or work week, other than those described in this Article shall only be instituted with the mutual consent of the parties to this Component.
- 2:09 The hours of work established for Resource Management Assistants are a basis for computing overtime and shall not be construed as a guarantee of hours of work.
- 2:10 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be

confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.

- 2:11 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 The sections within this Article dealing with compensation for overtime shall apply only to those employees who are in the following classifications:

<p>Agricultural Technologist 1, 2, 3, 4 Agrologist 1, 2 Architect 1 Biologist 1 Chemist 1 Drafting Technician 1, 2, 3, 4, 5, 6 Engineering Aid 1, 2, 3, 4 Environmental Officer 1, 2, 3, 4 Forester 1 Geologist 1 Hatchery Superintendent</p>	<p>Industrial Hygienists 1, 2 Interior Designer Laboratory Technologist 1, 2, 3 Park Planner 1 Planning Assistant 1, 2 Resource Planner 1 Resource Technician 1, 2, 3, 4, 5 Surveyor 1 Resource Management Assistant 1, 2, 3, 4 Technical Engineering Officer 1, 2</p>
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- 3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1½x) for all overtime worked. Daily overtime will be paid after:
- (a) seven and one-quarter (7¼) hours per day for employees whose hours of work are thirty-six and one-quarter (36¼) hours/week;
 - (b) eight (8) hours per day for employees whose hours of work are forty (40) hours/week.
- 3:04 An employee who is required to work on the employee's day of rest is entitled to compensation at double time (2x) for all time worked.
- 3:05 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 3:06 Resource Management Assistants whose hours of work are determined in Section 2:05, are eligible for overtime on a daily basis after eight (8) hours of work and on a non-scheduled working day in accordance with the following: 1st, 2nd, 3rd and 4th day of rest - double time (2x). In order to qualify for the premium rates on a non-scheduled working day, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.
- 3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.
- 3:08 Where an employee has chosen to receive time off in lieu of overtime payment, arrangements in

respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or other authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked.

3:09 Where mutual agreement has not been reached within this sixty (60) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:10 In order to qualify for the premium rate on the employee's day of rest, as set out in Section :04, Resource Management Assistants must have received pay for all or part of each of the five (5) preceding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, the employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.

4:02 Accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time hourly rates.

4:03 Such time off under Subsection :02(a) shall be taken at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

4:04 Where arrangements under Section :02 are not made within sixty (60) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section :01 above is called out or scheduled to work overtime, such employee shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

QUALIFICATION PAY

5:01 Employees who are designated to dynamite, and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of one dollar (\$1.00) for each hour of actual time worked in these areas.

5:02 Provided that the Certificate in Public Health Inspection (C) academic qualification is required by the Employer to be used on the job in any of the Environment Officer classifications, the employing authority shall pay to an employee possessing this certificate the following bi-weekly qualification pay:

	EO2	EO3	EO4	EO5
Effective March 30, 2019 paid bi-weekly	317.02	344.34	351.99	371.18
Effective March 28, 2020 paid bi-weekly	317.80	345.25	352.95	372.22
Effective March 27, 2021 paid bi-weekly	320.41	348.34	356.12	375.74
Effective March 26, 2022 paid bi-weekly	323.63	352.12	360.08	380.09

- 5:03 Resource Technicians shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.
- 5:04 Provided that successful completion of both the California State University 'Water Treatment Plant Field Study Program (Volumes 1 and 2)' and the 'Association of the Board of Certification's (ABC) Level II Water Treatment exam' is required by the Employer to be used on the job in any of the Environmental Officer classifications, the employing authority shall pay to an employee who has successfully completed all the requirements the following bi-weekly qualification pay:
One-hundred and thirty-six dollars and seventeen cents (\$136.17) bi-weekly.

SOCIAL SCIENCES COMPONENT

APPLICATION

- 1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.
- 1:02 All classifications listed in the salary schedule which were formerly a part of the Education Component are identified with an asterisk (*).

INTERPRETATION

- 2:01 In this Component, the following definitions shall apply:
- (a) **"Teachers of the Deaf"** means employees of the School for the Deaf who are required to perform designated instructional assignments (including examination periods) with a class as determined by the Principal;
- (b) **"Teachers Institutional"** means employees of the Departments of Health, Family Services, Justice or Education who are required to perform instructional assignments in a provincial institution.

HOURS OF WORK

- 3:01 All employees within this Component shall come within one (1) of the following categories of hours of work:
- (a) thirty-six and one-quarter (36 $\frac{1}{4}$) hours of work, Category (A);
- (b) thirty-six and one-quarter (36 $\frac{1}{4}$) hours of work, Category (B);
- (c) Instructional, Category (C).
- 3:02 The applicable hours of work Category (A, B or C) shall be indicated in Appendix "A" Hours of Work Schedule.
- 3:03 Category (A) employees shall work seven and one-quarter (7 $\frac{1}{4}$) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36 $\frac{1}{4}$) hours per week. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.
- 3:04 Category (B) employees shall work seven and one-quarter (7 $\frac{1}{4}$) consecutive hours per day exclusive of lunch periods, and thirty-six and one-quarter (36 $\frac{1}{4}$) hours per week.
- 3:05 Category (C) employees are expected to perform the related professional responsibilities of preparation, evaluation, assessment, supervision, consultation and vocational guidance connected with their instructional function. Teachers of the Deaf and Teachers Institutional will work daily hours similar to teachers employed in the Public Schools in the Province.
- 3:06 The academic year for Teachers of the Deaf and Teachers Institutional shall be the period September 1 to August 31. During this period, assigned instructional responsibilities with a class (including examination periods) for Teachers of the Deaf and Teachers Institutional shall not exceed two hundred and ten (210) working days.
- 3:07 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :03, the employing authority with the approval of Treasury Board Secretariat may set different hours of work.
- 3:08 Any variations to a work day or work week other than those described in this Article shall only be instituted with the mutual consent of the parties.

- 3:09 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.
- 3:10 For classifications formerly in the Education Component, the number of daily and weekly hours as described in Section :03 may only be varied by mutual consent of the parties hereto.
- 3:11 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 3:12 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 4:01 This Article shall apply only to those employees who are in a classification listed in Appendix "B" Overtime Schedule.
- 4:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 4:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1½x) for all overtime worked. Daily overtime will be paid after:
 (a) seven and one-quarter (7¼) hours per day for employees indicated as Category (A);
 (b) eight (8) hours per day for employees indicated as Category (B).
- 4:04 An employee who is required to work on the employee's first day of rest is entitled to compensation at time and one-half (1½x) for the first four (4) hours of overtime on that day and double time (2x) for any hours worked thereafter. Employees in classifications formerly included in the Education Component are not eligible for the double time (2x) provision.
- 4:05 An employee who is required to work on the employee's second day of rest is entitled to compensation at double time (2x) for all time worked.
- 4:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 4:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.
- 4:08 A Category (B) employee, upon an approved request to take a regular working day of time off from the overtime accumulation standing to the employee's credit at the time, shall receive time off at the rate of seven and one-quarter (7¼) hours from the overtime accumulation standing to the employee's credit for each such day off requested and granted.
- 4:09 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the

overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

- 4:10 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.
- 4:11 Where, because of the nature of the course and/or at the discretion of the employing authority, a Teacher of the Deaf or Teacher Institutional is required to instruct beyond two hundred and ten (210) working days in any one (1) academic year, such Teacher shall be granted equivalent compensatory time off in lieu, or shall be paid for such additional instructional time at the employee's normal rate of pay. Such pay shall not be subject to superannuation or group life insurance deductions, nor will vacation credits accrue.

COMPENSATORY LEAVE

- 5:01 Where an employee not eligible for premium overtime has been designated by an authorized supervisory official to work overtime, such employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked. Sections :05 to :09 of this Article apply to classifications formerly in the Education Component.
- 5:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time hourly rates.
- 5:03 Time off under Subsection :02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.
- 5:04 Where arrangements under Section :02 are not made within ninety (90) days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.
- 5:05 Where an employee referred to in Section :01 above is called out or scheduled to work overtime, such employee shall receive for the work a minimum of three (3) hours time off with pay provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 5:06 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:
 (a) equivalent time off without loss of pay; or
 (b) payment at straight time hourly rates.
- 5:07 Time off under Subsection :06(a) shall be at a time specified by the employing authority or authorized supervisory official.
- 5:08 Where arrangements under Section :06 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.
- 5:09 This Article respecting compensatory leave does not apply to Teachers of the Deaf.

INSTRUCTOR ACCREDITATION

- 6:01 Each Teacher of the Deaf and Teacher Institutional shall be required to obtain a certificate in Special Education or an equivalent qualification acceptable to the employing authority.
- 6:02 Teachers of the Deaf and Teachers Institutional shall complete at least one (1) course toward accreditation each calendar year.
- 6:03 Except where the employee has been assigned instructional responsibilities, Teachers of the Deaf and Teachers Institutional shall complete at least one (1) course toward accreditation each summer during periods of non-instructional assignment. The employee's vacation period shall be reduced by the number of calendar days on which the course is scheduled. No employee will be put in a deficit position with respect to vacation credits as a result of taking these summer courses.
- 6:04 Subject to approval by the appropriate employing authority, Teachers of the Deaf and Teachers Institutional may complete one (1) course toward accreditation at other times in the calendar year and such progress toward accreditation shall be deemed to satisfy the intent and requirements of Section :02.
- 6:05 Subject to an employee's right to grieve, failure to make progress towards accreditation may be viewed as sufficient grounds for denial of an increment or termination of service.

ADMINISTRATIVE - SUPERVISORY ALLOWANCE SENIOR TEACHER OF THE DEAF

- 7:01 Where a Teacher of the Deaf is designated to act in an administrative-supervisory capacity as the Senior Teacher of the Deaf the employee shall be paid an administrative-supervisory allowance of \$2,779 per annum (\$106.54 bi-weekly) in addition to the employee's basic salary.

PROFESSIONAL DEVELOPMENT

- 8:01 The parties recognize the desirability of ongoing staff development, the purpose of which is to improve services to meet the needs of students and the community.
- 8:02 Educational leave policies and practices shall be as set forth from time to time in policy. Revisions to education leave policy shall occur with thirty (30) days' written notice to the Union.

VACATION

- 9:01 All provisions of the Master Agreement respecting vacations shall apply to all employees of this Component except for Teachers of the Deaf and Teachers Institutional.
- 9:02 For the classes listed in Section :01 all provisions of the Master Agreement respecting vacations shall apply with the exception of those specific provisions to the contrary outlined in this Article.
- 9:03 Subject to Section :07 and Section :08, the relevant sections of the Master Agreement respecting the rate of accumulation of vacation credits and long-service vacation benefits will not apply to Teachers of the Deaf and Teachers Institutional and instead their rate of accumulation of vacation credits will be determined as follows:
- (a) Teachers of the Deaf and Teachers Institutional shall accumulate vacation credits at the rate of three and two-thirds ($3 \frac{2}{3}$) days for each full month of employment during the academic year September 1 to August 31;
 - (b) the Senior Teacher, Manitoba School for the Deaf shall accumulate vacation credits at the rate of three and five-twelfths ($3 \frac{5}{12}$) days for each full month of employment during the academic year September 1 to August 31.
- 9:04 Teachers of the Deaf shall use five (5) days of their vacation entitlement as accrued under Subsection :03(a) at a time designated by the Minister of Education as spring break.

- 9:05 Subject to the applicable provisions of the Master Agreement, vacation shall be taken by an employee during periods in which no instructional or teaching responsibilities with a class have been assigned.
- 9:06 Teachers of the Deaf, Teachers Institutional and Educational Assistants shall receive time off with pay during that period between Boxing Day and New Year's Day designated by the employing authority as Christmas break. This provision does not apply to employees who are on a leave of absence without pay.
- 9:07 Where a Teacher of the Deaf or Teacher Institutional is voluntarily transferred or promoted to a classification which does not qualify for additional vacation benefits specified in this Article the employee will be entitled to the employee's unexpended vacation credits as of the date of transfer or promotion.
- 9:08 Where a Teacher of the Deaf or Teacher Institutional resigns in a manner other than set out in Section :09, the employee's unexpended vacation credits shall be recalculated on the basis of the appropriate rate of accumulation as set out in the Master Agreement.
- 9:09 A Teacher of the Deaf or Teacher Institutional shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section :03 provided the teacher:
- (a) gives notice of resignation prior to May 31 of any year and with an effective date between the last scheduled working day in June and August 31 of that year; or
 - (b) gives notice of resignation prior to November 15 of any year and with an effective date agreeable to the teacher and the employing authority between December 15 of that year and January 15 of the next year; or
 - (c) is laid off or retires or dies; or
 - (d) has been employed on a term basis for a minimum of twenty-two (22) consecutive months and is terminated at the expiry date of the term.

APPENDIX "A"**HOURS OF WORK SCHEDULE**

All employees shall come within Category (A) except for employees in the following classes who shall be categorized as Category (B) or Category (C) employees:

Category (B)

Economic Security Counsellors
 Field Workers
 Health and Social Development Specialists
 Home Advisors
 Home Economists
 Recreation Consultants
 Social Services Worker 1, 2, 3, 4
 Child Care Coordinators

Category (C)

Residence Counsellor
 Resources Extension Officers
 Tourist Development Officers
 Tourist Marketing Officers
 *Teachers of the Deaf
 *Teachers Institutional

* Classifications which were formerly included in the Education Component.

APPENDIX "B"**OVERTIME SCHEDULE**

*Chief Photographer
 *Consultant Visual Hearing Education 1
 Economic Research Analyst 1
 Educational Assistant 1, 2, 3
 Field Worker 1, 2, 3
 Health & Social Development Specialist 1, 2, 3, 4
 Heritage Resource Officer 1, 2
 Home Advisor 1, 2
 Home Economist 1
 Illustrator 1, 2, 3
 Informational Writer 1, 2
 *Language Specialist 1
 *Librarian 1, 2
 *Library Technician 1, 2, 3

Media Technician 1, 2, 3
 Photographer 1, 2
 Planning & Program Analyst 1
 Probation Officer 1, 2, 3
 Recreation Consultant 1, 2, 3
 Research Assistant 1, 2
 Residence Counsellor
 Resource Extension Officer 1, 2
 Social Services Worker 1, 2, 3, 4
 Statistical Analyst 1
 *Teacher Institutional 1, 2
 Tourist Development Officer 1, 2
 Tourist Marketing Officer 1, 2
 Translator 1, 2, 3

* Classifications which were formerly included in the Education Component.

MEMORANDUM OF AGREEMENT #1**SUBJECT: THE RESOURCE TEAM AT THE SCHOOL FOR THE DEAF**

The Social Sciences Component provisions that apply specifically to Teachers of the Deaf shall apply also to those employees assigned to the Resource Team at the School for the Deaf, as determined by the Principal, notwithstanding any other Component Sub-Agreement within the GEMA which normally applies to the positions/classifications of those employees assigned to the Resource Team.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'
Union

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba

TRADES, OPERATIONS AND SERVICES COMPONENT

APPLICATION

1:01 The following shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the attached Component salary schedule exclusively.

HOURS OF WORK

2:01 All employees within this Component shall come within Category (B), forty (40) hours per week except for those exceptions specifically identified in Section :02.

2:02 **Category (B)**

Employees coming within Category (B) of Section :01 shall work eight (8) consecutive hours in each work day exclusive of meal periods and forty (40) hours in each week.

The normal hours of work for shop personnel shall be from 8:00 a.m. to 5:00 p.m. Monday to Friday inclusive but where it is necessary to provide service on Saturday, Sunday or a holiday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

Departmental employees are included in Category (B) except for the following employees in the Department of Infrastructure and Transportation:

- (a) Roving Crews (Barber Greene, Centre Line, Crusher, Seal Coat) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) – fifty-four (54) hours per week. With the agreement of the department and participating crew members, these dates may be extended at either end or both;
- (b) District, Shop or Roving Operators (Not on Roving Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) – forty-five (45) hours per week;
- (c) Beat Operators (Not assigned to Maintenance Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which included October 31) – fifty/forty (50/40) hours per week.

2:03 Beach Patrols, Park Attendants, Parks Works Supervisors, Fire Rangers, Hatchery Employees, and Reforestation Project Employees may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one (1) of the ten (10) working days.

2:04 The hours of work established for departmental employees are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

2:05 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Sections :02, the employing authority, with the approval of Treasury Board Secretariat, may set different hours of work.

2:06 Any variations to a work day or work week other than those described in Section :02 and :03 shall only be instituted with the mutual consent of both the parties hereto.

2:07 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

- 2:08 The parties agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer:
- (a) where changes are necessary in a regularly scheduled posted shift, every reasonable effort will be made to provide at least twenty-four (24) hours notice;
 - (b) except as set out in (a), where an employee does not receive at least twenty-four (24) hours' notice of a change to the employee's regularly scheduled posted shift, the employee shall be paid at time and one-half ($1\frac{1}{2}x$) for all hours worked for the first shift which varies from the employee's posted schedule. Such payment shall apply only to the first shift which varies from the posted schedule;
 - (c) this Section does not apply to employees assigned to relief shift or changes to shift schedules due to sick leave or emergency situations.
- 2:09 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 2:10 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 This Article shall apply to all employees except only those employees who are incumbents in the following classifications:
- Construction Supervisor 2
Pilot 1, 2, 3, 4, 5
- 3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 3:03 An employee who is required to work overtime on the employee's regular work day is entitled to compensation at time and one-half ($1\frac{1}{2}x$) for all overtime worked. Daily overtime will be paid after:
- (a) seven and one-quarter ($7\frac{1}{4}$) hours per day for the thirty-six and one quarter ($36\frac{1}{4}$) hours per week employees;
 - (b) eight (8) hours per day for the forty (40) hours per week employees;
 - (c) nine (9) hours per day for the forty-five (45) hours per week employees;
 - (d) ten (10) hours per day for the fifty/forty ($50/40$) hours per week employees;
 - (e) eleven (11) hours per day for the fifty-four (54) hours per week employees.
- 3:04 An employee who is required to work on a day of rest is entitled to compensation at double time ($2x$) for all time worked.
- 3:05 In order to qualify for the premium rate on the employee's day of rest, as set out in Section :04, a departmental employee must have received pay for all or part of each of the five (5) preceding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.
- 3:06 An employee whose hours of work are determined in Section 2:03 and who is required to work on the employee's day(s) of rest is entitled to compensation at double time ($2x$) for all time worked. In order to qualify for the above premium rates, an employee must have received pay for all or part of

each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

- 3:07 An employee if called out or scheduled to work additional hours, shall receive for each call out a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 3:08 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee applicable time off in lieu thereof.
- 3:09 Where an employee has worked overtime such employee must notify the employee's supervisor by the end of the bi-weekly pay period in which the overtime was worked if the employee is requesting time off in lieu thereof. Otherwise the department shall process overtime pay.
- 3:10 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.
- 3:11 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which the employee was being paid when the overtime was worked.
- 3:12 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification pay.

COMPENSATORY LEAVE

- 4:01 Where under special circumstances, an employee not eligible for premium overtime as set out in this Component has been required by an authorized supervisory authority to work periods of overtime beyond the normal expectations or requirements of the position, the authorized supervisory authority shall approve time-off in lieu of overtime at the rate of one (1) hour for each hour worked.

MAINTENANCE CREWS AND SNOWPLOW OPERATORS - STAND-BY **(DEPT. OF INFRASTRUCTURE AND TRANSPORTATION)**

- 5:01 The following conditions shall apply to Maintenance Crews and Snowplow Operators of the Department of Infrastructure and Transportation and who are placed on stand-by:
- (a) an employee placed on stand-by, whether at the employee's home base or at some other location, will be required to reply to a telephone call from the dispatcher within thirty (30) minutes;
 - (b) employees placed on stand-by may not leave their base of operation without prior approval of their supervisor;
 - (c) employees shall not be eligible for stand-by pay if unable to comply with (a), or if away from their base of operations under (b);
 - (d) an employee will be considered to be on stand-by upon being so advised by the employee's supervisor.
- 5:02 For Snowplow Operators, stand-by pay will apply seven (7) days per week, as required by the Director of Operations, under the terms set out below. An Operator who is placed on stand-by and who is:
- (a) not required to work shall be paid five (5) hours pay at the Operator's hourly rate normally received when on duty;

- (b) required to work for less than five (5) hours on any day other than the Operator's day of rest or a statutory holiday shall receive five (5) hours pay with no payment for stand-by;
- (c) required to work for five (5) hours or more on any day other than the Operator's day of rest or a statutory holiday shall receive pay for all hours worked with no payment for stand-by;
- (d) required to work on a day of rest or a holiday shall receive a minimum of three (3) hours pay at double time (2x) with no payment for stand-by. For any subsequent call back, an employee will receive a minimum of three (3) hours pay with no payment for stand-by.

- 5:03 For Maintenance Crews, stand-by will apply on Saturdays, Sundays and statutory holidays only, as required by the Director of Operations under the terms set out below. An employee on a Maintenance Crew who is placed on stand-by on any Saturday, Sunday or statutory holiday and who is:
- (a) not called in to work shall be paid four (4) hours pay at the employee's hourly rate normally received when on duty;
 - (b) called in to work shall receive a minimum of three (3) hours at the applicable overtime rate for each call back with no payment for stand-by.
- 5:04 The Director of Operations or designate will establish a schedule for employees who may be placed on stand-by in accordance with Section :03. The purpose of such a schedule is to indicate that if the department determines that stand-by is required on a particular Saturday, Sunday or statutory holiday, the department will place such employees on stand-by in accordance with the schedule that has been established.
- 5:05 Article 64 - Stand-by of the Master Agreement does not apply to employees covered by this Article.

QUALIFICATION PAY

- 6:01 Qualified Power Engineers shall be granted a bonus in addition to their normal salary as set out in the following schedule:
- (a) Deputy Chief Power Engineer (1st Class Plant) holding 1st Class Certificate - \$13.00 bi-weekly
 - (b) Deputy Chief Power Engineer (2nd Class Plant) holding 2nd Class Certificate - \$10.00 bi-weekly
 - (c) Deputy Chief Power Engineer (3rd Class Plant) holding 3rd Class Certificate - \$ 8.00 bi-weekly
 - (d) Power Engineer (1st Class Plant) holding 1st Class Certificate - \$13.00 bi-weekly
 - (e) Power Engineer (2nd Class Plant) holding 2nd Class Certificate - \$10.00 bi-weekly
 - (f) Power Engineer (3rd Class Plant) holding 3rd Class Certificate - \$ 8.00 bi-weekly
 - (g) Power Engineer (5th Class) holding 4th Class Certificate - \$ 6.50 bi-weekly
 - (h) Assistant Power Engineer (1st Class Plant) holding 2nd Class Certificate - \$10.00 bi-weekly
 - (i) Assistant Power Engineer (2nd Class Plant) holding 3rd Class Certificate - \$ 8.00 bi-weekly
- 6:02 Employees who are designated to dynamite and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of one dollar (\$1.00) for each hour of actual time worked in these areas.
- 6:03 Pilots who are designated to perform water bombing duties will receive a premium of three dollars (\$3.00) for each hour of actual flying time in water bombing operations. The premium payment may be converted to one dollar and fifty cents (\$1.50) for the closest half-hour where required.

- 6:04 Qualified employees shall receive twenty-five cents (25¢) per hour Qualification Pay for each of Manitoba Government Inspection Certificates, Manitoba Ozone Industry Protection Certificates, Fire Alarm Certificate and Mould Removal Certificates where the certificates are required by the Employer.
- 6:05 Qualification Pay of fifteen cents (15¢) per hour will be established for employees required by the Employer to possess a Certificate in Security Services approved by the Employer.
- 6:06 Fire Rangers shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.
- 6:07 Employees within Manitoba Infrastructure, specifically within the division of Engineering and Operations, who have been assigned the working title of Maintenance Worker 1, Maintenance Worker 2, or Maintenance Worker 3 shall receive, in addition to their normal salary, qualification pay as follows:
 Maintenance Worker 1 (classified and paid as a Labourer) - \$0.20 per hour
 Maintenance Worker 2 (classified and paid as an Operator 2) - \$0.25 per hour
 Maintenance Worker 3 (classified and paid as an Operator 4) - \$0.30 per hour

TOOL ALLOWANCE

- 7:01 Employees who are required as a condition of employment to provide tools to be used in the performance of their duties will be paid a tool allowance of two hundred and sixty dollars (\$260.00) once per fiscal year upon the certification of the employing authority;
 (a) effective April 1, 2012 increase to three hundred dollars (\$300.00);
 (b) effective April 1, 2013 increase to three hundred and fifty dollars (\$350.00)
 (c) effective April 1, 2022 increase to four hundred dollars (\$400.00)
- 7:02 In order to be eligible in any fiscal year, employees must have completed their probation period by April 1 of that fiscal year.
- 7:03 Employees in the following classes are eligible:
- (a) Automotive Equipment Mechanics
 - (b) Aircraft Maintenance Engineers
 - (c) Mechanical Equipment Mechanics
 - (d) Mechanical Equipment Mechanic SRT
 - (e) Machinist
 - (f) Machinist SRT
 - (g) Welder
 - (h) Welder SRT

CLASSIFICATION OF OPERATORS

OPERATOR 1

All-Wheel Tractors
 Compressed Air and/or Electrical
 Jack Hammers
 Concrete Saw
 Conveyor
 Fairway Gang Mower
 (7 Gang Hydraulic Unit)
 Garbage Packer - 1 Ton
 Greens Triplex
 (3 Gang Hydraulic Unit)
 Self-Propelled Roller
 Sprayer (Boom type W/P.T.O.
 Behind Tractor)
 Steam Generators)
 Swather
 Tees Triplex (3 Gang Unit-Reel Type)
 Traction or Powered Broom
 Triplex

OPERATOR 3

Assistant Snow Plow Operator
 Bombardier With Brush Cutter
 Bombardier With Nose and/or Wing
 Crawler With Brush Cutter
 Highway Magnet
 Motor Grader (Beat)
 Shoulder Maintainer
 Small Motor Grader
 Snow Plow (Without Wings) 5 Ton
 Street Sweeper
 Tar Kettle (High Pressure)
 Tandem Truck
 Tracked Loader
 Wheeled Loader 1-2 Yds.

OPERATOR 2

Backhoe (Wheel Tractor)
 Distributor Helper
 Garbage Packer (3-5 Ton)
 Hydro Seeder and Mulcher
 Loader Under 1 Yd. (Wheel Tractor)
 Mud Jack
 Self-Propelled Trencher
 Tar Kettle
 Truck (3-5 Ton)

OPERATOR 4

Asphalt Mixing Plants
 (Up to 25 Tons per Hour)
 Backhoe (3/4 Yd.)
 Bombardier with Brush Cutter
 (Roving)
 Chip Spreader
 Crusher
 Centre Line Marker
 Diamond Drill
 Dozer
 Loader (Over 2 Yds.)
 Loader Operator (Roving)
 M.G. Operator (Roving)
 Pressure Boiler and Circulating
 Oil Heaters
 Rotary Snow Plow
 Sign Truck (Washer & Auger)
 Snow Plow (With Nose & Wing)
 Street Sweeper (Roving)
 Tandem Tractor
 Tractor (5 Ton)
 Under Bridge Crane

OPERATOR 5

Asphalt Mixing Plants (Over 25 Tons Per Hour)
 Assistant Supervisor (On Seal Coat Crew)

- (1) The classification of employees is determined by the equipment operated.
- (2) All other Operators are to be classified as Operator 1 unless otherwise approved by the Director of Operations or employing authority.
- (3) Assistant Snowplow Operator - Assistant to Operator 4 on Rotary Snowplow or Snowplow (With Nose and Wing)
- (4) Employees whose normal classification is Operator 4, Operator 5, or Project Works Supervisor shall be paid at the Operator 4 rate of pay while performing the duties of an Assistant Snowplow Operator. All other Assistant Snowplow Operators shall be paid at the Operator 3 rate.

MEMORANDUM OF AGREEMENT #1

SUBJECT: PAYMENT FOR MEDICAL REPORT RE: HIGHER CLASS DRIVERS LICENSE

Employees required by the Employer to obtain a higher class driver's license and therefore required to provide a medical report to obtain or renew the license shall be reimbursed the cost of the medical report upon submission of proof of payment to the Employer.

Original signed by Sheila Gordon
On Behalf of the Manitoba
Government and General Employees'

August 16, 2022
Date

Original signed by Tanya Cole
On Behalf of Government of
Manitoba Union

SALARY SCHEDULES

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**ADMINISTRATION
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

ADMIN ANALYST	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
AAN	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
ADMIN OFFICER 1	49,533	50,933	52,465	54,129	56,096	58,158	59,368	
AO1	1,898.78	1,952.43	2,011.15	2,074.95	2,150.35	2,229.38	2,275.78	
	26.19	26.93	27.74	28.62	29.66	30.75	31.39	
ADMIN OFFICER 2	55,075	57,174	59,103	61,335	63,643	66,026	67,350	
AO2	2,111.20	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,581.73	
	29.12	30.23	31.25	32.43	33.65	34.91	35.61	
ADMIN OFFICER 3	58,139	60,238	62,413	64,721	67,312	69,960	72,588	74,045
XO3	2,228.65	2,309.13	2,392.50	2,480.95	2,580.28	2,681.78	2,782.55	2,838.38
	30.74	31.85	33.00	34.22	35.59	36.99	38.38	39.15
ADMIN OFFICER 4	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
XO4	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
ASST MGR CLAIMS	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
AMC	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
AUDIT ACCOUNTANT 1	53,732	55,775	57,836	59,917	62,167	64,437	65,761	
AN1	2,059.73	2,138.03	2,217.05	2,296.80	2,383.08	2,470.08	2,520.83	
	28.41	29.49	30.58	31.68	32.87	34.07	34.77	
AUDIT ACCOUNTANT 2	63,151	65,515	68,011	70,640	73,345	76,201	77,714	
AN2	2,420.78	2,511.40	2,607.10	2,707.88	2,811.55	2,921.03	2,979.03	
	33.39	34.64	35.96	37.35	38.78	40.29	41.09	
AUDIT MGR 1	73,723	76,560	79,492	82,745	86,111	89,818	93,695	95,568
AZ1	2,826.05	2,934.80	3,047.18	3,171.88	3,300.93	3,443.03	3,591.65	3,663.43
	38.98	40.48	42.03	43.75	45.53	47.49	49.54	50.53
AUDIT MGR 2	79,492	82,745	86,111	89,818	93,695	97,762	102,036	106,537
AZ2	3,047.18	3,171.88	3,300.93	3,443.03	3,591.65	3,747.53	3,911.38	4,083.93
	42.03	43.75	45.53	47.49	49.54	51.69	53.95	56.33
	108,675	4,165.85	57.46					

AUDIT REVIEW OFF ARO	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	98,386 3,771.45 52.02	102,622 3,933.85 54.26
	104,684 4,012.88 55.35							
AUDIT SPVR 1 AX1	54,716 2,097.43 28.93	56,739 2,175.00 30.00	58,895 2,257.65 31.14	61,165 2,344.65 32.34	63,434 2,431.65 33.54	65,931 2,527.35 34.86	69,506 2,664.38 36.75	72,248 2,769.50 38.20
	75,104 2,878.98 39.71	76,598 2,936.25 40.50						
AUDIT SPVR 2 AX2	64,815 2,484.58 34.27	67,368 2,582.45 35.62	69,865 2,678.15 36.94	72,588 2,782.55 38.38	75,444 2,892.03 39.89	78,414 3,005.85 41.46	81,629 3,129.10 43.16	86,111 3,300.93 45.53
	87,832 3,366.90 46.44							
BUSINESS ANALYST 1 BA1	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90
BUSINESS ANALYST 2 BA2	62,924 2,412.08 33.27	65,383 2,506.33 34.57	67,822 2,599.85 35.86	70,470 2,701.35 37.26	73,213 2,806.48 38.71	76,163 2,919.58 40.27	79,265 3,038.48 41.91	80,816 3,097.93 42.73
BUSINESS ANALYST 3 BA3	71,567 2,743.40 37.84	74,328 2,849.25 39.30	77,147 2,957.28 40.79	80,362 3,080.53 42.49	83,634 3,205.95 44.22	87,189 3,342.25 46.10	90,934 3,485.80 48.08	92,788 3,556.85 49.06
BUSINESS ANALYST 4 BA4	83,634 3,205.95 44.22	87,189 3,342.25 46.10	90,934 3,485.80 48.08	94,906 3,638.05 50.18	99,048 3,796.83 52.37	103,436 3,965.03 54.69	105,497 4,044.05 55.78	
CONSULTANT SPEC ED CED	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	88,457 3,390.83 46.77
CURRICULUM CONSULT CRC	74,064 2,839.10 39.16	76,938 2,949.30 40.68	79,984 3,066.03 42.29	83,066 3,184.20 43.92	86,565 3,318.33 45.77	90,178 3,456.80 47.68	93,960 3,601.80 49.68	95,833 3,673.58 50.67
DEP COORD EMO DCM	64,683 2,479.50 34.20	67,160 2,574.48 35.51	69,676 2,670.90 36.84	72,286 2,770.95 38.22	75,217 2,883.33 39.77	78,111 2,994.25 41.30	79,681 3,054.43 42.13	

ED ADMIN CONSULTANT	77,676	80,740	83,842	87,416	91,010	94,849	98,972	100,958
EAC	2,977.58	3,095.03	3,213.93	3,350.95	3,488.70	3,635.88	3,793.93	3,870.05
	41.07	42.69	44.33	46.22	48.12	50.15	52.33	53.38
FINANCIAL OFFICER 1	51,103	52,919	54,791	56,815	58,914	61,089	62,262	
FI1	1,958.95	2,028.55	2,100.33	2,177.90	2,258.38	2,341.75	2,386.70	
	27.02	27.98	28.97	30.04	31.15	32.30	32.92	
FINANCIAL OFFICER 2	52,919	54,791	56,815	58,914	61,089	63,434	64,664	
FI2	2,028.55	2,100.33	2,177.90	2,258.38	2,341.75	2,431.65	2,478.78	
	27.98	28.97	30.04	31.15	32.30	33.54	34.19	
FINANCIAL OFFICER 3	60,011	62,073	64,399	66,782	69,317	72,040	73,496	
FI3	2,300.43	2,379.45	2,468.63	2,559.98	2,657.13	2,761.53	2,817.35	
	31.73	32.82	34.05	35.31	36.65	38.09	38.86	
FINANCIAL OFFICER 4	65,950	68,465	71,038	73,723	76,674	79,624	81,232	
FI4	2,528.08	2,624.50	2,723.10	2,826.05	2,939.15	3,052.25	3,113.88	
	34.87	36.20	37.56	38.98	40.54	42.10	42.95	
FINANCIAL OFFICER 5	68,617	71,189	74,007	76,901	79,984	83,218	87,794	89,554
FI5	2,630.30	2,728.90	2,836.93	2,947.85	3,066.03	3,190.00	3,365.45	3,432.88
	36.28	37.64	39.13	40.66	42.29	44.00	46.42	47.35
HEALTH COMM OFF 1	54,205	56,058	58,139	60,238	62,413	64,721	67,312	69,960
HF1	2,077.85	2,148.90	2,228.65	2,309.13	2,392.50	2,480.95	2,580.28	2,681.78
	28.66	29.64	30.74	31.85	33.00	34.22	35.59	36.99
	72,588	74,045						
	2,782.55	2,838.38						
	38.38	39.15						
HEALTH COMM OFF 2	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
HF2	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
HEALTH COMM OFF 3	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
HF3	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
HEALTH COMM OFF 4	71,208	73,988	76,901	79,851	83,218	86,698	90,367	92,164
HF4	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,532.93
	37.65	39.12	40.66	42.22	44.00	45.84	47.78	48.73
INFO TECHNOLOGIST 1	49,779	51,141	53,978	55,264	56,777	58,309	59,860	61,430
IS1	1,908.20	1,960.40	2,069.15	2,118.45	2,176.45	2,235.18	2,294.63	2,354.80
	26.32	27.04	28.54	29.22	30.02	30.83	31.65	32.48
	62,659							
	2,401.93							
	33.13							

INFO TECHNOLOGIST 2 IS2	61,676 2,364.23 32.61	63,945 2,451.23 33.81	66,234 2,538.95 35.02	68,730 2,634.65 36.34	71,264 2,731.80 37.68	74,101 2,840.55 39.18	76,901 2,947.85 40.66	79,813 3,059.50 42.20
	81,440 3,121.85 43.06							
INFO TECHNOLOGIST 3 IS3	67,444 2,585.35 35.66	70,016 2,683.95 37.02	72,853 2,792.70 38.52	75,558 2,896.38 39.95	78,338 3,002.95 41.42	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44
	89,610 3,435.05 47.38							
INFO TECHNOLOGIST 4 IS4	72,853 2,792.70 38.52	75,558 2,896.38 39.95	78,338 3,002.95 41.42	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44	91,577 3,510.45 48.42	95,417 3,657.63 50.45
	97,308 3,730.13 51.45							
LIBRARY DIRECTOR 1 LD1	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	84,863 3,253.08 44.87	
MANAGEMENT ANALYST 1 MB1	46,318 1,775.53 24.49	47,907 1,836.43 25.33	49,552 1,899.50 26.20	51,330 1,967.65 27.14	53,089 2,035.08 28.07	55,094 2,111.93 29.13	57,212 2,193.13 30.25	59,368 2,275.78 31.39
	61,543 2,359.15 32.54	63,983 2,452.68 33.83	65,250 2,501.25 34.50					
MANAGEMENT ANALYST 2 MB2	62,924 2,412.08 33.27	65,383 2,506.33 34.57	67,822 2,599.85 35.86	70,470 2,701.35 37.26	73,213 2,806.48 38.71	76,163 2,919.58 40.27	79,265 3,038.48 41.91	80,816 3,097.93 42.73
MANAGEMENT ANALYST 3 MB3	71,567 2,743.40 37.84	74,328 2,849.25 39.30	77,147 2,957.28 40.79	80,362 3,080.53 42.49	83,634 3,205.95 44.22	87,189 3,342.25 46.10	90,934 3,485.80 48.08	92,788 3,556.85 49.06
PLANNING CONSULTANT PCO	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	98,386 3,771.45 52.02	102,622 3,933.85 54.26
	104,684 4,012.88 55.35							

PRODUCTION SPVR	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
PSH	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
PROGRAM COORD EDUC	79,208	82,253	85,714	89,308	93,052	97,081	101,336	105,705
PCD	3,036.30	3,153.03	3,285.70	3,423.45	3,567.00	3,721.43	3,884.55	4,052.03
	41.88	43.49	45.32	47.22	49.20	51.33	53.58	55.89
	107,824							
	4,133.23							
	57.01							
PURCHASING AGENT 1	46,337	47,945	49,552	51,292	53,070	55,056	56,153	
PA1	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,152.53	
	24.50	25.35	26.20	27.12	28.06	29.11	29.69	
PURCHASING AGENT 2	57,174	59,103	61,335	63,643	66,026	68,560	69,960	
PA2	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,628.13	2,681.78	
	30.23	31.25	32.43	33.65	34.91	36.25	36.99	
PURCHASING AGENT 3	61,335	63,643	66,026	68,560	71,189	73,988	75,463	
PA3	2,351.18	2,439.63	2,530.98	2,628.13	2,728.90	2,836.20	2,892.75	
	32.43	33.65	34.91	36.25	37.64	39.12	39.90	
REGIONAL COORD CDS	71,208	73,988	76,901	79,851	83,218	86,698	90,367	92,164
RCD	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,532.93
	37.65	39.12	40.66	42.22	44.00	45.84	47.78	48.73
SECRETARY MHSC	63,851	66,196	68,617	71,208	73,988	76,901	79,851	83,218
SMH	2,447.60	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00
	33.76	35.00	36.28	37.65	39.12	40.66	42.22	44.00
	84,863							
	3,253.08							
	44.87							
SECRETARY MUN BD	71,208	73,988	76,901	79,851	83,218	86,698	90,367	92,164
SMB	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,532.93
	37.65	39.12	40.66	42.22	44.00	45.84	47.78	48.73
SR CONSUL INSTR P&E	68,617	71,208	73,988	76,901	79,851	83,218	86,698	88,457
SCE	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,390.83
	36.28	37.65	39.12	40.66	42.22	44.00	45.84	46.77
STUDENT AUDITOR 1	31,585	32,530	33,420	34,460	35,424	36,654	37,334	
SA1	1,210.75	1,247.00	1,281.08	1,320.95	1,357.93	1,405.05	1,431.15	
	16.70	17.20	17.67	18.22	18.73	19.38	19.74	
STUDENT AUDITOR 2	40,607	41,817	43,197	44,692	46,034	47,699	48,682	
SA2	1,556.58	1,602.98	1,655.90	1,713.18	1,764.65	1,828.45	1,866.15	
	21.47	22.11	22.84	23.63	24.34	25.22	25.74	

STUDENT AUDITOR 3 SA3	43,197 1,655.90 22.84	44,692 1,713.18 23.63	46,034 1,764.65 24.34	47,699 1,828.45 25.22	49,420 1,894.43 26.13	51,027 1,956.05 26.98	52,049 1,995.20 27.52	
STUDENT AUDITOR 4 SA4	49,420 1,894.43 26.13	51,027 1,956.05 26.98	52,862 2,026.38 27.95	54,678 2,095.98 28.91	56,701 2,173.55 29.98	58,839 2,255.48 31.11	60,011 2,300.43 31.73	
SYSTEMS ANALYST 1 SL1	47,037 1,803.08 24.87	48,701 1,866.88 25.75	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	57,250 2,194.58 30.27	
SYSTEMS ANALYST 2 SL2	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	58,158 2,229.38 30.75	60,390 2,314.93 31.93	61,638 2,362.78 32.59	
SYSTEMS ANALYST 3 SL3	55,075 2,111.20 29.12	57,174 2,191.68 30.23	59,103 2,265.63 31.25	61,335 2,351.18 32.43	63,643 2,439.63 33.65	66,026 2,530.98 34.91	67,350 2,581.73 35.61	
TAX AUDIT SPVR TXS	85,714 3,285.70 45.32	89,327 3,424.18 47.23	93,071 3,567.73 49.21	97,081 3,721.43 51.33	101,374 3,886.00 53.60	105,724 4,052.75 55.90	107,842 4,133.95 57.02	
TAX AUDITOR 1 TX1	63,245 2,424.40 33.44	65,610 2,515.03 34.69	68,030 2,607.83 35.97	70,716 2,710.78 37.39	73,496 2,817.35 38.86	76,258 2,923.20 40.32	77,790 2,981.93 41.13	
TAX AUDITOR 2 TX2	72,191 2,767.33 38.17	74,782 2,866.65 39.54	77,733 2,979.75 41.10	80,797 3,097.20 42.72	83,898 3,216.10 44.36	87,454 3,352.40 46.24	89,175 3,418.38 47.15	
TAX AUDITOR 3 TX3	77,733 2,979.75 41.10	80,797 3,097.20 42.72	83,898 3,216.10 44.36	87,454 3,352.40 46.24	91,104 3,492.33 48.17	94,925 3,638.78 50.19	96,854 3,712.73 51.21	
TAX AUDITOR 4 TX4	81,553 3,126.20 43.12	84,674 3,245.83 44.77	88,211 3,381.40 46.64	91,880 3,522.05 48.58	95,776 3,671.40 50.64	99,918 3,830.18 52.83	101,904 3,906.30 53.88	
TRAINING DEVELOPMENT OFFICER TDO	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	78,905 3,024.70 41.72	80,494 3,085.60 42.56

**ADMINISTRATION
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

ADMIN ANALYST	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
AAN	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
ADMIN OFFICER 1	49,779	51,179	52,730	54,394	56,380	58,441	59,671	
AO1	1,908.20	1,961.85	2,021.30	2,085.10	2,161.23	2,240.25	2,287.38	
	26.32	27.06	27.88	28.76	29.81	30.90	31.55	
ADMIN OFFICER 2	55,359	57,458	59,406	61,638	63,964	66,347	67,690	
AO2	2,122.08	2,202.55	2,277.23	2,362.78	2,451.95	2,543.30	2,594.78	
	29.27	30.38	31.41	32.59	33.82	35.08	35.79	
ADMIN OFFICER 3	58,423	60,541	62,735	65,042	67,652	70,300	72,948	74,423
XO3	2,239.53	2,320.73	2,404.83	2,493.28	2,593.33	2,694.83	2,796.33	2,852.88
	30.89	32.01	33.17	34.39	35.77	37.17	38.57	39.35
ADMIN OFFICER 4	66,536	68,957	71,567	74,366	77,279	80,248	83,634	85,279
XO4	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03
	35.18	36.46	37.84	39.32	40.86	42.43	44.22	45.09
ASST MGR CLAIMS	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
AMC	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
AUDIT ACCOUNTANT 1	53,997	56,058	58,120	60,219	62,470	64,758	66,082	
AN1	2,069.88	2,148.90	2,227.93	2,308.40	2,394.68	2,482.40	2,533.15	
	28.55	29.64	30.73	31.84	33.03	34.24	34.94	
AUDIT ACCOUNTANT 2	63,472	65,837	68,352	71,000	73,704	76,579	78,111	
AN2	2,433.10	2,523.73	2,620.15	2,721.65	2,825.33	2,935.53	2,994.25	
	33.56	34.81	36.14	37.54	38.97	40.49	41.30	
AUDIT MGR 1	74,083	76,938	79,889	83,161	86,546	90,272	94,168	96,041
AZ1	2,839.83	2,949.30	3,062.40	3,187.83	3,317.60	3,460.43	3,609.78	3,681.55
	39.17	40.68	42.24	43.97	45.76	47.73	49.79	50.78
AUDIT MGR 2	79,889	83,161	86,546	90,272	94,168	98,254	102,547	107,067
AZ2	3,062.40	3,187.83	3,317.60	3,460.43	3,609.78	3,766.38	3,930.95	4,104.23
	42.24	43.97	45.76	47.73	49.79	51.95	54.22	56.61
	109,223							
	4,186.88							
	57.75							

AUDIT REVIEW OFF ARO	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	98,878 3,790.30 52.28	103,133 3,953.43 54.53
	105,214 4,033.18 55.63							
AUDIT SPVR 1 AX1	54,980 2,107.58 29.07	57,023 2,185.88 30.15	59,198 2,269.25 31.30	61,467 2,356.25 32.50	63,756 2,443.98 33.71	66,253 2,539.68 35.03	69,846 2,677.43 36.93	72,607 2,783.28 38.39
	75,482 2,893.48 39.91	76,976 2,950.75 40.70						
AUDIT SPVR 2 AX2	65,137 2,496.90 34.44	67,709 2,595.50 35.80	70,205 2,691.20 37.12	72,948 2,796.33 38.57	75,823 2,906.53 40.09	78,811 3,021.08 41.67	82,045 3,145.05 43.38	86,546 3,317.60 45.76
	88,267 3,383.58 46.67							
BUSINESS ANALYST 1 BA1	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
BUSINESS ANALYST 2 BA2	63,245 2,424.40 33.44	65,704 2,518.65 34.74	68,163 2,612.90 36.04	70,830 2,715.13 37.45	73,572 2,820.25 38.90	76,541 2,934.08 40.47	79,662 3,053.70 42.12	81,213 3,113.15 42.94
BUSINESS ANALYST 3 BA3	71,927 2,757.18 38.03	74,707 2,863.75 39.50	77,525 2,971.78 40.99	80,759 3,095.75 42.70	84,050 3,221.90 44.44	87,624 3,358.93 46.33	91,388 3,503.20 48.32	93,261 3,574.98 49.31
BUSINESS ANALYST 4 BA4	84,050 3,221.90 44.44	87,624 3,358.93 46.33	91,388 3,503.20 48.32	95,379 3,656.18 50.43	99,540 3,815.68 52.63	103,946 3,984.60 54.96	106,027 4,064.35 56.06	
CONSULTANT SPEC ED CED	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	88,891 3,407.50 47.00
CURRICULUM CONSULT CRC	74,442 2,853.60 39.36	77,317 2,963.80 40.88	80,381 3,081.25 42.50	83,482 3,200.15 44.14	87,000 3,335.00 46.00	90,631 3,474.20 47.92	94,433 3,619.93 49.93	96,305 3,691.70 50.92
DEP COORD EMO DCM	65,004 2,491.83 34.37	67,501 2,587.53 35.69	70,016 2,683.95 37.02	72,645 2,784.73 38.41	75,596 2,897.83 39.97	78,508 3,009.48 41.51	80,078 3,069.65 42.34	

ED ADMIN CONSULTANT EAC	78,073 2,992.80 41.28	81,137 3,110.25 42.90	84,258 3,229.88 44.55	87,851 3,367.63 46.45	91,464 3,506.10 48.36	95,322 3,654.00 50.40	99,464 3,812.78 52.59	101,469 3,889.63 53.65
FINANCIAL OFFICER 1 FI1	51,368 1,969.10 27.16	53,184 2,038.70 28.12	55,056 2,110.48 29.11	57,099 2,188.78 30.19	59,217 2,269.98 31.31	61,392 2,353.35 32.46	62,564 2,398.30 33.08	
FINANCIAL OFFICER 2 FI2	53,184 2,038.70 28.12	55,056 2,110.48 29.11	57,099 2,188.78 30.19	59,217 2,269.98 31.31	61,392 2,353.35 32.46	63,756 2,443.98 33.71	64,985 2,491.10 34.36	
FINANCIAL OFFICER 3 FI3	60,314 2,312.03 31.89	62,375 2,391.05 32.98	64,721 2,480.95 34.22	67,123 2,573.03 35.49	69,657 2,670.18 36.83	72,399 2,775.30 38.28	73,856 2,831.13 39.05	
FINANCIAL OFFICER 4 FI4	66,271 2,540.40 35.04	68,806 2,637.55 36.38	71,397 2,736.88 37.75	74,083 2,839.83 39.17	77,052 2,953.65 40.74	80,021 3,067.48 42.31	81,629 3,129.10 43.16	
FINANCIAL OFFICER 5 FI5	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,385 2,851.43 39.33	77,279 2,962.35 40.86	80,381 3,081.25 42.50	83,634 3,205.95 44.22	88,230 3,382.13 46.65	90,007 3,450.28 47.59
HEALTH COMM OFF 1 HF1	54,470 2,088.00 28.80	56,342 2,159.78 29.79	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17
	72,948 2,796.33 38.57	74,423 2,852.88 39.35						
HEALTH COMM OFF 2 HF2	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
HEALTH COMM OFF 3 HF3	66,536 2,550.55 35.18	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	85,279 3,269.03 45.09
HEALTH COMM OFF 4 HF4	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	92,617 3,550.33 48.97
INFO TECHNOLOGIST 1 IS1	50,025 1,917.63 26.45	51,406 1,970.55 27.18	54,243 2,079.30 28.68	55,548 2,129.33 29.37	57,061 2,187.33 30.17	58,593 2,246.05 30.98	60,163 2,306.23 31.81	61,732 2,366.40 32.64
	62,981 2,414.25 33.30							

INFO TECHNOLOGIST 2 IS2	61,978 2,375.83 32.77	64,267 2,463.55 33.98	66,574 2,552.00 35.20	69,071 2,647.70 36.52	71,624 2,745.58 37.87	74,480 2,855.05 39.38	77,279 2,962.35 40.86	80,210 3,074.73 42.41
	81,856 3,137.80 43.28							
INFO TECHNOLOGIST 3 IS3	67,784 2,598.40 35.84	70,376 2,697.73 37.21	73,213 2,806.48 38.71	75,936 2,910.88 40.15	78,735 3,018.18 41.63	81,799 3,135.63 43.25	85,014 3,258.88 44.95	88,267 3,383.58 46.67
	90,064 3,452.45 47.62							
INFO TECHNOLOGIST 4 IS4	73,213 2,806.48 38.71	75,936 2,910.88 40.15	78,735 3,018.18 41.63	81,799 3,135.63 43.25	85,014 3,258.88 44.95	88,267 3,383.58 46.67	92,031 3,527.85 48.66	95,889 3,675.75 50.70
	97,800 3,748.98 51.71							
LIBRARY DIRECTOR 1 LD1	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	85,279 3,269.03 45.09	
MANAGEMENT ANALYST 1 MB1	46,545 1,784.23 24.61	48,153 1,845.85 25.46	49,798 1,908.93 26.33	51,595 1,977.80 27.28	53,354 2,045.23 28.21	55,377 2,122.80 29.28	57,496 2,204.00 30.40	59,671 2,287.38 31.55
	61,846 2,370.75 32.70	64,304 2,465.00 34.00	65,572 2,513.58 34.67					
MANAGEMENT ANALYST 2 MB2	63,245 2,424.40 33.44	65,704 2,518.65 34.74	68,163 2,612.90 36.04	70,830 2,715.13 37.45	73,572 2,820.25 38.90	76,541 2,934.08 40.47	79,662 3,053.70 42.12	81,213 3,113.15 42.94
MANAGEMENT ANALYST 3 MB3	71,927 2,757.18 38.03	74,707 2,863.75 39.50	77,525 2,971.78 40.99	80,759 3,095.75 42.70	84,050 3,221.90 44.44	87,624 3,358.93 46.33	91,388 3,503.20 48.32	93,261 3,574.98 49.31
PLANNING CONSULTANT PCO	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	98,878 3,790.30 52.28	103,133 3,953.43 54.53
	105,214 4,033.18 55.63							

PRODUCTION SPVR	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
PSH	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
PROGRAM COORD EDUC	79,605	82,669	86,149	89,761	93,525	97,573	101,847	106,235
PCD	3,051.53	3,168.98	3,302.38	3,440.85	3,585.13	3,740.28	3,904.13	4,072.33
	42.09	43.71	45.55	47.46	49.45	51.59	53.85	56.17
	108,372							
	4,154.25							
	57.30							
PURCHASING AGENT 1	46,564	48,191	49,798	51,557	53,335	55,340	56,437	
PA1	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,163.40	
	24.62	25.48	26.33	27.26	28.20	29.26	29.84	
PURCHASING AGENT 2	57,458	59,406	61,638	63,964	66,347	68,900	70,300	
PA2	2,202.55	2,277.23	2,362.78	2,451.95	2,543.30	2,641.18	2,694.83	
	30.38	31.41	32.59	33.82	35.08	36.43	37.17	
PURCHASING AGENT 3	61,638	63,964	66,347	68,900	71,548	74,366	75,841	
PA3	2,362.78	2,451.95	2,543.30	2,641.18	2,742.68	2,850.70	2,907.25	
	32.59	33.82	35.08	36.43	37.83	39.32	40.10	
REGIONAL COORD CDS	71,567	74,366	77,279	80,248	83,634	87,133	90,821	92,617
RCD	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,550.33
	37.84	39.32	40.86	42.43	44.22	46.07	48.02	48.97
SECRETARY MHSC	64,172	66,536	68,957	71,567	74,366	77,279	80,248	83,634
SMH	2,459.93	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95
	33.93	35.18	36.46	37.84	39.32	40.86	42.43	44.22
	85,279							
	3,269.03							
	45.09							
SECRETARY MUN BD	71,567	74,366	77,279	80,248	83,634	87,133	90,821	92,617
SMB	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,550.33
	37.84	39.32	40.86	42.43	44.22	46.07	48.02	48.97
SR CONSUL INSTR P&E	68,957	71,567	74,366	77,279	80,248	83,634	87,133	88,891
SCE	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,407.50
	36.46	37.84	39.32	40.86	42.43	44.22	46.07	47.00
STUDENT AUDITOR 1	31,736	32,701	33,590	34,630	35,594	36,843	37,524	
SA1	1,216.55	1,253.53	1,287.60	1,327.48	1,364.45	1,412.30	1,438.40	
	16.78	17.29	17.76	18.31	18.82	19.48	19.84	
STUDENT AUDITOR 2	40,814	42,025	43,406	44,919	46,261	47,945	48,928	
SA2	1,564.55	1,610.95	1,663.88	1,721.88	1,773.35	1,837.88	1,875.58	
	21.58	22.22	22.95	23.75	24.46	25.35	25.87	

STUDENT AUDITOR 3 SA3	43,406 1,663.88 22.95	44,919 1,721.88 23.75	46,261 1,773.35 24.46	47,945 1,837.88 25.35	49,666 1,903.85 26.26	51,273 1,965.48 27.11	52,314 2,005.35 27.66	
STUDENT AUDITOR 4 SA4	49,666 1,903.85 26.26	51,273 1,965.48 27.11	53,127 2,036.53 28.09	54,943 2,106.13 29.05	56,985 2,184.43 30.13	59,141 2,267.08 31.27	60,314 2,312.03 31.89	
SYSTEMS ANALYST 1 SL1	47,264 1,811.78 24.99	48,947 1,876.30 25.88	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	57,534 2,205.45 30.42	
SYSTEMS ANALYST 2 SL2	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	58,441 2,240.25 30.90	60,692 2,326.53 32.09	61,940 2,374.38 32.75	
SYSTEMS ANALYST 3 SL3	55,359 2,122.08 29.27	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	67,690 2,594.78 35.79	
TAX AUDIT SPVR TXS	86,149 3,302.38 45.55	89,781 3,441.58 47.47	93,544 3,585.85 49.46	97,573 3,740.28 51.59	101,885 3,905.58 53.87	106,254 4,073.05 56.18	108,391 4,154.98 57.31	
TAX AUDITOR 1 TX1	63,567 2,436.73 33.61	65,931 2,527.35 34.86	68,371 2,620.88 36.15	71,075 2,724.55 37.58	73,856 2,831.13 39.05	76,636 2,937.70 40.52	78,187 2,997.15 41.34	
TAX AUDITOR 2 TX2	72,551 2,781.10 38.36	75,161 2,881.15 39.74	78,130 2,994.98 41.31	81,194 3,112.43 42.93	84,314 3,232.05 44.58	87,889 3,369.08 46.47	89,629 3,435.78 47.39	
TAX AUDITOR 3 TX3	78,130 2,994.98 41.31	81,194 3,112.43 42.93	84,314 3,232.05 44.58	87,889 3,369.08 46.47	91,558 3,509.73 48.41	95,398 3,656.90 50.44	97,346 3,731.58 51.47	
TAX AUDITOR 4 TX4	81,969 3,142.15 43.34	85,090 3,261.78 44.99	88,646 3,398.08 46.87	92,334 3,539.45 48.82	96,249 3,689.53 50.89	100,410 3,849.03 53.09	102,414 3,925.88 54.15	
TRAINING DEVELOPMENT OFFICER TDO	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	79,303 3,039.93 41.93	80,891 3,100.83 42.77

**ADMINISTRATION
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

ADMIN ANALYST	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
AAN	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
ADMIN OFFICER 1	50,593	52,030	53,600	55,283	57,307	59,406	60,654	
AO1	1,939.38	1,994.48	2,054.65	2,119.18	2,196.75	2,277.23	2,325.08	
	26.75	27.51	28.34	29.23	30.30	31.41	32.07	
ADMIN OFFICER 2	56,267	58,404	60,390	62,659	65,023	67,444	68,806	
AO2	2,156.88	2,238.80	2,314.93	2,401.93	2,492.55	2,585.35	2,637.55	
	29.75	30.88	31.93	33.13	34.38	35.66	36.38	
ADMIN OFFICER 3	59,387	61,543	63,775	66,120	68,768	71,454	74,158	75,652
XO3	2,276.50	2,359.15	2,444.70	2,534.60	2,636.10	2,739.05	2,842.73	2,900.00
	31.40	32.54	33.72	34.96	36.36	37.78	39.21	40.00
ADMIN OFFICER 4	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
XO4	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
ASST MGR CLAIMS	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
AMC	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
AUDIT ACCOUNTANT 1	54,886	56,985	59,084	61,222	63,491	65,818	67,179	
AN1	2,103.95	2,184.43	2,264.90	2,346.83	2,433.83	2,523.00	2,575.20	
	29.02	30.13	31.24	32.37	33.57	34.80	35.52	
AUDIT ACCOUNTANT 2	64,513	66,914	69,487	72,172	74,915	77,846	79,397	
AN2	2,472.98	2,565.05	2,663.65	2,766.60	2,871.73	2,984.10	3,043.55	
	34.11	35.38	36.74	38.16	39.61	41.16	41.98	
AUDIT MGR 1	75,312	78,206	81,213	84,541	87,984	91,766	95,719	97,629
AZ1	2,886.95	2,997.88	3,113.15	3,240.75	3,372.70	3,517.70	3,669.23	3,742.45
	39.82	41.35	42.94	44.70	46.52	48.52	50.61	51.62
AUDIT MGR 2	81,213	84,541	87,984	91,766	95,719	99,880	104,230	108,826
AZ2	3,113.15	3,240.75	3,372.70	3,517.70	3,669.23	3,828.73	3,995.48	4,171.65
	42.94	44.70	46.52	48.52	50.61	52.81	55.11	57.54
	111,020							
	4,255.75							
	58.70							

AUDIT REVIEW OFF	78,546	81,572	85,014	88,570	92,315	96,287	100,504	104,835
ARO	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,690.98	3,852.65	4,018.68
	41.53	43.13	44.95	46.83	48.81	50.91	53.14	55.43
	106,954							
	4,099.88							
	56.55							
AUDIT SPVR 1	55,888	57,969	60,181	62,489	64,815	67,350	71,000	73,799
AX1	2,142.38	2,222.13	2,306.95	2,395.40	2,484.58	2,581.73	2,721.65	2,828.95
	29.55	30.65	31.82	33.04	34.27	35.61	37.54	39.02
	76,730	78,244						
	2,941.33	2,999.33						
	40.57	41.37						
AUDIT SPVR 2	66,215	68,825	71,359	74,158	77,071	80,116	83,407	87,984
AX2	2,538.23	2,638.28	2,735.43	2,842.73	2,954.38	3,071.10	3,197.25	3,372.70
	35.01	36.39	37.73	39.21	40.75	42.36	44.10	46.52
	89,724							
	3,439.40							
	47.44							
BUSINESS ANALYST 1	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
BA1	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
BUSINESS ANALYST 2	64,286	66,782	69,279	72,002	74,782	77,808	80,967	82,556
BA2	2,464.28	2,559.98	2,655.68	2,760.08	2,866.65	2,982.65	3,103.73	3,164.63
	33.99	35.31	36.63	38.07	39.54	41.14	42.81	43.65
BUSINESS ANALYST 3	73,118	75,936	78,811	82,083	85,430	89,062	92,901	94,792
BA3	2,802.85	2,910.88	3,021.08	3,146.50	3,274.83	3,414.03	3,561.20	3,633.70
	38.66	40.15	41.67	43.40	45.17	47.09	49.12	50.12
BUSINESS ANALYST 4	85,430	89,062	92,901	96,948	101,185	105,667	107,767	
BA4	3,274.83	3,414.03	3,561.20	3,716.35	3,878.75	4,050.58	4,131.05	
	45.17	47.09	49.12	51.26	53.50	55.87	56.98	
CONSULTANT SPEC ED	70,092	72,740	75,596	78,546	81,572	85,014	88,570	90,367
CED	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,464.05
	37.06	38.46	39.97	41.53	43.13	44.95	46.83	47.78
CURRICULUM CONSULT	75,671	78,584	81,704	84,863	88,438	92,126	95,984	97,894
CRC	2,900.73	3,012.38	3,132.00	3,253.08	3,390.10	3,531.48	3,679.38	3,752.60
	40.01	41.55	43.20	44.87	46.76	48.71	50.75	51.76
DEP COORD EMO	66,082	68,617	71,170	73,837	76,844	79,794	81,402	
DCM	2,533.15	2,630.30	2,728.18	2,830.40	2,945.68	3,058.78	3,120.40	
	34.94	36.28	37.63	39.04	40.63	42.19	43.04	

ED ADMIN CONSULTANT	79,359	82,480	85,657	89,308	92,977	96,892	101,109	103,152
EAC	3,042.10	3,161.73	3,283.53	3,423.45	3,564.10	3,714.18	3,875.85	3,954.15
	41.96	43.61	45.29	47.22	49.16	51.23	53.46	54.54
FINANCIAL OFFICER 1	52,219	54,054	55,964	58,044	60,200	62,413	63,605	
FI1	2,001.73	2,072.05	2,145.28	2,225.03	2,307.68	2,392.50	2,438.18	
	27.61	28.58	29.59	30.69	31.83	33.00	33.63	
FINANCIAL OFFICER 2	54,054	55,964	58,044	60,200	62,413	64,815	66,064	
FI2	2,072.05	2,145.28	2,225.03	2,307.68	2,392.50	2,484.58	2,532.43	
	28.58	29.59	30.69	31.83	33.00	34.27	34.93	
FINANCIAL OFFICER 3	61,316	63,397	65,780	68,238	70,811	73,591	75,066	
FI3	2,350.45	2,430.20	2,521.55	2,615.80	2,714.40	2,820.98	2,877.53	
	32.42	33.52	34.78	36.08	37.44	38.91	39.69	
FINANCIAL OFFICER 4	67,368	69,941	72,570	75,312	78,319	81,345	82,972	
FI4	2,582.45	2,681.05	2,781.83	2,886.95	3,002.23	3,118.23	3,180.58	
	35.62	36.98	38.37	39.82	41.41	43.01	43.87	
FINANCIAL OFFICER 5	70,092	72,721	75,614	78,546	81,704	85,014	89,686	91,501
FI5	2,686.85	2,787.63	2,898.55	3,010.93	3,132.00	3,258.88	3,437.95	3,507.55
	37.06	38.45	39.98	41.53	43.20	44.95	47.42	48.38
HEALTH COMM OFF 1	55,377	57,269	59,387	61,543	63,775	66,120	68,768	71,454
HF1	2,122.80	2,195.30	2,276.50	2,359.15	2,444.70	2,534.60	2,636.10	2,739.05
	29.28	30.28	31.40	32.54	33.72	34.96	36.36	37.78
	74,158	75,652						
	2,842.73	2,900.00						
	39.21	40.00						
HEALTH COMM OFF 2	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
HF2	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
HEALTH COMM OFF 3	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
HF3	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
HEALTH COMM OFF 4	72,740	75,596	78,546	81,572	85,014	88,570	92,315	94,149
HF4	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	38.46	39.97	41.53	43.13	44.95	46.83	48.81	49.78
INFO TECHNOLOGIST 1	50,857	52,257	55,132	56,456	58,007	59,557	61,146	62,754
IS1	1,949.53	2,003.18	2,113.38	2,164.13	2,223.58	2,283.03	2,343.93	2,405.55
	26.89	27.63	29.15	29.85	30.67	31.49	32.33	33.18
	64,021							
	2,454.13							
	33.85							

INFO TECHNOLOGIST 2 IS2	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,671 2,594.05 35.78	70,205 2,691.20 37.12	72,797 2,790.53 38.49	75,709 2,902.18 40.03	78,546 3,010.93 41.53	81,534 3,125.48 43.11
	83,199 3,189.28 43.99							
INFO TECHNOLOGIST 3 IS3	68,900 2,641.18 36.43	71,529 2,741.95 37.82	74,423 2,852.88 39.35	77,184 2,958.73 40.81	80,040 3,068.20 42.32	83,142 3,187.10 43.96	86,414 3,312.53 45.69	89,724 3,439.40 47.44
	91,558 3,509.73 48.41							
INFO TECHNOLOGIST 4 IS4	74,423 2,852.88 39.35	77,184 2,958.73 40.81	80,040 3,068.20 42.32	83,142 3,187.10 43.96	86,414 3,312.53 45.69	89,724 3,439.40 47.44	93,544 3,585.85 49.46	97,478 3,736.65 51.54
	99,407 3,810.60 52.56							
LIBRARY DIRECTOR 1 LD1	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	86,679 3,322.68 45.83	
MANAGEMENT ANALYST 1 MB1	47,321 1,813.95 25.02	48,947 1,876.30 25.88	50,611 1,940.10 26.76	52,446 2,010.43 27.73	54,243 2,079.30 28.68	56,285 2,157.60 29.76	58,441 2,240.25 30.90	60,654 2,325.08 32.07
	62,867 2,409.90 33.24	65,364 2,505.60 34.56	66,650 2,554.90 35.24					
MANAGEMENT ANALYST 2 MB2	64,286 2,464.28 33.99	66,782 2,559.98 35.31	69,279 2,655.68 36.63	72,002 2,760.08 38.07	74,782 2,866.65 39.54	77,808 2,982.65 41.14	80,967 3,103.73 42.81	82,556 3,164.63 43.65
MANAGEMENT ANALYST 3 MB3	73,118 2,802.85 38.66	75,936 2,910.88 40.15	78,811 3,021.08 41.67	82,083 3,146.50 43.40	85,430 3,274.83 45.17	89,062 3,414.03 47.09	92,901 3,561.20 49.12	94,792 3,633.70 50.12
PLANNING CONSULTANT PCO	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	100,504 3,852.65 53.14	104,835 4,018.68 55.43
	106,954 4,099.88 56.55							

PRODUCTION SPVR	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
PSH	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
PROGRAM COORD EDUC	80,910	84,031	87,568	91,237	95,076	99,180	103,530	107,994
PCD	3,101.55	3,221.18	3,356.75	3,497.40	3,644.58	3,801.90	3,968.65	4,139.75
	42.78	44.43	46.30	48.24	50.27	52.44	54.74	57.10
	110,169							
	4,223.13							
	58.25							
PURCHASING AGENT 1	47,340	48,985	50,611	52,408	54,224	56,247	57,363	
PA1	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,198.93	
	25.03	25.90	26.76	27.71	28.67	29.74	30.33	
PURCHASING AGENT 2	58,404	60,390	62,659	65,023	67,444	70,035	71,454	
PA2	2,238.80	2,314.93	2,401.93	2,492.55	2,585.35	2,684.68	2,739.05	
	30.88	31.93	33.13	34.38	35.66	37.03	37.78	
PURCHASING AGENT 3	62,659	65,023	67,444	70,035	72,721	75,596	77,090	
PA3	2,401.93	2,492.55	2,585.35	2,684.68	2,787.63	2,897.83	2,955.10	
	33.13	34.38	35.66	37.03	38.45	39.97	40.76	
REGIONAL COORD CDS	72,740	75,596	78,546	81,572	85,014	88,570	92,315	94,149
RCD	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	38.46	39.97	41.53	43.13	44.95	46.83	48.81	49.78
SECRETARY MHSC	65,231	67,633	70,092	72,740	75,596	78,546	81,572	85,014
SMH	2,500.53	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88
	34.49	35.76	37.06	38.46	39.97	41.53	43.13	44.95
	86,679							
	3,322.68							
	45.83							
SECRETARY MUN BD	72,740	75,596	78,546	81,572	85,014	88,570	92,315	94,149
SMB	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	38.46	39.97	41.53	43.13	44.95	46.83	48.81	49.78
SR CONSUL INSTR P&E	70,092	72,740	75,596	78,546	81,572	85,014	88,570	90,367
SCE	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,464.05
	37.06	38.46	39.97	41.53	43.13	44.95	46.83	47.78
STUDENT AUDITOR 1	32,266	33,249	34,138	35,197	36,181	37,448	38,148	
SA1	1,236.85	1,274.55	1,308.63	1,349.23	1,386.93	1,435.50	1,462.33	
	17.06	17.58	18.05	18.61	19.13	19.80	20.17	
STUDENT AUDITOR 2	41,495	42,725	44,124	45,656	47,018	48,739	49,741	
SA2	1,590.65	1,637.78	1,691.43	1,750.15	1,802.35	1,868.33	1,906.75	
	21.94	22.59	23.33	24.14	24.86	25.77	26.30	

STUDENT AUDITOR 3 SA3	44,124 1,691.43 23.33	45,656 1,750.15 24.14	47,018 1,802.35 24.86	48,739 1,868.33 25.77	50,479 1,935.03 26.69	52,124 1,998.10 27.56	53,184 2,038.70 28.12	
STUDENT AUDITOR 4 SA4	50,479 1,935.03 26.69	52,124 1,998.10 27.56	53,997 2,069.88 28.55	55,850 2,140.93 29.53	57,931 2,220.68 30.63	60,125 2,304.78 31.79	61,316 2,350.45 32.42	
SYSTEMS ANALYST 1 SL1	48,039 1,841.50 25.40	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	58,479 2,241.70 30.92	
SYSTEMS ANALYST 2 SL2	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	61,694 2,364.95 32.62	62,962 2,413.53 33.29	
SYSTEMS ANALYST 3 SL3	56,267 2,156.88 29.75	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	68,806 2,637.55 36.38	
TAX AUDIT SPVR TXS	87,568 3,356.75 46.30	91,256 3,498.13 48.25	95,095 3,645.30 50.28	99,180 3,801.90 52.44	103,568 3,970.10 54.76	108,013 4,140.48 57.11	110,188 4,223.85 58.26	
TAX AUDITOR 1 TX1	64,607 2,476.60 34.16	67,028 2,569.40 35.44	69,506 2,664.38 36.75	72,248 2,769.50 38.20	75,066 2,877.53 39.69	77,903 2,986.28 41.19	79,473 3,046.45 42.02	
TAX AUDITOR 2 TX2	73,742 2,826.78 38.99	76,409 2,929.00 40.40	79,416 3,044.28 41.99	82,537 3,163.90 43.64	85,714 3,285.70 45.32	89,345 3,424.90 47.24	91,104 3,492.33 48.17	
TAX AUDITOR 3 TX3	79,416 3,044.28 41.99	82,537 3,163.90 43.64	85,714 3,285.70 45.32	89,345 3,424.90 47.24	93,071 3,567.73 49.21	96,967 3,717.08 51.27	98,953 3,793.20 52.32	
TAX AUDITOR 4 TX4	83,331 3,194.35 44.06	86,490 3,315.43 45.73	90,102 3,453.90 47.64	93,866 3,598.18 49.63	97,837 3,750.43 51.73	102,074 3,912.83 53.97	104,098 3,990.40 55.04	
TRAINING DEVELOPMENT OFFICER TDO	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	80,608 3,089.95 42.62	82,234 3,152.30 43.48

**ADMINISTRATION
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

ADMIN ANALYST	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
AAN	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
ADMIN OFFICER 1	51,614	53,070	54,678	56,380	58,460	60,597	61,865	
AO1	1,978.53	2,034.35	2,095.98	2,161.23	2,240.98	2,322.90	2,371.48	
	27.29	28.06	28.91	29.81	30.91	32.04	32.71	
ADMIN OFFICER 2	57,401	59,576	61,600	63,907	66,328	68,787	70,187	
AO2	2,200.38	2,283.75	2,361.33	2,449.78	2,542.58	2,636.83	2,690.48	
	30.35	31.50	32.57	33.79	35.07	36.37	37.11	
ADMIN OFFICER 3	60,579	62,773	65,042	67,444	70,149	72,891	75,634	77,165
XO3	2,322.18	2,406.28	2,493.28	2,585.35	2,689.03	2,794.15	2,899.28	2,958.00
	32.03	33.19	34.39	35.66	37.09	38.54	39.99	40.80
ADMIN OFFICER 4	68,995	71,491	74,196	77,109	80,116	83,199	86,717	88,419
XO4	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	36.48	37.80	39.23	40.77	42.36	43.99	45.85	46.75
ASST MGR CLAIMS	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
AMC	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
AUDIT ACCOUNTANT 1	55,983	58,120	60,257	62,451	64,758	67,141	68,522	
AN1	2,146.00	2,227.93	2,309.85	2,393.95	2,482.40	2,573.75	2,626.68	
	29.60	30.73	31.86	33.02	34.24	35.50	36.23	
AUDIT ACCOUNTANT 2	65,799	68,257	70,867	73,610	76,409	79,397	80,986	
AN2	2,522.28	2,616.53	2,716.58	2,821.70	2,929.00	3,043.55	3,104.45	
	34.79	36.09	37.47	38.92	40.40	41.98	42.82	
AUDIT MGR 1	76,825	79,775	82,839	86,225	89,743	93,601	97,629	99,577
AZ1	2,944.95	3,058.05	3,175.50	3,305.28	3,440.13	3,588.03	3,742.45	3,817.13
	40.62	42.18	43.80	45.59	47.45	49.49	51.62	52.65
AUDIT MGR 2	82,839	86,225	89,743	93,601	97,629	101,885	106,311	111,001
AZ2	3,175.50	3,305.28	3,440.13	3,588.03	3,742.45	3,905.58	4,075.23	4,255.03
	43.80	45.59	47.45	49.49	51.62	53.87	56.21	58.69
	113,233	4,340.58	59.87					

AUDIT REVIEW OFF	80,116	83,199	86,717	90,348	94,168	98,216	102,509	106,935
ARO	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,764.93	3,929.50	4,099.15
	42.36	43.99	45.85	47.77	49.79	51.93	54.20	56.54
	109,091							
	4,181.80							
	57.68							
AUDIT SPVR 1	57,004	59,122	61,392	63,737	66,120	68,692	72,418	75,274
AX1	2,185.15	2,266.35	2,353.35	2,443.25	2,534.60	2,633.20	2,776.03	2,885.50
	30.14	31.26	32.46	33.70	34.96	36.32	38.29	39.80
	78,262	79,813						
	3,000.05	3,059.50						
	41.38	42.20						
AUDIT SPVR 2	67,539	70,205	72,778	75,634	78,622	81,724	85,071	89,743
AX2	2,588.98	2,691.20	2,789.80	2,899.28	3,013.83	3,132.73	3,261.05	3,440.13
	35.71	37.12	38.48	39.99	41.57	43.21	44.98	47.45
	91,521							
	3,508.28							
	48.39							
BUSINESS ANALYST 1	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
BA1	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
BUSINESS ANALYST 2	65,572	68,125	70,659	73,440	76,277	79,359	82,594	84,201
BA2	2,513.58	2,611.45	2,708.60	2,815.18	2,923.93	3,042.10	3,166.08	3,227.70
	34.67	36.02	37.36	38.83	40.33	41.96	43.67	44.52
BUSINESS ANALYST 3	74,574	77,449	80,381	83,728	87,133	90,840	94,755	96,684
BA3	2,858.68	2,968.88	3,081.25	3,209.58	3,340.08	3,482.18	3,632.25	3,706.20
	39.43	40.95	42.50	44.27	46.07	48.03	50.10	51.12
BUSINESS ANALYST 4	87,133	90,840	94,755	98,897	103,209	107,786	109,923	
BA4	3,340.08	3,482.18	3,632.25	3,791.03	3,956.33	4,131.78	4,213.70	
	46.07	48.03	50.10	52.29	54.57	56.99	58.12	
CONSULTANT SPEC ED	71,491	74,196	77,109	80,116	83,199	86,717	90,348	92,182
CED	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,533.65
	37.80	39.23	40.77	42.36	43.99	45.85	47.77	48.74
CURRICULUM CONSULT	77,184	80,154	83,331	86,565	90,215	93,960	97,913	99,861
CRC	2,958.73	3,072.55	3,194.35	3,318.33	3,458.25	3,601.80	3,753.33	3,828.00
	40.81	42.38	44.06	45.77	47.70	49.68	51.77	52.80
DEP COORD EMO	67,406	69,997	72,588	75,312	78,376	81,383	83,028	
DCM	2,583.90	2,683.23	2,782.55	2,886.95	3,004.40	3,119.68	3,182.75	
	35.64	37.01	38.38	39.82	41.44	43.03	43.90	

ED ADMIN CONSULTANT EAC	80,948 3,103.00 42.80	84,125 3,224.80 44.48	87,378 3,349.50 46.20	91,085 3,491.60 48.16	94,830 3,635.15 50.14	98,821 3,788.13 52.25	103,133 3,953.43 54.53	105,214 4,033.18 55.63
FINANCIAL OFFICER 1 FI1	53,259 2,041.60 28.16	55,132 2,113.38 29.15	57,080 2,188.05 30.18	59,198 2,269.25 31.30	61,411 2,354.08 32.47	63,661 2,440.35 33.66	64,872 2,486.75 34.30	
FINANCIAL OFFICER 2 FI2	55,132 2,113.38 29.15	57,080 2,188.05 30.18	59,198 2,269.25 31.30	61,411 2,354.08 32.47	63,661 2,440.35 33.66	66,120 2,534.60 34.96	67,387 2,583.18 35.63	
FINANCIAL OFFICER 3 FI3	62,546 2,397.58 33.07	64,664 2,478.78 34.19	67,104 2,572.30 35.48	69,600 2,668.00 36.80	72,229 2,768.78 38.19	75,066 2,877.53 39.69	76,560 2,934.80 40.48	
FINANCIAL OFFICER 4 FI4	68,711 2,633.93 36.33	71,340 2,734.70 37.72	74,026 2,837.65 39.14	76,825 2,944.95 40.62	79,889 3,062.40 42.24	82,972 3,180.58 43.87	84,636 3,244.38 44.75	
FINANCIAL OFFICER 5 FI5	71,491 2,740.50 37.80	74,177 2,843.45 39.22	77,128 2,956.55 40.78	80,116 3,071.10 42.36	83,331 3,194.35 44.06	86,717 3,324.13 45.85	91,483 3,506.83 48.37	93,336 3,577.88 49.35
HEALTH COMM OFF 1 HF1	56,493 2,165.58 29.87	58,423 2,239.53 30.89	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09	72,891 2,794.15 38.54
	75,634 2,899.28 39.99	77,165 2,958.00 40.80						
HEALTH COMM OFF 2 HF2	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
HEALTH COMM OFF 3 HF3	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75
HEALTH COMM OFF 4 HF4	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	96,041 3,681.55 50.78
INFO TECHNOLOGIST 1 IS1	51,879 1,988.68 27.43	53,297 2,043.05 28.18	56,229 2,155.43 29.73	57,590 2,207.63 30.45	59,160 2,267.80 31.28	60,749 2,328.70 32.12	62,375 2,391.05 32.98	64,002 2,453.40 33.84
	65,307 2,503.43 34.53							

INFO TECHNOLOGIST 2 IS2	64,267 2,463.55 33.98	66,631 2,554.18 35.23	69,033 2,646.25 36.50	71,605 2,744.85 37.86	74,253 2,846.35 39.26	77,222 2,960.18 40.83	80,116 3,071.10 42.36	83,161 3,187.83 43.97
	84,863 3,253.08 44.87							
INFO TECHNOLOGIST 3 IS3	70,281 2,694.10 37.16	72,967 2,797.05 38.58	75,917 2,910.15 40.14	78,735 3,018.18 41.63	81,648 3,129.83 43.17	84,806 3,250.90 44.84	88,135 3,378.50 46.60	91,521 3,508.28 48.39
	93,393 3,580.05 49.38							
INFO TECHNOLOGIST 4 IS4	75,917 2,910.15 40.14	78,735 3,018.18 41.63	81,648 3,129.83 43.17	84,806 3,250.90 44.84	88,135 3,378.50 46.60	91,521 3,508.28 48.39	95,417 3,657.63 50.45	99,426 3,811.33 52.57
	101,393 3,886.73 53.61							
LIBRARY DIRECTOR 1 LD1	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75	
MANAGEMENT ANALYST 1 MB1	48,266 1,850.20 25.52	49,931 1,914.00 26.40	51,633 1,979.25 27.30	53,486 2,050.30 28.28	55,321 2,120.63 29.25	57,420 2,201.10 30.36	59,614 2,285.20 31.52	61,865 2,371.48 32.71
	64,115 2,457.75 33.90	66,669 2,555.63 35.25	67,974 2,605.65 35.94					
MANAGEMENT ANALYST 2 MB2	65,572 2,513.58 34.67	68,125 2,611.45 36.02	70,659 2,708.60 37.36	73,440 2,815.18 38.83	76,277 2,923.93 40.33	79,359 3,042.10 41.96	82,594 3,166.08 43.67	84,201 3,227.70 44.52
MANAGEMENT ANALYST 3 MB3	74,574 2,858.68 39.43	77,449 2,968.88 40.95	80,381 3,081.25 42.50	83,728 3,209.58 44.27	87,133 3,340.08 46.07	90,840 3,482.18 48.03	94,755 3,632.25 50.10	96,684 3,706.20 51.12
PLANNING CONSULTANT PCO	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	102,509 3,929.50 54.20	106,935 4,099.15 56.54
	109,091 4,181.80 57.68							

PRODUCTION SPVR	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
PSH	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
PROGRAM COORD EDUC	82,537	85,714	89,327	93,052	96,986	101,166	105,592	110,150
PCD	3,163.90	3,285.70	3,424.18	3,567.00	3,717.80	3,878.03	4,047.68	4,222.40
	43.64	45.32	47.23	49.20	51.28	53.49	55.83	58.24
	112,381							
	4,307.95							
	59.42							
PURCHASING AGENT 1	48,285	49,968	51,633	53,448	55,302	57,363	58,517	
PA1	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,243.15	
	25.53	26.42	27.30	28.26	29.24	30.33	30.94	
PURCHASING AGENT 2	59,576	61,600	63,907	66,328	68,787	71,435	72,891	
PA2	2,283.75	2,361.33	2,449.78	2,542.58	2,636.83	2,738.33	2,794.15	
	31.50	32.57	33.79	35.07	36.37	37.77	38.54	
PURCHASING AGENT 3	63,907	66,328	68,787	71,435	74,177	77,109	78,641	
PA3	2,449.78	2,542.58	2,636.83	2,738.33	2,843.45	2,955.83	3,014.55	
	33.79	35.07	36.37	37.77	39.22	40.77	41.58	
REGIONAL COORD CDS	74,196	77,109	80,116	83,199	86,717	90,348	94,168	96,041
RCD	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55
	39.23	40.77	42.36	43.99	45.85	47.77	49.79	50.78
SECRETARY MHSC	66,536	68,995	71,491	74,196	77,109	80,116	83,199	86,717
SMH	2,550.55	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13
	35.18	36.48	37.80	39.23	40.77	42.36	43.99	45.85
	88,419							
	3,389.38							
	46.75							
SECRETARY MUN BD	74,196	77,109	80,116	83,199	86,717	90,348	94,168	96,041
SMB	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55
	39.23	40.77	42.36	43.99	45.85	47.77	49.79	50.78
SR CONSUL INSTR P&E	71,491	74,196	77,109	80,116	83,199	86,717	90,348	92,182
SCE	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,533.65
	37.80	39.23	40.77	42.36	43.99	45.85	47.77	48.74
STUDENT AUDITOR 1	32,909	33,911	34,819	35,897	36,900	38,204	38,904	
SA1	1,261.50	1,299.93	1,334.73	1,376.05	1,414.48	1,464.50	1,491.33	
	17.40	17.93	18.41	18.98	19.51	20.20	20.57	
STUDENT AUDITOR 2	42,327	43,576	45,013	46,564	47,964	49,723	50,744	
SA2	1,622.55	1,670.40	1,725.50	1,784.95	1,838.60	1,906.03	1,945.18	
	22.38	23.04	23.80	24.62	25.36	26.29	26.83	

STUDENT AUDITOR 3 SA3	45,013 1,725.50 23.80	46,564 1,784.95 24.62	47,964 1,838.60 25.36	49,723 1,906.03 26.29	51,481 1,973.45 27.22	53,165 2,037.98 28.11	54,243 2,079.30 28.68	
STUDENT AUDITOR 4 SA4	51,481 1,973.45 27.22	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,966 2,183.70 30.12	59,084 2,264.90 31.24	61,335 2,351.18 32.43	62,546 2,397.58 33.07	
SYSTEMS ANALYST 1 SL1	49,004 1,878.48 25.91	50,763 1,945.90 26.84	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	59,652 2,286.65 31.54	
SYSTEMS ANALYST 2 SL2	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	60,597 2,322.90 32.04	62,924 2,412.08 33.27	64,229 2,462.10 33.96	
SYSTEMS ANALYST 3 SL3	57,401 2,200.38 30.35	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	70,187 2,690.48 37.11	
TAX AUDIT SPVR TXS	89,327 3,424.18 47.23	93,090 3,568.45 49.22	97,005 3,718.53 51.29	101,166 3,878.03 53.49	105,648 4,049.85 55.86	110,169 4,223.13 58.25	112,401 4,308.68 59.43	
TAX AUDITOR 1 TX1	65,893 2,525.90 34.84	68,371 2,620.88 36.15	70,905 2,718.03 37.49	73,685 2,824.60 38.96	76,560 2,934.80 40.48	79,454 3,045.73 42.01	81,061 3,107.35 42.86	
TAX AUDITOR 2 TX2	75,217 2,883.33 39.77	77,941 2,987.73 41.21	81,005 3,105.18 42.83	84,182 3,226.98 44.51	87,435 3,351.68 46.23	91,123 3,493.05 48.18	92,920 3,561.93 49.13	
TAX AUDITOR 3 TX3	81,005 3,105.18 42.83	84,182 3,226.98 44.51	87,435 3,351.68 46.23	91,123 3,493.05 48.18	94,925 3,638.78 50.19	98,915 3,791.75 52.30	100,939 3,869.33 53.37	
TAX AUDITOR 4 TX4	84,995 3,258.15 44.94	88,211 3,381.40 46.64	91,899 3,522.78 48.59	95,738 3,669.95 50.62	99,785 3,825.10 52.76	104,117 3,991.13 55.05	106,178 4,070.15 56.14	
TRAINING DEVELOPMENT OFFICER TDO	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	82,215 3,151.58 43.47	83,880 3,215.38 44.35

**CLERICAL
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

ACCOUNT MACH OPER 3 AM3	43,084 1,651.55 22.78	44,313 1,698.68 23.43	45,486 1,743.63 24.05	46,659 1,788.58 24.67	47,983 1,839.33 25.37	49,287 1,889.35 26.06	50,271 1,927.05 26.58
ACCOUNTING CLERK 1 AK1	43,084 1,651.55 22.78	44,313 1,698.68 23.43	45,486 1,743.63 24.05	46,659 1,788.58 24.67	47,983 1,839.33 25.37	49,287 1,889.35 26.06	50,271 1,927.05 26.58
ACCOUNTING CLERK 2 AK2	49,401 1,893.70 26.12	50,876 1,950.25 26.90	52,162 1,999.55 27.58	53,600 2,054.65 28.34	55,094 2,111.93 29.13	56,739 2,175.00 30.00	57,893 2,219.23 30.61
ADMIN SECRETARY 1 AY1	32,304 1,238.30 17.08	32,984 1,264.40 17.44	33,968 1,302.10 17.96	34,857 1,336.18 18.43	35,765 1,370.98 18.91	36,559 1,401.43 19.33	
ADMIN SECRETARY 2 AY2	36,578 1,402.15 19.34	37,316 1,430.43 19.73	38,261 1,466.68 20.23	39,226 1,503.65 20.74	40,455 1,550.78 21.39	41,420 1,587.75 21.90	42,271 1,620.38 22.35
ADMIN SECRETARY 3 AY2	41,703 1,598.63 22.05	42,819 1,641.40 22.64	43,992 1,686.35 23.26	45,202 1,732.75 23.90	46,451 1,780.60 24.56	47,680 1,827.73 25.21	48,663 1,865.43 25.73
ADMIN SECRETARY 4 AY4	46,810 1,794.38 24.75	48,039 1,841.50 25.40	49,212 1,886.45 26.02	50,498 1,935.75 26.70	51,935 1,990.85 27.46	53,316 2,043.78 28.19	54,356 2,083.65 28.74
CLAIMS CDNG CL MHSC CCK	39,566 1,516.70 20.92	40,550 1,554.40 21.44	41,647 1,596.45 22.02	42,744 1,638.50 22.60	43,860 1,681.28 23.19	45,070 1,727.68 23.83	45,959 1,761.75 24.30
CLERK 1 CL1	29,032 1,112.88 15.35	29,864 1,144.78 15.79	30,677 1,175.95 16.22	31,547 1,209.30 16.68	32,209 1,234.68 17.03		
CLERK 2 CL2	34,403 1,318.78 18.19	35,254 1,351.40 18.64	36,143 1,385.48 19.11	37,183 1,425.35 19.66	38,129 1,461.60 20.16	39,226 1,503.65 20.74	39,982 1,532.65 21.14
CLERK 3 CL3	41,798 1,602.25 22.10	42,876 1,643.58 22.67	44,049 1,688.53 23.29	45,278 1,735.65 23.94	46,507 1,782.78 24.59	47,945 1,837.88 25.35	48,909 1,874.85 25.86
CLERK 4 CL4	49,080 1,881.38 25.95	50,252 1,926.33 26.57	51,633 1,979.25 27.30	52,900 2,027.83 27.97	54,413 2,085.83 28.77	55,907 2,143.10 29.56	56,985 2,184.43 30.13

CLERK 5	49,533	50,933	52,465	54,035	55,737	57,439	58,612
CL5	1,898.78	1,952.43	2,011.15	2,071.33	2,136.58	2,201.83	2,246.78
	26.19	26.93	27.74	28.57	29.47	30.37	30.99
CLERK-TYPIST 1	31,263	32,058	32,776	33,779	34,743	35,443	
CT1	1,198.43	1,228.88	1,256.43	1,294.85	1,331.83	1,358.65	
	16.53	16.95	17.33	17.86	18.37	18.74	
CLERK-TYPIST 2	34,403	35,254	36,143	37,183	38,129	39,226	39,982
CT2	1,318.78	1,351.40	1,385.48	1,425.35	1,461.60	1,503.65	1,532.65
	18.19	18.64	19.11	19.66	20.16	20.74	21.14
CLERK-TYPIST 3	40,607	41,684	42,781	43,954	45,127	46,432	47,340
CT3	1,556.58	1,597.90	1,639.95	1,684.90	1,729.85	1,779.88	1,814.68
	21.47	22.04	22.62	23.24	23.86	24.55	25.03
COMPUTER OP 1	39,245	40,474	41,439	42,725	43,860	45,146	46,053
OP1	1,504.38	1,551.50	1,588.48	1,637.78	1,681.28	1,730.58	1,765.38
	20.75	21.40	21.91	22.59	23.19	23.87	24.35
COMPUTER OP 2	48,266	49,571	50,971	52,465	53,883	55,510	56,588
OP2	1,850.20	1,900.23	1,953.88	2,011.15	2,065.53	2,127.88	2,169.20
	25.52	26.21	26.95	27.74	28.49	29.35	29.92
COMPUTER OP 3	48,512	49,950	51,690	53,278	54,980	56,815	57,969
OP3	1,859.63	1,914.73	1,981.43	2,042.33	2,107.58	2,177.90	2,222.13
	25.65	26.41	27.33	28.17	29.07	30.04	30.65
COMPUTER OP 4	48,701	50,441	52,162	54,129	56,096	58,158	59,368
OP4	1,866.88	1,933.58	1,999.55	2,074.95	2,150.35	2,229.38	2,275.78
	25.75	26.67	27.58	28.62	29.66	30.75	31.39
JUDICIAL ASSISTANT 1	50,271	51,652	52,976	54,432	55,926	57,534	58,687
JA1	1,927.05	1,979.98	2,030.73	2,086.55	2,143.83	2,205.45	2,249.68
	26.58	27.31	28.01	28.78	29.57	30.42	31.03
KEYPUNCH OP1	29,864	30,677	31,547	32,512	33,420	34,100	
KO1	1,144.78	1,175.95	1,209.30	1,246.28	1,281.08	1,307.18	
	15.79	16.22	16.68	17.19	17.67	18.03	
KEYPUNCH OP 2	37,145	38,091	38,999	40,153	41,250	42,441	43,273
KO2	1,423.90	1,460.15	1,494.95	1,539.18	1,581.23	1,626.90	1,658.80
	19.64	20.14	20.62	21.23	21.81	22.44	22.88
KEYPUNCH OP 3	41,703	42,819	43,992	45,202	46,451	47,680	48,663
KO3	1,598.63	1,641.40	1,686.35	1,732.75	1,780.60	1,827.73	1,865.43
	22.05	22.64	23.26	23.90	24.56	25.21	25.73
KEYPUNCH OP SPVR 1	47,472	48,853	50,139	51,633	53,070	54,734	55,831
KS1	1,819.75	1,872.68	1,921.98	1,979.25	2,034.35	2,098.15	2,140.20
	25.10	25.83	26.51	27.30	28.06	28.94	29.52

KEYPUNCH OP SPVR 2	49,533	50,933	52,465	54,035	55,737	57,439	58,612
KS2	1,898.78	1,952.43	2,011.15	2,071.33	2,136.58	2,201.83	2,246.78
	26.19	26.93	27.74	28.57	29.47	30.37	30.99
MED RECORDS TECHN	49,080	50,252	51,633	52,900	54,413	55,907	56,985
MRT	1,881.38	1,926.33	1,979.25	2,027.83	2,085.83	2,143.10	2,184.43
	25.95	26.57	27.30	27.97	28.77	29.56	30.13
MICROFILM OP	34,403	35,254	36,143	37,183	38,129	39,226	39,982
MFO	1,318.78	1,351.40	1,385.48	1,425.35	1,461.60	1,503.65	1,532.65
	18.19	18.64	19.11	19.66	20.16	20.74	21.14
POSTAL CLERK 1	33,420	34,403	35,557	36,654	37,732	38,526	
LC1	1,281.08	1,318.78	1,363.00	1,405.05	1,446.38	1,476.83	
	17.67	18.19	18.80	19.38	19.95	20.37	
POSTAL CLERK 2	35,557	36,654	37,732	38,904	40,171	40,985	
LC2	1,363.00	1,405.05	1,446.38	1,491.33	1,539.90	1,571.08	
	18.80	19.38	19.95	20.57	21.24	21.67	
POSTAL CLERK 3	41,949	43,349	44,730	46,337	47,945	49,552	50,536
LC3	1,608.05	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,937.20
	22.18	22.92	23.65	24.50	25.35	26.20	26.72
STOREKEEPER 1	37,145	38,242	39,585	40,947	42,252	43,633	44,503
ST1	1,423.90	1,465.95	1,517.43	1,569.63	1,619.65	1,672.58	1,705.93
	19.64	20.22	20.93	21.65	22.34	23.07	23.53
STOREKEEPER 2	40,625	41,949	43,311	44,730	46,337	47,945	48,909
ST2	1,557.30	1,608.05	1,660.25	1,714.63	1,776.25	1,837.88	1,874.85
	21.48	22.18	22.90	23.65	24.50	25.35	25.86
STOREKEEPER 3	43,311	44,730	46,337	47,945	49,533	51,292	52,314
ST3	1,660.25	1,714.63	1,776.25	1,837.88	1,898.78	1,966.20	2,005.35
	22.90	23.65	24.50	25.35	26.19	27.12	27.66
STOREKEEPER 4	46,337	47,945	49,533	51,292	53,070	55,075	56,172
ST4	1,776.25	1,837.88	1,898.78	1,966.20	2,034.35	2,111.20	2,153.25
	24.50	25.35	26.19	27.12	28.06	29.12	29.70
STORES CLERK 1	32,512	33,420	34,403	35,557	36,654	37,732	38,526
SC1	1,246.28	1,281.08	1,318.78	1,363.00	1,405.05	1,446.38	1,476.83
	17.19	17.67	18.19	18.80	19.38	19.95	20.37
STORES CLERK 2	35,557	36,654	37,732	38,904	40,153	40,966	
SC2	1,363.00	1,405.05	1,446.38	1,491.33	1,539.18	1,570.35	
	18.80	19.38	19.95	20.57	21.23	21.66	
SWITCHBOARD OPER 1	29,032	29,864	30,677	31,547	32,512	33,117	
SW1	1,112.88	1,144.78	1,175.95	1,209.30	1,246.28	1,269.48	
	15.35	15.79	16.22	16.68	17.19	17.51	

SWITCHBOARD OPER 2 SW2	34,403 1,318.78 18.19	35,254 1,351.40 18.64	36,143 1,385.48 19.11	37,183 1,425.35 19.66	38,129 1,461.60 20.16	39,226 1,503.65 20.74	39,982 1,532.65 21.14
SWITCHBOARD OPER 3 SW3	40,607 1,556.58 21.47	41,684 1,597.90 22.04	42,781 1,639.95 22.62	43,954 1,684.90 23.24	45,127 1,729.85 23.86	46,432 1,779.88 24.55	47,340 1,814.68 25.03
WEB PUBLISHER WB1	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	58,158 2,229.38 30.75	60,390 2,314.93 31.93	61,638 2,362.78 32.59
WEB COORDINATOR WB2	55,113 2,112.65 29.14	56,910 2,181.53 30.09	58,631 2,247.50 31.00	60,522 2,320.00 32.00	62,527 2,396.85 33.06	64,550 2,474.43 34.13	65,893 2,525.90 34.84
WORD PROCESSOR 1 WP1	33,873 1,298.48 17.91	34,914 1,338.35 18.46	35,613 1,365.18 18.83				
WORD PROCESSOR 2 WP2	41,703 1,598.63 22.05	42,819 1,641.40 22.64	43,992 1,686.35 23.26	45,202 1,732.75 23.90	46,451 1,780.60 24.56	47,680 1,827.73 25.21	48,663 1,865.43 25.73
WORD PROCESSOR 3 WP3	45,581 1,747.25 24.10	46,772 1,792.93 24.73	48,115 1,844.40 25.44	49,533 1,898.78 26.19	50,933 1,952.43 26.93	52,465 2,011.15 27.74	53,505 2,051.03 28.29
WORD PROCESSOR 4 WP4	46,772 1,792.93 24.73	48,115 1,844.40 25.44	49,533 1,898.78 26.19	50,933 1,952.43 26.93	52,465 2,011.15 27.74	54,035 2,071.33 28.57	55,113 2,112.65 29.14
WORD PROCESSOR 5 WP5	49,533 1,898.78 26.19	50,933 1,952.43 26.93	52,465 2,011.15 27.74	54,035 2,071.33 28.57	55,737 2,136.58 29.47	57,439 2,201.83 30.37	58,612 2,246.78 30.99
WORD PROCESSOR 6 WP6	55,113 2,112.65 29.14	56,910 2,181.53 30.09	58,631 2,247.50 31.00	60,522 2,320.00 32.00	62,527 2,396.85 33.06	64,550 2,474.43 34.13	65,893 2,525.90 34.84

**CLERICAL
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

ACCOUNT MACH OPER 3 AM3	43,292 1,659.53 22.89	44,540 1,707.38 23.55	45,713 1,752.33 24.17	46,886 1,797.28 24.79	48,228 1,848.75 25.50	49,533 1,898.78 26.19	50,517 1,936.48 26.71
ACCOUNTING CLERK 1 AK1	43,292 1,659.53 22.89	44,540 1,707.38 23.55	45,713 1,752.33 24.17	46,886 1,797.28 24.79	48,228 1,848.75 25.50	49,533 1,898.78 26.19	50,517 1,936.48 26.71
ACCOUNTING CLERK 2 AK2	49,647 1,903.13 26.25	51,122 1,959.68 27.03	52,427 2,009.70 27.72	53,864 2,064.80 28.48	55,377 2,122.80 29.28	57,023 2,185.88 30.15	58,177 2,230.10 30.76
ADMIN SECRETARY 1 AY1	32,474 1,244.83 17.17	33,155 1,270.93 17.53	34,138 1,308.63 18.05	35,027 1,342.70 18.52	35,935 1,377.50 19.00	36,748 1,408.68 19.43	
ADMIN SECRETARY 2 AY2	36,767 1,409.40 19.44	37,505 1,437.68 19.83	38,450 1,473.93 20.33	39,415 1,510.90 20.84	40,663 1,558.75 21.50	41,628 1,595.73 22.01	42,479 1,628.35 22.46
ADMIN SECRETARY 3 AY2	41,911 1,606.60 22.16	43,027 1,649.38 22.75	44,219 1,695.05 23.38	45,429 1,741.45 24.02	46,677 1,789.30 24.68	47,926 1,837.15 25.34	48,909 1,874.85 25.86
ADMIN SECRETARY 4 AY4	47,037 1,803.08 24.87	48,285 1,850.93 25.53	49,458 1,895.88 26.15	50,744 1,945.18 26.83	52,200 2,001.00 27.60	53,581 2,053.93 28.33	54,621 2,093.80 28.88
CLAIMS CDNG CL MHSC CCK	39,755 1,523.95 21.02	40,758 1,562.38 21.55	41,855 1,604.43 22.13	42,952 1,646.48 22.71	44,087 1,689.98 23.31	45,297 1,736.38 23.95	46,186 1,770.45 24.42
CLERK 1 CL1	29,183 1,118.68 15.43	30,015 1,150.58 15.87	30,828 1,181.75 16.30	31,698 1,215.10 16.76	32,379 1,241.20 17.12		
CLERK 2 CL2	34,573 1,325.30 18.28	35,424 1,357.93 18.73	36,332 1,392.73 19.21	37,372 1,432.60 19.76	38,318 1,468.85 20.26	39,415 1,510.90 20.84	40,190 1,540.63 21.25
CLERK 3 CL3	42,006 1,610.23 22.21	43,084 1,651.55 22.78	44,276 1,697.23 23.41	45,505 1,744.35 24.06	46,734 1,791.48 24.71	48,191 1,847.30 25.48	49,155 1,884.28 25.99
CLERK 4 CL4	49,325 1,890.80 26.08	50,498 1,935.75 26.70	51,897 1,989.40 27.44	53,165 2,037.98 28.11	54,678 2,095.98 28.91	56,191 2,153.98 29.71	57,269 2,195.30 30.28

CLERK 5	49,779	51,179	52,730	54,300	56,021	57,723	58,895
CL5	1,908.20	1,961.85	2,021.30	2,081.48	2,147.45	2,212.70	2,257.65
	26.32	27.06	27.88	28.71	29.62	30.52	31.14
CLERK-TYPIST 1	31,415	32,209	32,947	33,949	34,914	35,613	
CT1	1,204.23	1,234.68	1,262.95	1,301.38	1,338.35	1,365.18	
	16.61	17.03	17.42	17.95	18.46	18.83	
CLERK-TYPIST 2	34,573	35,424	36,332	37,372	38,318	39,415	40,190
CT2	1,325.30	1,357.93	1,392.73	1,432.60	1,468.85	1,510.90	1,540.63
	18.28	18.73	19.21	19.76	20.26	20.84	21.25
CLERK-TYPIST 3	40,814	41,893	42,990	44,181	45,354	46,659	47,585
CT3	1,564.55	1,605.88	1,647.93	1,693.60	1,738.55	1,788.58	1,824.10
	21.58	22.15	22.73	23.36	23.98	24.67	25.16
COMPUTER OP 1	39,434	40,682	41,647	42,933	44,087	45,373	46,280
OP1	1,511.63	1,559.48	1,596.45	1,645.75	1,689.98	1,739.28	1,774.08
	20.85	21.51	22.02	22.70	23.31	23.99	24.47
COMPUTER OP 2	48,512	49,817	51,217	52,730	54,148	55,794	56,872
OP2	1,859.63	1,909.65	1,963.30	2,021.30	2,075.68	2,138.75	2,180.08
	25.65	26.34	27.08	27.88	28.63	29.50	30.07
COMPUTER OP 3	48,758	50,195	51,954	53,543	55,264	57,099	58,252
OP3	1,869.05	1,924.15	1,991.58	2,052.48	2,118.45	2,188.78	2,233.00
	25.78	26.54	27.47	28.31	29.22	30.19	30.80
COMPUTER OP 4	48,947	50,687	52,427	54,394	56,380	58,441	59,671
OP4	1,876.30	1,943.00	2,009.70	2,085.10	2,161.23	2,240.25	2,287.38
	25.88	26.80	27.72	28.76	29.81	30.90	31.55
JUDICIAL ASSISTANT 1	50,517	51,917	53,240	54,697	56,210	57,817	58,990
JA1	1,936.48	1,990.13	2,040.88	2,096.70	2,154.70	2,216.33	2,261.28
	26.71	27.45	28.15	28.92	29.72	30.57	31.19
KEYPUNCH OP1	30,015	30,828	31,698	32,682	33,590	34,270	
KO1	1,150.58	1,181.75	1,215.10	1,252.80	1,287.60	1,313.70	
	15.87	16.30	16.76	17.28	17.76	18.12	
KEYPUNCH OP 2	37,334	38,280	39,188	40,361	41,457	42,649	43,481
KO2	1,431.15	1,467.40	1,502.20	1,547.15	1,589.20	1,634.88	1,666.78
	19.74	20.24	20.72	21.34	21.92	22.55	22.99
KEYPUNCH OP 3	41,911	43,027	44,219	45,429	46,677	47,926	48,909
KO3	1,606.60	1,649.38	1,695.05	1,741.45	1,789.30	1,837.15	1,874.85
	22.16	22.75	23.38	24.02	24.68	25.34	25.86
KEYPUNCH OP SPVR 1	47,718	49,098	50,384	51,897	53,335	54,999	56,115
KS1	1,829.18	1,882.10	1,931.40	1,989.40	2,044.50	2,108.30	2,151.08
	25.23	25.96	26.64	27.44	28.20	29.08	29.67

KEYPUNCH OP SPVR 2 KS2	49,779 1,908.20 26.32	51,179 1,961.85 27.06	52,730 2,021.30 27.88	54,300 2,081.48 28.71	56,021 2,147.45 29.62	57,723 2,212.70 30.52	58,895 2,257.65 31.14
MED RECORDS TECHN MRT	49,325 1,890.80 26.08	50,498 1,935.75 26.70	51,897 1,989.40 27.44	53,165 2,037.98 28.11	54,678 2,095.98 28.91	56,191 2,153.98 29.71	57,269 2,195.30 30.28
MICROFILM OP MFO	34,573 1,325.30 18.28	35,424 1,357.93 18.73	36,332 1,392.73 19.21	37,372 1,432.60 19.76	38,318 1,468.85 20.26	39,415 1,510.90 20.84	40,190 1,540.63 21.25
POSTAL CLERK 1 LC1	33,590 1,287.60 17.76	34,573 1,325.30 18.28	35,727 1,369.53 18.89	36,843 1,412.30 19.48	37,921 1,453.63 20.05	38,715 1,484.08 20.47	
POSTAL CLERK 2 LC2	35,727 1,369.53 18.89	36,843 1,412.30 19.48	37,921 1,453.63 20.05	39,093 1,498.58 20.67	40,380 1,547.88 21.35	41,193 1,579.05 21.78	
POSTAL CLERK 3 LC3	42,157 1,616.03 22.29	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	50,782 1,946.63 26.85
STOREKEEPER 1 ST1	37,334 1,431.15 19.74	38,431 1,473.20 20.32	39,774 1,524.68 21.03	41,155 1,577.60 21.76	42,460 1,627.63 22.45	43,860 1,681.28 23.19	44,730 1,714.63 23.65
STOREKEEPER 2 ST2	40,833 1,565.28 21.59	42,157 1,616.03 22.29	43,519 1,668.23 23.01	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,155 1,884.28 25.99
STOREKEEPER 3 ST3	43,519 1,668.23 23.01	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,779 1,908.20 26.32	51,557 1,976.35 27.26	52,578 2,015.50 27.80
STOREKEEPER 4 ST4	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,779 1,908.20 26.32	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,359 2,122.08 29.27	56,456 2,164.13 29.85
STORES CLERK 1 SC1	32,682 1,252.80 17.28	33,590 1,287.60 17.76	34,573 1,325.30 18.28	35,727 1,369.53 18.89	36,843 1,412.30 19.48	37,921 1,453.63 20.05	38,715 1,484.08 20.47
STORES CLERK 2 SC2	35,727 1,369.53 18.89	36,843 1,412.30 19.48	37,921 1,453.63 20.05	39,093 1,498.58 20.67	40,361 1,547.15 21.34	41,174 1,578.33 21.77	
SWITCHBOARD OPER 1 SW1	29,183 1,118.68 15.43	30,015 1,150.58 15.87	30,828 1,181.75 16.30	31,698 1,215.10 16.76	32,682 1,252.80 17.28	33,287 1,276.00 17.60	

SWITCHBOARD OPER 2 SW2	34,573 1,325.30 18.28	35,424 1,357.93 18.73	36,332 1,392.73 19.21	37,372 1,432.60 19.76	38,318 1,468.85 20.26	39,415 1,510.90 20.84	40,190 1,540.63 21.25
SWITCHBOARD OPER 3 SW3	40,814 1,564.55 21.58	41,893 1,605.88 22.15	42,990 1,647.93 22.73	44,181 1,693.60 23.36	45,354 1,738.55 23.98	46,659 1,788.58 24.67	47,585 1,824.10 25.16
WEB PUBLISHER WB1	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	58,441 2,240.25 30.90	60,692 2,326.53 32.09	61,940 2,374.38 32.75
WEB COORDINATOR WB2	55,397 2,123.53 29.29	57,193 2,192.40 30.24	58,933 2,259.10 31.16	60,824 2,331.60 32.16	62,848 2,409.18 33.23	64,872 2,486.75 34.30	66,215 2,538.23 35.01
WORD PROCESSOR 1 WP1	34,044 1,305.00 18.00	35,084 1,344.88 18.55	35,784 1,371.70 18.92				
WORD PROCESSOR 2 WP2	41,911 1,606.60 22.16	43,027 1,649.38 22.75	44,219 1,695.05 23.38	45,429 1,741.45 24.02	46,677 1,789.30 24.68	47,926 1,837.15 25.34	48,909 1,874.85 25.86
WORD PROCESSOR 3 WP3	45,807 1,755.95 24.22	46,999 1,801.63 24.85	48,361 1,853.83 25.57	49,779 1,908.20 26.32	51,179 1,961.85 27.06	52,730 2,021.30 27.88	53,770 2,061.18 28.43
WORD PROCESSOR 4 WP4	46,999 1,801.63 24.85	48,361 1,853.83 25.57	49,779 1,908.20 26.32	51,179 1,961.85 27.06	52,730 2,021.30 27.88	54,300 2,081.48 28.71	55,397 2,123.53 29.29
WORD PROCESSOR 5 WP5	49,779 1,908.20 26.32	51,179 1,961.85 27.06	52,730 2,021.30 27.88	54,300 2,081.48 28.71	56,021 2,147.45 29.62	57,723 2,212.70 30.52	58,895 2,257.65 31.14
WORD PROCESSOR 6 WP6	55,397 2,123.53 29.29	57,193 2,192.40 30.24	58,933 2,259.10 31.16	60,824 2,331.60 32.16	62,848 2,409.18 33.23	64,872 2,486.75 34.30	66,215 2,538.23 35.01

**CLERICAL
YEAR 3**

Effective 2022 03 27 Through 2022 03 25

ACCOUNT MACH OPER 3 AM3	44,011 1,687.08 23.27	45,278 1,735.65 23.94	46,470 1,781.33 24.57	47,661 1,827.00 25.20	49,023 1,879.20 25.92	50,347 1,929.95 26.62	51,349 1,968.38 27.15
ACCOUNTING CLERK 1 AK1	44,011 1,687.08 23.27	45,278 1,735.65 23.94	46,470 1,781.33 24.57	47,661 1,827.00 25.20	49,023 1,879.20 25.92	50,347 1,929.95 26.62	51,349 1,968.38 27.15
ACCOUNTING CLERK 2 AK2	50,460 1,934.30 26.68	51,973 1,992.30 27.48	53,297 2,043.05 28.18	54,753 2,098.88 28.95	56,285 2,157.60 29.76	57,969 2,222.13 30.65	59,141 2,267.08 31.27
ADMIN SECRETARY 1 AY1	33,003 1,265.13 17.45	33,703 1,291.95 17.82	34,706 1,330.38 18.35	35,613 1,365.18 18.83	36,521 1,399.98 19.31	37,353 1,431.88 19.75	
ADMIN SECRETARY 2 AY2	37,372 1,432.60 19.76	38,129 1,461.60 20.16	39,093 1,498.58 20.67	40,058 1,535.55 21.18	41,325 1,584.13 21.85	42,309 1,621.83 22.37	43,179 1,655.18 22.83
ADMIN SECRETARY 3 AY2	42,611 1,633.43 22.53	43,746 1,676.93 23.13	44,957 1,723.33 23.77	46,186 1,770.45 24.42	47,453 1,819.03 25.09	48,720 1,867.60 25.76	49,723 1,906.03 26.29
ADMIN SECRETARY 4 AY4	47,812 1,832.80 25.28	49,080 1,881.38 25.95	50,271 1,927.05 26.58	51,576 1,977.08 27.27	53,070 2,034.35 28.06	54,470 2,088.00 28.80	55,529 2,128.60 29.36
CLAIMS CDNG CL MHSC CCK	40,417 1,549.33 21.37	41,439 1,588.48 21.91	42,554 1,631.25 22.50	43,651 1,673.30 23.08	44,805 1,717.53 23.69	46,053 1,765.38 24.35	46,942 1,799.45 24.82
CLERK 1 CL1	29,656 1,136.80 15.68	30,507 1,169.43 16.13	31,339 1,201.33 16.57	32,228 1,235.40 17.04	32,909 1,261.50 17.40		
CLERK 2 CL2	35,140 1,347.05 18.58	36,010 1,380.40 19.04	36,937 1,415.93 19.53	37,997 1,456.53 20.09	38,942 1,492.78 20.59	40,058 1,535.55 21.18	40,852 1,566.00 21.60
CLERK 3 CL3	42,706 1,637.05 22.58	43,803 1,679.10 23.16	45,013 1,725.50 23.80	46,261 1,773.35 24.46	47,510 1,821.20 25.12	48,985 1,877.75 25.90	49,968 1,915.45 26.42
CLERK 4 CL4	50,139 1,921.98 26.51	51,330 1,967.65 27.14	52,749 2,022.03 27.89	54,035 2,071.33 28.57	55,586 2,130.78 29.39	57,117 2,189.50 30.20	58,214 2,231.55 30.78

CLERK 5	50,593	52,030	53,600	55,188	56,947	58,668	59,860
CL5	1,939.38	1,994.48	2,054.65	2,115.55	2,182.98	2,248.95	2,294.63
	26.75	27.51	28.34	29.18	30.11	31.02	31.65
CLERK-TYPIST 1	31,925	32,739	33,495	34,516	35,481	36,200	
CT1	1,223.80	1,254.98	1,283.98	1,323.13	1,360.10	1,387.65	
	16.88	17.31	17.71	18.25	18.76	19.14	
CLERK-TYPIST 2	35,140	36,010	36,937	37,997	38,942	40,058	40,852
CT2	1,347.05	1,380.40	1,415.93	1,456.53	1,492.78	1,535.55	1,566.00
	18.58	19.04	19.53	20.09	20.59	21.18	21.60
CLERK-TYPIST 3	41,495	42,592	43,708	44,919	46,110	47,434	48,380
CT3	1,590.65	1,632.70	1,675.48	1,721.88	1,767.55	1,818.30	1,854.55
	21.94	22.52	23.11	23.75	24.38	25.08	25.58
COMPUTER OP 1	40,077	41,344	42,327	43,633	44,805	46,129	47,037
OP1	1,536.28	1,584.85	1,622.55	1,672.58	1,717.53	1,768.28	1,803.08
	21.19	21.86	22.38	23.07	23.69	24.39	24.87
COMPUTER OP 2	49,307	50,630	52,068	53,600	55,037	56,720	57,817
OP2	1,890.08	1,940.83	1,995.93	2,054.65	2,109.75	2,174.28	2,216.33
	26.07	26.77	27.53	28.34	29.10	29.99	30.57
COMPUTER OP 3	49,571	51,027	52,805	54,432	56,172	58,044	59,217
OP3	1,900.23	1,956.05	2,024.20	2,086.55	2,153.25	2,225.03	2,269.98
	26.21	26.98	27.92	28.78	29.70	30.69	31.31
COMPUTER OP 4	49,760	51,519	53,297	55,283	57,307	59,406	60,654
OP4	1,907.48	1,974.90	2,043.05	2,119.18	2,196.75	2,277.23	2,325.08
	26.31	27.24	28.18	29.23	30.30	31.41	32.07
JUDICIAL ASSISTANT 1	51,349	52,767	54,110	55,604	57,137	58,763	59,954
JA1	1,968.38	2,022.75	2,074.23	2,131.50	2,190.23	2,252.58	2,298.25
	27.15	27.90	28.61	29.40	30.21	31.07	31.70
KEYPUNCH OP1	30,507	31,339	32,228	33,230	34,138	34,838	
KO1	1,169.43	1,201.33	1,235.40	1,273.83	1,308.63	1,335.45	
	16.13	16.57	17.04	17.57	18.05	18.42	
KEYPUNCH OP 2	37,959	38,904	39,831	41,023	42,138	43,349	44,200
KO2	1,455.08	1,491.33	1,526.85	1,572.53	1,615.30	1,661.70	1,694.33
	20.07	20.57	21.06	21.69	22.28	22.92	23.37
KEYPUNCH OP 3	42,611	43,746	44,957	46,186	47,453	48,720	49,723
KO3	1,633.43	1,676.93	1,723.33	1,770.45	1,819.03	1,867.60	1,906.03
	22.53	23.13	23.77	24.42	25.09	25.76	26.29
KEYPUNCH OP SPVR 1	48,512	49,912	51,217	52,749	54,224	55,907	57,042
KS1	1,859.63	1,913.28	1,963.30	2,022.03	2,078.58	2,143.10	2,186.60
	25.65	26.39	27.08	27.89	28.67	29.56	30.16

KEYPUNCH OP SPVR 2 KS2	50,593 1,939.38 26.75	52,030 1,994.48 27.51	53,600 2,054.65 28.34	55,188 2,115.55 29.18	56,947 2,182.98 30.11	58,668 2,248.95 31.02	59,860 2,294.63 31.65
MED RECORDS TECHN MRT	50,139 1,921.98 26.51	51,330 1,967.65 27.14	52,749 2,022.03 27.89	54,035 2,071.33 28.57	55,586 2,130.78 29.39	57,117 2,189.50 30.20	58,214 2,231.55 30.78
MICROFILM OP MFO	35,140 1,347.05 18.58	36,010 1,380.40 19.04	36,937 1,415.93 19.53	37,997 1,456.53 20.09	38,942 1,492.78 20.59	40,058 1,535.55 21.18	40,852 1,566.00 21.60
POSTAL CLERK 1 LC1	34,138 1,308.63 18.05	35,140 1,347.05 18.58	36,313 1,392.00 19.20	37,448 1,435.50 19.80	38,545 1,477.55 20.38	39,358 1,508.73 20.81	
POSTAL CLERK 2 LC2	36,313 1,392.00 19.20	37,448 1,435.50 19.80	38,545 1,477.55 20.38	39,737 1,523.23 21.01	41,041 1,573.25 21.70	41,874 1,605.15 22.14	
POSTAL CLERK 3 LC3	42,857 1,642.85 22.66	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	51,614 1,978.53 27.29
STOREKEEPER 1 ST1	37,959 1,455.08 20.07	39,074 1,497.85 20.66	40,436 1,550.05 21.38	41,836 1,603.70 22.12	43,160 1,654.45 22.82	44,578 1,708.83 23.57	45,467 1,742.90 24.04
STOREKEEPER 2 ST2	41,514 1,591.38 21.95	42,857 1,642.85 22.66	44,238 1,695.78 23.39	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	49,968 1,915.45 26.42
STOREKEEPER 3 ST3	44,238 1,695.78 23.39	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,593 1,939.38 26.75	52,408 2,008.98 27.71	53,448 2,048.85 28.26
STOREKEEPER 4 ST4	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,593 1,939.38 26.75	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,267 2,156.88 29.75	57,382 2,199.65 30.34
STORES CLERK 1 SC1	33,230 1,273.83 17.57	34,138 1,308.63 18.05	35,140 1,347.05 18.58	36,313 1,392.00 19.20	37,448 1,435.50 19.80	38,545 1,477.55 20.38	39,358 1,508.73 20.81
STORES CLERK 2 SC2	36,313 1,392.00 19.20	37,448 1,435.50 19.80	38,545 1,477.55 20.38	39,737 1,523.23 21.01	41,023 1,572.53 21.69	41,855 1,604.43 22.13	
SWITCHBOARD OPER 1 SW1	29,656 1,136.80 15.68	30,507 1,169.43 16.13	31,339 1,201.33 16.57	32,228 1,235.40 17.04	33,230 1,273.83 17.57	33,836 1,297.03 17.89	

SWITCHBOARD OPER 2 SW2	35,140 1,347.05 18.58	36,010 1,380.40 19.04	36,937 1,415.93 19.53	37,997 1,456.53 20.09	38,942 1,492.78 20.59	40,058 1,535.55 21.18	40,852 1,566.00 21.60
SWITCHBOARD OPER 3 SW3	41,495 1,590.65 21.94	42,592 1,632.70 22.52	43,708 1,675.48 23.11	44,919 1,721.88 23.75	46,110 1,767.55 24.38	47,434 1,818.30 25.08	48,380 1,854.55 25.58
WEB PUBLISHER WB1	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	61,694 2,364.95 32.62	62,962 2,413.53 33.29
WEB COORDINATOR WB2	56,304 2,158.33 29.77	58,139 2,228.65 30.74	59,898 2,296.08 31.67	61,827 2,370.03 32.69	63,888 2,449.05 33.78	65,950 2,528.08 34.87	67,312 2,580.28 35.59
WORD PROCESSOR 1 WP1	34,611 1,326.75 18.30	35,670 1,367.35 18.86	36,370 1,394.18 19.23				
WORD PROCESSOR 2 WP2	42,611 1,633.43 22.53	43,746 1,676.93 23.13	44,957 1,723.33 23.77	46,186 1,770.45 24.42	47,453 1,819.03 25.09	48,720 1,867.60 25.76	49,723 1,906.03 26.29
WORD PROCESSOR 3 WP3	46,564 1,784.95 24.62	47,774 1,831.35 25.26	49,155 1,884.28 25.99	50,593 1,939.38 26.75	52,030 1,994.48 27.51	53,600 2,054.65 28.34	54,659 2,095.25 28.90
WORD PROCESSOR 4 WP4	47,774 1,831.35 25.26	49,155 1,884.28 25.99	50,593 1,939.38 26.75	52,030 1,994.48 27.51	53,600 2,054.65 28.34	55,188 2,115.55 29.18	56,304 2,158.33 29.77
WORD PROCESSOR 5 WP5	50,593 1,939.38 26.75	52,030 1,994.48 27.51	53,600 2,054.65 28.34	55,188 2,115.55 29.18	56,947 2,182.98 30.11	58,668 2,248.95 31.02	59,860 2,294.63 31.65
WORD PROCESSOR 6 WP6	56,304 2,158.33 29.77	58,139 2,228.65 30.74	59,898 2,296.08 31.67	61,827 2,370.03 32.69	63,888 2,449.05 33.78	65,950 2,528.08 34.87	67,312 2,580.28 35.59

**CLERICAL
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

ACCOUNT MACH OPER 3 AM3	44,900 1,721.15 23.74	46,186 1,770.45 24.42	47,396 1,816.85 25.06	48,607 1,863.25 25.70	50,006 1,916.90 26.44	51,349 1,968.38 27.15	52,370 2,007.53 27.69
ACCOUNTING CLERK 1 AK1	44,900 1,721.15 23.74	46,186 1,770.45 24.42	47,396 1,816.85 25.06	48,607 1,863.25 25.70	50,006 1,916.90 26.44	51,349 1,968.38 27.15	52,370 2,007.53 27.69
ACCOUNTING CLERK 2 AK2	51,463 1,972.73 27.21	53,013 2,032.18 28.03	54,356 2,083.65 28.74	55,850 2,140.93 29.53	57,420 2,201.10 30.36	59,122 2,266.35 31.26	60,333 2,312.75 31.90
ADMIN SECRETARY 1 AY1	33,665 1,290.50 17.80	34,384 1,318.05 18.18	35,405 1,357.20 18.72	36,332 1,392.73 19.21	37,259 1,428.25 19.70	38,110 1,460.88 20.15	
ADMIN SECRETARY 2 AY2	38,129 1,461.60 20.16	38,885 1,490.60 20.56	39,869 1,528.30 21.08	40,852 1,566.00 21.60	42,157 1,616.03 22.29	43,160 1,654.45 22.82	44,049 1,688.53 23.29
ADMIN SECRETARY 3 AY2	43,462 1,666.05 22.98	44,616 1,710.28 23.59	45,864 1,758.13 24.25	47,113 1,805.98 24.91	48,399 1,855.28 25.59	49,704 1,905.30 26.28	50,725 1,944.45 26.82
ADMIN SECRETARY 4 AY4	48,777 1,869.78 25.79	50,063 1,919.08 26.47	51,273 1,965.48 27.11	52,616 2,016.95 27.82	54,129 2,074.95 28.62	55,567 2,130.05 29.38	56,645 2,171.38 29.95
CLAIMS CDNG CL MHSC CCK	41,231 1,580.50 21.80	42,271 1,620.38 22.35	43,406 1,663.88 22.95	44,521 1,706.65 23.54	45,694 1,751.60 24.16	46,980 1,800.90 24.84	47,888 1,835.70 25.32
CLERK 1 CL1	30,242 1,159.28 15.99	31,112 1,192.63 16.45	31,963 1,225.25 16.90	32,871 1,260.05 17.38	33,571 1,286.88 17.75		
CLERK 2 CL2	35,840 1,373.88 18.95	36,729 1,407.95 19.42	37,675 1,444.20 19.92	38,753 1,485.53 20.49	39,717 1,522.50 21.00	40,852 1,566.00 21.60	41,666 1,597.18 22.03
CLERK 3 CL3	43,557 1,669.68 23.03	44,673 1,712.45 23.62	45,921 1,760.30 24.28	47,188 1,808.88 24.95	48,455 1,857.45 25.62	49,968 1,915.45 26.42	50,971 1,953.88 26.95
CLERK 4 CL4	51,141 1,960.40 27.04	52,351 2,006.80 27.68	53,808 2,062.63 28.45	55,113 2,112.65 29.14	56,701 2,173.55 29.98	58,252 2,233.00 30.80	59,387 2,276.50 31.40

CLERK 5	51,614	53,070	54,678	56,285	58,082	59,841	61,051
CL5	1,978.53	2,034.35	2,095.98	2,157.60	2,226.48	2,293.90	2,340.30
	27.29	28.06	28.91	29.76	30.71	31.64	32.28
CLERK-TYPIST 1	32,568	33,400	34,157	35,216	36,200	36,918	
CT1	1,248.45	1,280.35	1,309.35	1,349.95	1,387.65	1,415.20	
	17.22	17.66	18.06	18.62	19.14	19.52	
CLERK-TYPIST 2	35,840	36,729	37,675	38,753	39,717	40,852	41,666
CT2	1,373.88	1,407.95	1,444.20	1,485.53	1,522.50	1,566.00	1,597.18
	18.95	19.42	19.92	20.49	21.00	21.60	22.03
CLERK-TYPIST 3	42,327	43,443	44,578	45,827	47,037	48,380	49,344
CT3	1,622.55	1,665.33	1,708.83	1,756.68	1,803.08	1,854.55	1,891.53
	22.38	22.97	23.57	24.23	24.87	25.58	26.09
COMPUTER OP 1	40,871	42,176	43,179	44,503	45,694	47,056	47,983
OP1	1,566.73	1,616.75	1,655.18	1,705.93	1,751.60	1,803.80	1,839.33
	21.61	22.30	22.83	23.53	24.16	24.88	25.37
COMPUTER OP 2	50,290	51,652	53,108	54,678	56,134	57,855	58,971
OP2	1,927.78	1,979.98	2,035.80	2,095.98	2,151.80	2,217.78	2,260.55
	26.59	27.31	28.08	28.91	29.68	30.59	31.18
COMPUTER OP 3	50,555	52,049	53,864	55,529	57,288	59,198	60,408
OP3	1,937.93	1,995.20	2,064.80	2,128.60	2,196.03	2,269.25	2,315.65
	26.73	27.52	28.48	29.36	30.29	31.30	31.94
COMPUTER OP 4	50,763	52,541	54,356	56,380	58,460	60,597	61,865
OP4	1,945.90	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,371.48
	26.84	27.78	28.74	29.81	30.91	32.04	32.71
JUDICIAL ASSISTANT 1	52,370	53,827	55,188	56,720	58,271	59,936	61,146
JA1	2,007.53	2,063.35	2,115.55	2,174.28	2,233.73	2,297.53	2,343.93
	27.69	28.46	29.18	29.99	30.81	31.69	32.33
KEYPUNCH OP1	31,112	31,963	32,871	33,892	34,819	35,538	
KO1	1,192.63	1,225.25	1,260.05	1,299.20	1,334.73	1,362.28	
	16.45	16.90	17.38	17.92	18.41	18.79	
KEYPUNCH OP 2	38,715	39,680	40,625	41,836	42,990	44,219	45,089
KO2	1,484.08	1,521.05	1,557.30	1,603.70	1,647.93	1,695.05	1,728.40
	20.47	20.98	21.48	22.12	22.73	23.38	23.84
KEYPUNCH OP 3	43,462	44,616	45,864	47,113	48,399	49,704	50,725
KO3	1,666.05	1,710.28	1,758.13	1,805.98	1,855.28	1,905.30	1,944.45
	22.98	23.59	24.25	24.91	25.59	26.28	26.82
KEYPUNCH OP SPVR 1	49,477	50,914	52,238	53,808	55,302	57,023	58,177
KS1	1,896.60	1,951.70	2,002.45	2,062.63	2,119.90	2,185.88	2,230.10
	26.16	26.92	27.62	28.45	29.24	30.15	30.76

KEYPUNCH OP SPVR 2 KS2	51,614 1,978.53 27.29	53,070 2,034.35 28.06	54,678 2,095.98 28.91	56,285 2,157.60 29.76	58,082 2,226.48 30.71	59,841 2,293.90 31.64	61,051 2,340.30 32.28
MED RECORDS TECHN MRT	51,141 1,960.40 27.04	52,351 2,006.80 27.68	53,808 2,062.63 28.45	55,113 2,112.65 29.14	56,701 2,173.55 29.98	58,252 2,233.00 30.80	59,387 2,276.50 31.40
MICROFILM OP MFO	35,840 1,373.88 18.95	36,729 1,407.95 19.42	37,675 1,444.20 19.92	38,753 1,485.53 20.49	39,717 1,522.50 21.00	40,852 1,566.00 21.60	41,666 1,597.18 22.03
POSTAL CLERK 1 LC1	34,819 1,334.73 18.41	35,840 1,373.88 18.95	37,032 1,419.55 19.58	38,204 1,464.50 20.20	39,320 1,507.28 20.79	40,153 1,539.18 21.23	
POSTAL CLERK 2 LC2	37,032 1,419.55 19.58	38,204 1,464.50 20.20	39,320 1,507.28 20.79	40,531 1,553.68 21.43	41,855 1,604.43 22.13	42,706 1,637.05 22.58	
POSTAL CLERK 3 LC3	43,708 1,675.48 23.11	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	52,654 2,018.40 27.84
STOREKEEPER 1 ST1	38,715 1,484.08 20.47	39,850 1,527.58 21.07	41,250 1,581.23 21.81	42,668 1,635.60 22.56	44,030 1,687.80 23.28	45,467 1,742.90 24.04	46,375 1,777.70 24.52
STOREKEEPER 2 ST2	42,347 1,623.28 22.39	43,708 1,675.48 23.11	45,127 1,729.85 23.86	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	50,971 1,953.88 26.95
STOREKEEPER 3 ST3	45,127 1,729.85 23.86	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,614 1,978.53 27.29	53,448 2,048.85 28.26	54,527 2,090.18 28.83
STOREKEEPER 4 ST4	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,614 1,978.53 27.29	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,401 2,200.38 30.35	58,536 2,243.88 30.95
STORES CLERK 1 SC1	33,892 1,299.20 17.92	34,819 1,334.73 18.41	35,840 1,373.88 18.95	37,032 1,419.55 19.58	38,204 1,464.50 20.20	39,320 1,507.28 20.79	40,153 1,539.18 21.23
STORES CLERK 2 SC2	37,032 1,419.55 19.58	38,204 1,464.50 20.20	39,320 1,507.28 20.79	40,531 1,553.68 21.43	41,836 1,603.70 22.12	42,687 1,636.33 22.57	
SWITCHBOARD OPER 1 SW1	30,242 1,159.28 15.99	31,112 1,192.63 16.45	31,963 1,225.25 16.90	32,871 1,260.05 17.38	33,892 1,299.20 17.92	34,516 1,323.13 18.25	

SWITCHBOARD OPER 2 SW2	35,840 1,373.88 18.95	36,729 1,407.95 19.42	37,675 1,444.20 19.92	38,753 1,485.53 20.49	39,717 1,522.50 21.00	40,852 1,566.00 21.60	41,666 1,597.18 22.03
SWITCHBOARD OPER 3 SW3	42,327 1,622.55 22.38	43,443 1,665.33 22.97	44,578 1,708.83 23.57	45,827 1,756.68 24.23	47,037 1,803.08 24.87	48,380 1,854.55 25.58	49,344 1,891.53 26.09
WEB PUBLISHER WB1	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	60,597 2,322.90 32.04	62,924 2,412.08 33.27	64,229 2,462.10 33.96
WEB COORDINATOR WB2	57,439 2,201.83 30.37	59,293 2,272.88 31.35	61,089 2,341.75 32.30	63,056 2,417.15 33.34	65,174 2,498.35 34.46	67,274 2,578.83 35.57	68,654 2,631.75 36.30
WORD PROCESSOR 1 WP1	35,311 1,353.58 18.67	36,389 1,394.90 19.24	37,089 1,421.73 19.61				
WORD PROCESSOR 2 WP2	43,462 1,666.05 22.98	44,616 1,710.28 23.59	45,864 1,758.13 24.25	47,113 1,805.98 24.91	48,399 1,855.28 25.59	49,704 1,905.30 26.28	50,725 1,944.45 26.82
WORD PROCESSOR 3 WP3	47,491 1,820.48 25.11	48,739 1,868.33 25.77	50,139 1,921.98 26.51	51,614 1,978.53 27.29	53,070 2,034.35 28.06	54,678 2,095.98 28.91	55,756 2,137.30 29.48
WORD PROCESSOR 4 WP4	48,739 1,868.33 25.77	50,139 1,921.98 26.51	51,614 1,978.53 27.29	53,070 2,034.35 28.06	54,678 2,095.98 28.91	56,285 2,157.60 29.76	57,439 2,201.83 30.37
WORD PROCESSOR 5 WP5	51,614 1,978.53 27.29	53,070 2,034.35 28.06	54,678 2,095.98 28.91	56,285 2,157.60 29.76	58,082 2,226.48 30.71	59,841 2,293.90 31.64	61,051 2,340.30 32.28
WORD PROCESSOR 6 WP6	57,439 2,201.83 30.37	59,293 2,272.88 31.35	61,089 2,341.75 32.30	63,056 2,417.15 33.34	65,174 2,498.35 34.46	67,274 2,578.83 35.57	68,654 2,631.75 36.30

CORRECTIONS
YEAR 1

Effective 2019 03 30 Through 2020 03 27

CH CORRECTION OFF	80,390	83,291	86,191	89,447	92,578	96,042	97,962
CCO	3,081.60	3,192.80	3,304.00	3,428.80	3,548.80	3,681.60	3,755.20
	38.52	39.91	41.30	42.86	44.36	46.02	46.94
CORR TRADES INST 1	64,696	66,845	69,016	71,374	73,670	76,216	77,760
TI1	2,480.00	2,562.40	2,645.60	2,736.00	2,824.00	2,921.60	2,980.80
	31.00	32.03	33.07	34.20	35.30	36.52	37.26
CORR TRADES INST 2	69,016	71,374	73,670	76,216	78,887	81,788	83,416
TI2	2,645.60	2,736.00	2,824.00	2,921.60	3,024.00	3,135.20	3,197.60
	33.07	34.20	35.30	36.52	37.80	39.19	39.97
CORR TRADES INST 3	75,047	77,531	80,849	83,291	86,191	89,447	91,242
TI3	2,876.80	2,972.00	3,099.20	3,192.80	3,304.00	3,428.80	3,497.60
	35.96	37.15	38.74	39.91	41.30	42.86	43.72
CORRECT SERV OFF 1	69,016	71,374	73,670	76,216	78,887	81,788	83,416
RF1	2,645.60	2,736.00	2,824.00	2,921.60	3,024.00	3,135.20	3,197.60
	33.07	34.20	35.30	36.52	37.80	39.19	39.97
CORRECT SERV OFF 2	72,522	75,047	77,531	80,390	83,291	86,191	87,903
RF2	2,780.00	2,876.80	2,972.00	3,081.60	3,192.80	3,304.00	3,369.60
	34.75	35.96	37.15	38.52	39.91	41.30	42.12
CORRECTIONAL OFF 1	58,372	64,007	66,011	68,118	70,435	72,689	74,129
OC1	2,237.60	2,453.60	2,530.40	2,611.20	2,700.00	2,786.40	2,841.60
	27.97	30.67	31.63	32.64	33.75	34.83	35.52
CORRECTIONAL OFF 2	64,696	66,845	69,016	71,374	73,670	76,216	77,760
OC2	2,480.00	2,562.40	2,645.60	2,736.00	2,824.00	2,921.60	2,980.80
	31.00	32.03	33.07	34.20	35.30	36.52	37.26
CORRECTIONAL OFF 3	69,016	71,374	73,670	76,216	78,887	81,788	83,416
OC3	2,645.60	2,736.00	2,824.00	2,921.60	3,024.00	3,135.20	3,197.60
	33.07	34.20	35.30	36.52	37.80	39.19	39.97
CORRECTIONAL OFF 4	76,216	78,887	81,788	84,856	87,944	90,887	92,661
OC4	2,921.60	3,024.00	3,135.20	3,252.80	3,371.20	3,484.00	3,552.00
	36.52	37.80	39.19	40.66	42.14	43.55	44.40

JUVENILE COUNSELR 1	58,372	64,007	66,011	68,118	70,435	72,689	74,129
JC1	2,237.60	2,453.60	2,530.40	2,611.20	2,700.00	2,786.40	2,841.60
	27.97	30.67	31.63	32.64	33.75	34.83	35.52
JUVENILE COUNSELR 2	64,696	66,845	69,016	71,374	73,670	76,216	77,760
JC2	2,480.00	2,562.40	2,645.60	2,736.00	2,824.00	2,921.60	2,980.80
	31.00	32.03	33.07	34.20	35.30	36.52	37.26
JUVENILE COUNSELR 3	69,016	71,374	73,670	76,216	78,887	81,788	83,416
JC3	2,645.60	2,736.00	2,824.00	2,921.60	3,024.00	3,135.20	3,197.60
	33.07	34.20	35.30	36.52	37.80	39.19	39.97
JUVENILE COUNSELR 4	76,216	78,887	81,788	84,856	87,944	90,887	92,661
JC4	2,921.60	3,024.00	3,135.20	3,252.80	3,371.20	3,484.00	3,552.00
	36.52	37.80	39.19	40.66	42.14	43.55	44.40

CORRECTIONS
YEAR 2

Effective 2020 03 28 Through 2021 03 26

CH CORRECTION OFF	80,786	83,708	86,630	89,885	93,037	96,522	98,442
CCO	3,096.80	3,208.80	3,320.80	3,445.60	3,566.40	3,700.00	3,773.60
	38.71	40.11	41.51	43.07	44.58	46.25	47.17
CORR TRADES INST 1	65,030	67,179	69,371	71,729	74,045	76,591	78,157
TI1	2,492.80	2,575.20	2,659.20	2,749.60	2,838.40	2,936.00	2,996.00
	31.16	32.19	33.24	34.37	35.48	36.70	37.45
CORR TRADES INST 2	69,371	71,729	74,045	76,591	79,284	82,205	83,833
TI2	2,659.20	2,749.60	2,838.40	2,936.00	3,039.20	3,151.20	3,213.60
	33.24	34.37	35.48	36.70	37.99	39.39	40.17
CORR TRADES INST 3	75,423	77,927	81,245	83,708	86,630	89,885	91,701
TI3	2,891.20	2,987.20	3,114.40	3,208.80	3,320.80	3,445.60	3,515.20
	36.14	37.34	38.93	40.11	41.51	43.07	43.94
CORRECT SERV OFF 1	69,371	71,729	74,045	76,591	79,284	82,205	83,833
RF1	2,659.20	2,749.60	2,838.40	2,936.00	3,039.20	3,151.20	3,213.60
	33.24	34.37	35.48	36.70	37.99	39.39	40.17
CORRECT SERV OFF 2	72,877	75,423	77,927	80,786	83,708	86,630	88,341
RF2	2,793.60	2,891.20	2,987.20	3,096.80	3,208.80	3,320.80	3,386.40
	34.92	36.14	37.34	38.71	40.11	41.51	42.33
CORRECTIONAL OFF 1	58,664	64,320	66,344	68,452	70,790	73,044	74,504
OC1	2,248.80	2,465.60	2,543.20	2,624.00	2,713.60	2,800.00	2,856.00
	28.11	30.82	31.79	32.80	33.92	35.00	35.70
CORRECTIONAL OFF 2	65,030	67,179	69,371	71,729	74,045	76,591	78,157
OC2	2,492.80	2,575.20	2,659.20	2,749.60	2,838.40	2,936.00	2,996.00
	31.16	32.19	33.24	34.37	35.48	36.70	37.45
CORRECTIONAL OFF 3	69,371	71,729	74,045	76,591	79,284	82,205	83,833
OC3	2,659.20	2,749.60	2,838.40	2,936.00	3,039.20	3,151.20	3,213.60
	33.24	34.37	35.48	36.70	37.99	39.39	40.17
CORRECTIONAL OFF 4	76,591	79,284	82,205	85,273	88,383	91,346	93,120
OC4	2,936.00	3,039.20	3,151.20	3,268.80	3,388.00	3,501.60	3,569.60
	36.70	37.99	39.39	40.86	42.35	43.77	44.62

JUVENILE COUNSELR 1	58,664	64,320	66,344	68,452	70,790	73,044	74,504
JC1	2,248.80	2,465.60	2,543.20	2,624.00	2,713.60	2,800.00	2,856.00
	28.11	30.82	31.79	32.80	33.92	35.00	35.70
JUVENILE COUNSELR 2	65,030	67,179	69,371	71,729	74,045	76,591	78,157
JC2	2,492.80	2,575.20	2,659.20	2,749.60	2,838.40	2,936.00	2,996.00
	31.16	32.19	33.24	34.37	35.48	36.70	37.45
JUVENILE COUNSELR 3	69,371	71,729	74,045	76,591	79,284	82,205	83,833
JC3	2,659.20	2,749.60	2,838.40	2,936.00	3,039.20	3,151.20	3,213.60
	33.24	34.37	35.48	36.70	37.99	39.39	40.17
JUVENILE COUNSELR 4	76,591	79,284	82,205	85,273	88,383	91,346	93,120
JC4	2,936.00	3,039.20	3,151.20	3,268.80	3,388.00	3,501.60	3,569.60
	36.70	37.99	39.39	40.86	42.35	43.77	44.62

CORRECTIONS
YEAR 3

Effective 2021 03 27 Through 2022 03 25

CH CORRECTION OFF	82,122	85,085	88,049	91,367	94,581	98,108	100,070
CCO	3,148.00	3,261.60	3,375.20	3,502.40	3,625.60	3,760.80	3,836.00
	39.35	40.77	42.19	43.78	45.32	47.01	47.95
CORR TRADES INST 1	66,094	68,285	70,518	72,918	75,277	77,864	79,451
TI1	2,533.60	2,617.60	2,703.20	2,795.20	2,885.60	2,984.80	3,045.60
	31.67	32.72	33.79	34.94	36.07	37.31	38.07
CORR TRADES INST 2	70,518	72,918	75,277	77,864	80,598	83,562	85,211
TI2	2,703.20	2,795.20	2,885.60	2,984.80	3,089.60	3,203.20	3,266.40
	33.79	34.94	36.07	37.31	38.62	40.04	40.83
CORR TRADES INST 3	76,675	79,221	82,581	85,085	88,049	91,367	93,225
TI3	2,939.20	3,036.80	3,165.60	3,261.60	3,375.20	3,502.40	3,573.60
	36.74	37.96	39.57	40.77	42.19	43.78	44.67
CORRECT SERV OFF 1	70,518	72,918	75,277	77,864	80,598	83,562	85,211
RF1	2,703.20	2,795.20	2,885.60	2,984.80	3,089.60	3,203.20	3,266.40
	33.79	34.94	36.07	37.31	38.62	40.04	40.83
CORRECT SERV OFF 2	74,087	76,675	79,221	82,122	85,085	88,049	89,802
RF2	2,840.00	2,939.20	3,036.80	3,148.00	3,261.60	3,375.20	3,442.40
	35.50	36.74	37.96	39.35	40.77	42.19	43.03
CORRECTIONAL OFF 1	59,624	65,384	67,430	69,579	71,958	74,254	75,736
OC1	2,285.60	2,506.40	2,584.80	2,667.20	2,758.40	2,846.40	2,903.20
	28.57	31.33	32.31	33.34	34.48	35.58	36.29
CORRECTIONAL OFF 2	66,094	68,285	70,518	72,918	75,277	77,864	79,451
OC2	2,533.60	2,617.60	2,703.20	2,795.20	2,885.60	2,984.80	3,045.60
	31.67	32.72	33.79	34.94	36.07	37.31	38.07
CORRECTIONAL OFF 3	70,518	72,918	75,277	77,864	80,598	83,562	85,211
OC3	2,703.20	2,795.20	2,885.60	2,984.80	3,089.60	3,203.20	3,266.40
	33.79	34.94	36.07	37.31	38.62	40.04	40.83
CORRECTIONAL OFF 4	77,864	80,598	83,562	86,671	89,844	92,849	94,665
OC4	2,984.80	3,089.60	3,203.20	3,322.40	3,444.00	3,559.20	3,628.80
	37.31	38.62	40.04	41.53	43.05	44.49	45.36

JUVENILE COUNSELR 1	59,624	65,384	67,430	69,579	71,958	74,254	75,736
JC1	2,285.60	2,506.40	2,584.80	2,667.20	2,758.40	2,846.40	2,903.20
	28.57	31.33	32.31	33.34	34.48	35.58	36.29
JUVENILE COUNSELR 2	66,094	68,285	70,518	72,918	75,277	77,864	79,451
JC2	2,533.60	2,617.60	2,703.20	2,795.20	2,885.60	2,984.80	3,045.60
	31.67	32.72	33.79	34.94	36.07	37.31	38.07
JUVENILE COUNSELR 3	70,518	72,918	75,277	77,864	80,598	83,562	85,211
JC3	2,703.20	2,795.20	2,885.60	2,984.80	3,089.60	3,203.20	3,266.40
	33.79	34.94	36.07	37.31	38.62	40.04	40.83
JUVENILE COUNSELR 4	77,864	80,598	83,562	86,671	89,844	92,849	94,665
JC4	2,984.80	3,089.60	3,203.20	3,322.40	3,444.00	3,559.20	3,628.80
	37.31	38.62	40.04	41.53	43.05	44.49	45.36

CORRECTIONS
YEAR 4

Effective 2022 03 26 Through 2023 03 24

CH CORRECTION OFF	83,771	86,797	89,802	93,204	96,480	100,070	102,073
CCO	3,211.20	3,327.20	3,442.40	3,572.80	3,698.40	3,836.00	3,912.80
	40.14	41.59	43.03	44.66	46.23	47.95	48.91
CORR TRADES INST 1	67,409	69,642	71,938	74,379	76,779	79,430	81,037
TI1	2,584.00	2,669.60	2,757.60	2,851.20	2,943.20	3,044.80	3,106.40
	32.30	33.37	34.47	35.64	36.79	38.06	38.83
CORR TRADES INST 2	71,938	74,379	76,779	79,430	82,205	85,231	86,922
TI2	2,757.60	2,851.20	2,943.20	3,044.80	3,151.20	3,267.20	3,332.00
	34.47	35.64	36.79	38.06	39.39	40.84	41.65
CORR TRADES INST 3	78,198	80,807	84,230	86,797	89,802	93,204	95,082
TI3	2,997.60	3,097.60	3,228.80	3,327.20	3,442.40	3,572.80	3,644.80
	37.47	38.72	40.36	41.59	43.03	44.66	45.56
CORRECT SERV OFF 1	71,938	74,379	76,779	79,430	82,205	85,231	86,922
RF1	2,757.60	2,851.20	2,943.20	3,044.80	3,151.20	3,267.20	3,332.00
	34.47	35.64	36.79	38.06	39.39	40.84	41.65
CORRECT SERV OFF 2	75,569	78,198	80,807	83,771	86,797	89,802	91,597
RF2	2,896.80	2,997.60	3,097.60	3,211.20	3,327.20	3,442.40	3,511.20
	36.21	37.47	38.72	40.14	41.59	43.03	43.89
CORRECTIONAL OFF 1	60,814	66,699	68,786	70,978	73,398	75,736	77,259
OC1	2,331.20	2,556.80	2,636.80	2,720.80	2,813.60	2,903.20	2,961.60
	29.14	31.96	32.96	34.01	35.17	36.29	37.02
CORRECTIONAL OFF 2	67,409	69,642	71,938	74,379	76,779	79,430	81,037
OC2	2,584.00	2,669.60	2,757.60	2,851.20	2,943.20	3,044.80	3,106.40
	32.30	33.37	34.47	35.64	36.79	38.06	38.83
CORRECTIONAL OFF 3	71,938	74,379	76,779	79,430	82,205	85,231	86,922
OC3	2,757.60	2,851.20	2,943.20	3,044.80	3,151.20	3,267.20	3,332.00
	34.47	35.64	36.79	38.06	39.39	40.84	41.65
CORRECTIONAL OFF 4	79,430	82,205	85,231	88,404	91,638	94,706	96,564
OC4	3,044.80	3,151.20	3,267.20	3,388.80	3,512.80	3,630.40	3,701.60
	38.06	39.39	40.84	42.36	43.91	45.38	46.27

JUVENILE COUNSELR 1	60,814	66,699	68,786	70,978	73,398	75,736	77,259
JC1	2,331.20	2,556.80	2,636.80	2,720.80	2,813.60	2,903.20	2,961.60
	29.14	31.96	32.96	34.01	35.17	36.29	37.02
JUVENILE COUNSELR 2	67,409	69,642	71,938	74,379	76,779	79,430	81,037
JC2	2,584.00	2,669.60	2,757.60	2,851.20	2,943.20	3,044.80	3,106.40
	32.30	33.37	34.47	35.64	36.79	38.06	38.83
JUVENILE COUNSELR 3	71,938	74,379	76,779	79,430	82,205	85,231	86,922
JC3	2,757.60	2,851.20	2,943.20	3,044.80	3,151.20	3,267.20	3,332.00
	34.47	35.64	36.79	38.06	39.39	40.84	41.65
JUVENILE COUNSELR 4	79,430	82,205	85,231	88,404	91,638	94,706	96,564
JC4	3,044.80	3,151.20	3,267.20	3,388.80	3,512.80	3,630.40	3,701.60
	38.06	39.39	40.84	42.36	43.91	45.38	46.27

HEALTH YEAR 1

Effective 2019 03 30 Through 2020 03 27

ACTIVITIES INSTR 1	36,188	37,252	38,463	39,652	40,925	42,511	43,325	
AI1	1,387.20	1,428.00	1,474.40	1,520.00	1,568.80	1,629.60	1,660.80	
	17.34	17.85	18.43	19.00	19.61	20.37	20.76	
ACTIVITIES INSTR 2	42,824	44,118	45,642	47,228	48,814	50,379	51,402	
AI2	1,641.60	1,691.20	1,749.60	1,810.40	1,871.20	1,931.20	1,970.40	
	20.52	21.14	21.87	22.63	23.39	24.14	24.63	
ACTIVITIES INSTR 3	44,932	46,456	48,063	49,711	51,444	53,176	54,240	
AI3	1,722.40	1,780.80	1,842.40	1,905.60	1,972.00	2,038.40	2,079.20	
	21.53	22.26	23.03	23.82	24.65	25.48	25.99	
ACTIVITIES INSTR 4	48,814	50,379	52,341	54,157	56,223	58,205	59,332	
AI4	1,871.20	1,931.20	2,006.40	2,076.00	2,155.20	2,231.20	2,274.40	
	23.39	24.14	25.08	25.95	26.94	27.89	28.43	
BEHAVIOUR COUNSLR	46,432	47,907	49,458	51,254	53,070	55,075	57,155	58,271
BHC	1,779.88	1,836.43	1,895.88	1,964.75	2,034.35	2,111.20	2,190.95	2,233.73
	24.55	25.33	26.15	27.10	28.06	29.12	30.22	30.81

Effective 2019 04 01 Through 2020 03 31

CHIEF FLIGHT NURSE	83,680	86,632	89,685	92,818	96,053	99,429	102,907	104,969
CFN	3,207.73	3,320.88	3,437.90	3,558.03	3,682.03	3,811.45	3,944.75	4,023.80
	41.39	42.85	44.36	45.91	47.51	49.18	50.90	51.92

Effective 2019 03 30 Through 2020 03 27

DENTIST 3	92,371	96,324	100,428	104,873	109,412	114,273	116,580	
DE3	3,540.90	3,692.43	3,849.75	4,020.13	4,194.13	4,380.45	4,468.90	
	48.84	50.93	53.10	55.45	57.85	60.42	61.64	
DIETICIAN 1	58,560	60,605	62,713	65,134	67,534	70,059	72,772	75,590
DI1	2,244.80	2,323.20	2,404.00	2,496.80	2,588.80	2,685.60	2,789.60	2,897.60
	28.06	29.04	30.05	31.21	32.36	33.57	34.87	36.22
	78,428	79,972						
	3,006.40	3,065.60						
	37.58	38.32						
INSTIT SPVR 1	47,917	49,023	50,275	51,444	52,800	54,177	55,284	
IR1	1,836.80	1,879.20	1,927.20	1,972.00	2,024.00	2,076.80	2,119.20	
	22.96	23.49	24.09	24.65	25.30	25.96	26.49	
INSTIT SPVR 2	51,360	52,571	53,990	55,284	56,828	58,247	59,395	
IR2	1,968.80	2,015.20	2,069.60	2,119.20	2,178.40	2,232.80	2,276.80	
	24.61	25.19	25.87	26.49	27.23	27.91	28.46	

INSTIT SPVR 3	53,990	55,284	56,828	58,247	59,833	61,503	62,692
IR3	2,069.60	2,119.20	2,178.40	2,232.80	2,293.60	2,357.60	2,403.20
	25.87	26.49	27.23	27.91	28.67	29.47	30.04

LAB ASSISTANT 1	30,678	31,597	32,577	33,370	34,038		
LA1	1,176.00	1,211.20	1,248.80	1,279.20	1,304.80		
	14.70	15.14	15.61	15.99	16.31		

LAB ASSISTANT 2	35,019	35,979	36,918	38,108	39,131	40,383	41,134
LA2	1,342.40	1,379.20	1,415.20	1,460.80	1,500.00	1,548.00	1,576.80
	16.78	17.24	17.69	18.26	18.75	19.35	19.71

Effective 2019 04 01 Through 2020 03 31

LIC PRACTICAL NURSE	60,915	63,159	65,221	67,526	69,932	71,327	
LPN	2,335.08	2,421.10	2,500.15	2,588.50	2,680.73	2,734.20	
	30.13	31.24	32.26	33.40	34.59	35.28	

Effective 2019 03 30 Through 2020 03 27

MED EQUIP TECHN 1	40,077	41,325	42,744	44,030	45,581	47,037	47,983
MQ1	1,536.28	1,584.13	1,638.50	1,687.80	1,747.25	1,803.08	1,839.33
	21.19	21.85	22.60	23.28	24.10	24.87	25.37

MED EQUIP TECHN 2	44,030	45,581	47,037	48,701	50,441	52,162	53,221
MQ2	1,687.80	1,747.25	1,803.08	1,866.88	1,933.58	1,999.55	2,040.15
	23.28	24.10	24.87	25.75	26.67	27.58	28.14

MED EQUIP TECHN 3	47,037	48,701	50,441	52,162	54,129	56,058	57,212
MQ3	1,803.08	1,866.88	1,933.58	1,999.55	2,074.95	2,148.90	2,193.13
	24.87	25.75	26.67	27.58	28.62	29.64	30.25

MED EXAMINER INVESTIGATOR	70,831	73,419	76,111	78,908	82,059	85,190	88,404	90,178
MEI	2,715.20	2,814.40	2,917.60	3,024.80	3,145.60	3,265.60	3,388.80	3,456.80
	33.94	35.18	36.47	37.81	39.32	40.82	42.36	43.21

MED TECHNOLOGIST 1	62,296	65,197	68,202	71,374	74,713	78,178	79,722
MG1	2,388.00	2,499.20	2,614.40	2,736.00	2,864.00	2,996.80	3,056.00
	29.85	31.24	32.68	34.20	35.80	37.46	38.20

MED TECHNOLOGIST 2	66,658	69,704	72,898	76,362	79,972	83,750	85,440
MG2	2,555.20	2,672.00	2,794.40	2,927.20	3,065.60	3,210.40	3,275.20
	31.94	33.40	34.93	36.59	38.32	40.13	40.94

MED TECHNOLOGIST 3	68,473	71,624	74,964	78,407	82,038	86,024	90,136	91,951
MG3	2,624.80	2,745.60	2,873.60	3,005.60	3,144.80	3,297.60	3,455.20	3,524.80
	32.81	34.32	35.92	37.57	39.31	41.22	43.19	44.06

MED TECHNOLOGIST 4	75,318	78,804	82,456	86,233	90,240	94,602	99,131	101,134
MG4	2,887.20	3,020.80	3,160.80	3,305.60	3,459.20	3,626.40	3,800.00	3,876.80
	36.09	37.76	39.51	41.32	43.24	45.33	47.50	48.46

Effective 2019 04 01 Through 2020 03 31

NORTHERN NURSE 1 NF1	78,282 3,000.80 38.72	81,011 3,105.43 40.07	83,761 3,210.83 41.43	86,611 3,320.10 42.84	89,401 3,427.05 44.22	92,293 3,537.88 45.65	94,132 3,608.40 46.56	
NORTHERN NURSE 2 NF2	81,254 3,114.73 40.19	84,004 3,220.13 41.55	86,854 3,329.40 42.96	89,644 3,436.35 44.34	92,232 3,535.55 45.62	95,062 3,644.05 47.02	97,974 3,755.65 48.46	99,935 3,830.83 49.43
NORTHERN NURSE 3 NF3	84,044 3,221.68 41.57	87,157 3,341.03 43.11	90,271 3,460.38 44.65	93,667 3,590.58 46.33	97,549 3,739.38 48.25	101,330 3,884.30 50.12	105,272 4,035.43 52.07	107,395 4,116.80 53.12
NURSE 1 NN1	74,724 2,864.40 36.96	77,332 2,964.38 38.25	79,940 3,064.35 39.54	82,669 3,168.98 40.89	85,338 3,271.28 42.21	88,108 3,377.45 43.58	89,867 3,444.88 44.45	
NURSE 2 NN2	77,554 2,972.90 38.36	80,182 3,073.65 39.66	82,912 3,178.28 41.01	85,580 3,280.58 42.33	88,047 3,375.13 43.55	90,736 3,478.20 44.88	93,526 3,585.15 46.26	95,406 3,657.23 47.19
NURSE 3 NN3	80,223 3,075.20 39.68	83,195 3,189.13 41.15	86,167 3,303.05 42.62	89,401 3,427.05 44.22	93,121 3,569.65 46.06	96,720 3,707.60 47.84	100,501 3,852.53 49.71	102,502 3,929.25 50.70
NURSE GRADUATE NIL	68,477 2,624.93 33.87	69,892 2,679.18 34.57						
NURSE PRACTITIONER NP	101,107 3,875.78 50.01	108,527 4,160.20 53.68	112,975 4,330.70 55.88	117,443 4,501.98 58.09	122,255 4,686.43 60.47	124,701 4,780.20 61.68		

Effective 2019 03 30 Through 2020 03 27

NURSING ATTENDANT 2 NA2	36,543 1,400.80 17.51	37,711 1,445.60 18.07	38,901 1,491.20 18.64	40,174 1,540.00 19.25	41,635 1,596.00 19.95	42,950 1,646.40 20.58	43,826 1,680.00 21.00
OCCUP THERAPIST 1 OT1	58,423 2,239.53 30.89	60,597 2,322.90 32.04	62,867 2,409.90 33.24	65,099 2,495.45 34.42	67,709 2,595.50 35.80	69,033 2,646.25 36.50	
OCCUP THERAPIST 2 OT2	66,215 2,538.23 35.01	68,692 2,633.20 36.32	71,435 2,738.33 37.77	74,196 2,844.18 39.23	76,995 2,951.48 40.71	78,546 3,010.93 41.53	

PHARMACIST 1	91,426	94,149	97,043	100,050	103,133	106,443	109,828	113,384
PC1	3,504.65	3,609.05	3,719.98	3,835.25	3,953.43	4,080.30	4,210.08	4,346.38
	48.34	49.78	51.31	52.90	54.53	56.28	58.07	59.95
	115,635							
	4,432.65							
	61.14							
PHARMACIST 2	97,043	100,050	103,133	106,443	109,828	113,384	116,996	120,760
PC2	3,719.98	3,835.25	3,953.43	4,080.30	4,210.08	4,346.38	4,484.85	4,629.13
	51.31	52.90	54.53	56.28	58.07	59.95	61.86	63.85
	124,618	127,115						
	4,777.03	4,872.73						
	65.89	67.21						
PHARMACY TECHNICIAN	34,781	35,746	36,881	38,091	39,226	40,455	41,231	
DIT	1,333.28	1,370.25	1,413.75	1,460.15	1,503.65	1,550.78	1,580.50	
	18.39	18.90	19.50	20.14	20.74	21.39	21.80	
PHYSIOTHERAPIST 1	54,659	56,701	58,857	61,033	63,227	65,742	67,047	
PI1	2,095.25	2,173.55	2,256.20	2,339.58	2,423.68	2,520.10	2,570.13	
	28.90	29.98	31.12	32.27	33.43	34.76	35.45	
PHYSIOTHERAPIST 2	53,864	55,831	57,742	59,898	62,035	64,286	66,669	69,335
PI2	2,064.80	2,140.20	2,213.43	2,296.08	2,378.00	2,464.28	2,555.63	2,657.85
	28.48	29.52	30.53	31.67	32.80	33.99	35.25	36.66
	72,059	74,782	76,277					
	2,762.25	2,866.65	2,923.93					
	38.10	39.54	40.33					
PSYCH NURSE ASST 1	35,750	36,939	38,004	39,151	40,362	41,217		
SN1	1,370.40	1,416.00	1,456.80	1,500.80	1,547.20	1,580.00		
	17.13	17.70	18.21	18.76	19.34	19.75		
PSYCH NURSE ASST 2	38,004	39,151	40,362	41,739	43,012	44,619	46,038	46,936
SN2	1,456.80	1,500.80	1,547.20	1,600.00	1,648.80	1,710.40	1,764.80	1,799.20
	18.21	18.76	19.34	20.00	20.61	21.38	22.06	22.49
PSYCHOLOGIST 1	48,985	50,706	52,427	54,375	56,191	58,290	60,465	62,546
PY1	1,877.75	1,943.73	2,009.70	2,084.38	2,153.98	2,234.45	2,317.83	2,397.58
	25.90	26.81	27.72	28.75	29.71	30.82	31.97	33.07
	65,004	67,539	68,881					
	2,491.83	2,588.98	2,640.45					
	34.37	35.71	36.42					
PSYCHOLOGIST 2	68,919	71,832	74,593	77,336	80,229	83,501	86,717	88,457
PY2	2,641.90	2,753.55	2,859.40	2,964.53	3,075.45	3,200.88	3,324.13	3,390.83
	36.44	37.98	39.44	40.89	42.42	44.15	45.85	46.77

PSYCHOLOGIST 3 PY3	89,270 3,422.00 47.20	92,617 3,550.33 48.97	96,154 3,685.90 50.84	99,994 3,833.08 52.87	103,871 3,981.70 54.92	108,145 4,145.55 57.18	112,627 4,317.38 59.55	114,878 4,403.65 60.74
PSYCHOLOGIST 4 PY4	95,511 3,661.25 50.50	99,256 3,804.80 52.48	103,341 3,961.40 54.64	107,672 4,127.43 56.93	112,211 4,301.43 59.33	117,091 4,488.48 61.91	122,178 4,683.50 64.60	127,474 4,886.50 67.40
	130,028 4,984.38 68.75							
VET MEDICAL OFF 1 VT1	79,179 3,035.20 37.94	82,080 3,146.40 39.33	85,190 3,265.60 40.82	88,654 3,398.40 42.48	92,035 3,528.00 44.10	95,750 3,670.40 45.88	97,691 3,744.80 46.81	
VET MEDICAL OFF 2 VT2	86,442 3,313.60 41.42	89,823 3,443.20 43.04	93,371 3,579.20 44.74	96,918 3,715.20 46.44	101,030 3,872.80 48.41	105,245 4,034.40 50.43	107,311 4,113.60 51.42	
VET MEDICAL OFF 3 VT3	89,823 3,443.20 43.04	93,371 3,579.20 44.74	96,918 3,715.20 46.44	101,030 3,872.80 48.41	105,245 4,034.40 50.43	109,691 4,204.80 52.56	111,882 4,288.80 53.61	
VET MEDICAL OFF 4 VT4	100,195 3,840.80 48.01	104,181 3,993.60 49.92	108,167 4,146.40 51.83	112,654 4,318.40 53.98	117,454 4,502.40 56.28	122,358 4,690.40 58.63	127,638 4,892.80 61.16	130,164 4,989.60 62.37
VET MEDICAL OFF 5 VT5	104,139 3,992.00 49.90	108,125 4,144.80 51.81	112,591 4,316.00 53.95	117,371 4,499.20 56.24	122,296 4,688.00 58.60	127,597 4,891.20 61.14	133,190 5,105.60 63.82	138,866 5,323.20 66.54
	141,642 5,429.60 67.87							

HEALTH YEAR 2

Effective 2020 03 28 Through 2021 03 26

ACTIVITIES INSTR 1	36,376	37,440	38,651	39,861	41,134	42,720	43,534	
AI1	1,394.40	1,435.20	1,481.60	1,528.00	1,576.80	1,637.60	1,668.80	
	17.43	17.94	18.52	19.10	19.71	20.47	20.86	
ACTIVITIES INSTR 2	43,033	44,348	45,871	47,457	49,064	50,630	51,652	
AI2	1,649.60	1,700.00	1,758.40	1,819.20	1,880.80	1,940.80	1,980.00	
	20.62	21.25	21.98	22.74	23.51	24.26	24.75	
ACTIVITIES INSTR 3	45,162	46,685	48,313	49,962	51,694	53,447	54,511	
AI3	1,731.20	1,789.60	1,852.00	1,915.20	1,981.60	2,048.80	2,089.60	
	21.64	22.37	23.15	23.94	24.77	25.61	26.12	
ACTIVITIES INSTR 4	49,064	50,630	52,612	54,428	56,494	58,497	59,624	
AI4	1,880.80	1,940.80	2,016.80	2,086.40	2,165.60	2,242.40	2,285.60	
	23.51	24.26	25.21	26.08	27.07	28.03	28.57	
BEHAVIOUR COUNSLR	46,659	48,153	49,704	51,519	53,335	55,359	57,439	58,555
BHC	1,788.58	1,845.85	1,905.30	1,974.90	2,044.50	2,122.08	2,201.83	2,244.60
	24.67	25.46	26.28	27.24	28.20	29.27	30.37	30.96

Effective 2020 04 01 Through 2021 03 31

CHIEF FLIGHT NURSE	84,104	87,056	90,129	93,283	96,538	99,935	103,412	105,495
CFN	3,224.00	3,337.15	3,454.95	3,575.85	3,700.63	3,830.83	3,964.13	4,043.95
	41.60	43.06	44.58	46.14	47.75	49.43	51.15	52.18

Effective 2020 03 28 Through 2021 03 26

DENTIST 3	92,825	96,797	100,939	105,403	109,961	114,840	117,167	
DE3	3,558.30	3,710.55	3,869.33	4,040.43	4,215.15	4,402.20	4,491.38	
	49.08	51.18	53.37	55.73	58.14	60.72	61.95	
DIETICIAN 1	58,852	60,918	63,026	65,468	67,868	70,414	73,127	75,965
DI1	2,256.00	2,335.20	2,416.00	2,509.60	2,601.60	2,699.20	2,803.20	2,912.00
	28.20	29.19	30.20	31.37	32.52	33.74	35.04	36.40
	78,824	80,369						
	3,021.60	3,080.80						
	37.77	38.51						
INSTIT SPVR 1	48,146	49,273	50,525	51,694	53,071	54,449	55,555	
IR1	1,845.60	1,888.80	1,936.80	1,981.60	2,034.40	2,087.20	2,129.60	
	23.07	23.61	24.21	24.77	25.43	26.09	26.62	
INSTIT SPVR 2	51,611	52,842	54,261	55,555	57,120	58,539	59,687	
IR2	1,978.40	2,025.60	2,080.00	2,129.60	2,189.60	2,244.00	2,288.00	
	24.73	25.32	26.00	26.62	27.37	28.05	28.60	

INSTIT SPVR 3	54,261	55,555	57,120	58,539	60,125	61,816	63,005
IR3	2,080.00	2,129.60	2,189.60	2,244.00	2,304.80	2,369.60	2,415.20
	26.00	26.62	27.37	28.05	28.81	29.62	30.19

LAB ASSISTANT 1	30,824	31,764	32,744	33,537	34,205		
LA1	1,181.60	1,217.60	1,255.20	1,285.60	1,311.20		
	14.77	15.22	15.69	16.07	16.39		

LAB ASSISTANT 2	35,186	36,167	37,106	38,296	39,318	40,591	41,343
LA2	1,348.80	1,386.40	1,422.40	1,468.00	1,507.20	1,556.00	1,584.80
	16.86	17.33	17.78	18.35	18.84	19.45	19.81

Effective 2020 04 01 Through 2021 03 31

LIC PRACTICAL NURSE	61,218	63,483	65,545	67,870	70,276	71,691	
LPN	2,346.70	2,433.50	2,512.55	2,601.68	2,693.90	2,748.15	
	30.28	31.40	32.42	33.57	34.76	35.46	

Effective 2020 03 28 Through 2021 03 26

MED EQUIP TECHN 1	40,285	41,533	42,952	44,257	45,807	47,264	48,228
MQ1	1,544.25	1,592.10	1,646.48	1,696.50	1,755.95	1,811.78	1,848.75
	21.30	21.96	22.71	23.40	24.22	24.99	25.50

MED EQUIP TECHN 2	44,257	45,807	47,264	48,947	50,687	52,427	53,486
MQ2	1,696.50	1,755.95	1,811.78	1,876.30	1,943.00	2,009.70	2,050.30
	23.40	24.22	24.99	25.88	26.80	27.72	28.28

MED EQUIP TECHN 3	47,264	48,947	50,687	52,427	54,394	56,342	57,496
MQ3	1,811.78	1,876.30	1,943.00	2,009.70	2,085.10	2,159.78	2,204.00
	24.99	25.88	26.80	27.72	28.76	29.79	30.40

MED EXAMINER INVESTIGATOR	71,186	73,795	76,487	79,304	82,477	85,607	88,842	90,637
MEI	2,728.80	2,828.80	2,932.00	3,040.00	3,161.60	3,281.60	3,405.60	3,474.40
	34.11	35.36	36.65	38.00	39.52	41.02	42.57	43.43

MED TECHNOLOGIST 1	62,609	65,531	68,536	71,729	75,089	78,574	80,118
MG1	2,400.00	2,512.00	2,627.20	2,749.60	2,878.40	3,012.00	3,071.20
	30.00	31.40	32.84	34.37	35.98	37.65	38.39

MED TECHNOLOGIST 2	66,991	70,059	73,252	76,738	80,369	84,167	85,858
MG2	2,568.00	2,685.60	2,808.00	2,941.60	3,080.80	3,226.40	3,291.20
	32.10	33.57	35.10	36.77	38.51	40.33	41.14

MED TECHNOLOGIST 3	68,807	71,979	75,339	78,804	82,456	86,463	90,595	92,411
MG3	2,637.60	2,759.20	2,888.00	3,020.80	3,160.80	3,314.40	3,472.80	3,542.40
	32.97	34.49	36.10	37.76	39.51	41.43	43.41	44.28

MED TECHNOLOGIST 4	75,694	79,200	82,873	86,671	90,699	95,082	99,631	101,635
MG4	2,901.60	3,036.00	3,176.80	3,322.40	3,476.80	3,644.80	3,819.20	3,896.00
	36.27	37.95	39.71	41.53	43.46	45.56	47.74	48.70

Effective 2020 04 01 Through 2021 03 31

NORTHERN NURSE 1 NF1	78,666 3,015.53 38.91	81,416 3,120.93 40.27	84,165 3,226.33 41.63	87,036 3,336.38 43.05	89,846 3,444.10 44.44	92,758 3,555.70 45.88	94,597 3,626.23 46.79	
NORTHERN NURSE 2 NF2	81,658 3,130.23 40.39	84,408 3,235.63 41.75	87,279 3,345.68 43.17	90,089 3,453.40 44.56	92,697 3,553.38 45.85	95,548 3,662.65 47.26	98,459 3,774.25 48.70	100,440 3,850.20 49.68
NORTHERN NURSE 3 NF3	84,468 3,237.95 41.78	87,582 3,357.30 43.32	90,716 3,477.43 44.87	94,132 3,608.40 46.56	98,034 3,757.98 48.49	101,835 3,903.68 50.37	105,798 4,055.58 52.33	107,921 4,136.95 53.38
NURSE 1 NN1	75,088 2,878.35 37.14	77,716 2,979.10 38.44	80,344 3,079.85 39.74	83,074 3,184.48 41.09	85,762 3,287.55 42.42	88,552 3,394.50 43.80	90,311 3,461.93 44.67	
NURSE 2 NN2	77,958 2,988.40 38.56	80,587 3,089.15 39.86	83,316 3,193.78 41.21	86,005 3,296.85 42.54	88,492 3,392.18 43.77	91,201 3,496.03 45.11	93,991 3,602.98 46.49	95,871 3,675.05 47.42
NURSE 3 NN3	80,627 3,090.70 39.88	83,599 3,204.63 41.35	86,591 3,319.33 42.83	89,867 3,444.88 44.45	93,587 3,587.48 46.29	97,205 3,726.20 48.08	101,006 3,871.90 49.96	103,028 3,949.40 50.96
NURSE GRADUATE NIL	68,820 2,638.10 34.04	70,235 2,692.35 34.74						
NURSE PRACTITIONER NP	101,613 3,895.15 50.26	109,073 4,181.13 53.95	113,541 4,352.40 56.16	118,029 4,524.45 58.38	122,861 4,709.68 60.77	125,308 4,803.45 61.98		

Effective 2020 03 28 Through 2021 03 26

NURSING ATTENDANT 2 NA2	36,731 1,408.00 17.60	37,899 1,452.80 18.16	39,089 1,498.40 18.73	40,383 1,548.00 19.35	41,844 1,604.00 20.05	43,158 1,654.40 20.68	44,056 1,688.80 21.11
OCCUP THERAPIST 1 OT1	58,706 2,250.40 31.04	60,900 2,334.50 32.20	63,189 2,422.23 33.41	65,420 2,507.78 34.59	68,049 2,608.55 35.98	69,373 2,659.30 36.68	
OCCUP THERAPIST 2 OT2	66,555 2,551.28 35.19	69,033 2,646.25 36.50	71,794 2,752.10 37.96	74,574 2,858.68 39.43	77,374 2,965.98 40.91	78,943 3,026.15 41.74	

PHARMACIST 1	91,880	94,622	97,535	100,542	103,644	106,972	110,377	113,951
PC1	3,522.05	3,627.18	3,738.83	3,854.10	3,973.00	4,100.60	4,231.10	4,368.13
	48.58	50.03	51.57	53.16	54.80	56.56	58.36	60.25
	116,221							
	4,455.13							
	61.45							
PHARMACIST 2	97,535	100,542	103,644	106,972	110,377	113,951	117,583	121,365
PC2	3,738.83	3,854.10	3,973.00	4,100.60	4,231.10	4,368.13	4,507.33	4,652.33
	51.57	53.16	54.80	56.56	58.36	60.25	62.17	64.17
	125,242	127,758						
	4,800.95	4,897.38						
	66.22	67.55						
PHARMACY TECHNICIAN	34,951	35,916	37,070	38,280	39,415	40,663	41,439	
DIT	1,339.80	1,376.78	1,421.00	1,467.40	1,510.90	1,558.75	1,588.48	
	18.48	18.99	19.60	20.24	20.84	21.50	21.91	
PHYSIOTHERAPIST 1	54,924	56,985	59,160	61,335	63,548	66,064	67,387	
PI1	2,105.40	2,184.43	2,267.80	2,351.18	2,436.00	2,532.43	2,583.18	
	29.04	30.13	31.28	32.43	33.60	34.93	35.63	
PHYSIOTHERAPIST 2	54,129	56,115	58,025	60,200	62,338	64,607	67,009	69,676
PI2	2,074.95	2,151.08	2,224.30	2,307.68	2,389.60	2,476.60	2,568.68	2,670.90
	28.62	29.67	30.68	31.83	32.96	34.16	35.43	36.84
	72,418	75,161	76,655					
	2,776.03	2,881.15	2,938.43					
	38.29	39.74	40.53					
PSYCH NURSE ASST 1	35,937	37,127	38,191	39,339	40,571	41,426		
SN1	1,377.60	1,423.20	1,464.00	1,508.00	1,555.20	1,588.00		
	17.22	17.79	18.30	18.85	19.44	19.85		
PSYCH NURSE ASST 2	38,191	39,339	40,571	41,948	43,221	44,849	46,268	47,165
SN2	1,464.00	1,508.00	1,555.20	1,608.00	1,656.80	1,719.20	1,773.60	1,808.00
	18.30	18.85	19.44	20.10	20.71	21.49	22.17	22.60
PSYCHOLOGIST 1	49,231	50,952	52,692	54,640	56,474	58,574	60,768	62,867
PY1	1,887.18	1,953.15	2,019.85	2,094.53	2,164.85	2,245.33	2,329.43	2,409.90
	26.03	26.94	27.86	28.89	29.86	30.97	32.13	33.24
	65,326	67,879	69,222					
	2,504.15	2,602.03	2,653.50					
	34.54	35.89	36.60					
PSYCHOLOGIST 2	69,260	72,191	74,971	77,714	80,627	83,917	87,151	88,891
PY2	2,654.95	2,767.33	2,873.90	2,979.03	3,090.68	3,216.83	3,340.80	3,407.50
	36.62	38.17	39.64	41.09	42.63	44.37	46.08	47.00

PSYCHOLOGIST 3 PY3	89,724 3,439.40 47.44	93,071 3,567.73 49.21	96,627 3,704.03 51.09	100,485 3,851.93 53.13	104,381 4,001.28 55.19	108,694 4,166.58 57.47	113,195 4,339.13 59.85	115,445 4,425.40 61.04
PSYCHOLOGIST 4 PY4	95,984 3,679.38 50.75	99,748 3,823.65 52.74	103,852 3,980.98 54.91	108,202 4,147.73 57.21	112,779 4,323.18 59.63	117,677 4,510.95 62.22	122,784 4,706.70 64.92	128,117 4,911.15 67.74
	130,671 5,009.03 69.09							
VET MEDICAL OFF 1 VT1	79,576 3,050.40 38.13	82,498 3,162.40 39.53	85,607 3,281.60 41.02	89,092 3,415.20 42.69	92,494 3,545.60 44.32	96,230 3,688.80 46.11	98,171 3,763.20 47.04	
VET MEDICAL OFF 2 VT2	86,880 3,330.40 41.63	90,282 3,460.80 43.26	93,830 3,596.80 44.96	97,398 3,733.60 46.67	101,531 3,892.00 48.65	105,767 4,054.40 50.68	107,854 4,134.40 51.68	
VET MEDICAL OFF 3 VT3	90,282 3,460.80 43.26	93,830 3,596.80 44.96	97,398 3,733.60 46.67	101,531 3,892.00 48.65	105,767 4,054.40 50.68	110,233 4,225.60 52.82	112,445 4,310.40 53.88	
VET MEDICAL OFF 4 VT4	100,696 3,860.00 48.25	104,703 4,013.60 50.17	108,710 4,167.20 52.09	113,218 4,340.00 54.25	118,038 4,524.80 56.56	122,964 4,713.60 58.92	128,285 4,917.60 61.47	130,811 5,014.40 62.68
VET MEDICAL OFF 5 VT5	104,661 4,012.00 50.15	108,668 4,165.60 52.07	113,155 4,337.60 54.22	117,955 4,521.60 56.52	122,901 4,711.20 58.89	128,244 4,916.00 61.45	133,858 5,131.20 64.14	139,555 5,349.60 66.87
	142,352 5,456.80 68.21							

**HEALTH
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

ACTIVITIES INSTR 1	36,981	38,066	39,297	40,529	41,823	43,430	44,244	
AI1	1,417.60	1,459.20	1,506.40	1,553.60	1,603.20	1,664.80	1,696.00	
	17.72	18.24	18.83	19.42	20.04	20.81	21.20	
ACTIVITIES INSTR 2	43,743	45,078	46,623	48,251	49,878	51,464	52,508	
AI2	1,676.80	1,728.00	1,787.20	1,849.60	1,912.00	1,972.80	2,012.80	
	20.96	21.60	22.34	23.12	23.90	24.66	25.16	
ACTIVITIES INSTR 3	45,913	47,457	49,106	50,797	52,550	54,324	55,409	
AI3	1,760.00	1,819.20	1,882.40	1,947.20	2,014.40	2,082.40	2,124.00	
	22.00	22.74	23.53	24.34	25.18	26.03	26.55	
ACTIVITIES INSTR 4	49,878	51,464	53,489	55,325	57,433	59,457	60,605	
AI4	1,912.00	1,972.80	2,050.40	2,120.80	2,201.60	2,279.20	2,323.20	
	23.90	24.66	25.63	26.51	27.52	28.49	29.04	
BEHAVIOUR COUNSLR	47,434	48,947	50,517	52,370	54,224	56,267	58,385	59,520
BHC	1,818.30	1,876.30	1,936.48	2,007.53	2,078.58	2,156.88	2,238.08	2,281.58
	25.08	25.88	26.71	27.69	28.67	29.75	30.87	31.47

Effective 2021 04 01 Through 2022 03 31

CHIEF FLIGHT NURSE	85,115	88,108	91,201	94,395	97,691	101,128	104,645	106,768
CFN	3,262.75	3,377.45	3,496.03	3,618.48	3,744.80	3,876.55	4,011.40	4,092.78
	42.10	43.58	45.11	46.69	48.32	50.02	51.76	52.81

Effective 2021 03 27 Through 2022 03 25

DENTIST 3	94,357	98,386	102,604	107,143	111,776	116,732	119,096	
DE3	3,617.03	3,771.45	3,933.13	4,107.13	4,284.75	4,474.70	4,565.33	
	49.89	52.02	54.25	56.65	59.10	61.72	62.97	
DIETICIAN 1	59,833	61,920	64,070	66,553	68,995	71,583	74,338	77,218
DI1	2,293.60	2,373.60	2,456.00	2,551.20	2,644.80	2,744.00	2,849.60	2,960.00
	28.67	29.67	30.70	31.89	33.06	34.30	35.62	37.00
	80,118	81,704						
	3,071.20	3,132.00						
	38.39	39.15						
INSTIT SPVR 1	48,939	50,087	51,360	52,550	53,948	55,346	56,473	
IR1	1,876.00	1,920.00	1,968.80	2,014.40	2,068.00	2,121.60	2,164.80	
	23.45	24.00	24.61	25.18	25.85	26.52	27.06	
INSTIT SPVR 2	52,466	53,718	55,158	56,473	58,059	59,499	60,668	
IR2	2,011.20	2,059.20	2,114.40	2,164.80	2,225.60	2,280.80	2,325.60	
	25.14	25.74	26.43	27.06	27.82	28.51	29.07	

INSTIT SPVR 3	55,158	56,473	58,059	59,499	61,127	62,838	64,049
IR3	2,114.40	2,164.80	2,225.60	2,280.80	2,343.20	2,408.80	2,455.20
	26.43	27.06	27.82	28.51	29.29	30.11	30.69

LAB ASSISTANT 1	31,325	32,285	33,287	34,101	34,769		
LA1	1,200.80	1,237.60	1,276.00	1,307.20	1,332.80		
	15.01	15.47	15.95	16.34	16.66		

LAB ASSISTANT 2	35,770	36,772	37,711	38,922	39,965	41,259	42,031
LA2	1,371.20	1,409.60	1,445.60	1,492.00	1,532.00	1,581.60	1,611.20
	17.14	17.62	18.07	18.65	19.15	19.77	20.14

Effective 2021 04 01 Through 2022 03 31

LIC PRACTICAL NURSE	61,967	64,251	66,334	68,679	71,125	73,248	74,724
LPN	2,375.38	2,462.95	2,542.78	2,632.68	2,726.45	2,807.83	2,864.40
	30.65	31.78	32.81	33.97	35.18	36.23	36.96

Effective 2021 03 27 Through 2022 03 25

MED EQUIP TECHN 1	40,947	42,214	43,651	44,994	46,564	48,039	49,023
MQ1	1,569.63	1,618.20	1,673.30	1,724.78	1,784.95	1,841.50	1,879.20
	21.65	22.32	23.08	23.79	24.62	25.40	25.92

MED EQUIP TECHN 2	44,994	46,564	48,039	49,760	51,519	53,297	54,375
MQ2	1,724.78	1,784.95	1,841.50	1,907.48	1,974.90	2,043.05	2,084.38
	23.79	24.62	25.40	26.31	27.24	28.18	28.75

MED EQUIP TECHN 3	48,039	49,760	51,519	53,297	55,283	57,269	58,441
MQ3	1,841.50	1,907.48	1,974.90	2,043.05	2,119.18	2,195.30	2,240.25
	25.40	26.31	27.24	28.18	29.23	30.28	30.90

MED EXAMINER INVESTIGATOR	72,355	75,005	77,739	80,619	83,833	87,026	90,303	92,139
MEI	2,773.60	2,875.20	2,980.00	3,090.40	3,213.60	3,336.00	3,461.60	3,532.00
	34.67	35.94	37.25	38.63	40.17	41.70	43.27	44.15

MED TECHNOLOGIST 1	63,652	66,616	69,663	72,918	76,320	79,868	81,433
MG1	2,440.00	2,553.60	2,670.40	2,795.20	2,925.60	3,061.60	3,121.60
	30.50	31.92	33.38	34.94	36.57	38.27	39.02

MED TECHNOLOGIST 2	68,098	71,207	74,463	78,011	81,704	85,565	87,277
MG2	2,610.40	2,729.60	2,854.40	2,990.40	3,132.00	3,280.00	3,345.60
	32.63	34.12	35.68	37.38	39.15	41.00	41.82

MED TECHNOLOGIST 3	69,934	73,169	76,591	80,098	83,812	87,882	92,098	93,934
MG3	2,680.80	2,804.80	2,936.00	3,070.40	3,212.80	3,368.80	3,530.40	3,600.80
	33.51	35.06	36.70	38.38	40.16	42.11	44.13	45.01

MED TECHNOLOGIST 4	76,946	80,515	84,251	88,111	92,202	96,647	101,280	103,305
MG4	2,949.60	3,086.40	3,229.60	3,377.60	3,534.40	3,704.80	3,882.40	3,960.00
	36.87	38.58	40.37	42.22	44.18	46.31	48.53	49.50

Effective 2021 04 01 Through 2022 03 31

NORTHERN NURSE 1	79,616	82,386	85,176	88,087	90,918	93,870	95,730	97,650	
NF1	3,051.95	3,158.13	3,265.08	3,376.68	3,485.18	3,598.33	3,669.63	3,743.25	
	39.38	40.75	42.13	43.57	44.97	46.43	47.35	48.30	
NORTHERN NURSE 2	82,649	85,419	88,330	91,181	93,809	96,680	99,652	101,633	103,675
NF2	3,168.20	3,274.38	3,385.98	3,495.25	3,596.00	3,706.05	3,819.98	3,895.93	3,974.20
	40.88	42.25	43.69	45.10	46.40	47.82	49.29	50.27	51.28
NORTHERN NURSE 3	85,479	88,633	91,807	95,265	99,227	103,048	107,254	111,621	113,844
NF3	3,276.70	3,397.60	3,519.28	3,651.80	3,803.70	3,950.18	4,111.38	4,278.78	4,364.03
	42.28	43.84	45.41	47.12	49.08	50.97	53.05	55.21	56.31
NURSE 1	75,997	78,646	81,314	84,084	86,794	89,604	91,403	93,223	
NN1	2,913.23	3,014.75	3,117.05	3,223.23	3,327.08	3,434.80	3,503.78	3,573.53	
	37.59	38.90	40.22	41.59	42.93	44.32	45.21	46.11	
NURSE 2	78,888	81,537	84,327	87,036	89,543	92,293	95,123	97,024	98,964
NN2	3,024.05	3,125.58	3,232.53	3,336.38	3,432.48	3,537.88	3,646.38	3,719.23	3,793.63
	39.02	40.33	41.71	43.05	44.29	45.65	47.05	47.99	48.95
NURSE 3	81,598	84,610	87,643	90,938	94,719	98,378	102,381	106,546	108,669
NN3	3,127.90	3,243.38	3,359.63	3,485.95	3,630.88	3,771.15	3,924.60	4,084.25	4,165.63
	40.36	41.85	43.35	44.98	46.85	48.66	50.64	52.70	53.75
NURSE GRADUATE	69,649	71,084							
NIL	2,669.88	2,724.90							
	34.45	35.16							
NURSE PRACTITIONER	102,826	110,367	114,916	119,445	124,337	126,824			
NP	3,941.65	4,230.73	4,405.10	4,578.70	4,766.25	4,861.58			
	50.86	54.59	56.84	59.08	61.50	62.73			

Effective 2021 03 27 Through 2022 03 25

NURSING ATTENDANT 2	37,336	38,525	39,736	41,051	42,532	43,868	44,786	
NA2	1,431.20	1,476.80	1,523.20	1,573.60	1,630.40	1,681.60	1,716.80	
	17.89	18.46	19.04	19.67	20.38	21.02	21.46	
OCCUP THERAPIST 1	59,671	61,903	64,229	66,498	69,165	70,527		
OT1	2,287.38	2,372.93	2,462.10	2,549.10	2,651.33	2,703.53		
	31.55	32.73	33.96	35.16	36.57	37.29		
OCCUP THERAPIST 2	67,652	70,168	72,986	75,804	78,660	80,248		
OT2	2,593.33	2,689.75	2,797.78	2,905.80	3,015.28	3,076.18		
	35.77	37.10	38.59	40.08	41.59	42.43		

PHARMACIST 1	93,393	96,192	99,142	102,206	105,346	108,731	112,192	115,824
PC1	3,580.05	3,687.35	3,800.45	3,917.90	4,038.25	4,168.03	4,300.70	4,439.90
	49.38	50.86	52.42	54.04	55.70	57.49	59.32	61.24
	118,131							
	4,528.35							
	62.46							
PHARMACIST 2	99,142	102,206	105,346	108,731	112,192	115,824	119,531	123,370
PC2	3,800.45	3,917.90	4,038.25	4,168.03	4,300.70	4,439.90	4,582.00	4,729.18
	52.42	54.04	55.70	57.49	59.32	61.24	63.20	65.23
	127,304	129,857						
	4,879.98	4,977.85						
	67.31	68.66						
PHARMACY TECHNICIAN	35,519	36,502	37,675	38,904	40,058	41,325	42,120	
DIT	1,361.55	1,399.25	1,444.20	1,491.33	1,535.55	1,584.13	1,614.58	
	18.78	19.30	19.92	20.57	21.18	21.85	22.27	
PHYSIOTHERAPIST 1	55,831	57,931	60,144	62,357	64,588	67,160	68,503	
PI1	2,140.20	2,220.68	2,305.50	2,390.33	2,475.88	2,574.48	2,625.95	
	29.52	30.63	31.80	32.97	34.15	35.51	36.22	
PHYSIOTHERAPIST 2	55,018	57,042	58,990	61,203	63,359	65,666	68,106	70,830
PI2	2,109.03	2,186.60	2,261.28	2,346.10	2,428.75	2,517.20	2,610.73	2,715.13
	29.09	30.16	31.19	32.36	33.50	34.72	36.01	37.45
	73,610	76,409	77,922					
	2,821.70	2,929.00	2,987.00					
	38.92	40.40	41.20					
PSYCH NURSE ASST 1	36,522	37,732	38,817	39,986	41,238	42,115		
SN1	1,400.00	1,446.40	1,488.00	1,532.80	1,580.80	1,614.40		
	17.50	18.08	18.60	19.16	19.76	20.18		
PSYCH NURSE ASST 2	38,817	39,986	41,238	42,637	43,931	45,579	47,040	47,937
SN2	1,488.00	1,532.80	1,580.80	1,634.40	1,684.00	1,747.20	1,803.20	1,837.60
	18.60	19.16	19.76	20.43	21.05	21.84	22.54	22.97
PSYCHOLOGIST 1	50,044	51,784	53,562	55,548	57,401	59,538	61,770	63,907
PY1	1,918.35	1,985.05	2,053.20	2,129.33	2,200.38	2,282.30	2,367.85	2,449.78
	26.46	27.38	28.32	29.37	30.35	31.48	32.66	33.79
	66,404	68,995	70,357					
	2,545.48	2,644.80	2,697.00					
	35.11	36.48	37.20					
PSYCHOLOGIST 2	70,394	73,383	76,201	79,000	81,950	85,298	88,589	90,367
PY2	2,698.45	2,813.00	2,921.03	3,028.33	3,141.43	3,269.75	3,395.90	3,464.05
	37.22	38.80	40.29	41.77	43.33	45.10	46.84	47.78

PSYCHOLOGIST 3 PY3	91,199 3,495.95 48.22	94,603 3,626.45 50.02	98,216 3,764.93 51.93	102,150 3,915.73 54.01	106,102 4,067.25 56.10	110,490 4,235.45 58.42	115,067 4,410.90 60.84	117,356 4,498.63 62.05
PSYCHOLOGIST 4 PY4	97,573 3,740.28 51.59	101,393 3,886.73 53.61	105,573 4,046.95 55.82	109,980 4,215.88 58.15	114,632 4,394.23 60.61	119,625 4,585.63 63.25	124,808 4,784.28 65.99	130,235 4,992.35 68.86
	132,827 5,091.68 70.23							
VET MEDICAL OFF 1 VT1	80,891 3,100.80 38.76	83,854 3,214.40 40.18	87,026 3,336.00 41.70	90,553 3,471.20 43.39	94,018 3,604.00 45.05	97,816 3,749.60 46.87	99,798 3,825.60 47.82	
VET MEDICAL OFF 2 VT2	88,320 3,385.60 42.32	91,764 3,517.60 43.97	95,374 3,656.00 45.70	99,005 3,795.20 47.44	103,200 3,956.00 49.45	107,520 4,121.60 51.52	109,628 4,202.40 52.53	
VET MEDICAL OFF 3 VT3	91,764 3,517.60 43.97	95,374 3,656.00 45.70	99,005 3,795.20 47.44	103,200 3,956.00 49.45	107,520 4,121.60 51.52	112,049 4,295.20 53.69	114,303 4,381.60 54.77	
VET MEDICAL OFF 4 VT4	102,365 3,924.00 49.05	106,435 4,080.00 51.00	110,505 4,236.00 52.95	115,096 4,412.00 55.15	119,979 4,599.20 57.49	124,988 4,791.20 59.89	130,393 4,998.40 62.48	132,960 5,096.80 63.71
VET MEDICAL OFF 5 VT5	106,393 4,078.40 50.98	110,463 4,234.40 52.93	115,012 4,408.80 55.11	119,896 4,596.00 57.45	124,925 4,788.80 59.86	130,352 4,996.80 62.46	136,070 5,216.00 65.20	141,851 5,437.60 67.97
	144,710 5,547.20 69.34							

HEALTH YEAR 4

Effective 2022 03 26 Through 2022 03 24

ACTIVITIES INSTR 1	37,711	38,817	40,091	41,343	42,657	44,306	45,120	
AI1	1,445.60	1,488.00	1,536.80	1,584.80	1,635.20	1,698.40	1,729.60	
	18.07	18.60	19.21	19.81	20.44	21.23	21.62	
ACTIVITIES INSTR 2	44,619	45,976	47,562	49,211	50,880	52,487	53,551	
AI2	1,710.40	1,762.40	1,823.20	1,886.40	1,950.40	2,012.00	2,052.80	
	21.38	22.03	22.79	23.58	24.38	25.15	25.66	
ACTIVITIES INSTR 3	46,831	48,397	50,087	51,819	53,593	55,409	56,515	
AI3	1,795.20	1,855.20	1,920.00	1,986.40	2,054.40	2,124.00	2,166.40	
	22.44	23.19	24.00	24.83	25.68	26.55	27.08	
ACTIVITIES INSTR 4	50,880	52,487	54,553	56,431	58,581	60,647	61,816	
AI4	1,950.40	2,012.00	2,091.20	2,163.20	2,245.60	2,324.80	2,369.60	
	24.38	25.15	26.14	27.04	28.07	29.06	29.62	
BEHAVIOUR COUNSLR	48,380	49,931	51,519	53,411	55,302	57,401	59,557	60,711
BHC	1,854.55	1,914.00	1,974.90	2,047.40	2,119.90	2,200.38	2,283.03	2,327.25
	25.58	26.40	27.24	28.24	29.24	30.35	31.49	32.10

Effective 2022 04 01 Through 2023 03 31

CHIEF FLIGHT NURSE	86,814	89,867	93,021	96,275	99,652	103,149	106,748	108,911
CFN	3,327.85	3,444.88	3,565.78	3,690.55	3,819.98	3,954.05	4,092.00	4,174.93
	42.94	44.45	46.01	47.62	49.29	51.02	52.80	53.87

Effective 2022 03 26 Through 2023 03 24

DENTIST 3	96,249	100,353	104,665	109,280	114,008	119,058	121,479	
DE3	3,689.53	3,846.85	4,012.15	4,189.05	4,370.30	4,563.88	4,656.68	
	50.89	53.06	55.34	57.78	60.28	62.95	64.23	
DIETICIAN 1	61,023	63,151	65,343	67,889	70,372	73,023	75,819	78,762
DI1	2,339.20	2,420.80	2,504.80	2,602.40	2,697.60	2,799.20	2,906.40	3,019.20
	29.24	30.26	31.31	32.53	33.72	34.99	36.33	37.74
	81,725	83,332						
	3,132.80	3,194.40						
	39.16	39.93						
INSTIT SPVR 1	49,920	51,089	52,383	53,593	55,033	56,452	57,600	
IR1	1,913.60	1,958.40	2,008.00	2,054.40	2,109.60	2,164.00	2,208.00	
	23.92	24.48	25.10	25.68	26.37	27.05	27.60	
INSTIT SPVR 2	53,510	54,783	56,264	57,600	59,228	60,689	61,878	
IR2	2,051.20	2,100.00	2,156.80	2,208.00	2,270.40	2,326.40	2,372.00	
	25.64	26.25	26.96	27.60	28.38	29.08	29.65	

INSTIT SPVR 3	56,264	57,600	59,228	60,689	62,358	64,091	65,322
IR3	2,156.80	2,208.00	2,270.40	2,326.40	2,390.40	2,456.80	2,504.00
	26.96	27.60	28.38	29.08	29.88	30.71	31.30

LAB ASSISTANT 1	31,951	32,932	33,955	34,790	35,457		
LA1	1,224.80	1,262.40	1,301.60	1,333.60	1,359.20		
	15.31	15.78	16.27	16.67	16.99		

LAB ASSISTANT 2	36,480	37,503	38,463	39,694	40,758	42,094	42,866
LA2	1,398.40	1,437.60	1,474.40	1,521.60	1,562.40	1,613.60	1,643.20
	17.48	17.97	18.43	19.02	19.53	20.17	20.54

Effective 2022 04 01 Through 2023 03 31

LIC PRACTICAL NURSE	63,200	65,525	67,668	70,054	72,540	74,724	76,220
LPN	2,422.65	2,511.78	2,593.93	2,685.38	2,780.70	2,864.40	2,921.75
	31.26	32.41	33.47	34.65	35.88	36.96	37.70

Effective 2022 03 26 Through 2023 03 24

MED EQUIP TECHN 1	41,760	43,065	44,521	45,902	47,491	49,004	50,006
MQ1	1,600.80	1,650.83	1,706.65	1,759.58	1,820.48	1,878.48	1,916.90
	22.08	22.77	23.54	24.27	25.11	25.91	26.44

MED EQUIP TECHN 2	45,902	47,491	49,004	50,763	52,541	54,356	55,472
MQ2	1,759.58	1,820.48	1,878.48	1,945.90	2,014.05	2,083.65	2,126.43
	24.27	25.11	25.91	26.84	27.78	28.74	29.33

MED EQUIP TECHN 3	49,004	50,763	52,541	54,356	56,380	58,423	59,614
MQ3	1,878.48	1,945.90	2,014.05	2,083.65	2,161.23	2,239.53	2,285.20
	25.91	26.84	27.78	28.74	29.81	30.89	31.52

MED EXAMINER INVESTIGATOR	73,795	76,508	79,304	82,226	85,503	88,758	92,118	93,976
MEI	2,828.80	2,932.80	3,040.00	3,152.00	3,277.60	3,402.40	3,531.20	3,602.40
	35.36	36.66	38.00	39.40	40.97	42.53	44.14	45.03

MED TECHNOLOGIST 1	64,925	67,951	71,061	74,379	77,844	81,475	83,061
MG1	2,488.80	2,604.80	2,724.00	2,851.20	2,984.00	3,123.20	3,184.00
	31.11	32.56	34.05	35.64	37.30	39.04	39.80

MED TECHNOLOGIST 2	69,454	72,626	75,944	79,576	83,332	87,277	89,030
MG2	2,662.40	2,784.00	2,911.20	3,050.40	3,194.40	3,345.60	3,412.80
	33.28	34.80	36.39	38.13	39.93	41.82	42.66

MED TECHNOLOGIST 3	71,332	74,630	78,115	81,704	85,482	89,635	93,934	95,812
MG3	2,734.40	2,860.80	2,994.40	3,132.00	3,276.80	3,436.00	3,600.80	3,672.80
	34.18	35.76	37.43	39.15	40.96	42.95	45.01	45.91

MED TECHNOLOGIST 4	78,491	82,122	85,941	89,865	94,038	98,588	103,305	105,371
MG4	3,008.80	3,148.00	3,294.40	3,444.80	3,604.80	3,779.20	3,960.00	4,039.20
	37.61	39.35	41.18	43.06	45.06	47.24	49.50	50.49

Effective 2022 04 01 Through 2023 03 31

NORTHERN NURSE 1	81,214	84,044	86,894	89,846	92,737	95,730	97,650	99,611	101,593
NF1	3,113.18	3,221.68	3,330.95	3,444.10	3,554.93	3,669.63	3,743.25	3,818.43	3,894.38
	40.17	41.57	42.98	44.44	45.87	47.35	48.30	49.27	50.25
NORTHERN NURSE 2	84,287	87,137	90,109	93,000	95,689	98,621	101,633	103,675	105,757
NF2	3,230.98	3,340.25	3,454.18	3,565.00	3,668.08	3,780.45	3,895.93	3,974.20	4,054.03
	41.69	43.10	44.57	46.00	47.33	48.78	50.27	51.28	52.31
NORTHERN NURSE 3	87,178	90,412	93,647	97,165	101,208	105,111	109,397	113,844	116,129
NF3	3,341.80	3,465.80	3,589.80	3,724.65	3,879.65	4,029.23	4,193.53	4,364.03	4,451.60
	43.12	44.72	46.32	48.06	50.06	51.99	54.11	56.31	57.44
NURSE 1	77,514	80,223	82,932	85,762	88,532	91,403	93,223	95,083	96,983
NN1	2,971.35	3,075.20	3,179.05	3,287.55	3,393.73	3,503.78	3,573.53	3,644.83	3,717.68
	38.34	39.68	41.02	42.42	43.79	45.21	46.11	47.03	47.97
NURSE 2	80,465	83,174	86,005	88,775	91,342	94,132	97,024	98,964	100,946
NN2	3,084.50	3,188.35	3,296.85	3,403.03	3,501.45	3,608.40	3,719.23	3,793.63	3,869.58
	39.80	41.14	42.54	43.91	45.18	46.56	47.99	48.95	49.93
NURSE 3	83,235	86,308	89,401	92,758	96,599	100,339	104,423	108,669	110,852
NN3	3,190.68	3,308.48	3,427.05	3,555.70	3,702.95	3,846.33	4,002.88	4,165.63	4,249.33
	41.17	42.69	44.22	45.88	47.78	49.63	51.65	53.75	54.83
NURSE GRADUATE	71,044	72,500							
NIL	2,723.35	2,779.15							
	35.14	35.86							
NURSE PRACTITIONER	104,888	112,571	117,201	121,830	126,824	129,351			
NP	4,020.70	4,315.20	4,492.68	4,670.15	4,861.58	4,958.45			
	51.88	55.68	57.97	60.26	62.73	63.98			

Effective 2022 03 26 Through 2023 03 24

NURSING ATTENDANT 2	38,087	39,297	40,529	41,864	43,388	44,744	45,684
NA2	1,460.00	1,506.40	1,553.60	1,604.80	1,663.20	1,715.20	1,751.20
	18.25	18.83	19.42	20.06	20.79	21.44	21.89
OCCUP THERAPIST 1	60,862	63,132	65,515	67,822	70,546	71,945	
OT1	2,333.05	2,420.05	2,511.40	2,599.85	2,704.25	2,757.90	
	32.18	33.38	34.64	35.86	37.30	38.04	
OCCUP THERAPIST 2	69,014	71,567	74,442	77,317	80,229	81,856	
OT2	2,645.53	2,743.40	2,853.60	2,963.80	3,075.45	3,137.80	
	36.49	37.84	39.36	40.88	42.42	43.28	

PHARMACIST 1	95,265	98,121	101,128	104,249	107,445	110,906	114,443	118,131
PC1	3,651.83	3,761.30	3,876.58	3,996.20	4,118.73	4,251.40	4,386.98	4,528.35
	50.37	51.88	53.47	55.12	56.81	58.64	60.51	62.46
	120,495							
	4,618.98							
	63.71							
PHARMACIST 2	101,128	104,249	107,445	110,906	114,443	118,131	121,914	125,829
PC2	3,876.58	3,996.20	4,118.73	4,251.40	4,386.98	4,528.35	4,673.35	4,823.43
	53.47	55.12	56.81	58.64	60.51	62.46	64.46	66.53
	129,857	132,448						
	4,977.85	5,077.18						
	68.66	70.03						
PHARMACY TECHNICIAN	36,237	37,240	38,431	39,680	40,852	42,157	42,971	
DIT	1,389.10	1,427.53	1,473.20	1,521.05	1,566.00	1,616.03	1,647.20	
	19.16	19.69	20.32	20.98	21.60	22.29	22.72	
PHYSIOTHERAPIST 1	56,947	59,084	61,354	63,605	65,874	68,503	69,865	
PI1	2,182.98	2,264.90	2,351.90	2,438.18	2,525.18	2,625.95	2,678.15	
	30.11	31.24	32.44	33.63	34.83	36.22	36.94	
PHYSIOTHERAPIST 2	56,115	58,177	60,163	62,432	64,626	66,971	69,468	72,248
PI2	2,151.08	2,230.10	2,306.23	2,393.23	2,477.33	2,567.23	2,662.93	2,769.50
	29.67	30.76	31.81	33.01	34.17	35.41	36.73	38.20
	75,085	77,941	79,473					
	2,878.25	2,987.73	3,046.45					
	39.70	41.21	42.02					
PSYCH NURSE ASST 1	37,252	38,484	39,590	40,779	42,073	42,950		
SN1	1,428.00	1,475.20	1,517.60	1,563.20	1,612.80	1,646.40		
	17.85	18.44	18.97	19.54	20.16	20.58		
PSYCH NURSE ASST 2	39,590	40,779	42,073	43,492	44,807	46,497	47,979	48,897
SN2	1,517.60	1,563.20	1,612.80	1,667.20	1,717.60	1,782.40	1,839.20	1,874.40
	18.97	19.54	20.16	20.84	21.47	22.28	22.99	23.43
PSYCHOLOGIST 1	51,047	52,824	54,640	56,664	58,555	60,730	63,000	65,194
PY1	1,956.78	2,024.93	2,094.53	2,172.10	2,244.60	2,327.98	2,414.98	2,499.08
	26.99	27.93	28.89	29.96	30.96	32.11	33.31	34.47
	67,728	70,376	71,756					
	2,596.23	2,697.73	2,750.65					
	35.81	37.21	37.94					
PSYCHOLOGIST 2	71,794	74,858	77,733	80,589	83,596	87,000	90,367	92,182
PY2	2,752.10	2,869.55	2,979.75	3,089.23	3,204.50	3,335.00	3,464.05	3,533.65
	37.96	39.58	41.10	42.61	44.20	46.00	47.78	48.74

PSYCHOLOGIST 3 PY3	93,015 3,565.55 49.18	96,495 3,698.95 51.02	100,183 3,840.33 52.97	104,192 3,994.03 55.09	108,221 4,148.45 57.22	112,703 4,320.28 59.59	117,375 4,499.35 62.06	119,701 4,588.53 63.29
PSYCHOLOGIST 4 PY4	99,521 3,814.95 52.62	103,417 3,964.30 54.68	107,691 4,128.15 56.94	112,174 4,299.98 59.31	116,921 4,481.95 61.82	122,027 4,677.70 64.52	127,304 4,879.98 67.31	132,845 5,092.40 70.24
	135,474 5,193.18 71.63							
VET MEDICAL OFF 1 VT1	82,518 3,163.20 39.54	85,524 3,278.40 40.98	88,758 3,402.40 42.53	92,369 3,540.80 44.26	95,896 3,676.00 45.95	99,778 3,824.80 47.81	101,802 3,902.40 48.78	
VET MEDICAL OFF 2 VT2	90,094 3,453.60 43.17	93,600 3,588.00 44.85	97,273 3,728.80 46.61	100,988 3,871.20 48.39	105,266 4,035.20 50.44	109,670 4,204.00 52.55	111,819 4,286.40 53.58	
VET MEDICAL OFF 3 VT3	93,600 3,588.00 44.85	97,273 3,728.80 46.61	100,988 3,871.20 48.39	105,266 4,035.20 50.44	109,670 4,204.00 52.55	114,282 4,380.80 54.76	116,598 4,469.60 55.87	
VET MEDICAL OFF 4 VT4	104,411 4,002.40 50.03	108,564 4,161.60 52.02	112,717 4,320.80 54.01	117,392 4,500.00 56.25	122,379 4,691.20 58.64	127,492 4,887.20 61.09	133,002 5,098.40 63.73	135,611 5,198.40 64.98
VET MEDICAL OFF 5 VT5	108,522 4,160.00 52.00	112,675 4,319.20 53.99	117,308 4,496.80 56.21	122,296 4,688.00 58.60	127,430 4,884.80 61.06	132,960 5,096.80 63.71	138,783 5,320.00 66.50	144,689 5,546.40 69.33
	147,611 5,658.40 70.73							

**LEGAL, INSPECTION AND REGULATORY
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

APPRENTICESHIP TRAINING C	55,094	57,117	59,255	61,411	63,775	66,064	68,049	70,073	71,491
ATC	2,111.93	2,189.50	2,271.43	2,354.08	2,444.70	2,532.43	2,608.55	2,686.13	2,740.50
	29.13	30.20	31.33	32.47	33.72	34.93	35.98	37.05	37.80
ASSESSMENT OFF 1	39,585	40,758	42,233	43,633	45,051	46,583	47,491		
AS1	1,517.43	1,562.38	1,618.93	1,672.58	1,726.95	1,785.68	1,820.48		
	20.93	21.55	22.33	23.07	23.82	24.63	25.11		
ASSESSMENT OFF 2	46,261	47,623	49,344	51,122	52,824	54,716	55,831		
AS2	1,773.35	1,825.55	1,891.53	1,959.68	2,024.93	2,097.43	2,140.20		
	24.46	25.18	26.09	27.03	27.93	28.93	29.52		
ASSESSMENT OFF 3	53,732	55,623	57,723	59,860	62,016	64,361	65,704		
AS3	2,059.73	2,132.23	2,212.70	2,294.63	2,377.28	2,467.18	2,518.65		
	28.41	29.41	30.52	31.65	32.79	34.03	34.74		
ASSESSMENT OFF 4	60,900	63,018	65,364	67,822	70,376	73,099	74,593		
AS4	2,334.50	2,415.70	2,505.60	2,599.85	2,697.73	2,802.13	2,859.40		
	32.20	33.32	34.56	35.86	37.21	38.65	39.44		
ASSESSMENT OFF 5	66,952	69,524	72,116	74,820	77,846	80,854	84,088	85,771	
AS5	2,566.50	2,665.10	2,764.43	2,868.10	2,984.10	3,099.38	3,223.35	3,287.88	
	35.40	36.76	38.13	39.56	41.16	42.75	44.46	45.35	
ASST DIST REGISTRAR	51,292	53,070	55,056	57,155	59,236	61,392	62,621		
ADR	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,400.48		
	27.12	28.06	29.11	30.22	31.32	32.46	33.11		
ASST DIST REGISTRAR 2	51,292	53,070	55,056	57,155	59,236	61,392	63,643	64,910	
ADS	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,439.63	2,488.20	
	27.12	28.06	29.11	30.22	31.32	32.46	33.65	34.32	
ASST FIRE COMMISNR 1	49,893	51,690	53,505	55,510	57,534	59,652	61,430	63,264	64,513
AF1	1,912.55	1,981.43	2,051.03	2,127.88	2,205.45	2,286.65	2,354.80	2,425.13	2,472.98
	26.38	27.33	28.29	29.35	30.42	31.54	32.48	33.45	34.11
ASST FIRE COMMISNR 2	55,075	57,155	59,255	61,430	63,794	66,064	68,049	70,073	71,491
AF2	2,111.20	2,190.95	2,271.43	2,354.80	2,445.43	2,532.43	2,608.55	2,686.13	2,740.50
	29.12	30.22	31.33	32.48	33.73	34.93	35.98	37.05	37.80
ASST FIRE COMMISNR 3	60,314	62,394	64,721	67,160	69,733	72,418	74,574	76,863	78,395
AF3	2,312.03	2,391.78	2,480.95	2,574.48	2,673.08	2,776.03	2,858.68	2,946.40	3,005.13
	31.89	32.99	34.22	35.51	36.87	38.29	39.43	40.64	41.45
CH INSPECTION SERV	71,208	73,988	76,901	79,851	83,218	86,698	90,367	92,164	
CIS	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,532.93	
	37.65	39.12	40.66	42.22	44.00	45.84	47.78	48.73	
CLERK OF COURT 1	41,609	42,800	43,973	45,221	46,526	47,850	48,834		
CC1	1,595.00	1,640.68	1,685.63	1,733.48	1,783.50	1,834.25	1,871.95		
	22.00	22.63	23.25	23.91	24.60	25.30	25.82		

CLERK OF COURT 2	43,349	44,730	46,337	47,945	49,552	51,292	52,314	
CC2	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,005.35	
	22.92	23.65	24.50	25.35	26.20	27.12	27.66	
CLERK OF COURT 3	45,581	47,037	48,701	50,441	52,162	54,129	55,207	
CC3	1,747.25	1,803.08	1,866.88	1,933.58	1,999.55	2,074.95	2,116.28	
	24.10	24.87	25.75	26.67	27.58	28.62	29.19	
CLERK OF COURT 4	48,701	50,441	52,162	54,129	56,096	58,158	59,368	
CC4	1,866.88	1,933.58	1,999.55	2,074.95	2,150.35	2,229.38	2,275.78	
	25.75	26.67	27.58	28.62	29.66	30.75	31.39	
CLERK OF COURT 5	55,075	57,174	59,103	61,335	63,643	66,026	67,350	
CC5	2,111.20	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,581.73	
	29.12	30.23	31.25	32.43	33.65	34.91	35.61	
COMPLIANCE OFF 1	44,730	46,337	47,945	49,552	51,292	53,070	54,148	
CI1	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,075.68	
	23.65	24.50	25.35	26.20	27.12	28.06	28.63	
COMPLIANCE OFF 2	48,701	50,441	52,162	54,129	56,096	58,158	59,368	
CI2	1,866.88	1,933.58	1,999.55	2,074.95	2,150.35	2,229.38	2,275.78	
	25.75	26.67	27.58	28.62	29.66	30.75	31.39	
COMPLIANCE OFF 3	56,058	58,139	60,238	62,413	64,721	67,312	68,654	
CI3	2,148.90	2,228.65	2,309.13	2,392.50	2,480.95	2,580.28	2,631.75	
	29.64	30.74	31.85	33.00	34.22	35.59	36.30	
CONSUMER SERV OFF 1	54,659	56,701	58,857	61,033	63,227	65,742	67,047	
FC1	2,095.25	2,173.55	2,256.20	2,339.58	2,423.68	2,520.10	2,570.13	
	28.90	29.98	31.12	32.27	33.43	34.76	35.45	
CONSUMER SERV OFF 2	62,035	64,286	66,669	69,335	72,059	74,782	76,277	
FC2	2,378.00	2,464.28	2,555.63	2,657.85	2,762.25	2,866.65	2,923.93	
	32.80	33.99	35.25	36.66	38.10	39.54	40.33	
CONSUMER SERV OFF 3	68,201	70,678	73,345	76,201	79,208	82,234	85,714	87,416
FC3	2,614.35	2,709.33	2,811.55	2,921.03	3,036.30	3,152.30	3,285.70	3,350.95
	36.06	37.37	38.78	40.29	41.88	43.48	45.32	46.22
CONSUMER SERV OFF 4	73,345	76,201	79,208	82,234	85,714	89,308	93,090	94,925
FC4	2,811.55	2,921.03	3,036.30	3,152.30	3,285.70	3,423.45	3,568.45	3,638.78
	38.78	40.29	41.88	43.48	45.32	47.22	49.22	50.19
COURT COMMUN 1	43,349	44,730	46,337	47,945	49,552	51,292	52,314	
CM1	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,005.35	
	22.92	23.65	24.50	25.35	26.20	27.12	27.66	
COURT COMMUN 2	46,337	47,945	49,552	51,292	53,070	55,056	56,153	
CM2	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,152.53	
	24.50	25.35	26.20	27.12	28.06	29.11	29.69	
COURT REPORTER 1	40,947	42,252	43,689	44,578				
CR1	1,569.63	1,619.65	1,674.75	1,708.83				
	21.65	22.34	23.10	23.57				

COURT REPORTER 2 CR2	53,146 2,037.25 28.10	54,753 2,098.88 28.95	56,247 2,156.15 29.74	58,158 2,229.38 30.75	59,860 2,294.63 31.65	61,751 2,367.13 32.65	62,962 2,413.53 33.29		
COURT REPORTER 3 CR3	55,075 2,111.20 29.12	57,174 2,191.68 30.23	59,103 2,265.63 31.25	61,335 2,351.18 32.43	63,643 2,439.63 33.65	66,026 2,530.98 34.91	67,350 2,581.73 35.61		
COURT USHER CUS	31,547 1,209.30 16.68	32,512 1,246.28 17.19	33,420 1,281.08 17.67	34,403 1,318.78 18.19	35,557 1,363.00 18.80	36,654 1,405.05 19.38	37,334 1,431.15 19.74		
DAIRY INSPECTOR 1 DN1	43,349 1,661.70 22.92	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	52,314 2,005.35 27.66		
DAIRY INSPECTOR 2 DN2	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32	60,427 2,316.38 31.95		
DAIRY INSPECTOR 3 DN3	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42		
DIV SPVR DEPT LABOUR DLS	65,383 2,506.33 34.57	67,822 2,599.85 35.86	70,376 2,697.73 37.21	73,118 2,802.85 38.66	75,898 2,909.43 40.13	78,887 3,023.98 41.71	80,475 3,084.88 42.55		
DOCUMENT EXAMINER DEX	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	58,271 2,233.73 30.81		
EMPLOY STAND OFF 1 EP1	48,701 1,866.88 25.75	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	58,158 2,229.38 30.75	59,368 2,275.78 31.39		
EMPLOY STAND OFF 2 EP2	53,694 2,058.28 28.39	55,699 2,135.13 29.45	57,723 2,212.70 30.52	59,879 2,295.35 31.66	62,148 2,382.35 32.86	64,399 2,468.63 34.05	66,290 2,541.13 35.05	68,295 2,617.98 36.11	69,695 2,671.63 36.85
EMPLOY STAND OFF 3 EP3	58,857 2,256.20 31.12	60,843 2,332.33 32.17	63,113 2,419.33 33.37	65,458 2,509.23 34.61	67,955 2,604.93 35.93	70,584 2,705.70 37.32	72,740 2,788.35 38.46	74,896 2,871.00 39.60	76,371 2,927.55 40.38
ESTATES OFFICER 1 ES1	44,219 1,695.05 23.38	45,600 1,747.98 24.11	47,207 1,809.60 24.96	48,909 1,874.85 25.86	50,536 1,937.20 26.72	52,351 2,006.80 27.68	53,448 2,048.85 28.26		
ESTATES OFFICER 2 ES2	49,647 1,903.13 26.25	51,463 1,972.73 27.21	53,240 2,040.88 28.15	55,170 2,114.83 29.17	57,250 2,194.58 30.27	59,311 2,273.60 31.36	60,503 2,319.28 31.99		
ESTATES OFFICER 3 ES3	56,153 2,152.53 29.69	58,271 2,233.73 30.81	60,295 2,311.30 31.88	62,546 2,397.58 33.07	64,891 2,487.48 34.31	67,312 2,580.28 35.59	68,654 2,631.75 36.30		

ESTATES OFFICER 4	61,449	63,718	66,044	68,654	71,359	74,045	75,520		
ES4	2,355.53	2,442.53	2,531.70	2,631.75	2,735.43	2,838.38	2,894.93		
	32.49	33.69	34.92	36.30	37.73	39.15	39.93		
HUMAN RIGHTS OFF 1	53,070	55,056	57,155	59,236	61,392	63,832	65,099		
HO1	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,495.45		
	28.06	29.11	30.22	31.32	32.46	33.75	34.42		
HUMAN RIGHTS OFF 2	60,238	62,413	64,721	67,312	69,960	72,588	74,045		
HO2	2,309.13	2,392.50	2,480.95	2,580.28	2,681.78	2,782.55	2,838.38		
	31.85	33.00	34.22	35.59	36.99	38.38	39.15		
INSP MECH, CODES & STAND	65,906	68,223	70,769	73,398	76,174	79,117	81,496	83,979	85,670
IMS	2,526.40	2,615.20	2,712.80	2,813.60	2,920.00	3,032.80	3,124.00	3,219.20	3,284.00
	31.58	32.69	33.91	35.17	36.50	37.91	39.05	40.24	41.05
LAND TITLES CLERK 1	34,403	35,557	36,654	37,732	38,904	40,171	40,985		
LT1	1,318.78	1,363.00	1,405.05	1,446.38	1,491.33	1,539.90	1,571.08		
	18.19	18.80	19.38	19.95	20.57	21.24	21.67		
LAND TITLES CLERK 2	37,164	38,261	39,585	40,947	42,252	43,689	44,578		
LT2	1,424.63	1,466.68	1,517.43	1,569.63	1,619.65	1,674.75	1,708.83		
	19.65	20.23	20.93	21.65	22.34	23.10	23.57		
LAND TITLES CLERK 3	41,949	43,349	44,730	46,337	47,945	49,552	50,536		
LT3	1,608.05	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,937.20		
	22.18	22.92	23.65	24.50	25.35	26.20	26.72		
LAND TITLES CLERK 4	44,730	46,337	47,945	49,552	51,292	53,070	54,148		
LT4	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,075.68		
	23.65	24.50	25.35	26.20	27.12	28.06	28.63		
LAND TITLES CLERK 5	47,945	49,552	51,292	53,070	55,056	57,155	58,271		
LT5	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,233.73		
	25.35	26.20	27.12	28.06	29.11	30.22	30.81		
MINES INSPECTOR 1	47,850	49,420	51,103	52,919	54,791	56,815	57,969		
MI1	1,834.25	1,894.43	1,958.95	2,028.55	2,100.33	2,177.90	2,222.13		
	25.30	26.13	27.02	27.98	28.97	30.04	30.65		
MINES INSPECTOR 2	51,103	52,919	54,791	56,815	58,914	61,089	62,262		
MI2	1,958.95	2,028.55	2,100.33	2,177.90	2,258.38	2,341.75	2,386.70		
	27.02	27.98	28.97	30.04	31.15	32.30	32.92		
MINES INSPECTOR 3	58,857	61,070	63,245	65,553	68,011	70,678	72,116		
MI3	2,256.20	2,341.03	2,424.40	2,512.85	2,607.10	2,709.33	2,764.43		
	31.12	32.29	33.44	34.66	35.96	37.37	38.13		
MINES INSPECTOR 4	64,399	66,782	69,317	72,040	74,744	77,676	80,021	82,423	84,031
MI4	2,468.63	2,559.98	2,657.13	2,761.53	2,865.20	2,977.58	3,067.48	3,159.55	3,221.18
	34.05	35.31	36.65	38.09	39.52	41.07	42.31	43.58	44.43
MINES INSPECTOR 5	65,950	68,465	71,038	73,723	76,674	79,624	82,820	85,393	87,095
MI5	2,528.08	2,624.50	2,723.10	2,826.05	2,939.15	3,052.25	3,174.78	3,273.38	3,338.63
	34.87	36.20	37.56	38.98	40.54	42.10	43.79	45.15	46.05

MOTOR CARRIER ENFORCEMENT	48,701	50,441	52,162	53,713	55,302	56,418			
MC1	1,866.88	1,933.58	1,999.55	2,059.00	2,119.90	2,162.68			
	25.75	26.67	27.58	28.40	29.24	29.83			
MOTOR CARRIER ENFORCEMENT	58,139	60,238	62,413	64,721	67,312	69,960	72,588	74,045	
MC2	2,228.65	2,309.13	2,392.50	2,480.95	2,580.28	2,681.78	2,782.55	2,838.38	
	30.74	31.85	33.00	34.22	35.59	36.99	38.38	39.15	
MOTOR CARRIER ENFORCEMENT	62,546	64,721	67,312	69,960	72,588	74,744	76,976	79,284	80,834
MC3	2,397.58	2,480.95	2,580.28	2,681.78	2,782.55	2,865.20	2,950.75	3,039.20	3,098.65
	33.07	34.22	35.59	36.99	38.38	39.52	40.70	41.92	42.74
PROPERTY APPRAIS 1	38,999	40,171	41,571	42,971	44,351	45,845	46,791		
PS1	1,494.95	1,539.90	1,593.55	1,647.20	1,700.13	1,757.40	1,793.65		
	20.62	21.24	21.98	22.72	23.45	24.24	24.74		
PROPERTY APPRAIS 2	52,919	54,791	56,815	58,914	61,089	63,434	64,664		
PS2	2,028.55	2,100.33	2,177.90	2,258.38	2,341.75	2,431.65	2,478.78		
	27.98	28.97	30.04	31.15	32.30	33.54	34.19		
PROPERTY APPRAIS 3	61,751	63,870	66,215	68,711	71,302	74,064	75,539		
PS3	2,367.13	2,448.33	2,538.23	2,633.93	2,733.25	2,839.10	2,895.65		
	32.65	33.77	35.01	36.33	37.70	39.16	39.94		
PROPERTY APPRAIS 4	69,071	71,756	74,385	77,203	80,343	83,407	86,773	88,532	
PS4	2,647.70	2,750.65	2,851.43	2,959.45	3,079.80	3,197.25	3,326.30	3,393.73	
	36.52	37.94	39.33	40.82	42.48	44.10	45.88	46.81	
PROPERTY APPRAIS 5	78,338	81,402	84,617	87,832	91,558	95,379	99,407	101,393	
PS5	3,002.95	3,120.40	3,243.65	3,366.90	3,509.73	3,656.18	3,810.60	3,886.73	
	41.42	43.04	44.74	46.44	48.41	50.43	52.56	53.61	
RESOURCE OFFICER 1	40,842	42,011	43,221	44,097					
RO1	1,565.60	1,610.40	1,656.80	1,690.40					
	19.57	20.13	20.71	21.13					
RESOURCE OFFICER 2	42,031	43,263	44,661	46,164	47,562	48,522			
RO2	1,611.20	1,658.40	1,712.00	1,769.60	1,823.20	1,860.00			
	20.14	20.73	21.40	22.12	22.79	23.25			
RESOURCE OFFICER 3	57,934	59,750	61,753	64,174	66,365	68,828	70,164		
RO3	2,220.80	2,290.40	2,367.20	2,460.00	2,544.00	2,638.40	2,689.60		
	27.76	28.63	29.59	30.75	31.80	32.98	33.62		
RESOURCE OFFICER 4	64,174	66,365	68,828	71,207	73,795	76,508	78,094		
RO4	2,460.00	2,544.00	2,638.40	2,729.60	2,828.80	2,932.80	2,993.60		
	30.75	31.80	32.98	34.12	35.36	36.66	37.42		
RESOURCE OFFICER 5	73,899	76,612	79,597	82,685	85,837	89,176	90,971		
RO5	2,832.80	2,936.80	3,051.20	3,169.60	3,290.40	3,418.40	3,487.20		
	35.41	36.71	38.14	39.62	41.13	42.73	43.59		
REVIEWING OFFICER 1	46,337	47,945	49,552	51,292	53,070	55,056	56,153		
RW1	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,152.53		
	24.50	25.35	26.20	27.12	28.06	29.11	29.69		

REVIEWING OFFICER 2	51,292	53,070	55,056	57,155	59,236	61,392	62,621
RW2	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,400.48
	27.12	28.06	29.11	30.22	31.32	32.46	33.11
REVIEWING OFFICER 3	55,075	57,174	59,103	61,335	63,643	66,026	67,350
RW3	2,111.20	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,581.73
	29.12	30.23	31.25	32.43	33.65	34.91	35.61
REVIEWING OFFICER 4	58,139	60,238	62,413	64,721	67,312	69,960	71,359
RW4	2,228.65	2,309.13	2,392.50	2,480.95	2,580.28	2,681.78	2,735.43
	30.74	31.85	33.00	34.22	35.59	36.99	37.73

Effective 2019 03 30 Through 2020 02 14

SAFETY HEALTH OFF 1	48,701	50,441	52,162	53,713	55,302	56,418			
SI1	1,866.88	1,933.58	1,999.55	2,059.00	2,119.90	2,162.68			
	25.75	26.67	27.58	28.40	29.24	29.83			
SAFETY HEALTH OFF 2	54,129	56,096	58,158	60,390	62,546	64,721	66,725	68,768	70,111
SI2	2,074.95	2,150.35	2,229.38	2,314.93	2,397.58	2,480.95	2,557.80	2,636.10	2,687.58
	28.62	29.66	30.75	31.93	33.07	34.22	35.28	36.36	37.07
SAFETY HEALTH OFF 3	57,174	59,103	61,335	63,643	66,026	68,560	70,640	72,797	74,234
SI3	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,628.13	2,707.88	2,790.53	2,845.63
	30.23	31.25	32.43	33.65	34.91	36.25	37.35	38.49	39.25
SAFETY HEALTH OFF 4	60,390	62,546	64,721	67,312	69,960	72,588	74,744	76,976	78,527
SI4	2,314.93	2,397.58	2,480.95	2,580.28	2,681.78	2,782.55	2,865.20	2,950.75	3,010.20
	31.93	33.07	34.22	35.59	36.99	38.38	39.52	40.70	41.52

Effective 2020 02 15 Through 2020 03 27

SAFETY HEALTH OFF 1	53,739	55,659	57,558	59,270	61,023	62,254			
SI1	2,060.00	2,133.60	2,206.40	2,272.00	2,339.20	2,386.40			
	25.75	26.67	27.58	28.40	29.24	29.83			
SAFETY HEALTH OFF 2	59,729	61,899	64,174	66,637	69,016	71,416	73,628	75,882	77,364
SI2	2,289.60	2,372.80	2,460.00	2,554.40	2,645.60	2,737.60	2,822.40	2,908.80	2,965.60
	28.62	29.66	30.75	31.93	33.07	34.22	35.28	36.36	37.07
SAFETY HEALTH OFF 3	63,089	65,218	67,680	70,226	72,856	75,652	77,948	80,327	81,913
SI3	2,418.40	2,500.00	2,594.40	2,692.00	2,792.80	2,900.00	2,988.00	3,079.20	3,140.00
	30.23	31.25	32.43	33.65	34.91	36.25	37.35	38.49	39.25
SAFETY HEALTH OFF 4	66,637	69,016	71,416	74,275	77,197	80,098	82,477	84,939	86,651
SI4	2,554.40	2,645.60	2,737.60	2,847.20	2,959.20	3,070.40	3,161.60	3,256.00	3,321.60
	31.93	33.07	34.22	35.59	36.99	38.38	39.52	40.70	41.52

Effective 2019 03 30 Through 2020 03 27

SHERIFF 1	51,671	53,486	55,340	57,401	59,501	61,751	63,586	64,853
SH1	1,980.70	2,050.30	2,121.35	2,200.38	2,280.85	2,367.13	2,437.45	2,486.03
	27.32	28.28	29.26	30.35	31.46	32.65	33.62	34.29
SHERIFF 2	53,732	55,775	57,836	59,936	62,186	64,437	66,366	67,709
SH2	2,059.73	2,138.03	2,217.05	2,297.53	2,383.80	2,470.08	2,544.03	2,595.50
	28.41	29.49	30.58	31.69	32.88	34.07	35.09	35.80
SHERIFF 3	57,836	59,936	62,186	64,437	66,707	69,354	71,435	72,853
SH3	2,217.05	2,297.53	2,383.80	2,470.08	2,557.08	2,658.58	2,738.33	2,792.70
	30.58	31.69	32.88	34.07	35.27	36.67	37.77	38.52
SHERIFFS OFFICER 1	42,649	44,087	45,543	46,886	47,850			
SO1	1,634.88	1,689.98	1,745.80	1,797.28	1,834.25			
	22.55	23.31	24.08	24.79	25.30			
SHERIFFS OFFICER 2	45,429	46,904	48,399	50,120	51,822	53,619	55,226	56,323
SO2	1,741.45	1,798.00	1,855.28	1,921.25	1,986.50	2,055.38	2,117.00	2,159.05
	24.02	24.80	25.59	26.50	27.40	28.35	29.20	29.78
SHERIFFS OFFICER 3	50,120	51,822	53,619	55,529	57,477	59,595	61,411	62,584
SO3	1,921.25	1,986.50	2,055.38	2,128.60	2,203.28	2,284.48	2,354.08	2,399.03
	26.50	27.40	28.35	29.36	30.39	31.51	32.47	33.09
SHERIFFS OFFICER 4	52,654	54,507	56,474	58,517	60,673	62,981	64,853	66,139
SO4	2,018.40	2,089.45	2,164.85	2,243.15	2,325.80	2,414.25	2,486.03	2,535.33
	27.84	28.82	29.86	30.94	32.08	33.30	34.29	34.97
SURVEY EXAMINER 1	41,949	43,349	44,730	46,337	47,945	49,552	50,536	
SE1	1,608.05	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,937.20	
	22.18	22.92	23.65	24.50	25.35	26.20	26.72	
SURVEY EXAMINER 2	47,945	49,552	51,292	53,070	55,056	57,155	58,271	
SE2	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,233.73	
	25.35	26.20	27.12	28.06	29.11	30.22	30.81	
SURVEY EXAMINER 3	50,441	52,162	54,129	56,096	58,158	60,390	61,638	
SE3	1,933.58	1,999.55	2,074.95	2,150.35	2,229.38	2,314.93	2,362.78	
	26.67	27.58	28.62	29.66	30.75	31.93	32.59	
SURVEY EXAMINER 4	57,761	59,917	62,035	64,286	66,707	69,354	70,754	
SE4	2,214.15	2,296.80	2,378.00	2,464.28	2,557.08	2,658.58	2,712.23	
	30.54	31.68	32.80	33.99	35.27	36.67	37.41	

**LEGAL, INSPECTION AND REGULATORY
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

APPRENTICESHIP TRAINING C	55,377	57,401	59,557	61,713	64,097	66,385	68,390	70,432	71,851
ATC	2,122.80	2,200.38	2,283.03	2,365.68	2,457.03	2,544.75	2,621.60	2,699.90	2,754.28
	29.28	30.35	31.49	32.63	33.89	35.10	36.16	37.24	37.99
ASSESSMENT OFF 1	39,774	40,966	42,441	43,860	45,278	46,810	47,737		
AS1	1,524.68	1,570.35	1,626.90	1,681.28	1,735.65	1,794.38	1,829.90		
	21.03	21.66	22.44	23.19	23.94	24.75	25.24		
ASSESSMENT OFF 2	46,488	47,869	49,590	51,387	53,089	54,980	56,115		
AS2	1,782.05	1,834.98	1,900.95	1,969.83	2,035.08	2,107.58	2,151.08		
	24.58	25.31	26.22	27.17	28.07	29.07	29.67		
ASSESSMENT OFF 3	53,997	55,907	58,007	60,163	62,319	64,683	66,026		
AS3	2,069.88	2,143.10	2,223.58	2,306.23	2,388.88	2,479.50	2,530.98		
	28.55	29.56	30.67	31.81	32.95	34.20	34.91		
ASSESSMENT OFF 4	61,203	63,340	65,685	68,163	70,735	73,458	74,971		
AS4	2,346.10	2,428.03	2,517.93	2,612.90	2,711.50	2,815.90	2,873.90		
	32.36	33.49	34.73	36.04	37.40	38.84	39.64		
ASSESSMENT OFF 5	67,293	69,865	72,475	75,198	78,244	81,251	84,504	86,206	
AS5	2,579.55	2,678.15	2,778.20	2,882.60	2,999.33	3,114.60	3,239.30	3,304.55	
	35.58	36.94	38.32	39.76	41.37	42.96	44.68	45.58	
ASST DIST REGISTRAR	51,557	53,335	55,340	57,439	59,538	61,694	62,943		
ADR	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,412.80		
	27.26	28.20	29.26	30.37	31.48	32.62	33.28		
ASST DIST REGISTRAR 2	51,557	53,335	55,340	57,439	59,538	61,694	63,964	65,231	
ADS	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,451.95	2,500.53	
	27.26	28.20	29.26	30.37	31.48	32.62	33.82	34.49	
ASST FIRE COMMISNR 1	50,139	51,954	53,770	55,794	57,817	59,954	61,732	63,586	64,834
AF1	1,921.98	1,991.58	2,061.18	2,138.75	2,216.33	2,298.25	2,366.40	2,437.45	2,485.30
	26.51	27.47	28.43	29.50	30.57	31.70	32.64	33.62	34.28
ASST FIRE COMMISNR 2	55,359	57,439	59,557	61,732	64,115	66,385	68,390	70,432	71,851
AF2	2,122.08	2,201.83	2,283.03	2,366.40	2,457.75	2,544.75	2,621.60	2,699.90	2,754.28
	29.27	30.37	31.49	32.64	33.90	35.10	36.16	37.24	37.99
ASST FIRE COMMISNR 3	60,617	62,697	65,042	67,501	70,073	72,778	74,953	77,241	78,792
AF3	2,323.63	2,403.38	2,493.28	2,587.53	2,686.13	2,789.80	2,873.18	2,960.90	3,020.35
	32.05	33.15	34.39	35.69	37.05	38.48	39.63	40.84	41.66
CH INSPECTION SERV	71,567	74,366	77,279	80,248	83,634	87,133	90,821	92,617	
CIS	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,550.33	
	37.84	39.32	40.86	42.43	44.22	46.07	48.02	48.97	
CLERK OF COURT 1	41,817	43,008	44,200	45,448	46,753	48,096	49,080		
CC1	1,602.98	1,648.65	1,694.33	1,742.18	1,792.20	1,843.68	1,881.38		
	22.11	22.74	23.37	24.03	24.72	25.43	25.95		

CLERK OF COURT 2	43,557	44,957	46,564	48,191	49,798	51,557	52,578	
CC2	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,015.50	
	23.03	23.77	24.62	25.48	26.33	27.26	27.80	
CLERK OF COURT 3	45,807	47,264	48,947	50,687	52,427	54,394	55,491	
CC3	1,755.95	1,811.78	1,876.30	1,943.00	2,009.70	2,085.10	2,127.15	
	24.22	24.99	25.88	26.80	27.72	28.76	29.34	
CLERK OF COURT 4	48,947	50,687	52,427	54,394	56,380	58,441	59,671	
CC4	1,876.30	1,943.00	2,009.70	2,085.10	2,161.23	2,240.25	2,287.38	
	25.88	26.80	27.72	28.76	29.81	30.90	31.55	
CLERK OF COURT 5	55,359	57,458	59,406	61,638	63,964	66,347	67,690	
CC5	2,122.08	2,202.55	2,277.23	2,362.78	2,451.95	2,543.30	2,594.78	
	29.27	30.38	31.41	32.59	33.82	35.08	35.79	
COMPLIANCE OFF 1	44,957	46,564	48,191	49,798	51,557	53,335	54,413	
CI1	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,085.83	
	23.77	24.62	25.48	26.33	27.26	28.20	28.77	
COMPLIANCE OFF 2	48,947	50,687	52,427	54,394	56,380	58,441	59,671	
CI2	1,876.30	1,943.00	2,009.70	2,085.10	2,161.23	2,240.25	2,287.38	
	25.88	26.80	27.72	28.76	29.81	30.90	31.55	
COMPLIANCE OFF 3	56,342	58,423	60,541	62,735	65,042	67,652	68,995	
CI3	2,159.78	2,239.53	2,320.73	2,404.83	2,493.28	2,593.33	2,644.80	
	29.79	30.89	32.01	33.17	34.39	35.77	36.48	
CONSUMER SERV OFF 1	54,924	56,985	59,160	61,335	63,548	66,064	67,387	
FC1	2,105.40	2,184.43	2,267.80	2,351.18	2,436.00	2,532.43	2,583.18	
	29.04	30.13	31.28	32.43	33.60	34.93	35.63	
CONSUMER SERV OFF 2	62,338	64,607	67,009	69,676	72,418	75,161	76,655	
FC2	2,389.60	2,476.60	2,568.68	2,670.90	2,776.03	2,881.15	2,938.43	
	32.96	34.16	35.43	36.84	38.29	39.74	40.53	
CONSUMER SERV OFF 3	68,541	71,038	73,704	76,579	79,605	82,650	86,149	87,851
FC3	2,627.40	2,723.10	2,825.33	2,935.53	3,051.53	3,168.25	3,302.38	3,367.63
	36.24	37.56	38.97	40.49	42.09	43.70	45.55	46.45
CONSUMER SERV OFF 4	73,704	76,579	79,605	82,650	86,149	89,761	93,563	95,398
FC4	2,825.33	2,935.53	3,051.53	3,168.25	3,302.38	3,440.85	3,586.58	3,656.90
	38.97	40.49	42.09	43.70	45.55	47.46	49.47	50.44
COURT COMMUN 1	43,557	44,957	46,564	48,191	49,798	51,557	52,578	
CM1	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,015.50	
	23.03	23.77	24.62	25.48	26.33	27.26	27.80	
COURT COMMUN 2	46,564	48,191	49,798	51,557	53,335	55,340	56,437	
CM2	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,163.40	
	24.62	25.48	26.33	27.26	28.20	29.26	29.84	
COURT REPORTER 1	41,155	42,460	43,916	44,805				
CR1	1,577.60	1,627.63	1,683.45	1,717.53				
	21.76	22.45	23.22	23.69				

COURT REPORTER 2 CR2	53,411 2,047.40 28.24	55,018 2,109.03 29.09	56,531 2,167.03 29.89	58,441 2,240.25 30.90	60,163 2,306.23 31.81	62,054 2,378.73 32.81	63,283 2,425.85 33.46		
COURT REPORTER 3 CR3	55,359 2,122.08 29.27	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	67,690 2,594.78 35.79		
COURT USHER CUS	31,698 1,215.10 16.76	32,682 1,252.80 17.28	33,590 1,287.60 17.76	34,573 1,325.30 18.28	35,727 1,369.53 18.89	36,843 1,412.30 19.48	37,524 1,438.40 19.84		
DAIRY INSPECTOR 1 DN1	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	52,578 2,015.50 27.80		
DAIRY INSPECTOR 2 DN2	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	60,730 2,327.98 32.11		
DAIRY INSPECTOR 3 DN3	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	61,694 2,364.95 32.62	64,153 2,459.20 33.92	65,420 2,507.78 34.59		
DIV SPVR DEPT LABOUR DLS	65,704 2,518.65 34.74	68,163 2,612.90 36.04	70,735 2,711.50 37.40	73,477 2,816.63 38.85	76,277 2,923.93 40.33	79,284 3,039.20 41.92	80,872 3,100.10 42.76		
DOCUMENT EXAMINER DEX	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	58,555 2,244.60 30.96		
EMPLOY STAND OFF 1 EP1	48,947 1,876.30 25.88	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	58,441 2,240.25 30.90	59,671 2,287.38 31.55		
EMPLOY STAND OFF 2 EP2	53,959 2,068.43 28.53	55,983 2,146.00 29.60	58,007 2,223.58 30.67	60,181 2,306.95 31.82	62,451 2,393.95 33.02	64,721 2,480.95 34.22	66,631 2,554.18 35.23	68,636 2,631.03 36.29	70,035 2,684.68 37.03
EMPLOY STAND OFF 3 EP3	59,160 2,267.80 31.28	61,146 2,343.93 32.33	63,434 2,431.65 33.54	65,780 2,521.55 34.78	68,295 2,617.98 36.11	70,943 2,719.48 37.51	73,099 2,802.13 38.65	75,274 2,885.50 39.80	76,749 2,942.05 40.58
ESTATES OFFICER 1 ES1	44,446 1,703.75 23.50	45,827 1,756.68 24.23	47,434 1,818.30 25.08	49,155 1,884.28 25.99	50,782 1,946.63 26.85	52,616 2,016.95 27.82	53,713 2,059.00 28.40		
ESTATES OFFICER 2 ES2	49,893 1,912.55 26.38	51,727 1,982.88 27.35	53,505 2,051.03 28.29	55,453 2,125.70 29.32	57,534 2,205.45 30.42	59,614 2,285.20 31.52	60,806 2,330.88 32.15		
ESTATES OFFICER 3 ES3	56,437 2,163.40 29.84	58,555 2,244.60 30.96	60,597 2,322.90 32.04	62,867 2,409.90 33.24	65,212 2,499.80 34.48	67,652 2,593.33 35.77	68,995 2,644.80 36.48		

ESTATES OFFICER 4	61,751	64,040	66,366	68,995	71,718	74,423	75,898		
ES4	2,367.13	2,454.85	2,544.03	2,644.80	2,749.20	2,852.88	2,909.43		
	32.65	33.86	35.09	36.48	37.92	39.35	40.13		
HUMAN RIGHTS OFF 1	53,335	55,340	57,439	59,538	61,694	64,153	65,420		
HO1	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78		
	28.20	29.26	30.37	31.48	32.62	33.92	34.59		
HUMAN RIGHTS OFF 2	60,541	62,735	65,042	67,652	70,300	72,948	74,423		
HO2	2,320.73	2,404.83	2,493.28	2,593.33	2,694.83	2,796.33	2,852.88		
	32.01	33.17	34.39	35.77	37.17	38.57	39.35		
INSP MECH, CODES & STAND	66,240	68,557	71,124	73,774	76,550	79,513	81,913	84,397	86,108
IMS	2,539.20	2,628.00	2,726.40	2,828.00	2,934.40	3,048.00	3,140.00	3,235.20	3,300.80
	31.74	32.85	34.08	35.35	36.68	38.10	39.25	40.44	41.26
LAND TITLES CLERK 1	34,573	35,727	36,843	37,921	39,093	40,380	41,193		
LT1	1,325.30	1,369.53	1,412.30	1,453.63	1,498.58	1,547.88	1,579.05		
	18.28	18.89	19.48	20.05	20.67	21.35	21.78		
LAND TITLES CLERK 2	37,353	38,450	39,774	41,155	42,460	43,916	44,805		
LT2	1,431.88	1,473.93	1,524.68	1,577.60	1,627.63	1,683.45	1,717.53		
	19.75	20.33	21.03	21.76	22.45	23.22	23.69		
LAND TITLES CLERK 3	42,157	43,557	44,957	46,564	48,191	49,798	50,782		
LT3	1,616.03	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,946.63		
	22.29	23.03	23.77	24.62	25.48	26.33	26.85		
LAND TITLES CLERK 4	44,957	46,564	48,191	49,798	51,557	53,335	54,413		
LT4	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,085.83		
	23.77	24.62	25.48	26.33	27.26	28.20	28.77		
LAND TITLES CLERK 5	48,191	49,798	51,557	53,335	55,340	57,439	58,555		
LT5	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2,244.60		
	25.48	26.33	27.26	28.20	29.26	30.37	30.96		
MINES INSPECTOR 1	48,096	49,666	51,368	53,184	55,056	57,099	58,252		
MI1	1,843.68	1,903.85	1,969.10	2,038.70	2,110.48	2,188.78	2,233.00		
	25.43	26.26	27.16	28.12	29.11	30.19	30.80		
MINES INSPECTOR 2	51,368	53,184	55,056	57,099	59,217	61,392	62,564		
MI2	1,969.10	2,038.70	2,110.48	2,188.78	2,269.98	2,353.35	2,398.30		
	27.16	28.12	29.11	30.19	31.31	32.46	33.08		
MINES INSPECTOR 3	59,160	61,373	63,567	65,874	68,352	71,038	72,475		
MI3	2,267.80	2,352.63	2,436.73	2,525.18	2,620.15	2,723.10	2,778.20		
	31.28	32.45	33.61	34.83	36.14	37.56	38.32		
MINES INSPECTOR 4	64,721	67,123	69,657	72,399	75,123	78,073	80,418	82,839	84,447
MI4	2,480.95	2,573.03	2,670.18	2,775.30	2,879.70	2,992.80	3,082.70	3,175.50	3,237.13
	34.22	35.49	36.83	38.28	39.72	41.28	42.52	43.80	44.65
MINES INSPECTOR 5	66,271	68,806	71,397	74,083	77,052	80,021	83,237	85,828	87,530
MI5	2,540.40	2,637.55	2,736.88	2,839.83	2,953.65	3,067.48	3,190.73	3,290.05	3,355.30
	35.04	36.38	37.75	39.17	40.74	42.31	44.01	45.38	46.28

MOTOR CARRIER ENFORCEM MC1	48,947 1,876.30 25.88	50,687 1,943.00 26.80	52,427 2,009.70 27.72	53,978 2,069.15 28.54	55,586 2,130.78 29.39	56,701 2,173.55 29.98			
MOTOR CARRIER ENFORCEM MC2	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17	72,948 2,796.33 38.57	74,423 2,852.88 39.35	
MOTOR CARRIER ENFORCEM MC3	62,867 2,409.90 33.24	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17	72,948 2,796.33 38.57	75,123 2,879.70 39.72	77,354 2,965.25 40.90	79,681 3,054.43 42.13	81,232 3,113.88 42.95
PROPERTY APPRAIS 1 PS1	39,188 1,502.20 20.72	40,380 1,547.88 21.35	41,779 1,601.53 22.09	43,179 1,655.18 22.83	44,578 1,708.83 23.57	46,072 1,766.10 24.36	47,018 1,802.35 24.86		
PROPERTY APPRAIS 2 PS2	53,184 2,038.70 28.12	55,056 2,110.48 29.11	57,099 2,188.78 30.19	59,217 2,269.98 31.31	61,392 2,353.35 32.46	63,756 2,443.98 33.71	64,985 2,491.10 34.36		
PROPERTY APPRAIS 3 PS3	62,054 2,378.73 32.81	64,191 2,460.65 33.94	66,555 2,551.28 35.19	69,052 2,646.98 36.51	71,662 2,747.03 37.89	74,442 2,853.60 39.36	75,917 2,910.15 40.14		
PROPERTY APPRAIS 4 PS4	69,411 2,660.75 36.70	72,116 2,764.43 38.13	74,764 2,865.93 39.53	77,581 2,973.95 41.02	80,740 3,095.03 42.69	83,823 3,213.20 44.32	87,208 3,342.98 46.11	88,967 3,410.40 47.04	
PROPERTY APPRAIS 5 PS5	78,735 3,018.18 41.63	81,818 3,136.35 43.26	85,033 3,259.60 44.96	88,267 3,383.58 46.67	92,012 3,527.13 48.65	95,851 3,674.30 50.68	99,899 3,829.45 52.82	101,904 3,906.30 53.88	
RESOURCE OFFICER 1 RO1	41,051 1,573.60 19.67	42,219 1,618.40 20.23	43,430 1,664.80 20.81	44,327 1,699.20 21.24					
RESOURCE OFFICER 2 RO2	42,240 1,619.20 20.24	43,471 1,666.40 20.83	44,891 1,720.80 21.51	46,393 1,778.40 22.23	47,791 1,832.00 22.90	48,772 1,869.60 23.37			
RESOURCE OFFICER 3 RO3	58,226 2,232.00 27.90	60,042 2,301.60 28.77	62,066 2,379.20 29.74	64,487 2,472.00 30.90	66,699 2,556.80 31.96	69,162 2,651.20 33.14	70,518 2,703.20 33.79		
RESOURCE OFFICER 4 RO4	64,487 2,472.00 30.90	66,699 2,556.80 31.96	69,162 2,651.20 33.14	71,562 2,743.20 34.29	74,171 2,843.20 35.54	76,884 2,947.20 36.84	78,491 3,008.80 37.61		
RESOURCE OFFICER 5 RO5	74,275 2,847.20 35.59	76,988 2,951.20 36.89	79,993 3,066.40 38.33	83,103 3,185.60 39.82	86,275 3,307.20 41.34	89,614 3,435.20 42.94	91,430 3,504.80 43.81		
REVIEWING OFFICER 1 RW1	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	56,437 2,163.40 29.84		

REVIEWING OFFICER 2 RW2	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	61,694 2,364.95 32.62	62,943 2,412.80 33.28		
REVIEWING OFFICER 3 RW3	55,359 2,122.08 29.27	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	67,690 2,594.78 35.79		
REVIEWING OFFICER 4 RW4	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17	71,718 2,749.20 37.92		
SAFETY HEALTH OFF 1 SI1	54,011 2,070.40 25.88	55,931 2,144.00 26.80	57,851 2,217.60 27.72	59,562 2,283.20 28.54	61,336 2,351.20 29.39	62,567 2,398.40 29.98			
SAFETY HEALTH OFF 2 SI2	60,021 2,300.80 28.76	62,212 2,384.80 29.81	64,487 2,472.00 30.90	66,971 2,567.20 32.09	69,371 2,659.20 33.24	71,771 2,751.20 34.39	74,004 2,836.80 35.46	76,258 2,923.20 36.54	77,760 2,980.80 37.26
SAFETY HEALTH OFF 3 SI3	63,402 2,430.40 30.38	65,551 2,512.80 31.41	68,014 2,607.20 32.59	70,581 2,705.60 33.82	73,211 2,806.40 35.08	76,028 2,914.40 36.43	78,344 3,003.20 37.54	80,724 3,094.40 38.68	82,331 3,156.00 39.45
SAFETY HEALTH OFF 4 SI4	66,971 2,567.20 32.09	69,371 2,659.20 33.24	71,771 2,751.20 34.39	74,651 2,861.60 35.77	77,572 2,973.60 37.17	80,494 3,085.60 38.57	82,894 3,177.60 39.72	85,357 3,272.00 40.90	87,089 3,338.40 41.73
SHERIFF 1 SH1	51,935 1,990.85 27.46	53,751 2,060.45 28.42	55,623 2,132.23 29.41	57,685 2,211.25 30.50	59,803 2,292.45 31.62	62,054 2,378.73 32.81	63,907 2,449.78 33.79	65,174 2,498.35 34.46	
SHERIFF 2 SH2	53,997 2,069.88 28.55	56,058 2,148.90 29.64	58,120 2,227.93 30.73	60,238 2,309.13 31.85	62,489 2,395.40 33.04	64,758 2,482.40 34.24	66,707 2,557.08 35.27	68,049 2,608.55 35.98	
SHERIFF 3 SH3	58,120 2,227.93 30.73	60,238 2,309.13 31.85	62,489 2,395.40 33.04	64,758 2,482.40 34.24	67,047 2,570.13 35.45	69,695 2,671.63 36.85	71,794 2,752.10 37.96	73,213 2,806.48 38.71	
SHERIFFS OFFICER 1 SO1	42,857 1,642.85 22.66	44,313 1,698.68 23.43	45,770 1,754.50 24.20	47,113 1,805.98 24.91	48,096 1,843.68 25.43				
SHERIFFS OFFICER 2 SO2	45,656 1,750.15 24.14	47,131 1,806.70 24.92	48,644 1,864.70 25.72	50,366 1,930.68 26.63	52,087 1,996.65 27.54	53,883 2,065.53 28.49	55,510 2,127.88 29.35	56,607 2,169.93 29.93	
SHERIFFS OFFICER 3 SO3	50,366 1,930.68 26.63	52,087 1,996.65 27.54	53,883 2,065.53 28.49	55,813 2,139.48 29.51	57,761 2,214.15 30.54	59,898 2,296.08 31.67	61,713 2,365.68 32.63	62,905 2,411.35 33.26	
SHERIFFS OFFICER 4 SO4	52,919 2,028.55 27.98	54,772 2,099.60 28.96	56,758 2,175.73 30.01	58,801 2,254.03 31.09	60,976 2,337.40 32.24	63,302 2,426.58 33.47	65,174 2,498.35 34.46	66,461 2,547.65 35.14	

SURVEY EXAMINER 1	42,157	43,557	44,957	46,564	48,191	49,798	50,782
SE1	1,616.03	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,946.63
	22.29	23.03	23.77	24.62	25.48	26.33	26.85
SURVEY EXAMINER 2	48,191	49,798	51,557	53,335	55,340	57,439	58,555
SE2	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2,244.60
	25.48	26.33	27.26	28.20	29.26	30.37	30.96
SURVEY EXAMINER 3	50,687	52,427	54,394	56,380	58,441	60,692	61,940
SE3	1,943.00	2,009.70	2,085.10	2,161.23	2,240.25	2,326.53	2,374.38
	26.80	27.72	28.76	29.81	30.90	32.09	32.75
SURVEY EXAMINER 4	58,044	60,219	62,338	64,607	67,047	69,695	71,113
SE4	2,225.03	2,308.40	2,389.60	2,476.60	2,570.13	2,671.63	2,726.00
	30.69	31.84	32.96	34.16	35.45	36.85	37.60

**LEGAL, INSPECTION AND REGULATORY
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

APPRENTICESHIP TRAINING C	56,285	58,347	60,541	62,735	65,156	67,482	69,524	71,586	73,042
ATC	2,157.60	2,236.63	2,320.73	2,404.83	2,497.63	2,586.80	2,665.10	2,744.13	2,799.95
	29.76	30.85	32.01	33.17	34.45	35.68	36.76	37.85	38.62
ASSESSMENT OFF 1	40,436	41,647	43,141	44,578	46,034	47,585	48,531		
AS1	1,550.05	1,596.45	1,653.73	1,708.83	1,764.65	1,824.10	1,860.35		
	21.38	22.02	22.81	23.57	24.34	25.16	25.66		
ASSESSMENT OFF 2	47,264	48,663	50,403	52,238	53,959	55,888	57,042		
AS2	1,811.78	1,865.43	1,932.13	2,002.45	2,068.43	2,142.38	2,186.60		
	24.99	25.73	26.65	27.62	28.53	29.55	30.16		
ASSESSMENT OFF 3	54,886	56,834	58,971	61,146	63,340	65,742	67,123		
AS3	2,103.95	2,178.63	2,260.55	2,343.93	2,428.03	2,520.10	2,573.03		
	29.02	30.05	31.18	32.33	33.49	34.76	35.49		
ASSESSMENT OFF 4	62,205	64,380	66,763	69,279	71,908	74,669	76,201		
AS4	2,384.53	2,467.90	2,559.25	2,655.68	2,756.45	2,862.30	2,921.03		
	32.89	34.04	35.30	36.63	38.02	39.48	40.29		
ASSESSMENT OFF 5	68,409	71,019	73,667	76,447	79,530	82,594	85,903	87,624	
AS5	2,622.33	2,722.38	2,823.88	2,930.45	3,048.63	3,166.08	3,292.95	3,358.93	
	36.17	37.55	38.95	40.42	42.05	43.67	45.42	46.33	
ASST DIST REGISTRAR	52,408	54,224	56,247	58,385	60,522	62,716	63,983		
ADR	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,452.68		
	27.71	28.67	29.74	30.87	32.00	33.16	33.83		
ASST DIST REGISTRAR 2	52,408	54,224	56,247	58,385	60,522	62,716	65,023	66,309	
ADS	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,492.55	2,541.85	
	27.71	28.67	29.74	30.87	32.00	33.16	34.38	35.06	
ASST FIRE COMMISNR 1	50,971	52,805	54,659	56,720	58,763	60,938	62,754	64,626	65,912
AF1	1,953.88	2,024.20	2,095.25	2,174.28	2,252.58	2,335.95	2,405.55	2,477.33	2,526.63
	26.95	27.92	28.90	29.99	31.07	32.22	33.18	34.17	34.85
ASST FIRE COMMISNR 2	56,267	58,385	60,541	62,754	65,174	67,482	69,524	71,586	73,042
AF2	2,156.88	2,238.08	2,320.73	2,405.55	2,498.35	2,586.80	2,665.10	2,744.13	2,799.95
	29.75	30.87	32.01	33.18	34.46	35.68	36.76	37.85	38.62
ASST FIRE COMMISNR 3	61,619	63,737	66,120	68,617	71,227	73,969	76,182	78,508	80,097
AF3	2,362.05	2,443.25	2,534.60	2,630.30	2,730.35	2,835.48	2,920.30	3,009.48	3,070.38
	32.58	33.70	34.96	36.28	37.66	39.11	40.28	41.51	42.35
CH INSPECTION SERV	72,740	75,596	78,546	81,572	85,014	88,570	92,315	94,149	
CIS	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05	
	38.46	39.97	41.53	43.13	44.95	46.83	48.81	49.78	
CLERK OF COURT 1	42,498	43,727	44,937	46,205	47,529	48,890	49,893		
CC1	1,629.08	1,676.20	1,722.60	1,771.18	1,821.93	1,874.13	1,912.55		
	22.47	23.12	23.76	24.43	25.13	25.85	26.38		

CLERK OF COURT 2 CC2	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	53,448 2,048.85 28.26	
CLERK OF COURT 3 CC3	46,564 1,784.95 24.62	48,039 1,841.50 25.40	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	56,399 2,161.95 29.82	
CLERK OF COURT 4 CC4	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	60,654 2,325.08 32.07	
CLERK OF COURT 5 CC5	56,267 2,156.88 29.75	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	68,806 2,637.55 36.38	
COMPLIANCE OFF 1 CI1	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	55,302 2,119.90 29.24	
COMPLIANCE OFF 2 CI2	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	60,654 2,325.08 32.07	
COMPLIANCE OFF 3 CI3	57,269 2,195.30 30.28	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	70,130 2,688.30 37.08	
CONSUMER SERV OFF 1 FC1	55,831 2,140.20 29.52	57,931 2,220.68 30.63	60,144 2,305.50 31.80	62,357 2,390.33 32.97	64,588 2,475.88 34.15	67,160 2,574.48 35.51	68,503 2,625.95 36.22	
CONSUMER SERV OFF 2 FC2	63,359 2,428.75 33.50	65,666 2,517.20 34.72	68,106 2,610.73 36.01	70,830 2,715.13 37.45	73,610 2,821.70 38.92	76,409 2,929.00 40.40	77,922 2,987.00 41.20	
CONSUMER SERV OFF 3 FC3	69,676 2,670.90 36.84	72,210 2,768.05 38.18	74,915 2,871.73 39.61	77,846 2,984.10 41.16	80,910 3,101.55 42.78	84,012 3,220.45 44.42	87,568 3,356.75 46.30	89,308 3,423.45 47.22
CONSUMER SERV OFF 4 FC4	74,915 2,871.73 39.61	77,846 2,984.10 41.16	80,910 3,101.55 42.78	84,012 3,220.45 44.42	87,568 3,356.75 46.30	91,237 3,497.40 48.24	95,114 3,646.03 50.29	96,967 3,717.08 51.27
COURT COMMUN 1 CM1	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	53,448 2,048.85 28.26	
COURT COMMUN 2 CM2	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	57,363 2,198.93 30.33	
COURT REPORTER 1 CR1	41,836 1,603.70 22.12	43,160 1,654.45 22.82	44,635 1,711.00 23.60	45,543 1,745.80 24.08				

COURT REPORTER 2 CR2	54,300 2,081.48 28.71	55,926 2,143.83 29.57	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,146 2,343.93 32.33	63,075 2,417.88 33.35	64,324 2,465.73 34.01		
COURT REPORTER 3 CR3	56,267 2,156.88 29.75	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	68,806 2,637.55 36.38		
COURT USHER CUS	32,228 1,235.40 17.04	33,230 1,273.83 17.57	34,138 1,308.63 18.05	35,140 1,347.05 18.58	36,313 1,392.00 19.20	37,448 1,435.50 19.80	38,148 1,462.33 20.17		
DAIRY INSPECTOR 1 DN1	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	53,448 2,048.85 28.26		
DAIRY INSPECTOR 2 DN2	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	61,732 2,366.40 32.64		
DAIRY INSPECTOR 3 DN3	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	62,716 2,404.10 33.16	65,212 2,499.80 34.48	66,498 2,549.10 35.16		
DIV SPVR DEPT LABOUR DLS	66,782 2,559.98 35.31	69,279 2,655.68 36.63	71,908 2,756.45 38.02	74,688 2,863.03 39.49	77,544 2,972.50 41.00	80,589 3,089.23 42.61	82,215 3,151.58 43.47		
DOCUMENT EXAMINER DEX	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	59,520 2,281.58 31.47		
EMPLOY STAND OFF 1 EP1	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	60,654 2,325.08 32.07		
EMPLOY STAND OFF 2 EP2	54,848 2,102.50 29.00	56,910 2,181.53 30.09	58,971 2,260.55 31.18	61,184 2,345.38 32.35	63,472 2,433.10 33.56	65,780 2,521.55 34.78	67,728 2,596.23 35.81	69,770 2,674.53 36.89	71,189 2,728.90 37.64
EMPLOY STAND OFF 3 EP3	60,144 2,305.50 31.80	62,148 2,382.35 32.86	64,475 2,471.53 34.09	66,858 2,562.88 35.35	69,430 2,661.48 36.71	72,116 2,764.43 38.13	74,310 2,848.53 39.29	76,522 2,933.35 40.46	78,017 2,990.63 41.25
ESTATES OFFICER 1 ES1	45,183 1,732.03 23.89	46,583 1,785.68 24.63	48,210 1,848.03 25.49	49,968 1,915.45 26.42	51,614 1,978.53 27.29	53,486 2,050.30 28.28	54,602 2,093.08 28.87		
ESTATES OFFICER 2 ES2	50,725 1,944.45 26.82	52,578 2,015.50 27.80	54,394 2,085.10 28.76	56,361 2,160.50 29.80	58,479 2,241.70 30.92	60,597 2,322.90 32.04	61,808 2,369.30 32.68		
ESTATES OFFICER 3 ES3	57,363 2,198.93 30.33	59,520 2,281.58 31.47	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,290 2,541.13 35.05	68,768 2,636.10 36.36	70,130 2,688.30 37.08		

ESTATES OFFICER 4	62,773	65,099	67,463	70,130	72,910	75,652	77,147		
ES4	2,406.28	2,495.45	2,586.08	2,688.30	2,794.88	2,900.00	2,957.28		
	33.19	34.42	35.67	37.08	38.55	40.00	40.79		
HUMAN RIGHTS OFF 1	54,224	56,247	58,385	60,522	62,716	65,212	66,498		
HO1	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10		
	28.67	29.74	30.87	32.00	33.16	34.48	35.16		
HUMAN RIGHTS OFF 2	61,543	63,775	66,120	68,768	71,454	74,158	75,652		
HO2	2,359.15	2,444.70	2,534.60	2,636.10	2,739.05	2,842.73	2,900.00		
	32.54	33.72	34.96	36.36	37.78	39.21	40.00		
INSP MECH, CODES & STAND	67,325	69,684	72,292	74,984	77,823	80,828	83,270	85,795	87,527
IMS	2,580.80	2,671.20	2,771.20	2,874.40	2,983.20	3,098.40	3,192.00	3,288.80	3,355.20
	32.26	33.39	34.64	35.93	37.29	38.73	39.90	41.11	41.94
LAND TITLES CLERK 1	35,140	36,313	37,448	38,545	39,737	41,041	41,874		
LT1	1,347.05	1,392.00	1,435.50	1,477.55	1,523.23	1,573.25	1,605.15		
	18.58	19.20	19.80	20.38	21.01	21.70	22.14		
LAND TITLES CLERK 2	37,977	39,093	40,436	41,836	43,160	44,635	45,543		
LT2	1,455.80	1,498.58	1,550.05	1,603.70	1,654.45	1,711.00	1,745.80		
	20.08	20.67	21.38	22.12	22.82	23.60	24.08		
LAND TITLES CLERK 3	42,857	44,276	45,694	47,340	48,985	50,611	51,614		
LT3	1,642.85	1,697.23	1,751.60	1,814.68	1,877.75	1,940.10	1,978.53		
	22.66	23.41	24.16	25.03	25.90	26.76	27.29		
LAND TITLES CLERK 4	45,694	47,340	48,985	50,611	52,408	54,224	55,302		
LT4	1,751.60	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,119.90		
	24.16	25.03	25.90	26.76	27.71	28.67	29.24		
LAND TITLES CLERK 5	48,985	50,611	52,408	54,224	56,247	58,385	59,520		
LT5	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,281.58		
	25.90	26.76	27.71	28.67	29.74	30.87	31.47		
MINES INSPECTOR 1	48,890	50,479	52,219	54,054	55,964	58,044	59,217		
MI1	1,874.13	1,935.03	2,001.73	2,072.05	2,145.28	2,225.03	2,269.98		
	25.85	26.69	27.61	28.58	29.59	30.69	31.31		
MINES INSPECTOR 2	52,219	54,054	55,964	58,044	60,200	62,413	63,605		
MI2	2,001.73	2,072.05	2,145.28	2,225.03	2,307.68	2,392.50	2,438.18		
	27.61	28.58	29.59	30.69	31.83	33.00	33.63		
MINES INSPECTOR 3	60,144	62,394	64,607	66,952	69,487	72,210	73,667		
MI3	2,305.50	2,391.78	2,476.60	2,566.50	2,663.65	2,768.05	2,823.88		
	31.80	32.99	34.16	35.40	36.74	38.18	38.95		
MINES INSPECTOR 4	65,780	68,238	70,811	73,591	76,371	79,359	81,742	84,201	85,847
MI4	2,521.55	2,615.80	2,714.40	2,820.98	2,927.55	3,042.10	3,133.45	3,227.70	3,290.78
	34.78	36.08	37.44	38.91	40.38	41.96	43.22	44.52	45.39
MINES INSPECTOR 5	67,368	69,941	72,570	75,312	78,319	81,345	84,617	87,246	88,967
MI5	2,582.45	2,681.05	2,781.83	2,886.95	3,002.23	3,118.23	3,243.65	3,344.43	3,410.40
	35.62	36.98	38.37	39.82	41.41	43.01	44.74	46.13	47.04

MOTOR CARRIER ENFORCEM MC1	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	54,867 2,103.23 29.01	56,493 2,165.58 29.87	57,628 2,209.08 30.47			
MOTOR CARRIER ENFORCEM MC2	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	71,454 2,739.05 37.78	74,158 2,842.73 39.21	75,652 2,900.00 40.00	
MOTOR CARRIER ENFORCEM MC3	63,907 2,449.78 33.79	66,120 2,534.60 34.96	68,768 2,636.10 36.36	71,454 2,739.05 37.78	74,158 2,842.73 39.21	76,371 2,927.55 40.38	78,622 3,013.83 41.57	81,005 3,105.18 42.83	82,574 3,165.35 43.66
PROPERTY APPRAIS 1 PS1	39,831 1,526.85 21.06	41,041 1,573.25 21.70	42,460 1,627.63 22.45	43,897 1,682.73 23.21	45,316 1,737.10 23.96	46,829 1,795.10 24.76	47,793 1,832.08 25.27		
PROPERTY APPRAIS 2 PS2	54,054 2,072.05 28.58	55,964 2,145.28 29.59	58,044 2,225.03 30.69	60,200 2,307.68 31.83	62,413 2,392.50 33.00	64,815 2,484.58 34.27	66,064 2,532.43 34.93		
PROPERTY APPRAIS 3 PS3	63,075 2,417.88 33.35	65,250 2,501.25 34.50	67,652 2,593.33 35.77	70,187 2,690.48 37.11	72,853 2,792.70 38.52	75,671 2,900.73 40.01	77,165 2,958.00 40.80		
PROPERTY APPRAIS 4 PS4	70,565 2,704.98 37.31	73,307 2,810.10 38.76	75,993 2,913.05 40.18	78,868 3,023.25 41.70	82,064 3,145.78 43.39	85,204 3,266.13 45.05	88,646 3,398.08 46.87	90,442 3,466.95 47.82	
PROPERTY APPRAIS 5 PS5	80,040 3,068.20 42.32	83,161 3,187.83 43.97	86,433 3,313.25 45.70	89,724 3,439.40 47.44	93,525 3,585.13 49.45	97,440 3,735.20 51.52	101,544 3,892.53 53.69	103,587 3,970.83 54.77	
RESOURCE OFFICER 1 RO1	41,718 1,599.20 19.99	42,908 1,644.80 20.56	44,139 1,692.00 21.15	45,057 1,727.20 21.59					
RESOURCE OFFICER 2 RO2	42,929 1,645.60 20.57	44,181 1,693.60 21.17	45,621 1,748.80 21.86	47,165 1,808.00 22.60	48,584 1,862.40 23.28	49,586 1,900.80 23.76			
RESOURCE OFFICER 3 RO3	59,186 2,268.80 28.36	61,023 2,339.20 29.24	63,089 2,418.40 30.23	65,551 2,512.80 31.41	67,805 2,599.20 32.49	70,310 2,695.20 33.69	71,687 2,748.00 34.35		
RESOURCE OFFICER 4 RO4	65,551 2,512.80 31.41	67,805 2,599.20 32.49	70,310 2,695.20 33.69	72,751 2,788.80 34.86	75,402 2,890.40 36.13	78,157 2,996.00 37.45	79,784 3,058.40 38.23		
RESOURCE OFFICER 5 RO5	75,506 2,894.40 36.18	78,261 3,000.00 37.50	81,308 3,116.80 38.96	84,480 3,238.40 40.48	87,694 3,361.60 42.02	91,096 3,492.00 43.65	92,932 3,562.40 44.53		
REVIEWING OFFICER 1 RW1	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	57,363 2,198.93 30.33		

REVIEWING OFFICER 2 RW2	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	62,716 2,404.10 33.16	63,983 2,452.68 33.83		
REVIEWING OFFICER 3 RW3	56,267 2,156.88 29.75	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	68,806 2,637.55 36.38		
REVIEWING OFFICER 4 RW4	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	71,454 2,739.05 37.78	72,910 2,794.88 38.55		
SAFETY HEALTH OFF 1 SI1	54,908 2,104.80 26.31	56,849 2,179.20 27.24	58,811 2,254.40 28.18	60,543 2,320.80 29.01	62,338 2,389.60 29.87	63,590 2,437.60 30.47			
SAFETY HEALTH OFF 2 SI2	61,002 2,338.40 29.23	63,235 2,424.00 30.30	65,551 2,512.80 31.41	68,077 2,609.60 32.62	70,518 2,703.20 33.79	72,960 2,796.80 34.96	75,235 2,884.00 36.05	77,510 2,971.20 37.14	79,033 3,029.60 37.87
SAFETY HEALTH OFF 3 SI3	64,445 2,470.40 30.88	66,637 2,554.40 31.93	69,141 2,650.40 33.13	71,750 2,750.40 34.38	74,421 2,852.80 35.66	77,280 2,962.40 37.03	79,638 3,052.80 38.16	82,059 3,145.60 39.32	83,687 3,208.00 40.10
SAFETY HEALTH OFF 4 SI4	68,077 2,609.60 32.62	70,518 2,703.20 33.79	72,960 2,796.80 34.96	75,882 2,908.80 36.36	78,845 3,022.40 37.78	81,830 3,136.80 39.21	84,271 3,230.40 40.38	86,755 3,325.60 41.57	88,529 3,393.60 42.42
SHERIFF 1 SH1	52,787 2,023.48 27.91	54,640 2,094.53 28.89	56,550 2,167.75 29.90	58,631 2,247.50 31.00	60,787 2,330.15 32.14	63,075 2,417.88 33.35	64,967 2,490.38 34.35	66,253 2,539.68 35.03	
SHERIFF 2 SH2	54,886 2,103.95 29.02	56,985 2,184.43 30.13	59,084 2,264.90 31.24	61,241 2,347.55 32.38	63,529 2,435.28 33.59	65,818 2,523.00 34.80	67,804 2,599.13 35.85	69,165 2,651.33 36.57	
SHERIFF 3 SH3	59,084 2,264.90 31.24	61,241 2,347.55 32.38	63,529 2,435.28 33.59	65,818 2,523.00 34.80	68,144 2,612.18 36.03	70,848 2,715.85 37.46	72,986 2,797.78 38.59	74,423 2,852.88 39.35	
SHERIFFS OFFICER 1 SO1	43,557 1,669.68 23.03	45,051 1,726.95 23.82	46,526 1,783.50 24.60	47,888 1,835.70 25.32	48,890 1,874.13 25.85				
SHERIFFS OFFICER 2 SO2	46,413 1,779.15 24.54	47,907 1,836.43 25.33	49,439 1,895.15 26.14	51,198 1,962.58 27.07	52,938 2,029.28 27.99	54,772 2,099.60 28.96	56,418 2,162.68 29.83	57,534 2,205.45 30.42	
SHERIFFS OFFICER 3 SO3	51,198 1,962.58 27.07	52,938 2,029.28 27.99	54,772 2,099.60 28.96	56,739 2,175.00 30.00	58,706 2,250.40 31.04	60,881 2,333.78 32.19	62,735 2,404.83 33.17	63,945 2,451.23 33.81	
SHERIFFS OFFICER 4 SO4	53,789 2,061.90 28.44	55,680 2,134.40 29.44	57,704 2,211.98 30.51	59,765 2,291.00 31.60	61,978 2,375.83 32.77	64,342 2,466.45 34.02	66,253 2,539.68 35.03	67,558 2,589.70 35.72	

SURVEY EXAMINER 1	42,857	44,276	45,694	47,340	48,985	50,611	51,614
SE1	1,642.85	1,697.23	1,751.60	1,814.68	1,877.75	1,940.10	1,978.53
	22.66	23.41	24.16	25.03	25.90	26.76	27.29
SURVEY EXAMINER 2	48,985	50,611	52,408	54,224	56,247	58,385	59,520
SE2	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,281.58
	25.90	26.76	27.71	28.67	29.74	30.87	31.47
SURVEY EXAMINER 3	51,519	53,297	55,283	57,307	59,406	61,694	62,962
SE3	1,974.90	2,043.05	2,119.18	2,196.75	2,277.23	2,364.95	2,413.53
	27.24	28.18	29.23	30.30	31.41	32.62	33.29
SURVEY EXAMINER 4	59,009	61,222	63,359	65,666	68,144	70,848	72,286
SE4	2,262.00	2,346.83	2,428.75	2,517.20	2,612.18	2,715.85	2,770.95
	31.20	32.37	33.50	34.72	36.03	37.46	38.22

**LEGAL, INSPECTION AND REGULATORY
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

APPRENTICESHIP TRAINING C	57,420	59,520	61,751	63,983	66,461	68,825	70,924	73,024	74,499
ATC	2,201.10	2,281.58	2,367.13	2,452.68	2,547.65	2,638.28	2,718.75	2,799.23	2,855.78
	30.36	31.47	32.65	33.83	35.14	36.39	37.50	38.61	39.39
ASSESSMENT OFF 1	41,250	42,479	44,011	45,467	46,961	48,531	49,496		
AS1	1,581.23	1,628.35	1,687.08	1,742.90	1,800.18	1,860.35	1,897.33		
	21.81	22.46	23.27	24.04	24.83	25.66	26.17		
ASSESSMENT OFF 2	48,210	49,628	51,406	53,278	55,037	57,004	58,177		
AS2	1,848.03	1,902.40	1,970.55	2,042.33	2,109.75	2,185.15	2,230.10		
	25.49	26.24	27.18	28.17	29.10	30.14	30.76		
ASSESSMENT OFF 3	55,983	57,969	60,144	62,375	64,607	67,066	68,465		
AS3	2,146.00	2,222.13	2,305.50	2,391.05	2,476.60	2,570.85	2,624.50		
	29.60	30.65	31.80	32.98	34.16	35.46	36.20		
ASSESSMENT OFF 4	63,454	65,666	68,106	70,659	73,345	76,163	77,733		
AS4	2,432.38	2,517.20	2,610.73	2,708.60	2,811.55	2,919.58	2,979.75		
	33.55	34.72	36.01	37.36	38.78	40.27	41.10		
ASSESSMENT OFF 5	69,770	72,437	75,142	77,979	81,118	84,239	87,624	89,383	
AS5	2,674.53	2,776.75	2,880.43	2,989.18	3,109.53	3,229.15	3,358.93	3,426.35	
	36.89	38.30	39.73	41.23	42.89	44.54	46.33	47.26	
ASST DIST REGISTRAR	53,448	55,302	57,363	59,557	61,732	63,964	65,269		
ADR	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,501.98		
	28.26	29.24	30.33	31.49	32.64	33.82	34.51		
ASST DIST REGISTRAR 2	53,448	55,302	57,363	59,557	61,732	63,964	66,328	67,633	
ADS	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,542.58	2,592.60	
	28.26	29.24	30.33	31.49	32.64	33.82	35.07	35.76	
ASST FIRE COMMISNR 1	51,992	53,864	55,756	57,855	59,936	62,148	64,002	65,912	67,236
AF1	1,993.03	2,064.80	2,137.30	2,217.78	2,297.53	2,382.35	2,453.40	2,526.63	2,577.38
	27.49	28.48	29.48	30.59	31.69	32.86	33.84	34.85	35.55
ASST FIRE COMMISNR 2	57,401	59,557	61,751	64,002	66,480	68,825	70,924	73,024	74,499
AF2	2,200.38	2,283.03	2,367.13	2,453.40	2,548.38	2,638.28	2,718.75	2,799.23	2,855.78
	30.35	31.49	32.65	33.84	35.15	36.39	37.50	38.61	39.39
ASST FIRE COMMISNR 3	62,848	65,004	67,444	69,997	72,645	75,444	77,714	80,078	81,704
AF3	2,409.18	2,491.83	2,585.35	2,683.23	2,784.73	2,892.03	2,979.03	3,069.65	3,132.00
	33.23	34.37	35.66	37.01	38.41	39.89	41.09	42.34	43.20
CH INSPECTION SERV	74,196	77,109	80,116	83,199	86,717	90,348	94,168	96,041	
CIS	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55	
	39.23	40.77	42.36	43.99	45.85	47.77	49.79	50.78	
CLERK OF COURT 1	43,349	44,597	45,845	47,131	48,474	49,874	50,895		
CC1	1,661.70	1,709.55	1,757.40	1,806.70	1,858.18	1,911.83	1,950.98		
	22.92	23.58	24.24	24.92	25.63	26.37	26.91		

CLERK OF COURT 2	45,164	46,602	48,285	49,968	51,633	53,448	54,527	
CC2	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,090.18	
	23.88	24.64	25.53	26.42	27.30	28.26	28.83	
CLERK OF COURT 3	47,491	49,004	50,763	52,541	54,356	56,380	57,534	
CC3	1,820.48	1,878.48	1,945.90	2,014.05	2,083.65	2,161.23	2,205.45	
	25.11	25.91	26.84	27.78	28.74	29.81	30.42	
CLERK OF COURT 4	50,763	52,541	54,356	56,380	58,460	60,597	61,865	
CC4	1,945.90	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,371.48	
	26.84	27.78	28.74	29.81	30.91	32.04	32.71	
CLERK OF COURT 5	57,401	59,576	61,600	63,907	66,328	68,787	70,187	
CC5	2,200.38	2,283.75	2,361.33	2,449.78	2,542.58	2,636.83	2,690.48	
	30.35	31.50	32.57	33.79	35.07	36.37	37.11	
COMPLIANCE OFF 1	46,602	48,285	49,968	51,633	53,448	55,302	56,399	
CI1	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,161.95	
	24.64	25.53	26.42	27.30	28.26	29.24	29.82	
COMPLIANCE OFF 2	50,763	52,541	54,356	56,380	58,460	60,597	61,865	
CI2	1,945.90	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,371.48	
	26.84	27.78	28.74	29.81	30.91	32.04	32.71	
COMPLIANCE OFF 3	58,423	60,579	62,773	65,042	67,444	70,149	71,529	
CI3	2,239.53	2,322.18	2,406.28	2,493.28	2,585.35	2,689.03	2,741.95	
	30.89	32.03	33.19	34.39	35.66	37.09	37.82	
CONSUMER SERV OFF 1	56,947	59,084	61,354	63,605	65,874	68,503	69,865	
FC1	2,182.98	2,264.90	2,351.90	2,438.18	2,525.18	2,625.95	2,678.15	
	30.11	31.24	32.44	33.63	34.83	36.22	36.94	
CONSUMER SERV OFF 2	64,626	66,971	69,468	72,248	75,085	77,941	79,473	
FC2	2,477.33	2,567.23	2,662.93	2,769.50	2,878.25	2,987.73	3,046.45	
	34.17	35.41	36.73	38.20	39.70	41.21	42.02	
CONSUMER SERV OFF 3	71,075	73,648	76,409	79,397	82,537	85,695	89,327	91,085
FC3	2,724.55	2,823.15	2,929.00	3,043.55	3,163.90	3,284.98	3,424.18	3,491.60
	37.58	38.94	40.40	41.98	43.64	45.31	47.23	48.16
CONSUMER SERV OFF 4	76,409	79,397	82,537	85,695	89,327	93,052	97,024	98,915
FC4	2,929.00	3,043.55	3,163.90	3,284.98	3,424.18	3,567.00	3,719.25	3,791.75
	40.40	41.98	43.64	45.31	47.23	49.20	51.30	52.30
COURT COMMUN 1	45,164	46,602	48,285	49,968	51,633	53,448	54,527	
CM1	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,090.18	
	23.88	24.64	25.53	26.42	27.30	28.26	28.83	
COURT COMMUN 2	48,285	49,968	51,633	53,448	55,302	57,363	58,517	
CM2	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,243.15	
	25.53	26.42	27.30	28.26	29.24	30.33	30.94	
COURT REPORTER 1	42,668	44,030	45,524	46,451				
CR1	1,635.60	1,687.80	1,745.08	1,780.60				
	22.56	23.28	24.07	24.56				

COURT REPORTER 2 CR2	55,377 2,122.80 29.28	57,042 2,186.60 30.16	58,612 2,246.78 30.99	60,597 2,322.90 32.04	62,375 2,391.05 32.98	64,342 2,466.45 34.02	65,610 2,515.03 34.69		
COURT REPORTER 3 CR3	57,401 2,200.38 30.35	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	70,187 2,690.48 37.11		
COURT USHER CUS	32,871 1,260.05 17.38	33,892 1,299.20 17.92	34,819 1,334.73 18.41	35,840 1,373.88 18.95	37,032 1,419.55 19.58	38,204 1,464.50 20.20	38,904 1,491.33 20.57		
DAIRY INSPECTOR 1 DN1	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	54,527 2,090.18 28.83		
DAIRY INSPECTOR 2 DN2	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	62,962 2,413.53 33.29		
DAIRY INSPECTOR 3 DN3	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86		
DIV SPVR DEPT LABOUR DLS	68,125 2,611.45 36.02	70,659 2,708.60 37.36	73,345 2,811.55 38.78	76,182 2,920.30 40.28	79,094 3,031.95 41.82	82,196 3,150.85 43.46	83,861 3,214.65 44.34		
DOCUMENT EXAMINER DEX	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	60,711 2,327.25 32.10		
EMPLOY STAND OFF 1 EP1	50,763 1,945.90 26.84	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	60,597 2,322.90 32.04	61,865 2,371.48 32.71		
EMPLOY STAND OFF 2 EP2	55,945 2,144.55 29.58	58,044 2,225.03 30.69	60,144 2,305.50 31.80	62,413 2,392.50 33.00	64,740 2,481.68 34.23	67,104 2,572.30 35.48	69,090 2,648.43 36.53	71,170 2,728.18 37.63	72,607 2,783.28 38.39
EMPLOY STAND OFF 3 EP3	61,354 2,351.90 32.44	63,397 2,430.20 33.52	65,761 2,520.83 34.77	68,201 2,614.35 36.06	70,811 2,714.40 37.44	73,553 2,819.53 38.89	75,804 2,905.80 40.08	78,054 2,992.08 41.27	79,586 3,050.80 42.08
ESTATES OFFICER 1 ES1	46,091 1,766.83 24.37	47,510 1,821.20 25.12	49,174 1,885.00 26.00	50,971 1,953.88 26.95	52,654 2,018.40 27.84	54,564 2,091.63 28.85	55,699 2,135.13 29.45		
ESTATES OFFICER 2 ES2	51,746 1,983.60 27.36	53,637 2,056.10 28.36	55,491 2,127.15 29.34	57,496 2,204.00 30.40	59,652 2,286.65 31.54	61,808 2,369.30 32.68	63,037 2,416.43 33.33		
ESTATES OFFICER 3 ES3	58,517 2,243.15 30.94	60,711 2,327.25 32.10	62,829 2,408.45 33.22	65,194 2,499.08 34.47	67,614 2,591.88 35.75	70,149 2,689.03 37.09	71,529 2,741.95 37.82		

ESTATES OFFICER 4	64,021	66,404	68,806	71,529	74,366	77,165	78,697		
ES4	2,454.13	2,545.48	2,637.55	2,741.95	2,850.70	2,958.00	3,016.73		
	33.85	35.11	36.38	37.82	39.32	40.80	41.61		
HUMAN RIGHTS OFF 1	55,302	57,363	59,557	61,732	63,964	66,517	67,822		
HO1	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85		
	29.24	30.33	31.49	32.64	33.82	35.17	35.86		
HUMAN RIGHTS OFF 2	62,773	65,042	67,444	70,149	72,891	75,634	77,165		
HO2	2,406.28	2,493.28	2,585.35	2,689.03	2,794.15	2,899.28	2,958.00		
	33.19	34.39	35.66	37.09	38.54	39.99	40.80		
INSP MECH, CODES & STAND	68,682	71,082	73,732	76,487	79,388	82,435	84,939	87,506	89,280
IMS	2,632.80	2,724.80	2,826.40	2,932.00	3,043.20	3,160.00	3,256.00	3,354.40	3,422.40
	32.91	34.06	35.33	36.65	38.04	39.50	40.70	41.93	42.78
LAND TITLES CLERK 1	35,840	37,032	38,204	39,320	40,531	41,855	42,706		
LT1	1,373.88	1,419.55	1,464.50	1,507.28	1,553.68	1,604.43	1,637.05		
	18.95	19.58	20.20	20.79	21.43	22.13	22.58		
LAND TITLES CLERK 2	38,734	39,869	41,250	42,668	44,030	45,524	46,451		
LT2	1,484.80	1,528.30	1,581.23	1,635.60	1,687.80	1,745.08	1,780.60		
	20.48	21.08	21.81	22.56	23.28	24.07	24.56		
LAND TITLES CLERK 3	43,708	45,164	46,602	48,285	49,968	51,633	52,654		
LT3	1,675.48	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,018.40		
	23.11	23.88	24.64	25.53	26.42	27.30	27.84		
LAND TITLES CLERK 4	46,602	48,285	49,968	51,633	53,448	55,302	56,399		
LT4	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,161.95		
	24.64	25.53	26.42	27.30	28.26	29.24	29.82		
LAND TITLES CLERK 5	49,968	51,633	53,448	55,302	57,363	59,557	60,711		
LT5	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2,327.25		
	26.42	27.30	28.26	29.24	30.33	31.49	32.10		
MINES INSPECTOR 1	49,874	51,481	53,259	55,132	57,080	59,198	60,408		
MI1	1,911.83	1,973.45	2,041.60	2,113.38	2,188.05	2,269.25	2,315.65		
	26.37	27.22	28.16	29.15	30.18	31.30	31.94		
MINES INSPECTOR 2	53,259	55,132	57,080	59,198	61,411	63,661	64,872		
MI2	2,041.60	2,113.38	2,188.05	2,269.25	2,354.08	2,440.35	2,486.75		
	28.16	29.15	30.18	31.30	32.47	33.66	34.30		
MINES INSPECTOR 3	61,354	63,643	65,893	68,295	70,867	73,648	75,142		
MI3	2,351.90	2,439.63	2,525.90	2,617.98	2,716.58	2,823.15	2,880.43		
	32.44	33.65	34.84	36.11	37.47	38.94	39.73		
MINES INSPECTOR 4	67,104	69,600	72,229	75,066	77,903	80,948	83,369	85,884	87,568
MI4	2,572.30	2,668.00	2,768.78	2,877.53	2,986.28	3,103.00	3,195.80	3,292.23	3,356.75
	35.48	36.80	38.19	39.69	41.19	42.80	44.08	45.41	46.30
MINES INSPECTOR 5	68,711	71,340	74,026	76,825	79,889	82,972	86,300	88,986	90,745
MI5	2,633.93	2,734.70	2,837.65	2,944.95	3,062.40	3,180.58	3,308.18	3,411.13	3,478.55
	36.33	37.72	39.14	40.62	42.24	43.87	45.63	47.05	47.98

MOTOR CARRIER ENFORCEMENT	50,763	52,541	54,356	55,964	57,628	58,782			
MC1	1,945.90	2,014.05	2,083.65	2,145.28	2,209.08	2,253.30			
	26.84	27.78	28.74	29.59	30.47	31.08			
MOTOR CARRIER ENFORCEMENT	60,579	62,773	65,042	67,444	70,149	72,891	75,634	77,165	
MC2	2,322.18	2,406.28	2,493.28	2,585.35	2,689.03	2,794.15	2,899.28	2,958.00	
	32.03	33.19	34.39	35.66	37.09	38.54	39.99	40.80	
MOTOR CARRIER ENFORCEMENT	65,194	67,444	70,149	72,891	75,634	77,903	80,191	82,631	84,220
MC3	2,499.08	2,585.35	2,689.03	2,794.15	2,899.28	2,986.28	3,074.00	3,167.53	3,228.43
	34.47	35.66	37.09	38.54	39.99	41.19	42.40	43.69	44.53
PROPERTY APPRAIS 1	40,625	41,855	43,311	44,767	46,224	47,774	48,758		
PS1	1,557.30	1,604.43	1,660.25	1,716.08	1,771.90	1,831.35	1,869.05		
	21.48	22.13	22.90	23.67	24.44	25.26	25.78		
PROPERTY APPRAIS 2	55,132	57,080	59,198	61,411	63,661	66,120	67,387		
PS2	2,113.38	2,188.05	2,269.25	2,354.08	2,440.35	2,534.60	2,583.18		
	29.15	30.18	31.30	32.47	33.66	34.96	35.63		
PROPERTY APPRAIS 3	64,342	66,555	69,014	71,586	74,310	77,184	78,716		
PS3	2,466.45	2,551.28	2,645.53	2,744.13	2,848.53	2,958.73	3,017.45		
	34.02	35.19	36.49	37.85	39.29	40.81	41.62		
PROPERTY APPRAIS 4	71,983	74,782	77,506	80,437	83,709	86,906	90,424	92,258	
PS4	2,759.35	2,866.65	2,971.05	3,083.43	3,208.85	3,331.38	3,466.23	3,536.55	
	38.06	39.54	40.98	42.53	44.26	45.95	47.81	48.78	
PROPERTY APPRAIS 5	81,648	84,825	88,154	91,521	95,398	99,388	103,568	105,667	
PS5	3,129.83	3,251.63	3,379.23	3,508.28	3,656.90	3,809.88	3,970.10	4,050.58	
	43.17	44.85	46.61	48.39	50.44	52.55	54.76	55.87	
RESOURCE OFFICER 1	42,553	43,764	45,016	45,955					
RO1	1,631.20	1,677.60	1,725.60	1,761.60					
	20.39	20.97	21.57	22.02					
RESOURCE OFFICER 2	43,784	45,057	46,539	48,104	49,565	50,588			
RO2	1,678.40	1,727.20	1,784.00	1,844.00	1,900.00	1,939.20			
	20.98	21.59	22.30	23.05	23.75	24.24			
RESOURCE OFFICER 3	60,376	62,233	64,341	66,866	69,162	71,708	73,127		
RO3	2,314.40	2,385.60	2,466.40	2,563.20	2,651.20	2,748.80	2,803.20		
	28.93	29.82	30.83	32.04	33.14	34.36	35.04		
RESOURCE OFFICER 4	66,866	69,162	71,708	74,212	76,904	79,722	81,371		
RO4	2,563.20	2,651.20	2,748.80	2,844.80	2,948.00	3,056.00	3,119.20		
	32.04	33.14	34.36	35.56	36.85	38.20	38.99		
RESOURCE OFFICER 5	77,009	79,826	82,936	86,171	89,447	92,911	94,790		
RO5	2,952.00	3,060.00	3,179.20	3,303.20	3,428.80	3,561.60	3,633.60		
	36.90	38.25	39.74	41.29	42.86	44.52	45.42		
REVIEWING OFFICER 1	48,285	49,968	51,633	53,448	55,302	57,363	58,517		
RW1	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,243.15		
	25.53	26.42	27.30	28.26	29.24	30.33	30.94		

REVIEWING OFFICER 2 RW2	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	63,964 2,451.95 33.82	65,269 2,501.98 34.51		
REVIEWING OFFICER 3 RW3	57,401 2,200.38 30.35	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	70,187 2,690.48 37.11		
REVIEWING OFFICER 4 RW4	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09	72,891 2,794.15 38.54	74,366 2,850.70 39.32		
SAFETY HEALTH OFF 1 SI1	56,014 2,147.20 26.84	57,976 2,222.40 27.78	59,979 2,299.20 28.74	61,753 2,367.20 29.59	63,590 2,437.60 30.47	64,863 2,486.40 31.08			
SAFETY HEALTH OFF 2 SI2	62,212 2,384.80 29.81	64,508 2,472.80 30.91	66,866 2,563.20 32.04	69,433 2,661.60 33.27	71,938 2,757.60 34.47	74,421 2,852.80 35.66	76,738 2,941.60 36.77	79,054 3,030.40 37.88	80,619 3,090.40 38.63
SAFETY HEALTH OFF 3 SI3	65,739 2,520.00 31.50	67,972 2,605.60 32.57	70,518 2,703.20 33.79	73,190 2,805.60 35.07	75,903 2,909.60 36.37	78,824 3,021.60 37.77	81,224 3,113.60 38.92	83,708 3,208.80 40.11	85,357 3,272.00 40.90
SAFETY HEALTH OFF 4 SI4	69,433 2,661.60 33.27	71,938 2,757.60 34.47	74,421 2,852.80 35.66	77,405 2,967.20 37.09	80,431 3,083.20 38.54	83,458 3,199.20 39.99	85,962 3,295.20 41.19	88,487 3,392.00 42.40	90,303 3,461.60 43.27
SHERIFF 1 SH1	53,846 2,064.08 28.47	55,737 2,136.58 29.47	57,685 2,211.25 30.50	59,803 2,292.45 31.62	61,997 2,376.55 32.78	64,342 2,466.45 34.02	66,271 2,540.40 35.04	67,577 2,590.43 35.73	
SHERIFF 2 SH2	55,983 2,146.00 29.60	58,120 2,227.93 30.73	60,257 2,309.85 31.86	62,470 2,394.68 33.03	64,796 2,483.85 34.26	67,141 2,573.75 35.50	69,165 2,651.33 36.57	70,546 2,704.25 37.30	
SHERIFF 3 SH3	60,257 2,309.85 31.86	62,470 2,394.68 33.03	64,796 2,483.85 34.26	67,141 2,573.75 35.50	69,506 2,664.38 36.75	72,267 2,770.23 38.21	74,442 2,853.60 39.36	75,917 2,910.15 40.14	
SHERIFFS OFFICER 1 SO1	44,427 1,703.03 23.49	45,959 1,761.75 24.30	47,453 1,819.03 25.09	48,853 1,872.68 25.83	49,874 1,911.83 26.37				
SHERIFFS OFFICER 2 SO2	47,340 1,814.68 25.03	48,871 1,873.40 25.84	50,422 1,932.85 26.66	52,219 2,001.73 27.61	53,997 2,069.88 28.55	55,869 2,141.65 29.54	57,553 2,206.18 30.43	58,687 2,249.68 31.03	
SHERIFFS OFFICER 3 SO3	52,219 2,001.73 27.61	53,997 2,069.88 28.55	55,869 2,141.65 29.54	57,874 2,218.50 30.60	59,879 2,295.35 31.66	62,092 2,380.18 32.83	63,983 2,452.68 33.83	65,231 2,500.53 34.49	
SHERIFFS OFFICER 4 SO4	54,867 2,103.23 29.01	56,796 2,177.18 30.03	58,857 2,256.20 31.12	60,957 2,336.68 32.23	63,227 2,423.68 33.43	65,628 2,515.75 34.70	67,577 2,590.43 35.73	68,900 2,641.18 36.43	

SURVEY EXAMINER 1	43,708	45,164	46,602	48,285	49,968	51,633	52,654
SE1	1,675.48	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,018.40
	23.11	23.88	24.64	25.53	26.42	27.30	27.84
SURVEY EXAMINER 2	49,968	51,633	53,448	55,302	57,363	59,557	60,711
SE2	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2,327.25
	26.42	27.30	28.26	29.24	30.33	31.49	32.10
SURVEY EXAMINER 3	52,541	54,356	56,380	58,460	60,597	62,924	64,229
SE3	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,412.08	2,462.10
	27.78	28.74	29.81	30.91	32.04	33.27	33.96
SURVEY EXAMINER 4	60,181	62,451	64,626	66,971	69,506	72,267	73,723
SE4	2,306.95	2,393.95	2,477.33	2,567.23	2,664.38	2,770.23	2,826.05
	31.82	33.02	34.17	35.41	36.75	38.21	38.98

**PHYSICAL SCIENCES
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

AG TECHNLGST 1	37,127	38,379	39,548	40,842	42,177	43,701	44,619	
AG1	1,423.20	1,471.20	1,516.00	1,565.60	1,616.80	1,675.20	1,710.40	
	17.79	18.39	18.95	19.57	20.21	20.94	21.38	
AG TECHNLGST 2	41,969	43,284	44,807	46,289	47,854	49,419	50,379	
AG2	1,608.80	1,659.20	1,717.60	1,774.40	1,834.40	1,894.40	1,931.20	
	20.11	20.74	21.47	22.18	22.93	23.68	24.14	
AG TECHNLGST 3	47,144	48,731	50,421	52,132	54,115	56,035	57,183	
AG3	1,807.20	1,868.00	1,932.80	1,998.40	2,074.40	2,148.00	2,192.00	
	22.59	23.35	24.16	24.98	25.93	26.85	27.40	
AG TECHNLGST 4	50,421	52,132	54,115	56,035	58,143	60,334	61,565	
AG4	1,932.80	1,998.40	2,074.40	2,148.00	2,228.80	2,312.80	2,360.00	
	24.16	24.98	25.93	26.85	27.86	28.91	29.50	
AG TECHNLGST 5	56,035	58,080	60,292	62,484	64,779	67,304	68,619	
AG5	2,148.00	2,226.40	2,311.20	2,395.20	2,483.20	2,580.00	2,630.40	
	26.85	27.83	28.89	29.94	31.04	32.25	32.88	
AG TECHNLGST 6	62,838	65,071	67,618	70,226	73,002	75,903	77,384	
AG6	2,408.80	2,494.40	2,592.00	2,692.00	2,798.40	2,909.60	2,966.40	
	30.11	31.18	32.40	33.65	34.98	36.37	37.08	
AGROLOGIST 1	49,315	50,922	52,842	54,678	56,765	58,790	60,960	63,381
G1	1,890.40	1,952.00	2,025.60	2,096.00	2,176.00	2,253.60	2,336.80	2,429.60
	23.63	24.40	25.32	26.20	27.20	28.17	29.21	30.37
	65,593	66,887						
	2,514.40	2,564.00						
	31.43	32.05						
AGROLOGIST 2	55,805	57,725	59,854	62,108	64,383	66,720	69,329	72,063
G2	2,139.20	2,212.80	2,294.40	2,380.80	2,468.00	2,557.60	2,657.60	2,762.40
	26.74	27.66	28.68	29.76	30.85	31.97	33.22	34.53
	74,734	76,195						
	2,864.80	2,920.80						
	35.81	36.51						
AGROLOGIST 3	68,181	70,664	73,378	76,132	79,304	82,247	85,795	88,278
G3	2,613.60	2,708.80	2,812.80	2,918.40	3,040.00	3,152.80	3,288.80	3,384.00
	32.67	33.86	35.16	36.48	38.00	39.41	41.11	42.30
	90,094							
	3,453.60							
	43.17							
AGROLOGIST 4	73,378	76,132	79,304	82,247	85,795	89,197	93,141	94,978
G4	2,812.80	2,918.40	3,040.00	3,152.80	3,288.80	3,419.20	3,570.40	3,640.80
	35.16	36.48	38.00	39.41	41.11	42.74	44.63	45.51

AGROLOGIST 5 G5	76,132 2,918.40 36.48	79,304 3,040.00 38.00	82,247 3,152.80 39.41	85,795 3,288.80 41.11	89,197 3,419.20 42.74	93,141 3,570.40 44.63	97,148 3,724.00 46.55	100,049 3,835.20 47.94
	102,094 3,913.60 48.92							
AGROLOGIST 6 G6	79,868 3,061.60 38.27	83,291 3,192.80 39.91	86,609 3,320.00 41.50	90,407 3,465.60 43.32	94,331 3,616.00 45.20	98,379 3,771.20 47.14	102,616 3,933.60 49.17	104,640 4,011.20 50.14
ARCHITECT 1 AR1	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32
	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42					
ARCHITECT 2 AR2	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90
ARCHITECT 3 AR3	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	88,457 3,390.83 46.77
ARCHITECT 4 AR4	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	96,116 3,684.45 50.82
BIOLOGIST 1 BL1	52,946 2,029.60 25.37	54,971 2,107.20 26.34	56,932 2,182.40 27.28	59,082 2,264.80 28.31	61,169 2,344.80 29.31	63,464 2,432.80 30.41	66,011 2,530.40 31.63	68,348 2,620.00 32.75
	69,684 2,671.20 33.39							
BIOLOGIST 2 BL2	64,550 2,474.40 30.93	67,367 2,582.40 32.28	69,684 2,671.20 33.39	72,459 2,777.60 34.72	75,193 2,882.40 36.03	78,178 2,996.80 37.46	81,350 3,118.40 38.98	82,957 3,180.00 39.75
BIOLOGIST 3 BL3	71,750 2,750.40 34.38	74,567 2,858.40 35.73	77,364 2,965.60 37.07	80,473 3,084.80 38.56	83,729 3,209.60 40.12	86,984 3,334.40 41.68	90,658 3,475.20 43.44	92,452 3,544.00 44.30
BIOLOGIST 4 BL4	81,538 3,125.60 39.07	84,835 3,252.00 40.65	88,091 3,376.80 42.21	91,785 3,518.40 43.98	95,520 3,661.60 45.77	99,694 3,821.60 47.77	104,077 3,989.60 49.87	106,122 4,068.00 50.85

CHEMIST 1	46,337	47,945	49,552	51,292	53,070	55,056	57,155	59,236
CH1	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70
	24.50	25.35	26.20	27.12	28.06	29.11	30.22	31.32
	61,392	63,832	65,099					
	2,353.35	2,446.88	2,495.45					
	32.46	33.75	34.42					
CHEMIST 2	54,205	56,058	58,139	60,238	62,810	65,212	67,633	70,168
CH2	2,077.85	2,148.90	2,228.65	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75
	28.66	29.64	30.74	31.85	33.21	34.48	35.76	37.10
	73,024	75,841	77,354					
	2,799.23	2,907.25	2,965.25					
	38.61	40.10	40.90					
CHEMIST 3	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
CH3	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
DRAFTING TECHN 1	34,914	35,916	37,164	38,261	39,585	40,947	41,741	
DM1	1,338.35	1,376.78	1,424.63	1,466.68	1,517.43	1,569.63	1,600.08	
	18.46	18.99	19.65	20.23	20.93	21.65	22.07	
DRAFTING TECHN 2	41,949	43,349	44,730	46,337	47,945	49,552	50,536	
DM2	1,608.05	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,937.20	
	22.18	22.92	23.65	24.50	25.35	26.20	26.72	
DRAFTING TECHN 3	46,337	47,945	49,552	51,292	53,070	55,056	56,153	
DM3	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,152.53	
	24.50	25.35	26.20	27.12	28.06	29.11	29.69	
DRAFTING TECHN 4	49,552	51,292	53,070	55,056	57,155	59,236	60,427	
DM4	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70	2,316.38	
	26.20	27.12	28.06	29.11	30.22	31.32	31.95	
DRAFTING TECHN 5	53,070	55,056	57,155	59,236	61,392	63,832	65,099	
DM5	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,495.45	
	28.06	29.11	30.22	31.32	32.46	33.75	34.42	
ENGINEERING AID 1	36,793	37,941	39,131	40,383	41,656	43,200	44,077	
EA1	1,410.40	1,454.40	1,500.00	1,548.00	1,596.80	1,656.00	1,689.60	
	17.63	18.18	18.75	19.35	19.96	20.70	21.12	
ENGINEERING AID 2	42,908	44,327	45,642	47,270	48,897	50,546	51,590	
EA2	1,644.80	1,699.20	1,749.60	1,812.00	1,874.40	1,937.60	1,977.60	
	20.56	21.24	21.87	22.65	23.43	24.22	24.72	
ENGINEERING AID 3	47,875	49,544	51,214	53,030	54,845	56,891	57,997	
EA3	1,835.20	1,899.20	1,963.20	2,032.80	2,102.40	2,180.80	2,223.20	
	22.94	23.74	24.54	25.41	26.28	27.26	27.79	
ENGINEERING AID 4	51,214	53,030	54,845	56,891	58,915	61,106	62,317	
EA4	1,963.20	2,032.80	2,102.40	2,180.80	2,258.40	2,342.40	2,388.80	
	24.54	25.41	26.28	27.26	28.23	29.28	29.86	

ENVIRONMENTAL OFF 1 EO1	44,919 1,721.88 23.75	46,488 1,782.05 24.58	48,001 1,840.05 25.38	49,647 1,903.13 26.25	51,463 1,972.73 27.21	53,221 2,040.15 28.14	55,170 2,114.83 29.17	57,231 2,193.85 30.26
	59,425 2,277.95 31.42	60,597 2,322.90 32.04						
ENVIRONMENTAL OFF 2 EO2	51,463 1,972.73 27.21	53,221 2,040.15 28.14	55,170 2,114.83 29.17	57,231 2,193.85 30.26	59,274 2,272.15 31.34	61,449 2,355.53 32.49	63,718 2,442.53 33.69	66,044 2,531.70 34.92
	68,617 2,630.30 36.28	70,016 2,683.95 37.02						
ENVIRONMENTAL OFF 3 EO3	59,274 2,272.15 31.34	61,449 2,355.53 32.49	64,059 2,455.58 33.87	66,517 2,549.83 35.17	68,995 2,644.80 36.48	71,586 2,744.13 37.85	74,461 2,854.33 39.37	77,354 2,965.25 40.90
	80,494 3,085.60 42.56	82,083 3,146.50 43.40						
ENVIRONMENTAL OFF 4 EO4	61,449 2,355.53 32.49	64,059 2,455.58 33.87	66,517 2,549.83 35.17	68,995 2,644.80 36.48	71,586 2,744.13 37.85	74,461 2,854.33 39.37	77,354 2,965.25 40.90	80,494 3,085.60 42.56
	83,823 3,213.20 44.32	85,525 3,278.45 45.22						
ENVIRONMENTAL OFF 5 EO5	67,577 2,590.43 35.73	70,035 2,684.68 37.03	72,607 2,783.28 38.39	75,482 2,893.48 39.91	78,451 3,007.30 41.48	81,478 3,123.30 43.08	84,882 3,253.80 44.88	88,475 3,391.55 46.78
	92,164 3,532.93 48.73	93,998 3,603.25 49.70						
FORESTER 1 FO1	52,967 2,030.40 25.38	54,971 2,107.20 26.34	56,932 2,182.40 27.28	59,061 2,264.00 28.30	61,148 2,344.00 29.30	63,402 2,430.40 30.38	65,969 2,528.80 31.61	68,348 2,620.00 32.75
	69,684 2,671.20 33.39							
FORESTER 2 FO2	64,591 2,476.00 30.95	67,409 2,584.00 32.30	69,704 2,672.00 33.40	72,459 2,777.60 34.72	75,235 2,884.00 36.05	78,198 2,997.60 37.47	81,350 3,118.40 38.98	82,957 3,180.00 39.75
FORESTER 3 FO3	71,812 2,752.80 34.41	74,567 2,858.40 35.73	77,384 2,966.40 37.08	80,452 3,084.00 38.55	83,729 3,209.60 40.12	87,005 3,335.20 41.69	90,658 3,475.20 43.44	92,452 3,544.00 44.30

FORESTER 4	81,517	84,856	88,091	91,785	95,541	99,715	104,077	106,122
FO4	3,124.80	3,252.80	3,376.80	3,518.40	3,662.40	3,822.40	3,989.60	4,068.00
	39.06	40.66	42.21	43.98	45.78	47.78	49.87	50.85
GEOLOGIST 1	49,085	50,838	52,383	54,407	56,348	58,477	60,543	62,776
GE1	1,881.60	1,948.80	2,008.00	2,085.60	2,160.00	2,241.60	2,320.80	2,406.40
	23.52	24.36	25.10	26.07	27.00	28.02	29.01	30.08
	65,259	67,597	68,953					
	2,501.60	2,591.20	2,643.20					
	31.27	32.39	33.04					
GEOLOGIST 2	66,720	69,058	71,708	74,442	77,489	80,515	83,645	85,336
GE2	2,557.60	2,647.20	2,748.80	2,853.60	2,970.40	3,086.40	3,206.40	3,271.20
	31.97	33.09	34.36	35.67	37.13	38.58	40.08	40.89
GEOLOGIST 3	75,569	78,449	81,663	84,731	88,320	91,868	95,896	97,816
GE3	2,896.80	3,007.20	3,130.40	3,248.00	3,385.60	3,521.60	3,676.00	3,749.60
	36.21	37.59	39.13	40.60	42.32	44.02	45.95	46.87
GEOLOGIST 4	84,731	88,320	91,868	95,896	100,049	104,348	108,835	111,026
GE4	3,248.00	3,385.60	3,521.60	3,676.00	3,835.20	4,000.00	4,172.00	4,256.00
	40.60	42.32	44.02	45.95	47.94	50.00	52.15	53.20
HATCHERY SUPT HAS	40,842	41,656						
	1,565.60	1,596.80						
	19.57	19.96						
HYDROMETEOROLOGIST	76,258	79,246	82,423	85,601	89,137	92,901	96,816	98,745
HYD	2,923.20	3,037.75	3,159.55	3,281.35	3,416.93	3,561.20	3,711.28	3,785.23
	40.32	41.90	43.58	45.26	47.13	49.12	51.19	52.21
IND HYGIENIST 1	62,678	65,307	67,822	70,300	73,004	75,936	78,849	80,456
IG1	2,402.65	2,503.43	2,599.85	2,694.83	2,798.50	2,910.88	3,022.53	3,084.15
	33.14	34.53	35.86	37.17	38.60	40.15	41.69	42.54
IND HYGIENIST 2	70,489	73,118	75,917	78,962	82,045	85,374	88,911	90,688
IG2	2,702.08	2,802.85	2,910.15	3,026.88	3,145.05	3,272.65	3,408.23	3,476.38
	37.27	38.66	40.14	41.75	43.38	45.14	47.01	47.95
IND HYGIENIST 3	80,116	83,369	86,584	90,140	93,904	97,894	102,112	104,135
IG3	3,071.10	3,195.80	3,319.05	3,455.35	3,599.63	3,752.60	3,914.28	3,991.85
	42.36	44.08	45.78	47.66	49.65	51.76	53.99	55.06
INTERIOR DESIGNER	46,337	47,945	49,552	51,292	53,070	55,056	57,155	59,236
IND	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70
	24.50	25.35	26.20	27.12	28.06	29.11	30.22	31.32
	61,392	63,832	65,099					
	2,353.35	2,446.88	2,495.45					
	32.46	33.75	34.42					
LAB TECHNICIAN 1	36,370	37,372	38,658	39,774	41,155	42,611	43,443	
(Formerly Lab Technologist 1)	1,394.18	1,432.60	1,481.90	1,524.68	1,577.60	1,633.43	1,665.33	
LB1	19.23	19.76	20.44	21.03	21.76	22.53	22.97	

LAB TECHNICIAN 2 (Formerly Lab Technologist 2)	42,403 1,625.45	43,878 1,682.00	45,221 1,733.48	46,810 1,794.38	48,512 1,859.63	50,177 1,923.43	51,141 1,960.40
LB2	22.42	23.20	23.91	24.75	25.65	26.53	27.04
LAB TECHNICIAN 3 (Formerly Lab Technologist 3)	49,571 1,900.23	51,330 1,967.65	53,070 2,034.35	54,999 2,108.30	56,834 2,178.63	58,990 2,261.28	60,181 2,306.95
LB3	26.21	27.14	28.06	29.08	30.05	31.19	31.82
PARK PLANNER 1 KP1	53,070 2,034.35	55,056 2,110.48	57,155 2,190.95	59,236 2,270.70	61,392 2,353.35	63,832 2,446.88	65,099 2,495.45
	28.06	29.11	30.22	31.32	32.46	33.75	34.42
PARK PLANNER 2 KP2	62,810 2,407.73	65,212 2,499.80	67,633 2,592.60	70,168 2,689.75	73,024 2,799.23	75,841 2,907.25	77,354 2,965.25
	33.21	34.48	35.76	37.10	38.61	40.10	40.90
PARK PLANNER 3 KP3	68,617 2,630.30	71,208 2,729.63	73,988 2,836.20	76,901 2,947.85	79,851 3,060.95	83,218 3,190.00	84,863 3,253.08
	36.28	37.65	39.12	40.66	42.22	44.00	44.87
PARK PLANNER 4 KP4	73,988 2,836.20	76,901 2,947.85	79,851 3,060.95	83,218 3,190.00	86,698 3,323.40	90,367 3,464.05	92,164 3,532.93
	39.12	40.66	42.22	44.00	45.84	47.78	48.73
PLANNER 1 LP1	56,058 2,148.90	58,139 2,228.65	60,238 2,309.13	62,413 2,392.50	64,721 2,480.95	67,312 2,580.28	68,654 2,631.75
	29.64	30.74	31.85	33.00	34.22	35.59	36.30
PLANNER 2 LP2	62,810 2,407.73	65,212 2,499.80	67,633 2,592.60	70,168 2,689.75	73,024 2,799.23	75,841 2,907.25	77,354 2,965.25
	33.21	34.48	35.76	37.10	38.61	40.10	40.90
PLANNER 3 LP3	73,988 2,836.20	76,901 2,947.85	79,851 3,060.95	83,218 3,190.00	86,698 3,323.40	90,367 3,464.05	92,164 3,532.93
	39.12	40.66	42.22	44.00	45.84	47.78	48.73
PLANNER 4 LP4	76,901 2,947.85	79,851 3,060.95	83,218 3,190.00	86,698 3,323.40	90,367 3,464.05	94,244 3,612.68	96,116 3,684.45
	40.66	42.22	44.00	45.84	47.78	49.83	50.82
PLANNER 5 LP5	78,376 3,004.40	81,572 3,126.93	84,882 3,253.80	88,551 3,394.45	92,371 3,540.90	96,324 3,692.43	98,254 3,766.38
	41.44	43.13	44.88	46.82	48.84	50.93	51.95
PLANNING ASST 1 AP1	41,949 1,608.05	43,349 1,661.70	44,730 1,714.63	46,337 1,776.25	47,945 1,837.88	49,552 1,899.50	50,536 1,937.20
	22.18	22.92	23.65	24.50	25.35	26.20	26.72
PLANNING ASST 2 AP2	48,701 1,866.88	50,441 1,933.58	52,162 1,999.55	54,129 2,074.95	56,096 2,150.35	58,158 2,229.38	59,368 2,275.78
	25.75	26.67	27.58	28.62	29.66	30.75	31.39
RESOURCE MGMT ASST 1 RE1	30,678 1,176.00	31,597 1,211.20	32,577 1,248.80	33,370 1,279.20	34,456 1,320.80	35,103 1,345.60	35,103 1,345.60
	14.70	15.14	15.61	15.99	16.51	16.82	16.82

RESOURCE MGMT ASST 2 RE2	32,577 1,248.80 15.61	33,370 1,279.20 15.99	34,456 1,320.80 16.51	35,457 1,359.20 16.99	36,543 1,400.80 17.51	37,252 1,428.00 17.85		
RESOURCE MGMT ASST 3 RE3	35,457 1,359.20 16.99	36,543 1,400.80 17.51	37,711 1,445.60 18.07	38,901 1,491.20 18.64	40,174 1,540.00 19.25	40,925 1,568.80 19.61		
RESOURCE MGMT ASST 4 RE4	37,711 1,445.60 18.07	38,901 1,491.20 18.64	40,174 1,540.00 19.25	41,635 1,596.00 19.95	42,950 1,646.40 20.58	43,826 1,680.00 21.00		
RESOURCE PLANNER 1 RP1	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32
	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42					
RESOURCE PLANNER 2 RP2	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90
RESOURCE PLANNER 3 RP3	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	78,905 3,024.70 41.72	82,196 3,150.85 43.46	83,823 3,213.20 44.32
RESOURCE PLANNER 4 RP4	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	96,116 3,684.45 50.82
RESOURCE TECHN 1 RS1	39,402 1,510.40 18.88	40,654 1,558.40 19.48	41,969 1,608.80 20.11	43,284 1,659.20 20.74	44,807 1,717.60 21.47	46,289 1,774.40 22.18	47,228 1,810.40 22.63	
RESOURCE TECHN 2 RS2	43,284 1,659.20 20.74	44,807 1,717.60 21.47	46,289 1,774.40 22.18	47,854 1,834.40 22.93	49,419 1,894.40 23.68	51,318 1,967.20 24.59	52,341 2,006.40 25.08	
RESOURCE TECHN 3 RS3	47,291 1,812.80 22.66	48,877 1,873.60 23.42	50,442 1,933.60 24.17	52,299 2,004.80 25.06	54,177 2,076.80 25.96	56,202 2,154.40 26.93	57,329 2,197.60 27.47	
RESOURCE TECHN 4 RS4	49,419 1,894.40 23.68	51,318 1,967.20 24.59	53,092 2,035.20 25.44	55,096 2,112.00 26.40	57,078 2,188.00 27.35	59,186 2,268.80 28.36	60,376 2,314.40 28.93	
RESOURCE TECHN 5 RS5	55,096 2,112.00 26.40	57,120 2,189.60 27.37	59,165 2,268.00 28.35	61,419 2,354.40 29.43	63,569 2,436.80 30.46	66,052 2,532.00 31.65	67,367 2,582.40 32.28	
RESOURCE TECHN 6 RS6	61,419 2,354.40 29.43	63,569 2,436.80 30.46	66,052 2,532.00 31.65	68,578 2,628.80 32.86	71,207 2,729.60 34.12	73,983 2,836.00 35.45	75,464 2,892.80 36.16	

SCIENTIST 1	61,638	63,737	66,139	68,484	71,000	73,591	76,541	79,473
SX1	2,362.78	2,443.25	2,535.33	2,625.23	2,721.65	2,820.98	2,934.08	3,046.45
	32.59	33.70	34.97	36.21	37.54	38.91	40.47	42.02
	82,518	84,163						
	3,163.18	3,226.25						
	43.63	44.5						
SCIENTIST 2	75,274	78,111	81,005	84,088	87,416	90,821	94,584	96,476
SX2	2,885.50	2,994.25	3,105.18	3,223.35	3,350.95	3,481.45	3,625.73	3,698.23
	39.80	41.30	42.83	44.46	46.22	48.02	50.01	51.01
SCIENTIST 3	87,416	90,821	94,584	98,594	102,774	107,161	111,890	116,694
SX3	3,350.95	3,481.45	3,625.73	3,779.43	3,939.65	4,107.85	4,289.10	4,473.25
	46.22	48.02	50.01	52.13	54.34	56.66	59.16	61.70
	119,039							
	4,563.15							
	62.94							
SPACE & PLAN CONSUL	66,234	69,071	71,756	74,385	77,203	80,343	83,407	85,052
SPC	2,538.95	2,647.70	2,750.65	2,851.43	2,959.45	3,079.80	3,197.25	3,260.33
	35.02	36.52	37.94	39.33	40.82	42.48	44.10	44.97
SURVEYOR 1	54,783	56,911	58,852	60,960	63,318	65,614	69,517	70,894
SV1	2,100.00	2,181.60	2,256.00	2,336.80	2,427.20	2,515.20	2,664.80	2,717.60
	26.25	27.27	28.20	29.21	30.34	31.44	33.31	33.97
SURVEYOR 2	72,814	75,485	78,407	81,308	84,668	87,861	91,618	93,454
SV2	2,791.20	2,893.60	3,005.60	3,116.80	3,245.60	3,368.00	3,512.00	3,582.40
	34.89	36.17	37.57	38.96	40.57	42.10	43.90	44.78
SURVEYOR 3	77,718	80,703	83,791	87,193	90,532	94,351	98,108	100,070
SV3	2,979.20	3,093.60	3,212.00	3,342.40	3,470.40	3,616.80	3,760.80	3,836.00
	37.24	38.67	40.15	41.78	43.38	45.21	47.01	47.95
SURVEYOR 4	78,407	81,308	84,668	87,861	91,618	95,291	99,444	101,385
SV4	3,005.60	3,116.80	3,245.60	3,368.00	3,512.00	3,652.80	3,812.00	3,886.40
	37.57	38.96	40.57	42.10	43.90	45.66	47.65	48.58
TECH ENG OFF 1	58,915	61,044	63,360	65,677	68,098	70,769	72,146	
TE1	2,258.40	2,340.00	2,428.80	2,517.60	2,610.40	2,712.80	2,765.60	
	28.23	29.25	30.36	31.47	32.63	33.91	34.57	
TECH ENG OFF 2	64,571	66,804	69,391	72,104	74,859	77,760	79,325	
TE2	2,475.20	2,560.80	2,660.00	2,764.00	2,869.60	2,980.80	3,040.80	
	30.94	32.01	33.25	34.55	35.87	37.26	38.01	
TECH ENG OFF 3	68,411	71,082	73,816	76,758	79,784	82,873	84,564	
TE3	2,622.40	2,724.80	2,829.60	2,942.40	3,058.40	3,176.80	3,241.60	
	32.78	34.06	35.37	36.78	38.23	39.71	40.52	

**PHYSICAL SCIENCES
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

AG TECHNLGST 1	37,315	38,567	39,736	41,051	42,386	43,910	44,849	
AG1	1,430.40	1,478.40	1,523.20	1,573.60	1,624.80	1,683.20	1,719.20	
	17.88	18.48	19.04	19.67	20.31	21.04	21.49	
AG TECHNLGST 2	42,177	43,492	45,037	46,518	48,084	49,670	50,630	
AG2	1,616.80	1,667.20	1,726.40	1,783.20	1,843.20	1,904.00	1,940.80	
	20.21	20.84	21.58	22.29	23.04	23.80	24.26	
AG TECHNLGST 3	47,374	48,981	50,671	52,383	54,386	56,306	57,475	
AG3	1,816.00	1,877.60	1,942.40	2,008.00	2,084.80	2,158.40	2,203.20	
	22.70	23.47	24.28	25.10	26.06	26.98	27.54	
AG TECHNLGST 4	50,671	52,383	54,386	56,306	58,435	60,626	61,878	
AG4	1,942.40	2,008.00	2,084.80	2,158.40	2,240.00	2,324.00	2,372.00	
	24.28	25.10	26.06	26.98	28.00	29.05	29.65	
AG TECHNLGST 5	56,306	58,372	60,584	62,797	65,113	67,638	68,953	
AG5	2,158.40	2,237.60	2,322.40	2,407.20	2,496.00	2,592.80	2,643.20	
	26.98	27.97	29.03	30.09	31.20	32.41	33.04	
AG TECHNLGST 6	63,151	65,405	67,951	70,581	73,357	76,278	77,781	
AG6	2,420.80	2,507.20	2,604.80	2,705.60	2,812.00	2,924.00	2,981.60	
	30.26	31.34	32.56	33.82	35.15	36.55	37.27	
AGROLOGIST 1	49,565	51,172	53,113	54,950	57,057	59,082	61,273	63,694
G1	1,900.00	1,961.60	2,036.00	2,106.40	2,187.20	2,264.80	2,348.80	2,441.60
	23.75	24.52	25.45	26.33	27.34	28.31	29.36	30.52
	65,927	67,221						
	2,527.20	2,576.80						
	31.59	32.21						
AGROLOGIST 2	56,077	58,017	60,146	62,421	64,696	67,054	69,684	72,418
G2	2,149.60	2,224.00	2,305.60	2,392.80	2,480.00	2,570.40	2,671.20	2,776.00
	26.87	27.80	28.82	29.91	31.00	32.13	33.39	34.70
	75,110	76,571						
	2,879.20	2,935.20						
	35.99	36.69						
AGROLOGIST 3	68,515	71,019	73,753	76,508	79,701	82,664	86,233	88,717
G3	2,626.40	2,722.40	2,827.20	2,932.80	3,055.20	3,168.80	3,305.60	3,400.80
	32.83	34.03	35.34	36.66	38.19	39.61	41.32	42.51
	90,553							
	3,471.20							
	43.39							
AGROLOGIST 4	73,753	76,508	79,701	82,664	86,233	89,635	93,600	95,458
G4	2,827.20	2,932.80	3,055.20	3,168.80	3,305.60	3,436.00	3,588.00	3,659.20
	35.34	36.66	38.19	39.61	41.32	42.95	44.85	45.74

AGROLOGIST 5 G5	76,508 2,932.80 36.66	79,701 3,055.20 38.19	82,664 3,168.80 39.61	86,233 3,305.60 41.32	89,635 3,436.00 42.95	93,600 3,588.00 44.85	97,628 3,742.40 46.78	100,550 3,854.40 48.18
	102,595 3,932.80 49.16							
AGROLOGIST 6 G6	80,264 3,076.80 38.46	83,708 3,208.80 40.11	87,047 3,336.80 41.71	90,866 3,483.20 43.54	94,811 3,634.40 45.43	98,880 3,790.40 47.38	103,138 3,953.60 49.42	105,162 4,031.20 50.39
ARCHITECT 1 AR1	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48
	61,694 2,364.95 32.62	64,153 2,459.20 33.92	65,420 2,507.78 34.59					
ARCHITECT 2 AR2	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
ARCHITECT 3 AR3	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	88,891 3,407.50 47.00
ARCHITECT 4 AR4	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	96,589 3,702.58 51.07
BIOLOGIST 1 BL1	53,217 2,040.00 25.50	55,242 2,117.60 26.47	57,224 2,193.60 27.42	59,374 2,276.00 28.45	61,482 2,356.80 29.46	63,778 2,444.80 30.56	66,344 2,543.20 31.79	68,682 2,632.80 32.91
	70,038 2,684.80 33.56							
BIOLOGIST 2 BL2	64,863 2,486.40 31.08	67,701 2,595.20 32.44	70,038 2,684.80 33.56	72,814 2,791.20 34.89	75,569 2,896.80 36.21	78,574 3,012.00 37.65	81,746 3,133.60 39.17	83,374 3,196.00 39.95
BIOLOGIST 3 BL3	72,104 2,764.00 34.55	74,943 2,872.80 35.91	77,760 2,980.80 37.26	80,870 3,100.00 38.75	84,146 3,225.60 40.32	87,423 3,351.20 41.89	91,117 3,492.80 43.66	92,911 3,561.60 44.52
BIOLOGIST 4 BL4	81,955 3,141.60 39.27	85,252 3,268.00 40.85	88,529 3,393.60 42.42	92,244 3,536.00 44.20	96,000 3,680.00 46.00	100,195 3,840.80 48.01	104,598 4,009.60 50.12	106,644 4,088.00 51.10

CHEMIST 1	46,564	48,191	49,798	51,557	53,335	55,340	57,439	59,538
CH1	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30
	24.62	25.48	26.33	27.26	28.20	29.26	30.37	31.48
	61,694	64,153	65,420					
	2,364.95	2,459.20	2,507.78					
	32.62	33.92	34.59					
CHEMIST 2	54,470	56,342	58,423	60,541	63,132	65,534	67,974	70,527
CH2	2,088.00	2,159.78	2,239.53	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53
	28.80	29.79	30.89	32.01	33.38	34.65	35.94	37.29
	73,383	76,220	77,733					
	2,813.00	2,921.75	2,979.75					
	38.80	40.30	41.10					
CHEMIST 3	66,536	68,957	71,567	74,366	77,279	80,248	83,634	85,279
CH3	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03
	35.18	36.46	37.84	39.32	40.86	42.43	44.22	45.09
DRAFTING TECHN 1	35,084	36,086	37,353	38,450	39,774	41,155	41,949	
DM1	1,344.88	1,383.30	1,431.88	1,473.93	1,524.68	1,577.60	1,608.05	
	18.55	19.08	19.75	20.33	21.03	21.76	22.18	
DRAFTING TECHN 2	42,157	43,557	44,957	46,564	48,191	49,798	50,782	
DM2	1,616.03	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,946.63	
	22.29	23.03	23.77	24.62	25.48	26.33	26.85	
DRAFTING TECHN 3	46,564	48,191	49,798	51,557	53,335	55,340	56,437	
DM3	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,163.40	
	24.62	25.48	26.33	27.26	28.20	29.26	29.84	
DRAFTING TECHN 4	49,798	51,557	53,335	55,340	57,439	59,538	60,730	
DM4	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30	2,327.98	
	26.33	27.26	28.20	29.26	30.37	31.48	32.11	
DRAFTING TECHN 5	53,335	55,340	57,439	59,538	61,694	64,153	65,420	
DM5	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78	
	28.20	29.26	30.37	31.48	32.62	33.92	34.59	
ENGINEERING AID 1	36,981	38,129	39,318	40,591	41,864	43,409	44,306	
EA1	1,417.60	1,461.60	1,507.20	1,556.00	1,604.80	1,664.00	1,698.40	
	17.72	18.27	18.84	19.45	20.06	20.80	21.23	
ENGINEERING AID 2	43,117	44,557	45,871	47,499	49,148	50,797	51,840	
EA2	1,652.80	1,708.00	1,758.40	1,820.80	1,884.00	1,947.20	1,987.20	
	20.66	21.35	21.98	22.76	23.55	24.34	24.84	
ENGINEERING AID 3	48,104	49,795	51,464	53,301	55,117	57,183	58,289	
EA3	1,844.00	1,908.80	1,972.80	2,043.20	2,112.80	2,192.00	2,234.40	
	23.05	23.86	24.66	25.54	26.41	27.40	27.93	
ENGINEERING AID 4	51,464	53,301	55,117	57,183	59,207	61,419	62,630	
EA4	1,972.80	2,043.20	2,112.80	2,192.00	2,269.60	2,354.40	2,400.80	
	24.66	25.54	26.41	27.40	28.37	29.43	30.01	

ENVIRONMENTAL OFF 1	45,146	46,715	48,247	49,893	51,727	53,486	55,453	57,515
EO1	1,730.58	1,790.75	1,849.48	1,912.55	1,982.88	2,050.30	2,125.70	2,204.73
	23.87	24.70	25.51	26.38	27.35	28.28	29.32	30.41
	59,727	60,900						
	2,289.55	2,334.50						
	31.58	32.20						
ENVIRONMENTAL OFF 2	51,727	53,486	55,453	57,515	59,576	61,751	64,040	66,366
EO2	1,982.88	2,050.30	2,125.70	2,204.73	2,283.75	2,367.13	2,454.85	2,544.03
	27.35	28.28	29.32	30.41	31.50	32.65	33.86	35.09
	68,957	70,376						
	2,643.35	2,697.73						
	36.46	37.21						
ENVIRONMENTAL OFF 3	59,576	61,751	64,380	66,858	69,335	71,945	74,839	77,733
EO3	2,283.75	2,367.13	2,467.90	2,562.88	2,657.85	2,757.90	2,868.83	2,979.75
	31.50	32.65	34.04	35.35	36.66	38.04	39.57	41.10
	80,891	82,499						
	3,100.83	3,162.45						
	42.77	43.62						
ENVIRONMENTAL OFF 4	61,751	64,380	66,858	69,335	71,945	74,839	77,733	80,891
EO4	2,367.13	2,467.90	2,562.88	2,657.85	2,757.90	2,868.83	2,979.75	3,100.83
	32.65	34.04	35.35	36.66	38.04	39.57	41.10	42.77
	84,239	85,960						
	3,229.15	3,295.13						
	44.54	45.45						
ENVIRONMENTAL OFF 5	67,917	70,394	72,967	75,860	78,849	81,894	85,298	88,911
EO5	2,603.48	2,698.45	2,797.05	2,907.98	3,022.53	3,139.25	3,269.75	3,408.23
	35.91	37.22	38.58	40.11	41.69	43.30	45.10	47.01
	92,617	94,471						
	3,550.33	3,621.38						
	48.97	49.95						
FORESTER 1	53,238	55,242	57,224	59,353	61,461	63,715	66,303	68,682
FO1	2,040.80	2,117.60	2,193.60	2,275.20	2,356.00	2,442.40	2,541.60	2,632.80
	25.51	26.47	27.42	28.44	29.45	30.53	31.77	32.91
	70,038							
	2,684.80							
	33.56							
FORESTER 2	64,904	67,743	70,059	72,814	75,611	78,595	81,746	83,374
FO2	2,488.00	2,596.80	2,685.60	2,791.20	2,898.40	3,012.80	3,133.60	3,196.00
	31.10	32.46	33.57	34.89	36.23	37.66	39.17	39.95
FORESTER 3	72,167	74,943	77,781	80,849	84,146	87,444	91,117	92,911
FO3	2,766.40	2,872.80	2,981.60	3,099.20	3,225.60	3,352.00	3,492.80	3,561.60
	34.58	35.91	37.27	38.74	40.32	41.90	43.66	44.52

FORESTER 4	81,934	85,273	88,529	92,244	96,021	100,216	104,598	106,644
FO4	3,140.80	3,268.80	3,393.60	3,536.00	3,680.80	3,841.60	4,009.60	4,088.00
	39.26	40.86	42.42	44.20	46.01	48.02	50.12	51.10
GEOLOGIST 1	49,336	51,089	52,654	54,678	56,640	58,769	60,856	63,089
GE1	1,891.20	1,958.40	2,018.40	2,096.00	2,171.20	2,252.80	2,332.80	2,418.40
	23.64	24.48	25.23	26.20	27.14	28.16	29.16	30.23
	65,593	67,931	69,308					
	2,514.40	2,604.00	2,656.80					
	31.43	32.55	33.21					
GEOLOGIST 2	67,054	69,412	72,063	74,818	77,885	80,911	84,063	85,753
GE2	2,570.40	2,660.80	2,762.40	2,868.00	2,985.60	3,101.60	3,222.40	3,287.20
	32.13	33.26	34.53	35.85	37.32	38.77	40.28	41.09
GEOLOGIST 3	75,944	78,845	82,080	85,148	88,758	92,327	96,376	98,296
GE3	2,911.20	3,022.40	3,146.40	3,264.00	3,402.40	3,539.20	3,694.40	3,768.00
	36.39	37.78	39.33	40.80	42.53	44.24	46.18	47.10
GEOLOGIST 4	85,148	88,758	92,327	96,376	100,550	104,870	109,378	111,590
GE4	3,264.00	3,402.40	3,539.20	3,694.40	3,854.40	4,020.00	4,192.80	4,277.60
	40.80	42.53	44.24	46.18	48.18	50.25	52.41	53.47
HATCHERY SUPT	41,051	41,864						
HAS	1,573.60	1,604.80						
	19.67	20.06						
HYDROMETEOROLOGIST	76,636	79,643	82,839	86,036	89,591	93,374	97,308	99,237
HYD	2,937.70	3,052.98	3,175.50	3,298.03	3,434.33	3,579.33	3,730.13	3,804.08
	40.52	42.11	43.80	45.49	47.37	49.37	51.45	52.47
IND HYGIENIST 1	63,000	65,628	68,163	70,659	73,364	76,314	79,246	80,854
IG1	2,414.98	2,515.75	2,612.90	2,708.60	2,812.28	2,925.38	3,037.75	3,099.38
	33.31	34.70	36.04	37.36	38.79	40.35	41.90	42.75
IND HYGIENIST 2	70,848	73,477	76,295	79,359	82,461	85,809	89,364	91,142
IG2	2,715.85	2,816.63	2,924.65	3,042.10	3,161.00	3,289.33	3,425.63	3,493.78
	37.46	38.85	40.34	41.96	43.60	45.37	47.25	48.19
IND HYGIENIST 3	80,513	83,785	87,019	90,594	94,376	98,386	102,622	104,665
IG3	3,086.33	3,211.75	3,335.73	3,472.75	3,617.75	3,771.45	3,933.85	4,012.15
	42.57	44.30	46.01	47.90	49.90	52.02	54.26	55.34
INTERIOR DESIGNER	46,564	48,191	49,798	51,557	53,335	55,340	57,439	59,538
IND	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30
	24.62	25.48	26.33	27.26	28.20	29.26	30.37	31.48
	61,694	64,153	65,420					
	2,364.95	2,459.20	2,507.78					
	32.62	33.92	34.59					
LAB TECHNICIAN 1	36,559	37,561	38,847	39,982	41,363	42,819	43,651	
(Formerly Lab Technologist 1)	1,401.43	1,439.85	1,489.15	1,532.65	1,585.58	1,641.40	1,673.30	
LB1	19.33	19.86	20.54	21.14	21.87	22.64	23.08	

LAB TECHNICIAN 2 (Formerly Lab Technologist 2)	42,611 1,633.43	44,105 1,690.70	45,448 1,742.18	47,037 1,803.08	48,758 1,869.05	50,422 1,932.85	51,406 1,970.55
LB2	22.53	23.32	24.03	24.87	25.78	26.66	27.18
LAB TECHNICIAN 3 (Formerly Lab Technologist 3)	49,817 1,909.65	51,595 1,977.80	53,335 2,044.50	55,283 2,119.18	57,117 2,189.50	59,293 2,272.88	60,484 2,318.55
LB3	26.34	27.28	28.20	29.23	30.20	31.35	31.98
PARK PLANNER 1 KP1	53,335 2,044.50	55,340 2,121.35	57,439 2,201.83	59,538 2,282.30	61,694 2,364.95	64,153 2,459.20	65,420 2,507.78
	28.20	29.26	30.37	31.48	32.62	33.92	34.59
PARK PLANNER 2 KP2	63,132 2,420.05	65,534 2,512.13	67,974 2,605.65	70,527 2,703.53	73,383 2,813.00	76,220 2,921.75	77,733 2,979.75
	33.38	34.65	35.94	37.29	38.80	40.30	41.10
PARK PLANNER 3 KP3	68,957 2,643.35	71,567 2,743.40	74,366 2,850.70	77,279 2,962.35	80,248 3,076.18	83,634 3,205.95	85,279 3,269.03
	36.46	37.84	39.32	40.86	42.43	44.22	45.09
PARK PLANNER 4 KP4	74,366 2,850.70	77,279 2,962.35	80,248 3,076.18	83,634 3,205.95	87,133 3,340.08	90,821 3,481.45	92,617 3,550.33
	39.32	40.86	42.43	44.22	46.07	48.02	48.97
PLANNER 1 LP1	56,342 2,159.78	58,423 2,239.53	60,541 2,320.73	62,735 2,404.83	65,042 2,493.28	67,652 2,593.33	68,995 2,644.80
	29.79	30.89	32.01	33.17	34.39	35.77	36.48
PLANNER 2 LP2	63,132 2,420.05	65,534 2,512.13	67,974 2,605.65	70,527 2,703.53	73,383 2,813.00	76,220 2,921.75	77,733 2,979.75
	33.38	34.65	35.94	37.29	38.80	40.30	41.10
PLANNER 3 LP3	74,366 2,850.70	77,279 2,962.35	80,248 3,076.18	83,634 3,205.95	87,133 3,340.08	90,821 3,481.45	92,617 3,550.33
	39.32	40.86	42.43	44.22	46.07	48.02	48.97
PLANNER 4 LP4	77,279 2,962.35	80,248 3,076.18	83,634 3,205.95	87,133 3,340.08	90,821 3,481.45	94,717 3,630.80	96,589 3,702.58
	40.86	42.43	44.22	46.07	48.02	50.08	51.07
PLANNER 5 LP5	78,773 3,019.63	81,988 3,142.88	85,298 3,269.75	88,986 3,411.13	92,825 3,558.30	96,797 3,710.55	98,745 3,785.23
	41.65	43.35	45.10	47.05	49.08	51.18	52.21
PLANNING ASST 1 AP1	42,157 1,616.03	43,557 1,669.68	44,957 1,723.33	46,564 1,784.95	48,191 1,847.30	49,798 1,908.93	50,782 1,946.63
	22.29	23.03	23.77	24.62	25.48	26.33	26.85
PLANNING ASST 2 AP2	48,947 1,876.30	50,687 1,943.00	52,427 2,009.70	54,394 2,085.10	56,380 2,161.23	58,441 2,240.25	59,671 2,287.38
	25.88	26.80	27.72	28.76	29.81	30.90	31.55
RESOURCE MGMT ASST 1 RE1	30,824 1,181.60	31,764 1,217.60	32,744 1,255.20	33,537 1,285.60	34,623 1,327.20	35,270 1,352.00	35,270 1,352.00
	14.77	15.22	15.69	16.07	16.59	16.90	16.90

RESOURCE MGMT ASST 2 RE2	32,744 1,255.20 15.69	33,537 1,285.60 16.07	34,623 1,327.20 16.59	35,624 1,365.60 17.07	36,731 1,408.00 17.60	37,440 1,435.20 17.94		
RESOURCE MGMT ASST 3 RE3	35,624 1,365.60 17.07	36,731 1,408.00 17.60	37,899 1,452.80 18.16	39,089 1,498.40 18.73	40,383 1,548.00 19.35	41,134 1,576.80 19.71		
RESOURCE MGMT ASST 4 RE4	37,899 1,452.80 18.16	39,089 1,498.40 18.73	40,383 1,548.00 19.35	41,844 1,604.00 20.05	43,158 1,654.40 20.68	44,056 1,688.80 21.11		
RESOURCE PLANNER 1 RP1	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48
	61,694 2,364.95 32.62	64,153 2,459.20 33.92	65,420 2,507.78 34.59					
RESOURCE PLANNER 2 RP2	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
RESOURCE PLANNER 3 RP3	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	79,303 3,039.93 41.93	82,612 3,166.80 43.68	84,239 3,229.15 44.54
RESOURCE PLANNER 4 RP4	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	96,589 3,702.58 51.07
RESOURCE TECHN 1 RS1	39,590 1,517.60 18.97	40,863 1,566.40 19.58	42,177 1,616.80 20.21	43,492 1,667.20 20.84	45,037 1,726.40 21.58	46,518 1,783.20 22.29	47,457 1,819.20 22.74	
RESOURCE TECHN 2 RS2	43,492 1,667.20 20.84	45,037 1,726.40 21.58	46,518 1,783.20 22.29	48,084 1,843.20 23.04	49,670 1,904.00 23.80	51,569 1,976.80 24.71	52,612 2,016.80 25.21	
RESOURCE TECHN 3 RS3	47,520 1,821.60 22.77	49,127 1,883.20 23.54	50,692 1,943.20 24.29	52,571 2,015.20 25.19	54,449 2,087.20 26.09	56,473 2,164.80 27.06	57,621 2,208.80 27.61	
RESOURCE TECHN 4 RS4	49,670 1,904.00 23.80	51,569 1,976.80 24.71	53,364 2,045.60 25.57	55,367 2,122.40 26.53	57,371 2,199.20 27.49	59,478 2,280.00 28.50	60,668 2,325.60 29.07	
RESOURCE TECHN 5 RS5	55,367 2,122.40 26.53	57,412 2,200.80 27.51	59,457 2,279.20 28.49	61,732 2,366.40 29.58	63,882 2,448.80 30.61	66,386 2,544.80 31.81	67,701 2,595.20 32.44	
RESOURCE TECHN 6 RS6	61,732 2,366.40 29.58	63,882 2,448.80 30.61	66,386 2,544.80 31.81	68,911 2,641.60 33.02	71,562 2,743.20 34.29	74,358 2,850.40 35.63	75,840 2,907.20 36.34	

SCIENTIST 1	61,940	64,059	66,461	68,825	71,359	73,950	76,920	79,870
SX1	2,374.38	2,455.58	2,547.65	2,638.28	2,735.43	2,834.75	2,948.58	3,061.68
	32.75	33.87	35.14	36.39	37.73	39.10	40.67	42.23
	82,934	84,579						
	3,179.13	3,242.20						
	43.85	44.72						
SCIENTIST 2	75,652	78,508	81,402	84,504	87,851	91,275	95,057	96,967
SX2	2,900.00	3,009.48	3,120.40	3,239.30	3,367.63	3,498.85	3,643.85	3,717.08
	40.00	41.51	43.04	44.68	46.45	48.26	50.26	51.27
SCIENTIST 3	87,851	91,275	95,057	99,086	103,284	107,691	112,457	117,280
SX3	3,367.63	3,498.85	3,643.85	3,798.28	3,959.23	4,128.15	4,310.85	4,495.73
	46.45	48.26	50.26	52.39	54.61	56.94	59.46	62.01
	119,625							
	4,585.63							
	63.25							
SPACE & PLAN CONSUL	66,574	69,411	72,116	74,764	77,581	80,740	83,823	85,468
SPC	2,552.00	2,660.75	2,764.43	2,865.93	2,973.95	3,095.03	3,213.20	3,276.28
	35.20	36.70	38.13	39.53	41.02	42.69	44.32	45.19
SURVEYOR 1	55,054	57,204	59,144	61,273	63,631	65,948	69,871	71,249
SV1	2,110.40	2,192.80	2,267.20	2,348.80	2,439.20	2,528.00	2,678.40	2,731.20
	26.38	27.41	28.34	29.36	30.49	31.60	33.48	34.14
SURVEYOR 2	73,169	75,861	78,804	81,704	85,085	88,299	92,077	93,913
SV2	2,804.80	2,908.00	3,020.80	3,132.00	3,261.60	3,384.80	3,529.60	3,600.00
	35.06	36.35	37.76	39.15	40.77	42.31	44.12	45.00
SURVEYOR 3	78,115	81,099	84,209	87,631	90,991	94,831	98,609	100,571
SV3	2,994.40	3,108.80	3,228.00	3,359.20	3,488.00	3,635.20	3,780.00	3,855.20
	37.43	38.86	40.35	41.99	43.60	45.44	47.25	48.19
SURVEYOR 4	78,804	81,704	85,085	88,299	92,077	95,771	99,945	101,885
SV4	3,020.80	3,132.00	3,261.60	3,384.80	3,529.60	3,671.20	3,831.20	3,905.60
	37.76	39.15	40.77	42.31	44.12	45.89	47.89	48.82
TECH ENG OFF 1	59,207	61,357	63,673	66,011	68,431	71,124	72,501	
TE1	2,269.60	2,352.00	2,440.80	2,530.40	2,623.20	2,726.40	2,779.20	
	28.37	29.40	30.51	31.63	32.79	34.08	34.74	
	64,884	67,138	69,746	72,459	75,235	78,157	79,722	
TECH ENG OFF 2	2,487.20	2,573.60	2,673.60	2,777.60	2,884.00	2,996.00	3,056.00	
TE2	31.09	32.17	33.42	34.72	36.05	37.45	38.20	
TECH ENG OFF 3	68,744	71,437	74,191	77,134	80,181	83,291	84,981	
TE3	2,635.20	2,738.40	2,844.00	2,956.80	3,073.60	3,192.80	3,257.60	
	32.94	34.23	35.55	36.96	38.42	39.91	40.72	

**PHYSICAL SCIENCES
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

AG TECHNLGST 1	37,941	39,193	40,383	41,718	43,096	44,640	45,579	
AG1	1,454.40	1,502.40	1,548.00	1,599.20	1,652.00	1,711.20	1,747.20	
	18.18	18.78	19.35	19.99	20.65	21.39	21.84	
AG TECHNLGST 2	42,866	44,202	45,788	47,291	48,877	50,484	51,464	
AG2	1,643.20	1,694.40	1,755.20	1,812.80	1,873.60	1,935.20	1,972.80	
	20.54	21.18	21.94	22.66	23.42	24.19	24.66	
AG TECHNLGST 3	48,146	49,795	51,506	53,238	55,284	57,245	58,414	
AG3	1,845.60	1,908.80	1,974.40	2,040.80	2,119.20	2,194.40	2,239.20	
	23.07	23.86	24.68	25.51	26.49	27.43	27.99	
AG TECHNLGST 4	51,506	53,238	55,284	57,245	59,395	61,628	62,901	
AG4	1,974.40	2,040.80	2,119.20	2,194.40	2,276.80	2,362.40	2,411.20	
	24.68	25.51	26.49	27.43	28.46	29.53	30.14	
AG TECHNLGST 5	57,245	59,332	61,586	63,840	66,178	68,744	70,101	
AG5	2,194.40	2,274.40	2,360.80	2,447.20	2,536.80	2,635.20	2,687.20	
	27.43	28.43	29.51	30.59	31.71	32.94	33.59	
AG TECHNLGST 6	64,195	66,491	69,078	71,750	74,567	77,531	79,054	
AG6	2,460.80	2,548.80	2,648.00	2,750.40	2,858.40	2,972.00	3,030.40	
	30.76	31.86	33.10	34.38	35.73	37.15	37.88	
AGROLOGIST 1	50,379	52,007	53,990	55,847	57,997	60,063	62,275	64,738
G1	1,931.20	1,993.60	2,069.60	2,140.80	2,223.20	2,302.40	2,387.20	2,481.60
	24.14	24.92	25.87	26.76	27.79	28.78	29.84	31.02
	67,012	68,327						
	2,568.80	2,619.20						
	32.11	32.74						
AGROLOGIST 2	56,995	58,977	61,148	63,444	65,760	68,160	70,831	73,607
G2	2,184.80	2,260.80	2,344.00	2,432.00	2,520.80	2,612.80	2,715.20	2,821.60
	27.31	28.26	29.30	30.40	31.51	32.66	33.94	35.27
	76,341	77,844						
	2,926.40	2,984.00						
	36.58	37.30						
AGROLOGIST 3	69,642	72,188	74,964	77,760	81,016	84,021	87,652	90,178
G3	2,669.60	2,767.20	2,873.60	2,980.80	3,105.60	3,220.80	3,360.00	3,456.80
	33.37	34.59	35.92	37.26	38.82	40.26	42.00	43.21
	92,056							
	3,528.80							
	44.11							
AGROLOGIST 4	74,964	77,760	81,016	84,021	87,652	91,117	95,145	97,023
G4	2,873.60	2,980.80	3,105.60	3,220.80	3,360.00	3,492.80	3,647.20	3,719.20
	35.92	37.26	38.82	40.26	42.00	43.66	45.59	46.49

AGROLOGIST 5	77,760	81,016	84,021	87,652	91,117	95,145	99,235	102,198
G5	2,980.80	3,105.60	3,220.80	3,360.00	3,492.80	3,647.20	3,804.00	3,917.60
	37.26	38.82	40.26	42.00	43.66	45.59	47.55	48.97
	104,285							
	3,997.60							
	49.97							
AGROLOGIST 6	81,579	85,085	88,487	92,369	96,376	100,508	104,849	106,894
G6	3,127.20	3,261.60	3,392.00	3,540.80	3,694.40	3,852.80	4,019.20	4,097.60
	39.09	40.77	42.40	44.26	46.18	48.16	50.24	51.22
ARCHITECT 1	47,340	48,985	50,611	52,408	54,224	56,247	58,385	60,522
AR1	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00
	25.03	25.90	26.76	27.71	28.67	29.74	30.87	32.00
	62,716	65,212	66,498					
	2,404.10	2,499.80	2,549.10					
	33.16	34.48	35.16					
ARCHITECT 2	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
AR2	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
ARCHITECT 3	70,092	72,740	75,596	78,546	81,572	85,014	88,570	90,367
AR3	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,464.05
	37.06	38.46	39.97	41.53	43.13	44.95	46.83	47.78
ARCHITECT 4	75,596	78,546	81,572	85,014	88,570	92,315	96,287	98,178
AR4	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,690.98	3,763.48
	39.97	41.53	43.13	44.95	46.83	48.81	50.91	51.91
BIOLOGIST 1	54,094	56,160	58,164	60,355	62,504	64,821	67,430	69,809
BL1	2,073.60	2,152.80	2,229.60	2,313.60	2,396.00	2,484.80	2,584.80	2,676.00
	25.92	26.91	27.87	28.92	29.95	31.06	32.31	33.45
	71,186							
	2,728.80							
	34.11							
BIOLOGIST 2	65,927	68,828	71,186	74,024	76,821	79,868	83,103	84,751
BL2	2,527.20	2,638.40	2,728.80	2,837.60	2,944.80	3,061.60	3,185.60	3,248.80
	31.59	32.98	34.11	35.47	36.81	38.27	39.82	40.61
BIOLOGIST 3	73,294	76,174	79,033	82,205	85,544	88,863	92,619	94,435
BL3	2,809.60	2,920.00	3,029.60	3,151.20	3,279.20	3,406.40	3,550.40	3,620.00
	35.12	36.50	37.87	39.39	40.99	42.58	44.38	45.25
BIOLOGIST 4	83,311	86,651	89,990	93,767	97,586	101,844	106,331	108,397
BL4	3,193.60	3,321.60	3,449.60	3,594.40	3,740.80	3,904.00	4,076.00	4,155.20
	39.92	41.52	43.12	44.93	46.76	48.80	50.95	51.94

CHEMIST 1	47,340	48,985	50,611	52,408	54,224	56,247	58,385	60,522
CH1	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00
	25.03	25.90	26.76	27.71	28.67	29.74	30.87	32.00
	62,716	65,212	66,498					
	2,404.10	2,499.80	2,549.10					
	33.16	34.48	35.16					
CHEMIST 2	55,377	57,269	59,387	61,543	64,172	66,612	69,090	71,700
CH2	2,122.80	2,195.30	2,276.50	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48
	29.28	30.28	31.40	32.54	33.93	35.22	36.53	37.91
	74,593	77,468	79,019					
	2,859.40	2,969.60	3,029.05					
	39.44	40.96	41.78					
CHEMIST 3	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
CH3	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
DRAFTING TECHN 1	35,670	36,673	37,977	39,093	40,436	41,836	42,649	
DM1	1,367.35	1,405.78	1,455.80	1,498.58	1,550.05	1,603.70	1,634.88	
	18.86	19.39	20.08	20.67	21.38	22.12	22.55	
DRAFTING TECHN 2	42,857	44,276	45,694	47,340	48,985	50,611	51,614	
DM2	1,642.85	1,697.23	1,751.60	1,814.68	1,877.75	1,940.10	1,978.53	
	22.66	23.41	24.16	25.03	25.90	26.76	27.29	
DRAFTING TECHN 3	47,340	48,985	50,611	52,408	54,224	56,247	57,363	
DM3	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,198.93	
	25.03	25.90	26.76	27.71	28.67	29.74	30.33	
DRAFTING TECHN 4	50,611	52,408	54,224	56,247	58,385	60,522	61,732	
DM4	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00	2,366.40	
	26.76	27.71	28.67	29.74	30.87	32.00	32.64	
DRAFTING TECHN 5	54,224	56,247	58,385	60,522	62,716	65,212	66,498	
DM5	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10	
	28.67	29.74	30.87	32.00	33.16	34.48	35.16	
ENGINEERING AID 1	37,586	38,755	39,965	41,259	42,553	44,118	45,037	
EA1	1,440.80	1,485.60	1,532.00	1,581.60	1,631.20	1,691.20	1,726.40	
	18.01	18.57	19.15	19.77	20.39	21.14	21.58	
ENGINEERING AID 2	43,826	45,287	46,623	48,292	49,962	51,631	52,696	
EA2	1,680.00	1,736.00	1,787.20	1,851.20	1,915.20	1,979.20	2,020.00	
	21.00	21.70	22.34	23.14	23.94	24.74	25.25	
ENGINEERING AID 3	48,897	50,609	52,320	54,177	56,035	58,122	59,249	
EA3	1,874.40	1,940.00	2,005.60	2,076.80	2,148.00	2,228.00	2,271.20	
	23.43	24.25	25.07	25.96	26.85	27.85	28.39	
ENGINEERING AID 4	52,320	54,177	56,035	58,122	60,188	62,442	63,673	
EA4	2,005.60	2,076.80	2,148.00	2,228.00	2,307.20	2,393.60	2,440.80	
	25.07	25.96	26.85	27.85	28.84	29.92	30.51	

ENVIRONMENTAL OFF 1	45,883	47,491	49,042	50,725	52,578	54,375	56,361	58,460
EO1	1,758.85	1,820.48	1,879.93	1,944.45	2,015.50	2,084.38	2,160.50	2,240.98
	24.26	25.11	25.93	26.82	27.80	28.75	29.80	30.91
	60,711	61,903						
	2,327.25	2,372.93						
	32.10	32.73						
ENVIRONMENTAL OFF 2	52,578	54,375	56,361	58,460	60,560	62,773	65,099	67,463
EO2	2,015.50	2,084.38	2,160.50	2,240.98	2,321.45	2,406.28	2,495.45	2,586.08
	27.80	28.75	29.80	30.91	32.02	33.19	34.42	35.67
	70,092	71,529						
	2,686.85	2,741.95						
	37.06	37.82						
ENVIRONMENTAL OFF 3	60,560	62,773	65,439	67,955	70,470	73,137	76,068	79,019
EO3	2,321.45	2,406.28	2,508.50	2,604.93	2,701.35	2,803.58	2,915.95	3,029.05
	32.02	33.19	34.60	35.93	37.26	38.67	40.22	41.78
	82,234	83,861						
	3,152.30	3,214.65						
	43.48	44.34						
ENVIRONMENTAL OFF 4	62,773	65,439	67,955	70,470	73,137	76,068	79,019	82,234
EO4	2,406.28	2,508.50	2,604.93	2,701.35	2,803.58	2,915.95	3,029.05	3,152.30
	33.19	34.60	35.93	37.26	38.67	40.22	41.78	43.48
	85,620	87,378						
	3,282.08	3,349.50						
	45.27	46.20						
ENVIRONMENTAL OFF 5	69,033	71,548	74,177	77,109	80,154	83,237	86,698	90,386
EO5	2,646.25	2,742.68	2,843.45	2,955.83	3,072.55	3,190.73	3,323.40	3,464.78
	36.50	37.83	39.22	40.77	42.38	44.01	45.84	47.79
	94,149	96,022						
	3,609.05	3,680.83						
	49.78	50.77						
FORESTER 1	54,115	56,160	58,164	60,334	62,484	64,758	67,388	69,809
FO1	2,074.40	2,152.80	2,229.60	2,312.80	2,395.20	2,482.40	2,583.20	2,676.00
	25.93	26.91	27.87	28.91	29.94	31.03	32.29	33.45
	71,186							
	2,728.80							
	34.11							
FORESTER 2	65,969	68,870	71,207	74,024	76,863	79,889	83,103	84,751
FO2	2,528.80	2,640.00	2,729.60	2,837.60	2,946.40	3,062.40	3,185.60	3,248.80
	31.61	33.00	34.12	35.47	36.83	38.28	39.82	40.61
FORESTER 3	73,357	76,174	79,054	82,184	85,544	88,884	92,619	94,435
FO3	2,812.00	2,920.00	3,030.40	3,150.40	3,279.20	3,407.20	3,550.40	3,620.00
	35.15	36.50	37.88	39.38	40.99	42.59	44.38	45.25

FORESTER 4	83,291	86,671	89,990	93,767	97,607	101,865	106,331	108,397
FO4	3,192.80	3,322.40	3,449.60	3,594.40	3,741.60	3,904.80	4,076.00	4,155.20
	39.91	41.53	43.12	44.93	46.77	48.81	50.95	51.94
GEOLOGIST 1	50,150	51,924	53,531	55,576	57,579	59,729	61,857	64,132
GE1	1,922.40	1,990.40	2,052.00	2,130.40	2,207.20	2,289.60	2,371.20	2,458.40
	24.03	24.88	25.65	26.63	27.59	28.62	29.64	30.73
	66,678	69,058	70,456					
	2,556.00	2,647.20	2,700.80					
	31.95	33.09	33.76					
GEOLOGIST 2	68,160	70,560	73,252	76,049	79,179	82,247	85,440	87,172
GE2	2,612.80	2,704.80	2,808.00	2,915.20	3,035.20	3,152.80	3,275.20	3,341.60
	32.66	33.81	35.10	36.44	37.94	39.41	40.94	41.77
GEOLOGIST 3	77,197	80,139	83,437	86,546	90,219	93,851	97,962	99,924
GE3	2,959.20	3,072.00	3,198.40	3,317.60	3,458.40	3,597.60	3,755.20	3,830.40
	36.99	38.40	39.98	41.47	43.23	44.97	46.94	47.88
GEOLOGIST 4	86,546	90,219	93,851	97,962	102,198	106,602	111,172	113,426
GE4	3,317.60	3,458.40	3,597.60	3,755.20	3,917.60	4,086.40	4,261.60	4,348.00
	41.47	43.23	44.97	46.94	48.97	51.08	53.27	54.35
HATCHERY SUPT	41,718	42,553						
HAS	1,599.20	1,631.20						
	19.99	20.39						
HYDROMETEOROLOGIST	77,903	80,948	84,201	87,454	91,067	94,906	98,915	100,882
HYD	2,986.28	3,103.00	3,227.70	3,352.40	3,490.88	3,638.05	3,791.75	3,867.15
	41.19	42.80	44.52	46.24	48.15	50.18	52.30	53.34
IND HYGIENIST 1	64,040	66,707	69,279	71,832	74,574	77,581	80,551	82,196
IG1	2,454.85	2,557.08	2,655.68	2,753.55	2,858.68	2,973.95	3,087.78	3,150.85
	33.86	35.27	36.63	37.98	39.43	41.02	42.59	43.46
IND HYGIENIST 2	72,021	74,688	77,563	80,664	83,823	87,227	90,840	92,655
IG2	2,760.80	2,863.03	2,973.23	3,092.13	3,213.20	3,343.70	3,482.18	3,551.78
	38.08	39.49	41.01	42.65	44.32	46.12	48.03	48.99
IND HYGIENIST 3	81,837	85,166	88,457	92,088	95,927	100,012	104,325	106,386
IG3	3,137.08	3,264.68	3,390.83	3,530.03	3,677.20	3,833.80	3,999.10	4,078.13
	43.27	45.03	46.77	48.69	50.72	52.88	55.16	56.25
INTERIOR DESIGNER	47,340	48,985	50,611	52,408	54,224	56,247	58,385	60,522
IND	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00
	25.03	25.90	26.76	27.71	28.67	29.74	30.87	32.00
	62,716	65,212	66,498					
	2,404.10	2,499.80	2,549.10					
	33.16	34.48	35.16					
LAB TECHNICIAN 1	37,164	38,186	39,491	40,644	42,044	43,519	44,370	
(Formerly Lab Technologist 1)	1,424.63	1,463.78	1,513.80	1,558.03	1,611.68	1,668.23	1,700.85	
LB1	19.65	20.19	20.88	21.49	22.23	23.01	23.46	

LAB TECHNICIAN 2	43,311	44,824	46,205	47,812	49,571	51,254	52,257
(Formerly Lab Technologist 2)	1,660.25	1,718.25	1,771.18	1,832.80	1,900.23	1,964.75	2,003.18
LB2	22.90	23.70	24.43	25.28	26.21	27.10	27.63
LAB TECHNICIAN 3	50,630	52,446	54,224	56,191	58,063	60,276	61,487
(Formerly Lab Technologist 3)	1,940.83	2,010.43	2,078.58	2,153.98	2,225.75	2,310.58	2,356.98
LB3	26.77	27.73	28.67	29.71	30.70	31.87	32.51
PARK PLANNER 1	54,224	56,247	58,385	60,522	62,716	65,212	66,498
KP1	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10
	28.67	29.74	30.87	32.00	33.16	34.48	35.16
PARK PLANNER 2	64,172	66,612	69,090	71,700	74,593	77,468	79,019
KP2	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	33.93	35.22	36.53	37.91	39.44	40.96	41.78
PARK PLANNER 3	70,092	72,740	75,596	78,546	81,572	85,014	86,679
KP3	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	37.06	38.46	39.97	41.53	43.13	44.95	45.83
PARK PLANNER 4	75,596	78,546	81,572	85,014	88,570	92,315	94,149
KP4	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	39.97	41.53	43.13	44.95	46.83	48.81	49.78
PLANNER 1	57,269	59,387	61,543	63,775	66,120	68,768	70,130
LP1	2,195.30	2,276.50	2,359.15	2,444.70	2,534.60	2,636.10	2,688.30
	30.28	31.40	32.54	33.72	34.96	36.36	37.08
PLANNER 2	64,172	66,612	69,090	71,700	74,593	77,468	79,019
LP2	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	33.93	35.22	36.53	37.91	39.44	40.96	41.78
PLANNER 3	75,596	78,546	81,572	85,014	88,570	92,315	94,149
LP3	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	39.97	41.53	43.13	44.95	46.83	48.81	49.78
PLANNER 4	78,546	81,572	85,014	88,570	92,315	96,287	98,178
LP4	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,690.98	3,763.48
	41.53	43.13	44.95	46.83	48.81	50.91	51.91
PLANNER 5	80,078	83,350	86,698	90,461	94,357	98,386	100,372
LP5	3,069.65	3,195.08	3,323.40	3,467.68	3,617.03	3,771.45	3,847.58
	42.34	44.07	45.84	47.83	49.89	52.02	53.07
PLANNING ASST 1	42,857	44,276	45,694	47,340	48,985	50,611	51,614
AP1	1,642.85	1,697.23	1,751.60	1,814.68	1,877.75	1,940.10	1,978.53
	22.66	23.41	24.16	25.03	25.90	26.76	27.29
PLANNING ASST 2	49,760	51,519	53,297	55,283	57,307	59,406	60,654
AP2	1,907.48	1,974.90	2,043.05	2,119.18	2,196.75	2,277.23	2,325.08
	26.31	27.24	28.18	29.23	30.30	31.41	32.07
RESOURCE MGMT ASST 1	31,325	32,285	33,287	34,101	35,186	35,854	
RE1	1,200.80	1,237.60	1,276.00	1,307.20	1,348.80	1,374.40	
	15.01	15.47	15.95	16.34	16.86	17.18	

RESOURCE MGMT ASST 2 RE2	33,287 1,276.00 15.95	34,101 1,307.20 16.34	35,186 1,348.80 16.86	36,209 1,388.00 17.35	37,336 1,431.20 17.89	38,066 1,459.20 18.24		
RESOURCE MGMT ASST 3 RE3	36,209 1,388.00 17.35	37,336 1,431.20 17.89	38,525 1,476.80 18.46	39,736 1,523.20 19.04	41,051 1,573.60 19.67	41,823 1,603.20 20.04		
RESOURCE MGMT ASST 4 RE4	38,525 1,476.80 18.46	39,736 1,523.20 19.04	41,051 1,573.60 19.67	42,532 1,630.40 20.38	43,868 1,681.60 21.02	44,786 1,716.80 21.46		
RESOURCE PLANNER 1 RP1	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00
	62,716 2,404.10 33.16	65,212 2,499.80 34.48	66,498 2,549.10 35.16					
RESOURCE PLANNER 2 RP2	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78
RESOURCE PLANNER 3 RP3	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	80,608 3,089.95 42.62	83,974 3,219.00 44.40	85,620 3,282.08 45.27
RESOURCE PLANNER 4 RP4	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	98,178 3,763.48 51.91
RESOURCE TECHN 1 RS1	40,237 1,542.40 19.28	41,531 1,592.00 19.90	42,866 1,643.20 20.54	44,202 1,694.40 21.18	45,788 1,755.20 21.94	47,291 1,812.80 22.66	48,251 1,849.60 23.12	
RESOURCE TECHN 2 RS2	44,202 1,694.40 21.18	45,788 1,755.20 21.94	47,291 1,812.80 22.66	48,877 1,873.60 23.42	50,484 1,935.20 24.19	52,424 2,009.60 25.12	53,489 2,050.40 25.63	
RESOURCE TECHN 3 RS3	48,313 1,852.00 23.15	49,941 1,914.40 23.93	51,527 1,975.20 24.69	53,447 2,048.80 25.61	55,346 2,121.60 26.52	57,412 2,200.80 27.51	58,581 2,245.60 28.07	
RESOURCE TECHN 4 RS4	50,484 1,935.20 24.19	52,424 2,009.60 25.12	54,240 2,079.20 25.99	56,285 2,157.60 26.97	58,310 2,235.20 27.94	60,459 2,317.60 28.97	61,670 2,364.00 29.55	
RESOURCE TECHN 5 RS5	56,285 2,157.60 26.97	58,351 2,236.80 27.96	60,438 2,316.80 28.96	62,755 2,405.60 30.07	64,946 2,489.60 31.12	67,471 2,586.40 32.33	68,828 2,638.40 32.98	
RESOURCE TECHN 6 RS6	62,755 2,405.60 30.07	64,946 2,489.60 31.12	67,471 2,586.40 32.33	70,038 2,684.80 33.56	72,751 2,788.80 34.86	75,590 2,897.60 36.22	77,092 2,955.20 36.94	

SCIENTIST 1	62,962	65,118	67,558	69,960	72,532	75,180	78,187	81,194
SX1	2,413.53	2,496.18	2,589.70	2,681.78	2,780.38	2,881.88	2,997.15	3,112.43
	33.29	34.43	35.72	36.99	38.35	39.75	41.34	42.93
	84,296	85,979						
	3,231.33	3,295.85						
	44.57	45.46						
SCIENTIST 2	76,901	79,794	82,745	85,903	89,308	92,788	96,627	98,575
SX2	2,947.85	3,058.78	3,171.88	3,292.95	3,423.45	3,556.85	3,704.03	3,778.70
	40.66	42.19	43.75	45.42	47.22	49.06	51.09	52.12
SCIENTIST 3	89,308	92,788	96,627	100,712	104,987	109,469	114,311	119,209
SX3	3,423.45	3,556.85	3,704.03	3,860.63	4,024.48	4,196.30	4,381.90	4,569.68
	47.22	49.06	51.09	53.25	55.51	57.88	60.44	63.03
	121,592							
	4,661.03							
	64.29							
SPACE & PLAN CONSUL	67,671	70,565	73,307	75,993	78,868	82,064	85,204	86,887
SPC	2,594.05	2,704.98	2,810.10	2,913.05	3,023.25	3,145.78	3,266.13	3,330.65
	35.78	37.31	38.76	40.18	41.70	43.39	45.05	45.94
SURVEYOR 1	55,972	58,143	60,125	62,275	64,675	67,033	71,019	72,418
SV1	2,145.60	2,228.80	2,304.80	2,387.20	2,479.20	2,569.60	2,722.40	2,776.00
	26.82	27.86	28.81	29.84	30.99	32.12	34.03	34.70
SURVEYOR 2	74,379	77,113	80,098	83,061	86,484	89,760	93,600	95,458
SV2	2,851.20	2,956.00	3,070.40	3,184.00	3,315.20	3,440.80	3,588.00	3,659.20
	35.64	36.95	38.38	39.80	41.44	43.01	44.85	45.74
SURVEYOR 3	79,409	82,435	85,607	89,071	92,494	96,397	100,237	102,240
SV3	3,044.00	3,160.00	3,281.60	3,414.40	3,545.60	3,695.20	3,842.40	3,919.20
	38.05	39.50	41.02	42.68	44.32	46.19	48.03	48.99
SURVEYOR 4	80,098	83,061	86,484	89,760	93,600	97,357	101,593	103,576
SV4	3,070.40	3,184.00	3,315.20	3,440.80	3,588.00	3,732.00	3,894.40	3,970.40
	38.38	39.80	41.44	43.01	44.85	46.65	48.68	49.63
TECH ENG OFF 1	60,188	62,379	64,717	67,096	69,558	72,292	73,691	
TE1	2,307.20	2,391.20	2,480.80	2,572.00	2,666.40	2,771.20	2,824.80	
	28.84	29.89	31.01	32.15	33.33	34.64	35.31	
TECH ENG OFF 2	65,948	68,244	70,894	73,649	76,466	79,451	81,037	
TE2	2,528.00	2,616.00	2,717.60	2,823.20	2,931.20	3,045.60	3,106.40	
	31.60	32.70	33.97	35.29	36.64	38.07	38.83	
TECH ENG OFF 3	69,871	72,605	75,423	78,407	81,496	84,668	86,379	
TE3	2,678.40	2,783.20	2,891.20	3,005.60	3,124.00	3,245.60	3,311.20	
	33.48	34.79	36.14	37.57	39.05	40.57	41.39	

**PHYSICAL SCIENCES
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

AG TECHNLGST 1	38,692	39,986	41,197	42,553	43,951	45,537	46,497	
AG1	1,483.20	1,532.80	1,579.20	1,631.20	1,684.80	1,745.60	1,782.40	
	18.54	19.16	19.74	20.39	21.06	21.82	22.28	
AG TECHNLGST 2	43,722	45,078	46,706	48,230	49,857	51,485	52,487	
AG2	1,676.00	1,728.00	1,790.40	1,848.80	1,911.20	1,973.60	2,012.00	
	20.95	21.60	22.38	23.11	23.89	24.67	25.15	
AG TECHNLGST 3	49,106	50,797	52,529	54,303	56,390	58,393	59,583	
AG3	1,882.40	1,947.20	2,013.60	2,081.60	2,161.60	2,238.40	2,284.00	
	23.53	24.34	25.17	26.02	27.02	27.98	28.55	
AG TECHNLGST 4	52,529	54,303	56,390	58,393	60,584	62,859	64,153	
AG4	2,013.60	2,081.60	2,161.60	2,238.40	2,322.40	2,409.60	2,459.20	
	25.17	26.02	27.02	27.98	29.03	30.12	30.74	
AG TECHNLGST 5	58,393	60,522	62,818	65,113	67,492	70,122	71,499	
AG5	2,238.40	2,320.00	2,408.00	2,496.00	2,587.20	2,688.00	2,740.80	
	27.98	29.00	30.10	31.20	32.34	33.60	34.26	
AG TECHNLGST 6	65,489	67,826	70,456	73,190	76,049	79,075	80,640	
AG6	2,510.40	2,600.00	2,700.80	2,805.60	2,915.20	3,031.20	3,091.20	
	31.38	32.50	33.76	35.07	36.44	37.89	38.64	
AGROLOGIST 1	51,381	53,051	55,075	56,974	59,165	61,273	63,527	66,031
G1	1,969.60	2,033.60	2,111.20	2,184.00	2,268.00	2,348.80	2,435.20	2,531.20
	24.62	25.42	26.39	27.30	28.35	29.36	30.44	31.64
	68,348	69,684						
	2,620.00	2,671.20						
	32.75	33.39						
AGROLOGIST 2	58,143	60,167	62,379	64,717	67,075	69,517	72,251	75,089
G2	2,228.80	2,306.40	2,391.20	2,480.80	2,571.20	2,664.80	2,769.60	2,878.40
	27.86	28.83	29.89	31.01	32.14	33.31	34.62	35.98
	77,864	79,409						
	2,984.80	3,044.00						
	37.31	38.05						
AGROLOGIST 3	71,040	73,628	76,466	79,325	82,644	85,711	89,405	91,972
G3	2,723.20	2,822.40	2,931.20	3,040.80	3,168.00	3,285.60	3,427.20	3,525.60
	34.04	35.28	36.64	38.01	39.60	41.07	42.84	44.07
	93,892							
	3,599.20							
	44.99							
AGROLOGIST 4	76,466	79,325	82,644	85,711	89,405	92,932	97,044	98,964
G4	2,931.20	3,040.80	3,168.00	3,285.60	3,427.20	3,562.40	3,720.00	3,793.60
	36.64	38.01	39.60	41.07	42.84	44.53	46.50	47.42

AGROLOGIST 5 G5	79,325 3,040.80 38.01	82,644 3,168.00 39.60	85,711 3,285.60 41.07	89,405 3,427.20 42.84	92,932 3,562.40 44.53	97,044 3,720.00 46.50	101,218 3,880.00 48.50	104,244 3,996.00 49.95
	106,372 4,077.60 50.97							
AGROLOGIST 6 G6	83,207 3,189.60 39.87	86,797 3,327.20 41.59	90,261 3,460.00 43.25	94,226 3,612.00 45.15	98,296 3,768.00 47.10	102,511 3,929.60 49.12	106,936 4,099.20 51.24	109,023 4,179.20 52.24
ARCHITECT 1 AR1	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64
	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86					
ARCHITECT 2 AR2	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
ARCHITECT 3 AR3	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	92,182 3,533.65 48.74
ARCHITECT 4 AR4	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	100,145 3,838.88 52.95
BIOLOGIST 1 BL1	55,179 2,115.20 26.44	57,287 2,196.00 27.45	59,332 2,274.40 28.43	61,565 2,360.00 29.50	63,757 2,444.00 30.55	66,115 2,534.40 31.68	68,786 2,636.80 32.96	71,207 2,729.60 34.12
	72,605 2,783.20 34.79							
BIOLOGIST 2 BL2	67,242 2,577.60 32.22	70,205 2,691.20 33.64	72,605 2,783.20 34.79	75,506 2,894.40 36.18	78,365 3,004.00 37.55	81,475 3,123.20 39.04	84,772 3,249.60 40.62	86,442 3,313.60 41.42
BIOLOGIST 3 BL3	74,755 2,865.60 35.82	77,698 2,978.40 37.23	80,619 3,090.40 38.63	83,854 3,214.40 40.18	87,256 3,344.80 41.81	90,637 3,474.40 43.43	94,477 3,621.60 45.27	96,334 3,692.80 46.16
BIOLOGIST 4 BL4	84,981 3,257.60 40.72	88,383 3,388.00 42.35	91,785 3,518.40 43.98	95,645 3,666.40 45.83	99,548 3,816.00 47.70	103,889 3,982.40 49.78	108,459 4,157.60 51.97	110,567 4,238.40 52.98

CHEMIST 1	48,285	49,968	51,633	53,448	55,302	57,363	59,557	61,732
CH1	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40
	25.53	26.42	27.30	28.26	29.24	30.33	31.49	32.64
	63,964	66,517	67,822					
	2,451.95	2,549.83	2,599.85					
	33.82	35.17	35.86					
CHEMIST 2	56,493	58,423	60,579	62,773	65,458	67,936	70,470	73,137
CH2	2,165.58	2,239.53	2,322.18	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58
	29.87	30.89	32.03	33.19	34.61	35.92	37.26	38.67
	76,087	79,019	80,608					
	2,916.68	3,029.05	3,089.95					
	40.23	41.78	42.62					
CHEMIST 3	68,995	71,491	74,196	77,109	80,116	83,199	86,717	88,419
CH3	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	36.48	37.80	39.23	40.77	42.36	43.99	45.85	46.75
DRAFTING TECHN 1	36,389	37,410	38,734	39,869	41,250	42,668	43,500	
DM1	1,394.90	1,434.05	1,484.80	1,528.30	1,581.23	1,635.60	1,667.50	
	19.24	19.78	20.48	21.08	21.81	22.56	23.00	
DRAFTING TECHN 2	43,708	45,164	46,602	48,285	49,968	51,633	52,654	
DM2	1,675.48	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,018.40	
	23.11	23.88	24.64	25.53	26.42	27.30	27.84	
DRAFTING TECHN 3	48,285	49,968	51,633	53,448	55,302	57,363	58,517	
DM3	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,243.15	
	25.53	26.42	27.30	28.26	29.24	30.33	30.94	
DRAFTING TECHN 4	51,633	53,448	55,302	57,363	59,557	61,732	62,962	
DM4	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40	2,413.53	
	27.30	28.26	29.24	30.33	31.49	32.64	33.29	
DRAFTING TECHN 5	55,302	57,363	59,557	61,732	63,964	66,517	67,822	
DM5	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85	
	29.24	30.33	31.49	32.64	33.82	35.17	35.86	
ENGINEERING AID 1	38,337	39,527	40,758	42,094	43,409	44,995	45,934	
EA1	1,469.60	1,515.20	1,562.40	1,613.60	1,664.00	1,724.80	1,760.80	
	18.37	18.94	19.53	20.17	20.80	21.56	22.01	
ENGINEERING AID 2	44,703	46,184	47,562	49,252	50,964	52,654	53,760	
EA2	1,713.60	1,770.40	1,823.20	1,888.00	1,953.60	2,018.40	2,060.80	
	21.42	22.13	22.79	23.60	24.42	25.23	25.76	
ENGINEERING AID 3	49,878	51,631	53,364	55,263	57,162	59,291	60,438	
EA3	1,912.00	1,979.20	2,045.60	2,118.40	2,191.20	2,272.80	2,316.80	
	23.90	24.74	25.57	26.48	27.39	28.41	28.96	
ENGINEERING AID 4	53,364	55,263	57,162	59,291	61,398	63,694	64,946	
EA4	2,045.60	2,118.40	2,191.20	2,272.80	2,353.60	2,441.60	2,489.60	
	25.57	26.48	27.39	28.41	29.42	30.52	31.12	

ENVIRONMENTAL OFF 1	46,810	48,437	50,025	51,746	53,637	55,472	57,496	59,633
EO1	1,794.38	1,856.73	1,917.63	1,983.60	2,056.10	2,126.43	2,204.00	2,285.93
	24.75	25.61	26.45	27.36	28.36	29.33	30.40	31.53
	61,921	63,132						
	2,373.65	2,420.05						
	32.74	33.38						
ENVIRONMENTAL OFF 2	53,637	55,472	57,496	59,633	61,770	64,021	66,404	68,806
EO2	2,056.10	2,126.43	2,204.00	2,285.93	2,367.85	2,454.13	2,545.48	2,637.55
	28.36	29.33	30.40	31.53	32.66	33.85	35.11	36.38
	71,491	72,967						
	2,740.50	2,797.05						
	37.80	38.58						
ENVIRONMENTAL OFF 3	61,770	64,021	66,744	69,317	71,889	74,593	77,581	80,608
EO3	2,367.85	2,454.13	2,558.53	2,657.13	2,755.73	2,859.40	2,973.95	3,089.95
	32.66	33.85	35.29	36.65	38.01	39.44	41.02	42.62
	83,880	85,544						
	3,215.38	3,279.18						
	44.35	45.23						
ENVIRONMENTAL OFF 4	64,021	66,744	69,317	71,889	74,593	77,581	80,608	83,880
EO4	2,454.13	2,558.53	2,657.13	2,755.73	2,859.40	2,973.95	3,089.95	3,215.38
	33.85	35.29	36.65	38.01	39.44	41.02	42.62	44.35
	87,341	89,118						
	3,348.05	3,416.20						
	46.18	47.12						
ENVIRONMENTAL OFF 5	70,414	72,986	75,652	78,660	81,761	84,901	88,438	92,201
EO5	2,699.18	2,797.78	2,900.00	3,015.28	3,134.18	3,254.53	3,390.10	3,534.38
	37.23	38.59	40.00	41.59	43.23	44.89	46.76	48.75
	96,041	97,951						
	3,681.55	3,754.78						
	50.78	51.79						
FORESTER 1	55,200	57,287	59,332	61,544	63,736	66,052	68,744	71,207
FO1	2,116.00	2,196.00	2,274.40	2,359.20	2,443.20	2,532.00	2,635.20	2,729.60
	26.45	27.45	28.43	29.49	30.54	31.65	32.94	34.12
	72,605							
	2,783.20							
	34.79							
FORESTER 2	67,284	70,247	72,626	75,506	78,407	81,496	84,772	86,442
FO2	2,579.20	2,692.80	2,784.00	2,894.40	3,005.60	3,124.00	3,249.60	3,313.60
	32.24	33.66	34.80	36.18	37.57	39.05	40.62	41.42
FORESTER 3	74,818	77,698	80,640	83,833	87,256	90,658	94,477	96,334
FO3	2,868.00	2,978.40	3,091.20	3,213.60	3,344.80	3,475.20	3,621.60	3,692.80
	35.85	37.23	38.64	40.17	41.81	43.44	45.27	46.16

FORESTER 4	84,960	88,404	91,785	95,645	99,569	103,910	108,459	110,567
FO4	3,256.80	3,388.80	3,518.40	3,666.40	3,816.80	3,983.20	4,157.60	4,238.40
	40.71	42.36	43.98	45.83	47.71	49.79	51.97	52.98
GEOLOGIST 1	51,151	52,967	54,595	56,682	58,727	60,918	63,089	65,405
GE1	1,960.80	2,030.40	2,092.80	2,172.80	2,251.20	2,335.20	2,418.40	2,507.20
	24.51	25.38	26.16	27.16	28.14	29.19	30.23	31.34
	68,014	70,435	71,875					
	2,607.20	2,700.00	2,755.20					
	32.59	33.75	34.44					
GEOLOGIST 2	69,517	71,979	74,713	77,572	80,765	83,896	87,151	88,925
GE2	2,664.80	2,759.20	2,864.00	2,973.60	3,096.00	3,216.00	3,340.80	3,408.80
	33.31	34.49	35.80	37.17	38.70	40.20	41.76	42.61
GEOLOGIST 3	78,741	81,746	85,106	88,278	92,014	95,729	99,924	101,927
GE3	3,018.40	3,133.60	3,262.40	3,384.00	3,527.20	3,669.60	3,830.40	3,907.20
	37.73	39.17	40.78	42.30	44.09	45.87	47.88	48.84
GEOLOGIST 4	88,278	92,014	95,729	99,924	104,244	108,731	113,405	115,701
GE4	3,384.00	3,527.20	3,669.60	3,830.40	3,996.00	4,168.00	4,347.20	4,435.20
	42.30	44.09	45.87	47.88	49.95	52.10	54.34	55.44
HATCHERY SUPT	42,553	43,409						
HAS	1,631.20	1,664.00						
	20.39	20.80						
HYDROMETEOROLOGIST	79,454	82,574	85,884	89,194	92,882	96,797	100,901	102,906
HYD	3,045.73	3,165.35	3,292.23	3,419.10	3,560.48	3,710.55	3,867.88	3,944.73
	42.01	43.66	45.41	47.16	49.11	51.18	53.35	54.41
IND HYGIENIST 1	65,326	68,049	70,659	73,269	76,068	79,132	82,158	83,842
IG1	2,504.15	2,608.55	2,708.60	2,808.65	2,915.95	3,033.40	3,149.40	3,213.93
	34.54	35.98	37.36	38.74	40.22	41.84	43.44	44.33
IND HYGIENIST 2	73,458	76,182	79,114	82,272	85,506	88,967	92,655	94,509
IG2	2,815.90	2,920.30	3,032.68	3,153.75	3,277.73	3,410.40	3,551.78	3,622.83
	38.84	40.28	41.83	43.50	45.21	47.04	48.99	49.97
IND HYGIENIST 3	83,482	86,868	90,234	93,922	97,837	102,017	106,405	108,523
IG3	3,200.15	3,329.93	3,458.98	3,600.35	3,750.43	3,910.65	4,078.85	4,160.05
	44.14	45.93	47.71	49.66	51.73	53.94	56.26	57.38
INTERIOR DESIGNER	48,285	49,968	51,633	53,448	55,302	57,363	59,557	61,732
IND	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40
	25.53	26.42	27.30	28.26	29.24	30.33	31.49	32.64
	63,964	66,517	67,822					
	2,451.95	2,549.83	2,599.85					
	33.82	35.17	35.86					
LAB TECHNICIAN 1	37,902	38,942	40,285	41,457	42,876	44,389	45,259	
(Formerly Lab Technologist 1)	1,452.90	1,492.78	1,544.25	1,589.20	1,643.58	1,701.58	1,734.93	
LB1	20.04	20.59	21.30	21.92	22.67	23.47	23.93	

LAB TECHNICIAN 2 (Formerly Lab Technologist 2)	44,181	45,713	47,131	48,777	50,555	52,276	53,297
LB2	1,693.60	1,752.33	1,806.70	1,869.78	1,937.93	2,003.90	2,043.05
	23.36	24.17	24.92	25.79	26.73	27.64	28.18
LAB TECHNICIAN 3 (Formerly Lab Technologist 3)	51,652	53,486	55,302	57,307	59,217	61,487	62,716
LB3	1,979.98	2,050.30	2,119.90	2,196.75	2,269.98	2,356.98	2,404.10
	27.31	28.28	29.24	30.30	31.31	32.51	33.16
PARK PLANNER 1	55,302	57,363	59,557	61,732	63,964	66,517	67,822
KP1	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85
	29.24	30.33	31.49	32.64	33.82	35.17	35.86
PARK PLANNER 2	65,458	67,936	70,470	73,137	76,087	79,019	80,608
KP2	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	34.61	35.92	37.26	38.67	40.23	41.78	42.62
PARK PLANNER 3	71,491	74,196	77,109	80,116	83,199	86,717	88,419
KP3	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	37.80	39.23	40.77	42.36	43.99	45.85	46.75
PARK PLANNER 4	77,109	80,116	83,199	86,717	90,348	94,168	96,041
KP4	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55
	40.77	42.36	43.99	45.85	47.77	49.79	50.78
PLANNER 1	58,423	60,579	62,773	65,042	67,444	70,149	71,529
LP1	2,239.53	2,322.18	2,406.28	2,493.28	2,585.35	2,689.03	2,741.95
	30.89	32.03	33.19	34.39	35.66	37.09	37.82
PLANNER 2	65,458	67,936	70,470	73,137	76,087	79,019	80,608
LP2	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	34.61	35.92	37.26	38.67	40.23	41.78	42.62
PLANNER 3	77,109	80,116	83,199	86,717	90,348	94,168	96,041
LP3	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55
	40.77	42.36	43.99	45.85	47.77	49.79	50.78
PLANNER 4	80,116	83,199	86,717	90,348	94,168	98,216	100,145
LP4	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,764.93	3,838.88
	42.36	43.99	45.85	47.77	49.79	51.93	52.95
PLANNER 5	81,686	85,014	88,438	92,277	96,249	100,353	102,377
LP5	3,131.28	3,258.88	3,390.10	3,537.28	3,689.53	3,846.85	3,924.43
	43.19	44.95	46.76	48.79	50.89	53.06	54.13
PLANNING ASST 1	43,708	45,164	46,602	48,285	49,968	51,633	52,654
AP1	1,675.48	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,018.40
	23.11	23.88	24.64	25.53	26.42	27.30	27.84
PLANNING ASST 2	50,763	52,541	54,356	56,380	58,460	60,597	61,865
AP2	1,945.90	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,371.48
	26.84	27.78	28.74	29.81	30.91	32.04	32.71
RESOURCE MGMT ASST 1	31,951	32,932	33,955	34,790	35,896	36,564	
RE1	1,224.80	1,262.40	1,301.60	1,333.60	1,376.00	1,401.60	
	15.31	15.78	16.27	16.67	17.20	17.52	

RESOURCE MGMT ASST 2 RE2	33,955 1,301.60 16.27	34,790 1,333.60 16.67	35,896 1,376.00 17.20	36,939 1,416.00 17.70	38,087 1,460.00 18.25	38,817 1,488.00 18.60		
RESOURCE MGMT ASST 3 RE3	36,939 1,416.00 17.70	38,087 1,460.00 18.25	39,297 1,506.40 18.83	40,529 1,553.60 19.42	41,864 1,604.80 20.06	42,657 1,635.20 20.44		
RESOURCE MGMT ASST 4 RE4	39,297 1,506.40 18.83	40,529 1,553.60 19.42	41,864 1,604.80 20.06	43,388 1,663.20 20.79	44,744 1,715.20 21.44	45,684 1,751.20 21.89		
RESOURCE PLANNER 1 RP1	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64
	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86					
RESOURCE PLANNER 2 RP2	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
RESOURCE PLANNER 3 RP3	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	82,215 3,151.58 43.47	85,657 3,283.53 45.29	87,341 3,348.05 46.18
RESOURCE PLANNER 4 RP4	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	100,145 3,838.88 52.95
RESOURCE TECHN 1 RS1	41,051 1,573.60 19.67	42,365 1,624.00 20.30	43,722 1,676.00 20.95	45,078 1,728.00 21.60	46,706 1,790.40 22.38	48,230 1,848.80 23.11	49,211 1,886.40 23.58	
RESOURCE TECHN 2 RS2	45,078 1,728.00 21.60	46,706 1,790.40 22.38	48,230 1,848.80 23.11	49,857 1,911.20 23.89	51,485 1,973.60 24.67	53,468 2,049.60 25.62	54,553 2,091.20 26.14	
RESOURCE TECHN 3 RS3	49,273 1,888.80 23.61	50,943 1,952.80 24.41	52,550 2,014.40 25.18	54,511 2,089.60 26.12	56,452 2,164.00 27.05	58,560 2,244.80 28.06	59,750 2,290.40 28.63	
RESOURCE TECHN 4 RS4	51,485 1,973.60 24.67	53,468 2,049.60 25.62	55,325 2,120.80 26.51	57,412 2,200.80 27.51	59,478 2,280.00 28.50	61,670 2,364.00 29.55	62,901 2,411.20 30.14	
RESOURCE TECHN 5 RS5	57,412 2,200.80 27.51	59,520 2,281.60 28.52	61,649 2,363.20 29.54	64,007 2,453.60 30.67	66,240 2,539.20 31.74	68,828 2,638.40 32.98	70,205 2,691.20 33.64	
RESOURCE TECHN 6 RS6	64,007 2,453.60 30.67	66,240 2,539.20 31.74	68,828 2,638.40 32.98	71,437 2,738.40 34.23	74,212 2,844.80 35.56	77,092 2,955.20 36.94	78,637 3,014.40 37.68	

SCIENTIST 1	64,229	66,423	68,900	71,359	73,988	76,693	79,757	82,820
SX1	2,462.10	2,546.20	2,641.18	2,735.43	2,836.20	2,939.88	3,057.33	3,174.78
	33.96	35.12	36.43	37.73	39.12	40.55	42.17	43.79
	85,979	87,700						
	3,295.85	3,361.83						
	45.46	46.37						
SCIENTIST 2	78,433	81,383	84,409	87,624	91,085	94,641	98,556	100,542
SX2	3,006.58	3,119.68	3,235.68	3,358.93	3,491.60	3,627.90	3,777.98	3,854.10
	41.47	43.03	44.63	46.33	48.16	50.04	52.11	53.16
SCIENTIST 3	91,085	94,641	98,556	102,736	107,086	111,663	116,599	121,592
SX3	3,491.60	3,627.90	3,777.98	3,938.20	4,104.95	4,280.40	4,469.63	4,661.03
	48.16	50.04	52.11	54.32	56.62	59.04	61.65	64.29
	124,032							
	4,754.55							
	65.58							
SPACE & PLAN CONSUL	69,033	71,983	74,782	77,506	80,437	83,709	86,906	88,627
SPC	2,646.25	2,759.35	2,866.65	2,971.05	3,083.43	3,208.85	3,331.38	3,397.35
	36.50	38.06	39.54	40.98	42.53	44.26	45.95	46.86
SURVEYOR 1	57,099	59,311	61,336	63,527	65,969	68,369	72,438	73,858
SV1	2,188.80	2,273.60	2,351.20	2,435.20	2,528.80	2,620.80	2,776.80	2,831.20
	27.36	28.42	29.39	30.44	31.61	32.76	34.71	35.39
SURVEYOR 2	75,861	78,658	81,704	84,731	88,216	91,555	95,478	97,357
SV2	2,908.00	3,015.20	3,132.00	3,248.00	3,381.60	3,509.60	3,660.00	3,732.00
	36.35	37.69	39.15	40.60	42.27	43.87	45.75	46.65
SURVEYOR 3	80,995	84,084	87,318	90,845	94,351	98,317	102,240	104,285
SV3	3,104.80	3,223.20	3,347.20	3,482.40	3,616.80	3,768.80	3,919.20	3,997.60
	38.81	40.29	41.84	43.53	45.21	47.11	48.99	49.97
SURVEYOR 4	81,704	84,731	88,216	91,555	95,478	99,298	103,618	105,642
SV4	3,132.00	3,248.00	3,381.60	3,509.60	3,660.00	3,806.40	3,972.00	4,049.60
	39.15	40.60	42.27	43.87	45.75	47.58	49.65	50.62
TECH ENG OFF 1	61,398	63,631	66,011	68,431	70,957	73,732	75,172	
TE1	2,353.60	2,439.20	2,530.40	2,623.20	2,720.00	2,826.40	2,881.60	
	29.42	30.49	31.63	32.79	34.00	35.33	36.02	
TECH ENG OFF 2	67,263	69,600	72,313	75,131	77,990	81,037	82,664	
TE2	2,578.40	2,668.00	2,772.00	2,880.00	2,989.60	3,106.40	3,168.80	
	32.23	33.35	34.65	36.00	37.37	38.83	39.61	
TECH ENG OFF 3	71,270	74,066	76,925	79,972	83,124	86,358	88,111	
TE3	2,732.00	2,839.20	2,948.80	3,065.60	3,186.40	3,310.40	3,377.60	
	34.15	35.49	36.86	38.32	39.83	41.38	42.22	

**SOCIAL SCIENCES
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

AGENCY REL COORD 1	68,617	71,208	73,988	76,901	79,851	83,218	86,698	88,457
AD1	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,390.83
	36.28	37.65	39.12	40.66	42.22	44.00	45.84	46.77
AGENCY REL COORD 2	73,988	76,901	79,851	83,218	86,698	90,367	94,244	96,116
AD2	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,612.68	3,684.45
	39.12	40.66	42.22	44.00	45.84	47.78	49.83	50.82
CH PHOTOGRAPHER	52,162	54,129	56,096	58,158	60,390	62,546	63,832	
CPO	1,999.55	2,074.95	2,150.35	2,229.38	2,314.93	2,397.58	2,446.88	
	27.58	28.62	29.66	30.75	31.93	33.07	33.75	
SPIRITUAL CARE PROVIDER	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
CHN	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
COMMUNITY CORRECTIONS	47,624	49,294	50,984	52,779	54,616	56,515	57,642	
CWC	1,825.60	1,889.60	1,954.40	2,023.20	2,093.60	2,166.40	2,209.60	
	22.82	23.62	24.43	25.29	26.17	27.08	27.62	
CON VISUAL/HEAR ED 1	60,730	63,056	65,439	67,879	70,281	73,099	74,574	
VH1	2,327.98	2,417.15	2,508.50	2,602.03	2,694.10	2,802.13	2,858.68	
	32.11	33.34	34.60	35.89	37.16	38.65	39.43	
CON VISUAL/HEAR ED 2	69,127	71,662	74,253	76,995	80,097	83,180	86,357	88,059
VH2	2,649.88	2,747.03	2,846.35	2,951.48	3,070.38	3,188.55	3,310.35	3,375.60
	36.55	37.89	39.26	40.71	42.35	43.98	45.66	46.56
CON VISUAL/HEAR ED 3	71,718	74,726	77,638	80,494	83,558	86,887	90,253	92,069
VH3	2,749.20	2,864.48	2,976.13	3,085.60	3,203.05	3,330.65	3,459.70	3,529.30
	37.92	39.51	41.05	42.56	44.18	45.94	47.72	48.68
CORRESP TEACHER 4	53,070	55,056	57,155	59,236	61,392	63,832	65,099	
DC4	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,495.45	
	28.06	29.11	30.22	31.32	32.46	33.75	34.42	
ECO DEV CONSULTANT 1	52,295	54,205	56,058	58,139	60,238	62,413	64,721	66,044
IC1	2,004.63	2,077.85	2,148.90	2,228.65	2,309.13	2,392.50	2,480.95	2,531.70
	27.65	28.66	29.64	30.74	31.85	33.00	34.22	34.92
ECO DEV CONSULTANT 2	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
IC2	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
ECO DEV CONSULTANT 3	71,208	73,988	76,901	79,851	83,218	86,698	90,367	92,164
IC3	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,532.93
	37.65	39.12	40.66	42.22	44.00	45.84	47.78	48.73

ECO DEV CONSULTANT 4 IC4	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	98,386 3,771.45 52.02	102,622 3,933.85 54.26
	104,684 4,012.88 55.35							
ECON RES ANALYST 1 ER1	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32
	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42					
ECON RES ANALYST 2 ER2	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90
ECON RES ANALYST 3 ER3	66,196 2,537.50 35.00	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	84,863 3,253.08 44.87
ECON RES ANALYST 4 ER4	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	96,116 3,684.45 50.82	
EDUCATION CONSULTANT EDC	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90
EDUCATIONAL ASST 1 LS1	40,077 1,536.28 21.19	41,325 1,584.13 21.85	42,744 1,638.50 22.60	44,087 1,689.98 23.31	45,581 1,747.25 24.10	47,037 1,803.08 24.87	47,983 1,839.33 25.37	
EDUCATIONAL ASST 2 LS2	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	54,148 2,075.68 28.63	
EDUCATIONAL ASST 3 LS3	47,037 1,803.08 24.87	48,701 1,866.88 25.75	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	57,250 2,194.58 30.27	
FIELD WORKER 1 NA FW1	41,325 1,584.13 21.85	42,744 1,638.50 22.60	44,087 1,689.98 23.31	45,581 1,747.25 24.10	47,037 1,803.08 24.87	48,701 1,866.88 25.75	49,666 1,903.85 26.26	
FIELD WORKER 2 NA FW2	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	58,271 2,233.73 30.81

FIELD WORKER 3 NA FW3	52,295 2,004.63 27.65	54,205 2,077.85 28.66	56,058 2,148.90 29.64	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,413 2,392.50 33.00	64,721 2,480.95 34.22	67,312 2,580.28 35.59
	68,654 2,631.75 36.30							
FIELD WORKER 4 NA FW4	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,042 2,493.28 34.39	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10
	78,905 3,024.70 41.72	80,494 3,085.60 42.56						
GUIDANCE OFF GOF	65,156 2,497.63 34.45	67,917 2,603.48 35.91	70,470 2,701.35 37.26	73,137 2,803.58 38.67	75,898 2,909.43 40.13	78,962 3,026.88 41.75	81,988 3,142.88 43.35	83,634 3,205.95 44.22
HERITAGE RES OFF 1 HR1	49,363 1,892.25 26.10	51,027 1,956.05 26.98	52,862 2,026.38 27.95	54,659 2,095.25 28.90	55,775 2,138.03 29.49			
HERITAGE RES OFF 2 HR2	51,027 1,956.05 26.98	52,862 2,026.38 27.95	54,659 2,095.25 28.90	56,701 2,173.55 29.98	58,857 2,256.20 31.12	61,033 2,339.58 32.27	63,227 2,423.68 33.43	65,742 2,520.10 34.76
	67,047 2,570.13 35.45							
HERITAGE RES OFF 3 HR3	64,683 2,479.50 34.20	67,160 2,574.48 35.51	69,676 2,670.90 36.84	72,286 2,770.95 38.22	75,217 2,883.33 39.77	78,111 2,994.25 41.30	79,681 3,054.43 42.13	
HERITAGE RES OFF 4 HR4	70,678 2,709.33 37.37	73,345 2,811.55 38.78	76,201 2,921.03 40.29	79,208 3,036.30 41.88	82,234 3,152.30 43.48	85,714 3,285.70 45.32	87,416 3,350.95 46.22	
HERITAGE RES OFF 5 HR5	76,201 2,921.03 40.29	79,208 3,036.30 41.88	82,234 3,152.30 43.48	85,714 3,285.70 45.32	89,308 3,423.45 47.22	93,090 3,568.45 49.22	94,925 3,638.78 50.19	
HLTH SOC DEV SPEC 1 HS1	43,349 1,661.70 22.92	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	52,314 2,005.35 27.66	
HLTH SOC DEV SPEC 2 HS2	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	56,153 2,152.53 29.69	

HLTH SOC DEV SPEC 3 HS3	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32	61,392 2,353.35 32.46	63,832 2,446.88 33.75
	65,099 2,495.45 34.42							
HLTH SOC DEV SPEC 4 HS4	52,295 2,004.63 27.65	54,205 2,077.85 28.66	56,058 2,148.90 29.64	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,413 2,392.50 33.00	64,721 2,480.95 34.22	67,312 2,580.28 35.59
	69,960 2,681.78 36.99	72,588 2,782.55 38.38	74,045 2,838.38 39.15					
HLTH SOC DEV SPEC 5 HS5	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,042 2,493.28 34.39	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10
	78,905 3,024.70 41.72	80,494 3,085.60 42.56						
HLTH SOC DEV SPEC 6 HS6	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	88,457 3,390.83 46.77	
HOME ADVISOR 1 HV1	39,377 1,509.45 20.82	40,625 1,557.30 21.48	41,949 1,608.05 22.18	43,349 1,661.70 22.92	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,207 1,809.60 24.96	
HOME ADVISOR 2 HV2	43,122 1,653.00 22.80	44,446 1,703.75 23.50	45,827 1,756.68 24.23	47,245 1,811.05 24.98	48,853 1,872.68 25.83	50,403 1,932.13 26.65	51,349 1,968.38 27.15	
HOME ECONOMIST 1 HE1	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32
	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42					
HOME ECONOMIST 2 HE2	54,205 2,077.85 28.66	56,058 2,148.90 29.64	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,413 2,392.50 33.00	64,721 2,480.95 34.22	67,312 2,580.28 35.59	69,960 2,681.78 36.99
	72,588 2,782.55 38.38	74,045 2,838.38 39.15						
HOME ECONOMIST 3 HE3	60,238 2,309.13 31.85	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90

HOME ECONOMIST 4 HE4	66,196 2,537.50 35.00	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	84,863 3,253.08 44.87
ILLUSTRATOR 1 IL1	40,077 1,536.28 21.19	41,325 1,584.13 21.85	42,744 1,638.50 22.60	44,087 1,689.98 23.31	45,581 1,747.25 24.10	47,037 1,803.08 24.87	47,983 1,839.33 25.37	
ILLUSTRATOR 2 IL2	47,037 1,803.08 24.87	48,701 1,866.88 25.75	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	57,250 2,194.58 30.27	
ILLUSTRATOR 3 IL3	50,441 1,933.58 26.67	52,162 1,999.55 27.58	54,129 2,074.95 28.62	56,096 2,150.35 29.66	58,158 2,229.38 30.75	60,390 2,314.93 31.93	61,638 2,362.78 32.59	
INFORM WRITER 1 IW1	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	54,148 2,075.68 28.63	
INFORM WRITER 2 IW2	57,174 2,191.68 30.23	59,103 2,265.63 31.25	61,335 2,351.18 32.43	63,643 2,439.63 33.65	66,026 2,530.98 34.91	68,560 2,628.13 36.25	69,960 2,681.78 36.99	
JURLINGUIST JUR	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	98,386 3,771.45 52.02	102,622 3,933.85 54.26
	104,684 4,012.88 55.35							
LANGUAGE SPEC 1 LG1	51,065 1,957.50 27.00	52,881 2,027.10 27.96	54,659 2,095.25 28.90	56,664 2,172.10 29.96	58,574 2,245.33 30.97	60,787 2,330.15 32.14	63,018 2,415.70 33.32	65,364 2,505.60 34.56
	67,690 2,594.78 35.79	70,394 2,698.45 37.22	71,794 2,752.10 37.96					
LANGUAGE SPEC 2 LG2	59,841 2,293.90 31.64	61,846 2,370.75 32.70	64,153 2,459.20 33.92	66,480 2,548.38 35.15	68,881 2,640.45 36.42	71,454 2,739.05 37.78	74,253 2,846.35 39.26	77,184 2,958.73 40.81
	80,097 3,070.38 42.35	81,724 3,132.73 43.21						
LANGUAGE SPEC 3 LG3	69,808 2,675.98 36.91	72,721 2,787.63 38.45	75,520 2,894.93 39.93	78,300 3,001.50 41.40	81,288 3,116.05 42.98	84,579 3,242.20 44.72	87,814 3,366.18 46.43	89,572 3,433.60 47.36

LIBRARIAN 1	46,337	47,945	49,552	51,292	53,070	55,056	56,153	
LN1	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,152.53	
	24.50	25.35	26.20	27.12	28.06	29.11	29.69	
LIBRARIAN 2	51,292	53,070	55,056	57,155	59,236	61,392	63,832	65,099
LN2	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,495.45
	27.12	28.06	29.11	30.22	31.32	32.46	33.75	34.42
LIBRARIAN 3	57,155	59,236	61,392	63,832	66,914	70,035	71,454	
LN3	2,190.95	2,270.70	2,353.35	2,446.88	2,565.05	2,684.68	2,739.05	
	30.22	31.32	32.46	33.75	35.38	37.03	37.78	
LIBRARIAN 4	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
LN4	2,309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
LIBRARY TECHNICIAN 1	42,195	43,273	44,427	45,637	46,942	48,399	49,344	
LY1	1,617.48	1,658.80	1,703.03	1,749.43	1,799.45	1,855.28	1,891.53	
	22.31	22.88	23.49	24.13	24.82	25.59	26.09	
LIBRARY TECHNICIAN 2	47,812	49,042	50,403	51,784	53,146	54,678	55,794	
LY2	1,832.80	1,879.93	1,932.13	1,985.05	2,037.25	2,095.98	2,138.75	
	25.28	25.93	26.65	27.38	28.10	28.91	29.50	
LIBRARY TECHNICIAN 3	49,533	50,933	52,465	54,035	55,737	57,439	58,612	
LY3	1,898.78	1,952.43	2,011.15	2,071.33	2,136.58	2,201.83	2,246.78	
	26.19	26.93	27.74	28.57	29.47	30.37	30.99	
MEDIA SPECIALIST 1	62,810	65,212	67,633	70,168	73,024	75,841	77,354	
MS1	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25	
	33.21	34.48	35.76	37.10	38.61	40.10	40.90	
MEDIA SPECIALIST 2	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
MS2	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
MEDIA TECHNICIAN 1	40,625	41,949	43,349	44,730	46,337	47,945	48,909	
TA1	1,557.30	1,608.05	1,661.70	1,714.63	1,776.25	1,837.88	1,874.85	
	21.48	22.18	22.92	23.65	24.50	25.35	25.86	
MEDIA TECHNICIAN 2	44,730	46,337	47,945	49,552	51,292	53,070	54,148	
TA2	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,075.68	
	23.65	24.50	25.35	26.20	27.12	28.06	28.63	
MEDIA TECHNICIAN 3	48,701	50,441	52,162	54,129	56,096	58,158	59,368	
TA3	1,866.88	1,933.58	1,999.55	2,074.95	2,150.35	2,229.38	2,275.78	
	25.75	26.67	27.58	28.62	29.66	30.75	31.39	
PHOTOGRAPHER 1	38,261	39,585	40,947	42,252	43,689	45,278	46,186	
PT1	1,466.68	1,517.43	1,569.63	1,619.65	1,674.75	1,735.65	1,770.45	
	20.23	20.93	21.65	22.34	23.10	23.94	24.42	

PHOTOGRAPHER 2	43,349	44,730	46,337	47,945	49,552	51,292	52,314	
PT2	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,005.35	
	22.92	23.65	24.50	25.35	26.20	27.12	27.66	
PLANNING PROG AN 1	46,337	47,945	49,552	51,292	53,070	55,056	57,155	59,236
PM1	1,776.25	1,837.88	1,899.50	1,966.20	2,034.35	2,110.48	2,190.95	2,270.70
	24.50	25.35	26.20	27.12	28.06	29.11	30.22	31.32
	61,392	63,832	65,099					
	2,353.35	2,446.88	2,495.45					
	32.46	33.75	34.42					
PLANNING PROG AN 2	60,238	62,810	65,212	67,633	70,168	73,024	75,841	77,354
PM2	2309.13	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	31.85	33.21	34.48	35.76	37.10	38.61	40.10	40.90
PLANNING PROG AN 3	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
PM3	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
PLANNING PROG AN 4	73,988	76,901	79,851	83,218	86,698	90,367	94,244	96,116
PM4	2,836.20	2,947.85	3,060.95	3,190.00	3,323.40	3,464.05	3,612.68	3,684.45
	39.12	40.66	42.22	44.00	45.84	47.78	49.83	50.82
PROBATION OFFICER 1	49,760	51,557	53,240	55,207	57,061	59,179	60,333	
PB1	1,907.48	1,976.35	2,040.88	2,116.28	2,187.33	2,268.53	2,312.75	
	26.31	27.26	28.15	29.19	30.17	31.29	31.90	
PROBATION OFFICER 2	53,354	55,283	57,174	59,293	61,581	63,851	66,139	68,768
PB2	2,045.23	2,119.18	2,191.68	2,272.88	2,360.60	2,447.60	2,535.33	2,636.10
	28.21	29.23	30.23	31.35	32.56	33.76	34.97	36.36
	70,111							
	2,687.58							
	37.07							
PROBATION OFFICER 3	56,777	58,857	60,843	63,132	65,420	67,784	70,281	73,080
PB3	2,176.45	2,256.20	2,332.33	2,420.05	2,507.78	2,598.40	2,694.10	2,801.40
	30.02	31.12	32.17	33.38	34.59	35.84	37.16	38.64
	75,936	78,792	80,400					
	2,910.88	3,020.35	3,081.98					
	40.15	41.66	42.51					
RECREATION CONSULT 1	43,462	44,730	46,337	47,945	49,552	51,292	52,314	
RR1	1,666.05	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,005.35	
	22.98	23.65	24.50	25.35	26.20	27.12	27.66	
RECREATION CONSULT 2	53,070	55,056	57,155	59,236	61,392	63,832	65,099	
RR2	2,034.35	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,495.45	
	28.06	29.11	30.22	31.32	32.46	33.75	34.42	

RECREATION CONSULT 3 RR3	60,238 2,309.13 31.85	62,413 2,392.50 33.00	64,721 2,480.95 34.22	67,312 2,580.28 35.59	69,960 2,681.78 36.99	72,588 2,782.55 38.38	74,045 2,838.38 39.15	
RECREATION CONSULT 4 RR4	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	78,905 3,024.70 41.72	80,494 3,085.60 42.56	
RESEARCH ASSIST 1 RH1	39,377 1,509.45 20.82	40,625 1,557.30 21.48	41,949 1,608.05 22.18	43,349 1,661.70 22.92	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,207 1,809.60 24.96	
RESEARCH ASSIST 2 RH2	44,730 1,714.63 23.65	46,337 1,776.25 24.50	47,945 1,837.88 25.35	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	54,148 2,075.68 28.63	
RESIDENCE COUNSELR RCR	48,342 1,853.10 25.56	49,647 1,903.13 26.25	51,027 1,956.05 26.98	52,503 2,012.60 27.76	53,978 2,069.15 28.54	55,623 2,132.23 29.41	56,701 2,173.55 29.98	
RESOURCE EXT OFF 1 RX1	49,552 1,899.50 26.20	51,292 1,966.20 27.12	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32	60,427 2,316.38 31.95	
RESOURCE EXT OFF 2 RX2	56,058 2,148.90 29.64	58,139 2,228.65 30.74	60,238 2,309.13 31.85	62,413 2,392.50 33.00	64,721 2,480.95 34.22	67,312 2,580.28 35.59	68,654 2,631.75 36.30	
RESOURCE EXT OFF 3 RX3	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	77,354 2,965.25 40.90	
RESOURCE EXT OFF 4 RX4	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	88,457 3,390.83 46.77	
SOCIAL SERVICES WKR 1 SP1	44,900 1,721.15 23.74	46,205 1,771.18 24.43	47,661 1,827.00 25.20	49,155 1,884.28 25.99	50,763 1,945.90 26.84	52,389 2,008.25 27.70	53,467 2,049.58 28.27	
SOCIAL SERVICES WKR 2 SP2	47,207 1,809.60 24.96	48,890 1,874.13 25.85	50,536 1,937.20 26.72	52,314 2,005.35 27.66	54,167 2,076.40 28.64	56,134 2,151.80 29.68	57,288 2,196.03 30.29	
SOCIAL SERVICES WKR 3 SP3	51,538 1,975.63 27.25	53,411 2,047.40 28.24	55,207 2,116.28 29.19	57,269 2,195.30 30.28	59,425 2,277.95 31.42	61,657 2,363.50 32.60	63,851 2,447.60 33.76	66,347 2,543.30 35.08
								67,690 2,594.78 35.79

SOCIAL SERVICES WKR 4 SP4	56,815 2,177.90 30.04	58,877 2,256.93 31.13	60,900 2,334.50 32.20	63,132 2,420.05 33.38	65,458 2,509.23 34.61	67,822 2,599.85 35.86	70,300 2,694.83 37.17	73,137 2,803.58 38.67
	75,955 2,911.60 40.16	78,811 3,021.08 41.67	80,418 3,082.70 42.52					
SOCIAL SERVICES WORKER 5 SP5	65,628 2,515.75 34.70	68,030 2,607.83 35.97	70,905 2,718.03 37.49	73,458 2,815.90 38.84	76,295 2,924.65 40.34	79,265 3,038.48 41.91	82,461 3,161.00 43.60	85,582 3,280.63 45.25
	89,081 3,414.75 47.10	90,840 3,482.18 48.03						
SOCIAL SERVICES WORKER 6 SP6	79,284 3,039.20 41.92	82,348 3,156.65 43.54	85,582 3,280.63 45.25	88,948 3,409.68 47.03	92,598 3,549.60 48.96	96,457 3,697.50 51.00	98,405 3,772.18 52.03	
SOCIAL WORKER 1 WS1	44,881 1,720.43 23.73	46,356 1,776.98 24.51	47,945 1,837.88 25.35	49,609 1,901.68 26.23	51,217 1,963.30 27.08	53,146 2,037.25 28.10	54,205 2,077.85 28.66	
SOCIAL WORKER 2 WS2	47,964 1,838.60 25.36	49,647 1,903.13 26.25	51,254 1,964.75 27.10	53,203 2,039.43 28.13	54,961 2,106.85 29.06	57,042 2,186.60 30.16	58,158 2,229.38 30.75	
SOCIAL WORKER 3 WS3	51,425 1,971.28 27.19	53,316 2,043.78 28.19	55,075 2,111.20 29.12	57,174 2,191.68 30.23	59,293 2,272.88 31.35	61,505 2,357.70 32.52	63,756 2,443.98 33.71	66,215 2,538.23 35.01
	67,577 2,590.43 35.73							
SOCIAL WORKER 4 WS4	54,243 2,079.30 28.68	56,134 2,151.80 29.68	58,120 2,227.93 30.73	60,257 2,309.85 31.86	62,432 2,393.23 33.01	64,683 2,479.50 34.20	67,123 2,573.03 35.49	69,827 2,676.70 36.92
	72,456 2,777.48 38.31	75,198 2,882.60 39.76	76,711 2,940.60 40.56					
SOCIAL WORKER 5 WS5	60,390 2,314.93 31.93	62,602 2,399.75 33.10	65,250 2,501.25 34.50	67,577 2,590.43 35.73	70,224 2,691.93 37.13	72,910 2,794.88 38.55	75,879 2,908.70 40.12	78,754 3,018.90 41.64
	81,969 3,142.15 43.34	83,615 3,205.23 44.21						

SOCIAL WORKER 6 WS6	74,064 2,839.10 39.16	76,938 2,949.30 40.68	80,002 3,066.75 42.30	83,123 3,186.38 43.95	86,565 3,318.33 45.77	90,197 3,457.53 47.69	92,012 3,527.13 48.65	
SPVR INMATE TR CORR SIT	57,874 2,218.50 30.60	59,898 2,296.08 31.67	62,054 2,378.73 32.81	64,324 2,465.73 34.01	66,669 2,555.63 35.25	69,127 2,649.88 36.55	71,889 2,755.73 38.01	74,688 2,863.03 39.49
	77,525 2,971.78 40.99	79,057 3,030.50 41.80						
SPVR INSTIT PR HDGY SIH	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	78,905 3,024.70 41.72	80,494 3,085.60 42.56	
SENIOR RESEARCH ANALYST SER	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	86,698 3,323.40 45.84	90,367 3,464.05 47.78	94,244 3,612.68 49.83	98,386 3,771.45 52.02	102,622 3,933.85 54.26
	104,684 4,012.88 55.35							
STATISTICAL ANAL 1 SS1	53,070 2,034.35 28.06	55,056 2,110.48 29.11	57,155 2,190.95 30.22	59,236 2,270.70 31.32	61,392 2,353.35 32.46	63,832 2,446.88 33.75	65,099 2,495.45 34.42	
STATISTICAL ANAL 2 SS2	62,810 2,407.73 33.21	65,212 2,499.80 34.48	67,633 2,592.60 35.76	70,168 2,689.75 37.10	73,024 2,799.23 38.61	75,841 2,907.25 40.10	78,905 3,024.70 41.72	80,494 3,085.60 42.56
STATISTICAL ANAL 3 SS3	68,617 2,630.30 36.28	71,208 2,729.63 37.65	73,988 2,836.20 39.12	76,901 2,947.85 40.66	79,851 3,060.95 42.22	83,218 3,190.00 44.00	84,863 3,253.08 44.87	
TEACHER INSTITUT 1 TN1	50,555 1,937.93 26.73	52,276 2,003.90 27.64	54,148 2,075.68 28.63	56,002 2,146.73 29.61	58,007 2,223.58 30.67	59,954 2,298.25 31.70	61,146 2,343.93 32.33	
TEACHER INSTITUT 2 TN2	56,701 2,173.55 29.98	58,687 2,249.68 31.03	60,711 2,327.25 32.10	62,867 2,409.90 33.24	65,194 2,499.08 34.47	67,652 2,593.33 35.77	70,205 2,691.20 37.12	72,740 2,788.35 38.46
	75,425 2,891.30 39.88	76,920 2,948.58 40.67						
TEACHER INSTITUT 3 TN3	67,766 2,597.68 35.83	70,300 2,694.83 37.17	72,853 2,792.70 38.52	75,520 2,894.93 39.93	78,244 2,999.33 41.37	81,345 3,118.23 43.01	84,409 3,235.68 44.63	86,054 3,298.75 45.50
TEACHER OF DEAF 1 TF1	63,056 2,417.15 33.34	65,420 2,507.78 34.59	67,766 2,597.68 35.83	70,224 2,691.93 37.13	72,815 2,791.25 38.50	75,690 2,901.45 40.02	77,203 2,959.45 40.82	

TEACHER OF DEAF 2	65,420	67,766	70,224	72,815	75,690	78,641	81,610	83,237
TF2	2,507.78	2,597.68	2,691.93	2,791.25	2,901.45	3,014.55	3,128.38	3,190.73
	34.59	35.83	37.13	38.50	40.02	41.58	43.15	44.01
TEACHER OF DEAF 3	67,766	70,584	73,269	76,087	78,924	82,121	85,260	86,944
TF3	2,597.68	2,705.70	2,808.65	2,916.68	3,025.43	3,147.95	3,268.30	3,332.83
	35.83	37.32	38.74	40.23	41.73	43.42	45.08	45.97
TOUR MARKETING OFF 1	43,349	44,730	46,337	47,945	49,552	51,292	52,314	
TM1	1,661.70	1,714.63	1,776.25	1,837.88	1,899.50	1,966.20	2,005.35	
	22.92	23.65	24.50	25.35	26.20	27.12	27.66	
TOUR MARKETING OFF 2	57,174	59,103	61,335	63,643	66,026	68,560	69,960	
TM2	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,628.13	2,681.78	
	30.23	31.25	32.43	33.65	34.91	36.25	36.99	
TOUR MARKETING OFF 3	66,196	68,617	71,208	73,988	76,901	78,451		
TM3	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,007.30		
	35.00	36.28	37.65	39.12	40.66	41.48		
TOURIST DEV OFF 1	55,056	57,155	59,236	61,392	63,832	66,177	67,539	
TT1	2,110.48	2,190.95	2,270.70	2,353.35	2,446.88	2,536.78	2,588.98	
	29.11	30.22	31.32	32.46	33.75	34.99	35.71	
TOURIST DEV OFF 2	60,522	62,810	65,212	67,633	70,168	73,024	75,841	77,354
TT2	2,320.00	2,407.73	2,499.80	2,592.60	2,689.75	2,799.23	2,907.25	2,965.25
	32.00	33.21	34.48	35.76	37.10	38.61	40.10	40.90
TOURIST DEV OFF 3	66,196	68,617	71,208	73,988	76,901	79,851	83,218	84,863
TT3	2,537.50	2,630.30	2,729.63	2,836.20	2,947.85	3,060.95	3,190.00	3,253.08
	35.00	36.28	37.65	39.12	40.66	42.22	44.00	44.87
TRANSLATOR 1	57,174	59,103	61,335	63,643	66,026	68,560	71,378	72,815
TS1	2,191.68	2,265.63	2,351.18	2,439.63	2,530.98	2,628.13	2,736.15	2,791.25
	30.23	31.25	32.43	33.65	34.91	36.25	37.74	38.50
TRANSLATOR 2	71,454	74,064	76,938	80,002	83,123	86,565	90,197	92,012
TS2	2,739.05	2,839.10	2,949.30	3,066.75	3,186.38	3,318.33	3,457.53	3,527.13
	37.78	39.16	40.68	42.30	43.95	45.77	47.69	48.65
TRANSLATOR 3	74,442	77,147	80,229	83,407	86,603	90,197	93,998	95,889
TS3	2,853.60	2,957.28	3,075.45	3,197.25	3,319.78	3,457.53	3,603.25	3,675.75
	39.36	40.79	42.42	44.10	45.79	47.69	49.70	50.70

**SOCIAL SCIENCES
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

AGENCY REL COORD 1	68,957	71,567	74,366	77,279	80,248	83,634	87,133	88,891
AD1	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,407.50
	36.46	37.84	39.32	40.86	42.43	44.22	46.07	47.00
AGENCY REL COORD 2	74,366	77,279	80,248	83,634	87,133	90,821	94,717	96,589
AD2	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,630.80	3,702.58
	39.32	40.86	42.43	44.22	46.07	48.02	50.08	51.07
CH PHOTOGRAPHER	52,427	54,394	56,380	58,441	60,692	62,867	64,153	
CPO	2,009.70	2,085.10	2,161.23	2,240.25	2,326.53	2,409.90	2,459.20	
	27.72	28.76	29.81	30.90	32.09	33.24	33.92	
SPIRITUAL CARE PROVIDER	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
CHN	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
COMMUNITY CORRECTIONS	47,854	49,544	51,235	53,051	54,887	56,807	57,934	
CWC	1,834.40	1,899.20	1,964.00	2,033.60	2,104.00	2,177.60	2,220.80	
	22.93	23.74	24.55	25.42	26.30	27.22	27.76	
CON VISUAL/HEAR ED 1	61,033	63,378	65,761	68,220	70,640	73,458	74,953	
VH1	2,339.58	2,429.48	2,520.83	2,615.08	2,707.88	2,815.90	2,873.18	
	32.27	33.51	34.77	36.07	37.35	38.84	39.63	
CON VISUAL/HEAR ED 2	69,468	72,021	74,631	77,374	80,494	83,596	86,792	88,494
VH2	2,662.93	2,760.80	2,860.85	2,965.98	3,085.60	3,204.50	3,327.03	3,392.28
	36.73	38.08	39.46	40.91	42.56	44.20	45.89	46.79
CON VISUAL/HEAR ED 3	72,078	75,104	78,035	80,891	83,974	87,322	90,707	92,523
VH3	2,762.98	2,878.98	2,991.35	3,100.83	3,219.00	3,347.33	3,477.10	3,546.70
	38.11	39.71	41.26	42.77	44.40	46.17	47.96	48.92
CORRESP TEACHER 4	53,335	55,340	57,439	59,538	61,694	64,153	65,420	
DC4	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78	
	28.20	29.26	30.37	31.48	32.62	33.92	34.59	
ECO DEV CONSULTANT 1	52,560	54,470	56,342	58,423	60,541	62,735	65,042	66,366
IC1	2,014.78	2,088.00	2,159.78	2,239.53	2,320.73	2,404.83	2,493.28	2,544.03
	27.79	28.80	29.79	30.89	32.01	33.17	34.39	35.09
ECO DEV CONSULTANT 2	66,536	68,957	71,567	74,366	77,279	80,248	83,634	85,279
IC2	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03
	35.18	36.46	37.84	39.32	40.86	42.43	44.22	45.09
ECO DEV CONSULTANT 3	71,567	74,366	77,279	80,248	83,634	87,133	90,821	92,617
IC3	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,550.33
	37.84	39.32	40.86	42.43	44.22	46.07	48.02	48.97

ECO DEV CONSULTANT 4 IC4	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	98,878 3,790.30 52.28	103,133 3,953.43 54.53
	105,214 4,033.18 55.63							
ECON RES ANALYST 1 ER1	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48
	61,694 2,364.95 32.62	64,153 2,459.20 33.92	65,420 2,507.78 34.59					
ECON RES ANALYST 2 ER2	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
ECON RES ANALYST 3 ER3	66,536 2,550.55 35.18	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	85,279 3,269.03 45.09
ECON RES ANALYST 4 ER4	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	96,589 3,702.58 51.07	
EDUCATION CONSULTANT EDC	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
EDUCATIONAL ASST 1 LS1	40,285 1,544.25 21.30	41,533 1,592.10 21.96	42,952 1,646.48 22.71	44,313 1,698.68 23.43	45,807 1,755.95 24.22	47,264 1,811.78 24.99	48,228 1,848.75 25.50	
EDUCATIONAL ASST 2 LS2	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	54,413 2,085.83 28.77	
EDUCATIONAL ASST 3 LS3	47,264 1,811.78 24.99	48,947 1,876.30 25.88	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	57,534 2,205.45 30.42	
FIELD WORKER 1 NA FW1	41,533 1,592.10 21.96	42,952 1,646.48 22.71	44,313 1,698.68 23.43	45,807 1,755.95 24.22	47,264 1,811.78 24.99	48,947 1,876.30 25.88	49,912 1,913.28 26.39	
FIELD WORKER 2 NA FW2	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	58,555 2,244.60 30.96

FIELD WORKER 3 NA FW3	52,560 2,014.78 27.79	54,470 2,088.00 28.80	56,342 2,159.78 29.79	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77
	68,995 2,644.80 36.48							
FIELD WORKER 4 NA FW4	58,423 2,239.53 30.89	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,364 2,505.60 34.56	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30
	79,303 3,039.93 41.93	80,891 3,100.83 42.77						
GUIDANCE OFF GOF	65,477 2,509.95 34.62	68,257 2,616.53 36.09	70,830 2,715.13 37.45	73,496 2,817.35 38.86	76,277 2,923.93 40.33	79,359 3,042.10 41.96	82,404 3,158.83 43.57	84,050 3,221.90 44.44
HERITAGE RES OFF 1 HR1	49,609 1,901.68 26.23	51,273 1,965.48 27.11	53,127 2,036.53 28.09	54,924 2,105.40 29.04	56,058 2,148.90 29.64			
HERITAGE RES OFF 2 HR2	51,273 1,965.48 27.11	53,127 2,036.53 28.09	54,924 2,105.40 29.04	56,985 2,184.43 30.13	59,160 2,267.80 31.28	61,335 2,351.18 32.43	63,548 2,436.00 33.60	66,064 2,532.43 34.93
	67,387 2,583.18 35.63							
HERITAGE RES OFF 3 HR3	65,004 2,491.83 34.37	67,501 2,587.53 35.69	70,016 2,683.95 37.02	72,645 2,784.73 38.41	75,596 2,897.83 39.97	78,508 3,009.48 41.51	80,078 3,069.65 42.34	
HERITAGE RES OFF 4 HR4	71,038 2,723.10 37.56	73,704 2,825.33 38.97	76,579 2,935.53 40.49	79,605 3,051.53 42.09	82,650 3,168.25 43.70	86,149 3,302.38 45.55	87,851 3,367.63 46.45	
HERITAGE RES OFF 5 HR5	76,579 2,935.53 40.49	79,605 3,051.53 42.09	82,650 3,168.25 43.70	86,149 3,302.38 45.55	89,761 3,440.85 47.46	93,563 3,586.58 49.47	95,398 3,656.90 50.44	
HLTH SOC DEV SPEC 1 HS1	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	52,578 2,015.50 27.80	
HLTH SOC DEV SPEC 2 HS2	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	56,437 2,163.40 29.84	

HLTH SOC DEV SPEC 3 HS3	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	61,694 2,364.95 32.62	64,153 2,459.20 33.92
	65,420 2,507.78 34.59							
HLTH SOC DEV SPEC 4 HS4	52,560 2,014.78 27.79	54,470 2,088.00 28.80	56,342 2,159.78 29.79	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77
	70,300 2,694.83 37.17	72,948 2,796.33 38.57	74,423 2,852.88 39.35					
HLTH SOC DEV SPEC 5 HS5	58,423 2,239.53 30.89	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,364 2,505.60 34.56	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30
	79,303 3,039.93 41.93	80,891 3,100.83 42.77						
HLTH SOC DEV SPEC 6 HS6	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	88,891 3,407.50 47.00	
HOME ADVISOR 1 HV1	39,566 1,516.70 20.92	40,833 1,565.28 21.59	42,157 1,616.03 22.29	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	47,434 1,818.30 25.08	
HOME ADVISOR 2 HV2	43,330 1,660.98 22.91	44,673 1,712.45 23.62	46,053 1,765.38 24.35	47,472 1,819.75 25.10	49,098 1,882.10 25.96	50,649 1,941.55 26.78	51,614 1,978.53 27.29	
HOME ECONOMIST 1 HE1	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48
	61,694 2,364.95 32.62	64,153 2,459.20 33.92	65,420 2,507.78 34.59					
HOME ECONOMIST 2 HE2	54,470 2,088.00 28.80	56,342 2,159.78 29.79	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17
	72,948 2,796.33 38.57	74,423 2,852.88 39.35						
HOME ECONOMIST 3 HE3	60,541 2,320.73 32.01	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10

HOME ECONOMIST 4 HE4	66,536 2,550.55 35.18	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	85,279 3,269.03 45.09
ILLUSTRATOR 1 IL1	40,285 1,544.25 21.30	41,533 1,592.10 21.96	42,952 1,646.48 22.71	44,313 1,698.68 23.43	45,807 1,755.95 24.22	47,264 1,811.78 24.99	48,228 1,848.75 25.50	
ILLUSTRATOR 2 IL2	47,264 1,811.78 24.99	48,947 1,876.30 25.88	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	57,534 2,205.45 30.42	
ILLUSTRATOR 3 IL3	50,687 1,943.00 26.80	52,427 2,009.70 27.72	54,394 2,085.10 28.76	56,380 2,161.23 29.81	58,441 2,240.25 30.90	60,692 2,326.53 32.09	61,940 2,374.38 32.75	
INFORM WRITER 1 IW1	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	54,413 2,085.83 28.77	
INFORM WRITER 2 IW2	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	68,900 2,641.18 36.43	70,300 2,694.83 37.17	
JURLINGUIST JUR	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	90,821 3,481.45 48.02	94,717 3,630.80 50.08	98,878 3,790.30 52.28	103,133 3,953.43 54.53
	105,214 4,033.18 55.63							
LANGUAGE SPEC 1 LG1	51,330 1,967.65 27.14	53,146 2,037.25 28.10	54,924 2,105.40 29.04	56,947 2,182.98 30.11	58,857 2,256.20 31.12	61,089 2,341.75 32.30	63,340 2,428.03 33.49	65,685 2,517.93 34.73
	68,030 2,607.83 35.97	70,754 2,712.23 37.41	72,154 2,765.88 38.15					
LANGUAGE SPEC 2 LG2	60,144 2,305.50 31.80	62,148 2,382.35 32.86	64,475 2,471.53 34.09	66,820 2,561.43 35.33	69,222 2,653.50 36.60	71,813 2,752.83 37.97	74,631 2,860.85 39.46	77,563 2,973.23 41.01
	80,494 3,085.60 42.56	82,140 3,148.68 43.43						
LANGUAGE SPEC 3 LG3	70,149 2,689.03 37.09	73,080 2,801.40 38.64	75,898 2,909.43 40.13	78,697 3,016.73 41.61	81,686 3,131.28 43.19	84,995 3,258.15 44.94	88,248 3,382.85 46.66	90,026 3,451.00 47.60

LIBRARIAN 1	46,564	48,191	49,798	51,557	53,335	55,340	56,437	
LN1	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,163.40	
	24.62	25.48	26.33	27.26	28.20	29.26	29.84	
LIBRARIAN 2	51,557	53,335	55,340	57,439	59,538	61,694	64,153	65,420
LN2	1,976.35	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78
	27.26	28.20	29.26	30.37	31.48	32.62	33.92	34.59
LIBRARIAN 3	57,439	59,538	61,694	64,153	67,255	70,394	71,813	
LN3	2,201.83	2,282.30	2,364.95	2,459.20	2,578.10	2,698.45	2,752.83	
	30.37	31.48	32.62	33.92	35.56	37.22	37.97	
LIBRARIAN 4	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
LN4	2,320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
LIBRARY TECHNICIAN 1	42,403	43,481	44,654	45,864	47,169	48,644	49,590	
LY1	1,625.45	1,666.78	1,711.73	1,758.13	1,808.15	1,864.70	1,900.95	
	22.42	22.99	23.61	24.25	24.94	25.72	26.22	
LIBRARY TECHNICIAN 2	48,058	49,287	50,649	52,049	53,411	54,943	56,077	
LY2	1,842.23	1,889.35	1,941.55	1,995.20	2,047.40	2,106.13	2,149.63	
	25.41	26.06	26.78	27.52	28.24	29.05	29.65	
LIBRARY TECHNICIAN 3	49,779	51,179	52,730	54,300	56,021	57,723	58,895	
LY3	1,908.20	1,961.85	2,021.30	2,081.48	2,147.45	2,212.70	2,257.65	
	26.32	27.06	27.88	28.71	29.62	30.52	31.14	
MEDIA SPECIALIST 1	63,132	65,534	67,974	70,527	73,383	76,220	77,733	
MS1	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75	
	33.38	34.65	35.94	37.29	38.80	40.30	41.10	
MEDIA SPECIALIST 2	66,536	68,957	71,567	74,366	77,279	80,248	83,634	85,279
MS2	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03
	35.18	36.46	37.84	39.32	40.86	42.43	44.22	45.09
MEDIA TECHNICIAN 1	40,833	42,157	43,557	44,957	46,564	48,191	49,155	
TA1	1,565.28	1,616.03	1,669.68	1,723.33	1,784.95	1,847.30	1,884.28	
	21.59	22.29	23.03	23.77	24.62	25.48	25.99	
MEDIA TECHNICIAN 2	44,957	46,564	48,191	49,798	51,557	53,335	54,413	
TA2	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,085.83	
	23.77	24.62	25.48	26.33	27.26	28.20	28.77	
MEDIA TECHNICIAN 3	48,947	50,687	52,427	54,394	56,380	58,441	59,671	
TA3	1,876.30	1,943.00	2,009.70	2,085.10	2,161.23	2,240.25	2,287.38	
	25.88	26.80	27.72	28.76	29.81	30.90	31.55	
PHOTOGRAPHER 1	38,450	39,774	41,155	42,460	43,916	45,505	46,413	
PT1	1,473.93	1,524.68	1,577.60	1,627.63	1,683.45	1,744.35	1,779.15	
	20.33	21.03	21.76	22.45	23.22	24.06	24.54	

PHOTOGRAPHER 2	43,557	44,957	46,564	48,191	49,798	51,557	52,578	
PT2	1,669.68	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,015.50	
	23.03	23.77	24.62	25.48	26.33	27.26	27.80	
PLANNING PROG AN 1	46,564	48,191	49,798	51,557	53,335	55,340	57,439	59,538
PM1	1,784.95	1,847.30	1,908.93	1,976.35	2,044.50	2,121.35	2,201.83	2282.3
	24.62	25.48	26.33	27.26	28.20	29.26	30.37	31.48
	61,694	64,153	65,420					
	2,364.95	2,459.20	2,507.78					
	32.62	33.92	34.59					
PLANNING PROG AN 2	60,541	63,132	65,534	67,974	70,527	73,383	76,220	77,733
PM2	2320.73	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	2,979.75
	32.01	33.38	34.65	35.94	37.29	38.80	40.30	41.10
PLANNING PROG AN 3	66,536	68,957	71,567	74,366	77,279	80,248	83,634	85,279
PM3	2,550.55	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03
	35.18	36.46	37.84	39.32	40.86	42.43	44.22	45.09
PLANNING PROG AN 4	74,366	77,279	80,248	83,634	87,133	90,821	94,717	96,589
PM4	2,850.70	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,630.80	3,702.58
	39.32	40.86	42.43	44.22	46.07	48.02	50.08	51.07
PROBATION OFFICER 1	50,006	51,822	53,505	55,491	57,344	59,482	60,635	
PB1	1,916.90	1,986.50	2,051.03	2,127.15	2,198.20	2,280.13	2,324.35	
	26.44	27.40	28.29	29.34	30.32	31.45	32.06	
PROBATION OFFICER 2	53,619	55,567	57,458	59,595	61,884	64,172	66,461	69,108
PB2	2,055.38	2,130.05	2,202.55	2,284.48	2,372.20	2,459.93	2,547.65	2,649.15
	28.35	29.38	30.38	31.51	32.72	33.93	35.14	36.54
	70,470							
	2,701.35							
	37.26							
PROBATION OFFICER 3	57,061	59,160	61,146	63,454	65,742	68,125	70,640	73,440
PB3	2,187.33	2,267.80	2,343.93	2,432.38	2,520.10	2,611.45	2,707.88	2,815.18
	30.17	31.28	32.33	33.55	34.76	36.02	37.35	38.83
	76,314	79,189	80,797					
	2,925.38	3,035.58	3,097.20					
	40.35	41.87	42.72					
RECREATION CONSULT 1	43,670	44,957	46,564	48,191	49,798	51,557	52,578	
RR1	1,674.03	1,723.33	1,784.95	1,847.30	1,908.93	1,976.35	2,015.50	
	23.09	23.77	24.62	25.48	26.33	27.26	27.80	
RECREATION CONSULT 2	53,335	55,340	57,439	59,538	61,694	64,153	65,420	
RR2	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78	
	28.20	29.26	30.37	31.48	32.62	33.92	34.59	

RECREATION CONSULT 3 RR3	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	70,300 2,694.83 37.17	72,948 2,796.33 38.57	74,423 2,852.88 39.35	
RECREATION CONSULT 4 RR4	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	79,303 3,039.93 41.93	80,891 3,100.83 42.77	
RESEARCH ASSIST 1 RH1	39,566 1,516.70 20.92	40,833 1,565.28 21.59	42,157 1,616.03 22.29	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	47,434 1,818.30 25.08	
RESEARCH ASSIST 2 RH2	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	54,413 2,085.83 28.77	
RESIDENCE COUNSELR RCR	48,588 1,862.53 25.69	49,893 1,912.55 26.38	51,273 1,965.48 27.11	52,767 2,022.75 27.90	54,243 2,079.30 28.68	55,907 2,143.10 29.56	56,985 2,184.43 30.13	
RESOURCE EXT OFF 1 RX1	49,798 1,908.93 26.33	51,557 1,976.35 27.26	53,335 2,044.50 28.20	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	60,730 2,327.98 32.11	
RESOURCE EXT OFF 2 RX2	56,342 2,159.78 29.79	58,423 2,239.53 30.89	60,541 2,320.73 32.01	62,735 2,404.83 33.17	65,042 2,493.28 34.39	67,652 2,593.33 35.77	68,995 2,644.80 36.48	
RESOURCE EXT OFF 3 RX3	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10	
RESOURCE EXT OFF 4 RX4	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	87,133 3,340.08 46.07	88,891 3,407.50 47.00	
SOCIAL SERVICES WKR 1 SP1	45,127 1,729.85 23.86	46,432 1,779.88 24.55	47,907 1,836.43 25.33	49,401 1,893.70 26.12	51,009 1,955.33 26.97	52,654 2,018.40 27.84	53,732 2,059.73 28.41	
SOCIAL SERVICES WKR 2 SP2	47,434 1,818.30 25.08	49,136 1,883.55 25.98	50,782 1,946.63 26.85	52,578 2,015.50 27.80	54,432 2,086.55 28.78	56,418 2,162.68 29.83	57,571 2,206.90 30.44	
SOCIAL SERVICES WKR 3 SP3	51,803 1,985.78 27.39	53,675 2,057.55 28.38	55,491 2,127.15 29.34	57,553 2,206.18 30.43	59,727 2,289.55 31.58	61,959 2,375.10 32.76	64,172 2,459.93 33.93	66,688 2,556.35 35.26
	68,030 2,607.83 35.97							

SOCIAL SERVICES WKR 4 SP4	57,099 2,188.78 30.19	59,179 2,268.53 31.29	61,203 2,346.10 32.36	63,454 2,432.38 33.55	65,780 2,521.55 34.78	68,163 2,612.90 36.04	70,659 2,708.60 37.36	73,496 2,817.35 38.86
	76,333 2,926.10 40.36	79,208 3,036.30 41.88	80,816 3,097.93 42.73					
SOCIAL SERVICES WORKER 5 SP5	65,950 2,528.08 34.87	68,371 2,620.88 36.15	71,264 2,731.80 37.68	73,818 2,829.68 39.03	76,674 2,939.15 40.54	79,662 3,053.70 42.12	82,877 3,176.95 43.82	86,017 3,297.30 45.48
	89,535 3,432.15 47.34	91,294 3,499.58 48.27						
SOCIAL SERVICES WORKER 6 SP6	79,681 3,054.43 42.13	82,764 3,172.60 43.76	86,017 3,297.30 45.48	89,402 3,427.08 47.27	93,052 3,567.00 49.20	96,948 3,716.35 51.26	98,897 3,791.03 52.29	
SOCIAL WORKER 1 WS1	45,108 1,729.13 23.85	46,583 1,785.68 24.63	48,191 1,847.30 25.48	49,855 1,911.10 26.36	51,481 1,973.45 27.22	53,411 2,047.40 28.24	54,470 2,088.00 28.80	
SOCIAL WORKER 2 WS2	48,210 1,848.03 25.49	49,893 1,912.55 26.38	51,519 1,974.90 27.24	53,467 2,049.58 28.27	55,245 2,117.73 29.21	57,326 2,197.48 30.31	58,441 2,240.25 30.90	
SOCIAL WORKER 3 WS3	51,690 1,981.43 27.33	53,581 2,053.93 28.33	55,359 2,122.08 29.27	57,458 2,202.55 30.38	59,595 2,284.48 31.51	61,808 2,369.30 32.68	64,078 2,456.30 33.88	66,555 2,551.28 35.19
	67,917 2,603.48 35.91							
SOCIAL WORKER 4 WS4	54,507 2,089.45 28.82	56,418 2,162.68 29.83	58,404 2,238.80 30.88	60,560 2,321.45 32.02	62,754 2,405.55 33.18	65,004 2,491.83 34.37	67,463 2,586.08 35.67	70,168 2,689.75 37.10
	72,815 2,791.25 38.50	75,577 2,897.10 39.96	77,090 2,955.10 40.76					
SOCIAL WORKER 5 WS5	60,692 2,326.53 32.09	62,924 2,412.08 33.27	65,572 2,513.58 34.67	67,917 2,603.48 35.91	70,584 2,705.70 37.32	73,269 2,808.65 38.74	76,258 2,923.20 40.32	79,151 3,034.13 41.85
	82,385 3,158.10 43.56	84,031 3,221.18 44.43						

SOCIAL WORKER 6	74,442	77,317	80,400	83,539	87,000	90,651	92,466	
WS6	2,853.60	2,963.80	3,081.98	3,202.33	3,335.00	3,474.93	3,544.53	
	39.36	40.88	42.51	44.17	46.00	47.93	48.89	
SPVR INMATE TR CORR	58,158	60,200	62,357	64,645	67,009	69,468	72,248	75,066
SIT	2,229.38	2,307.68	2,390.33	2,478.05	2,568.68	2,662.93	2,769.50	2,877.53
	30.75	31.83	32.97	34.18	35.43	36.73	38.20	39.69
	77,903	79,454						
	2,986.28	3,045.73						
	41.19	42.01						
SPVR INSTIT PR HDGY	65,534	67,974	70,527	73,383	76,220	79,303	80,891	
SIH	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	3,039.93	3,100.83	
	34.65	35.94	37.29	38.80	40.30	41.93	42.77	
SENIOR RESEARCH ANALYST	77,279	80,248	83,634	87,133	90,821	94,717	98,878	103,133
SER	2,962.35	3,076.18	3,205.95	3,340.08	3,481.45	3,630.80	3,790.30	3,953.43
	40.86	42.43	44.22	46.07	48.02	50.08	52.28	54.53
	105,214							
	4,033.18							
	55.63							
STATISTICAL ANAL 1	53,335	55,340	57,439	59,538	61,694	64,153	65,420	
SS1	2,044.50	2,121.35	2,201.83	2,282.30	2,364.95	2,459.20	2,507.78	
	28.20	29.26	30.37	31.48	32.62	33.92	34.59	
STATISTICAL ANAL 2	63,132	65,534	67,974	70,527	73,383	76,220	79,303	80,891
SS2	2,420.05	2,512.13	2,605.65	2,703.53	2,813.00	2,921.75	3,039.93	3,100.83
	33.38	34.65	35.94	37.29	38.80	40.30	41.93	42.77
STATISTICAL ANAL 3	68,957	71,567	74,366	77,279	80,248	83,634	85,279	
SS3	2,643.35	2,743.40	2,850.70	2,962.35	3,076.18	3,205.95	3,269.03	
	36.46	37.84	39.32	40.86	42.43	44.22	45.09	
TEACHER INSTITUT 1	50,801	52,541	54,413	56,285	58,290	60,257	61,449	
TN1	1,947.35	2,014.05	2,085.83	2,157.60	2,234.45	2,309.85	2,355.53	
	26.86	27.78	28.77	29.76	30.82	31.86	32.49	
TEACHER INSTITUT 2	56,985	58,990	61,014	63,189	65,515	67,993	70,565	73,099
TN2	2,184.43	2,261.28	2,338.85	2,422.23	2,511.40	2,606.38	2,704.98	2,802.13
	30.13	31.19	32.26	33.41	34.64	35.95	37.31	38.65
	75,804	77,298						
	2,905.80	2,963.08						
	40.08	40.87						
TEACHER INSTITUT 3	68,106	70,659	73,213	75,898	78,641	81,761	84,825	86,490
TN3	2,610.73	2,708.60	2,806.48	2,909.43	3,014.55	3,134.18	3,251.63	3,315.43
	36.01	37.36	38.71	40.13	41.58	43.23	44.85	45.73
TEACHER OF DEAF 1	63,378	65,742	68,106	70,584	73,175	76,068	77,581	
TF1	2,429.48	2,520.10	2,610.73	2,705.70	2,805.03	2,915.95	2,973.95	
	33.51	34.76	36.01	37.32	38.69	40.22	41.02	

TEACHER OF DEAF 2 TF2	65,742 2,520.10 34.76	68,106 2,610.73 36.01	70,584 2,705.70 37.32	73,175 2,805.03 38.69	76,068 2,915.95 40.22	79,038 3,029.78 41.79	82,026 3,144.33 43.37	83,653 3,206.68 44.23
TEACHER OF DEAF 3 TF3	68,106 2,610.73 36.01	70,943 2,719.48 37.51	73,629 2,822.43 38.93	76,466 2,931.18 40.43	79,321 3,040.65 41.94	82,537 3,163.90 43.64	85,695 3,284.98 45.31	87,378 3,349.50 46.20
TOUR MARKETING OFF 1 TM1	43,557 1,669.68 23.03	44,957 1,723.33 23.77	46,564 1,784.95 24.62	48,191 1,847.30 25.48	49,798 1,908.93 26.33	51,557 1,976.35 27.26	52,578 2,015.50 27.80	
TOUR MARKETING OFF 2 TM2	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	68,900 2,641.18 36.43	70,300 2,694.83 37.17	
TOUR MARKETING OFF 3 TM3	66,536 2,550.55 35.18	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	78,849 3,022.53 41.69		
TOURIST DEV OFF 1 TT1	55,340 2,121.35 29.26	57,439 2,201.83 30.37	59,538 2,282.30 31.48	61,694 2,364.95 32.62	64,153 2,459.20 33.92	66,498 2,549.10 35.16	67,879 2,602.03 35.89	
TOURIST DEV OFF 2 TT2	60,824 2,331.60 32.16	63,132 2,420.05 33.38	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,527 2,703.53 37.29	73,383 2,813.00 38.80	76,220 2,921.75 40.30	77,733 2,979.75 41.10
TOURIST DEV OFF 3 TT3	66,536 2,550.55 35.18	68,957 2,643.35 36.46	71,567 2,743.40 37.84	74,366 2,850.70 39.32	77,279 2,962.35 40.86	80,248 3,076.18 42.43	83,634 3,205.95 44.22	85,279 3,269.03 45.09
TRANSLATOR 1 TS1	57,458 2,202.55 30.38	59,406 2,277.23 31.41	61,638 2,362.78 32.59	63,964 2,451.95 33.82	66,347 2,543.30 35.08	68,900 2,641.18 36.43	71,737 2,749.93 37.93	73,175 2,805.03 38.69
TRANSLATOR 2 TS2	71,813 2,752.83 37.97	74,442 2,853.60 39.36	77,317 2,963.80 40.88	80,400 3,081.98 42.51	83,539 3,202.33 44.17	87,000 3,335.00 46.00	90,651 3,474.93 47.93	92,466 3,544.53 48.89
TRANSLATOR 3 TS3	74,820 2,868.10 39.56	77,525 2,971.78 40.99	80,627 3,090.68 42.63	83,823 3,213.20 44.32	87,038 3,336.45 46.02	90,651 3,474.93 47.93	94,471 3,621.38 49.95	96,362 3,693.88 50.95

**SOCIAL SCIENCES
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

AGENCY REL COORD 1	70,092	72,740	75,596	78,546	81,572	85,014	88,570	90,367
AD1	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,464.05
	37.06	38.46	39.97	41.53	43.13	44.95	46.83	47.78
AGENCY REL COORD 2	75,596	78,546	81,572	85,014	88,570	92,315	96,287	98,178
AD2	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,690.98	3,763.48
	39.97	41.53	43.13	44.95	46.83	48.81	50.91	51.91
CH PHOTOGRAPHER	53,297	55,283	57,307	59,406	61,694	63,907	65,212	
CPO	2,043.05	2,119.18	2,196.75	2,277.23	2,364.95	2,449.78	2,499.80	
	28.18	29.23	30.30	31.41	32.62	33.79	34.48	
SPIRITUAL CARE PROVIDER	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
CHN	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
COMMUNITY CORRECTIONS	48,647	50,358	52,091	53,927	55,784	57,746	58,894	
CWC	1,864.80	1,930.40	1,996.80	2,067.20	2,138.40	2,213.60	2,257.60	
	23.31	24.13	24.96	25.84	26.73	27.67	28.22	
CON VISUAL/HEAR ED 1	62,035	64,418	66,839	69,354	71,813	74,669	76,182	
VH1	2,378.00	2,469.35	2,562.15	2,658.58	2,752.83	2,862.30	2,920.30	
	32.80	34.06	35.34	36.67	37.97	39.48	40.28	
CON VISUAL/HEAR ED 2	70,621	73,213	75,860	78,660	81,818	84,977	88,230	89,951
VH2	2,707.15	2,806.48	2,907.98	3,015.28	3,136.35	3,257.43	3,382.13	3,448.10
	37.34	38.71	40.11	41.59	43.26	44.93	46.65	47.56
CON VISUAL/HEAR ED 3	73,269	76,352	79,321	82,234	85,355	88,759	92,201	94,055
VH3	2,808.65	2,926.83	3,040.65	3,152.30	3,271.93	3,402.43	3,534.38	3,605.43
	38.74	40.37	41.94	43.48	45.13	46.93	48.75	49.73
CORRESP TEACHER 4	54,224	56,247	58,385	60,522	62,716	65,212	66,498	
DC4	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10	
	28.67	29.74	30.87	32.00	33.16	34.48	35.16	
ECO DEV CONSULTANT 1	53,430	55,377	57,269	59,387	61,543	63,775	66,120	67,463
IC1	2,048.13	2,122.80	2,195.30	2,276.50	2,359.15	2,444.70	2,534.60	2,586.08
	28.25	29.28	30.28	31.40	32.54	33.72	34.96	35.67
ECO DEV CONSULTANT 2	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
IC2	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
ECO DEV CONSULTANT 3	72,740	75,596	78,546	81,572	85,014	88,570	92,315	94,149
IC3	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,609.05
	38.46	39.97	41.53	43.13	44.95	46.83	48.81	49.78

ECO DEV CONSULTANT 4 IC4	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	100,504 3,852.65 53.14	104,835 4,018.68 55.43
	106,954 4,099.88 56.55							
ECON RES ANALYST 1 ER1	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00
	62,716 2,404.10 33.16	65,212 2,499.80 34.48	66,498 2,549.10 35.16					
ECON RES ANALYST 2 ER2	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78
ECON RES ANALYST 3 ER3	67,633 2,592.60 35.76	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	86,679 3,322.68 45.83
ECON RES ANALYST 4 ER4	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	98,178 3,763.48 51.91	
EDUCATION CONSULTANT EDC	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78
EDUCATIONAL ASST 1 LS1	40,947 1,569.63 21.65	42,214 1,618.20 22.32	43,651 1,673.30 23.08	45,051 1,726.95 23.82	46,564 1,784.95 24.62	48,039 1,841.50 25.40	49,023 1,879.20 25.92	
EDUCATIONAL ASST 2 LS2	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	55,302 2,119.90 29.24	
EDUCATIONAL ASST 3 LS3	48,039 1,841.50 25.40	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	58,479 2,241.70 30.92	
FIELD WORKER 1 NA FW1	42,214 1,618.20 22.32	43,651 1,673.30 23.08	45,051 1,726.95 23.82	46,564 1,784.95 24.62	48,039 1,841.50 25.40	49,760 1,907.48 26.31	50,744 1,945.18 26.83	
FIELD WORKER 2 NA FW2	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	59,520 2,281.58 31.47

FIELD WORKER 3 NA FW3	53,430 2,048.13 28.25	55,377 2,122.80 29.28	57,269 2,195.30 30.28	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36
	70,130 2,688.30 37.08							
FIELD WORKER 4 NA FW4	59,387 2,276.50 31.40	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,442 2,546.93 35.13	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96
	80,608 3,089.95 42.62	82,234 3,152.30 43.48						
GUIDANCE OFF GOF	66,555 2,551.28 35.19	69,392 2,660.03 36.69	72,002 2,760.08 38.07	74,707 2,863.75 39.50	77,544 2,972.50 41.00	80,664 3,092.13 42.65	83,766 3,211.03 44.29	85,430 3,274.83 45.17
HERITAGE RES OFF 1 HR1	50,422 1,932.85 26.66	52,124 1,998.10 27.56	53,997 2,069.88 28.55	55,831 2,140.20 29.52	56,985 2,184.43 30.13			
HERITAGE RES OFF 2 HR2	52,124 1,998.10 27.56	53,997 2,069.88 28.55	55,831 2,140.20 29.52	57,931 2,220.68 30.63	60,144 2,305.50 31.80	62,357 2,390.33 32.97	64,588 2,475.88 34.15	67,160 2,574.48 35.51
	68,503 2,625.95 36.22							
HERITAGE RES OFF 3 HR3	66,082 2,533.15 34.94	68,617 2,630.30 36.28	71,170 2,728.18 37.63	73,837 2,830.40 39.04	76,844 2,945.68 40.63	79,794 3,058.78 42.19	81,402 3,120.40 43.04	
HERITAGE RES OFF 4 HR4	72,210 2,768.05 38.18	74,915 2,871.73 39.61	77,846 2,984.10 41.16	80,910 3,101.55 42.78	84,012 3,220.45 44.42	87,568 3,356.75 46.30	89,308 3,423.45 47.22	
HERITAGE RES OFF 5 HR5	77,846 2,984.10 41.16	80,910 3,101.55 42.78	84,012 3,220.45 44.42	87,568 3,356.75 46.30	91,237 3,497.40 48.24	95,114 3,646.03 50.29	96,967 3,717.08 51.27	
HLTH SOC DEV SPEC 1 HS1	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	53,448 2,048.85 28.26	
HLTH SOC DEV SPEC 2 HS2	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	57,363 2,198.93 30.33	

HLTH SOC DEV SPEC 3 HS3	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	62,716 2,404.10 33.16	65,212 2,499.80 34.48
	66,498 2,549.10 35.16							
HLTH SOC DEV SPEC 4 HS4	53,430 2,048.13 28.25	55,377 2,122.80 29.28	57,269 2,195.30 30.28	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36
	71,454 2,739.05 37.78	74,158 2,842.73 39.21	75,652 2,900.00 40.00					
HLTH SOC DEV SPEC 5 HS5	59,387 2,276.50 31.40	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,442 2,546.93 35.13	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96
	80,608 3,089.95 42.62	82,234 3,152.30 43.48						
HLTH SOC DEV SPEC 6 HS6	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	90,367 3,464.05 47.78	
HOME ADVISOR 1 HV1	40,228 1,542.08 21.27	41,514 1,591.38 21.95	42,857 1,642.85 22.66	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,210 1,848.03 25.49	
HOME ADVISOR 2 HV2	44,049 1,688.53 23.29	45,410 1,740.73 24.01	46,810 1,794.38 24.75	48,247 1,849.48 25.51	49,912 1,913.28 26.39	51,481 1,973.45 27.22	52,465 2,011.15 27.74	
HOME ECONOMIST 1 HE1	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00
	62,716 2,404.10 33.16	65,212 2,499.80 34.48	66,498 2,549.10 35.16					
HOME ECONOMIST 2 HE2	55,377 2,122.80 29.28	57,269 2,195.30 30.28	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	71,454 2,739.05 37.78
	74,158 2,842.73 39.21	75,652 2,900.00 40.00						
HOME ECONOMIST 3 HE3	61,543 2,359.15 32.54	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78

HOME ECONOMIST 4 HE4	67,633 2,592.60 35.76	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	86,679 3,322.68 45.83
ILLUSTRATOR 1 IL1	40,947 1,569.63 21.65	42,214 1,618.20 22.32	43,651 1,673.30 23.08	45,051 1,726.95 23.82	46,564 1,784.95 24.62	48,039 1,841.50 25.40	49,023 1,879.20 25.92	
ILLUSTRATOR 2 IL2	48,039 1,841.50 25.40	49,760 1,907.48 26.31	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	58,479 2,241.70 30.92	
ILLUSTRATOR 3 IL3	51,519 1,974.90 27.24	53,297 2,043.05 28.18	55,283 2,119.18 29.23	57,307 2,196.75 30.30	59,406 2,277.23 31.41	61,694 2,364.95 32.62	62,962 2,413.53 33.29	
INFORM WRITER 1 IW1	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	55,302 2,119.90 29.24	
INFORM WRITER 2 IW2	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	70,035 2,684.68 37.03	71,454 2,739.05 37.78	
JURLINGUIST JUR	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	100,504 3,852.65 53.14	104,835 4,018.68 55.43
	106,954 4,099.88 56.55							
LANGUAGE SPEC 1 LG1	52,181 2,000.28 27.59	54,016 2,070.60 28.56	55,831 2,140.20 29.52	57,893 2,219.23 30.61	59,822 2,293.18 31.63	62,092 2,380.18 32.83	64,380 2,467.90 34.04	66,763 2,559.25 35.30
	69,146 2,650.60 36.56	71,927 2,757.18 38.03	73,345 2,811.55 38.78					
LANGUAGE SPEC 2 LG2	61,127 2,343.20 32.32	63,170 2,421.50 33.40	65,534 2,512.13 34.65	67,917 2,603.48 35.91	70,357 2,697.00 37.20	73,004 2,798.50 38.60	75,860 2,907.98 40.11	78,849 3,022.53 41.69
	81,818 3,136.35 43.26	83,501 3,200.88 44.15						
LANGUAGE SPEC 3 LG3	71,302 2,733.25 37.70	74,291 2,847.80 39.28	77,147 2,957.28 40.79	80,002 3,066.75 42.30	83,028 3,182.75 43.90	86,395 3,311.80 45.68	89,705 3,438.68 47.43	91,521 3,508.28 48.39

LIBRARIAN 1	47,340	48,985	50,611	52,408	54,224	56,247	57,363	
LN1	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,198.93	
	25.03	25.90	26.76	27.71	28.67	29.74	30.33	
LIBRARIAN 2	52,408	54,224	56,247	58,385	60,522	62,716	65,212	66,498
LN2	2,008.98	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10
	27.71	28.67	29.74	30.87	32.00	33.16	34.48	35.16
LIBRARIAN 3	58,385	60,522	62,716	65,212	68,371	71,548	73,004	
LN3	2,238.08	2,320.00	2,404.10	2,499.80	2,620.88	2,742.68	2,798.50	
	30.87	32.00	33.16	34.48	36.15	37.83	38.60	
LIBRARIAN 4	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
LN4	2,359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
LIBRARY TECHNICIAN 1	43,103	44,200	45,391	46,621	47,945	49,439	50,403	
LY1	1,652.28	1,694.33	1,740.00	1,787.13	1,837.88	1,895.15	1,932.13	
	22.79	23.37	24.00	24.65	25.35	26.14	26.65	
LIBRARY TECHNICIAN 2	48,853	50,101	51,481	52,900	54,300	55,850	57,004	
LY2	1,872.68	1,920.53	1,973.45	2,027.83	2,081.48	2,140.93	2,185.15	
	25.83	26.49	27.22	27.97	28.71	29.53	30.14	
LIBRARY TECHNICIAN 3	50,593	52,030	53,600	55,188	56,947	58,668	59,860	
LY3	1,939.38	1,994.48	2,054.65	2,115.55	2,182.98	2,248.95	2,294.63	
	26.75	27.51	28.34	29.18	30.11	31.02	31.65	
MEDIA SPECIALIST 1	64,172	66,612	69,090	71,700	74,593	77,468	79,019	
MS1	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05	
	33.93	35.22	36.53	37.91	39.44	40.96	41.78	
MEDIA SPECIALIST 2	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
MS2	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
MEDIA TECHNICIAN 1	41,514	42,857	44,276	45,694	47,340	48,985	49,968	
TA1	1,591.38	1,642.85	1,697.23	1,751.60	1,814.68	1,877.75	1,915.45	
	21.95	22.66	23.41	24.16	25.03	25.90	26.42	
MEDIA TECHNICIAN 2	45,694	47,340	48,985	50,611	52,408	54,224	55,302	
TA2	1,751.60	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,119.90	
	24.16	25.03	25.90	26.76	27.71	28.67	29.24	
MEDIA TECHNICIAN 3	49,760	51,519	53,297	55,283	57,307	59,406	60,654	
TA3	1,907.48	1,974.90	2,043.05	2,119.18	2,196.75	2,277.23	2,325.08	
	26.31	27.24	28.18	29.23	30.30	31.41	32.07	
PHOTOGRAPHER 1	39,093	40,436	41,836	43,160	44,635	46,261	47,169	
PT1	1,498.58	1,550.05	1,603.70	1,654.45	1,711.00	1,773.35	1,808.15	
	20.67	21.38	22.12	22.82	23.60	24.46	24.94	

PHOTOGRAPHER 2	44,276	45,694	47,340	48,985	50,611	52,408	53,448	
PT2	1,697.23	1,751.60	1,814.68	1,877.75	1,940.10	2,008.98	2,048.85	
	23.41	24.16	25.03	25.90	26.76	27.71	28.26	
PLANNING PROG AN 1	47,340	48,985	50,611	52,408	54,224	56,247	58,385	60,522
PM1	1,814.68	1,877.75	1,940.10	2,008.98	2,078.58	2,156.15	2,238.08	2320.00
	25.03	25.90	26.76	27.71	28.67	29.74	30.87	32.00
	62,716	65,212	66,498					
	2,404.10	2,499.80	2,549.10					
	33.16	34.48	35.16					
PLANNING PROG AN 2	61,543	64,172	66,612	69,090	71,700	74,593	77,468	79,019
PM2	2359.15	2,459.93	2,553.45	2,648.43	2,748.48	2,859.40	2,969.60	3,029.05
	32.54	33.93	35.22	36.53	37.91	39.44	40.96	41.78
PLANNING PROG AN 3	67,633	70,092	72,740	75,596	78,546	81,572	85,014	86,679
PM3	2,592.60	2,686.85	2,788.35	2,897.83	3,010.93	3,126.93	3,258.88	3,322.68
	35.76	37.06	38.46	39.97	41.53	43.13	44.95	45.83
PLANNING PROG AN 4	75,596	78,546	81,572	85,014	88,570	92,315	96,287	98,178
PM4	2,897.83	3,010.93	3,126.93	3,258.88	3,395.18	3,538.73	3,690.98	3,763.48
	39.97	41.53	43.13	44.95	46.83	48.81	50.91	51.91
PROBATION OFFICER 1	50,838	52,673	54,394	56,399	58,290	60,465	61,638	
PB1	1,948.80	2,019.13	2,085.10	2,161.95	2,234.45	2,317.83	2,362.78	
	26.88	27.85	28.76	29.82	30.82	31.97	32.59	
PROBATION OFFICER 2	54,507	56,474	58,404	60,579	62,905	65,231	67,558	70,243
PB2	2,089.45	2,164.85	2,238.80	2,322.18	2,411.35	2,500.53	2,589.70	2,692.65
	28.82	29.86	30.88	32.03	33.26	34.49	35.72	37.14
	71,624							
	2,745.58							
	37.87							
PROBATION OFFICER 3	58,007	60,144	62,148	64,494	66,820	69,241	71,813	74,650
PB3	2,223.58	2,305.50	2,382.35	2,472.25	2,561.43	2,654.23	2,752.83	2,861.58
	30.67	31.80	32.86	34.10	35.33	36.61	37.97	39.47
	77,581	80,494	82,121					
	2,973.95	3,085.60	3,147.95					
	41.02	42.56	43.42					
RECREATION CONSULT 1	44,389	45,694	47,340	48,985	50,611	52,408	53,448	
RR1	1,701.58	1,751.60	1,814.68	1,877.75	1,940.10	2,008.98	2,048.85	
	23.47	24.16	25.03	25.90	26.76	27.71	28.26	
RECREATION CONSULT 2	54,224	56,247	58,385	60,522	62,716	65,212	66,498	
RR2	2,078.58	2,156.15	2,238.08	2,320.00	2,404.10	2,499.80	2,549.10	
	28.67	29.74	30.87	32.00	33.16	34.48	35.16	

RECREATION CONSULT 3 RR3	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	71,454 2,739.05 37.78	74,158 2,842.73 39.21	75,652 2,900.00 40.00	
RECREATION CONSULT 4 RR4	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	80,608 3,089.95 42.62	82,234 3,152.30 43.48	
RESEARCH ASSIST 1 RH1	40,228 1,542.08 21.27	41,514 1,591.38 21.95	42,857 1,642.85 22.66	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,210 1,848.03 25.49	
RESEARCH ASSIST 2 RH2	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	55,302 2,119.90 29.24	
RESIDENCE COUNSELR RCR	49,382 1,892.98 26.11	50,725 1,944.45 26.82	52,124 1,998.10 27.56	53,637 2,056.10 28.36	55,132 2,113.38 29.15	56,834 2,178.63 30.05	57,931 2,220.68 30.63	
RESOURCE EXT OFF 1 RX1	50,611 1,940.10 26.76	52,408 2,008.98 27.71	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	61,732 2,366.40 32.64	
RESOURCE EXT OFF 2 RX2	57,269 2,195.30 30.28	59,387 2,276.50 31.40	61,543 2,359.15 32.54	63,775 2,444.70 33.72	66,120 2,534.60 34.96	68,768 2,636.10 36.36	70,130 2,688.30 37.08	
RESOURCE EXT OFF 3 RX3	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78	
RESOURCE EXT OFF 4 RX4	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	90,367 3,464.05 47.78	
SOCIAL SERVICES WKR 1 SP1	45,864 1,758.13 24.25	47,207 1,809.60 24.96	48,701 1,866.88 25.75	50,214 1,924.88 26.55	51,860 1,987.95 27.42	53,524 2,051.75 28.30	54,621 2,093.80 28.88	
SOCIAL SERVICES WKR 2 SP2	48,210 1,848.03 25.49	49,950 1,914.73 26.41	51,614 1,978.53 27.29	53,448 2,048.85 28.26	55,321 2,120.63 29.25	57,344 2,198.20 30.32	58,517 2,243.15 30.94	
SOCIAL SERVICES WKR 3 SP3	52,654 2,018.40 27.84	54,564 2,091.63 28.85	56,399 2,161.95 29.82	58,498 2,242.43 30.93	60,711 2,327.25 32.10	62,981 2,414.25 33.30	65,231 2,500.53 34.49	67,784 2,598.40 35.84
	69,146 2,650.60 36.56							

SOCIAL SERVICES WKR 4 SP4	58,044 2,225.03 30.69	60,163 2,306.23 31.81	62,205 2,384.53 32.89	64,494 2,472.25 34.10	66,858 2,562.88 35.35	69,279 2,655.68 36.63	71,832 2,753.55 37.98	74,707 2,863.75 39.50
	77,600 2,974.68 41.03	80,513 3,086.33 42.57	82,158 3,149.40 43.44					
SOCIAL SERVICES WORKER 5 SP5	67,047 2,570.13 35.45	69,506 2,664.38 36.75	72,437 2,776.75 38.30	75,028 2,876.08 39.67	77,941 2,987.73 41.21	80,967 3,103.73 42.81	84,239 3,229.15 44.54	87,435 3,351.68 46.23
	91,010 3,488.70 48.12	92,807 3,557.58 49.07						
SOCIAL SERVICES WORKER 6 SP6	81,005 3,105.18 42.83	84,125 3,224.80 44.48	87,435 3,351.68 46.23	90,877 3,483.63 48.05	94,584 3,625.73 50.01	98,556 3,777.98 52.11	100,523 3,853.38 53.15	
SOCIAL WORKER 1 WS1	45,845 1,757.40 24.24	47,358 1,815.40 25.04	48,985 1,877.75 25.90	50,668 1,942.28 26.79	52,333 2,006.08 27.67	54,300 2,081.48 28.71	55,377 2,122.80 29.28	
SOCIAL WORKER 2 WS2	49,004 1,878.48 25.91	50,725 1,944.45 26.82	52,370 2,007.53 27.69	54,356 2,083.65 28.74	56,153 2,152.53 29.69	58,271 2,233.73 30.81	59,406 2,277.23 31.41	
SOCIAL WORKER 3 WS3	52,541 2,014.05 27.78	54,470 2,088.00 28.80	56,267 2,156.88 29.75	58,404 2,238.80 30.88	60,579 2,322.18 32.03	62,829 2,408.45 33.22	65,137 2,496.90 34.44	67,652 2,593.33 35.77
	69,033 2,646.25 36.50							
SOCIAL WORKER 4 WS4	55,415 2,124.25 29.30	57,344 2,198.20 30.32	59,368 2,275.78 31.39	61,562 2,359.88 32.55	63,794 2,445.43 33.73	66,082 2,533.15 34.94	68,579 2,628.85 36.26	71,321 2,733.98 37.71
	74,026 2,837.65 39.14	76,825 2,944.95 40.62	78,357 3,003.68 41.43					
SOCIAL WORKER 5 WS5	61,694 2,364.95 32.62	63,964 2,451.95 33.82	66,650 2,554.90 35.24	69,033 2,646.25 36.50	71,756 2,750.65 37.94	74,480 2,855.05 39.38	77,525 2,971.78 40.99	80,456 3,084.15 42.54
	83,747 3,210.30 44.28	85,411 3,274.10 45.16						

SOCIAL WORKER 6 WS6	75,671 2,900.73 40.01	78,584 3,012.38 41.55	81,724 3,132.73 43.21	84,920 3,255.25 44.90	88,438 3,390.10 46.76	92,145 3,532.20 48.72	93,998 3,603.25 49.70	
SPVR INMATE TR CORR SIT	59,122 2,266.35 31.26	61,203 2,346.10 32.36	63,378 2,429.48 33.51	65,704 2,518.65 34.74	68,106 2,610.73 36.01	70,621 2,707.15 37.34	73,440 2,815.18 38.83	76,295 2,924.65 40.34
	79,189 3,035.58 41.87	80,759 3,095.75 42.70						
SPVR INSTIT PR HDGY SIH	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	80,608 3,089.95 42.62	82,234 3,152.30 43.48	
SENIOR RESEARCH ANALYST SER	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	88,570 3,395.18 46.83	92,315 3,538.73 48.81	96,287 3,690.98 50.91	100,504 3,852.65 53.14	104,835 4,018.68 55.43
	106,954 4,099.88 56.55							
STATISTICAL ANAL 1 SS1	54,224 2,078.58 28.67	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	62,716 2,404.10 33.16	65,212 2,499.80 34.48	66,498 2,549.10 35.16	
STATISTICAL ANAL 2 SS2	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	80,608 3,089.95 42.62	82,234 3,152.30 43.48
STATISTICAL ANAL 3 SS3	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	86,679 3,322.68 45.83	
TEACHER INSTITUT 1 TN1	51,633 1,979.25 27.30	53,411 2,047.40 28.24	55,302 2,119.90 29.24	57,212 2,193.13 30.25	59,255 2,271.43 31.33	61,260 2,348.28 32.39	62,470 2,394.68 33.03	
TEACHER INSTITUT 2 TN2	57,931 2,220.68 30.63	59,954 2,298.25 31.70	62,016 2,377.28 32.79	64,229 2,462.10 33.96	66,593 2,552.73 35.21	69,108 2,649.15 36.54	71,737 2,749.93 37.93	74,310 2,848.53 39.29
	77,052 2,953.65 40.74	78,565 3,011.65 41.54						
TEACHER INSTITUT 3 TN3	69,222 2,653.50 36.60	71,832 2,753.55 37.98	74,423 2,852.88 39.35	77,147 2,957.28 40.79	79,946 3,064.58 42.27	83,104 3,185.65 43.94	86,225 3,305.28 45.59	87,908 3,369.80 46.48
TEACHER OF DEAF 1 TF1	64,418 2,469.35 34.06	66,820 2,561.43 35.33	69,222 2,653.50 36.60	71,756 2,750.65 37.94	74,385 2,851.43 39.33	77,317 2,963.80 40.88	78,868 3,023.25 41.70	

TEACHER OF DEAF 2 TF2	66,820 2,561.43 35.33	69,222 2,653.50 36.60	71,756 2,750.65 37.94	74,385 2,851.43 39.33	77,317 2,963.80 40.88	80,343 3,079.80 42.48	83,388 3,196.53 44.09	85,033 3,259.60 44.96
TEACHER OF DEAF 3 TF3	69,222 2,653.50 36.60	72,116 2,764.43 38.13	74,839 2,868.83 39.57	77,733 2,979.75 41.10	80,627 3,090.68 42.63	83,898 3,216.10 44.36	87,114 3,339.35 46.06	88,816 3,404.60 46.96
TOUR MARKETING OFF 1 TM1	44,276 1,697.23 23.41	45,694 1,751.60 24.16	47,340 1,814.68 25.03	48,985 1,877.75 25.90	50,611 1,940.10 26.76	52,408 2,008.98 27.71	53,448 2,048.85 28.26	
TOUR MARKETING OFF 2 TM2	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	70,035 2,684.68 37.03	71,454 2,739.05 37.78	
TOUR MARKETING OFF 3 TM3	67,633 2,592.60 35.76	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	80,154 3,072.55 42.38		
TOURIST DEV OFF 1 TT1	56,247 2,156.15 29.74	58,385 2,238.08 30.87	60,522 2,320.00 32.00	62,716 2,404.10 33.16	65,212 2,499.80 34.48	67,595 2,591.15 35.74	68,995 2,644.80 36.48	
TOURIST DEV OFF 2 TT2	61,827 2,370.03 32.69	64,172 2,459.93 33.93	66,612 2,553.45 35.22	69,090 2,648.43 36.53	71,700 2,748.48 37.91	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,019 3,029.05 41.78
TOURIST DEV OFF 3 TT3	67,633 2,592.60 35.76	70,092 2,686.85 37.06	72,740 2,788.35 38.46	75,596 2,897.83 39.97	78,546 3,010.93 41.53	81,572 3,126.93 43.13	85,014 3,258.88 44.95	86,679 3,322.68 45.83
TRANSLATOR 1 TS1	58,404 2,238.80 30.88	60,390 2,314.93 31.93	62,659 2,401.93 33.13	65,023 2,492.55 34.38	67,444 2,585.35 35.66	70,035 2,684.68 37.03	72,929 2,795.60 38.56	74,385 2,851.43 39.33
TRANSLATOR 2 TS2	73,004 2,798.50 38.60	75,671 2,900.73 40.01	78,584 3,012.38 41.55	81,724 3,132.73 43.21	84,920 3,255.25 44.90	88,438 3,390.10 46.76	92,145 3,532.20 48.72	93,998 3,603.25 49.70
TRANSLATOR 3 TS3	76,050 2,915.23 40.21	78,811 3,021.08 41.67	81,950 3,141.43 43.33	85,204 3,266.13 45.05	88,475 3,391.55 46.78	92,145 3,532.20 48.72	96,022 3,680.83 50.77	97,951 3,754.78 51.79

**SOCIAL SCIENCES
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

AGENCY REL COORD 1	71,491	74,196	77,109	80,116	83,199	86,717	90,348	92,182
AD1	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,533.65
	37.80	39.23	40.77	42.36	43.99	45.85	47.77	48.74
AGENCY REL COORD 2	77,109	80,116	83,199	86,717	90,348	94,168	98,216	100,145
AD2	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,764.93	3,838.88
	40.77	42.36	43.99	45.85	47.77	49.79	51.93	52.95
CH PHOTOGRAPHER	54,356	56,380	58,460	60,597	62,924	65,194	66,517	
CPO	2,083.65	2,161.23	2,240.98	2,322.90	2,412.08	2,499.08	2,549.83	
	28.74	29.81	30.91	32.04	33.27	34.47	35.17	
SPIRITUAL CARE PROVIDER	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
CHN	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
COMMUNITY CORRECTIONS	49,628	51,360	53,134	55,012	56,891	58,894	60,063	
CWC	1,902.40	1,968.80	2,036.80	2,108.80	2,180.80	2,257.60	2,302.40	
	23.78	24.61	25.46	26.36	27.26	28.22	28.78	
CON VISUAL/HEAR ED 1	63,283	65,704	68,182	70,735	73,250	76,163	77,714	
VH1	2,425.85	2,518.65	2,613.63	2,711.50	2,807.93	2,919.58	2,979.03	
	33.46	34.74	36.05	37.40	38.73	40.27	41.09	
CON VISUAL/HEAR ED 2	72,040	74,669	77,374	80,229	83,464	86,679	89,988	91,747
VH2	2,761.53	2,862.30	2,965.98	3,075.45	3,199.43	3,322.68	3,449.55	3,516.98
	38.09	39.48	40.91	42.42	44.13	45.83	47.58	48.51
CON VISUAL/HEAR ED 3	74,726	77,884	80,910	83,880	87,057	90,537	94,055	95,927
VH3	2,864.48	2,985.55	3,101.55	3,215.38	3,337.18	3,470.58	3,605.43	3,677.20
	39.51	41.18	42.78	44.35	46.03	47.87	49.73	50.72
CORRESP TEACHER 4	55,302	57,363	59,557	61,732	63,964	66,517	67,822	
DC4	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85	
	29.24	30.33	31.49	32.64	33.82	35.17	35.86	
ECO DEV CONSULTANT 1	54,507	56,493	58,423	60,579	62,773	65,042	67,444	68,806
IC1	2,089.45	2,165.58	2,239.53	2,322.18	2,406.28	2,493.28	2,585.35	2,637.55
	28.82	29.87	30.89	32.03	33.19	34.39	35.66	36.38
ECO DEV CONSULTANT 2	68,995	71,491	74,196	77,109	80,116	83,199	86,717	88,419
IC2	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	36.48	37.80	39.23	40.77	42.36	43.99	45.85	46.75
ECO DEV CONSULTANT 3	74,196	77,109	80,116	83,199	86,717	90,348	94,168	96,041
IC3	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,681.55
	39.23	40.77	42.36	43.99	45.85	47.77	49.79	50.78

ECO DEV CONSULTANT 4 IC4	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	102,509 3,929.50 54.20	106,935 4,099.15 56.54
	109,091 4,181.80 57.68							
ECON RES ANALYST 1 ER1	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64
	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86					
ECON RES ANALYST 2 ER2	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
ECON RES ANALYST 3 ER3	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75
ECON RES ANALYST 4 ER4	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	100,145 3,838.88 52.95	
EDUCATION CONSULTANT EDC	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
EDUCATIONAL ASST 1 LS1	41,760 1,600.80 22.08	43,065 1,650.83 22.77	44,521 1,706.65 23.54	45,959 1,761.75 24.30	47,491 1,820.48 25.11	49,004 1,878.48 25.91	50,006 1,916.90 26.44	
EDUCATIONAL ASST 2 LS2	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	56,399 2,161.95 29.82	
EDUCATIONAL ASST 3 LS3	49,004 1,878.48 25.91	50,763 1,945.90 26.84	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	59,652 2,286.65 31.54	
FIELD WORKER 1 NA FW1	43,065 1,650.83 22.77	44,521 1,706.65 23.54	45,959 1,761.75 24.30	47,491 1,820.48 25.11	49,004 1,878.48 25.91	50,763 1,945.90 26.84	51,765 1,984.33 27.37	
FIELD WORKER 2 NA FW2	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	60,711 2,327.25 32.10

FIELD WORKER 3 NA FW3	54,507 2,089.45 28.82	56,493 2,165.58 29.87	58,423 2,239.53 30.89	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09
	71,529 2,741.95 37.82							
FIELD WORKER 4 NA FW4	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,766 2,597.68 35.83	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78
	82,215 3,151.58 43.47	83,880 3,215.38 44.35						
GUIDANCE OFF GOF	67,879 2,602.03 35.89	70,773 2,712.95 37.42	73,440 2,815.18 38.83	76,201 2,921.03 40.29	79,094 3,031.95 41.82	82,272 3,153.75 43.50	85,449 3,275.55 45.18	87,133 3,340.08 46.07
HERITAGE RES OFF 1 HR1	51,425 1,971.28 27.19	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,947 2,182.98 30.11	58,120 2,227.93 30.73			
HERITAGE RES OFF 2 HR2	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,947 2,182.98 30.11	59,084 2,264.90 31.24	61,354 2,351.90 32.44	63,605 2,438.18 33.63	65,874 2,525.18 34.83	68,503 2,625.95 36.22
	69,865 2,678.15 36.94							
HERITAGE RES OFF 3 HR3	67,406 2,583.90 35.64	69,997 2,683.23 37.01	72,588 2,782.55 38.38	75,312 2,886.95 39.82	78,376 3,004.40 41.44	81,383 3,119.68 43.03	83,028 3,182.75 43.90	
HERITAGE RES OFF 4 HR4	73,648 2,823.15 38.94	76,409 2,929.00 40.40	79,397 3,043.55 41.98	82,537 3,163.90 43.64	85,695 3,284.98 45.31	89,327 3,424.18 47.23	91,085 3,491.60 48.16	
HERITAGE RES OFF 5 HR5	79,397 3,043.55 41.98	82,537 3,163.90 43.64	85,695 3,284.98 45.31	89,327 3,424.18 47.23	93,052 3,567.00 49.20	97,024 3,719.25 51.30	98,915 3,791.75 52.30	
HLTH SOC DEV SPEC 1 HS1	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	54,527 2,090.18 28.83	
HLTH SOC DEV SPEC 2 HS2	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	58,517 2,243.15 30.94	

HLTH SOC DEV SPEC 3 HS3	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	63,964 2,451.95 33.82	66,517 2,549.83 35.17
	67,822 2,599.85 35.86							
HLTH SOC DEV SPEC 4 HS4	54,507 2,089.45 28.82	56,493 2,165.58 29.87	58,423 2,239.53 30.89	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09
	72,891 2,794.15 38.54	75,634 2,899.28 39.99	77,165 2,958.00 40.80					
HLTH SOC DEV SPEC 5 HS5	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,766 2,597.68 35.83	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78
	82,215 3,151.58 43.47	83,880 3,215.38 44.35						
HLTH SOC DEV SPEC 6 HS6	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	92,182 3,533.65 48.74	
HOME ADVISOR 1 HV1	41,041 1,573.25 21.70	42,347 1,623.28 22.39	43,708 1,675.48 23.11	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,174 1,885.00 26.00	
HOME ADVISOR 2 HV2	44,937 1,722.60 23.76	46,318 1,775.53 24.49	47,756 1,830.63 25.25	49,212 1,886.45 26.02	50,914 1,951.70 26.92	52,503 2,012.60 27.76	53,505 2,051.03 28.29	
HOME ECONOMIST 1 HE1	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64
	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86					
HOME ECONOMIST 2 HE2	56,493 2,165.58 29.87	58,423 2,239.53 30.89	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09	72,891 2,794.15 38.54
	75,634 2,899.28 39.99	77,165 2,958.00 40.80						
HOME ECONOMIST 3 HE3	62,773 2,406.28 33.19	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62

HOME ECONOMIST 4 HE4	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75
ILLUSTRATOR 1 IL1	41,760 1,600.80 22.08	43,065 1,650.83 22.77	44,521 1,706.65 23.54	45,959 1,761.75 24.30	47,491 1,820.48 25.11	49,004 1,878.48 25.91	50,006 1,916.90 26.44	
ILLUSTRATOR 2 IL2	49,004 1,878.48 25.91	50,763 1,945.90 26.84	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	59,652 2,286.65 31.54	
ILLUSTRATOR 3 IL3	52,541 2,014.05 27.78	54,356 2,083.65 28.74	56,380 2,161.23 29.81	58,460 2,240.98 30.91	60,597 2,322.90 32.04	62,924 2,412.08 33.27	64,229 2,462.10 33.96	
INFORM WRITER 1 IW1	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	56,399 2,161.95 29.82	
INFORM WRITER 2 IW2	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	71,435 2,738.33 37.77	72,891 2,794.15 38.54	
JURLINGUIST JUR	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	102,509 3,929.50 54.2	106,935 4,099.15 56.54
	109,091 4,181.80 57.68							
LANGUAGE SPEC 1 LG1	53,221 2,040.15 28.14	55,094 2,111.93 29.13	56,947 2,182.98 30.11	59,047 2,263.45 31.22	61,014 2,338.85 32.26	63,340 2,428.03 33.49	65,666 2,517.20 34.72	68,106 2,610.73 36.01
	70,527 2,703.53 37.29	73,364 2,812.28 38.79	74,820 2,868.10 39.56					
LANGUAGE SPEC 2 LG2	62,357 2,390.33 32.97	64,437 2,470.08 34.07	66,839 2,562.15 35.34	69,279 2,655.68 36.63	71,756 2,750.65 37.94	74,461 2,854.33 39.37	77,374 2,965.98 40.91	80,418 3,082.70 42.52
	83,464 3,199.43 44.13	85,166 3,264.68 45.03						
LANGUAGE SPEC 3 LG3	72,721 2,787.63 38.45	75,785 2,905.08 40.07	78,697 3,016.73 41.61	81,610 3,128.38 43.15	84,693 3,246.55 44.78	88,116 3,377.78 46.59	91,501 3,507.55 48.38	93,355 3,578.60 49.36

LIBRARIAN 1	48,285	49,968	51,633	53,448	55,302	57,363	58,517	
LN1	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,243.15	
	25.53	26.42	27.30	28.26	29.24	30.33	30.94	
LIBRARIAN 2	53,448	55,302	57,363	59,557	61,732	63,964	66,517	67,822
LN2	2,048.85	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85
	28.26	29.24	30.33	31.49	32.64	33.82	35.17	35.86
LIBRARIAN 3	59,557	61,732	63,964	66,517	69,733	72,986	74,461	
LN3	2,283.03	2,366.40	2,451.95	2,549.83	2,673.08	2,797.78	2,854.33	
	31.49	32.64	33.82	35.17	36.87	38.59	39.37	
LIBRARIAN 4	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
LN4	2,406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
LIBRARY TECHNICIAN 1	43,973	45,089	46,299	47,547	48,909	50,422	51,406	
LY1	1,685.63	1,728.40	1,774.80	1,822.65	1,874.85	1,932.85	1,970.55	
	23.25	23.84	24.48	25.14	25.86	26.66	27.18	
LIBRARY TECHNICIAN 2	49,836	51,103	52,503	53,959	55,377	56,966	58,139	
LY2	1,910.38	1,958.95	2,012.60	2,068.43	2,122.80	2,183.70	2,228.65	
	26.35	27.02	27.76	28.53	29.28	30.12	30.74	
LIBRARY TECHNICIAN 3	51,614	53,070	54,678	56,285	58,082	59,841	61,051	
LY3	1,978.53	2,034.35	2,095.98	2,157.60	2,226.48	2,293.90	2,340.30	
	27.29	28.06	28.91	29.76	30.71	31.64	32.28	
MEDIA SPECIALIST 1	65,458	67,936	70,470	73,137	76,087	79,019	80,608	
MS1	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95	
	34.61	35.92	37.26	38.67	40.23	41.78	42.62	
MEDIA SPECIALIST 2	68,995	71,491	74,196	77,109	80,116	83,199	86,717	88,419
MS2	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	36.48	37.80	39.23	40.77	42.36	43.99	45.85	46.75
MEDIA TECHNICIAN 1	42,347	43,708	45,164	46,602	48,285	49,968	50,971	
TA1	1,623.28	1,675.48	1,731.30	1,786.40	1,850.93	1,915.45	1,953.88	
	22.39	23.11	23.88	24.64	25.53	26.42	26.95	
MEDIA TECHNICIAN 2	46,602	48,285	49,968	51,633	53,448	55,302	56,399	
TA2	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,161.95	
	24.64	25.53	26.42	27.30	28.26	29.24	29.82	
MEDIA TECHNICIAN 3	50,763	52,541	54,356	56,380	58,460	60,597	61,865	
TA3	1,945.90	2,014.05	2,083.65	2,161.23	2,240.98	2,322.90	2,371.48	
	26.84	27.78	28.74	29.81	30.91	32.04	32.71	
PHOTOGRAPHER 1	39,869	41,250	42,668	44,030	45,524	47,188	48,115	
PT1	1,528.30	1,581.23	1,635.60	1,687.80	1,745.08	1,808.88	1,844.40	
	21.08	21.81	22.56	23.28	24.07	24.95	25.44	

PHOTOGRAPHER 2	45,164	46,602	48,285	49,968	51,633	53,448	54,527	
PT2	1,731.30	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,090.18	
	23.88	24.64	25.53	26.42	27.30	28.26	28.83	
PLANNING PROG AN 1	48,285	49,968	51,633	53,448	55,302	57,363	59,557	61,732
PM1	1,850.93	1,915.45	1,979.25	2,048.85	2,119.90	2,198.93	2,283.03	2366.4
	25.53	26.42	27.30	28.26	29.24	30.33	31.49	32.64
	63,964	66,517	67,822					
	2,451.95	2,549.83	2,599.85					
	33.82	35.17	35.86					
PLANNING PROG AN 2	62,773	65,458	67,936	70,470	73,137	76,087	79,019	80,608
PM2	2406.28	2,509.23	2,604.20	2,701.35	2,803.58	2,916.68	3,029.05	3,089.95
	33.19	34.61	35.92	37.26	38.67	40.23	41.78	42.62
PLANNING PROG AN 3	68,995	71,491	74,196	77,109	80,116	83,199	86,717	88,419
PM3	2,644.80	2,740.50	2,844.18	2,955.83	3,071.10	3,189.28	3,324.13	3,389.38
	36.48	37.80	39.23	40.77	42.36	43.99	45.85	46.75
PLANNING PROG AN 4	77,109	80,116	83,199	86,717	90,348	94,168	98,216	100,145
PM4	2,955.83	3,071.10	3,189.28	3,324.13	3,463.33	3,609.78	3,764.93	3,838.88
	40.77	42.36	43.99	45.85	47.77	49.79	51.93	52.95
PROBATION OFFICER 1	51,860	53,732	55,491	57,534	59,463	61,676	62,867	
PB1	1,987.95	2,059.73	2,127.15	2,205.45	2,279.40	2,364.23	2,409.90	
	27.42	28.41	29.34	30.42	31.44	32.61	33.24	
PROBATION OFFICER 2	55,604	57,609	59,576	61,789	64,172	66,536	68,900	71,643
PB2	2,131.50	2,208.35	2,283.75	2,368.58	2,459.93	2,550.55	2,641.18	2,746.30
	29.40	30.46	31.50	32.67	33.93	35.18	36.43	37.88
	73,061							
	2,800.68							
	38.63							
PROBATION OFFICER 3	59,160	61,354	63,397	65,780	68,163	70,621	73,250	76,144
PB3	2,267.80	2,351.90	2,430.20	2,521.55	2,612.90	2,707.15	2,807.93	2,918.85
	31.28	32.44	33.52	34.78	36.04	37.34	38.73	40.26
	79,132	82,102	83,766					
	3,033.40	3,147.23	3,211.03					
	41.84	43.41	44.29					
RECREATION CONSULT 1	45,278	46,602	48,285	49,968	51,633	53,448	54,527	
RR1	1,735.65	1,786.40	1,850.93	1,915.45	1,979.25	2,048.85	2,090.18	
	23.94	24.64	25.53	26.42	27.30	28.26	28.83	
RECREATION CONSULT 2	55,302	57,363	59,557	61,732	63,964	66,517	67,822	
RR2	2,119.90	2,198.93	2,283.03	2,366.40	2,451.95	2,549.83	2,599.85	
	29.24	30.33	31.49	32.64	33.82	35.17	35.86	

RECREATION CONSULT 3 RR3	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09	72,891 2,794.15 38.54	75,634 2,899.28 39.99	77,165 2,958.00 40.80	
RECREATION CONSULT 4 RR4	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	82,215 3,151.58 43.47	83,880 3,215.38 44.35	
RESEARCH ASSIST 1 RH1	41,041 1,573.25 21.70	42,347 1,623.28 22.39	43,708 1,675.48 23.11	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,174 1,885.00 26.00	
RESEARCH ASSIST 2 RH2	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	56,399 2,161.95 29.82	
RESIDENCE COUNSELR RCR	50,366 1,930.68 26.63	51,746 1,983.60 27.36	53,165 2,037.98 28.11	54,716 2,097.43 28.93	56,229 2,155.43 29.73	57,969 2,222.13 30.65	59,084 2,264.90 31.24	
RESOURCE EXT OFF 1 RX1	51,633 1,979.25 27.30	53,448 2,048.85 28.26	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	62,962 2,413.53 33.29	
RESOURCE EXT OFF 2 RX2	58,423 2,239.53 30.89	60,579 2,322.18 32.03	62,773 2,406.28 33.19	65,042 2,493.28 34.39	67,444 2,585.35 35.66	70,149 2,689.03 37.09	71,529 2,741.95 37.82	
RESOURCE EXT OFF 3 RX3	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62	
RESOURCE EXT OFF 4 RX4	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	92,182 3,533.65 48.74	
SOCIAL SERVICES WKR 1 SP1	46,791 1,793.65 24.74	48,153 1,845.85 25.46	49,685 1,904.58 26.27	51,217 1,963.30 27.08	52,900 2,027.83 27.97	54,602 2,093.08 28.87	55,718 2,135.85 29.46	
SOCIAL SERVICES WKR 2 SP2	49,174 1,885.00 26.00	50,952 1,953.15 26.94	52,654 2,018.40 27.84	54,527 2,090.18 28.83	56,437 2,163.40 29.84	58,498 2,242.43 30.93	59,690 2,288.10 31.56	
SOCIAL SERVICES WKR 3 SP3	53,713 2,059.00 28.40	55,661 2,133.68 29.43	57,534 2,205.45 30.42	59,671 2,287.38 31.55	61,921 2,373.65 32.74	64,248 2,462.83 33.97	66,536 2,550.55 35.18	69,146 2,650.60 36.56
								70,527 2,703.53 37.29

SOCIAL SERVICES WKR 4 SP4	59,198 2,269.25 31.30	61,373 2,352.63 32.45	63,454 2,432.38 33.55	65,780 2,521.55 34.78	68,201 2,614.35 36.06	70,659 2,708.60 37.36	73,269 2,808.65 38.74	76,201 2,921.03 40.29
	79,151 3,034.13 41.85	82,121 3,147.95 43.42	83,804 3,212.48 44.31					
SOCIAL SERVICES WORKER 5 SP5	68,390 2,621.60 36.16	70,905 2,718.03 37.49	73,894 2,832.58 39.07	76,522 2,933.35 40.46	79,492 3,047.18 42.03	82,594 3,166.08 43.67	85,922 3,293.68 45.43	89,175 3,418.38 47.15
	92,825 3,558.30 49.08	94,660 3,628.63 50.05						
SOCIAL SERVICES WORKER 6 SP6	82,631 3,167.53 43.69	85,809 3,289.33 45.37	89,175 3,418.38 47.15	92,693 3,553.23 49.01	96,476 3,698.23 51.01	100,523 3,853.38 53.15	102,528 3,930.23 54.21	
SOCIAL WORKER 1 WS1	46,753 1,792.20 24.72	48,304 1,851.65 25.54	49,968 1,915.45 26.42	51,690 1,981.43 27.33	53,373 2,045.95 28.22	55,377 2,122.80 29.28	56,493 2,165.58 29.87	
SOCIAL WORKER 2 WS2	49,987 1,916.18 26.43	51,746 1,983.60 27.36	53,411 2,047.40 28.24	55,434 2,124.98 29.31	57,269 2,195.30 30.28	59,444 2,278.68 31.43	60,597 2,322.90 32.04	
SOCIAL WORKER 3 WS3	53,600 2,054.65 28.34	55,567 2,130.05 29.38	57,401 2,200.38 30.35	59,576 2,283.75 31.50	61,789 2,368.58 32.67	64,078 2,456.30 33.88	66,442 2,546.93 35.13	69,014 2,645.53 36.49
	70,414 2,699.18 37.23							
SOCIAL WORKER 4 WS4	56,531 2,167.03 29.89	58,498 2,242.43 30.93	60,560 2,321.45 32.02	62,791 2,407.00 33.20	65,061 2,494.00 34.40	67,406 2,583.90 35.64	69,960 2,681.78 36.99	72,740 2,788.35 38.46
	75,501 2,894.20 39.92	78,357 3,003.68 41.43	79,927 3,063.85 42.26					
SOCIAL WORKER 5 WS5	62,924 2,412.08 33.27	65,250 2,501.25 34.50	67,974 2,605.65 35.94	70,414 2,699.18 37.23	73,194 2,805.75 38.70	75,974 2,912.33 40.17	79,076 3,031.23 41.81	82,064 3,145.78 43.39
	85,430 3,274.83 45.17	87,114 3,339.35 46.06						

SOCIAL WORKER 6 WS6	77,184 2,958.73 40.81	80,154 3,072.55 42.38	83,350 3,195.08 44.07	86,622 3,320.50 45.80	90,215 3,458.25 47.70	93,979 3,602.53 49.69	95,871 3,675.03 50.69	
SPVR INMATE TR CORR SIT	60,314 2,312.03 31.89	62,432 2,393.23 33.01	64,645 2,478.05 34.18	67,009 2,568.68 35.43	69,468 2,662.93 36.73	72,040 2,761.53 38.09	74,915 2,871.73 39.61	77,827 2,983.38 41.15
	80,778 3,096.48 42.71	82,367 3,157.38 43.55						
SPVR INSTIT PR HDGY SIH	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	82,215 3,151.58 43.47	83,880 3,215.38 44.35	
SENIOR RESEARCH ANALYST SER	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	90,348 3,463.33 47.77	94,168 3,609.78 49.79	98,216 3,764.93 51.93	102,509 3,929.50 54.20	106,935 4,099.15 56.54
	109,091 4,181.80 57.68							
STATISTICAL ANAL 1 SS1	55,302 2,119.90 29.24	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	63,964 2,451.95 33.82	66,517 2,549.83 35.17	67,822 2,599.85 35.86	
STATISTICAL ANAL 2 SS2	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	82,215 3,151.58 43.47	83,880 3,215.38 44.35
STATISTICAL ANAL 3 SS3	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75	
TEACHER INSTITUT 1 TN1	52,673 2,019.13 27.85	54,470 2,088.00 28.80	56,399 2,161.95 29.82	58,366 2,237.35 30.86	60,446 2,317.10 31.96	62,489 2,395.40 33.04	63,718 2,442.53 33.69	
TEACHER INSTITUT 2 TN2	59,084 2,264.90 31.24	61,146 2,343.93 32.33	63,264 2,425.13 33.45	65,515 2,511.40 34.64	67,917 2,603.48 35.91	70,489 2,702.08 37.27	73,175 2,805.03 38.69	75,804 2,905.80 40.08
	78,584 3,012.38 41.55	80,135 3,071.83 42.37						
TEACHER INSTITUT 3 TN3	70,603 2,706.43 37.33	73,269 2,808.65 38.74	75,917 2,910.15 40.14	78,697 3,016.73 41.61	81,553 3,126.20 43.12	84,768 3,249.45 44.82	87,946 3,371.25 46.50	89,667 3,437.23 47.41
TEACHER OF DEAF 1 TF1	65,704 2,518.65 34.74	68,163 2,612.90 36.04	70,603 2,706.43 37.33	73,194 2,805.75 38.70	75,879 2,908.70 40.12	78,868 3,023.25 41.70	80,437 3,083.43 42.53	

TEACHER OF DEAF 2 TF2	68,163 2,612.90 36.04	70,603 2,706.43 37.33	73,194 2,805.75 38.70	75,879 2,908.70 40.12	78,868 3,023.25 41.70	81,950 3,141.43 43.33	85,052 3,260.33 44.97	86,735 3,324.85 45.86
TEACHER OF DEAF 3 TF3	70,603 2,706.43 37.33	73,553 2,819.53 38.89	76,333 2,926.10 40.36	79,284 3,039.20 41.92	82,234 3,152.30 43.48	85,582 3,280.63 45.25	88,854 3,406.05 46.98	90,594 3,472.75 47.90
TOUR MARKETING OFF 1 TM1	45,164 1,731.30 23.88	46,602 1,786.40 24.64	48,285 1,850.93 25.53	49,968 1,915.45 26.42	51,633 1,979.25 27.30	53,448 2,048.85 28.26	54,527 2,090.18 28.83	
TOUR MARKETING OFF 2 TM2	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	71,435 2,738.33 37.77	72,891 2,794.15 38.54	
TOUR MARKETING OFF 3 TM3	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	81,761 3,134.18 43.23		
TOURIST DEV OFF 1 TT1	57,363 2,198.93 30.33	59,557 2,283.03 31.49	61,732 2,366.40 32.64	63,964 2,451.95 33.82	66,517 2,549.83 35.17	68,938 2,642.63 36.45	70,376 2,697.73 37.21	
TOURIST DEV OFF 2 TT2	63,056 2,417.15 33.34	65,458 2,509.23 34.61	67,936 2,604.20 35.92	70,470 2,701.35 37.26	73,137 2,803.58 38.67	76,087 2,916.68 40.23	79,019 3,029.05 41.78	80,608 3,089.95 42.62
TOURIST DEV OFF 3 TT3	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,196 2,844.18 39.23	77,109 2,955.83 40.77	80,116 3,071.10 42.36	83,199 3,189.28 43.99	86,717 3,324.13 45.85	88,419 3,389.38 46.75
TRANSLATOR 1 TS1	59,576 2,283.75 31.50	61,600 2,361.33 32.57	63,907 2,449.78 33.79	66,328 2,542.58 35.07	68,787 2,636.83 36.37	71,435 2,738.33 37.77	74,385 2,851.43 39.33	75,879 2,908.70 40.12
TRANSLATOR 2 TS2	74,461 2,854.33 39.37	77,184 2,958.73 40.81	80,154 3,072.55 42.38	83,350 3,195.08 44.07	86,622 3,320.50 45.80	90,215 3,458.25 47.70	93,979 3,602.53 49.69	95,871 3,675.03 50.69
TRANSLATOR 3 TS3	77,563 2,973.23 41.01	80,381 3,081.25 42.50	83,596 3,204.50 44.20	86,906 3,331.38 45.95	90,253 3,459.70 47.72	93,979 3,602.53 49.69	97,951 3,754.78 51.79	99,918 3,830.18 52.83

**TRADES
YEAR 1**

Effective 2019 03 30 Through 2020 03 27

AIR MECHANIC	43,284	44,807	46,289	47,854	49,419	51,318	52,341
AME	1,659.20	1,717.60	1,774.40	1,834.40	1,894.40	1,967.20	2,006.40
	20.74	21.47	22.18	22.93	23.68	24.59	25.08
AIRCRAFT MAIN ENG 1	56,598	58,581	60,772	62,943	64,863	66,720	68,118
AE1	2,169.60	2,245.60	2,329.60	2,412.80	2,486.40	2,557.60	2,611.20
	27.12	28.07	29.12	30.16	31.08	31.97	32.64
AIRCRAFT MAIN ENG 2	67,784	70,372	72,960	75,944	78,198	80,640	82,247
AE2	2,598.40	2,697.60	2,796.80	2,911.20	2,997.60	3,091.20	3,152.80
	32.48	33.72	34.96	36.39	37.47	38.64	39.41
AIRCRAFT MAIN ENG 3	72,480	75,151	78,240	81,224	83,604	86,129	87,861
AE3	2,778.40	2,880.80	2,999.20	3,113.60	3,204.80	3,301.60	3,368.00
	34.73	36.01	37.49	38.92	40.06	41.27	42.10
AIRPORT EQUIP OP 1	39,151	40,299	41,405	42,804	44,160	45,496	46,497
AQ1	1,500.80	1,544.80	1,587.20	1,640.80	1,692.80	1,744.00	1,782.40
	18.76	19.31	19.84	20.51	21.16	21.80	22.28
AIRPORT EQUIP OP 2	43,492	44,891	46,351	47,708	49,419	51,089	52,049
AQ2	1,667.20	1,720.80	1,776.80	1,828.80	1,894.40	1,958.40	1,995.20
	20.84	21.51	22.21	22.86	23.68	24.48	24.94
AIRPORT MANAGER 1	50,254	51,798	53,697	55,513	57,391	59,457	60,647
RM1	1,926.40	1,985.60	2,058.40	2,128.00	2,200.00	2,279.20	2,324.80
	24.08	24.82	25.73	26.60	27.50	28.49	29.06
AIRPORT MANAGER 2	56,390	58,393	60,459	62,692	65,009	67,409	68,703
RM2	2,161.60	2,238.40	2,317.60	2,403.20	2,492.00	2,584.00	2,633.60
	27.02	27.98	28.97	30.04	31.15	32.30	32.92
AIRPORT MANAGER 3	63,840	66,219	68,494	71,061	73,691	76,487	78,031
RM3	2,447.20	2,538.40	2,625.60	2,724.00	2,824.80	2,932.00	2,991.20
	30.59	31.73	32.82	34.05	35.31	36.65	37.39
AREA WORKS SPVR	52,758	54,532	56,411	58,539	60,605	61,816	
ARS	2,022.40	2,090.40	2,162.40	2,244.00	2,323.20	2,369.60	
	25.28	26.13	27.03	28.05	29.04	29.62	
ASST POWR ENG 1ST CL	57,308	59,228	61,419	63,652	65,844	68,181	69,538
AOE	2,196.80	2,270.40	2,354.40	2,440.00	2,524.00	2,613.60	2,665.60
	27.46	28.38	29.43	30.50	31.55	32.67	33.32
ASST POWR ENG 2ND CL	51,339	53,071	54,929	56,849	58,811	60,877	62,108
A2E	1,968.00	2,034.40	2,105.60	2,179.20	2,254.40	2,333.60	2,380.80
	24.60	25.43	26.32	27.24	28.18	29.17	29.76

CH POWER ENG 1ST C1E	82,581 3,165.60 39.57	85,774 3,288.00 41.10	89,113 3,416.00 42.70	92,557 3,548.00 44.35	95,291 3,652.80 45.66	98,212 3,764.80 47.06	100,174 3,840.00 48.00
CH POWER ENG 2ND CL C2E	78,344 3,003.20 37.54	81,204 3,112.80 38.91	84,230 3,228.80 40.36	87,527 3,355.20 41.94	90,136 3,455.20 43.19	91,931 3,524.00 44.05	
CH POWER ENG 3RD CL C3E	62,525 2,396.80 29.96	64,779 2,483.20 31.04	67,158 2,574.40 32.18	69,788 2,675.20 33.44	71,186 2,728.80 34.11		
CONSTRUCTION SPVR 1 CU1	58,247 2,232.80 27.91	60,313 2,312.00 28.90	62,546 2,397.60 29.97	64,904 2,488.00 31.10	67,388 2,583.20 32.29	68,682 2,632.80 32.91	
CONSTRUCTION SPVR 2 CU2	64,445 2,470.40 30.88	66,720 2,557.60 31.97	69,329 2,657.60 33.22	72,021 2,760.80 34.51	74,797 2,867.20 35.84	76,278 2,924.00 36.55	
CONSTRUCTION WKR LH CLH	42,595 1,632.80 20.41	44,014 1,687.20 21.09	45,391 1,740.00 21.75	46,310 1,775.20 22.19			
CONSTRUCTION WORKER CWR	39,903 1,529.60 19.12	41,280 1,582.40 19.78	42,657 1,635.20 20.44	44,014 1,687.20 21.09	44,932 1,722.40 21.53		
COOK 1 CK1	40,007 1,533.60 19.17	41,092 1,575.20 19.69	42,136 1,615.20 20.19	43,284 1,659.20 20.74	44,661 1,712.00 21.40	45,955 1,761.60 22.02	46,894 1,797.60 22.47
COOK 2 CK2	44,264 1,696.80 21.21	45,350 1,738.40 21.73	46,518 1,783.20 22.29	47,791 1,832.00 22.90	49,085 1,881.60 23.52	50,442 1,933.60 24.17	51,464 1,972.80 24.66
COOK 3 CK3	47,478 1,820.00 22.75	48,668 1,865.60 23.32	49,962 1,915.20 23.94	51,297 1,966.40 24.58	52,591 2,016.00 25.20	54,052 2,072.00 25.90	55,117 2,112.80 26.41
DEP CH POWER ENG 1ST DOE	74,129 2,841.60 35.52	76,967 2,950.40 36.88	79,951 3,064.80 38.31	82,873 3,176.80 39.71	85,315 3,270.40 40.88	87,047 3,336.80 41.71	
DEP CH POWER ENG 2ND D2E	61,419 2,354.40 29.43	63,652 2,440.00 30.50	65,969 2,528.80 31.61	68,452 2,624.00 32.80	69,830 2,676.80 33.46		
DEP CH POWER ENG 3RD D3E	61,252 2,348.00 29.35	63,360 2,428.80 30.36	65,677 2,517.60 31.47	68,098 2,610.40 32.63	69,454 2,662.40 33.28		

FACILITY MANAGER 1 FM1	39,402 1,510.40 18.88	40,675 1,559.20 19.49	43,117 1,652.80 20.66	44,536 1,707.20 21.34	45,913 1,760.00 22.00	47,457 1,819.20 22.74	49,106 1,882.40 23.53	50,651 1,941.60 24.27
	52,132 1,998.40 24.98	53,176 2,038.40 25.48						
FACILITY MANAGER 2 FM2	45,913 1,760.00 22.00	47,457 1,819.20 22.74	49,106 1,882.40 23.53	50,797 1,947.20 24.34	52,404 2,008.80 25.11	54,511 2,089.60 26.12	56,097 2,150.40 26.88	57,746 2,213.60 27.67
	58,915 2,258.40 28.23							
FACILITY MANAGER 3 FM3	52,404 2,008.80 25.11	54,511 2,089.60 26.12	56,974 2,184.00 27.30	59,457 2,279.20 28.49	61,691 2,364.80 29.56	64,007 2,453.60 30.67	65,844 2,524.00 31.55	67,910 2,603.20 32.54
	69,266 2,655.20 33.19							
FACILITY MANAGER 4 FM4	60,042 2,301.60 28.77	62,275 2,387.20 29.84	64,633 2,477.60 30.97	67,075 2,571.20 32.14	70,706 2,710.40 33.88	73,482 2,816.80 35.21	76,299 2,924.80 36.56	78,574 3,012.00 37.65
	80,995 3,104.80 38.81	82,623 3,167.20 39.59						
FIRE RANGER 1 FR1	34,790 1,333.60 16.67	35,604 1,364.80 17.06	36,751 1,408.80 17.61	37,503 1,437.60 17.97				
FIRE RANGER 2 FR2	38,296 1,468.00 18.35	39,423 1,511.20 18.89	40,904 1,568.00 19.60	41,739 1,600.00 20.00				
FIRE RANGER 3 FR3	40,299 1,544.80 19.31	41,510 1,591.20 19.89	42,804 1,640.80 20.51	43,638 1,672.80 20.91				
FIRE RANGER 4 FR4	42,804 1,640.80 20.51	44,431 1,703.20 21.29	45,809 1,756.00 21.95	46,748 1,792.00 22.40				
FLIGHT SERV OFF 1 FS1	35,457 1,359.20 16.99	36,543 1,400.80 17.51	37,711 1,445.60 18.07	38,901 1,491.20 18.64	40,174 1,540.00 19.25	41,635 1,596.00 19.95	42,511 1,629.60 20.37	
FLIGHT SERV OFF 2 FS2	39,402 1,510.40 18.88	40,654 1,558.40 19.48	41,969 1,608.80 20.11	43,284 1,659.20 20.74	44,807 1,717.60 21.47	46,289 1,774.40 22.18	47,228 1,810.40 22.63	

FLIGHT SERV OFF 3	43,284	44,807	46,289	47,854	49,419	51,318	52,341
FS3	1,659.20	1,717.60	1,774.40	1,834.40	1,894.40	1,967.20	2,006.40
	20.74	21.47	22.18	22.93	23.68	24.59	25.08
FOOD SERVICES SPVR	46,289	47,854	49,419	51,318	53,092	55,096	56,223
CK5	1,774.40	1,834.40	1,894.40	1,967.20	2,035.20	2,112.00	2,155.20
	22.18	22.93	23.68	24.59	25.44	26.40	26.94
GARAGE WORKS SPVR	58,164	60,334	62,484	64,884	67,242	68,578	
GWS	2,229.60	2,312.80	2,395.20	2,487.20	2,577.60	2,628.80	
	27.87	28.91	29.94	31.09	32.22	32.86	
GARDENER 1	38,776	40,070	41,364	42,741	44,014	45,537	46,456
GR1	1,486.40	1,536.00	1,585.60	1,638.40	1,687.20	1,745.60	1,780.80
	18.58	19.20	19.82	20.48	21.09	21.82	22.26
GARDENER 2	40,070	41,364	42,741	44,014	45,537	47,144	48,063
GR2	1,536.00	1,585.60	1,638.40	1,687.20	1,745.60	1,807.20	1,842.40
	19.20	19.82	20.48	21.09	21.82	22.59	23.03
GARDENER 3	42,741	44,014	45,537	47,144	48,731	50,421	51,444
GR3	1,638.40	1,687.20	1,745.60	1,807.20	1,868.00	1,932.80	1,972.00
	20.48	21.09	21.82	22.59	23.35	24.16	24.65
GARDENER 4	53,092	55,096	57,078	59,186	61,544	63,694	64,946
GR4	2,035.20	2,112.00	2,188.00	2,268.80	2,359.20	2,441.60	2,489.60
	25.44	26.40	27.35	28.36	29.49	30.52	31.12
HATCHERY ASSISTANT	36,543	37,711	38,817	39,569			
HA	1,400.80	1,445.60	1,488.00	1,516.80			
	17.51	18.07	18.60	18.96			
HATCHERY HELPER	35,457	36,543	37,252				
HH	1,359.20	1,400.80	1,428.00				
	16.99	17.51	17.85				
HIGHWYS EQUIP PAINT	40,070	41,364	42,741	44,014	45,537	47,144	48,063
HEP	1,536.00	1,585.60	1,638.40	1,687.20	1,745.60	1,807.20	1,842.40
	19.20	19.82	20.48	21.09	21.82	22.59	23.03
LABOURER/MAINTENANCE W	36,397	37,544	38,984	39,736			
LAB/MW1	1,395.20	1,439.20	1,494.40	1,523.20			
	17.44	17.99	18.68	19.04			
LAUNDRY WORKER	39,235	40,362	41,364	42,595	43,764	44,953	45,830
LWR	1,504.00	1,547.20	1,585.60	1,632.80	1,677.60	1,723.20	1,756.80
	18.80	19.34	19.82	20.41	20.97	21.54	21.96
MACHINIST	55,764	57,642	59,666	61,857	63,757	65,593	66,887
MC	2,137.60	2,209.60	2,287.20	2,371.20	2,444.00	2,514.40	2,564.00
	26.72	27.62	28.59	29.64	30.55	31.43	32.05
MACHINIST SRT	57,642	59,666	61,857	64,111	66,073	68,056	69,350
SMC	2,209.60	2,287.20	2,371.20	2,457.60	2,532.80	2,608.80	2,658.40
	27.62	28.59	29.64	30.72	31.66	32.61	33.23

MAINT ASSISTANT MAN	41,405 1,587.20 19.84	42,720 1,637.60 20.47	44,056 1,688.80 21.11	45,475 1,743.20 21.79	47,040 1,803.20 22.54	48,647 1,864.80 23.31	49,628 1,902.40 23.78
MAINT TRADES 1 SRT SM1	51,903 1,989.60 24.87	53,823 2,063.20 25.79	55,638 2,132.80 26.66	57,517 2,204.80 27.56	59,311 2,273.60 28.42	60,501 2,319.20 28.99	
MAINT TRADES 2 SRT SM2	55,638 2,132.80 26.66	57,517 2,204.80 27.56	59,666 2,287.20 28.59	61,816 2,369.60 29.62	63,736 2,443.20 30.54	64,988 2,491.20 31.14	
MAINT TRADES 3 SRT SM3	61,816 2,369.60 29.62	64,111 2,457.60 30.72	66,658 2,555.20 31.94	68,932 2,642.40 33.03	71,103 2,725.60 34.07	73,148 2,804.00 35.05	74,651 2,861.60 35.77
MAINT TRADESPERSN 1 MM1	50,191 1,924.00 24.05	51,903 1,989.60 24.87	53,823 2,063.20 25.79	55,638 2,132.80 26.66	57,287 2,196.00 27.45	58,435 2,240.00 28.00	
MAINT TRADESPERSN 2 MM2	53,823 2,063.20 25.79	55,638 2,132.80 26.66	57,517 2,204.80 27.56	59,666 2,287.20 28.59	61,544 2,359.20 29.49	62,713 2,404.00 30.05	
MAINT TRADESPERSN 3 MM3	60,835 2,332.00 29.15	63,026 2,416.00 30.20	65,405 2,507.20 31.34	67,993 2,606.40 32.58	69,976 2,682.40 33.53	72,104 2,764.00 34.55	73,544 2,819.20 35.24
MECH EQ MECH 2 SRT M2S	57,642 2,209.60 27.62	59,666 2,287.20 28.59	61,857 2,371.20 29.64	64,111 2,457.60 30.72	66,073 2,532.80 31.66	68,056 2,608.80 32.61	69,350 2,658.40 33.23
MECH EQUIP MECH 1 ME1	48,584 1,862.40 23.28	50,191 1,924.00 24.05	51,965 1,992.00 24.90	53,677 2,057.60 25.72	55,304 2,120.00 26.50	56,911 2,181.60 27.27	58,017 2,224.00 27.80
MECH EQUIP MECH 2 ME2	55,764 2,137.60 26.72	57,642 2,209.60 27.62	59,666 2,287.20 28.59	61,857 2,371.20 29.64	63,757 2,444.00 30.55	65,593 2,514.40 31.43	66,887 2,564.00 32.05
MECH SUPERVISOR MSR	58,017 2,224.00 27.80	60,042 2,301.60 28.77	62,275 2,387.20 29.84	64,612 2,476.80 30.96	67,075 2,571.20 32.14	69,579 2,667.20 33.34	70,957 2,720.00 34.00
MECHANIC 1 MH1	45,037 1,726.40 21.58	46,456 1,780.80 22.26	47,958 1,838.40 22.98	49,670 1,904.00 23.80	51,318 1,967.20 24.59	52,341 2,006.40 25.08	
MECHANIC 2 MH2	47,186 1,808.80 22.61	48,772 1,869.60 23.37	50,463 1,934.40 24.18	52,320 2,005.60 25.07	54,052 2,072.00 25.90	55,117 2,112.80 26.41	
MOBILE SUPPORT SPVR MPS	40,654 1,558.40 19.48	41,969 1,608.80 20.11	43,284 1,659.20 20.74	44,807 1,717.60 21.47	46,289 1,774.40 22.18	47,854 1,834.40 22.93	48,814 1,871.20 23.39

OPERATOR 1/MAINTENANCE OR1/MW2	39,402 1,510.40 18.88	40,278 1,544.00 19.30	41,030 1,572.80 19.66				
OPERATOR 2/MAINTENANCE OR2/MW2	41,531 1,592.00 19.90	42,428 1,626.40 20.33	43,200 1,656.00 20.70				
OPERATOR 3/MAINTENANCE OR3/MW3	44,494 1,705.60 21.32	45,371 1,739.20 21.74	46,289 1,774.40 22.18				
OPERATOR 4/MAINTENANCE OR4/MW3	46,122 1,768.00 22.10	47,061 1,804.00 22.55	47,979 1,839.20 22.99				
OPERATOR 5 OR5	47,917 1,836.80 22.96	48,897 1,874.40 23.43	49,857 1,911.20 23.89				
PARK ATTENDANT 1 KA1	31,638 1,212.80 15.16	32,515 1,246.40 15.58	33,600 1,288.00 16.10	34,372 1,317.60 16.47	35,478 1,360.00 17.00	36,209 1,388.00 17.35	
PARK ATTENDANT 2 KA2	33,600 1,288.00 16.10	34,372 1,317.60 16.47	35,478 1,360.00 17.00	36,543 1,400.80 17.51	37,649 1,443.20 18.04	38,400 1,472.00 18.40	
PARK ATTENDANT 3 KA3	36,543 1,400.80 17.51	37,649 1,443.20 18.04	38,838 1,488.80 18.61	40,132 1,538.40 19.23	41,322 1,584.00 19.80	42,177 1,616.80 20.21	
PARK ATTENDANT 4 KA4	38,838 1,488.80 18.61	40,132 1,538.40 19.23	41,322 1,584.00 19.80	42,887 1,644.00 20.55	44,264 1,696.80 21.21	45,162 1,731.20 21.64	
PARK WORKS SPVR 1 PK1	41,384 1,586.40 19.83	42,783 1,640.00 20.50	44,097 1,690.40 21.13	45,537 1,745.60 21.82	47,103 1,805.60 22.57	48,689 1,866.40 23.33	49,670 1,904.00 23.80
PARK WORKS SPVR 2 PK2	42,783 1,640.00 20.50	44,097 1,690.40 21.13	45,537 1,745.60 21.82	47,103 1,805.60 22.57	48,689 1,866.40 23.33	50,379 1,931.20 24.14	51,402 1,970.40 24.63
PARK WORKS SPVR 3 PK3	45,433 1,741.60 21.77	46,915 1,798.40 22.48	48,459 1,857.60 23.22	50,171 1,923.20 24.04	51,882 1,988.80 24.86	53,739 2,060.00 25.75	54,804 2,100.80 26.26
PILOT 1 PL1	63,903 2,449.60 30.62	66,303 2,541.60 31.77	68,682 2,632.80 32.91	71,207 2,729.60 34.12	74,024 2,837.60 35.47	76,967 2,950.40 36.88	78,470 3,008.00 37.60
PILOT 2 PL2	67,534 2,588.80 32.36	69,934 2,680.80 33.51	72,668 2,785.60 34.82	75,444 2,892.00 36.15	78,386 3,004.80 37.56	81,391 3,120.00 39.00	82,998 3,181.60 39.77

PILOT 3	76,967	79,826	82,998	86,233	89,677	93,433	95,311
PL3	2,950.40	3,060.00	3,181.60	3,305.60	3,437.60	3,581.60	3,653.60
	36.88	38.25	39.77	41.32	42.97	44.77	45.67
PILOT 4	81,308	84,668	87,861	91,618	95,291	99,444	101,385
PL4	3,116.80	3,245.60	3,368.00	3,512.00	3,652.80	3,812.00	3,886.40
	38.96	40.57	42.10	43.90	45.66	47.65	48.58
PILOT 5	87,861	91,618	95,291	99,444	103,764	108,209	110,379
PL5	3,368.00	3,512.00	3,652.80	3,812.00	3,977.60	4,148.00	4,231.20
	42.10	43.90	45.66	47.65	49.72	51.85	52.89
POWER ENG 1ST CL PL	71,687	74,108	76,925	79,931	82,247	83,917	
O1E	2,748.00	2,840.80	2,948.80	3,064.00	3,152.80	3,216.80	
	34.35	35.51	36.86	38.30	39.41	40.21	
POWER ENG 2ND CL PL	63,548	65,885	68,244	70,811	72,230		
O2E	2,436.00	2,525.60	2,616.00	2,714.40	2,768.80		
	30.45	31.57	32.70	33.93	34.61		
POWER ENG 3RD CL PL	54,887	56,807	58,727	60,939	62,171		
O3E	2,104.00	2,177.60	2,251.20	2,336.00	2,383.20		
	26.30	27.22	28.14	29.20	29.79		
POWER ENG 5TH CL	43,471	44,911	46,247	47,854	48,793		
O5E	1,666.40	1,721.60	1,772.80	1,834.40	1,870.40		
	20.83	21.52	22.16	22.93	23.38		
PROJECT WORKS SPVR	47,583	49,315	51,214	52,842	53,927		
PWS	1,824.00	1,890.40	1,963.20	2,025.60	2,067.20		
	22.80	23.63	24.54	25.32	25.84		
RADIO TECHNICIAN 1	43,284	44,807	46,289	47,854	49,419	51,318	52,341
RT1	1,659.20	1,717.60	1,774.40	1,834.40	1,894.40	1,967.20	2,006.40
	20.74	21.47	22.18	22.93	23.68	24.59	25.08
RADIO TECHNICIAN 2	48,731	50,421	52,132	54,115	56,035	58,143	59,291
RT2	1,868.00	1,932.80	1,998.40	2,074.40	2,148.00	2,228.80	2,272.80
	23.35	24.16	24.98	25.93	26.85	27.86	28.41
RADIO TECHNICIAN 3	51,318	53,092	55,096	57,078	59,186	61,544	62,713
RT3	1,967.20	2,035.20	2,112.00	2,188.00	2,268.80	2,359.20	2,404.00
	24.59	25.44	26.40	27.35	28.36	29.49	30.05
SECURITY OFFICER 1	38,254	39,381	40,571	41,885	43,242	44,515	45,412
BG	1,466.40	1,509.60	1,555.20	1,605.60	1,657.60	1,706.40	1,740.80
	18.33	18.87	19.44	20.07	20.72	21.33	21.76
SECURITY OFFICER 2	41,009	42,303	43,680	45,078	46,518	48,042	48,981
HGG	1,572.00	1,621.60	1,674.40	1,728.00	1,783.20	1,841.60	1,877.60
	19.65	20.27	20.93	21.60	22.29	23.02	23.47
SERVICE WORKER 1	34,393	35,311	36,292	37,273	38,317	39,047	
SK1	1,318.40	1,353.60	1,391.20	1,428.80	1,468.80	1,496.80	
	16.48	16.92	17.39	17.86	18.36	18.71	

SERVICE WORKER 2 SK2	39,757 1,524.00 19.05	40,863 1,566.40 19.58	41,927 1,607.20 20.09	43,158 1,654.40 20.68	44,348 1,700.00 21.25	45,517 1,744.80 21.81	46,435 1,780.00 22.25
SERVICE WORKER 3 SK3	41,656 1,596.80 19.96	42,678 1,636.00 20.45	44,077 1,689.60 21.12	45,412 1,740.80 21.76	46,831 1,795.20 22.44	48,230 1,848.80 23.11	49,211 1,886.40 23.58
SERVICE WORKER 4 SK4	43,471 1,666.40 20.83	44,765 1,716.00 21.45	46,247 1,772.80 22.16	47,666 1,827.20 22.84	49,315 1,890.40 23.63	51,005 1,955.20 24.44	52,007 1,993.60 24.92
SIGNALS TECH 1 SG1	63,757 2,444.00 30.55	66,031 2,531.20 31.64	68,494 2,625.60 32.82	71,207 2,729.60 34.12	72,647 2,784.80 34.81		
SIGNALS TECH 2 SG2	66,031 2,531.20 31.64	68,494 2,625.60 32.82	71,207 2,729.60 34.12	73,711 2,825.60 35.32	75,172 2,881.60 36.02		
SPVRING MECHANIC SVM	49,419 1,894.40 23.68	51,318 1,967.20 24.59	53,092 2,035.20 25.44	55,096 2,112.00 26.40	56,223 2,155.20 26.94		
TRADES HELPER TRH	38,004 1,456.80 18.21	39,256 1,504.80 18.81	40,508 1,552.80 19.41	41,781 1,601.60 20.02	43,117 1,652.80 20.66	44,515 1,706.40 21.33	45,391 1,740.00 21.75
TRADES HELPER LH TRL	39,256 1,504.80 18.81	40,508 1,552.80 19.41	41,781 1,601.60 20.02	43,117 1,652.80 20.66	44,515 1,706.40 21.33	46,143 1,768.80 22.11	47,082 1,804.80 22.56
WELDER WL	55,764 2,137.60 26.72	57,642 2,209.60 27.62	59,666 2,287.20 28.59	61,857 2,371.20 29.64	63,757 2,444.00 30.55	65,593 2,514.40 31.43	66,887 2,564.00 32.05
WELDER SRT SWL	55,054 2,110.40 26.38	56,995 2,184.80 27.31	59,082 2,264.80 28.31	61,252 2,348.00 29.35	63,089 2,418.40 30.23	64,967 2,490.40 31.13	66,261 2,540.00 31.75
WORKS SPVR WKS	48,939 1,876.00 23.45	50,713 1,944.00 24.30	52,717 2,020.80 25.26	54,720 2,097.60 26.22	55,805 2,139.20 26.74		
WORKS SUPT 1 WT1	47,144 1,807.20 22.59	48,731 1,868.00 23.35	50,421 1,932.80 24.16	52,132 1,998.40 24.98	54,115 2,074.40 25.93	56,035 2,148.00 26.85	57,183 2,192.00 27.40
WORKS SUPT 2 WT2	50,421 1,932.80 24.16	52,132 1,998.40 24.98	54,115 2,074.40 25.93	56,035 2,148.00 26.85	58,143 2,228.80 27.86	60,334 2,312.80 28.91	61,565 2,360.00 29.50
WR SUPERVISOR WRS	51,235 1,964.00 24.55	52,946 2,029.60 25.37	54,783 2,100.00 26.25	56,849 2,179.20 27.24	58,852 2,256.00 28.20	60,021 2,300.80 28.76	

**TRADES
YEAR 2**

Effective 2020 03 28 Through 2021 03 26

AIR MECHANIC	43,492	45,037	46,518	48,084	49,670	51,569	52,612
AME	1,667.20	1,726.40	1,783.20	1,843.20	1,904.00	1,976.80	2,016.80
	20.84	21.58	22.29	23.04	23.80	24.71	25.21
AIRCRAFT MAIN ENG 1	56,891	58,873	61,085	63,256	65,197	67,054	68,452
AE1	2,180.80	2,256.80	2,341.60	2,424.80	2,499.20	2,570.40	2,624.00
	27.26	28.21	29.27	30.31	31.24	32.13	32.80
AIRCRAFT MAIN ENG 2	68,118	70,727	73,315	76,320	78,595	81,037	82,664
AE2	2,611.20	2,711.20	2,810.40	2,925.60	3,012.80	3,106.40	3,168.80
	32.64	33.89	35.13	36.57	37.66	38.83	39.61
AIRCRAFT MAIN ENG 3	72,835	75,527	78,637	81,621	84,021	86,567	88,299
AE3	2,792.00	2,895.20	3,014.40	3,128.80	3,220.80	3,318.40	3,384.80
	34.90	36.19	37.68	39.11	40.26	41.48	42.31
AIRPORT EQUIP OP 1	39,339	40,508	41,614	43,012	44,390	45,725	46,727
AQ1	1,508.00	1,552.80	1,595.20	1,648.80	1,701.60	1,752.80	1,791.20
	18.85	19.41	19.94	20.61	21.27	21.91	22.39
AIRPORT EQUIP OP 2	43,701	45,120	46,581	47,937	49,670	51,339	52,299
AQ2	1,675.20	1,729.60	1,785.60	1,837.60	1,904.00	1,968.00	2,004.80
	20.94	21.62	22.32	22.97	23.80	24.60	25.06
AIRPORT MANAGER 1	50,504	52,049	53,969	55,784	57,684	59,750	60,960
RM1	1,936.00	1,995.20	2,068.80	2,138.40	2,211.20	2,290.40	2,336.80
	24.20	24.94	25.86	26.73	27.64	28.63	29.21
AIRPORT MANAGER 2	56,682	58,685	60,751	63,005	65,343	67,743	69,037
RM2	2,172.80	2,249.60	2,328.80	2,415.20	2,504.80	2,596.80	2,646.40
	27.16	28.12	29.11	30.19	31.31	32.46	33.08
AIRPORT MANAGER 3	64,153	66,553	68,828	71,416	74,066	76,863	78,428
RM3	2,459.20	2,551.20	2,638.40	2,737.60	2,839.20	2,946.40	3,006.40
	30.74	31.89	32.98	34.22	35.49	36.83	37.58
AREA WORKS SPVR	53,030	54,804	56,703	58,831	60,918	62,129	
ARS	2,032.80	2,100.80	2,173.60	2,255.20	2,335.20	2,381.60	
	25.41	26.26	27.17	28.19	29.19	29.77	
ASST POWR ENG 1ST CL	57,600	59,520	61,732	63,965	66,178	68,515	69,892
AOE	2,208.00	2,281.60	2,366.40	2,452.00	2,536.80	2,626.40	2,679.20
	27.60	28.52	29.58	30.65	31.71	32.83	33.49
ASST POWR ENG 2ND CL	51,590	53,343	55,200	57,141	59,103	61,190	62,421
A2E	1,977.60	2,044.80	2,116.00	2,190.40	2,265.60	2,345.60	2,392.80
	24.72	25.56	26.45	27.38	28.32	29.32	29.91

ASST WORKS SPVR	46,977	48,710	50,191	52,487	54,115	55,117		
AWS	1,800.80	1,867.20	1,924.00	2,012.00	2,074.40	2,112.80		
	22.51	23.34	24.05	25.15	25.93	26.41		
AUTO EQUIP MECH	51,736	53,447	55,200	57,245	58,331			
AEM	1,983.20	2,048.80	2,116.00	2,194.40	2,236.00			
	24.79	25.61	26.45	27.43	27.95			
AUTO EQUIP MECH SRT	51,068	52,758	54,637	56,640	57,767			
AMS	1,957.60	2,022.40	2,094.40	2,171.20	2,214.40			
	24.47	25.28	26.18	27.14	27.68			
AVIONICS TECHNIC 1	52,654	54,637	56,577	58,685	60,772	63,005	64,863	66,950
AT1	2,018.40	2,094.40	2,168.80	2,249.60	2,329.60	2,415.20	2,486.40	2,566.40
	25.23	26.18	27.11	28.12	29.12	30.19	31.08	32.08
	68,306							
	2,618.40							
	32.73							
AVIONICS TECHNIC 2	65,405	67,951	70,581	73,357	76,278	79,263	81,663	84,084
AT2	2,507.20	2,604.80	2,705.60	2,812.00	2,924.00	3,038.40	3,130.40	3,223.20
	31.34	32.56	33.82	35.15	36.55	37.98	39.13	40.29
	85,753							
	3,287.20							
	41.09							
BOAT MATE	38,964	40,278	41,572	42,950	44,244	45,767	46,685	
BMT	1,493.60	1,544.00	1,593.60	1,646.40	1,696.00	1,754.40	1,789.60	
	18.67	19.30	19.92	20.58	21.20	21.93	22.37	
BUILDING SER WRKR 1	34,623	35,624	36,731	37,899	39,089	40,383	41,134	
BW1	1,327.20	1,365.60	1,408.00	1,452.80	1,498.40	1,548.00	1,576.80	
	16.59	17.07	17.60	18.16	18.73	19.35	19.71	
BUILDING SER WRKR 2	35,624	36,731	37,899	39,089	40,383	41,844	42,720	
BW2	1,365.60	1,408.00	1,452.80	1,498.40	1,548.00	1,604.00	1,637.60	
	17.07	17.60	18.16	18.73	19.35	20.05	20.47	
BUILDING SER WRKR 3	37,315	38,567	39,736	41,051	42,386	43,910	44,849	
BW3	1,430.40	1,478.40	1,523.20	1,573.60	1,624.80	1,683.20	1,719.20	
	17.88	18.48	19.04	19.67	20.31	21.04	21.49	
CAMP COOK 1	36,104	37,148	38,609	39,381				
CA1	1,384.00	1,424.00	1,480.00	1,509.60				
	17.30	17.80	18.50	18.87				
CAMP COOK 2	39,736	41,071	42,386	43,200				
CA2	1,523.20	1,574.40	1,624.80	1,656.00				
	19.04	19.68	20.31	20.70				
CASUAL NURSERY WORKER	27,381	28,383	28,967					
CNW	1,049.60	1,088.00	1,110.40					
	13.12	13.60	13.88					

CH POWER ENG 1ST C1E	82,998 3,181.60 39.77	86,212 3,304.80 41.31	89,551 3,432.80 42.91	93,016 3,565.60 44.57	95,771 3,671.20 45.89	98,713 3,784.00 47.30	100,675 3,859.20 48.24
CH POWER ENG 2ND CL C2E	78,741 3,018.40 37.73	81,600 3,128.00 39.10	84,647 3,244.80 40.56	87,965 3,372.00 42.15	90,595 3,472.80 43.41	92,390 3,541.60 44.27	
CH POWER ENG 3RD CL C3E	62,838 2,408.80 30.11	65,113 2,496.00 31.20	67,492 2,587.20 32.34	70,143 2,688.80 33.61	71,541 2,742.40 34.28		
CONSTRUCTION SPVR 1 CU1	58,539 2,244.00 28.05	60,605 2,323.20 29.04	62,859 2,409.60 30.12	65,238 2,500.80 31.26	67,722 2,596.00 32.45	69,016 2,645.60 33.07	
CONSTRUCTION SPVR 2 CU2	64,758 2,482.40 31.03	67,054 2,570.40 32.13	69,684 2,671.20 33.39	72,376 2,774.40 34.68	75,172 2,881.60 36.02	76,654 2,938.40 36.73	
CONSTRUCTION WKR LH CLH	42,804 1,640.80 20.51	44,244 1,696.00 21.20	45,621 1,748.80 21.86	46,539 1,784.00 22.30			
CONSTRUCTION WORKER CWR	40,111 1,537.60 19.22	41,489 1,590.40 19.88	42,866 1,643.20 20.54	44,244 1,696.00 21.20	45,162 1,731.20 21.64		
COOK 1 CK1	40,216 1,541.60 19.27	41,301 1,583.20 19.79	42,344 1,623.20 20.29	43,492 1,667.20 20.84	44,891 1,720.80 21.51	46,184 1,770.40 22.13	47,124 1,806.40 22.58
COOK 2 CK2	44,494 1,705.60 21.32	45,579 1,747.20 21.84	46,748 1,792.00 22.40	48,021 1,840.80 23.01	49,336 1,891.20 23.64	50,692 1,943.20 24.29	51,715 1,982.40 24.78
COOK 3 CK3	47,708 1,828.80 22.86	48,918 1,875.20 23.44	50,212 1,924.80 24.06	51,548 1,976.00 24.70	52,863 2,026.40 25.33	54,324 2,082.40 26.03	55,388 2,123.20 26.54
DEP CH POWER ENG 1ST DOE	74,504 2,856.00 35.70	77,343 2,964.80 37.06	80,348 3,080.00 38.50	83,291 3,192.80 39.91	85,732 3,286.40 41.08	87,485 3,353.60 41.92	
DEP CH POWER ENG 2ND D2E	61,732 2,366.40 29.58	63,965 2,452.00 30.65	66,303 2,541.60 31.77	68,786 2,636.80 32.96	70,184 2,690.40 33.63		
DEP CH POWER ENG 3RD D3E	61,565 2,360.00 29.50	63,673 2,440.80 30.51	66,011 2,530.40 31.63	68,431 2,623.20 32.79	69,809 2,676.00 33.45		

FACILITY MANAGER 1 FM1	39,590 1,517.60 18.97	40,884 1,567.20 19.59	43,325 1,660.80 20.76	44,765 1,716.00 21.45	46,143 1,768.80 22.11	47,687 1,828.00 22.85	49,357 1,892.00 23.65	50,901 1,951.20 24.39
	52,383 2,008.00 25.10	53,447 2,048.80 25.61						
FACILITY MANAGER 2 FM2	46,143 1,768.80 22.11	47,687 1,828.00 22.85	49,357 1,892.00 23.65	51,047 1,956.80 24.46	52,675 2,019.20 25.24	54,783 2,100.00 26.25	56,369 2,160.80 27.01	58,038 2,224.80 27.81
	59,207 2,269.60 28.37							
FACILITY MANAGER 3 FM3	52,675 2,019.20 25.24	54,783 2,100.00 26.25	57,266 2,195.20 27.44	59,750 2,290.40 28.63	62,004 2,376.80 29.71	64,320 2,465.60 30.82	66,178 2,536.80 31.71	68,244 2,616.00 32.70
	69,621 2,668.80 33.36							
FACILITY MANAGER 4 FM4	60,334 2,312.80 28.91	62,588 2,399.20 29.99	64,946 2,489.60 31.12	67,409 2,584.00 32.30	71,061 2,724.00 34.05	73,858 2,831.20 35.39	76,675 2,939.20 36.74	78,971 3,027.20 37.84
	81,391 3,120.00 39.00	83,040 3,183.20 39.79						
FIRE RANGER 1 FR1	34,957 1,340.00 16.75	35,791 1,372.00 17.15	36,939 1,416.00 17.70	37,691 1,444.80 18.06				
FIRE RANGER 2 FR2	38,484 1,475.20 18.44	39,611 1,518.40 18.98	41,113 1,576.00 19.70	41,948 1,608.00 20.10				
FIRE RANGER 3 FR3	40,508 1,552.80 19.41	41,718 1,599.20 19.99	43,012 1,648.80 20.61	43,847 1,680.80 21.01				
FIRE RANGER 4 FR4	43,012 1,648.80 20.61	44,661 1,712.00 21.40	46,038 1,764.80 22.06	46,977 1,800.80 22.51				
FLIGHT SERV OFF 1 FS1	35,624 1,365.60 17.07	36,731 1,408.00 17.60	37,899 1,452.80 18.16	39,089 1,498.40 18.73	40,383 1,548.00 19.35	41,844 1,604.00 20.05	42,720 1,637.60 20.47	
FLIGHT SERV OFF 2 FS2	39,590 1,517.60 18.97	40,863 1,566.40 19.58	42,177 1,616.80 20.21	43,492 1,667.20 20.84	45,037 1,726.40 21.58	46,518 1,783.20 22.29	47,457 1,819.20 22.74	

FLIGHT SERV OFF 3	43,492	45,037	46,518	48,084	49,670	51,569	52,612
FS3	1,667.20	1,726.40	1,783.20	1,843.20	1,904.00	1,976.80	2,016.80
	20.84	21.58	22.29	23.04	23.80	24.71	25.21
FOOD SERVICES SPVR	46,518	48,084	49,670	51,569	53,364	55,367	56,494
CK5	1,783.20	1,843.20	1,904.00	1,976.80	2,045.60	2,122.40	2,165.60
	22.29	23.04	23.80	24.71	25.57	26.53	27.07
GARAGE WORKS SPVR	58,456	60,626	62,797	65,218	67,576	68,911	
GWS	2,240.80	2,324.00	2,407.20	2,500.00	2,590.40	2,641.60	
	28.01	29.05	30.09	31.25	32.38	33.02	
GARDENER 1	38,964	40,278	41,572	42,950	44,244	45,767	46,685
GR1	1,493.60	1,544.00	1,593.60	1,646.40	1,696.00	1,754.40	1,789.60
	18.67	19.30	19.92	20.58	21.20	21.93	22.37
GARDENER 2	40,278	41,572	42,950	44,244	45,767	47,374	48,313
GR2	1,544.00	1,593.60	1,646.40	1,696.00	1,754.40	1,816.00	1,852.00
	19.30	19.92	20.58	21.20	21.93	22.70	23.15
GARDENER 3	42,950	44,244	45,767	47,374	48,981	50,671	51,694
GR3	1,646.40	1,696.00	1,754.40	1,816.00	1,877.60	1,942.40	1,981.60
	20.58	21.20	21.93	22.70	23.47	24.28	24.77
GARDENER 4	53,364	55,367	57,371	59,478	61,857	64,007	65,280
GR4	2,045.60	2,122.40	2,199.20	2,280.00	2,371.20	2,453.60	2,502.40
	25.57	26.53	27.49	28.50	29.64	30.67	31.28
HATCHERY ASSISTANT	36,731	37,899	39,005	39,757			
HA	1,408.00	1,452.80	1,495.20	1,524.00			
	17.60	18.16	18.69	19.05			
HATCHERY HELPER	35,624	36,731	37,440				
HH	1,365.60	1,408.00	1,435.20				
	17.07	17.60	17.94				
HIGHWYS EQUIP PAINT	40,278	41,572	42,950	44,244	45,767	47,374	48,313
HEP	1,544.00	1,593.60	1,646.40	1,696.00	1,754.40	1,816.00	1,852.00
	19.30	19.92	20.58	21.20	21.93	22.70	23.15
LABOURER/MAINTENANCE W	36,584	37,732	39,172	39,944			
LAB/MW1	1,402.40	1,446.40	1,501.60	1,531.20			
	17.53	18.08	18.77	19.14			
LAUNDRY WORKER	39,423	40,571	41,572	42,804	43,972	45,183	46,059
LWR	1,511.20	1,555.20	1,593.60	1,640.80	1,685.60	1,732.00	1,765.60
	18.89	19.44	19.92	20.51	21.07	21.65	22.07
MACHINIST	56,035	57,934	59,958	62,171	64,070	65,927	67,221
MC	2,148.00	2,220.80	2,298.40	2,383.20	2,456.00	2,527.20	2,576.80
	26.85	27.76	28.73	29.79	30.70	31.59	32.21
MACHINIST SRT	57,934	59,958	62,171	64,424	66,407	68,390	69,704
SMC	2,220.80	2,298.40	2,383.20	2,469.60	2,545.60	2,621.60	2,672.00
	27.76	28.73	29.79	30.87	31.82	32.77	33.40

MAINT ASSISTANT MAN	41,614 1,595.20 19.94	42,929 1,645.60 20.57	44,285 1,697.60 21.22	45,704 1,752.00 21.90	47,270 1,812.00 22.65	48,897 1,874.40 23.43	49,878 1,912.00 23.90
MAINT TRADES 1 SRT SM1	52,153 1,999.20 24.99	54,094 2,073.60 25.92	55,910 2,143.20 26.79	57,809 2,216.00 27.70	59,604 2,284.80 28.56	60,793 2,330.40 29.13	
MAINT TRADES 2 SRT SM2	55,910 2,143.20 26.79	57,809 2,216.00 27.70	59,958 2,298.40 28.73	62,129 2,381.60 29.77	64,049 2,455.20 30.69	65,322 2,504.00 31.30	
MAINT TRADES 3 SRT SM3	62,129 2,381.60 29.77	64,424 2,469.60 30.87	66,991 2,568.00 32.10	69,287 2,656.00 33.20	71,458 2,739.20 34.24	73,524 2,818.40 35.23	75,026 2,876.00 35.95
MAINT TRADESPERSN 1 MM1	50,442 1,933.60 24.17	52,153 1,999.20 24.99	54,094 2,073.60 25.92	55,910 2,143.20 26.79	57,579 2,207.20 27.59	58,727 2,251.20 28.14	
MAINT TRADESPERSN 2 MM2	54,094 2,073.60 25.92	55,910 2,143.20 26.79	57,809 2,216.00 27.70	59,958 2,298.40 28.73	61,857 2,371.20 29.64	63,026 2,416.00 30.20	
MAINT TRADESPERSN 3 MM3	61,148 2,344.00 29.30	63,339 2,428.00 30.35	65,739 2,520.00 31.50	68,327 2,619.20 32.74	70,331 2,696.00 33.70	72,459 2,777.60 34.72	73,920 2,833.60 35.42
MECH EQ MECH 2 SRT M2S	57,934 2,220.80 27.76	59,958 2,298.40 28.73	62,171 2,383.20 29.79	64,424 2,469.60 30.87	66,407 2,545.60 31.82	68,390 2,621.60 32.77	69,704 2,672.00 33.40
MECH EQUIP MECH 1 ME1	48,835 1,872.00 23.40	50,442 1,933.60 24.17	52,216 2,001.60 25.02	53,948 2,068.00 25.85	55,576 2,130.40 26.63	57,204 2,192.80 27.41	58,310 2,235.20 27.94
MECH EQUIP MECH 2 ME2	56,035 2,148.00 26.85	57,934 2,220.80 27.76	59,958 2,298.40 28.73	62,171 2,383.20 29.79	64,070 2,456.00 30.70	65,927 2,527.20 31.59	67,221 2,576.80 32.21
MECH SUPERVISOR MSR	58,310 2,235.20 27.94	60,334 2,312.80 28.91	62,588 2,399.20 29.99	64,925 2,488.80 31.11	67,409 2,584.00 32.30	69,934 2,680.80 33.51	71,311 2,733.60 34.17
MECHANIC 1 MH1	45,266 1,735.20 21.69	46,685 1,789.60 22.37	48,188 1,847.20 23.09	49,920 1,913.60 23.92	51,569 1,976.80 24.71	52,612 2,016.80 25.21	
MECHANIC 2 MH2	47,416 1,817.60 22.72	49,023 1,879.20 23.49	50,713 1,944.00 24.30	52,591 2,016.00 25.20	54,324 2,082.40 26.03	55,388 2,123.20 26.54	
MOBILE SUPPORT SPVR MPS	40,863 1,566.40 19.58	42,177 1,616.80 20.21	43,492 1,667.20 20.84	45,037 1,726.40 21.58	46,518 1,783.20 22.29	48,084 1,843.20 23.04	49,064 1,880.80 23.51

OPERATOR 1/MAINTENANCE OR1/MW2	39,590 1,517.60 18.97	40,487 1,552.00 19.40	41,238 1,580.80 19.76				
OPERATOR 2/MAINTENANCE OR2/MW2	41,739 1,600.00 20.00	42,637 1,634.40 20.43	43,409 1,664.00 20.80				
OPERATOR 3/MAINTENANCE OR3/MW3	44,724 1,714.40 21.43	45,600 1,748.00 21.85	46,518 1,783.20 22.29				
OPERATOR 4/MAINTENANCE OR4/MW3	46,351 1,776.80 22.21	47,291 1,812.80 22.66	48,209 1,848.00 23.10				
OPERATOR 5 OR5	48,146 1,845.60 23.07	49,148 1,884.00 23.55	50,108 1,920.80 24.01				
PARK ATTENDANT 1 KA1	31,805 1,219.20 15.24	32,682 1,252.80 15.66	33,767 1,294.40 16.18	34,539 1,324.00 16.55	35,666 1,367.20 17.09	36,397 1,395.20 17.44	
PARK ATTENDANT 2 KA2	33,767 1,294.40 16.18	34,539 1,324.00 16.55	35,666 1,367.20 17.09	36,731 1,408.00 17.60	37,837 1,450.40 18.13	38,588 1,479.20 18.49	
PARK ATTENDANT 3 KA3	36,731 1,408.00 17.60	37,837 1,450.40 18.13	39,026 1,496.00 18.70	40,341 1,546.40 19.33	41,531 1,592.00 19.90	42,386 1,624.80 20.31	
PARK ATTENDANT 4 KA4	39,026 1,496.00 18.70	40,341 1,546.40 19.33	41,531 1,592.00 19.90	43,096 1,652.00 20.65	44,494 1,705.60 21.32	45,391 1,740.00 21.75	
PARK WORKS SPVR 1 PK1	41,593 1,594.40 19.93	42,991 1,648.00 20.60	44,327 1,699.20 21.24	45,767 1,754.40 21.93	47,332 1,814.40 22.68	48,939 1,876.00 23.45	49,920 1,913.60 23.92
PARK WORKS SPVR 2 PK2	42,991 1,648.00 20.60	44,327 1,699.20 21.24	45,767 1,754.40 21.93	47,332 1,814.40 22.68	48,939 1,876.00 23.45	50,630 1,940.80 24.26	51,652 1,980.00 24.75
PARK WORKS SPVR 3 PK3	45,663 1,750.40 21.88	47,144 1,807.20 22.59	48,710 1,867.20 23.34	50,421 1,932.80 24.16	52,132 1,998.40 24.98	54,011 2,070.40 25.88	55,075 2,111.20 26.39
PILOT 1 PL1	64,216 2,461.60 30.77	66,637 2,554.40 31.93	69,016 2,645.60 33.07	71,562 2,743.20 34.29	74,400 2,852.00 35.65	77,343 2,964.80 37.06	78,866 3,023.20 37.79
PILOT 2 PL2	67,868 2,601.60 32.52	70,289 2,694.40 33.68	73,023 2,799.20 34.99	75,819 2,906.40 36.33	78,783 3,020.00 37.75	81,809 3,136.00 39.20	83,416 3,197.60 39.97

PILOT 3	77,343	80,223	83,416	86,671	90,115	93,892	95,791
PL3	2,964.80	3,075.20	3,197.60	3,322.40	3,454.40	3,599.20	3,672.00
	37.06	38.44	39.97	41.53	43.18	44.99	45.90
PILOT 4	81,704	85,085	88,299	92,077	95,771	99,945	101,885
PL4	3,132.00	3,261.60	3,384.80	3,529.60	3,671.20	3,831.20	3,905.60
	39.15	40.77	42.31	44.12	45.89	47.89	48.82
PILOT 5	88,299	92,077	95,771	99,945	104,285	108,751	110,922
PL5	3,384.80	3,529.60	3,671.20	3,831.20	3,997.60	4,168.80	4,252.00
	42.31	44.12	45.89	47.89	49.97	52.11	53.15
POWER ENG 1ST CL PL	72,042	74,484	77,301	80,327	82,664	84,334	
O1E	2,761.60	2,855.20	2,963.20	3,079.20	3,168.80	3,232.80	
	34.52	35.69	37.04	38.49	39.61	40.41	
POWER ENG 2ND CL PL	63,861	66,219	68,578	71,165	72,584		
O2E	2,448.00	2,538.40	2,628.80	2,728.00	2,782.40		
	30.60	31.73	32.86	34.10	34.78		
POWER ENG 3RD CL PL	55,158	57,099	59,019	61,252	62,484		
O3E	2,114.40	2,188.80	2,262.40	2,348.00	2,395.20		
	26.43	27.36	28.28	29.35	29.94		
POWER ENG 5TH CL	43,680	45,141	46,477	48,084	49,044		
O5E	1,674.40	1,730.40	1,781.60	1,843.20	1,880.00		
	20.93	21.63	22.27	23.04	23.50		
PROJECT WORKS SPVR	47,812	49,565	51,464	53,113	54,198		
PWS	1,832.80	1,900.00	1,972.80	2,036.00	2,077.60		
	22.91	23.75	24.66	25.45	25.97		
RADIO TECHNICIAN 1	43,492	45,037	46,518	48,084	49,670	51,569	52,612
RT1	1,667.20	1,726.40	1,783.20	1,843.20	1,904.00	1,976.80	2,016.80
	20.84	21.58	22.29	23.04	23.80	24.71	25.21
RADIO TECHNICIAN 2	48,981	50,671	52,383	54,386	56,306	58,435	59,583
RT2	1,877.60	1,942.40	2,008.00	2,084.80	2,158.40	2,240.00	2,284.00
	23.47	24.28	25.10	26.06	26.98	28.00	28.55
RADIO TECHNICIAN 3	51,569	53,364	55,367	57,371	59,478	61,857	63,026
RT3	1,976.80	2,045.60	2,122.40	2,199.20	2,280.00	2,371.20	2,416.00
	24.71	25.57	26.53	27.49	28.50	29.64	30.20
SECURITY OFFICER 1	38,442	39,569	40,779	42,094	43,451	44,744	45,642
BG	1,473.60	1,516.80	1,563.20	1,613.60	1,665.60	1,715.20	1,749.60
	18.42	18.96	19.54	20.17	20.82	21.44	21.87
SECURITY OFFICER 2	41,217	42,511	43,889	45,308	46,748	48,292	49,231
HGG	1,580.00	1,629.60	1,682.40	1,736.80	1,792.00	1,851.20	1,887.20
	19.75	20.37	21.03	21.71	22.40	23.14	23.59
SERVICE WORKER 1	34,560	35,478	36,480	37,461	38,504	39,235	
SK1	1,324.80	1,360.00	1,398.40	1,436.00	1,476.00	1,504.00	
	16.56	17.00	17.48	17.95	18.45	18.80	

SERVICE WORKER 2 SK2	39,965 1,532.00 19.15	41,071 1,574.40 19.68	42,136 1,615.20 20.19	43,367 1,662.40 20.78	44,577 1,708.80 21.36	45,746 1,753.60 21.92	46,664 1,788.80 22.36
SERVICE WORKER 3 SK3	41,864 1,604.80 20.06	42,887 1,644.00 20.55	44,306 1,698.40 21.23	45,642 1,749.60 21.87	47,061 1,804.00 22.55	48,480 1,858.40 23.23	49,461 1,896.00 23.70
SERVICE WORKER 4 SK4	43,680 1,674.40 20.93	44,995 1,724.80 21.56	46,477 1,781.60 22.27	47,896 1,836.00 22.95	49,565 1,900.00 23.75	51,256 1,964.80 24.56	52,257 2,003.20 25.04
SIGNALS TECH 1 SG1	64,070 2,456.00 30.70	66,365 2,544.00 31.80	68,828 2,638.40 32.98	71,562 2,743.20 34.29	73,002 2,798.40 34.98		
SIGNALS TECH 2 SG2	66,365 2,544.00 31.80	68,828 2,638.40 32.98	71,562 2,743.20 34.29	74,087 2,840.00 35.50	75,548 2,896.00 36.20		
SPVRING MECHANIC SVM	49,670 1,904.00 23.80	51,569 1,976.80 24.71	53,364 2,045.60 25.57	55,367 2,122.40 26.53	56,494 2,165.60 27.07		
TRADES HELPER TRH	38,191 1,464.00 18.30	39,444 1,512.00 18.90	40,717 1,560.80 19.51	41,990 1,609.60 20.12	43,325 1,660.80 20.76	44,744 1,715.20 21.44	45,621 1,748.80 21.86
TRADES HELPER LH TRL	39,444 1,512.00 18.90	40,717 1,560.80 19.51	41,990 1,609.60 20.12	43,325 1,660.80 20.76	44,744 1,715.20 21.44	46,372 1,777.60 22.22	47,311 1,813.60 22.67
WELDER WL	56,035 2,148.00 26.85	57,934 2,220.80 27.76	59,958 2,298.40 28.73	62,171 2,383.20 29.79	64,070 2,456.00 30.70	65,927 2,527.20 31.59	67,221 2,576.80 32.21
WELDER SRT SWL	55,325 2,120.80 26.51	57,287 2,196.00 27.45	59,374 2,276.00 28.45	61,565 2,360.00 29.50	63,402 2,430.40 30.38	65,301 2,503.20 31.29	66,595 2,552.80 31.91
WORKS SPVR WKS	49,190 1,885.60 23.57	50,964 1,953.60 24.42	52,988 2,031.20 25.39	54,991 2,108.00 26.35	56,077 2,149.60 26.87		
WORKS SUPT 1 WT1	47,374 1,816.00 22.70	48,981 1,877.60 23.47	50,671 1,942.40 24.28	52,383 2,008.00 25.10	54,386 2,084.80 26.06	56,306 2,158.40 26.98	57,475 2,203.20 27.54
WORKS SUPT 2 WT2	50,671 1,942.40 24.28	52,383 2,008.00 25.10	54,386 2,084.80 26.06	56,306 2,158.40 26.98	58,435 2,240.00 28.00	60,626 2,324.00 29.05	61,878 2,372.00 29.65
WR SUPERVISOR WRS	51,485 1,973.60 24.67	53,217 2,040.00 25.50	55,054 2,110.40 26.38	57,141 2,190.40 27.38	59,144 2,267.20 28.34	60,313 2,312.00 28.90	

**TRADES
YEAR 3**

Effective 2021 03 27 Through 2022 03 25

AIR MECHANIC	44,202	45,788	47,291	48,877	50,484	52,424	53,489
AME	1,694.40	1,755.20	1,812.80	1,873.60	1,935.20	2,009.60	2,050.40
	21.18	21.94	22.66	23.42	24.19	25.12	25.63
AIRCRAFT MAIN ENG 1	57,830	59,854	62,087	64,299	66,282	68,160	69,579
AE1	2,216.80	2,294.40	2,380.00	2,464.80	2,540.80	2,612.80	2,667.20
	27.71	28.68	29.75	30.81	31.76	32.66	33.34
AIRCRAFT MAIN ENG 2	69,245	71,896	74,525	77,572	79,889	82,372	84,021
AE2	2,654.40	2,756.00	2,856.80	2,973.60	3,062.40	3,157.60	3,220.80
	33.18	34.45	35.71	37.17	38.28	39.47	40.26
AIRCRAFT MAIN ENG 3	74,045	76,779	79,931	82,978	85,398	87,986	89,760
AE3	2,838.40	2,943.20	3,064.00	3,180.80	3,273.60	3,372.80	3,440.80
	35.48	36.79	38.30	39.76	40.92	42.16	43.01
AIRPORT EQUIP OP 1	39,986	41,176	42,303	43,722	45,120	46,477	47,499
AQ1	1,532.80	1,578.40	1,621.60	1,676.00	1,729.60	1,781.60	1,820.80
	19.16	19.73	20.27	20.95	21.62	22.27	22.76
AIRPORT EQUIP OP 2	44,431	45,871	47,353	48,731	50,484	52,195	53,155
AQ2	1,703.20	1,758.40	1,815.20	1,868.00	1,935.20	2,000.80	2,037.60
	21.29	21.98	22.69	23.35	24.19	25.01	25.47
AIRPORT MANAGER 1	51,339	52,904	54,866	56,703	58,644	60,731	61,962
RM1	1,968.00	2,028.00	2,103.20	2,173.60	2,248.00	2,328.00	2,375.20
	24.60	25.35	26.29	27.17	28.10	29.10	29.69
AIRPORT MANAGER 2	57,621	59,645	61,753	64,049	66,428	68,870	70,184
RM2	2,208.80	2,286.40	2,367.20	2,455.20	2,546.40	2,640.00	2,690.40
	27.61	28.58	29.59	30.69	31.83	33.00	33.63
AIRPORT MANAGER 3	65,218	67,659	69,955	72,584	75,298	78,136	79,722
RM3	2,500.00	2,593.60	2,681.60	2,782.40	2,886.40	2,995.20	3,056.00
	31.25	32.42	33.52	34.78	36.08	37.44	38.20
AREA WORKS SPVR	53,906	55,701	57,642	59,812	61,920	63,151	
ARS	2,066.40	2,135.20	2,209.60	2,292.80	2,373.60	2,420.80	
	25.83	26.69	27.62	28.66	29.67	30.26	
ASST POWR ENG 1ST CL	58,560	60,501	62,755	65,030	67,263	69,642	71,040
AOE	2,244.80	2,319.20	2,405.60	2,492.80	2,578.40	2,669.60	2,723.20
	28.06	28.99	30.07	31.16	32.23	33.37	34.04
ASST POWR ENG 2ND CL	52,445	54,219	56,118	58,080	60,084	62,191	63,444
A2E	2,010.40	2,078.40	2,151.20	2,226.40	2,303.20	2,384.00	2,432.00
	25.13	25.98	26.89	27.83	28.79	29.80	30.40

ASST WORKS SPVR	47,750	49,524	51,026	53,343	55,012	56,035		
AWS	1,830.40	1,898.40	1,956.00	2,044.80	2,108.80	2,148.00		
	22.88	23.73	24.45	25.56	26.36	26.85		
AUTO EQUIP MECH	52,591	54,324	56,118	58,184	59,291			
AEM	2,016.00	2,082.40	2,151.20	2,230.40	2,272.80			
	25.20	26.03	26.89	27.88	28.41			
AUTO EQUIP MECH SRT	51,903	53,635	55,534	57,579	58,727			
AMS	1,989.60	2,056.00	2,128.80	2,207.20	2,251.20			
	24.87	25.70	26.61	27.59	28.14			
AVIONICS TECHNIC 1	53,531	55,534	57,517	59,645	61,774	64,049	65,927	68,056
AT1	2,052.00	2,128.80	2,204.80	2,286.40	2,368.00	2,455.20	2,527.20	2,608.80
	25.65	26.61	27.56	28.58	29.60	30.69	31.59	32.61
	69,433							
	2,661.60							
	33.27							
AVIONICS TECHNIC 2	66,491	69,078	71,750	74,567	77,531	80,578	83,019	85,461
AT2	2,548.80	2,648.00	2,750.40	2,858.40	2,972.00	3,088.80	3,182.40	3,276.00
	31.86	33.10	34.38	35.73	37.15	38.61	39.78	40.95
	87,172							
	3,341.60							
	41.77							
BOAT MATE	39,611	40,946	42,261	43,659	44,974	46,518	47,457	
BMT	1,518.40	1,569.60	1,620.00	1,673.60	1,724.00	1,783.20	1,819.20	
	18.98	19.62	20.25	20.92	21.55	22.29	22.74	
BUILDING SER WRKR 1	35,186	36,209	37,336	38,525	39,736	41,051	41,823	
BW1	1,348.80	1,388.00	1,431.20	1,476.80	1,523.20	1,573.60	1,603.20	
	16.86	17.35	17.89	18.46	19.04	19.67	20.04	
BUILDING SER WRKR 2	36,209	37,336	38,525	39,736	41,051	42,532	43,430	
BW2	1,388.00	1,431.20	1,476.80	1,523.20	1,573.60	1,630.40	1,664.80	
	17.35	17.89	18.46	19.04	19.67	20.38	20.81	
BUILDING SER WRKR 3	37,941	39,193	40,383	41,718	43,096	44,640	45,579	
BW3	1,454.40	1,502.40	1,548.00	1,599.20	1,652.00	1,711.20	1,747.20	
	18.18	18.78	19.35	19.99	20.65	21.39	21.84	
CAMP COOK 1	36,710	37,753	39,256	40,028				
CA1	1,407.20	1,447.20	1,504.80	1,534.40				
	17.59	18.09	18.81	19.18				
CAMP COOK 2	40,383	41,739	43,096	43,910				
CA2	1,548.00	1,600.00	1,652.00	1,683.20				
	19.35	20.00	20.65	21.04				
CASUAL NURSERY WORKER	27,840	28,842	29,447					
CNW	1,067.20	1,105.60	1,128.80					
	13.34	13.82	14.11					

CH POWER ENG 1ST C1E	84,376 3,234.40 40.43	87,631 3,359.20 41.99	91,033 3,489.60 43.62	94,560 3,624.80 45.31	97,357 3,732.00 46.65	100,341 3,846.40 48.08	102,345 3,923.20 49.04
CH POWER ENG 2ND CL C2E	80,035 3,068.00 38.35	82,957 3,180.00 39.75	86,045 3,298.40 41.23	89,426 3,428.00 42.85	92,098 3,530.40 44.13	93,913 3,600.00 45.00	
CH POWER ENG 3RD CL C3E	63,882 2,448.80 30.61	66,178 2,536.80 31.71	68,598 2,629.60 32.87	71,291 2,732.80 34.16	72,731 2,788.00 34.85		
CONSTRUCTION SPVR 1 CU1	59,499 2,280.80 28.51	61,607 2,361.60 29.52	63,903 2,449.60 30.62	66,324 2,542.40 31.78	68,849 2,639.20 32.99	70,164 2,689.60 33.62	
CONSTRUCTION SPVR 2 CU2	65,823 2,523.20 31.54	68,160 2,612.80 32.66	70,831 2,715.20 33.94	73,565 2,820.00 35.25	76,404 2,928.80 36.61	77,927 2,987.20 37.34	
CONSTRUCTION WKR LH CLH	43,513 1,668.00 20.85	44,974 1,724.00 21.55	46,372 1,777.60 22.22	47,311 1,813.60 22.67			
CONSTRUCTION WORKER CWR	40,779 1,563.20 19.54	42,177 1,616.80 20.21	43,576 1,670.40 20.88	44,974 1,724.00 21.55	45,913 1,760.00 22.00		
COOK 1 CK1	40,884 1,567.20 19.59	41,990 1,609.60 20.12	43,033 1,649.60 20.62	44,202 1,694.40 21.18	45,621 1,748.80 21.86	46,957 1,800.00 22.50	47,896 1,836.00 22.95
COOK 2 CK2	45,224 1,733.60 21.67	46,331 1,776.00 22.20	47,520 1,821.60 22.77	48,814 1,871.20 23.39	50,150 1,922.40 24.03	51,527 1,975.20 24.69	52,571 2,015.20 25.19
COOK 3 CK3	48,501 1,859.20 23.24	49,732 1,906.40 23.83	51,047 1,956.80 24.46	52,404 2,008.80 25.11	53,739 2,060.00 25.75	55,221 2,116.80 26.46	56,306 2,158.40 26.98
DEP CH POWER ENG 1ST DOE	75,736 2,903.20 36.29	78,616 3,013.60 37.67	81,684 3,131.20 39.14	84,668 3,245.60 40.57	87,151 3,340.80 41.76	88,925 3,408.80 42.61	
DEP CH POWER ENG 2ND D2E	62,755 2,405.60 30.07	65,030 2,492.80 31.16	67,388 2,583.20 32.29	69,913 2,680.00 33.50	71,332 2,734.40 34.18		
DEP CH POWER ENG 3RD D3E	62,588 2,399.20 29.99	64,717 2,480.80 31.01	67,096 2,572.00 32.15	69,558 2,666.40 33.33	70,957 2,720.00 34.00		

FACILITY MANAGER 1 FM1	40,237 1,542.40 19.28	41,551 1,592.80 19.91	44,035 1,688.00 21.10	45,496 1,744.00 21.80	46,894 1,797.60 22.47	48,480 1,858.40 23.23	50,171 1,923.20 24.04	51,736 1,983.20 24.79
	53,238 2,040.80 25.51	54,324 2,082.40 26.03						
FACILITY MANAGER 2 FM2	46,894 1,797.60 22.47	48,480 1,858.40 23.23	50,171 1,923.20 24.04	51,882 1,988.80 24.86	53,551 2,052.80 25.66	55,680 2,134.40 26.68	57,308 2,196.80 27.46	58,998 2,261.60 28.27
	60,188 2,307.20 28.84							
FACILITY MANAGER 3 FM3	53,551 2,052.80 25.66	55,680 2,134.40 26.68	58,205 2,231.20 27.89	60,731 2,328.00 29.10	63,026 2,416.00 30.20	65,384 2,506.40 31.33	67,263 2,578.40 32.23	69,371 2,659.20 33.24
	70,769 2,712.80 33.91							
FACILITY MANAGER 4 FM4	61,336 2,351.20 29.39	63,611 2,438.40 30.48	66,011 2,530.40 31.63	68,515 2,626.40 32.83	72,230 2,768.80 34.61	75,068 2,877.60 35.97	77,948 2,988.00 37.35	80,264 3,076.80 38.46
	82,727 3,171.20 39.64	84,418 3,236.00 40.45						
FIRE RANGER 1 FR1	35,541 1,362.40 17.03	36,376 1,394.40 17.43	37,544 1,439.20 17.99	38,317 1,468.80 18.36				
FIRE RANGER 2 FR2	39,110 1,499.20 18.74	40,257 1,543.20 19.29	41,802 1,602.40 20.03	42,637 1,634.40 20.43				
FIRE RANGER 3 FR3	41,176 1,578.40 19.73	42,407 1,625.60 20.32	43,722 1,676.00 20.95	44,577 1,708.80 21.36				
FIRE RANGER 4 FR4	43,722 1,676.00 20.95	45,391 1,740.00 21.75	46,790 1,793.60 22.42	47,750 1,830.40 22.88				
FLIGHT SERV OFF 1 FS1	36,209 1,388.00 17.35	37,336 1,431.20 17.89	38,525 1,476.80 18.46	39,736 1,523.20 19.04	41,051 1,573.60 19.67	42,532 1,630.40 20.38	43,430 1,664.80 20.81	
FLIGHT SERV OFF 2 FS2	40,237 1,542.40 19.28	41,531 1,592.00 19.90	42,866 1,643.20 20.54	44,202 1,694.40 21.18	45,788 1,755.20 21.94	47,291 1,812.80 22.66	48,251 1,849.60 23.12	

FLIGHT SERV OFF 3	44,202	45,788	47,291	48,877	50,484	52,424	53,489
FS3	1,694.40	1,755.20	1,812.80	1,873.60	1,935.20	2,009.60	2,050.40
	21.18	21.94	22.66	23.42	24.19	25.12	25.63
FOOD SERVICES SPVR	47,291	48,877	50,484	52,424	54,240	56,285	57,433
CK5	1,812.80	1,873.60	1,935.20	2,009.60	2,079.20	2,157.60	2,201.60
	22.66	23.42	24.19	25.12	25.99	26.97	27.52
GARAGE WORKS SPVR	59,416	61,628	63,840	66,303	68,682	70,038	
GWS	2,277.60	2,362.40	2,447.20	2,541.60	2,632.80	2,684.80	
	28.47	29.53	30.59	31.77	32.91	33.56	
GARDENER 1	39,611	40,946	42,261	43,659	44,974	46,518	47,457
GR1	1,518.40	1,569.60	1,620.00	1,673.60	1,724.00	1,783.20	1,819.20
	18.98	19.62	20.25	20.92	21.55	22.29	22.74
GARDENER 2	40,946	42,261	43,659	44,974	46,518	48,146	49,106
GR2	1,569.60	1,620.00	1,673.60	1,724.00	1,783.20	1,845.60	1,882.40
	19.62	20.25	20.92	21.55	22.29	23.07	23.53
GARDENER 3	43,659	44,974	46,518	48,146	49,795	51,506	52,550
GR3	1,673.60	1,724.00	1,783.20	1,845.60	1,908.80	1,974.40	2,014.40
	20.92	21.55	22.29	23.07	23.86	24.68	25.18
GARDENER 4	54,240	56,285	58,310	60,459	62,880	65,071	66,365
GR4	2,079.20	2,157.60	2,235.20	2,317.60	2,410.40	2,494.40	2,544.00
	25.99	26.97	27.94	28.97	30.13	31.18	31.80
HATCHERY ASSISTANT	37,336	38,525	39,652	40,404			
HA	1,431.20	1,476.80	1,520.00	1,548.80			
	17.89	18.46	19.00	19.36			
HATCHERY HELPER	36,209	37,336	38,066				
HH	1,388.00	1,431.20	1,459.20				
	17.35	17.89	18.24				
HIGHWYS EQUIP PAINT	40,946	42,261	43,659	44,974	46,518	48,146	49,106
HEP	1,569.60	1,620.00	1,673.60	1,724.00	1,783.20	1,845.60	1,882.40
	19.62	20.25	20.92	21.55	22.29	23.07	23.53
LABOURER/MAINTENANCE W	37,190	38,358	39,819	40,612			
LAB/MW1	1,425.60	1,470.40	1,526.40	1,556.80			
	17.82	18.38	19.08	19.46			
LAUNDRY WORKER	40,070	41,238	42,261	43,513	44,703	45,934	46,811
LWR	1,536.00	1,580.80	1,620.00	1,668.00	1,713.60	1,760.80	1,794.40
	19.20	19.76	20.25	20.85	21.42	22.01	22.43
MACHINIST	56,953	58,894	60,939	63,193	65,134	67,012	68,327
MC	2,183.20	2,257.60	2,336.00	2,422.40	2,496.80	2,568.80	2,619.20
	27.29	28.22	29.20	30.28	31.21	32.11	32.74
MACHINIST SRT	58,894	60,939	63,193	65,489	67,513	69,517	70,852
SMC	2,257.60	2,336.00	2,422.40	2,510.40	2,588.00	2,664.80	2,716.00
	28.22	29.20	30.28	31.38	32.35	33.31	33.95

MAINT ASSISTANT MAN	42,303 1,621.60 20.27	43,638 1,672.80 20.91	45,016 1,725.60 21.57	46,456 1,780.80 22.26	48,042 1,841.60 23.02	49,711 1,905.60 23.82	50,692 1,943.20 24.29
MAINT TRADES 1 SRT SM1	53,009 2,032.00 25.40	54,991 2,108.00 26.35	56,828 2,178.40 27.23	58,769 2,252.80 28.16	60,584 2,322.40 29.03	61,795 2,368.80 29.61	
MAINT TRADES 2 SRT SM2	56,828 2,178.40 27.23	58,769 2,252.80 28.16	60,939 2,336.00 29.20	63,151 2,420.80 30.26	65,113 2,496.00 31.20	66,407 2,545.60 31.82	
MAINT TRADES 3 SRT SM3	63,151 2,420.80 30.26	65,489 2,510.40 31.38	68,098 2,610.40 32.63	70,435 2,700.00 33.75	72,626 2,784.00 34.80	74,734 2,864.80 35.81	76,258 2,923.20 36.54
MAINT TRADESPERSN 1 MM1	51,277 1,965.60 24.57	53,009 2,032.00 25.40	54,991 2,108.00 26.35	56,828 2,178.40 27.23	58,539 2,244.00 28.05	59,687 2,288.00 28.60	
MAINT TRADESPERSN 2 MM2	54,991 2,108.00 26.35	56,828 2,178.40 27.23	58,769 2,252.80 28.16	60,939 2,336.00 29.20	62,880 2,410.40 30.13	64,070 2,456.00 30.70	
MAINT TRADESPERSN 3 MM3	62,150 2,382.40 29.78	64,383 2,468.00 30.85	66,824 2,561.60 32.02	69,454 2,662.40 33.28	71,499 2,740.80 34.26	73,649 2,823.20 35.29	75,131 2,880.00 36.00
MECH EQ MECH 2 SRT M2S	58,894 2,257.60 28.22	60,939 2,336.00 29.20	63,193 2,422.40 30.28	65,489 2,510.40 31.38	67,513 2,588.00 32.35	69,517 2,664.80 33.31	70,852 2,716.00 33.95
MECH EQUIP MECH 1 ME1	49,649 1,903.20 23.79	51,277 1,965.60 24.57	53,071 2,034.40 25.43	54,845 2,102.40 26.28	56,494 2,165.60 27.07	58,143 2,228.80 27.86	59,270 2,272.00 28.40
MECH EQUIP MECH 2 ME2	56,953 2,183.20 27.29	58,894 2,257.60 28.22	60,939 2,336.00 29.20	63,193 2,422.40 30.28	65,134 2,496.80 31.21	67,012 2,568.80 32.11	68,327 2,619.20 32.74
MECH SUPERVISOR MSR	59,270 2,272.00 28.40	61,336 2,351.20 29.39	63,611 2,438.40 30.48	65,990 2,529.60 31.62	68,515 2,626.40 32.83	71,082 2,724.80 34.06	72,480 2,778.40 34.73
MECHANIC 1 MH1	46,017 1,764.00 22.05	47,457 1,819.20 22.74	48,981 1,877.60 23.47	50,734 1,944.80 24.31	52,424 2,009.60 25.12	53,489 2,050.40 25.63	
MECHANIC 2 MH2	48,188 1,847.20 23.09	49,837 1,910.40 23.88	51,548 1,976.00 24.70	53,468 2,049.60 25.62	55,221 2,116.80 26.46	56,306 2,158.40 26.98	
MOBILE SUPPORT SPVR MPS	41,531 1,592.00 19.90	42,866 1,643.20 20.54	44,202 1,694.40 21.18	45,788 1,755.20 21.94	47,291 1,812.80 22.66	48,877 1,873.60 23.42	49,878 1,912.00 23.90

OPERATOR 1/MAINTENANCE OR1/MW2	40,237 1,542.40 19.28	41,155 1,577.60 19.72	41,927 1,607.20 20.09				
OPERATOR 2/MAINTENANCE OR2/MW2	42,428 1,626.40 20.33	43,346 1,661.60 20.77	44,118 1,691.20 21.14				
OPERATOR 3/MAINTENANCE OR3/MW3	45,454 1,742.40 21.78	46,351 1,776.80 22.21	47,291 1,812.80 22.66				
OPERATOR 4/MAINTENANCE OR4/MW3	47,124 1,806.40 22.58	48,063 1,842.40 23.03	49,002 1,878.40 23.48				
OPERATOR 5 OR5	48,939 1,876.00 23.45	49,962 1,915.20 23.94	50,943 1,952.80 24.41				
PARK ATTENDANT 1 KA1	32,327 1,239.20 15.49	33,224 1,273.60 15.92	34,330 1,316.00 16.45	35,103 1,345.60 16.82	36,251 1,389.60 17.37	37,002 1,418.40 17.73	
PARK ATTENDANT 2 KA2	34,330 1,316.00 16.45	35,103 1,345.60 16.82	36,251 1,389.60 17.37	37,336 1,431.20 17.89	38,463 1,474.40 18.43	39,235 1,504.00 18.80	
PARK ATTENDANT 3 KA3	37,336 1,431.20 17.89	38,463 1,474.40 18.43	39,673 1,520.80 19.01	41,009 1,572.00 19.65	42,219 1,618.40 20.23	43,096 1,652.00 20.65	
PARK ATTENDANT 4 KA4	39,673 1,520.80 19.01	41,009 1,572.00 19.65	42,219 1,618.40 20.23	43,805 1,679.20 20.99	45,224 1,733.60 21.67	46,143 1,768.80 22.11	
PARK WORKS SPVR 1 PK1	42,282 1,620.80 20.26	43,701 1,675.20 20.94	45,057 1,727.20 21.59	46,518 1,783.20 22.29	48,104 1,844.00 23.05	49,753 1,907.20 23.84	50,734 1,944.80 24.31
PARK WORKS SPVR 2 PK2	43,701 1,675.20 20.94	45,057 1,727.20 21.59	46,518 1,783.20 22.29	48,104 1,844.00 23.05	49,753 1,907.20 23.84	51,464 1,972.80 24.66	52,508 2,012.80 25.16
PARK WORKS SPVR 3 PK3	46,414 1,779.20 22.24	47,917 1,836.80 22.96	49,524 1,898.40 23.73	51,256 1,964.80 24.56	52,988 2,031.20 25.39	54,908 2,104.80 26.31	55,993 2,146.40 26.83
PILOT 1 PL1	65,280 2,502.40 31.28	67,743 2,596.80 32.46	70,164 2,689.60 33.62	72,751 2,788.80 34.86	75,631 2,899.20 36.24	78,616 3,013.60 37.67	80,160 3,072.80 38.41
PILOT 2 PL2	68,995 2,644.80 33.06	71,458 2,739.20 34.24	74,233 2,845.60 35.57	77,071 2,954.40 36.93	80,077 3,069.60 38.37	83,165 3,188.00 39.85	84,793 3,250.40 40.63

PILOT 3	78,616	81,538	84,793	88,111	91,597	95,437	97,378
PL3	3,013.60	3,125.60	3,250.40	3,377.60	3,511.20	3,658.40	3,732.80
	37.67	39.07	40.63	42.22	43.89	45.73	46.66
PILOT 4	83,061	86,484	89,760	93,600	97,357	101,593	103,576
PL4	3,184.00	3,315.20	3,440.80	3,588.00	3,732.00	3,894.40	3,970.40
	39.80	41.44	43.01	44.85	46.65	48.68	49.63
PILOT 5	89,760	93,600	97,357	101,593	105,997	110,546	112,758
PL5	3,440.80	3,588.00	3,732.00	3,894.40	4,063.20	4,237.60	4,322.40
	43.01	44.85	46.65	48.68	50.79	52.97	54.03
POWER ENG 1ST CL PL	73,231	75,715	78,574	81,663	84,021	85,732	
O1E	2,807.20	2,902.40	3,012.00	3,130.40	3,220.80	3,286.40	
	35.09	36.28	37.65	39.13	40.26	41.08	
POWER ENG 2ND CL PL	64,904	67,304	69,704	72,334	73,774		
O2E	2,488.00	2,580.00	2,672.00	2,772.80	2,828.00		
	31.10	32.25	33.40	34.66	35.35		
POWER ENG 3RD CL PL	56,077	58,038	60,000	62,254	63,506		
O3E	2,149.60	2,224.80	2,300.00	2,386.40	2,434.40		
	26.87	27.81	28.75	29.83	30.43		
POWER ENG 5TH CL	44,411	45,892	47,249	48,877	49,857		
O5E	1,702.40	1,759.20	1,811.20	1,873.60	1,911.20		
	21.28	21.99	22.64	23.42	23.89		
PROJECT WORKS SPVR	48,605	50,379	52,320	53,990	55,096		
PWS	1,863.20	1,931.20	2,005.60	2,069.60	2,112.00		
	23.29	24.14	25.07	25.87	26.40		
RADIO TECHNICIAN 1	44,202	45,788	47,291	48,877	50,484	52,424	53,489
RT1	1,694.40	1,755.20	1,812.80	1,873.60	1,935.20	2,009.60	2,050.40
	21.18	21.94	22.66	23.42	24.19	25.12	25.63
RADIO TECHNICIAN 2	49,795	51,506	53,238	55,284	57,245	59,395	60,564
RT2	1,908.80	1,974.40	2,040.80	2,119.20	2,194.40	2,276.80	2,321.60
	23.86	24.68	25.51	26.49	27.43	28.46	29.02
RADIO TECHNICIAN 3	52,424	54,240	56,285	58,310	60,459	62,880	64,070
RT3	2,009.60	2,079.20	2,157.60	2,235.20	2,317.60	2,410.40	2,456.00
	25.12	25.99	26.97	27.94	28.97	30.13	30.70
SECURITY OFFICER 1	39,068	40,216	41,447	42,783	44,160	45,475	46,393
BG	1,497.60	1,541.60	1,588.80	1,640.00	1,692.80	1,743.20	1,778.40
	18.72	19.27	19.86	20.50	21.16	21.79	22.23
SECURITY OFFICER 2	41,906	43,221	44,619	46,059	47,520	49,085	50,045
HGG	1,606.40	1,656.80	1,710.40	1,765.60	1,821.60	1,881.60	1,918.40
	20.08	20.71	21.38	22.07	22.77	23.52	23.98
SERVICE WORKER 1	35,124	36,063	37,085	38,087	39,131	39,882	
SK1	1,346.40	1,382.40	1,421.60	1,460.00	1,500.00	1,528.80	
	16.83	17.28	17.77	18.25	18.75	19.11	

SERVICE WORKER 2 SK2	40,633 1,557.60 19.47	41,739 1,600.00 20.00	42,824 1,641.60 20.52	44,077 1,689.60 21.12	45,308 1,736.80 21.71	46,497 1,782.40 22.28	47,437 1,818.40 22.73
SERVICE WORKER 3 SK3	42,553 1,631.20 20.39	43,597 1,671.20 20.89	45,037 1,726.40 21.58	46,393 1,778.40 22.23	47,833 1,833.60 22.92	49,273 1,888.80 23.61	50,275 1,927.20 24.09
SERVICE WORKER 4 SK4	44,411 1,702.40 21.28	45,746 1,753.60 21.92	47,249 1,811.20 22.64	48,689 1,866.40 23.33	50,379 1,931.20 24.14	52,111 1,997.60 24.97	53,113 2,036.00 25.45
SIGNALS TECH 1 SG1	65,134 2,496.80 31.21	67,451 2,585.60 32.32	69,955 2,681.60 33.52	72,751 2,788.80 34.86	74,212 2,844.80 35.56		
SIGNALS TECH 2 SG2	67,451 2,585.60 32.32	69,955 2,681.60 33.52	72,751 2,788.80 34.86	75,318 2,887.20 36.09	76,800 2,944.00 36.80		
SPVRING MECHANIC SVM	50,484 1,935.20 24.19	52,424 2,009.60 25.12	54,240 2,079.20 25.99	56,285 2,157.60 26.97	57,433 2,201.60 27.52		
TRADES HELPER TRH	38,817 1,488.00 18.60	40,091 1,536.80 19.21	41,384 1,586.40 19.83	42,678 1,636.00 20.45	44,035 1,688.00 21.10	45,475 1,743.20 21.79	46,372 1,777.60 22.22
TRADES HELPER LH TRL	40,091 1,536.80 19.21	41,384 1,586.40 19.83	42,678 1,636.00 20.45	44,035 1,688.00 21.10	45,475 1,743.20 21.79	47,144 1,807.20 22.59	48,084 1,843.20 23.04
WELDER WL	56,953 2,183.20 27.29	58,894 2,257.60 28.22	60,939 2,336.00 29.20	63,193 2,422.40 30.28	65,134 2,496.80 31.21	67,012 2,568.80 32.11	68,327 2,619.20 32.74
WELDER SRT SWL	56,244 2,156.00 26.95	58,226 2,232.00 27.90	60,355 2,313.60 28.92	62,588 2,399.20 29.99	64,445 2,470.40 30.88	66,386 2,544.80 31.81	67,701 2,595.20 32.44
WORKS SPVR WKS	50,004 1,916.80 23.96	51,798 1,985.60 24.82	53,864 2,064.80 25.81	55,889 2,142.40 26.78	56,995 2,184.80 27.31		
WORKS SUPT 1 WT1	48,146 1,845.60 23.07	49,795 1,908.80 23.86	51,506 1,974.40 24.68	53,238 2,040.80 25.51	55,284 2,119.20 26.49	57,245 2,194.40 27.43	58,414 2,239.20 27.99
WORKS SUPT 2 WT2	51,506 1,974.40 24.68	53,238 2,040.80 25.51	55,284 2,119.20 26.49	57,245 2,194.40 27.43	59,395 2,276.80 28.46	61,628 2,362.40 29.53	62,901 2,411.20 30.14
WR SUPERVISOR WRS	52,341 2,006.40 25.08	54,094 2,073.60 25.92	55,972 2,145.60 26.82	58,080 2,226.40 27.83	60,125 2,304.80 28.81	61,315 2,350.40 29.38	

**TRADES
YEAR 4**

Effective 2022 03 26 Through 2023 03 24

AIR MECHANIC	45,078	46,706	48,230	49,857	51,485	53,468	54,553
AME	1,728.00	1,790.40	1,848.80	1,911.20	1,973.60	2,049.60	2,091.20
	21.60	22.38	23.11	23.89	24.67	25.62	26.14
AIRCRAFT MAIN ENG 1	58,977	61,044	63,339	65,593	67,618	69,517	70,978
AE1	2,260.80	2,340.00	2,428.00	2,514.40	2,592.00	2,664.80	2,720.80
	28.26	29.25	30.35	31.43	32.40	33.31	34.01
AIRCRAFT MAIN ENG 2	70,623	73,336	76,007	79,117	81,496	84,021	85,711
AE2	2,707.20	2,811.20	2,913.60	3,032.80	3,124.00	3,220.80	3,285.60
	33.84	35.14	36.42	37.91	39.05	40.26	41.07
AIRCRAFT MAIN ENG 3	75,527	78,324	81,538	84,647	87,110	89,739	91,555
AE3	2,895.20	3,002.40	3,125.60	3,244.80	3,339.20	3,440.00	3,509.60
	36.19	37.53	39.07	40.56	41.74	43.00	43.87
AIRPORT EQUIP OP 1	40,779	41,990	43,158	44,598	46,017	47,416	48,459
AQ1	1,563.20	1,609.60	1,654.40	1,709.60	1,764.00	1,817.60	1,857.60
	19.54	20.12	20.68	21.37	22.05	22.72	23.22
AIRPORT EQUIP OP 2	45,329	46,790	48,292	49,711	51,485	53,238	54,219
AQ2	1,737.60	1,793.60	1,851.20	1,905.60	1,973.60	2,040.80	2,078.40
	21.72	22.42	23.14	23.82	24.67	25.51	25.98
AIRPORT MANAGER 1	52,362	53,969	55,972	57,830	59,812	61,941	63,193
RM1	2,007.20	2,068.80	2,145.60	2,216.80	2,292.80	2,374.40	2,422.40
	25.09	25.86	26.82	27.71	28.66	29.68	30.28
AIRPORT MANAGER 2	58,769	60,835	62,984	65,322	67,764	70,247	71,583
RM2	2,252.80	2,332.00	2,414.40	2,504.00	2,597.60	2,692.80	2,744.00
	28.16	29.15	30.18	31.30	32.47	33.66	34.30
AIRPORT MANAGER 3	66,532	69,016	71,353	74,045	76,800	79,701	81,308
RM3	2,550.40	2,645.60	2,735.20	2,838.40	2,944.00	3,055.20	3,116.80
	31.88	33.07	34.19	35.48	36.80	38.19	38.96
AREA WORKS SPVR	54,991	56,807	58,790	61,002	63,151	64,424	
ARS	2,108.00	2,177.60	2,253.60	2,338.40	2,420.80	2,469.60	
	26.35	27.22	28.17	29.23	30.26	30.87	
ASST POWR ENG 1ST CL	59,729	61,711	64,007	66,324	68,598	71,040	72,459
AOE	2,289.60	2,365.60	2,453.60	2,542.40	2,629.60	2,723.20	2,777.60
	28.62	29.57	30.67	31.78	32.87	34.04	34.72
ASST POWR ENG 2ND CL	53,489	55,304	57,245	59,249	61,294	63,444	64,717
A2E	2,050.40	2,120.00	2,194.40	2,271.20	2,349.60	2,432.00	2,480.80
	25.63	26.50	27.43	28.39	29.37	30.40	31.01

ASST WORKS SPVR	48,710	50,504	52,049	54,407	56,118	57,162		
AWS	1,867.20	1,936.00	1,995.20	2,085.60	2,151.20	2,191.20		
	23.34	24.20	24.94	26.07	26.89	27.39		
AUTO EQUIP MECH	53,635	55,409	57,245	59,353	60,480			
AEM	2,056.00	2,124.00	2,194.40	2,275.20	2,318.40			
	25.70	26.55	27.43	28.44	28.98			
AUTO EQUIP MECH SRT	52,946	54,699	56,640	58,727	59,896			
AMS	2,029.60	2,096.80	2,171.20	2,251.20	2,296.00			
	25.37	26.21	27.14	28.14	28.70			
AVIONICS TECHNIC 1	54,595	56,640	58,664	60,835	63,005	65,322	67,242	69,412
AT1	2,092.80	2,171.20	2,248.80	2,332.00	2,415.20	2,504.00	2,577.60	2,660.80
	26.16	27.14	28.11	29.15	30.19	31.30	32.22	33.26
	70,831							
	2,715.20							
	33.94							
AVIONICS TECHNIC 2	67,826	70,456	73,190	76,049	79,075	82,184	84,689	87,172
AT2	2,600.00	2,700.80	2,805.60	2,915.20	3,031.20	3,150.40	3,246.40	3,341.60
	32.50	33.76	35.07	36.44	37.89	39.38	40.58	41.77
	88,925							
	3,408.80							
	42.61							
BOAT MATE	40,404	41,760	43,117	44,536	45,871	47,457	48,397	
BMT	1,548.80	1,600.80	1,652.80	1,707.20	1,758.40	1,819.20	1,855.20	
	19.36	20.01	20.66	21.34	21.98	22.74	23.19	
BUILDING SER WRKR 1	35,896	36,939	38,087	39,297	40,529	41,864	42,657	
BW1	1,376.00	1,416.00	1,460.00	1,506.40	1,553.60	1,604.80	1,635.20	
	17.20	17.70	18.25	18.83	19.42	20.06	20.44	
BUILDING SER WRKR 2	36,939	38,087	39,297	40,529	41,864	43,388	44,306	
BW2	1,416.00	1,460.00	1,506.40	1,553.60	1,604.80	1,663.20	1,698.40	
	17.70	18.25	18.83	19.42	20.06	20.79	21.23	
BUILDING SER WRKR 3	38,692	39,986	41,197	42,553	43,951	45,537	46,497	
BW3	1,483.20	1,532.80	1,579.20	1,631.20	1,684.80	1,745.60	1,782.40	
	18.54	19.16	19.74	20.39	21.06	21.82	22.28	
CAMP COOK 1	37,440	38,504	40,049	40,821				
CA1	1,435.20	1,476.00	1,535.20	1,564.80				
	17.94	18.45	19.19	19.56				
CAMP COOK 2	41,197	42,574	43,951	44,786				
CA2	1,579.20	1,632.00	1,684.80	1,716.80				
	19.74	20.40	21.06	21.46				
CASUAL NURSERY WORKER	28,404	29,426	30,031					
CNW	1,088.80	1,128.00	1,151.20					
	13.61	14.10	14.39					

CH POWER ENG 1ST C1E	86,066 3,299.20 41.24	89,385 3,426.40 42.83	92,849 3,559.20 44.49	96,459 3,697.60 46.22	99,298 3,806.40 47.58	102,345 3,923.20 49.04	104,390 4,001.60 50.02
CH POWER ENG 2ND CL C2E	81,642 3,129.60 39.12	84,626 3,244.00 40.55	87,757 3,364.00 42.05	91,221 3,496.80 43.71	93,934 3,600.80 45.01	95,791 3,672.00 45.90	
CH POWER ENG 3RD CL C3E	65,155 2,497.60 31.22	67,492 2,587.20 32.34	69,976 2,682.40 33.53	72,710 2,787.20 34.84	74,191 2,844.00 35.55		
CONSTRUCTION SPVR 1 CU1	60,689 2,326.40 29.08	62,838 2,408.80 30.11	65,176 2,498.40 31.23	67,659 2,593.60 32.42	70,226 2,692.00 33.65	71,562 2,743.20 34.29	
CONSTRUCTION SPVR 2 CU2	67,138 2,573.60 32.17	69,517 2,664.80 33.31	72,251 2,769.60 34.62	75,047 2,876.80 35.96	77,927 2,987.20 37.34	79,492 3,047.20 38.09	
CONSTRUCTION WKR LH CLH	44,390 1,701.60 21.27	45,871 1,758.40 21.98	47,291 1,812.80 22.66	48,251 1,849.60 23.12			
CONSTRUCTION WORKER CWR	41,593 1,594.40 19.93	43,012 1,648.80 20.61	44,452 1,704.00 21.30	45,871 1,758.40 21.98	46,831 1,795.20 22.44		
COOK 1 CK1	41,697 1,598.40 19.98	42,824 1,641.60 20.52	43,889 1,682.40 21.03	45,078 1,728.00 21.60	46,539 1,784.00 22.30	47,896 1,836.00 22.95	48,856 1,872.80 23.41
COOK 2 CK2	46,122 1,768.00 22.10	47,249 1,811.20 22.64	48,480 1,858.40 23.23	49,795 1,908.80 23.86	51,151 1,960.80 24.51	52,550 2,014.40 25.18	53,614 2,055.20 25.69
COOK 3 CK3	49,461 1,896.00 23.70	50,734 1,944.80 24.31	52,070 1,996.00 24.95	53,447 2,048.80 25.61	54,824 2,101.60 26.27	56,327 2,159.20 26.99	57,433 2,201.60 27.52
DEP CH POWER ENG 1ST DOE	77,259 2,961.60 37.02	80,181 3,073.60 38.42	83,311 3,193.60 39.92	86,358 3,310.40 41.38	88,905 3,408.00 42.60	90,699 3,476.80 43.46	
DEP CH POWER ENG 2ND D2E	64,007 2,453.60 30.67	66,324 2,542.40 31.78	68,744 2,635.20 32.94	71,311 2,733.60 34.17	72,751 2,788.80 34.86		
DEP CH POWER ENG 3RD D3E	63,840 2,447.20 30.59	66,011 2,530.40 31.63	68,431 2,623.20 32.79	70,957 2,720.00 34.00	72,376 2,774.40 34.68		

FACILITY MANAGER 1 FM1	41,051 1,573.60 19.67	42,386 1,624.80 20.31	44,911 1,721.60 21.52	46,414 1,779.20 22.24	47,833 1,833.60 22.92	49,440 1,895.20 23.69	51,172 1,961.60 24.52	52,779 2,023.20 25.29
	54,303 2,081.60 26.02	55,409 2,124.00 26.55						
FACILITY MANAGER 2 FM2	47,833 1,833.60 22.92	49,440 1,895.20 23.69	51,172 1,961.60 24.52	52,925 2,028.80 25.36	54,616 2,093.60 26.17	56,786 2,176.80 27.21	58,456 2,240.80 28.01	60,188 2,307.20 28.84
	61,398 2,353.60 29.42							
FACILITY MANAGER 3 FM3	54,616 2,093.60 26.17	56,786 2,176.80 27.21	59,374 2,276.00 28.45	61,941 2,374.40 29.68	64,278 2,464.00 30.80	66,699 2,556.80 31.96	68,598 2,629.60 32.87	70,748 2,712.00 33.90
	72,188 2,767.20 34.59							
FACILITY MANAGER 4 FM4	62,567 2,398.40 29.98	64,884 2,487.20 31.09	67,325 2,580.80 32.26	69,892 2,679.20 33.49	73,670 2,824.00 35.30	76,571 2,935.20 36.69	79,513 3,048.00 38.10	81,871 3,138.40 39.23
	84,376 3,234.40 40.43	86,108 3,300.80 41.26						
FIRE RANGER 1 FR1	36,251 1,389.60 17.37	37,106 1,422.40 17.78	38,296 1,468.00 18.35	39,089 1,498.40 18.73				
FIRE RANGER 2 FR2	39,882 1,528.80 19.11	41,071 1,574.40 19.68	42,637 1,634.40 20.43	43,492 1,667.20 20.84				
FIRE RANGER 3 FR3	41,990 1,609.60 20.12	43,263 1,658.40 20.73	44,598 1,709.60 21.37	45,475 1,743.20 21.79				
FIRE RANGER 4 FR4	44,598 1,709.60 21.37	46,310 1,775.20 22.19	47,729 1,829.60 22.87	48,710 1,867.20 23.34				
FLIGHT SERV OFF 1 FS1	36,939 1,416.00 17.70	38,087 1,460.00 18.25	39,297 1,506.40 18.83	40,529 1,553.60 19.42	41,864 1,604.80 20.06	43,388 1,663.20 20.79	44,306 1,698.40 21.23	
FLIGHT SERV OFF 2 FS2	41,051 1,573.60 19.67	42,365 1,624.00 20.30	43,722 1,676.00 20.95	45,078 1,728.00 21.60	46,706 1,790.40 22.38	48,230 1,848.80 23.11	49,211 1,886.40 23.58	

FLIGHT SERV OFF 3	45,078	46,706	48,230	49,857	51,485	53,468	54,553
FS3	1,728.00	1,790.40	1,848.80	1,911.20	1,973.60	2,049.60	2,091.20
	21.60	22.38	23.11	23.89	24.67	25.62	26.14
FOOD SERVICES SPVR	48,230	49,857	51,485	53,468	55,325	57,412	58,581
CK5	1,848.80	1,911.20	1,973.60	2,049.60	2,120.80	2,200.80	2,245.60
	23.11	23.89	24.67	25.62	26.51	27.51	28.07
GARAGE WORKS SPVR	60,605	62,859	65,113	67,638	70,059	71,437	
GWS	2,323.20	2,409.60	2,496.00	2,592.80	2,685.60	2,738.40	
	29.04	30.12	31.20	32.41	33.57	34.23	
GARDENER 1	40,404	41,760	43,117	44,536	45,871	47,457	48,397
GR1	1,548.80	1,600.80	1,652.80	1,707.20	1,758.40	1,819.20	1,855.20
	19.36	20.01	20.66	21.34	21.98	22.74	23.19
GARDENER 2	41,760	43,117	44,536	45,871	47,457	49,106	50,087
GR2	1,600.80	1,652.80	1,707.20	1,758.40	1,819.20	1,882.40	1,920.00
	20.01	20.66	21.34	21.98	22.74	23.53	24.00
GARDENER 3	44,536	45,871	47,457	49,106	50,797	52,529	53,593
GR3	1,707.20	1,758.40	1,819.20	1,882.40	1,947.20	2,013.60	2,054.40
	21.34	21.98	22.74	23.53	24.34	25.17	25.68
GARDENER 4	55,325	57,412	59,478	61,670	64,132	66,365	67,701
GR4	2,120.80	2,200.80	2,280.00	2,364.00	2,458.40	2,544.00	2,595.20
	26.51	27.51	28.50	29.55	30.73	31.80	32.44
HATCHERY ASSISTANT	38,087	39,297	40,445	41,217			
HA	1,460.00	1,506.40	1,550.40	1,580.00			
	18.25	18.83	19.38	19.75			
HATCHERY HELPER	36,939	38,087	38,817				
HH	1,416.00	1,460.00	1,488.00				
	17.70	18.25	18.60				
HIGHWYS EQUIP PAINT	41,760	43,117	44,536	45,871	47,457	49,106	50,087
HEP	1,600.80	1,652.80	1,707.20	1,758.40	1,819.20	1,882.40	1,920.00
	20.01	20.66	21.34	21.98	22.74	23.53	24.00
LABOURER/MAINTENANCE W	37,941	39,131	40,612	41,426			
LAB/MW1	1,454.40	1,500.00	1,556.80	1,588.00			
	18.18	18.75	19.46	19.85			
LAUNDRY WORKER	40,863	42,073	43,117	44,390	45,600	46,852	47,750
LWR	1,566.40	1,612.80	1,652.80	1,701.60	1,748.00	1,796.00	1,830.40
	19.58	20.16	20.66	21.27	21.85	22.45	22.88
MACHINIST	58,101	60,063	62,150	64,466	66,428	68,348	69,684
MC	2,227.20	2,302.40	2,382.40	2,471.20	2,546.40	2,620.00	2,671.20
	27.84	28.78	29.78	30.89	31.83	32.75	33.39
MACHINIST SRT	60,063	62,150	64,466	66,804	68,870	70,915	72,271
SMC	2,302.40	2,382.40	2,471.20	2,560.80	2,640.00	2,718.40	2,770.40
	28.78	29.78	30.89	32.01	33.00	33.98	34.63

MAINT ASSISTANT MAN	43,158 1,654.40 20.68	44,515 1,706.40 21.33	45,913 1,760.00 22.00	47,395 1,816.80 22.71	49,002 1,878.40 23.48	50,713 1,944.00 24.30	51,715 1,982.40 24.78
MAINT TRADES 1 SRT SM1	54,073 2,072.80 25.91	56,097 2,150.40 26.88	57,955 2,221.60 27.77	59,937 2,297.60 28.72	61,795 2,368.80 29.61	63,026 2,416.00 30.20	
MAINT TRADES 2 SRT SM2	57,955 2,221.60 27.77	59,937 2,297.60 28.72	62,150 2,382.40 29.78	64,424 2,469.60 30.87	66,407 2,545.60 31.82	67,743 2,596.80 32.46	
MAINT TRADES 3 SRT SM3	64,424 2,469.60 30.87	66,804 2,560.80 32.01	69,454 2,662.40 33.28	71,854 2,754.40 34.43	74,087 2,840.00 35.50	76,237 2,922.40 36.53	77,781 2,981.60 37.27
MAINT TRADESPERSN 1 MM1	52,299 2,004.80 25.06	54,073 2,072.80 25.91	56,097 2,150.40 26.88	57,955 2,221.60 27.77	59,708 2,288.80 28.61	60,877 2,333.60 29.17	
MAINT TRADESPERSN 2 MM2	56,097 2,150.40 26.88	57,955 2,221.60 27.77	59,937 2,297.60 28.72	62,150 2,382.40 29.78	64,132 2,458.40 30.73	65,343 2,504.80 31.31	
MAINT TRADESPERSN 3 MM3	63,402 2,430.40 30.38	65,677 2,517.60 31.47	68,160 2,612.80 32.66	70,852 2,716.00 33.95	72,939 2,796.00 34.95	75,131 2,880.00 36.00	76,633 2,937.60 36.72
MECH EQ MECH 2 SRT M2S	60,063 2,302.40 28.78	62,150 2,382.40 29.78	64,466 2,471.20 30.89	66,804 2,560.80 32.01	68,870 2,640.00 33.00	70,915 2,718.40 33.98	72,271 2,770.40 34.63
MECH EQUIP MECH 1 ME1	50,651 1,941.60 24.27	52,299 2,004.80 25.06	54,136 2,075.20 25.94	55,951 2,144.80 26.81	57,621 2,208.80 27.61	59,311 2,273.60 28.42	60,459 2,317.60 28.97
MECH EQUIP MECH 2 ME2	58,101 2,227.20 27.84	60,063 2,302.40 28.78	62,150 2,382.40 29.78	64,466 2,471.20 30.89	66,428 2,546.40 31.83	68,348 2,620.00 32.75	69,684 2,671.20 33.39
MECH SUPERVISOR MSR	60,459 2,317.60 28.97	62,567 2,398.40 29.98	64,884 2,487.20 31.09	67,304 2,580.00 32.25	69,892 2,679.20 33.49	72,501 2,779.20 34.74	73,920 2,833.60 35.42
MECHANIC 1 MH1	46,936 1,799.20 22.49	48,397 1,855.20 23.19	49,962 1,915.20 23.94	51,757 1,984.00 24.80	53,468 2,049.60 25.62	54,553 2,091.20 26.14	
MECHANIC 2 MH2	49,148 1,884.00 23.55	50,838 1,948.80 24.36	52,571 2,015.20 25.19	54,532 2,090.40 26.13	56,327 2,159.20 26.99	57,433 2,201.60 27.52	
MOBILE SUPPORT SPVR MPS	42,365 1,624.00 20.30	43,722 1,676.00 20.95	45,078 1,728.00 21.60	46,706 1,790.40 22.38	48,230 1,848.80 23.11	49,857 1,911.20 23.89	50,880 1,950.40 24.38

OPERATOR 1/MAINTENANCE OR1/MW2	41,051 1,573.60 19.67	41,969 1,608.80 20.11	42,762 1,639.20 20.49				
OPERATOR 2/MAINTENANCE OR2/MW2	43,284 1,659.20 20.74	44,223 1,695.20 21.19	44,995 1,724.80 21.56				
OPERATOR 3/MAINTENANCE OR3/MW3	46,372 1,777.60 22.22	47,270 1,812.00 22.65	48,230 1,848.80 23.11				
OPERATOR 4/MAINTENANCE OR4/MW3	48,063 1,842.40 23.03	49,023 1,879.20 23.49	49,983 1,916.00 23.95				
OPERATOR 5 OR5	49,920 1,913.60 23.92	50,964 1,953.60 24.42	51,965 1,992.00 24.90				
PARK ATTENDANT 1 KA1	32,974 1,264.00 15.80	33,892 1,299.20 16.24	35,019 1,342.40 16.78	35,812 1,372.80 17.16	36,981 1,417.60 17.72	37,732 1,446.40 18.08	
PARK ATTENDANT 2 KA2	35,019 1,342.40 16.78	35,812 1,372.80 17.16	36,981 1,417.60 17.72	38,087 1,460.00 18.25	39,235 1,504.00 18.80	40,028 1,534.40 19.18	
PARK ATTENDANT 3 KA3	38,087 1,460.00 18.25	39,235 1,504.00 18.80	40,466 1,551.20 19.39	41,823 1,603.20 20.04	43,054 1,650.40 20.63	43,951 1,684.80 21.06	
PARK ATTENDANT 4 KA4	40,466 1,551.20 19.39	41,823 1,603.20 20.04	43,054 1,650.40 20.63	44,682 1,712.80 21.41	46,122 1,768.00 22.10	47,061 1,804.00 22.55	
PARK WORKS SPVR 1 PK1	43,137 1,653.60 20.67	44,577 1,708.80 21.36	45,955 1,761.60 22.02	47,457 1,819.20 22.74	49,064 1,880.80 23.51	50,755 1,945.60 24.32	51,757 1,984.00 24.80
PARK WORKS SPVR 2 PK2	44,577 1,708.80 21.36	45,955 1,761.60 22.02	47,457 1,819.20 22.74	49,064 1,880.80 23.51	50,755 1,945.60 24.32	52,487 2,012.00 25.15	53,551 2,052.80 25.66
PARK WORKS SPVR 3 PK3	47,332 1,814.40 22.68	48,877 1,873.60 23.42	50,504 1,936.00 24.20	52,278 2,004.00 25.05	54,052 2,072.00 25.90	56,014 2,147.20 26.84	57,120 2,189.60 27.37
PILOT 1 PL1	66,595 2,552.80 31.91	69,099 2,648.80 33.11	71,562 2,743.20 34.29	74,212 2,844.80 35.56	77,134 2,956.80 36.96	80,181 3,073.60 38.42	81,767 3,134.40 39.18
PILOT 2 PL2	70,372 2,697.60 33.72	72,877 2,793.60 34.92	75,715 2,902.40 36.28	78,616 3,013.60 37.67	81,684 3,131.20 39.14	84,835 3,252.00 40.65	86,484 3,315.20 41.44

PILOT 3	80,181	83,165	86,484	89,865	93,433	97,336	99,318
PL3	3,073.60	3,188.00	3,315.20	3,444.80	3,581.60	3,731.20	3,807.20
	38.42	39.85	41.44	43.06	44.77	46.64	47.59
PILOT 4	84,731	88,216	91,555	95,478	99,298	103,618	105,642
PL4	3,248.00	3,381.60	3,509.60	3,660.00	3,806.40	3,972.00	4,049.60
	40.60	42.27	43.87	45.75	47.58	49.65	50.62
PILOT 5	91,555	95,478	99,298	103,618	108,125	112,758	115,012
PL5	3,509.60	3,660.00	3,806.40	3,972.00	4,144.80	4,322.40	4,408.80
	43.87	45.75	47.58	49.65	51.81	54.03	55.11
POWER ENG 1ST CL PL	74,692	77,238	80,139	83,291	85,711	87,444	
O1E	2,863.20	2,960.80	3,072.00	3,192.80	3,285.60	3,352.00	
	35.79	37.01	38.40	39.91	41.07	41.90	
POWER ENG 2ND CL PL	66,198	68,661	71,103	73,774	75,256		
O2E	2,537.60	2,632.00	2,725.60	2,828.00	2,884.80		
	31.72	32.90	34.07	35.35	36.06		
POWER ENG 3RD CL PL	57,204	59,207	61,211	63,506	64,779		
O3E	2,192.80	2,269.60	2,346.40	2,434.40	2,483.20		
	27.41	28.37	29.33	30.43	31.04		
POWER ENG 5TH CL	45,308	46,811	48,188	49,857	50,859		
O5E	1,736.80	1,794.40	1,847.20	1,911.20	1,949.60		
	21.71	22.43	23.09	23.89	24.37		
PROJECT WORKS SPVR	49,586	51,381	53,364	55,075	56,202		
PWS	1,900.80	1,969.60	2,045.60	2,111.20	2,154.40		
	23.76	24.62	25.57	26.39	26.93		
RADIO TECHNICIAN 1	45,078	46,706	48,230	49,857	51,485	53,468	54,553
RT1	1,728.00	1,790.40	1,848.80	1,911.20	1,973.60	2,049.60	2,091.20
	21.60	22.38	23.11	23.89	24.67	25.62	26.14
RADIO TECHNICIAN 2	50,797	52,529	54,303	56,390	58,393	60,584	61,774
RT2	1,947.20	2,013.60	2,081.60	2,161.60	2,238.40	2,322.40	2,368.00
	24.34	25.17	26.02	27.02	27.98	29.03	29.60
RADIO TECHNICIAN 3	53,468	55,325	57,412	59,478	61,670	64,132	65,343
RT3	2,049.60	2,120.80	2,200.80	2,280.00	2,364.00	2,458.40	2,504.80
	25.62	26.51	27.51	28.50	29.55	30.73	31.31
SECURITY OFFICER 1	39,840	41,030	42,282	43,638	45,037	46,393	47,311
BG	1,527.20	1,572.80	1,620.80	1,672.80	1,726.40	1,778.40	1,813.60
	19.09	19.66	20.26	20.91	21.58	22.23	22.67
SECURITY OFFICER 2	42,741	44,077	45,517	46,977	48,480	50,066	51,047
HGG	1,638.40	1,689.60	1,744.80	1,800.80	1,858.40	1,919.20	1,956.80
	20.48	21.12	21.81	22.51	23.23	23.99	24.46
SERVICE WORKER 1	35,833	36,793	37,837	38,859	39,924	40,675	
SK1	1,373.60	1,410.40	1,450.40	1,489.60	1,530.40	1,559.20	
	17.17	17.63	18.13	18.62	19.13	19.49	

SERVICE WORKER 2 SK2	41,447 1,588.80 19.86	42,574 1,632.00 20.40	43,680 1,674.40 20.93	44,953 1,723.20 21.54	46,205 1,771.20 22.14	47,437 1,818.40 22.73	48,376 1,854.40 23.18
SERVICE WORKER 3 SK3	43,409 1,664.00 20.80	44,473 1,704.80 21.31	45,934 1,760.80 22.01	47,311 1,813.60 22.67	48,793 1,870.40 23.38	50,254 1,926.40 24.08	51,277 1,965.60 24.57
SERVICE WORKER 4 SK4	45,308 1,736.80 21.71	46,664 1,788.80 22.36	48,188 1,847.20 23.09	49,670 1,904.00 23.80	51,381 1,969.60 24.62	53,155 2,037.60 25.47	54,177 2,076.80 25.96
SIGNALS TECH 1 SG1	66,428 2,546.40 31.83	68,807 2,637.60 32.97	71,353 2,735.20 34.19	74,212 2,844.80 35.56	75,694 2,901.60 36.27		
SIGNALS TECH 2 SG2	68,807 2,637.60 32.97	71,353 2,735.20 34.19	74,212 2,844.80 35.56	76,821 2,944.80 36.81	78,344 3,003.20 37.54		
SPVRING MECHANIC SVM	51,485 1,973.60 24.67	53,468 2,049.60 25.62	55,325 2,120.80 26.51	57,412 2,200.80 27.51	58,581 2,245.60 28.07		
TRADES HELPER TRH	39,590 1,517.60 18.97	40,884 1,567.20 19.59	42,219 1,618.40 20.23	43,534 1,668.80 20.86	44,911 1,721.60 21.52	46,393 1,778.40 22.23	47,291 1,812.80 22.66
TRADES HELPER LH TRL	40,884 1,567.20 19.59	42,219 1,618.40 20.23	43,534 1,668.80 20.86	44,911 1,721.60 21.52	46,393 1,778.40 22.23	48,084 1,843.20 23.04	49,044 1,880.00 23.50
WELDER WL	58,101 2,227.20 27.84	60,063 2,302.40 28.78	62,150 2,382.40 29.78	64,466 2,471.20 30.89	66,428 2,546.40 31.83	68,348 2,620.00 32.75	69,684 2,671.20 33.39
WELDER SRT SWL	57,371 2,199.20 27.49	59,395 2,276.80 28.46	61,565 2,360.00 29.50	63,840 2,447.20 30.59	65,739 2,520.00 31.50	67,722 2,596.00 32.45	69,058 2,647.20 33.09
WORKS SPVR WKS	51,005 1,955.20 24.44	52,842 2,025.60 25.32	54,950 2,106.40 26.33	57,016 2,185.60 27.32	58,143 2,228.80 27.86		
WORKS SUPT 1 WT1	49,106 1,882.40 23.53	50,797 1,947.20 24.34	52,529 2,013.60 25.17	54,303 2,081.60 26.02	56,390 2,161.60 27.02	58,393 2,238.40 27.98	59,583 2,284.00 28.55
WORKS SUPT 2 WT2	52,529 2,013.60 25.17	54,303 2,081.60 26.02	56,390 2,161.60 27.02	58,393 2,238.40 27.98	60,584 2,322.40 29.03	62,859 2,409.60 30.12	64,153 2,459.20 30.74
WR SUPERVISOR WRS	53,384 2,046.40 25.58	55,179 2,115.20 26.44	57,099 2,188.80 27.36	59,249 2,271.20 28.39	61,336 2,351.20 29.39	62,546 2,397.60 29.97	

**The following letters
are attached for
informational purposes
only.**

**They do not form
part of the
Collective Agreement.**

LETTER OF INTENT

Subject: Resource Officers Compulsory Transfers

The Employer will implement the recommendations of the review committee regarding the principles associated with Resource Officer Compulsory Transfers and further agrees to implement the following recommendations.

- Resource Officer Compulsory Transfers
- Additional Expense Claims

The following represent expenses, in addition to those eligible for claim under the existing General Manual of Administration provisions, that are eligible for claim by Resource Officers based on costs associated with compulsory transfers and subject to the same approval processes under the General Manual of Administration.

Direct Moving Costs:

1. Receipted expenses incurred with direct moves for matters such as paid home inspection of new home, utility hook-ups, mail redirect, cleaning of new residence, window blinds etc.
2. One additional pre-location trip at the discretion of the Regional Director, to a maximum of eight (8) days when purchasing or renting a house in a new location.
3. Required relocation costs incurred such as legal, survey, real estate and banking.
4. Invoke the "inability to sell" subsidy mechanism after thirty (30) days on the market as opposed to the existing ninety (90) day provision.
5. Allow for variation or waiver of the three restrictions associated with the maximum value of a house eligible for claim in certain circumstances.
6. Eliminate exclusion from moving costs for recreational equipment such as campers, outdoor recreation vehicles, trailers and boats.
7. Expenses to relocate a second vehicle.

Associated Relocation Incentives:

The following incentives may be claimed based on eligibility criteria and maximums established by the Employer.

1. Provide a paid move to a location in Manitoba for officers on retirement.

A retention allowance to offset costs associated with officers agreeing to remain in an isolated or remote location longer than their mandatory posting requirement.

LETTER OF INTENT

SUBJECT: Civil Liability Coverage for Individuals Formerly Employed Under the Government Employees' Master Agreement who have resigned or retired

The following shall be applicable to individuals formerly employed under the Government Employees' Master Agreement who have resigned or retired:

If an action or proceeding is brought against the employee for an alleged tort committed by that employee in the performance of his or her duties during the term of his or her employment by the government, the Civil Liability provisions of the Master Agreement apply.

The process set out in those provisions shall apply.

LETTER OF INTENT

SUBJECT: Pay Issues

The Employer confirms that during the term of the Government Employees' Master Agreement (GEMA) the Union may raise pay issues for consideration by the Employer. The Employer shall consider these pay issues and provide a response to the Union.

LETTER OF INTENT

SUBJECT: Carryover of Vacation Credits to Retirement

This letter confirms that, effective April 1, 2004 the Employer's policy respecting the carryover of vacation credits to retirement will be amended to allow banking of vacation credits to commence up to five years prior to the employee's retirement date. The letter will confirm that the following conditions apply:

- An employee must provide a retirement date in writing to the Employer.
- In accordance with the GEMA, only a maximum of one year's vacation credits may be carried forward from one vacation year to the next.
- An employee may only cash-out a maximum of fifty (50) days of vacation credits upon retirement for pension purposes.

LETTER OF INTENT

SUBJECT: “T2200 – Declaration of Conditions of Employment”

The employer confirms that during the term of the Government Employees’ Master Agreement (GEMA), March 22, 2014 to March 29, 2019, employees requesting a “T2200 – Declaration of Conditions of Employment” form are required to submit a written request to their immediate Supervisor.

The immediate Supervisor shall forward the written request to the Senior Financial Officer (SFO), or designate, of the Department. The form will be completed by the SFO, or designate, subject to the CRA Guidelines and issued where appropriate, to the employee making the request.

The SFO, or designate, for the Department concerned is the only person authorized to sign these forms on behalf of the Government of Manitoba. This will ensure that all employees of the Government of Manitoba are compliant with Canada Revenue Agency requirements.

Refer to CRA Guide T4044 (<http://www.cra-arc.gc.ca/E/pub/tg/t4044/t4044-e.html#tphp>) for more detail.



October 5, 2022

Assistant Deputy Minister,
Workforce Relations

LETTER OF INTENT

SUBJECT: Justice and Dignity Policy

The Employer commits upon implementation of a Justice and Dignity Policy that any substantive changes to that Policy will only be made after consultation with The Manitoba Government and General Employees' Union.



Assistant Deputy Minister,
Workforce Relations

October 5, 2022

JUSTICE AND DIGNITY POLICY

The Manitoba government recognizes its responsibility to build and maintain a diverse, respectful workplace where all employees enjoy an environment in which the dignity and self-respect of every person is valued and which is free of offensive remarks, material or inappropriate behaviour.

All employees share in this responsibility and are expected to exhibit honesty, integrity and high standards of personal conduct.

From time to time, situations may arise that require management to investigate allegations of inappropriate behaviour or wrongdoing by an employee.

The employer shall apply the principles of justice and dignity in the investigation and resolution of these situations.

Objectives

In alignment with the principles of justice and dignity, the policy objectives are as follows:

- To ensure the rights, responsibilities and obligations of all parties are respected in the investigation and resolution process.
- To make employees and supervisors aware of and understand the requirements and expectations around an investigation and resolution process.
- To provide supervisors with the knowledge, tools and supports to address the investigation and resolution process.

Principles

In accordance with The Public Service Act and the Manitoba Government Code of Conduct, employees must conduct themselves in a manner that upholds public trust and is consistent with the values for an ethical public service.

Application

This policy applies to employees of the core public service, employees for the officers of the Legislature (Section 58(1) The Public Service Act) and political staff (Section 6.5(1) Public Service Regulation).

If there is an allegation of a criminal offence having been committed by the employee, the employer will follow the Criminal Charges Policy. Where any conflict arises between this policy and the Criminal Charges Policy, this policy shall prevail.

Responsibilities

Employee

- Fully cooperates with the employer in the course of any investigation.
- Works cooperatively with the employer to implement position modifications or redeployment, as required.

Supervisor

- Conducts investigation of allegations of inappropriate behavior or wrongdoing by an employee, whether by internal or external agencies, in a timely manner.

- Informs the employee of the status of the investigation on a regular basis or at the request of the employee.
- Will expeditiously conduct a preliminary assessment of the situation including a determination of whether a criminal offence is alleged to have taken place.
- In situations not involving an allegation of a criminal offence, continues the preliminary assessment by reviewing the impact on the organization and the individual of the alleged behaviour.
- Provides preliminary assessment findings to the Deputy Minister or designate of the applicable department for review, and action.
- If it is determined there is no impact on the workplace, the employee is returned to current duties.
- If it is determined there is an impact on the workplace, consults with Human Resources and determines if the employee is unable or unsuitable to perform the current duties.
- Considers whether modifications can be made to the position to ensure there is no impact and allow the employee to work while a formal investigation is undertaken.
- If modification to the position is not possible, implements an interim redeployment to other work that is available and suitable for the employee in the department or in another department, for which compensation during such an interim redeployment shall be at the employee's current rate of pay.
- Considers a leave of absence in situations where alternative work assignments have been thoroughly explored and determined to be unviable. There must be compelling and exceptional reasons to warrant placing an employee on a leave of absence of any kind or duration. A leave of absence in such circumstances shall normally be with pay.
- Conducts a formal investigation to determine the nature and extent of the alleged inappropriate behavior or wrongdoing.
- Reviews an employee's status on a regular basis during both the informal and formal investigation phases to determine whether circumstances have changed to warrant an alteration in the employee's employment or leave status.

Deputy Minister or designate

- Responsible for the department's workforce management including overseeing the attendance, conduct and performance of the department's employees (S. 27(1) Public Service Act).
- Reviews preliminary assessment findings.
- Consults with Human Resources in cases where the employee is unable or unsuitable to perform the current duties.
- After reviewing with Workforce Relations Division, considers a leave of absence in situations where alternative work assignments have been thoroughly explored and determined to be unviable.

Human Resources

- Advise managers and employees on the interpretation and application of this policy.
- Support the resolution of issues as required.
- Consults with Workforce Relations Division as required.

Workforce Relations Division

- Provides advice and guidance, when a department is considering placing an employee on a leave of absence, to ensure appropriateness and consistency of application.
- Advises regarding the interpretation, application and administration of this policy.

Definitions:

Department: means a department as defined in The Executive Government Organization Act.

Deputy Minister: means the deputy minister of a department appointed under subsection 33(2) of The Public Service Act.

Dignity: encompasses self-respect and having an appreciation of the formality or gravity of an occasion or situation.

Employee: as defined in The Public Service Act, means an individual employed in the public service and, unless otherwise indicated, includes a manager or executive.

Justice: relates to the moral principle determining just conduct by way of fairness, integrity and honesty.

Preliminary Assessment: is an investigation into an allegation of inappropriate behavior or wrongdoing by an employee, the purpose of which is for the employer to ascertain the fundamental nature and extent of the matter. This assessment will include a determination as to whether a criminal offence is being alleged to have taken place. If not involving an allegation of a criminal offence the employer shall continue the preliminary assessment, including reviewing the factors affecting the organization and the individual of the alleged behavior, to determine the employee's status.

Supervisor: means an employee, including managers or executives, responsible for supervising one or more employees.

Compliance/Non-compliance

Any breach of this policy may result in discipline, up to and including dismissal.

Review Process

Deputy Ministers are responsible for adhering to this policy within their organizations and for ensuring that any violations of the policy are addressed.

The Public Service Commission may review and investigate breaches of the Public Service Act, the code of conduct or a workforce management policy.

Related Policies

Respectful Workplace Policy

Manitoba Government Code of Conduct

Criminal Charges Policy

Resources and Tools

The following factors, reflecting the impact on the organization and the individual, should be reviewed in determining the employee's status during the preliminary assessment. Some or all of these factors may apply to the situation:

Risk	Does the employee's presence in the workplace create concerns regarding the safety of employees or the security of government's property? Are employees reluctant to work with the employee?
Competence	Can the employee continue in the current work assignment?
Employer's Business Interests	Does the conduct present potential or real harm to the service provided by the employer?
Type of Work	Is the conduct directly related to the employee's current duties? Does the employee hold a position of trust?
Government Values	Does the conduct violate a value or principle held by the government?
Reputation and Public Confidence	Does the conduct potentially affect the department's reputation with the general public and with clients?
Employee's Role in the Organization	An employee in a professional and/or management position must demonstrate a higher standard of conduct than other employees.

Version Effective date: July 15, 2022

LETTER OF INTENT

SUBJECT: Manitoba Conservation Green Team Youth Employment Program

The employer confirms that, subject to annual budgetary approvals, persons employed in the Green Team Youth Employment Program will normally be employed within the parameters of the attached guidelines.

The funding for the Program is provided by the Rural Economic Development Initiative (Manitoba Agriculture Food and Rural Initiatives; Local Government; and Healthy Living, Youth and Seniors Secretariat) subject to Treasury Board approval on an annual basis and is therefore recognized as separate and apart from the Department of Conservation's funding for regular, term and departmental employment.

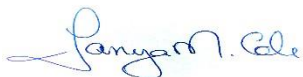
Intent:

The intent of the Conservation Green Team program is to provide local employment to youth between the ages of 16 to 24 in rural Manitoba. The jobs are to be primarily outdoor work experience, labour type tasks performed in various Provincial Park and camp ground areas, and other provincially supported initiatives such as Oak Hammock Marsh, Interpretative Centre and the North American Game Wardens Museum, assist with rehabilitating injured wildlife and are not to perform the same duties as regular staff.

The program starts in May and ends in August of each year. Green Team members are terminated at the conclusion of each year's program, and have no rights to recall.

Under appropriate supervision and training, Green Team members are to perform related duties within guidelines listed below:

- General grounds maintenance and backwoods cleanup of parks and other natural areas, eg. wildlife management areas, including operating powered push mowers and powered weed/grass trimmers
- Litter collection / clean up on existing back country canoe routes, hiking trails, public waysides, public beaches, campgrounds and fire pits
- Tree planting in some rural Manitoba points to replace trees lost to Dutch Elm Disease or other related diseases
- Constructing access stairs and ramps for the disabled at various back country hiking trails, boat landings, etc.
- Minor structure repairs and painting, e.g. campgrounds, backcountry facilities, etc.
- Guiding tourists, e.g. serving as campground hosts; park interpretation, distributing handouts for special events or celebrations at park gates, campgrounds, and other provincially supported venues, etc.
- Assisting conservation staff in resource management activities
- Perform indoor clean up of shop areas / vehicles in inclement weather



October 5, 2022

Assistant Deputy Minister,
Workforce Relations

LETTER OF INTENT

SUBJECT: S.T.E.P. Program

At the request of the union, representatives of the STEP program will meet and discuss the STEP program with the union.



Assistant Deputy Minister,
Workforce Relations

October 5, 2022