

**MANITOBA GOVERNMENT EMPLOYEES'
MASTER AGREEMENT**

Between

PROVINCE OF MANITOBA

And

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

March 18, 2006 - March 26, 2010

GOVERNMENT EMPLOYEES' MASTER AGREEMENT

2006 - 2010

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The following letters are attached for informational purposes only.

They do not form part of the Collective Agreement.

- Letter of Intent - Resource Officers Compulsory Transfers

- Letter of Intent - Civil Liability Coverage for Individuals Formerly Employed Under the Government Employees' Master Agreement Who Have Resigned or Retired

- Letter of Intent - Pay Issues

- Letter of Intent - Carry-Over of Vacation Credits to Retirement

- Letter of Intent - Justice and Dignity

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

THIS AGREEMENT made this 21st day of December, 2006.

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 Civil 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 one-quarter (7¼) hour day employees, one (1) year of accumulated service equals 1885 hours of accumulated service. The figures for 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 (1885) hours;
 - (e) when an employee converts from 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 our 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 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 Civil Service Commission, constituted under The Civil Service Act or any person designated as a Commission Officer.
- 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 Transportation and Government Services or the Department of Conservation 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 Provincial Audit Branch, the Provincial Auditor;
- (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 Civil Service Act.
- 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 18, 2006 and shall continue in effect up to and including March 26, 2010 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 party giving notice agrees to deliver to the other their written proposals for the revision of the Agreement at least thirty (30) 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 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 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 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 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 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.).
- 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.

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 February 1st and March 15th in each year to review the status of all term employees with more than twenty-four (24) continuous months of service.
- 5:09 The changes to this Article are effective October 1, 2000.

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 practised with respect to any employee by reason of age, sex, marital status, sexual orientation, race, creed, colour, ethnic or national origin, political or religious affiliation or membership in the Union or activities in the Union.
- 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 Section 14 of The Civil Service Act, 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 Notwithstanding Section :01, first consideration for filling vacancies or new positions shall be given to persons on the re-employment list.
- 11:03 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.

- 11:04 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.
- 11:05 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.
- 11:06 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.
- 11:07 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.
- 11:08 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 Treasury Board 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 Treasury Board 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 the forms required by the Regulations.
- 12:04 The cost of any examination referred to in Sections :01 and :02 will be paid by the employing authority.

PROBATION

- 13:01 Subject to Section :08, every person appointed to a position 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.
- 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 initial probation period. This initial probation period shall not exceed twelve (12) months.
- 13:05 An employee who is rejected during the initial 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 Where an employee has been rejected during probation 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.
- 13:07 Where an employee has been rejected during probation 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.
- 13:08 An employee shall not be required to serve a further probation 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.
- 13:09 Subject to Section :07, the rejection of an employee on probation is neither appealable nor arbitrable.
- 13:10 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.
- 13:11 An employee who is temporarily appointed to another position on an acting basis is not considered to be on probation. 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 probation period.
- 13:12 All changes to this Article shall become effective the first of the month following the date of the signing of this Agreement and are applicable to all employees hired on or after this date.

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, the anniversary date of an employee is the first of the month which follows the date on which the employee is employed in a position in the civil service.
- 16:03 The anniversary date for an employee affected by the provision of Section 11(4) of The Civil Service Act 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).

DISCIPLINARY ACTION

- 17:01 An employee shall only be disciplined for just cause.
- 17:02 A hearing may be held with an employee prior to making a determination to suspend or dismiss an employee. The employee has the option to have a representative present.
- 17:03 Where a written report recommending disciplinary action is to be placed on an employee’s file, the employee shall be given an opportunity to sign the report indicating it has been read. Upon signing the employee shall receive a copy of such a report.

- 17:04 Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall sign a copy only to acknowledge its receipt and shall retain a copy.
- 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 :04, :05 and :06, 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 :06 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.

- 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 with reasonable notice to inspect and repair its equipment as necessary.
- 22:07 A joint committee will be established to review specific work at home issues not covered by these provisions.

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 two (2) 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". The parties agree to establish a joint committee to review the existing policy respecting "Expenses of Removal or Transfer" and recommend changes to government.
- 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 Civil Service 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. The decision at Step 2 may be appealed to the Civil Service Commission. The decision of the Commission is final for such grievances.
- 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 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 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 equal 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 ¼) 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	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	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 (1/2) 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 Notwithstanding Subsection :03(b) an employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive the employee's regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday.
- 26:05 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 does work on the holiday, the employee shall be paid wages equivalent to one and one-half times (1½ x) the employee's regular rate for the time worked on that day.
- 26:06 Subject to Section :08, 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 (1½ x) 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.
- 26:07 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.
- 26:08 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 (1½ 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 (1½ 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 :06(a) or :06(b).
- 26:09 Subject to Section :10, the accumulated compensatory leave referred to in Section :08 above, shall be taken in the vacation year in which it is earned.
- 26:10 The employing authority may allow accumulated compensatory leave in lieu of statutory holidays to be carried forward to the next vacation year.
- 26:11 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.

- 26:12 An employee who leaves the service, shall receive pay in lieu of the compensatory leave that has not been granted.
- 26:13 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 injury or disability occurred;
 - (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 (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 (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 (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 (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 (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 (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 (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 (1,885) hours;
 - (b) divide by 2,080 (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 one-quarter (7 $\frac{1}{4}$) and round down to the nearest quarter ($\frac{1}{4}$) 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 Transportation & Government Services who have regularly been assigned by the department to work a work week of forty-five (45), fifty/fourty (50/40) or fifty-four (54) hours as set out in Subsections 2:03 (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/fourty (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 (3.625) hours for each 80 (72.5) hours of accumulated service; and
(b) after the first four (4) years of calendar service, at the rate of 8.0 (7.25) hours for each 80 (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 (1,508) hours).

28:05 Treasury Board, at the request of the employing authority, may grant, in addition to the sick leave accumulated under this Agreement:
(a) to an employee who has been employed for not less than ten (10) calendar years but less than fifteen (15) calendar years, and who has been granted not more than two hundred and eight (208) working days (1,664 (1,508) hours) of sick leave with pay during the employee's years of service, an additional period of sick leave with pay, which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and twenty eight (228) working days (1,824 (1,653) hours);
(b) to an employee who has been employed for not less than fifteen (15) calendar years but less than twenty (20) calendar years, and who has been granted not more than two hundred and twenty eight (228) working days (1,824 (1,653) hours) of sick leave during the employee's years of service, an additional period of sick leave with pay which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and fifty-six (256) working days (2,048 (1,856) hours); and
(c) to an employee who has been employed for not less twenty (20) calendar years and who has been granted not more than two hundred and fifty-six (256) working days (2,048 (1,856) hours) of sick leave during the employee's years of service, an additional period of sick leave with pay which additional leave will increase the total sick leave for all the employee's years of service to not more than two hundred and ninety-six (296) working days (2,368 (2,146) hours).

28:06 With the approval of the Lieutenant Governor in Council, additional sick leave with pay may be granted over and above an employee's accumulated sick leave and additional sick leave granted under Section :05.

28:07 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 (1,508) hours) in accordance with Section :02.

28:08 An employee shall accumulate sick leave credits from the date of commencement of employment.

28:09 Sick leave shall not be taken in advance of when it is earned.

28:10 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.

- 28:11 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.
- 28:12 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.
- 28:13 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.
- 28:14 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.
- 28:15 Where an employee has been absent for a period of three (3) working days or less because of sickness, the employee shall complete and submit a return on a form as required by the Regulations.
- 28:16 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.
- 28:17 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.

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 If an employee is absent from work as a result of an injury for which a Workers Compensation claim has been filed and provided the employee has sufficient sick leave credits, the following shall apply:
- (a) for the first fifteen (15) working days of the employee's absence, the employee will be placed on sick leave;
 - (b) any amounts payable to the employee from Workers Compensation shall be remitted directly to the government;
 - (c) if the employee's Workers Compensation claim is approved the employee will be re-credited with ninety percent (90%) of the sick leave granted during the fifteen (15) day period.

- 30:02 Those employees who are on Workers Compensation beyond the fifteen (15) day period in Section :01 and who have sufficient sick leave, it is the intention of the parties that the employee's net salary will be maintained consistent as if they were in receipt of regular sick leave having regard for the non-taxable status of Workers Compensation allowances. Any additional payment amount required to maintain net salary will be chargeable to the employee's sick leave credits. The parties agree to establish a joint committee to review current administrative procedures to ensure that this principle is maintained.
- 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 injury or disability occurred.
- 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.

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 A male employee shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of his child. At the employee's option, such leave shall be granted on the day of, or the day following the birth of his child or the day of his wife's admission to or discharge from hospital or such other day as may be mutually agreed.

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 An employee who has been granted maternity leave shall be permitted to apply up to a maximum of ten (10) days of her accumulated sick leave against the Employment Insurance waiting period. 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 The Department of Human Resources and Skills Development (HRSD) 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 During the period of maternity leave, an employee who qualifies is entitled to a Supplement to Employment Insurance (EI) Maternity Benefits as follows:

- (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
- (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) 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 thirty-seven (37) weeks.
- 36:04 Subject to Section :05, parental leave must commence no later than the first anniversary 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 Province 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:
- (a) the name of the claimant, position classification, normal place of work and type of work the position entails;
 - (b) 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;
 - (c) justification for the claim in accordance with Sections :05, :06, :07 or :08;
 - (d) 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:
- (a) effective the first of the month following the date of signing of this Agreement and limited to dental work performed on and after that date, the basis for payment for covered services shall be the 2007 Manitoba Dental Association (MDA) Fee Guide;
 - (b) the 2008 and 2009 MDA Fee Guides will be implemented effective January 1 of each respective year;
 - (c) 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;
 - (d) 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:
- (a) effective the first of the month following the date of signing of this Agreement and limited to vision care services performed on and after that date, the basis for payment for covered services shall be the 2007 Optometric or Ophthalmological Fee Guide;
 - (b) the 2008 and 2009 Fee Guides will be implemented effective January 1 of each respective year;
 - (c) 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;
 - (d) 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:
- (a) eligibility requirements for employees and dependents are the same as the Dental Services Plan;
 - (b) co-insurance based on 80% reimbursement;
 - (c) the maximum payment per contract (family) is six hundred and fifty dollars (\$650) per year;
 - (d) effective April 1, 2008, the maximum payment per contract (family) is seven hundred dollars (\$700) per year.
 - (e) part-time employees are eligible for family coverage based on fifty percent (50%) of the annual maximum per claimant.

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 compensated at straight time rates 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 (½) of the management members and one-half (½) 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 dollars (\$100.00) is increased as follows:
(a) effective April 1, 2007 - one hundred and five dollars (\$105.00);
(b) effective April 1, 2008 - one hundred and ten dollars (\$110.00)

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.

VIDEO DISPLAY TERMINALS

- 45:01 A pregnant VDT Operator may request a job reassignment for the period of pregnancy by forwarding a written request to the employing authority along with a certificate from a duly qualified medical practitioner certifying she is pregnant. Upon receipt of the request, the employing authority, where possible, will assign the VDT Operator to an alternate position and/or classification or to alternate duties within five (5) working days of the request. Where the employing authority is unable to accomplish this, the employing authority will notify the Labour Relations Division of Treasury Board Secretariat and the parties will meet without delay in an effort to resolve the matter.
- 45:02 Where an Operator is of the opinion that the work results in undue eye fatigue, the employee may request a review of the job duties. The department will endeavour to design the job of the Operator in a manner that will, wherever practicable, permit an Operator to be assigned at least ten (10) minutes of alternate duties during any two (2) hour period of continuous operation.

UNION BUSINESS

- 46:01 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.
- 46:02 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.
- 46:03 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.
- 46:04 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).
- 46:05 Union staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.
- 46:06 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.
- 46:07 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

- 47:01 "**Steward**" means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 47:02 The government recognizes the Union's right to select stewards to represent employees.

- 47:03 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.
- 47:04 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.
- 47:05 Stewards and employees shall not conduct Union business during their working time except as provided in Section 45:07.
- 47:06 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.
- 47:07 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.
- 47:08 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).
- 47:09 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

- 48:01 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.
- 48:02 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.
- 48:03 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.
- 48:04 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.
- 48:05 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

- 49:01 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

- 50:01 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.
- 50:02 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 Civil 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.
- 50:03 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.
- 50:04 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.
- 50:05 Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or of The Civil 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.
- 50:06 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.
- 50:07 Notwithstanding Section :09, a grievance filed under Section :05 shall not require the signature of an employee.
- 50:08 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.
- 50:09 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. 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.
- 50:10 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.

- 50:11 An employee has the right to representation by a Union representative at any step of the grievance procedure.
- 50:12 **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.
- 50:13 **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.
- 50:14 **Step 3:**
- A decision of the deputy minister or designate may be appealed to the Civil Service Commission in accordance with Article 51 - Appeals to the Commission or submitted to arbitration in accordance with Article 50 - Grievance Arbitration Procedure, depending upon the nature of the grievance and providing the category of the grievance is such as is defined in Section :02. The decision of the Commission or the single arbitrator shall be final and binding for all such grievances. Union approval is required to submit any grievance to arbitration or any appeal to the Commission.
- 50:15 Grievances concerning demotion, suspension or dismissal 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.
- 50:16 Subject to Section :07 of Article 13 - Probation, the rejection of an employee on probation is not appealable or arbitrable.
- 50:17 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.
- 50:18 Classification disputes shall not be channelled through Steps 1 and 2 of the grievance procedure.
- 50:19 Disputes concerning the selection of an employee for a position within the bargaining unit may be grieved at Step 2 to the Civil Service Commissioner or designate in accordance with the following:
- (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 selection dispute, the employee shall present the grievance with the redress requested to the Civil Service Commissioner or designate;
 - (b) the Civil Service Commissioner or designate shall sign for receipt of the grievance and if the nature of the grievance is such that Civil Service Commissioner or designate is authorized to deal with it, the

- Civil Service Commissioner or designate shall issue a decision in writing to the employee and to the Union within fifteen (15) working days;
- (c) the Civil Service Commissioner or designate may discuss the grievance with the employee and the employee's representative before giving a decision on the grievance;
 - (d) all time limits referred to in this Section may be extended by mutual agreement;
 - (e) a decision of the Civil Service Commissioner or designate may be appealed to the Civil Service Commission in accordance with Article 51 - Appeals to the Commission. The decision of the Commission shall be final and binding for all such grievances. Union approval is required to submit any appeal to the Commission.

GRIEVANCE ARBITRATION PROCEDURE

- 51:01 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;
 - (d) disputes as to whether a specific grievance is to be appealed to the Civil Service Commission or referred to arbitration.
- 51:02 It is agreed and understood that any grievance submitted to arbitration shall not subsequently be appealed to the Civil Service Commission and conversely an appeal to the Commission shall not subsequently be referred to arbitration including referral for a decision as to whether or not the matter is appealable or arbitrable.
- 51:03 The procedure for arbitrating grievances shall be the procedure as set forth in this Article.
- 51:04 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.
- 51:05 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.
- 51:06 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.
- 51:07 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.

- 51:08 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.
- 51:09 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.
- 51:10 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.
- 51:11 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.
- 51:12 Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.
- 51:13 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.
- 51:14 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.
- 51:15 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.
- 51:16 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.
- 51:17 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.

- 51:18 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.

APPEALS TO THE COMMISSION

- 52:01 Subject to Section :03, every appeal shall be commenced by written notice of appeal to the Secretary, Civil Service Commission, setting out the decision against which the appeal is taken and the basis of the appeal.
- 52:02 An appeal shall be commenced within twenty (20) working days of the date on which the appellant became aware of the decision.
- 52:03 It is agreed and understood that the Civil Service Commission shall hear appeals on grievances concerning:
- (a) the application, interpretation or alleged violation of an Article or provision of The Civil Service Act;
 - (b) the application, interpretation or alleged violation of a regulation under The Civil Service Act where there is no provision dealing with the subject of the Regulation in the collective agreement or in a signed Memorandum of Understanding or signed Memorandum of Agreement between the parties;
 - (c) disputes concerning reclassification of employees;
 - (d) grievances as outlined in Article 13:07 and Article 24:26;
 - (e) disputes concerning the selection of an employee for a position within the bargaining unit. The Appeal Board shall consider all issues in dispute within its jurisdiction including the relative merits of the successful candidate(s) and appellant(s).

Such appeals shall only be initiated after the employee has exhausted the applicable provisions referred to in this Agreement for the settlement of grievances or in the case of reclassification disputes, the procedures respecting "Employee Originated Requests for Reclassification".

- 52:04 Where an appeal is taken to the Civil Service Commission, the Commission shall hold a hearing or direct a hearing to be held and such hearing shall be held within twenty (20) working days of the date the appeal is commenced, to ascertain the facts relating to the subject matter of the appeal. The Commission shall render its decision on any appeal within twenty (20) working days of the end of the hearing and shall deliver a copy of its decision to the parties concerned. All time limits referred to in this Section may be extended by mutual agreement.

SEXUAL HARASSMENT

- 53:01 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.
- 53:02 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 Civil Service Commission. The complaint shall be marked "Personal and Confidential".
- 53:03 The deputy minister or designate will endeavour to resolve the matter in an expeditious and confidential manner.
- 53:04 The alleged offender shall be entitled to notice of the complaint and shall be given the opportunity to respond to the complaint.
- 53:05 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.
- 53:06 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.

RECLASSIFICATION PROCEDURE

- 54:01 An employee who is of the opinion that the employee's position is improperly classified may submit an "Employee Originated Request for Reclassification" on a form designated by the Treasury Board Secretariat for such purposes.
- 54:02 **Step 1:**
The employee will submit the request to the departmental director of human resources together with the following:
(a) a current position description;
(b) the job classification being requested and reasons why that classification is appropriate;
(c) any other information in support of the request.
- The departmental director of human resources would have ten (10) working days following receipt of the request to reply.
- 54:03 **Step 2:**
Where the employee considers the reply from the departmental director of human resources to be unsatisfactory or where no reply is received within the prescribed time limits, the employee may forward a copy of the request to the Director of the Compensation Services Branch, Treasury Board Secretariat, within ten (10) working days.
- The director or designate will respond to the employee within sixty (60) working days following receipt of the request. Should the request be denied, reasons will be provided.
- 54:04 Where no reply is received or where the employee considers the response unsatisfactory, the employee may appeal to the Civil Service Commission within twenty (20) working days upon expiry of the time limits prescribed or on receipt of the decision from the director or designate.
- 54:05 The time limits prescribed in this Article may be extended by mutual agreement of the employee and the party designated to respond.

CIVIL LIABILITY

- 55:01 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

- 56:01 Upon the written request of an employee, the central records file and 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.

56:02 An employee may request a copy of specific documents on the employee's central records file or departmental file. This provision shall not be unreasonably requested or denied.

LONG TERM DISABILITY INCOME PLAN

57:01 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.

SENIORITY

58:01 "**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.

58:02 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) periods of adoptive parent leave;
- (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 (145) hours in a calendar year
- (h) periods of leave while on the Long Term Disability Plan.

58:03 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.

58:04 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.

58:05 Seniority lists will be prepared for the following types of employees by classification groupings in order of seniority:

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

58:06 Departmental employees whose classification varies between Labourer and Operator will be categorized as "Labourer/Operator" for seniority purposes.

58:07 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

59:01 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

60:01 The government agrees to the continuation of the Ambulance and Hospital Semi-Private Plan (AHSP).

OVERTIME AND COMPENSATORY LEAVE

61:01 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.

61:02 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.

61:03 For any overtime credits earned beyond eighty (80) hours in the fiscal year the following provisions of this Article will apply.

61:04 All overtime worked by employees shall be banked.

61:05 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.

61:06 Where agreement is not reached, the employing authority shall determine whether pay or time off will be granted.

61:07 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.

61:08 Where agreement is not reached, the employing authority shall determine when the time off is to be taken.

61:09 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.

61:10 Nothing in Section :09 restricts the employing authority and employee from agreeing to alternative arrangements.

SHIFT PREMIUM

62:01 An employee who works a shift where one-half (½) 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) ten dollars and eighty cents (\$10.80);
- (b) effective March 17, 2007 - eleven dollars and twenty cents (\$11.20);
- (c) effective March 15, 2008 - eleven dollars and sixty cents (\$11.60);

62:02 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.

62:03 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) sixteen dollars and twenty cents (\$16.20);
- (b) effective March 17, 2007 - sixteen dollars and eighty cents (\$16.80);

(c) effective March 15, 2008 - seventeen dollars and forty cents (\$17.40);

WEEKEND PREMIUM

- 63:01 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) ninety-five cents (95¢);
 - (b) effective March 17, 2007 - one dollar (\$1.00);
 - (c) effective March 15, 2008 - one dollar and five cents (\$1.05);
- 63:02 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

- 64:01 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:
- (a) nineteen dollars (\$19.00);
 - (b) effective March 17, 2007 - twenty dollars (\$20.00);
- 64:02 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:
- (a) twenty-two dollars (\$22.00)
 - (b) effective March 17, 2007 - twenty-three dollars (\$23.00);
- 64:03 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.
- 64:04 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 (1/2) hour, the employee is entitled to claim overtime for the period beyond one-half (1/2) hour at the applicable overtime rate. The Component provisions respecting minimum call out do not apply in these circumstances.
- 64:05 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

- 65:01 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.
- 65:02 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

- 66:01 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.
- 66:02 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

- 67:01 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.
- 67:02 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.
- 67:03 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.
- 67:04 Section :03 does not apply where an employee is replacing an employee who is absent for any reason.
- 67:05 Section :03 is effective October 1, 2000.

In witness whereof the Honourable Minister charged with the administration of The Civil 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	<i>Original Signed by the Honourable Greg Selinger</i> _____ Minister
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_____ Witness	<i>Original Signed by Peter Olfert</i> _____ President, Manitoba Government and General Employees' Union
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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 primary purpose of exercising executive management functions;
- (b) in a confidential capacity in matters relating to labour relations.

The exclusions 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

Assistants to Deputy Ministers	Nurse 4, 5
Auditors 1, 2, 3 and 4	Personnel Administrator 1 through 9
Chief Financial Officers, Special Operating Agencies	Departmental Personnel Administrator 1-4
Directors of Communications	Secretaries to Ministers
Executive Assistants to Ministers	Secretary to Leader of the Opposition
Financial Officers 6, 7	Secretaries to Deputy Ministers
Health and Social Development Specialists 7	Secretaries to Assistant and Associate Deputy Ministers
Hospital Administrator 1, 2	Secretaries to Directors of Administration
Information Technologist 5, 6	Personal Secretaries to Personnel Officers
Members of Department Executive Committees classified as Planning Consultant or Planning and Program Analyst 4	Senior Departmental Accountant
New Careerists	Senior Officers and Equivalents
	Staff of the Executive Council
	Staff of the Treasury Board Secretariat
	Staff of the Civil Service Commission
	Staff of the Office of the Ombudsman

NOTE: 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 Transportation and Government Services, Secretary, Highway Traffic Board and Secretary, Motor Transport Board have been combined into Board Secretary (2).

AGRICULTURE, FOOD & RURAL INITIATIVES

Chief Home Economist
Coordinator of Policy and Programs
Director (3)

CULTURE, HERITAGE AND TOURISM

Agency Relations Coordinator
Director (12)
Legislative Librarian
Provincial Archivist

EDUCATION, CITIZENSHIP & YOUTH

Assistant Director, Educational Support Services
Coordinator, Program Development Section
Director (5)
Personnel Documentation Clerk
Personnel Officer
Planning & Program Analyst 2 (2)
Principal, School for the Deaf
Special Assistant, Education
Supervisor (3)

ADVANCED EDUCATION & LITERACY

Chief Financial Administrator, Universities Grants
Commission
Director (4)
Manager (1)

FAMILY SERVICES & HOUSING

Area Directors, Personal Services
Assistant Director (3)
Coordinator (3)
Corporate Secretary and Manager, Corporate Services
Director (14)
Executive Director, Mental Retardation
Financial Analyst, Program Budgeting and Reporting
Manager, Administration and Grants
Payroll Services Supervisor
Personnel Records Supervisor
Regional Director (4)
Secretary, Social Services Advisory Board
Senior Analyst, Program Budgeting and
Reporting
Superintendent, Juvenile Institution

MANITOBA DEVELOPMENTAL CENTRE

Assistant Director, Administration
Business Manager
Director (7)
Hospital Laundry Manager
Medical Superintendent
Program Director
Senior Nursing Administrator
Supervisor, Motivational Therapy

FINANCE

Administrative Policy Officers
Central Payroll Systems Analyst
Assistant Director (2)
Central Payroll Manager/Supervisor (2)
Deputy Director (2)
Deputy Examiner of Surveys
Director (2)
Director (2) CCA
General Manager, Land Titles
Manager (2)
Program Analysis and Review Officer
Recorder of Vital Statistics
Registrar
Staff of Administrative Policy Branch
Staff of the Federal-Provincial Relations and Research
Division
Superintendent of Insurance
Systems Development Coordinator

INFRASTRUCTURE AND TRANSPORTATION

Administration Officer, Emergency Measures Organization
Administrative Assistant to Minister
Assistant District Manager
Assistant Mechanical Superintendent
Budget Coordinator
Chiefs (2)
Chief Pilot
Chairpersons (4)
Comptroller, Air Services
Coordinator, Administration and Financial Services
Deputy Registrar, Motor Vehicle Branch
Director (10)
Director (9) GS
District Property Managers Head (2)
Heavy Construction Manager
Maintenance Administrator
Maintenance Management Engineer
Management Analyst
Manager (2)
Manager (3) GS
Mechanical Superintendent
Mechanical Supervisors
Occupational Health & Safety Officer
Pay and Benefits Coordinator
Project Manager
Projects Officer, Supply and Services Division
Regional Administrator
Safety Coordinator
Secretary (2)
Superintendent (2)
Winter Roads Manager

HEALTH

Administrative Officer (2)
Area Directors, Personal Services
Assistant Director, Home Care
Assistant Director, Insurance Division
Assistant Regional Director, Winnipeg Region
Chief Public Health Nurse
Comptroller
Coordinator (3)
Dental Directors
Director (16)
Manager (7)
Payroll Services Supervisor
Personnel Records Supervisor
Pharmaceutical Consultant
Program Specialist, Home Care
Regional Director
Regional Home Care Coordinator
Regional Supervisors, Lab and X-Ray
Secretary, Manitoba Health Services Commission
Senior Manager, Integrated Health Information Systems

MENTAL HEALTH CENTRE

Director (8)
Hospital Laundry Manager
Manager, Financial Services
Medical Superintendents
Program Director
Senior Nursing Administrator

COMPETITIVENESS TRAINING AND TRADE

Assistant to Associate Deputy Minister
Director (5)
Executive Director, Administration and Research Manager
Systems Planning and Development Officer

SCIENCE, TECHNOLOGY, ENERGY AND MINES

Director
IT Analyst

JUSTICE

Chief Judges Secretary
Chief Probation Officer
Comptroller, Corrections
Deputy Administrator of Court Services
Director of Administration, Legal Aid
Director (7)
Director Judicial Support
Director Sheriff's Services
Director Winnipeg Court Operations
Executive Assistant to Chief Justices
Financial Coordinator, Public Trustee
Manager Administrative Services
Manager Pay & Benefits
Regional Manager, Regional Courts
Registrar (2)

CORRECTIONS SERVICES

Area Directors (10)
Administrative Assistant to Assistant
Deputy Minister, Corrections
Assistant Directors of Corrections
Assistant to Director, Operations
Chief of Administration - Corrections
Deputy Superintendent (9)
Director, Operations (Adult Corrections)
Manager Preventive Security & Intelligence
Superintendents, Adult/Juvenile Institutions

LABOUR & IMMIGRATION

Conciliation Officers 1, 2, 3
Deputy Fire Commissioner
Director (10)
Executive Officer, Manitoba Labour Board
Fire Commissioner
Labour Board Officer
Registrar, Labour Board
Vice-Chairperson, Manitoba Labour Board

CONSERVATION

Administrative Assistant to Minister
Assistant Director of Parks
Assistant to Senior Assistant Deputy Minister
Chief (6)
Chief of Environmental Control Programs
Coordinator, Pineland Forest Nursery
Director of Operations
Engineering Section Heads
Financial Coordinator
Park Superintendent
Regional Managers
Regional Supervisors
Secretary to Director, Water Resources
Secretary, Clean Environment Commission
Supervisor of Special Projects

ABORIGINAL & NORTHERN AFFAIRS

Administrative Assistant to Minister
Budget Officer
Director (3)
Regional Director (3)

THE OFFICE OF THE AUDITOR GENERAL

Audit Accountant, Payroll
Senior Chartered Accountants

INTERGOVERNMENTAL AFFAIRS

Assessment Officer 6, 7
Chief of Finance and Administration
Deputy Director, Municipal Advisory and Finance
Services
Executive Secretary, Public Utilities Board
Manager, Research
Municipal Services Officer
Planning Coordinator
Supervisor (2)

WOMEN'S DIRECTORATE

Executive Director, Advisory Council
Manager, Policy Unit

SENIORS' DIRECTORATE

Executive Director

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 if physically incapable or mentally disturbed, 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 or the Civil Service Regulations covering remoteness allowances apply, 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 or the Civil Service Regulations covering remoteness allowances apply, 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 effective the first day of the bi-weekly pay period following the date of signing:

Remote Bunkhouse Rates

Description	Effective the First Bi-weekly Following Date of Signing	17-Mar-07	15-Mar-08	14-Mar-09
Bisset	22.70	23.26	23.85	24.54
God’s Lake Narrows	48.36	49.57	50.81	52.28
Island Lake	46.73	47.90	49.10	50.52
Norway House	40.26	41.27	42.30	43.53

(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.

BI-WEEKLY REMOTENESS ALLOWANCES

LOCATION	Effective the First Bi-weekly Following Date of Signing		Effective March 17, 2007		Effective March 15, 2008		Effective March 14, 2009	
	DEPENDENT	SINGLE	DEPENDENT	SINGLE	DEPENDENT	SINGLE	DEPENDENT	SINGLE
Berens River	\$237.61	\$136.22	\$243.55	\$139.63	\$249.63	\$143.12	\$256.87	\$147.27
Bissett	\$157.63	\$93.20	\$161.58	\$95.53	\$165.62	\$97.92	\$170.42	\$100.76
Bloodvein River	\$241.15	\$138.52	\$247.18	\$141.98	\$253.36	\$145.53	\$260.71	\$149.75
Brochet	\$283.82	\$163.43	\$290.92	\$167.51	\$298.19	\$171.70	\$306.84	\$176.68
Churchill	\$229.45	\$139.22	\$235.18	\$142.70	\$241.06	\$146.26	\$248.05	\$150.50
Cormorant	\$133.98	\$85.42	\$137.33	\$87.56	\$140.76	\$89.75	\$144.84	\$92.35
Cranberry Portage	\$114.79	\$72.33	\$117.66	\$74.14	\$120.60	\$76.00	\$124.10	\$78.20
Crane River	\$141.41	\$102.76	\$144.94	\$105.33	\$148.57	\$107.96	\$152.88	\$111.09
Cross Lake	\$255.47	\$147.69	\$261.86	\$151.38	\$268.40	\$155.17	\$276.19	\$159.67
Dauphin River (Anama Bay)	\$158.49	\$112.46	\$162.45	\$115.27	\$166.51	\$118.16	\$171.34	\$121.58
Easterville	\$117.20	\$73.99	\$120.13	\$75.84	\$123.13	\$77.74	\$126.70	\$80.00
Flin Flon	\$99.33	\$61.79	\$101.82	\$63.33	\$104.36	\$64.91	\$107.39	\$66.80
Gillam	\$204.11	\$123.50	\$209.21	\$126.59	\$214.44	\$129.75	\$220.66	\$133.52
God's Lake Narrows	\$281.52	\$161.84	\$288.55	\$165.88	\$295.77	\$170.03	\$304.35	\$174.96
God's River	\$285.18	\$164.33	\$292.30	\$168.44	\$299.61	\$172.65	\$308.30	\$177.65
Grand Rapids	\$113.94	\$70.45	\$116.79	\$72.21	\$119.71	\$74.01	\$123.18	\$76.16
Ilford	\$304.95	\$174.56	\$312.57	\$178.92	\$320.39	\$183.39	\$329.68	\$188.71
Island Lake/Garden Hill	\$262.28	\$149.82	\$268.83	\$153.57	\$275.55	\$157.41	\$283.55	\$161.97
Jen Peg	\$186.26	\$111.36	\$190.92	\$114.14	\$195.69	\$116.99	\$201.37	\$120.39
Lac Brochet	\$309.30	\$177.43	\$317.04	\$181.86	\$324.96	\$186.41	\$334.39	\$191.82
Leaf Rapids	\$157.55	\$97.79	\$161.49	\$100.23	\$165.53	\$102.74	\$170.33	\$105.71
Little Grand Rapids	\$252.78	\$143.35	\$259.09	\$146.93	\$265.57	\$150.60	\$273.27	\$154.97
Lynn Lake	\$162.70	\$98.51	\$166.77	\$100.98	\$170.93	\$103.50	\$175.89	\$106.50
Manigotagan	\$157.63	\$93.20	\$161.58	\$95.53	\$165.62	\$97.92	\$170.42	\$100.76
Matheson Island	\$160.69	\$113.96	\$164.71	\$116.81	\$168.82	\$119.73	\$173.72	\$123.20
Moose Lake	\$170.15	\$105.19	\$174.40	\$107.82	\$178.76	\$110.51	\$183.95	\$113.72
Negginan/Poplar Point	\$241.58	\$138.94	\$247.62	\$142.41	\$253.81	\$145.97	\$261.17	\$150.21
Nelson House	\$173.95	\$106.22	\$178.30	\$108.88	\$182.76	\$111.60	\$188.06	\$114.83
Norway House	\$227.25	\$129.94	\$232.93	\$133.19	\$238.76	\$136.52	\$245.68	\$140.48
Oxford House	\$276.15	\$157.98	\$283.05	\$161.93	\$290.13	\$165.98	\$298.54	\$170.79
Pikwitonie	\$222.78	\$133.43	\$228.35	\$136.77	\$234.06	\$140.19	\$240.85	\$144.26
Pukatawagan	\$183.58	\$112.76	\$188.17	\$115.58	\$192.87	\$118.47	\$198.46	\$121.90
Red Sucker Lake	\$280.05	\$160.63	\$287.05	\$164.64	\$294.23	\$168.76	\$302.76	\$173.65
St. Therese Point	\$262.28	\$149.82	\$268.83	\$153.57	\$275.55	\$157.41	\$283.55	\$161.97
Shamattawa	\$299.71	\$174.03	\$307.20	\$178.39	\$314.88	\$182.85	\$324.01	\$188.15
Sherridon	\$181.43	\$111.29	\$185.96	\$114.08	\$190.61	\$116.93	\$196.14	\$120.32
Snow Lake	\$136.30	\$84.72	\$139.71	\$86.83	\$143.20	\$89.01	\$147.36	\$91.59
Southern Indian Lake	\$288.69	\$166.51	\$295.91	\$170.67	\$303.31	\$174.94	\$312.10	\$180.01
Split Lake	\$300.35	\$171.43	\$307.85	\$175.72	\$315.55	\$180.11	\$324.70	\$185.33
Tadoule Lake	\$314.05	\$180.78	\$321.90	\$185.30	\$329.95	\$189.93	\$339.52	\$195.44
The Pas	\$93.22	\$56.97	\$95.55	\$58.39	\$97.94	\$59.85	\$100.78	\$61.59
Thicket Portage	\$222.30	\$133.09	\$227.86	\$136.41	\$233.56	\$139.82	\$240.33	\$143.88
Thompson	\$148.41	\$104.26	\$152.12	\$106.87	\$155.92	\$109.54	\$160.44	\$112.72
Wabowden	\$190.47	\$129.98	\$195.23	\$133.23	\$200.11	\$136.56	\$205.91	\$140.52
Waterhen	\$117.67	\$73.60	\$120.61	\$75.43	\$123.63	\$77.32	\$127.21	\$79.56
York Landing	\$302.97	\$176.46	\$310.54	\$180.88	\$318.31	\$185.40	\$327.54	\$190.77

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 one-quarter (7¼) hour day employees one year of accumulated service equals 1885 hours of accumulated service. The figures for seven and one-quarter (7¼) hour per day classifications are shown in brackets after the figures for the eight (8) hour per day classifications (e.g. 2080 (1885) hours);
 - (e) when an employee converts from 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 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 employees who:
- (a) have been appointed in virtue of and under Section 17 of The Civil Service Act; or
 - (b) are term employees hired under the authority of The Civil Service Act.
- 2:02 The Master Agreement applies to part-time employees effective the first of the bi-weekly pay period following the attainment of 336 (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 (290), i.e. 8 hours x 8 weeks x 5 days:

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

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 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.
- (b) Part-time employees are not eligible for additional sick leave extensions as provided under Section :06 of 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 adoptive parent leave and 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 The Department of Human Resources and Skills Development (HRSD) and will be subject to the Employment Insurance maximum.
- 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 (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 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 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 57 - 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 Act
 - Article 38 - Loss or Damage to Personal Effects
 - Article 43 - 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 52 - Sexual Harassment
 - Article 54 - Civil Liability
 - Article 55 - Employee Files
 - Article 61 - Shift Premium
 - Article 62 - Weekend Premium
- 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 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.
- 1:08 These provisions were effective September 23, 2000.

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 in accordance with the location of the employee's residence as follows:

	<u>For Employees Resident</u>	
	<u>South of 53</u>	<u>North of 53</u>
(a) distance up to 10,000 kilometres per year		
January 1, 2007	38.4¢/km	42.8¢/km
April 1, 2007	39.4¢/km	43.8¢/km
(b) distance over 10,000 kilometres per year		
January 1, 2007	30.7¢/km	33.9¢/km
April 1, 2007	31.7¢/km	34.9¢/km
(c) the use of a privately owned motorcycle, when authorized by a branch head, shall be reimbursed at the following rates:		
January 1, 2007	19.6¢/km	21.9¢/km
April 1, 2007	20.6¢/km	22.9¢/km
(d) distance is that accumulated in the fiscal year April 1 to March 31.		

EFFECTIVE APRIL 1, 2008

	<u>For Employees Resident</u>	
	<u>South of 53</u>	<u>North of 53</u>
(a) distance up to 11,000 kilometres per year		
April 1, 2008	39.7¢/km	44.1¢/km
(b) distance over 11,000 kilometres per year		
April 1, 2008	32.0¢/km	35.2¢/km
(c) the use of a privately owned motorcycle, when authorized by a branch head, shall be reimbursed at the following rates:		
April 1, 2008	20.9¢/km	23.2¢/km
(d) distance is that accumulated in the fiscal year April 1 to March 31.		

EFFECTIVE APRIL 1, 2009

	<u>For Employees Resident</u>	
	<u>South of 53</u>	<u>North of 53</u>
(a) distance up to 12,000 kilometres per year		
April 1, 2009	40.0¢/km	44.4¢/km
(b) distance over 12,000 kilometres per year		
April 1, 2009	32.3¢/km	35.5¢/km
(c) the use of a privately owned motorcycle, when authorized by a branch head, shall be reimbursed at the following rates:		
April 1, 2009	21.2¢/km	23.5¢/km
(d) distance is that accumulated in the fiscal year April 1 to March 31.		

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 for at the following rate:

January 1, 2007	\$19.34 per day plus 24.8¢/km
April 1, 2007	\$19.34 per day plus 25.8¢/km
April 1, 2008	\$19.34 per day plus 26.1¢/km
April 1, 2009	\$19.34 per day plus 26.4¢/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</u>
	<u>Allowance</u>	
(a) Automobiles		
January 1, 2007	\$15.72/day plus 20.4¢/km	\$19.34/day plus 24.8¢/km
April 1, 2007	\$15.72/day plus 21.4¢/km	\$19.34/day plus 25.8¢/km
April 1, 2008	\$15.72/day plus 21.7¢/km	\$19.34/day plus 26.1¢/km
April 1, 2009	\$15.72/day plus 22.0¢/km	\$19.34/day plus 26.4¢/km
(b) Trucks up to and including one (1) ton or vans		
January 1, 2007	\$17.77/day plus 22.7¢/km	\$21.23/day plus 26.9¢/km
April 1, 2007	\$17.77/day plus 23.7¢/km	\$21.23/day plus 27.9¢/km
April 1, 2008	\$17.77/day plus 24.0¢/km	\$21.23/day plus 28.2¢/km
April 1, 2009	\$17.77/day plus 24.3¢/km	\$21.23/day plus 28.5¢/km

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:

January 1, 2007	\$7.14 plus 27.4¢ per kilometre
April 1, 2007	\$7.14 plus 28.4¢ per kilometre
April 1, 2008	\$7.14 plus 28.7¢ per kilometre
April 1, 2009	\$7.14 plus 29.0¢ per kilometre
 - ii) Trucks:

January 1, 2007	\$7.69 plus 30.7¢ per kilometre
April 1, 2007	\$7.69 plus 31.7¢ per kilometre
April 1, 2008	\$7.69 plus 32.0¢ per kilometre
April 1, 2009	\$7.69 plus 32.3¢ per kilometre

The truck rate will only apply when a truck is specifically required for the work.
- 3:03 Articles 2, 4 and 5 of this Appendix do not apply to Workplace Safety & Health Officers affected by the grievance respecting service use rates under the 1997 - 2000 Agreement.

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				
January 1, 2007	\$7.10	\$9.10	\$16.65	\$32.85
April 1, 2007	\$7.35	\$9.35	\$16.90	\$33.60
(b) in all other areas				
January 1, 2007	\$6.60	\$8.60	\$15.45	\$30.65
April 1, 2007	\$6.85	\$8.85	\$15.70	\$31.40

- 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 \$4.55 per day effective January 1, 2007; and \$4.80 effective April 1, 2007.
- (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>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>	<u>Per Diem</u>
In areas covered by remoteness allowance				
January 1, 2007	\$5.75	\$6.40	\$9.90	\$22.05
April 1, 2007	\$6.00	\$6.65	\$10.15	\$22.80
In all other areas				
January 1, 2007	\$5.50	\$6.05	\$9.30	\$20.85
April 1, 2007	\$5.75	\$6.30	\$9.55	\$21.60

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
January 1, 2007 - four dollars and thirty cents (\$4.30);
April 1, 2007 - four dollars and sixty cents (\$4.60)
- (b) non-commercial accommodation
January 1, 2007 - two dollars and ninety cents (\$2.90)
April 1, 2007 - three dollars and twenty cents (\$3.20).

5:02 The incidentals allowance covers reimbursement for all incidental expenses except as provided in Article 7 - 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 sixty-four cents (\$4.64) and effective March 20, 2004 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.

Treasury Board Secretariat 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.

Treasury Board Secretariat 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 Treasury Board Secretariat 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 R. Stevenson

December 21, 2006

Director, Labour Relations

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 R. Stevenson

December 21, 2006

Director, Labour Relations

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.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 and Food	- Selkirk Mental Health Centre
Conservation	Transportation and Government Services
Culture, Heritage and Tourism	Industry, Trade and Mines
Education and Youth	Intergovernmental Affairs
Finance	Justice
Family Services and Housing	- Corrections
- Manitoba Development Centre	Labour

- 1:04 A Department JLMC Committee may decide to establish additional committees:
 - (a) on an ongoing basis in a particular region of the province or section of the organization;
 - (b) 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:
 - (a) equal representation of the Union and department;
 - (b) 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;
 - (c) 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 Labour Relations Division of Treasury Board.
- 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 S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #5

SUBJECT: QUALIFICATION PAY - FLEET VEHICLES

1. This memorandum applies to employees of the Fleet Vehicles Agency, Manitoba Government Services 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.
5. The revised rates will be effective the first day of the bi-weekly pay period following date of signing.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #6

SUBJECT: CIVIL SERVICE SUPERANNUATION PLAN

The parties recognize the unique nature of the Civil Service Superannuation Fund, the Civil Service Superannuation Act and the nature of the funding arrangement under the Superannuation Plan. In addition, the parties recognize that the Superannuation Plan is a multi-employer and multi-union Superannuation plan and that it also covers many non-unionized employees. The Superannuation Plan provides for input and consultation through the Liaison Committee (worker representatives) and the Advisory Committee (employer representatives).

Within this context, the parties agree to develop a plan which would create a jointly trustee superannuation plan and to implement joint trusteeship arrangements at the earliest possible date. The plan must recognize the requirement for:

- (a) the involvement of other unions and employers in the Superannuation Plan;
- (b) legislative approval;
- (c) Government to retain the right to approve any changes to the Superannuation Plan involving additional Government expenditures.

Original Signed by S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #8

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.

Original Signed by S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #9

SUBJECT: CLASS SPECIFICATION LANGUAGE REVIEW

The parties have acknowledged that the existing classification system was developed many years ago and has not been subject to an overall review since its inception.

As one step in a renewal process, the Employer commits to undertake a review of the existing class specifications with a view to ensuring they are framed in language that is compatible with today's work environments in the civil service. This review will commence with the classifications in the Clerical Component and the Union will be consulted on priorities as to which specifications will be reviewed following the review of the clerical class specifications.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #10

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.

The parties agree to appoint committee members and commence discussions within ninety (90) days of signing of the collective agreement.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #11

SUBJECT: FLEXIBLE WORK ARRANGEMENTS LEADING TO RETIREMENT

During the life of the Agreement, the parties agree to establish a committee of equal representation to review various options regarding flexible work arrangements leading to retirement.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #12

SUBJECT: HEALTH SPENDING ACCOUNT (HSA)

The parties agree to the establishment of a Health Spending Account for permanent full and part-time employees within the following parameters:

- The Health Spending Account shall apply to permanent full and part-time employees on staff as of January 1, 2005.
- The HSA shall become applicable to claims for allowable expenses (as determined by the account plan) incurred commencing January 1, 2005.
- Effective January 1, 2007, maximum claims shall be increased to three hundred (\$300.00)/year per full-time employee and one hundred and fifty dollars (\$150.00)/year per part-time employee.
- Effective January 1, 2008, and applicable to permanent full and part-time employees on staff as of January 1, 2008, maximum claims shall be increased to three hundred and fifty dollars (\$350.00)/year per full-time employee and one hundred and seventy-five dollars (\$175.00)/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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #13

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 ($7\frac{1}{4}$) hours per work day and thirty-six and one-quarter ($36\frac{1}{4}$) 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 ($7\frac{1}{4}$) 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 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.

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:
- | | |
|--------------------------------|-------------------------------|
| Accountant 1 PIO, 2 PIO | Medical Examiner Investigator |
| Administrative Officer 1, 2, 3 | Motor Vehicle Administrator |
| Audit Accountant 1 | Purchasing Agent 1, 2 |
| Computer Programmer 1 | Resident Administrator 1 |
| Financial Officer 1, 2, 3 | Student Auditor 1, 2, 3, 4 |
| Information Technologist 1 | 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 ($7\frac{1}{4}$) hours on the employee's scheduled work day is entitled to compensation at time and one-half ($1\frac{1}{2}x$) 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 ($1\frac{1}{2}x$) 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 i.e. 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 the Regulations under the Civil Service Act with respect thereto.

MEMORANDUM OF AGREEMENT #1

SUBJECT: RESOURCE TEAM AT THE SCHOOL FOR THE DEAF

The Resource team at the School for the Deaf whose classifications come under the Administration Component will be provided with the same vacation provisions and accrual rates as teachers at the school commencing in the 2007 vacation year to be taken in the 2008 vacation year.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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.

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.

CORRECTIONS COMPONENT

NOTE Re: CORRECTIONS COMPONENT

Portions of the Corrections Component that follow are the subject of an interest arbitration proceeding between the parties in accordance with Memorandum of Agreement #3 of the 2003-2006 Corrections Component. As a result, the 2003-2006 Corrections Component remains in full force and effect pending the implementation of the results of the interest arbitration award and/or the implementation of changes to the Corrections Component as may otherwise be agreed to between the parties.

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) 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;
- (c) 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;
- (d) 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.

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.

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 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 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 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 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 (a) here 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.

CAMP ALLOWANCE

- 5:01 An employee who is employed at a camp operated for Correctional Services shall receive a camp allowance of twelve dollars (\$12.00), in addition to the employee's normal salary, for each scheduled twenty-four (24) hour period or portion thereof during which the employee is employed at the camp.
- 5:02 In addition to the allowance specified in Section :01, where an employee in a Corrective and Rehabilitative Camp is required to work in excess of the employee's regular daily hours, such employee shall receive six and one-quarter percent (6¼%) of the employee's current bi-weekly salary in addition to the employee's regular pay. This payment shall be for all time worked in excess of the employee's regular daily hours, and shall be in lieu of daily overtime standby, call out, or shift premium.
- 5:03 An employee required to be at a Correctional Camp during the normal meal period shall be provided with a meal free of charge.
- 5:04 Where an employee, who qualifies for the allowance specified in Section :01 but is not designated to be on duty in accordance with Section :02, is called out to work in an emergency situation, such employee shall be paid at time and one-half (1½x) the employee's regular hourly rate of pay for all time worked in the said emergency.
- 5:05 A Correctional Camp shall designate an employee to be "in charge" for each shift, either in the absence of the Camp Supervisors or during the evening/night shift and such employee shall be entitled to Supervisory Pay in accordance with Article 6:01 of this agreement.

SUPERVISORY PAY

- 6:01 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.

- 6:02 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

- 7:01 Monies owed to employees for overtime, call-back, standby, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

- 8:01 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.
- 8:02 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

- 9:01 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 of eleven dollars and fifty cents (\$11.50) for standby on a regular working day and nineteen dollars (\$19.00) for standby on a day of rest or paid holiday.
- 9:02 The provisions of Article 63 - Standby do not apply to employees covered by this Article.

CORRECTIONAL EMERGENCY RESPONSE UNIT AND INCIDENT RESPONSE TEAM ALLOWANCES

- 10:01 A Correctional Officer or Juvenile Counsellor who has completed the Correctional Emergency Response Unit (CERU) training and is an active member of a designated CERU team shall receive an allowance of twenty dollars (\$20.00) bi-weekly.
- 10:02 A Correctional Officer or Juvenile Counsellor who has completed Incident Response Team (IRT) training and is an active member of a designated IRT list shall receive an allowance of ten dollars (\$10.00) bi-weekly.

IN-SERVICE TRAINING

- 11:01 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

- 12:01 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

13:01 All employees of the Correctional Component shall be scheduled for the mandatory training as prescribed by the Division policy.

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 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.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #3

SUBJECT: CORRECTIONS COMPONENT - INTEREST ARBITRATION

The parties agree that the following terms and conditions shall apply to the renewal of the 2003 - 2006 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 2003 - 2006 Master Agreement and the Corrections Component Agreement. The ratification vote of both the Master Agreement and the Corrections Component Agreement shall be conducted simultaneously.
2. In the event the Corrections Component Agreement is not ratified by the members of the Corrections Component Bargaining Unit, only those issues in dispute resulting from a renewal of the 2003 - 2006 Corrections Component Agreement may be referred to a single arbitrator in accordance with Section 50:06 of the Master Agreement.
3. The issues referred to arbitration shall consist of only those issues unique to the Corrections Component Agreement (i.e. wages) and shall not include:
 - (a) any proposal discussed or submitted by either party in negotiations with respect to a renewal of the 2003 - 2006 Government Employees' Master Agreement;
 - (b) any proposal which is the subject of an Article or Memorandum contained in the 2003 - 2006 Government Employees' Master Agreement, i.e. vacations, sick leave, etc.
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 2003 - 2006 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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 28:16 of the G.E.M.A.
8. Each institution shall decide on their ATO pattern, by mutual agreement between the parties.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #6

SUBJECT: UNIFORMS

The parties agree that the Division's Uniform policy shall be extended to Portage Correctional Institute and Milner Ridge Correctional Institute.

Original Signed by S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 (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 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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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>

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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 S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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.
- 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
Clinical Clerks
Dental Assistants
Dentists
Dispensing Technicians

Medical Equipment Technicians
Occupational Therapists
Pharmacists
Physiotherapists
Psychologists

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 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.
- 2:06 Any variations to a work day or work week other than those described in Sections :03 and :04 shall only be instituted by mutual consent of both of the parties hereto.
- 2:07 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.
- 2:08 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.
- 2:09 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.

- 2:10 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 26:08 of the Agreement for banking accumulated compensatory leave in respect of Holidays do not apply. The following shall apply instead:
 Subject to Article 60 - 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;
 - (e) these changes are effective September 23, 2000.

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 (7¼) or eight (8) hours in a day or thirty-six and one-quarter (36¼) or forty (40) hours 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 | Medical Equipment Technician 1, 2, 3 |
| Behaviour Counsellor | Medical Technologist 1, 2, 3, 4 and 5 |
| Dental Assistant 1, 2 | Nurse 1, 2, 3 |
| Dispensing Technician | Nurse Graduate |
| E.E.G. Technologist | Nursing Attendant 2 |
| E.K.G. Technologist 1, 2, 3 | Occupational Therapist 1, 2 |
| Institutional Supervisor 1, 2, 3 | Physiotherapist 1, 2 |
| Laboratory Assistant 1, 2 | Psychiatric Nursing Assistant 1, 2 |
| Licensed Practical Nurse | Psychologist 1 |
- 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 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 Experienced dentists with license to practice in Manitoba and holding, through recognized university post-graduate training, their D.D.P.H. (or other equivalent) may be employed as Dentist 1 in the Psychiatric services at a salary rate two (2) steps above the minimum of the applicable pay range.
- 5:02 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).
- 5:03 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.

- 5:04 Medical Technologists are eligible to receive one (1) of the two (2) additional qualification payments as set forth below:
- (a) Medical Technologists 1, 2, 3, 4 or 5 who are a Registered Radiological Technician and have successfully completed the Departmental Assistants course in Laboratory Technology or are a Registered Laboratory Technologist and have successfully completed the Departmental Assistants course in Radiography - fifty-five dollars (\$55.00) per month (\$25.30 bi-weekly);
 - (b) Medical Technologists 1, 2, 3, 4 or 5 who are both a Registered Radiological Technician and a Registered Laboratory Technologist and are in a position requiring both registrations - ninety dollars (\$90.00) per month (\$41.40 bi-weekly).
- 5:05 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.
- 5:06 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, 4 and 5 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.
- 5:07 Academic allowances payable as described in Section :06 shall be non-cumulative, that is the highest eligible allowance shall be paid to an employee so qualified.
- 5:08 Medical Technologists 1, 2, 3, 4 and 5 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.
- 5:09 EKG Technologists who have achieved advanced certification shall receive an additional forty-five dollars (\$45.00) per month (\$20.70 bi-weekly).
- 5:10 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 66 - 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 the Regulations under the Civil Service Act.

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 bi-weekly 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 S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #2

SUBJECT: THE RESOURCE TEAM AT THE SCHOOL FOR THE DEAF

The Resource team at the school for the Deaf whose classifications come under the Health Component will be provided with the same vacation provisions and accrual rates as teachers at the school commencing in the 2007 vacation year to be taken in the 2008 vacation year.

Original Signed by S. Gordon

Original Signed by R. Stevenson

On Behalf of the Manitoba Government and
General Employees' Union

On Behalf of the Government of Manitoba

December 21, 2006

Date

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:
Highway Traffic Inspectors
Resource Officers
Motor Vehicle Inspector 1, 2
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.

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

Apprenticeship Counsellor 1, 2	Human Rights Officer 1, 2
Assessment Officer 1, 2, 3, 4	Inspector Mechanical & Engineering Division 1, 2
Assistant District Registrar	Land Titles Clerk 1, 2, 3, 4, 5
Assistant Fire Commissioner 1, 2, 3	Mines Inspector 1, 2, 3
Clerk of Court 1, 2, 3, 4, 5	Motor Vehicle Inspector 1, 2, 3
Compliance Officer 1, 2, 3	Resource Officer 1, 2, 3, 4, 5
Consumer Services Officer 1, 2	Property Appraiser 1, 2, 3
Court Communicator 1, 2	Public Health Inspector 1, 2
Court Reporter 1, 2, 3	Reviewing Officer 1, 2, 3, 4
Court Usher	Safety and Health Officer 1, 2, 3, 4
Dairy Inspector 1, 2, 3	Sheriff 1, 2, 3
Document Examiner	Sheriff's Officer 1, 2, 3, 4
Driver Examiner 1, 2, 3	Survey Examiner 1, 2, 3, 4
Employment Standards Officer 1, 2, 3	
Estates Officer 1, 2, 3, 4	
Highway Traffic Inspector 1, 2, 3	

- 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 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 Resource Officers 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, employee shall receive two dollars (\$2.00)/hour for actual hours worked.
(b) While actively engaged in conducting certified firearm training as authorized by the Employer, employee shall received two dollars (\$2.00)/hour for actual hours worked.

MEMORANDUM OF AGREEMENT

SUBJECT: SHERIFF'S OFFICERS UNIFORMS/PART-TIME CONVERSIONS

The parties agree that up to three (3) representatives of the Union and the department will meet during the life of the Agreement to discuss the Union's concerns regarding uniforms and the conversion of Part-Time Sheriff's Officers to full-time status.

The Committee will report back within one (1) year of the date of signing of the agreement.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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	Hatchery Superintendent
Agrologists	Resource Technicians
Biologists	Surveyors
Engineering Aids	Resource Management Assistants
Foresters	Technical Engineering Officers
Geologists	

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.

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:

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
Forester 1
Geologist 1
Hatchery Superintendent

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
Technical Engineering Officer 1, 2

Effective March 17, 2007 the following classifications will be eligible for premium overtime:

Environmental Officers 1, 2, 3, 4

Industrial Hygienists 1, 2

- 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 ($1\frac{1}{2}x$) 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.
- 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:
One-hundred and twenty-three dollars and fifty-four cents (\$123.54) bi-weekly.
- 5:03 This qualification pay shall become effective December 23, 2006 or the first day of the bi-weekly pay period following attainment by the employee of this designation, whichever is later.
- 5:04 The bi-weekly qualification pay identified in 5:02 shall be increased as follows:
- | | |
|------------------------------|---|
| Effective March 17, 2007 to: | One-hundred and twenty-six dollars and sixty-three cents (\$126.63) bi-weekly. |
| Effective March 15, 2008 to: | One-hundred and thirty-two dollars and thirty-three cents (\$132.33) bi-weekly. |
| Effective March 14, 2009 to: | 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;
 - (c) **“Nursing Instructors Mental Health”** means employees of the Departments of Health, Family Services or Justice who are required to perform designated mental health nursing 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 (36¼) hours of work, Category (A);
 - (b) thirty-six and one-quarter (36¼) 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 (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.
- 3:04 Category (B) employees shall work seven and one-quarter (7¼) consecutive hours per day exclusive of lunch periods, and thirty-six and one-quarter (36¼) 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.

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 (1½ x) 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 :06 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 the Regulations under The Civil Service Act with respect thereto.

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, Teachers Institutional and Nursing Instructors Mental Health.
- 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 :08 and Section :09, 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 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 5/12) days for each full month of employment during the academic year September 1 to August 31.
- 9:04 Nursing Instructors Mental Health shall, in addition to the applicable vacation entitlement under the Master Agreement, accumulate five-twelfths (5/12) of a day vacation credit for each complete month of service in the vacation year to be taken in the vacation year following the year in which it is earned.
- 9:05 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.
- 9:06 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.
- 9:07 Teachers of the Deaf, Teachers Institutional, Nursing Instructors Mental Health 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.
- 9:08 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.
- 9:09 Where a Teacher of the Deaf or Teacher Institutional resigns in a manner other than set out in Section :10, 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.
- 9:10 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)

Directors of Communication
Economic Security Counsellors
Field Workers
Health and Social Development Specialists
Home Advisors
Home Economists
Recreation Consultants

CATEGORY (C)

Residence Counsellor
Resources Extension Officers
Tourist Development Officers
Tourist Marketing Officers
*Teachers of the Deaf
*Teachers Institutional
*Teacher Institutional, P.I.O.

* Classifications which were formerly included in the Education Component.

APPENDIX "B"

OVERTIME SCHEDULE

*Chief Photographer	*Librarian 1, 2
*Consultant Visual Hearing Education 1	*Library Technician 1, 2, 3
Co-operative Officer 1	Media Technician 1, 2, 3
*Correspondence Teacher 1, 2, 3, 4	*Nursing Instructor Mental Health 1
Day Care Co-ordinators	Photographer 1, 2
Economic Research Analyst 1	Planning & Program Analyst 1
Economic Security Counsellor 1, 2, 3, 4	Probation Officer 1, 2, 3
Educational Assistant 1, 2, 3	Public Health Educator 1
Field Worker 1, 2, 3	Recreation Consultant 1, 2, 3
Health & Social Development Specialist 1, 2, 3, 4	Research Assistant 1, 2
Heritage Resource Officer 1, 2	Residence Counsellor
Home Advisor 1, 2	Resource Extension Officer 1, 2
Home Economist 1	Social Worker 1, 2, 3, 4
Illustrator 1, 2, 3	Statistical Analyst 1
Informational Writer 1, 2	*Teacher Institutional 1, 2, PIO
*Language Specialist 1	Tourist Development Officer 1, 2
	Tourist Marketing Officer 1, 2
	Translator 1, 2

* Classifications which were formerly included in the Education Component.

Effective March 17, 2007 the Translator 3 classification will be eligible for premium overtime.

MEMORANDUM OF AGREEMENT #1

SUBJECT: THE RESOURCE TEAM AT THE SCHOOL FOR THE DEAF

The Resource team at the school for the Deaf whose classifications come under the Social Sciences Component will be provided with the same vacation provisions and accrual rates as teachers at the school commencing in the 2007 vacation year to be taken in the 2008 vacation year.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

MEMORANDUM OF AGREEMENT #2

SUBJECT: COMMUNITY CORRECTIONS CLASSIFICATION AND COMPENSATION ISSUES

The parties agree to form a joint labour/management sub-committee to review and make recommendations relative to classification and compensation issues for Community Corrections. These recommendations shall be made to the Assistant Deputy Minister, Corrections Division, and shall be non-binding on the parties. The Committee will be made up of three representatives appointed by the Union and three management representatives and shall be convened no later than March 17, 2007.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

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:
(a) those exceptions specifically identified in Section :03; and
(b) those employees in the following classifications who are categorized as Category (A), thirty-six and one-quarter (36¼) hours per week:
Business Machine Technicians
Duplicating Equipment Operators

2:02 **Category (A)**

Employees coming within 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 at the discretion of the employing authority.

2:03 **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 Transportation and Government Services:

- (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.

- 2:04 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.
- 2:05 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.
- 2:06 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 Sections :02 and :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 :02, :03 and :04 shall only be instituted with the mutual consent of both the parties hereto.
- 2:08 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.

- 2:09 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 (1½x) 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.

OVERTIME

- 3:01 This Article shall apply to all employees except only those employees who are incumbents in the following classifications:
Aircraft Maintenance Engineer 5
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 (1½x) for all overtime worked. Daily overtime will be paid after:
- (a) seven and one-quarter (7¼) hours per day for the thirty-six and one quarter (36¼) 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 2:04 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 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 63- 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 Effective December 23, 2006, 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 Effective December 23, 2006, 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.

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, effective December 23, 2006.
- 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) Air Maintenance Engineers
 - (c) Mechanical Equipment Mechanics
 - (d) Mechanical Equipment Mechanic SRT
 - (e) Machinist
 - (f) Machinist SRT
 - (g) Welder
 - (h) Welder SRT

7:04 For the 2000 - 2001 fiscal year, employees must have completed their probation period by October 1 to be eligible for payment.

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
Crusher

OPERATOR 3

Diamond Drill
Assistant Snowplow 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
Snowplow (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
Centre Line Marker
Dozer
Loader (Over 2 Yds.)
Loader Operator (Roving)
M.G. Operator (Roving)
Pressure Boiler and Circulating Oil Heaters
Rotary Snowplow
Sign Truck (Washer & Auger)
Snowplow (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 the license shall be reimbursed the cost of the medical report to a maximum of \$50.00 upon submission of proof of payment to the Employer. Effective the first day of the bi-weekly pay period following signing of this agreement.

Original Signed by S. Gordon

On Behalf of the Manitoba Government and
General Employees' Union

Original Signed by R. Stevenson

On Behalf of the Government of Manitoba

December 21, 2006

Date

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

ADMIN ANALYST	48,077	50,120	52,030	53,978	56,021	58,271	60,522	
AAN	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	
	25.42	26.50	27.51	28.54	29.62	30.81	32.00	
ADMIN OFFICER 1	39,510	40,644	41,855	43,179	44,786	46,432		
AO1	1,514.53	1,558.03	1,604.43	1,655.18	1,716.80	1,779.88		
	20.89	21.49	22.13	22.83	23.68	24.55		
ADMIN OFFICER 2	43,954	45,618	47,188	48,947	50,763	52,692		
AO2	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		
ADMIN OFFICER 3	46,413	48,077	49,817	51,690	53,732	55,813	57,931	
XO3	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68	
	24.54	25.42	26.34	27.33	28.41	29.51	30.63	
ADMIN OFFICER 4	52,843	54,810	56,834	59,047	61,392	63,756	66,423	
XO4	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	
	27.94	28.98	30.05	31.22	32.46	33.71	35.12	
AIRPORT MANAGER 1	34,592	35,689	36,956	38,242	39,528	40,966		
RM1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35		
	18.29	18.87	19.54	20.22	20.90	21.66		
AIRPORT MANAGER 2	38,847	40,228	41,666	43,179	44,786	46,432		
RM2	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88		
	20.54	21.27	22.03	22.83	23.68	24.55		
AIRPORT MANAGER 3	43,954	45,618	47,188	48,947	50,763	52,692		
RM3	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		
ASST MGR CLAIMS	48,077	50,120	52,030	53,978	56,021	58,271	60,522	
AMC	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	
	25.42	26.50	27.51	28.54	29.62	30.81	32.00	
AUDIT ACCOUNTANT 1	41,666	43,179	44,786	46,432	48,191	49,931		
AN1	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00		
	22.03	22.83	23.68	24.55	25.48	26.40		
AUDIT ACCOUNTANT 2	48,947	50,763	52,692	54,753	56,815	59,047		
AN2	1,876.30	1,945.90	2,019.85	2,098.88	2,177.90	2,263.45		
	25.88	26.84	27.86	28.95	30.04	31.22		
AUDIT MGR 1	57,117	59,330	61,600	64,115	66,744	69,600	72,607	
AZ1	2,189.50	2,274.33	2,361.33	2,457.75	2,558.53	2,668.00	2,783.28	
	30.20	31.37	32.57	33.90	35.29	36.80	38.39	
AUDIT MGR 2	61,600	64,115	66,744	69,600	72,607	75,747	79,057	82,537
AZ2	2,361.33	2,457.75	2,558.53	2,668.00	2,783.28	2,903.63	3,030.50	3,163.90
	32.57	33.90	35.29	36.80	38.39	40.05	41.80	43.64

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

AUDIT REVIEW OFF	61,392	63,756	66,423	69,203	72,116	75,236	78,527	81,913	
ARO	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05	3,010.20	3,139.98	
	32.46	33.71	35.12	36.59	38.13	39.78	41.52	43.31	
AUDIT SPVR 1	42,384	43,973	45,637	47,377	49,117	51,065	53,846	55,983	58,177
AX1	1,624.73	1,685.63	1,749.43	1,816.13	1,882.83	1,957.50	2,064.08	2,146.00	2,230.10
	22.41	23.25	24.13	25.05	25.97	27.00	28.47	29.60	30.76
AUDIT SPVR 2	50,233	52,181	54,110	56,267	58,460	60,787	63,245	66,744	
AX2	1,925.60	2,000.28	2,074.23	2,156.88	2,240.98	2,330.15	2,424.40	2,558.53	
	26.56	27.59	28.61	29.75	30.91	32.14	33.44	35.29	
CONSULTANT SPEC ED	54,810	56,834	59,047	61,392	63,756	66,423	69,203		
CED	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78		
	28.98	30.05	31.22	32.46	33.71	35.12	36.59		
CURRICULUM CONSULT	56,834	59,047	61,392	63,756	66,423	69,203	72,116		
CRC	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43		
	30.05	31.22	32.46	33.71	35.12	36.59	38.13		
DEP COORD EMO	50,120	52,030	53,978	56,021	58,271	60,522			
DCM	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00			
	26.50	27.51	28.54	29.62	30.81	32.00			
ED ADMIN CONSULTANT	59,047	61,392	63,756	66,423	69,203	72,116	75,236		
EAC	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05		
	31.22	32.46	33.71	35.12	36.59	38.13	39.78		
FINANCIAL OFFICER 1	38,847	40,228	41,666	43,179	44,786	46,432			
F11	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88			
	20.54	21.27	22.03	22.83	23.68	24.55			
FINANCIAL OFFICER 2	40,228	41,666	43,179	44,786	46,432	48,191			
F12	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30			
	21.27	22.03	22.83	23.68	24.55	25.48			
FINANCIAL OFFICER 3	45,618	47,188	48,947	50,763	52,692	54,753			
F13	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88			
	24.12	24.95	25.88	26.84	27.86	28.95			
FINANCIAL OFFICER 4	50,120	52,030	53,978	56,021	58,271	60,522			
F14	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00			
	26.50	27.51	28.54	29.62	30.81	32.00			
FINANCIAL OFFICER 5	52,181	54,110	56,267	58,460	60,787	63,245	66,744		
F15	2,000.28	2,074.23	2,156.88	2,240.98	2,330.15	2,424.40	2,558.53		
	27.59	28.61	29.75	30.91	32.14	33.44	35.29		
HEALTH COMM OFF 1	43,254	44,748	46,413	48,077	49,817	51,690	53,732	55,813	57,931
HF1	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	22.87	23.66	24.54	25.42	26.34	27.33	28.41	29.51	30.63
HEALTH COMM OFF 2	48,077	50,120	52,030	53,978	56,021	58,271	60,522		
HF2	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00		
	25.42	26.50	27.51	28.54	29.62	30.81	32.00		

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

HEALTH COMM OFF 3	52,843	54,810	56,834	59,047	61,392	63,756	66,423				
HF3	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20				
	27.94	28.98	30.05	31.22	32.46	33.71	35.12				
HEALTH COMM OFF 4	56,834	59,047	61,392	63,756	66,423	69,203	72,116				
HF4	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43				
	30.05	31.22	32.46	33.71	35.12	36.59	38.13				
INFO TECHNOLOGIST 1	39,737	40,833	43,084	44,124	45,335	46,545	47,756	49,023			
IS1	1,523.23	1,565.28	1,651.55	1,691.43	1,737.83	1,784.23	1,830.63	1,879.20			
	21.01	21.59	22.78	23.33	23.97	24.61	25.25	25.92			
INFO TECHNOLOGIST 2	49,212	51,047	52,881	54,867	56,891	59,141	61,392	63,718			
IS2	1,886.45	1,956.78	2,027.10	2,103.23	2,180.80	2,267.08	2,353.35	2,442.53			
	26.02	26.99	27.96	29.01	30.08	31.27	32.46	33.69			
INFO TECHNOLOGIST 3	53,827	55,869	58,139	60,295	62,508	64,929	67,520	70,111			
IS3	2,063.35	2,141.65	2,228.65	2,311.30	2,396.13	2,488.93	2,588.25	2,687.58			
	28.46	29.54	30.74	31.88	33.05	34.33	35.70	37.07			
INFO TECHNOLOGIST 4	58,139	60,295	62,508	64,929	67,520	70,111	73,061	76,125			
IS4	2,228.65	2,311.30	2,396.13	2,488.93	2,588.25	2,687.58	2,800.68	2,918.13			
	30.74	31.88	33.05	34.33	35.70	37.07	38.63	40.25			
LIBRARY DIRECTOR 1	54,810	56,834	59,047	61,392	63,756	66,423					
LD1	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20					
	28.98	30.05	31.22	32.46	33.71	35.12					
MANAGEMENT ANALYST 1	36,937	38,223	39,528	40,985	42,384	43,973	45,637	47,377	49,117	51,065	
MB1	1,415.93	1,465.23	1,515.25	1,571.08	1,624.73	1,685.63	1,749.43	1,816.13	1,882.83	1,957.50	
	19.53	20.21	20.90	21.67	22.41	23.25	24.13	25.05	25.97	27.00	
MANAGEMENT ANALYST 2	50,233	52,181	54,110	56,267	58,460	60,787	63,245				
MB2	1,925.60	2,000.28	2,074.23	2,156.88	2,240.98	2,330.15	2,424.40				
	26.56	27.59	28.61	29.75	30.91	32.14	33.44				
MANAGEMENT ANALYST 3	57,117	59,330	61,600	64,115	66,744	69,600	72,607				
MB3	2,189.50	2,274.33	2,361.33	2,457.75	2,558.53	2,668.00	2,783.28				
	30.20	31.37	32.57	33.90	35.29	36.80	38.39				
MEDICAL EXAMINER INVESTIGATOR	48,096	49,836	51,652	53,562	55,699	57,855	60,030				
MEI	1,843.68	1,910.38	1,979.98	2,053.20	2,135.13	2,217.78	2,301.15				
	25.43	26.35	27.31	28.32	29.45	30.59	31.74				
PLANNING CONSULTANT	61,392	63,756	66,423	69,203	72,116	75,236	78,527	81,913			
PCO	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05	3,010.20	3,139.98			
	32.46	33.71	35.12	36.59	38.13	39.78	41.52	43.31			
PRODUCTION SPVR	48,077	50,120	52,030	53,978	56,021	58,271	60,522				
PSH	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00				
	25.42	26.50	27.51	28.54	29.62	30.81	32.00				
PROGRAM COORD EDUC	61,392	63,756	66,423	69,203	72,116	75,236	78,527	81,913			
PCD	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05	3,010.20	3,139.98			
	32.46	33.71	35.12	36.59	38.13	39.78	41.52	43.31			

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

PURCHASING AGENT 1	36,956	38,242	39,528	40,966	42,365	43,935		
PA1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18		
	19.54	20.22	20.90	21.66	22.40	23.23		
PURCHASING AGENT 2	45,618	47,188	48,947	50,763	52,692	54,753		
PA2	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88		
	24.12	24.95	25.88	26.84	27.86	28.95		
PURCHASING AGENT 3	48,947	50,763	52,692	54,753	56,815	59,047		
PA3	1,876.30	1,945.90	2,019.85	2,098.88	2,177.90	2,263.45		
	25.88	26.84	27.86	28.95	30.04	31.22		
REGIONAL COORD CDS	56,834	59,047	61,392	63,756	66,423	69,203	72,116	
RCD	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	
	30.05	31.22	32.46	33.71	35.12	36.59	38.13	
SECRETARY MHSC	50,952	52,843	54,810	56,834	59,047	61,392	63,756	66,423
SMH	1,953.15	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20
	26.94	27.94	28.98	30.05	31.22	32.46	33.71	35.12
SECRETARY MUN BD	56,834	59,047	61,392	63,756	66,423	69,203	72,116	
SMB	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	
	30.05	31.22	32.46	33.71	35.12	36.59	38.13	
SR CONSUL INSTR P&E	54,810	56,834	59,047	61,392	63,756	66,423	69,203	
SCE	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	
	28.98	30.05	31.22	32.46	33.71	35.12	36.59	
STUDENT AUDITOR 1	24,493	25,173	25,911	26,686	27,462	28,370		
SA1	938.88	964.98	993.25	1,022.98	1,052.70	1,087.50		
	12.95	13.31	13.70	14.11	14.52	15.00		
STUDENT AUDITOR 2	31,415	32,398	33,495	34,592	35,689	36,956		
SA2	1,204.23	1,241.93	1,283.98	1,326.03	1,368.08	1,416.65		
	16.61	17.13	17.71	18.29	18.87	19.54		
STUDENT AUDITOR 3	33,495	34,592	35,689	36,956	38,242	39,528		
SA3	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25		
	17.71	18.29	18.87	19.54	20.22	20.90		
STUDENT AUDITOR 4	38,242	39,528	40,966	42,365	43,935	45,600		
SA4	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98		
	20.22	20.90	21.66	22.40	23.23	24.11		
SYSTEMS ANALYST 1	37,543	38,847	40,228	41,666	43,179	44,786		
SL1	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80		
	19.85	20.54	21.27	22.03	22.83	23.68		
SYSTEMS ANALYST 2	40,228	41,666	43,179	44,786	46,432	48,191		
SL2	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30		
	21.27	22.03	22.83	23.68	24.55	25.48		
SYSTEMS ANALYST 3	43,954	45,618	47,188	48,947	50,763	52,692		
SL3	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2006 12 22

TAX AUDIT SPVR	66,423	69,203	72,116	75,236	78,527	81,913
TXS	2,546.20	2,652.78	2,764.43	2,884.05	3,010.20	3,139.98
	35.12	36.59	38.13	39.78	41.52	43.31

Effective 2006 12 23 Through 2007 03 16

TAX AUDIT SPVR	68,409	71,284	74,272	77,487	80,891	84,371
TXS	2,622.33	2,732.53	2,847.08	2,970.33	3,100.83	3,234.23
	36.17	37.69	39.27	40.97	42.77	44.61

Effective 2006 03 18 Through 2006 12 22

TAX AUDITOR 1	48,077	49,817	51,690	53,732	55,813	57,931
TX1	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	25.42	26.34	27.33	28.41	29.51	30.63

Effective 2006 12 23 Through 2007 03 16

TAX AUDITOR 1	49,514	51,311	53,240	55,340	57,496	59,671
TX1	1,898.05	1,966.93	2,040.88	2,121.35	2,204.00	2,287.38
	26.18	27.13	28.15	29.26	30.40	31.55

Effective 2006 03 18 Through 2006 12 22

TAX AUDITOR 2	54,810	56,834	59,047	61,392	63,756	66,423
TX2	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20
	28.98	30.05	31.22	32.46	33.71	35.12

Effective 2006 12 23 Through 2007 03 16

TAX AUDITOR 2	56,456	58,536	60,824	63,227	65,666	68,409
TX2	2,164.13	2,243.88	2,331.60	2,423.68	2,517.20	2,622.33
	29.85	30.95	32.16	33.43	34.72	36.17

Effective 2006 03 18 Through 2006 12 22

TAX AUDITOR 3	59,047	61,392	63,756	66,423	69,203	72,116
TX3	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43
	31.22	32.46	33.71	35.12	36.59	38.13

Effective 2006 12 23 Through 2007 03 16

TAX AUDITOR 3	60,824	63,227	65,666	68,409	71,284	74,272
TX3	2,331.60	2,423.68	2,517.20	2,622.33	2,732.53	2,847.08
	32.16	33.43	34.72	36.17	37.69	39.27

Effective 2006 03 18 Through 2006 12 22

TAX AUDITOR 4	61,392	63,756	66,423	69,203	72,116	75,236
TX4	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05
	32.46	33.71	35.12	36.59	38.13	39.78

ADMINISTRATION COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 12 23 Through 2007 03 16

TAX AUDITOR 4	65,080	67,577	70,414	73,364	76,447	79,757	
TX4	2,494.73	2,590.43	2,699.18	2,812.28	2,930.45	3,057.33	
	34.41	35.73	37.23	38.79	40.42	42.17	

Effective 2006 03 18 Through 2007 03 16

TRAINING DEVELOPMENT OFFICER	50,120	52,030	53,978	56,021	58,271	60,522	62,981
TDO	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25
	26.50	27.51	28.54	29.62	30.81	32.00	33.30

ADMINISTRATION COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

ADMIN ANALYST	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
AAN	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
ADMIN OFFICER 1	40,493	41,666	42,895	44,257	45,902	47,585		
AO1	1,552.23	1,597.18	1,644.30	1,696.50	1,759.58	1,824.10		
	21.41	22.03	22.68	23.40	24.27	25.16		
ADMIN OFFICER 2	45,051	46,753	48,361	50,177	52,030	54,016		
AO2	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		
ADMIN OFFICER 3	47,567	49,287	51,065	52,976	55,075	57,212	59,387	
XO3	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50	
	25.15	26.06	27.00	28.01	29.12	30.25	31.40	
ADMIN OFFICER 4	54,167	56,172	58,252	60,522	62,924	65,345	68,087	
XO4	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	
	28.64	29.70	30.80	32.00	33.27	34.55	36.00	
AIRPORT MANAGER 1	35,462	36,578	37,883	39,207	40,512	41,987		
RM1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50		
	18.75	19.34	20.03	20.73	21.42	22.20		
AIRPORT MANAGER 2	39,812	41,231	42,706	44,257	45,902	47,585		
RM2	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10		
	21.05	21.80	22.58	23.40	24.27	25.16		
AIRPORT MANAGER 3	45,051	46,753	48,361	50,177	52,030	54,016		
RM3	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		
ASST MGR CLAIMS	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
AMC	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
AUDIT ACCOUNTANT 1	42,706	44,257	45,902	47,585	49,401	51,179		
AN1	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85		
	22.58	23.40	24.27	25.16	26.12	27.06		
AUDIT ACCOUNTANT 2	50,177	52,030	54,016	56,115	58,233	60,522		
AN2	1,923.43	1,994.48	2,070.60	2,151.08	2,232.28	2,320.00		
	26.53	27.51	28.56	29.67	30.79	32.00		
AUDIT MGR 1	58,555	60,806	63,132	65,723	68,409	71,340	74,423	
AZ1	2,244.60	2,330.88	2,420.05	2,519.38	2,622.33	2,734.70	2,852.88	
	30.96	32.15	33.38	34.75	36.17	37.72	39.35	
AUDIT MGR 2	63,132	65,723	68,409	71,340	74,423	77,638	81,043	84,598
AZ2	2,420.05	2,519.38	2,622.33	2,734.70	2,852.88	2,976.13	3,106.63	3,242.93
	33.38	34.75	36.17	37.72	39.35	41.05	42.85	44.73

ADMINISTRATION COMPONENT YEAR 2 SALARY SCHEDULE

AUDIT REVIEW OFF	62,924	65,345	68,087	70,924	73,912	77,109	80,494	83,955	
ARO	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83	3,085.60	3,218.28	
	33.27	34.55	36.00	37.50	39.08	40.77	42.56	44.39	
AUDIT SPVR 1	43,443	45,070	46,772	48,569	50,347	52,351	55,188	57,382	59,633
AX1	1,665.33	1,727.68	1,792.93	1,861.80	1,929.95	2,006.80	2,115.55	2,199.65	2,285.93
	22.97	23.83	24.73	25.68	26.62	27.68	29.18	30.34	31.53
AUDIT SPVR 2	51,481	53,486	55,472	57,666	59,917	62,300	64,834	68,409	
AX2	1,973.45	2,050.30	2,126.43	2,210.53	2,296.80	2,388.15	2,485.30	2,622.33	
	27.22	28.28	29.33	30.49	31.68	32.94	34.28	36.17	
CONSULTANT SPEC ED	56,172	58,252	60,522	62,924	65,345	68,087	70,924		
CED	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75		
	29.70	30.80	32.00	33.27	34.55	36.00	37.50		
CURRICULUM CONSULT	58,252	60,522	62,924	65,345	68,087	70,924	73,912		
CRC	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30		
	30.80	32.00	33.27	34.55	36.00	37.50	39.08		
DEP COORD EMO	51,368	53,335	55,321	57,420	59,727	62,035			
DCM	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00			
	27.16	28.20	29.25	30.36	31.58	32.80			
ED ADMIN CONSULTANT	60,522	62,924	65,345	68,087	70,924	73,912	77,109		
EAC	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83		
	32.00	33.27	34.55	36.00	37.50	39.08	40.77		
FINANCIAL OFFICER 1	39,812	41,231	42,706	44,257	45,902	47,585			
FI1	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10			
	21.05	21.80	22.58	23.40	24.27	25.16			
FINANCIAL OFFICER 2	41,231	42,706	44,257	45,902	47,585	49,401			
FI2	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70			
	21.80	22.58	23.40	24.27	25.16	26.12			
FINANCIAL OFFICER 3	46,753	48,361	50,177	52,030	54,016	56,115			
FI3	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08			
	24.72	25.57	26.53	27.51	28.56	29.67			
FINANCIAL OFFICER 4	51,368	53,335	55,321	57,420	59,727	62,035			
FI4	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00			
	27.16	28.20	29.25	30.36	31.58	32.80			
FINANCIAL OFFICER 5	53,486	55,472	57,666	59,917	62,300	64,834	68,409		
FI5	2,050.30	2,126.43	2,210.53	2,296.80	2,388.15	2,485.30	2,622.33		
	28.28	29.33	30.49	31.68	32.94	34.28	36.17		
HEALTH COMM OFF 1	44,332	45,864	47,567	49,287	51,065	52,976	55,075	57,212	59,387
HF1	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50
	23.44	24.25	25.15	26.06	27.00	28.01	29.12	30.25	31.40
HEALTH COMM OFF 2	49,287	51,368	53,335	55,321	57,420	59,727	62,035		
HF2	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00		
	26.06	27.16	28.20	29.25	30.36	31.58	32.80		

ADMINISTRATION COMPONENT YEAR 2 SALARY SCHEDULE

HEALTH COMM OFF 3	54,167	56,172	58,252	60,522	62,924	65,345	68,087				
HF3	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00				
	28.64	29.70	30.80	32.00	33.27	34.55	36.00				
HEALTH COMM OFF 4	58,252	60,522	62,924	65,345	68,087	70,924	73,912				
HF4	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30				
	30.80	32.00	33.27	34.55	36.00	37.50	39.08				
INFO TECHNOLOGIST 1	40,739	41,855	44,162	45,221	46,470	47,718	48,947	50,252			
IS1	1,561.65	1,604.43	1,692.88	1,733.48	1,781.33	1,829.18	1,876.30	1,926.33			
	21.54	22.13	23.35	23.91	24.57	25.23	25.88	26.57			
INFO TECHNOLOGIST 2	50,441	52,314	54,205	56,247	58,309	60,617	62,924	65,307			
IS2	1,933.58	2,005.35	2,077.85	2,156.15	2,235.18	2,323.63	2,412.08	2,503.43			
	26.67	27.66	28.66	29.74	30.83	32.05	33.27	34.53			
INFO TECHNOLOGIST 3	55,170	57,269	59,595	61,808	64,078	66,555	69,203	71,870			
IS3	2,114.83	2,195.30	2,284.48	2,369.30	2,456.30	2,551.28	2,652.78	2,755.00			
	29.17	30.28	31.51	32.68	33.88	35.19	36.59	38.00			
INFO TECHNOLOGIST 4	59,595	61,808	64,078	66,555	69,203	71,870	74,896	78,035			
IS4	2,284.48	2,369.30	2,456.30	2,551.28	2,652.78	2,755.00	2,871.00	2,991.35			
	31.51	32.68	33.88	35.19	36.59	38.00	39.60	41.26			
LIBRARY DIRECTOR 1	56,172	58,252	60,522	62,924	65,345	68,087					
LD1	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00					
	29.70	30.80	32.00	33.27	34.55	36.00					
MANAGEMENT ANALYST 1	37,864	39,188	40,512	42,006	43,443	45,070	46,772	48,569	50,347	52,351	
MB1	1,451.45	1,502.20	1,552.95	1,610.23	1,665.33	1,727.68	1,792.93	1,861.80	1,929.95	2,006.80	
	20.02	20.72	21.42	22.21	22.97	23.83	24.73	25.68	26.62	27.68	
MANAGEMENT ANALYST 2	51,481	53,486	55,472	57,666	59,917	62,300	64,834				
MB2	1,973.45	2,050.30	2,126.43	2,210.53	2,296.80	2,388.15	2,485.30				
	27.22	28.28	29.33	30.49	31.68	32.94	34.28				
MANAGEMENT ANALYST 3	58,555	60,806	63,132	65,723	68,409	71,340	74,423				
MB3	2,244.60	2,330.88	2,420.05	2,519.38	2,622.33	2,734.70	2,852.88				
	30.96	32.15	33.38	34.75	36.17	37.72	39.35				
MEDICAL EXAMINER INVESTIGATOR	49,307	51,084	52,938	54,905	57,099	59,293	61,524				
MEI	1,890.08	1,958.23	2,029.28	2,104.68	2,188.78	2,272.88	2,358.43				
	26.07	27.01	27.99	29.03	30.19	31.35	32.53				
PLANNING CONSULTANT	62,924	65,345	68,087	70,924	73,912	77,109	80,494	83,955			
PCO	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83	3,085.60	3,218.28			
	33.27	34.55	36.00	37.50	39.08	40.77	42.56	44.39			
PRODUCTION SPVR	49,287	51,368	53,335	55,321	57,420	59,727	62,035				
PSH	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00				
	26.06	27.16	28.20	29.25	30.36	31.58	32.80				
PROGRAM COORD EDUC	62,924	65,345	68,087	70,924	73,912	77,109	80,494	83,955			
PCD	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83	3,085.60	3,218.28			
	33.27	34.55	36.00	37.50	39.08	40.77	42.56	44.39			

ADMINISTRATION COMPONENT YEAR 2 SALARY SCHEDULE

PURCHASING AGENT 1	37,883	39,207	40,512	41,987	43,424	45,032		
PA1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23		
	20.03	20.73	21.42	22.20	22.96	23.81		
PURCHASING AGENT 2	46,753	48,361	50,177	52,030	54,016	56,115		
PA2	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08		
	24.72	25.57	26.53	27.51	28.56	29.67		
PURCHASING AGENT 3	50,177	52,030	54,016	56,115	58,233	60,522		
PA3	1,923.43	1,994.48	2,070.60	2,151.08	2,232.28	2,320.00		
	26.53	27.51	28.56	29.67	30.79	32.00		
REGIONAL COORD CDS	58,252	60,522	62,924	65,345	68,087	70,924	73,912	
RCD	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	
	30.80	32.00	33.27	34.55	36.00	37.50	39.08	
SECRETARY MHSC	52,219	54,167	56,172	58,252	60,522	62,924	65,345	68,087
SMH	2,001.73	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00
	27.61	28.64	29.70	30.80	32.00	33.27	34.55	36.00
SECRETARY MUN BD	58,252	60,522	62,924	65,345	68,087	70,924	73,912	
SMB	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	
	30.80	32.00	33.27	34.55	36.00	37.50	39.08	
SR CONSUL INSTR P&E	56,172	58,252	60,522	62,924	65,345	68,087	70,924	
SCE	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	
	29.70	30.80	32.00	33.27	34.55	36.00	37.50	
STUDENT AUDITOR 1	25,098	25,797	26,554	27,348	28,143	29,088		
SA1	962.08	988.9	1,017.90	1,048.35	1,078.80	1,115.05		
	13.27	13.64	14.04	14.46	14.88	15.38		
STUDENT AUDITOR 2	32,209	33,211	34,327	35,462	36,578	37,883		
SA2	1,234.68	1,273.10	1,315.88	1,359.38	1,402.15	1,452.18		
	17.03	17.56	18.15	18.75	19.34	20.03		
STUDENT AUDITOR 3	34,327	35,462	36,578	37,883	39,207	40,512		
SA3	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95		
	18.15	18.75	19.34	20.03	20.73	21.42		
STUDENT AUDITOR 4	39,207	40,512	41,987	43,424	45,032	46,734		
SA4	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48		
	20.73	21.42	22.20	22.96	23.81	24.71		
SYSTEMS ANALYST 1	38,488	39,812	41,231	42,706	44,257	45,902		
SL1	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58		
	20.35	21.05	21.80	22.58	23.40	24.27		
SYSTEMS ANALYST 2	41,231	42,706	44,257	45,902	47,585	49,401		
SL2	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70		
	21.80	22.58	23.40	24.27	25.16	26.12		
SYSTEMS ANALYST 3	45,051	46,753	48,361	50,177	52,030	54,016		
SL3	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		

ADMINISTRATION COMPONENT YEAR 2 SALARY SCHEDULE

TAX AUDIT SPVR	70,111	73,061	76,125	79,416	82,915	86,490	
TXS	2,687.58	2,800.68	2,918.13	3,044.28	3,178.40	3,315.43	
	37.07	38.63	40.25	41.99	43.84	45.73	
TAX AUDITOR 1	50,744	52,597	54,564	56,720	58,933	61,165	
TX1	1,945.18	2,016.23	2,091.63	2,174.28	2,259.10	2,344.65	
	26.83	27.81	28.85	29.99	31.16	32.34	
TAX AUDITOR 2	57,874	59,992	62,338	64,815	67,312	70,111	
TX2	2,218.50	2,299.70	2,389.60	2,484.58	2,580.28	2,687.58	
	30.60	31.72	32.96	34.27	35.59	37.07	
TAX AUDITOR 3	62,338	64,815	67,312	70,111	73,061	76,125	
TX3	2,389.60	2,484.58	2,580.28	2,687.58	2,800.68	2,918.13	
	32.96	34.27	35.59	37.07	38.63	40.25	
TAX AUDITOR 4	66,707	69,260	72,172	75,198	78,357	81,742	
TX4	2,557.08	2,654.95	2,766.60	2,882.60	3,003.68	3,133.45	
	35.27	36.62	38.16	39.76	41.43	43.22	
TRAINING DEVELOPMENT OFFICER	51,368	53,335	55,321	57,420	59,727	62,035	64,550
TDO	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43
	27.16	28.20	29.25	30.36	31.58	32.80	34.13

ADMINISTRATION COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

ADMIN ANALYST	50,517	52,654	54,678	56,701	58,857	61,222	63,586	
AAN	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	
	26.71	27.84	28.91	29.98	31.12	32.37	33.62	
ADMIN OFFICER 1	41,514	42,706	43,973	45,373	47,056	48,777		
AO1	1,591.38	1,637.05	1,685.63	1,739.28	1,803.80	1,869.78		
	21.95	22.58	23.25	23.99	24.88	25.79		
ADMIN OFFICER 2	46,186	47,926	49,571	51,425	53,335	55,359		
AO2	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		
ADMIN OFFICER 3	48,758	50,517	52,351	54,300	56,456	58,650	60,881	
XO3	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78	
	25.78	26.71	27.68	28.71	29.85	31.01	32.19	
ADMIN OFFICER 4	55,529	57,571	59,709	62,035	64,494	66,971	69,789	
XO4	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	
	29.36	30.44	31.57	32.80	34.10	35.41	36.90	
AIRPORT MANAGER 1	36,351	37,486	38,829	40,190	41,533	43,046		
RM1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10		
	19.22	19.82	20.53	21.25	21.96	22.76		
AIRPORT MANAGER 2	40,814	42,271	43,765	45,373	47,056	48,777		
RM2	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78		
	21.58	22.35	23.14	23.99	24.88	25.79		
AIRPORT MANAGER 3	46,186	47,926	49,571	51,425	53,335	55,359		
RM3	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		
ASST MGR CLAIMS	50,517	52,654	54,678	56,701	58,857	61,222	63,586	
AMC	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	
	26.71	27.84	28.91	29.98	31.12	32.37	33.62	
AUDIT ACCOUNTANT 1	45,070	46,734	48,474	50,233	52,143	54,035		
AN1	1,727.68	1,791.48	1,858.18	1,925.60	1,998.83	2,071.33		
	23.83	24.71	25.63	26.56	27.57	28.57		
AUDIT ACCOUNTANT 2	52,976	54,943	57,023	59,236	61,487	63,888		
AN2	2,030.73	2,106.13	2,185.88	2,270.70	2,356.98	2,449.05		
	28.01	29.05	30.15	31.32	32.51	33.78		
AUDIT MGR 1	61,808	64,191	66,650	69,392	72,210	75,312	78,565	
AZ1	2,369.30	2,460.65	2,554.90	2,660.03	2,768.05	2,886.95	3,011.65	
	32.68	33.94	35.24	36.69	38.18	39.82	41.54	
AUDIT MGR 2	66,650	69,392	72,210	75,312	78,565	81,969	85,563	89,327
AZ2	2,554.90	2,660.03	2,768.05	2,886.95	3,011.65	3,142.15	3,279.90	3,424.18
	35.24	36.69	38.18	39.82	41.54	43.34	45.24	47.23

ADMINISTRATION COMPONENT YEAR 3 SALARY SCHEDULE

AUDIT REVIEW OFF	64,494	66,971	69,789	72,702	75,766	79,038	82,499	86,054	
ARO	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78	3,162.45	3,298.75	
	34.10	35.41	36.90	38.44	40.06	41.79	43.62	45.50	
AUDIT SPVR 1	45,864	47,585	49,382	51,273	53,165	55,264	58,271	60,579	62,962
AX1	1,758.13	1,824.10	1,892.98	1,965.48	2,037.98	2,118.45	2,233.73	2,322.18	2,413.53
	24.25	25.16	26.11	27.11	28.11	29.22	30.81	32.03	33.29
AUDIT SPVR 2	54,356	56,474	58,555	60,881	63,245	65,761	68,447	72,210	
AX2	2,083.65	2,164.85	2,244.60	2,333.78	2,424.40	2,520.83	2,623.78	2,768.05	
	28.74	29.86	30.96	32.19	33.44	34.77	36.19	38.18	
CONSULTANT SPEC ED	57,571	59,709	62,035	64,494	66,971	69,789	72,702		
CED	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90		
	30.44	31.57	32.80	34.10	35.41	36.90	38.44		
CURRICULUM CONSULT	59,709	62,035	64,494	66,971	69,789	72,702	75,766		
CRC	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35		
	31.57	32.80	34.10	35.41	36.90	38.44	40.06		
DEP COORD EMO	52,654	54,678	56,701	58,857	61,222	63,586			
DCM	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45			
	27.84	28.91	29.98	31.12	32.37	33.62			
ED ADMIN CONSULTANT	62,035	64,494	66,971	69,789	72,702	75,766	79,038		
EAC	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78		
	32.80	34.10	35.41	36.90	38.44	40.06	41.79		
FINANCIAL OFFICER 1	40,814	42,271	43,765	45,373	47,056	48,777			
FI1	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78			
	21.58	22.35	23.14	23.99	24.88	25.79			
FINANCIAL OFFICER 2	42,271	43,765	45,373	47,056	48,777	50,630			
FI2	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83			
	22.35	23.14	23.99	24.88	25.79	26.77			
FINANCIAL OFFICER 3	47,926	49,571	51,425	53,335	55,359	57,515			
FI3	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73			
	25.34	26.21	27.19	28.20	29.27	30.41			
FINANCIAL OFFICER 4	52,654	54,678	56,701	58,857	61,222	63,586			
FI4	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45			
	27.84	28.91	29.98	31.12	32.37	33.62			
FINANCIAL OFFICER 5	54,829	56,853	59,103	61,411	63,851	66,461	70,111		
FI5	2,101.78	2,179.35	2,265.63	2,354.08	2,447.60	2,547.65	2,687.58		
	28.99	30.06	31.25	32.47	33.76	35.14	37.07		
HEALTH COMM OFF 1	45,448	47,018	48,758	50,517	52,351	54,300	56,456	58,650	60,881
HF1	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78
	24.03	24.86	25.78	26.71	27.68	28.71	29.85	31.01	32.19
HEALTH COMM OFF 2	50,517	52,654	54,678	56,701	58,857	61,222	63,586		
HF2	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45		
	26.71	27.84	28.91	29.98	31.12	32.37	33.62		

ADMINISTRATION COMPONENT YEAR 3 SALARY SCHEDULE

HEALTH COMM OFF 3	55,529	57,571	59,709	62,035	64,494	66,971	69,789				
HF3	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25				
	29.36	30.44	31.57	32.80	34.10	35.41	36.90				
HEALTH COMM OFF 4	59,709	62,035	64,494	66,971	69,789	72,702	75,766				
HF4	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35				
	31.57	32.80	34.10	35.41	36.90	38.44	40.06				
INFO TECHNOLOGIST 1	41,760	42,895	45,259	46,356	47,623	48,909	50,177	51,500			
IS1	1,600.80	1,644.30	1,734.93	1,776.98	1,825.55	1,874.85	1,923.43	1,974.18			
	22.08	22.68	23.93	24.51	25.18	25.86	26.53	27.23			
INFO TECHNOLOGIST 2	51,708	53,619	55,567	57,647	59,765	62,130	64,494	66,934			
IS2	1,982.15	2,055.38	2,130.05	2,209.80	2,291.00	2,381.63	2,472.25	2,565.78			
	27.34	28.35	29.38	30.48	31.60	32.85	34.10	35.39			
INFO TECHNOLOGIST 3	56,550	58,706	61,089	63,359	65,685	68,220	70,924	73,667			
IS3	2,167.75	2,250.40	2,341.75	2,428.75	2,517.93	2,615.08	2,718.75	2,823.88			
	29.90	31.04	32.30	33.50	34.73	36.07	37.50	38.95			
INFO TECHNOLOGIST 4	61,089	63,359	65,685	68,220	70,924	73,667	76,768	79,984			
IS4	2,341.75	2,428.75	2,517.93	2,615.08	2,718.75	2,823.88	2,942.78	3,066.03			
	32.30	33.50	34.73	36.07	37.50	38.95	40.59	42.29			
LIBRARY DIRECTOR 1	57,571	59,709	62,035	64,494	66,971	69,789					
LD1	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25					
	30.44	31.57	32.80	34.10	35.41	36.90					
MANAGEMENT ANALYST 1	38,810	40,171	41,533	43,065	44,521	46,205	47,945	49,779	51,614	53,657	
MB1	1,487.70	1,539.90	1,592.10	1,650.83	1,706.65	1,771.18	1,837.88	1,908.20	1,978.53	2,056.83	
	20.52	21.24	21.96	22.77	23.54	24.43	25.35	26.32	27.29	28.37	
MANAGEMENT ANALYST 2	52,767	54,829	56,853	59,103	61,411	63,851	66,461				
MB2	2,022.75	2,101.78	2,179.35	2,265.63	2,354.08	2,447.60	2,547.65				
	27.90	28.99	30.06	31.25	32.47	33.76	35.14				
MANAGEMENT ANALYST 3	60,011	62,319	64,702	67,368	70,111	73,118	76,277				
MB3	2,300.43	2,388.88	2,480.23	2,582.45	2,687.58	2,802.85	2,923.93				
	31.73	32.95	34.21	35.62	37.07	38.66	40.33				
MEDICAL EXAMINER INVESTIGATOR	50,536	52,370	54,262	56,285	58,517	60,768	63,056				
MEI	1,937.20	2,007.53	2,080.03	2,157.60	2,243.15	2,329.43	2,417.15				
	26.72	27.69	28.69	29.76	30.94	32.13	33.34				
PLANNING CONSULTANT	64,494	66,971	69,789	72,702	75,766	79,038	82,499	86,054			
PCO	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78	3,162.45	3,298.75			
	34.10	35.41	36.90	38.44	40.06	41.79	43.62	45.50			
PRODUCTION SPVR	50,517	52,654	54,678	56,701	58,857	61,222	63,586				
PSH	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45				
	26.71	27.84	28.91	29.98	31.12	32.37	33.62				
PROGRAM COORD EDUC	64,494	66,971	69,789	72,702	75,766	79,038	82,499	86,054			
PCD	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78	3,162.45	3,298.75			
	34.10	35.41	36.90	38.44	40.06	41.79	43.62	45.50			

ADMINISTRATION COMPONENT YEAR 3 SALARY SCHEDULE

PURCHASING AGENT 1	38,829	40,190	41,533	43,046	44,503	46,167		
PA1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73		
	20.53	21.25	21.96	22.76	23.53	24.41		
PURCHASING AGENT 2	47,926	49,571	51,425	53,335	55,359	57,515		
PA2	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73		
	25.34	26.21	27.19	28.20	29.27	30.41		
PURCHASING AGENT 3	51,425	53,335	55,359	57,515	59,690	62,035		
PA3	1,971.28	2,044.50	2,122.08	2,204.73	2,288.10	2,378.00		
	27.19	28.20	29.27	30.41	31.56	32.80		
REGIONAL COORD CDS	59,709	62,035	64,494	66,971	69,789	72,702	75,766	
RCD	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	
	31.57	32.80	34.10	35.41	36.90	38.44	40.06	
SECRETARY MHSC	53,524	55,529	57,571	59,709	62,035	64,494	66,971	69,789
SMH	2,051.75	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25
	28.30	29.36	30.44	31.57	32.80	34.10	35.41	36.90
SECRETARY MUN BD	59,709	62,035	64,494	66,971	69,789	72,702	75,766	
SMB	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	
	31.57	32.80	34.10	35.41	36.90	38.44	40.06	
SR CONSUL INSTR P&E	57,571	59,709	62,035	64,494	66,971	69,789	72,702	
SCE	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	
	30.44	31.57	32.80	34.10	35.41	36.90	38.44	
STUDENT AUDITOR 1	25,722	26,440	27,216	28,029	28,843	29,807		
SA1	986	1,013.55	1,043.28	1,074.45	1,105.63	1,142.60		
	13.60	13.98	14.39	14.82	15.25	15.76		
STUDENT AUDITOR 2	33,022	34,044	35,178	36,351	37,486	38,829		
SA2	1,265.85	1,305.00	1,348.50	1,393.45	1,436.95	1,488.43		
	17.46	18.00	18.60	19.22	19.82	20.53		
STUDENT AUDITOR 3	35,178	36,351	37,486	38,829	40,190	41,533		
SA3	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10		
	18.60	19.22	19.82	20.53	21.25	21.96		
STUDENT AUDITOR 4	40,190	41,533	43,046	44,503	46,167	47,907		
SA4	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43		
	21.25	21.96	22.76	23.53	24.41	25.33		
SYSTEMS ANALYST 1	39,453	40,814	42,271	43,765	45,373	47,056		
SL1	1,512.35	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80		
	20.86	21.58	22.35	23.14	23.99	24.88		
SYSTEMS ANALYST 2	42,271	43,765	45,373	47,056	48,777	50,630		
SL2	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83		
	22.35	23.14	23.99	24.88	25.79	26.77		
SYSTEMS ANALYST 3	46,186	47,926	49,571	51,425	53,335	55,359		
SL3	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		

ADMINISTRATION COMPONENT YEAR 3 SALARY SCHEDULE

TAX AUDIT SPVR	71,870	74,896	78,035	81,402	84,995	88,646	
TXS	2,755.00	2,871.00	2,991.35	3,120.40	3,258.15	3,398.08	
	38.00	39.60	41.26	43.04	44.94	46.87	
TAX AUDITOR 1	53,051	54,999	57,042	59,293	61,619	63,945	
TX1	2,033.63	2,108.30	2,186.60	2,272.88	2,362.05	2,451.23	
	28.05	29.08	30.16	31.35	32.58	33.81	
TAX AUDITOR 2	60,522	62,716	65,174	67,766	70,376	73,307	
TX2	2,320.00	2,404.10	2,498.35	2,597.68	2,697.73	2,810.10	
	32.00	33.16	34.46	35.83	37.21	38.76	
TAX AUDITOR 3	65,174	67,766	70,376	73,307	76,390	79,605	
TX3	2,498.35	2,597.68	2,697.73	2,810.10	2,928.28	3,051.53	
	34.46	35.83	37.21	38.76	40.39	42.09	
TAX AUDITOR 4	68,371	71,000	73,969	77,071	80,324	83,785	
TX4	2,620.88	2,721.65	2,835.48	2,954.38	3,079.08	3,211.75	
	36.15	37.54	39.11	40.75	42.47	44.30	
TRAINING DEVELOPMENT OFFICER	52,654	54,678	56,701	58,857	61,222	63,586	66,158
TDO	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05
	27.84	28.91	29.98	31.12	32.37	33.62	34.98

ADMINISTRATION COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

ADMIN ANALYST	51,973	54,186	56,267	58,347	60,560	63,000	65,420	
AAN	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	
	27.48	28.65	29.75	30.85	32.02	33.31	34.59	
ADMIN OFFICER 1	42,725	43,935	45,240	46,697	48,417	50,195		
AO1	1,637.78	1,684.18	1,734.20	1,790.03	1,856.00	1,924.15		
	22.59	23.23	23.92	24.69	25.60	26.54		
ADMIN OFFICER 2	47,529	49,307	51,009	52,919	54,886	56,966		
AO2	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70		
	25.13	26.07	26.97	27.98	29.02	30.12		
ADMIN OFFICER 3	50,177	51,973	53,864	55,869	58,101	60,352	62,640	
XO3	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20	
	26.53	27.48	28.48	29.54	30.72	31.91	33.12	
ADMIN OFFICER 4	57,137	59,236	61,449	63,832	66,366	68,919	71,813	
XO4	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	
	30.21	31.32	32.49	33.75	35.09	36.44	37.97	
AIRPORT MANAGER 1	37,410	38,564	39,963	41,363	42,744	44,294		
RM1	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95		
	19.78	20.39	21.13	21.87	22.60	23.42		
AIRPORT MANAGER 2	42,006	43,500	45,032	46,697	48,417	50,195		
RM2	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15		
	22.21	23.00	23.81	24.69	25.60	26.54		
AIRPORT MANAGER 3	47,529	49,307	51,009	52,919	54,886	56,966		
RM3	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70		
	25.13	26.07	26.97	27.98	29.02	30.12		
ASST MGR CLAIMS	51,973	54,186	56,267	58,347	60,560	63,000	65,420	
AMC	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	
	27.48	28.65	29.75	30.85	32.02	33.31	34.59	
AUDIT ACCOUNTANT 1	46,375	48,096	49,874	51,690	53,657	55,604		
AN1	1,777.70	1,843.68	1,911.83	1,981.43	2,056.83	2,131.50		
	24.52	25.43	26.37	27.33	28.37	29.40		
AUDIT ACCOUNTANT 2	54,507	56,531	58,668	60,957	63,264	65,742		
AN2	2,089.45	2,167.03	2,248.95	2,336.68	2,425.13	2,520.10		
	28.82	29.89	31.02	32.23	33.45	34.76		
AUDIT MGR 1	63,605	66,044	68,579	71,397	74,310	77,487	80,834	
AZ1	2,438.18	2,531.70	2,628.85	2,736.88	2,848.53	2,970.33	3,098.65	
	33.63	34.92	36.26	37.75	39.29	40.97	42.74	
AUDIT MGR 2	68,579	71,397	74,310	77,487	80,834	84,352	88,040	91,918
AZ2	2,628.85	2,736.88	2,848.53	2,970.33	3,098.65	3,233.50	3,374.88	3,523.50
	36.26	37.75	39.29	40.97	42.74	44.60	46.55	48.60

ADMINISTRATION COMPONENT YEAR 4 SALARY SCHEDULE

AUDIT REVIEW OFF	66,366	68,919	71,813	74,801	77,960	81,326	84,882	88,551	
ARO	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50	3,253.80	3,394.45	
	35.09	36.44	37.97	39.55	41.22	43.00	44.88	46.82	
AUDIT SPVR 1	47,188	48,966	50,820	52,767	54,716	56,872	59,954	62,338	64,796
AX1	1,808.88	1,877.03	1,948.08	2,022.75	2,097.43	2,180.08	2,298.25	2,389.60	2,483.85
	24.95	25.89	26.87	27.90	28.93	30.07	31.70	32.96	34.26
AUDIT SPVR 2	55,926	58,120	60,257	62,640	65,080	67,671	70,432	74,310	
AX2	2,143.83	2,227.93	2,309.85	2,401.20	2,494.73	2,594.05	2,699.90	2,848.53	
	29.57	30.73	31.86	33.12	34.41	35.78	37.24	39.29	
CONSULTANT SPEC ED	59,236	61,449	63,832	66,366	68,919	71,813	74,801		
CED	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38		
	31.32	32.49	33.75	35.09	36.44	37.97	39.55		
CURRICULUM CONSULT	61,449	63,832	66,366	68,919	71,813	74,801	77,960		
CRC	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45		
	32.49	33.75	35.09	36.44	37.97	39.55	41.22		
DEP COORD EMO	54,186	56,267	58,347	60,560	63,000	65,420			
DCM	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78			
	28.65	29.75	30.85	32.02	33.31	34.59			
ED ADMIN CONSULTANT	63,832	66,366	68,919	71,813	74,801	77,960	81,326		
EAC	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50		
	33.75	35.09	36.44	37.97	39.55	41.22	43.00		
FINANCIAL OFFICER 1	42,006	43,500	45,032	46,697	48,417	50,195			
F11	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15			
	22.21	23.00	23.81	24.69	25.60	26.54			
FINANCIAL OFFICER 2	43,500	45,032	46,697	48,417	50,195	52,106			
F12	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38			
	23.00	23.81	24.69	25.60	26.54	27.55			
FINANCIAL OFFICER 3	49,307	51,009	52,919	54,886	56,966	59,179			
F13	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53			
	26.07	26.97	27.98	29.02	30.12	31.29			
FINANCIAL OFFICER 4	54,186	56,267	58,347	60,560	63,000	65,420			
F14	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78			
	28.65	29.75	30.85	32.02	33.31	34.59			
FINANCIAL OFFICER 5	56,418	58,498	60,824	63,189	65,704	68,390	72,154		
F15	2,162.68	2,242.43	2,331.60	2,422.23	2,518.65	2,621.60	2,765.88		
	29.83	30.93	32.16	33.41	34.74	36.16	38.15		
HEALTH COMM OFF 1	46,772	48,380	50,177	51,973	53,864	55,869	58,101	60,352	62,640
HF1	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20
	24.73	25.58	26.53	27.48	28.48	29.54	30.72	31.91	33.12
HEALTH COMM OFF 2	51,973	54,186	56,267	58,347	60,560	63,000	65,420		
HF2	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78		
	27.48	28.65	29.75	30.85	32.02	33.31	34.59		

ADMINISTRATION COMPONENT YEAR 4 SALARY SCHEDULE

HEALTH COMM OFF 3	57,137	59,236	61,449	63,832	66,366	68,919	71,813				
HF3	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83				
	30.21	31.32	32.49	33.75	35.09	36.44	37.97				
HEALTH COMM OFF 4	61,449	63,832	66,366	68,919	71,813	74,801	77,960				
HF4	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45				
	32.49	33.75	35.09	36.44	37.97	39.55	41.22				
INFO TECHNOLOGIST 1	42,971	44,143	46,564	47,699	49,004	50,328	51,633	52,994			
IS1	1,647.20	1,692.15	1,784.95	1,828.45	1,878.48	1,929.23	1,979.25	2,031.45			
	22.72	23.34	24.62	25.22	25.91	26.61	27.30	28.02			
INFO TECHNOLOGIST 2	53,203	55,170	57,174	59,311	61,505	63,926	66,366	68,881			
IS2	2,039.43	2,114.83	2,191.68	2,273.60	2,357.70	2,450.50	2,544.03	2,640.45			
	28.13	29.17	30.23	31.36	32.52	33.80	35.09	36.42			
INFO TECHNOLOGIST 3	58,196	60,408	62,867	65,194	67,595	70,205	72,986	75,804			
IS3	2,230.83	2,315.65	2,409.90	2,499.08	2,591.15	2,691.20	2,797.78	2,905.80			
	30.77	31.94	33.24	34.47	35.74	37.12	38.59	40.08			
INFO TECHNOLOGIST 4	62,867	65,194	67,595	70,205	72,986	75,804	79,000	82,310			
IS4	2,409.90	2,499.08	2,591.15	2,691.20	2,797.78	2,905.80	3,028.33	3,155.20			
	33.24	34.47	35.74	37.12	38.59	40.08	41.77	43.52			
LIBRARY DIRECTOR 1	59,236	61,449	63,832	66,366	68,919	71,813					
LD1	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83					
	31.32	32.49	33.75	35.09	36.44	37.97					
MANAGEMENT ANALYST 1	39,944	41,344	42,744	44,313	45,807	47,547	49,344	51,217	53,108	55,207	
MB1	1,531.20	1,584.85	1,638.50	1,698.68	1,755.95	1,822.65	1,891.53	1,963.30	2,035.80	2,116.28	
	21.12	21.86	22.60	23.43	24.22	25.14	26.09	27.08	28.08	29.19	
MANAGEMENT ANALYST 2	54,300	56,418	58,498	60,824	63,189	65,704	68,390				
MB2	2,081.48	2,162.68	2,242.43	2,331.60	2,422.23	2,518.65	2,621.60				
	28.71	29.83	30.93	32.16	33.41	34.74	36.16				
MANAGEMENT ANALYST 3	61,751	64,134	66,574	69,317	72,154	75,236	78,489				
MB3	2,367.13	2,458.48	2,552.00	2,657.13	2,765.88	2,884.05	3,008.75				
	32.65	33.91	35.20	36.65	38.15	39.78	41.50				
MEDICAL EXAMINER INVESTIGATOR	53,543	55,491	57,515	59,652	62,035	64,399	66,839				
MEI	2,052.48	2,127.15	2,204.73	2,286.65	2,378.00	2,468.63	2,562.15				
	28.31	29.34	30.41	31.54	32.80	34.05	35.34				
PLANNING CONSULTANT	66,366	68,919	71,813	74,801	77,960	81,326	84,882	88,551			
PCO	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50	3,253.80	3,394.45			
	35.09	36.44	37.97	39.55	41.22	43.00	44.88	46.82			
PRODUCTION SPVR	51,973	54,186	56,267	58,347	60,560	63,000	65,420				
PSH	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78				
	27.48	28.65	29.75	30.85	32.02	33.31	34.59				
PROGRAM COORD EDUC	66,366	68,919	71,813	74,801	77,960	81,326	84,882	88,551			
PCD	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50	3,253.80	3,394.45			
	35.09	36.44	37.97	39.55	41.22	43.00	44.88	46.82			

ADMINISTRATION COMPONENT YEAR 4 SALARY SCHEDULE

PURCHASING AGENT 1	39,963	41,363	42,744	44,294	45,789	47,510		
PA1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20		
	21.13	21.87	22.60	23.42	24.21	25.12		
PURCHASING AGENT 2	49,307	51,009	52,919	54,886	56,966	59,179		
PA2	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53		
	26.07	26.97	27.98	29.02	30.12	31.29		
PURCHASING AGENT 3	52,919	54,886	56,966	59,179	61,430	63,832		
PA3	2,028.55	2,103.95	2,183.70	2,268.53	2,354.80	2,446.88		
	27.98	29.02	30.12	31.29	32.48	33.75		
REGIONAL COORD CDS	61,449	63,832	66,366	68,919	71,813	74,801	77,960	
RCD	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	
	32.49	33.75	35.09	36.44	37.97	39.55	41.22	
SECRETARY MHSC	55,075	57,137	59,236	61,449	63,832	66,366	68,919	71,813
SMH	2,111.20	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83
	29.12	30.21	31.32	32.49	33.75	35.09	36.44	37.97
SECRETARY MUN BD	61,449	63,832	66,366	68,919	71,813	74,801	77,960	
SMB	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	
	32.49	33.75	35.09	36.44	37.97	39.55	41.22	
SR CONSUL INSTR P&E	59,236	61,449	63,832	66,366	68,919	71,813	74,801	
SCE	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	
	31.32	32.49	33.75	35.09	36.44	37.97	39.55	
STUDENT AUDITOR 1	27,254	28,029	28,843	29,713	30,564	31,604		
SA1	1,044.73	1,074.45	1,105.63	1,138.98	1,171.60	1,211.48		
	14.41	14.82	15.25	15.71	16.16	16.71		
STUDENT AUDITOR 2	35,008	36,086	37,278	38,526	39,717	41,155		
SA2	1,341.98	1,383.30	1,428.98	1,476.83	1,522.50	1,577.60		
	18.51	19.08	19.71	20.37	21.00	21.76		
STUDENT AUDITOR 3	37,278	38,526	39,717	41,155	42,611	44,030		
SA3	1,428.98	1,476.83	1,522.50	1,577.60	1,633.43	1,687.80		
	19.71	20.37	21.00	21.76	22.53	23.28		
STUDENT AUDITOR 4	42,611	44,030	45,618	47,169	48,928	50,763		
SA4	1,633.43	1,687.80	1,748.70	1,808.15	1,875.58	1,945.90		
	22.53	23.28	24.12	24.94	25.87	26.84		
SYSTEMS ANALYST 1	40,587	42,006	43,500	45,032	46,697	48,417		
SL1	1,555.85	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00		
	21.46	22.21	23.00	23.81	24.69	25.60		
SYSTEMS ANALYST 2	43,500	45,032	46,697	48,417	50,195	52,106		
SL2	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38		
	23.00	23.81	24.69	25.60	26.54	27.55		
SYSTEMS ANALYST 3	47,529	49,307	51,009	52,919	54,886	56,966		
SL3	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70		
	25.13	26.07	26.97	27.98	29.02	30.12		

ADMINISTRATION COMPONENT YEAR 4 SALARY SCHEDULE

TAX AUDIT SPVR	73,950	77,071	80,305	83,766	87,454	91,218	
TXS	2,834.75	2,954.38	3,078.35	3,211.03	3,352.40	3,496.68	
	39.10	40.75	42.46	44.29	46.24	48.23	
TAX AUDITOR 1	54,583	56,588	58,687	61,014	63,397	65,799	
TX1	2,092.35	2,169.20	2,249.68	2,338.85	2,430.20	2,522.28	
	28.86	29.92	31.03	32.26	33.52	34.79	
TAX AUDITOR 2	62,281	64,531	67,066	69,733	72,418	75,425	
TX2	2,387.43	2,473.70	2,570.85	2,673.08	2,776.03	2,891.30	
	32.93	34.12	35.46	36.87	38.29	39.88	
TAX AUDITOR 3	67,066	69,733	72,418	75,425	78,603	81,913	
TX3	2,570.85	2,673.08	2,776.03	2,891.30	3,013.10	3,139.98	
	35.46	36.87	38.29	39.88	41.56	43.31	
TAX AUDITOR 4	70,357	73,061	76,106	79,303	82,650	86,206	
TX4	2,697.00	2,800.68	2,917.40	3,039.93	3,168.25	3,304.55	
	37.20	38.63	40.24	41.93	43.70	45.58	
TRAINING DEVELOPMENT OFFICER	54,186	56,267	58,347	60,560	63,000	65,420	68,068
TDO	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28
	28.65	29.75	30.85	32.02	33.31	34.59	35.99

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

ACCOUNT MACH OPER 3	34,403	35,349	36,313	37,240	38,280	39,358
AM3	1,318.78	1,355.03	1,392.00	1,427.53	1,467.40	1,508.73
	18.19	18.69	19.20	19.69	20.24	20.81
ACCOUNTING CLERK 1	34,403	35,349	36,313	37,240	38,280	39,358
AK1	1,318.78	1,355.03	1,392.00	1,427.53	1,467.40	1,508.73
	18.19	18.69	19.20	19.69	20.24	20.81
ACCOUNTING CLERK 2	39,415	40,587	41,666	42,763	43,973	45,297
AK2	1,510.90	1,555.85	1,597.18	1,639.23	1,685.63	1,736.38
	20.84	21.46	22.03	22.61	23.25	23.95
ADMIN SECRETARY 1	25,760	26,327	27,084	27,802	28,559	
AY1	987.45	1,009.20	1,038.20	1,065.75	1,094.75	
	13.62	13.92	14.32	14.70	15.10	
ADMIN SECRETARY 2	29,145	29,807	30,545	31,320	32,247	33,060
AY2	1,117.23	1,142.60	1,170.88	1,200.60	1,236.13	1,267.30
	15.41	15.76	16.15	16.56	17.05	17.48
ADMIN SECRETARY 3	33,287	34,176	35,122	36,086	37,051	38,053
AY3	1,276.00	1,310.08	1,346.33	1,383.30	1,420.28	1,458.70
	17.60	18.07	18.57	19.08	19.59	20.12
ADMIN SECRETARY 4	37,353	38,337	39,301	40,285	41,439	42,536
AY4	1,431.88	1,469.58	1,506.55	1,544.25	1,588.48	1,630.53
	19.75	20.27	20.78	21.30	21.91	22.49
ADMIN SECTY CH JUST	40,134	41,212	42,290	43,462	44,635	45,902
AYC	1,538.45	1,579.78	1,621.10	1,666.05	1,711.00	1,759.58
	21.22	21.79	22.36	22.98	23.60	24.27
ADMIN SECTY JUDGE	37,334	38,261	39,283	40,304	41,382	42,554
AYJ	1,431.15	1,466.68	1,505.83	1,544.98	1,586.30	1,631.25
	19.74	20.23	20.77	21.31	21.88	22.50
CLAIMS CDNG CL MHSC	31,566	32,323	33,230	34,100	35,027	35,954
CCK	1,210.03	1,239.03	1,273.83	1,307.18	1,342.70	1,378.23
	16.69	17.09	17.57	18.03	18.52	19.01
CLERK 1	23,187	23,850	24,493	25,173		
CL1	888.85	914.23	938.88	964.98		
	12.26	12.61	12.95	13.31		
CLERK 2	27,462	28,162	28,861	29,675	30,450	31,320
CL2	1,052.70	1,079.53	1,106.35	1,137.53	1,167.25	1,200.60
	14.52	14.89	15.26	15.69	16.10	16.56
CLERK 3	33,363	34,233	35,160	36,143	37,107	38,242
CL3	1,278.90	1,312.25	1,347.78	1,385.48	1,422.45	1,465.95
	17.64	18.10	18.59	19.11	19.62	20.22

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

CLERK 4	39,169	40,115	41,193	42,233	43,443	44,616
CL4	1,501.48	1,537.73	1,579.05	1,618.93	1,665.33	1,710.28
	20.71	21.21	21.78	22.33	22.97	23.59
CLERK 5	39,510	40,644	41,855	43,141	44,465	45,827
CL5	1,514.53	1,558.03	1,604.43	1,653.73	1,704.48	1,756.68
	20.89	21.49	22.13	22.81	23.51	24.23
CLERK-TYPIST 1	24,965	25,590	26,157	26,970	27,689	
CT1	957	980.93	1,002.68	1,033.85	1,061.40	
	13.20	13.53	13.83	14.26	14.64	
CLERK-TYPIST 2	27,462	28,162	28,861	29,675	30,450	31,320
CT2	1,052.70	1,079.53	1,106.35	1,137.53	1,167.25	1,200.60
	14.52	14.89	15.26	15.69	16.10	16.56
CLERK-TYPIST 3	32,379	33,268	34,138	35,084	36,010	37,032
CT3	1,241.20	1,275.28	1,308.63	1,344.88	1,380.40	1,419.55
	17.12	17.59	18.05	18.55	19.04	19.58
COMPUTER OP 1	31,339	32,266	33,079	34,081	35,027	36,030
OP1	1,201.33	1,236.85	1,268.03	1,306.45	1,342.70	1,381.13
	16.57	17.06	17.49	18.02	18.52	19.05
COMPUTER OP 2	38,545	39,547	40,663	41,855	43,008	44,257
OP2	1,477.55	1,515.98	1,558.75	1,604.43	1,648.65	1,696.50
	20.38	20.91	21.50	22.13	22.74	23.40
COMPUTER OP 3	38,715	39,869	41,231	42,517	43,897	45,373
OP3	1,484.08	1,528.30	1,580.50	1,629.80	1,682.73	1,739.28
	20.47	21.08	21.80	22.48	23.21	23.99
COMPUTER OP 4	38,847	40,228	41,666	43,179	44,786	46,432
OP4	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88
	20.54	21.27	22.03	22.83	23.68	24.55
KEYPUNCH OP 1	23,850	24,493	25,173	25,911	26,686	
KO1	914.23	938.88	964.98	993.25	1,022.98	
	12.61	12.95	13.31	13.70	14.11	
KEYPUNCH OP 2	29,637	30,412	31,150	32,058	32,909	33,836
KO2	1,136.08	1,165.80	1,194.08	1,228.88	1,261.50	1,297.03
	15.67	16.08	16.47	16.95	17.40	17.89
KEYPUNCH OP 3	33,287	34,176	35,122	36,086	37,051	38,053
KO3	1,276.00	1,310.08	1,346.33	1,383.30	1,420.28	1,458.70
	17.60	18.07	18.57	19.08	19.59	20.12
KEYPUNCH OP SPVR 1	37,864	38,961	40,020	41,193	42,365	43,670
KS1	1,451.45	1,493.50	1,534.10	1,579.05	1,624.00	1,674.03
	20.02	20.60	21.16	21.78	22.40	23.09
KEYPUNCH OP SPVR 2	39,510	40,644	41,855	43,141	44,465	45,827
KS2	1,514.53	1,558.03	1,604.43	1,653.73	1,704.48	1,756.68
	20.89	21.49	22.13	22.81	23.51	24.23

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

MED RECORDS TECHN	39,169	40,115	41,193	42,233	43,443	44,616
MRT	1,501.48	1,537.73	1,579.05	1,618.93	1,665.33	1,710.28
	20.71	21.21	21.78	22.33	22.97	23.59
MICROFILM OP	27,462	28,162	28,861	29,675	30,450	31,320
MFO	1,052.70	1,079.53	1,106.35	1,137.53	1,167.25	1,200.60
	14.52	14.89	15.26	15.69	16.10	16.56
POSTAL CLERK 1	26,686	27,462	28,370	29,221	30,110	
LC1	1,022.98	1,052.70	1,087.50	1,120.13	1,154.20	
	14.11	14.52	15.00	15.45	15.92	
POSTAL CLERK 2	28,370	29,221	30,110	31,055	32,077	
LC2	1,087.50	1,120.13	1,154.20	1,190.45	1,229.60	
	15.00	15.45	15.92	16.42	16.96	
POSTAL CLERK 3	33,495	34,592	35,689	36,956	38,242	39,528
LC3	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25
	17.71	18.29	18.87	19.54	20.22	20.90
STOREKEEPER 1	29,637	30,526	31,585	32,682	33,703	34,819
ST1	1,136.08	1,170.15	1,210.75	1,252.80	1,291.95	1,334.73
	15.67	16.14	16.70	17.28	17.82	18.41
STOREKEEPER 2	32,398	33,495	34,554	35,689	36,956	38,242
ST2	1,241.93	1,283.98	1,324.58	1,368.08	1,416.65	1,465.95
	17.13	17.71	18.27	18.87	19.54	20.22
STOREKEEPER 3	34,554	35,689	36,956	38,242	39,510	40,966
ST3	1,324.58	1,368.08	1,416.65	1,465.95	1,514.53	1,570.35
	18.27	18.87	19.54	20.22	20.89	21.66
STOREKEEPER 4	36,956	38,242	39,510	40,966	42,365	43,954
ST4	1,416.65	1,465.95	1,514.53	1,570.35	1,624.00	1,684.90
	19.54	20.22	20.89	21.66	22.40	23.24
STORES CLERK 1	25,911	26,686	27,462	28,370	29,221	30,110
SC1	993.25	1,022.98	1,052.70	1,087.50	1,120.13	1,154.20
	13.70	14.11	14.52	15.00	15.45	15.92
STORES CLERK 2	28,370	29,221	30,110	31,055	32,058	
SC2	1,087.50	1,120.13	1,154.20	1,190.45	1,228.88	
	15.00	15.45	15.92	16.42	16.95	
SWITCHBOARD OPER 1	23,187	23,850	24,493	25,173	25,911	
SW1	888.85	914.23	938.88	964.98	993.25	
	12.26	12.61	12.95	13.31	13.70	
SWITCHBOARD OPER 2	27,462	28,162	28,861	29,675	30,450	31,320
SW2	1,052.70	1,079.53	1,106.35	1,137.53	1,167.25	1,200.60
	14.52	14.89	15.26	15.69	16.10	16.56
SWITCHBOARD OPER 3	32,379	33,268	34,138	35,084	36,010	37,032
SW3	1,241.20	1,275.28	1,308.63	1,344.88	1,380.40	1,419.55
	17.12	17.59	18.05	18.55	19.04	19.58

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

WORD PROCESSOR 1	27,027	27,859				
WP1	1,036.03	1,067.93				
	14.29	14.73				
WORD PROCESSOR 2	33,287	34,176	35,122	36,086	37,051	38,053
WP2	1,276.00	1,310.08	1,346.33	1,383.30	1,420.28	1,458.70
	17.60	18.07	18.57	19.08	19.59	20.12
WORD PROCESSOR 3	36,370	37,316	38,413	39,510	40,644	41,855
WP3	1,394.18	1,430.43	1,472.48	1,514.53	1,558.03	1,604.43
	19.23	19.73	20.31	20.89	21.49	22.13
WORD PROCESSOR 4	37,316	38,413	39,510	40,644	41,855	43,141
WP4	1,430.43	1,472.48	1,514.53	1,558.03	1,604.43	1,653.73
	19.73	20.31	20.89	21.49	22.13	22.81
WORD PROCESSOR 5	39,510	40,644	41,855	43,141	44,465	45,827
WP5	1,514.53	1,558.03	1,604.43	1,653.73	1,704.48	1,756.68
	20.89	21.49	22.13	22.81	23.51	24.23
WORD PROCESSOR 6	43,992	45,429	46,772	48,323	49,912	51,538
WP6	1,686.35	1,741.45	1,792.93	1,852.38	1,913.28	1,975.63
	23.26	24.02	24.73	25.55	26.39	27.25

CLERICAL COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

ACCOUNT MACH OPER 3	35,254	36,237	37,221	38,167	39,245	40,342
AM3	1,351.40	1,389.10	1,426.80	1,463.05	1,504.38	1,546.43
	18.64	19.16	19.68	20.18	20.75	21.33
ACCOUNTING CLERK 1	35,254	36,237	37,221	38,167	39,245	40,342
AK1	1,351.40	1,389.10	1,426.80	1,463.05	1,504.38	1,546.43
	18.64	19.16	19.68	20.18	20.75	21.33
ACCOUNTING CLERK 2	40,398	41,609	42,706	43,841	45,070	46,432
AK2	1,548.60	1,595.00	1,637.05	1,680.55	1,727.68	1,779.88
	21.36	22.00	22.58	23.18	23.83	24.55
ADMIN SECRETARY 1	26,403	26,989	27,764	28,502	29,277	
AY1	1,012.10	1,034.58	1,064.30	1,092.58	1,122.30	
	13.96	14.27	14.68	15.07	15.48	
ADMIN SECRETARY 2	29,883	30,545	31,301	32,096	33,060	33,892
AY2	1,145.50	1,170.88	1,199.88	1,230.33	1,267.30	1,299.20
	15.80	16.15	16.55	16.97	17.48	17.92
ADMIN SECRETARY 3	34,119	35,027	35,992	36,994	37,977	38,999
AY3	1,307.90	1,342.70	1,379.68	1,418.10	1,455.80	1,494.95
	18.04	18.52	19.03	19.56	20.08	20.62
ADMIN SECRETARY 4	38,280	39,301	40,285	41,287	42,479	43,595
AY4	1,467.40	1,506.55	1,544.25	1,582.68	1,628.35	1,671.13
	20.24	20.78	21.30	21.83	22.46	23.05
ADMIN SECTY CH JUST	41,136	42,233	43,349	44,540	45,751	47,056
AYC	1,576.88	1,618.93	1,661.70	1,707.38	1,753.78	1,803.80
	21.75	22.33	22.92	23.55	24.19	24.88
ADMIN SECTY JUDGE	38,261	39,226	40,266	41,306	42,422	43,614
AYJ	1,466.68	1,503.65	1,543.53	1,583.40	1,626.18	1,671.85
	20.23	20.74	21.29	21.84	22.43	23.06
CLAIMS CDNG CL MHSC	32,360	33,136	34,063	34,951	35,897	36,862
CCK	1,240.48	1,270.20	1,305.73	1,339.80	1,376.05	1,413.03
	17.11	17.52	18.01	18.48	18.98	19.49
CLERK 1	23,774	24,455	25,098	25,797		
CL1	911.33	937.43	962.08	988.9		
	12.57	12.93	13.27	13.64		
CLERK 2	28,143	28,861	29,580	30,412	31,207	32,096
CL2	1,078.80	1,106.35	1,133.90	1,165.80	1,196.25	1,230.33
	14.88	15.26	15.64	16.08	16.50	16.97
CLERK 3	34,195	35,084	36,030	37,051	38,034	39,207
CL3	1,310.80	1,344.88	1,381.13	1,420.28	1,457.98	1,502.93
	18.08	18.55	19.05	19.59	20.11	20.73

CLERICAL COMPONENT YEAR 2 SALARY SCHEDULE

CLERK 4	40,153	41,117	42,214	43,292	44,521	45,732
CL4	1,539.18	1,576.15	1,618.20	1,659.53	1,706.65	1,753.05
	21.23	21.74	22.32	22.89	23.54	24.18
CLERK 5	40,493	41,666	42,895	44,219	45,581	46,980
CL5	1,552.23	1,597.18	1,644.30	1,695.05	1,747.25	1,800.90
	21.41	22.03	22.68	23.38	24.10	24.84
CLERK-TYPIST 1	25,590	26,233	26,819	27,651	28,389	
CT1	980.93	1,005.58	1,028.05	1,059.95	1,088.23	
	13.53	13.87	14.18	14.62	15.01	
CLERK-TYPIST 2	28,143	28,861	29,580	30,412	31,207	32,096
CT2	1,078.80	1,106.35	1,133.90	1,165.80	1,196.25	1,230.33
	14.88	15.26	15.64	16.08	16.50	16.97
CLERK-TYPIST 3	33,193	34,100	34,989	35,954	36,918	37,959
CT3	1,272.38	1,307.18	1,341.25	1,378.23	1,415.20	1,455.08
	17.55	18.03	18.50	19.01	19.52	20.07
COMPUTER OP 1	32,114	33,079	33,911	34,933	35,897	36,937
OP1	1,231.05	1,268.03	1,299.93	1,339.08	1,376.05	1,415.93
	16.98	17.49	17.93	18.47	18.98	19.53
COMPUTER OP 2	39,510	40,531	41,684	42,895	44,087	45,373
OP2	1,514.53	1,553.68	1,597.90	1,644.30	1,689.98	1,739.28
	20.89	21.43	22.04	22.68	23.31	23.99
COMPUTER OP 3	39,680	40,871	42,271	43,576	44,994	46,507
OP3	1,521.05	1,566.73	1,620.38	1,670.40	1,724.78	1,782.78
	20.98	21.61	22.35	23.04	23.79	24.59
COMPUTER OP 4	39,812	41,231	42,706	44,257	45,902	47,585
OP4	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10
	21.05	21.80	22.58	23.40	24.27	25.16
KEYPUNCH OP 1	24,455	25,098	25,797	26,554	27,348	
KO1	937.43	962.08	988.9	1,017.90	1,048.35	
	12.93	13.27	13.64	14.04	14.46	
KEYPUNCH OP 2	30,374	31,169	31,925	32,852	33,741	34,687
KO2	1,164.35	1,194.80	1,223.80	1,259.33	1,293.40	1,329.65
	16.06	16.48	16.88	17.37	17.84	18.34
KEYPUNCH OP 3	34,119	35,027	35,992	36,994	37,977	38,999
KO3	1,307.90	1,342.70	1,379.68	1,418.10	1,455.80	1,494.95
	18.04	18.52	19.03	19.56	20.08	20.62
KEYPUNCH OP SPVR 1	38,810	39,944	41,023	42,214	43,424	44,767
KS1	1,487.70	1,531.20	1,572.53	1,618.20	1,664.60	1,716.08
	20.52	21.12	21.69	22.32	22.96	23.67
KEYPUNCH OP SPVR 2	40,493	41,666	42,895	44,219	45,581	46,980
KS2	1,552.23	1,597.18	1,644.30	1,695.05	1,747.25	1,800.90
	21.41	22.03	22.68	23.38	24.10	24.84

CLERICAL COMPONENT YEAR 2 SALARY SCHEDULE

MED RECORDS TECHN	40,153	41,117	42,214	43,292	44,521	45,732
MRT	1,539.18	1,576.15	1,618.20	1,659.53	1,706.65	1,753.05
	21.23	21.74	22.32	22.89	23.54	24.18
MICROFILM OP	28,143	28,861	29,580	30,412	31,207	32,096
MFO	1,078.80	1,106.35	1,133.90	1,165.80	1,196.25	1,230.33
	14.88	15.26	15.64	16.08	16.50	16.97
POSTAL CLERK 1	27,348	28,143	29,088	29,958	30,866	
LC1	1,048.35	1,078.80	1,115.05	1,148.40	1,183.20	
	14.46	14.88	15.38	15.84	16.32	
POSTAL CLERK 2	29,088	29,958	30,866	31,831	32,871	
LC2	1,115.05	1,148.40	1,183.20	1,220.18	1,260.05	
	15.38	15.84	16.32	16.83	17.38	
POSTAL CLERK 3	34,327	35,462	36,578	37,883	39,207	40,512
LC3	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95
	18.15	18.75	19.34	20.03	20.73	21.42
STOREKEEPER 1	30,374	31,282	32,379	33,495	34,554	35,689
ST1	1,164.35	1,199.15	1,241.20	1,283.98	1,324.58	1,368.08
	16.06	16.54	17.12	17.71	18.27	18.87
STOREKEEPER 2	33,211	34,327	35,424	36,578	37,883	39,207
ST2	1,273.10	1,315.88	1,357.93	1,402.15	1,452.18	1,502.93
	17.56	18.15	18.73	19.34	20.03	20.73
STOREKEEPER 3	35,424	36,578	37,883	39,207	40,493	41,987
ST3	1,357.93	1,402.15	1,452.18	1,502.93	1,552.23	1,609.50
	18.73	19.34	20.03	20.73	21.41	22.20
STOREKEEPER 4	37,883	39,207	40,493	41,987	43,424	45,051
ST4	1,452.18	1,502.93	1,552.23	1,609.50	1,664.60	1,726.95
	20.03	20.73	21.41	22.20	22.96	23.82
STORES CLERK 1	26,554	27,348	28,143	29,088	29,958	30,866
SC1	1,017.90	1,048.35	1,078.80	1,115.05	1,148.40	1,183.20
	14.04	14.46	14.88	15.38	15.84	16.32
STORES CLERK 2	29,088	29,958	30,866	31,831	32,852	
SC2	1,115.05	1,148.40	1,183.20	1,220.18	1,259.33	
	15.38	15.84	16.32	16.83	17.37	
SWITCHBOARD OPER 1	23,774	24,455	25,098	25,797	26,554	
SW1	911.33	937.43	962.08	988.9	1,017.90	
	12.57	12.93	13.27	13.64	14.04	
SWITCHBOARD OPER 2	28,143	28,861	29,580	30,412	31,207	32,096
SW2	1,078.80	1,106.35	1,133.90	1,165.80	1,196.25	1,230.33
	14.88	15.26	15.64	16.08	16.50	16.97
SWITCHBOARD OPER 3	33,193	34,100	34,989	35,954	36,918	37,959
SW3	1,272.38	1,307.18	1,341.25	1,378.23	1,415.20	1,455.08
	17.55	18.03	18.50	19.01	19.52	20.07

CLERICAL COMPONENT YEAR 2 SALARY SCHEDULE

WORD PROCESSOR 1	27,708	28,559				
WP1	1,062.13	1,094.75				
	14.65	15.10				
WORD PROCESSOR 2	34,119	35,027	35,992	36,994	37,977	38,999
WP2	1,307.90	1,342.70	1,379.68	1,418.10	1,455.80	1,494.95
	18.04	18.52	19.03	19.56	20.08	20.62
WORD PROCESSOR 3	37,278	38,242	39,377	40,493	41,666	42,895
WP3	1,428.98	1,465.95	1,509.45	1,552.23	1,597.18	1,644.30
	19.71	20.22	20.82	21.41	22.03	22.68
WORD PROCESSOR 4	38,242	39,377	40,493	41,666	42,895	44,219
WP4	1,465.95	1,509.45	1,552.23	1,597.18	1,644.30	1,695.05
	20.22	20.82	21.41	22.03	22.68	23.38
WORD PROCESSOR 5	40,493	41,666	42,895	44,219	45,581	46,980
WP5	1,552.23	1,597.18	1,644.30	1,695.05	1,747.25	1,800.90
	21.41	22.03	22.68	23.38	24.10	24.84
WORD PROCESSOR 6	45,089	46,564	47,945	49,533	51,160	52,824
WP6	1,728.40	1,784.95	1,837.88	1,898.78	1,961.13	2,024.93
	23.84	24.62	25.35	26.19	27.05	27.93

CLERICAL COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

ACCOUNT MACH OPER 3	36,143	37,145	38,148	39,112	40,228	41,344
AM3	1,385.48	1,423.90	1,462.33	1,499.30	1,542.08	1,584.85
	19.11	19.64	20.17	20.68	21.27	21.86
ACCOUNTING CLERK 1	36,143	37,145	38,148	39,112	40,228	41,344
AK1	1,385.48	1,423.90	1,462.33	1,499.30	1,542.08	1,584.85
	19.11	19.64	20.17	20.68	21.27	21.86
ACCOUNTING CLERK 2	41,401	42,649	43,765	44,937	46,205	47,585
AK2	1,587.03	1,634.88	1,677.65	1,722.60	1,771.18	1,824.10
	21.89	22.55	23.14	23.76	24.43	25.16
ADMIN SECRETARY 1	27,065	27,670	28,464	29,221	30,015	
AY1	1,037.48	1,060.68	1,091.13	1,120.13	1,150.58	
	14.31	14.63	15.05	15.45	15.87	
ADMIN SECRETARY 2	30,639	31,301	32,077	32,890	33,892	34,743
AY2	1,174.50	1,199.88	1,229.60	1,260.78	1,299.20	1,331.83
	16.20	16.55	16.96	17.39	17.92	18.37
ADMIN SECRETARY 3	34,970	35,897	36,900	37,921	38,923	39,982
AY3	1,340.53	1,376.05	1,414.48	1,453.63	1,492.05	1,532.65
	18.49	18.98	19.51	20.05	20.58	21.14
ADMIN SECRETARY 4	39,245	40,285	41,287	42,327	43,538	44,692
AY4	1,504.38	1,544.25	1,582.68	1,622.55	1,668.95	1,713.18
	20.75	21.30	21.83	22.38	23.02	23.63
ADMIN SECTY CH JUST	42,157	43,292	44,427	45,656	46,886	48,228
AYC	1,616.03	1,659.53	1,703.03	1,750.15	1,797.28	1,848.75
	22.29	22.89	23.49	24.14	24.79	25.50
ADMIN SECTY JUDGE	39,226	40,209	41,268	42,347	43,481	44,711
AYJ	1,503.65	1,541.35	1,581.95	1,623.28	1,666.78	1,713.90
	20.74	21.26	21.82	22.39	22.99	23.64
CLAIMS CDNG CL MHSC	33,174	33,968	34,914	35,821	36,786	37,788
CCK	1,271.65	1,302.10	1,338.35	1,373.15	1,410.13	1,448.55
	17.54	17.96	18.46	18.94	19.45	19.98
CLERK 1	24,360	25,060	25,722	26,440		
CL1	933.8	960.63	986	1,013.55		
	12.88	13.25	13.60	13.98		
CLERK 2	28,843	29,580	30,318	31,169	31,982	32,890
CL2	1,105.63	1,133.90	1,162.18	1,194.80	1,225.98	1,260.78
	15.25	15.64	16.03	16.48	16.91	17.39
CLERK 3	35,046	35,954	36,937	37,977	38,980	40,190
CL3	1,343.43	1,378.23	1,415.93	1,455.80	1,494.23	1,540.63
	18.53	19.01	19.53	20.08	20.61	21.25

CLERICAL COMPONENT YEAR 3 SALARY SCHEDULE

CLERK 4	41,155	42,138	43,273	44,370	45,637	46,867
CL4	1,577.60	1,615.30	1,658.80	1,700.85	1,749.43	1,796.55
	21.76	22.28	22.88	23.46	24.13	24.78
CLERK 5	41,514	42,706	43,973	45,316	46,715	48,153
CL5	1,591.38	1,637.05	1,685.63	1,737.10	1,790.75	1,845.85
	21.95	22.58	23.25	23.96	24.70	25.46
CLERK-TYPIST 1	26,233	26,894	27,481	28,351	29,107	
CT1	1,005.58	1,030.95	1,053.43	1,086.78	1,115.78	
	13.87	14.22	14.53	14.99	15.39	
CLERK-TYPIST 2	28,843	29,580	30,318	31,169	31,982	32,890
CT2	1,105.63	1,133.90	1,162.18	1,194.80	1,225.98	1,260.78
	15.25	15.64	16.03	16.48	16.91	17.39
CLERK-TYPIST 3	34,025	34,951	35,859	36,862	37,845	38,904
CT3	1,304.28	1,339.80	1,374.60	1,413.03	1,450.73	1,491.33
	17.99	18.48	18.96	19.49	20.01	20.57
COMPUTER OP 1	32,909	33,911	34,762	35,803	36,786	37,864
OP1	1,261.50	1,299.93	1,332.55	1,372.43	1,410.13	1,451.45
	17.40	17.93	18.38	18.93	19.45	20.02
COMPUTER OP 2	40,493	41,552	42,725	43,973	45,183	46,507
OP2	1,552.23	1,592.83	1,637.78	1,685.63	1,732.03	1,782.78
	21.41	21.97	22.59	23.25	23.89	24.59
COMPUTER OP 3	40,663	41,893	43,330	44,673	46,110	47,661
OP3	1,558.75	1,605.88	1,660.98	1,712.45	1,767.55	1,827.00
	21.50	22.15	22.91	23.62	24.38	25.20
COMPUTER OP 4	40,814	42,271	43,765	45,373	47,056	48,777
OP4	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78
	21.58	22.35	23.14	23.99	24.88	25.79
KEYPUNCH OP 1	25,060	25,722	26,440	27,216	28,029	
KO1	960.63	986	1,013.55	1,043.28	1,074.45	
	13.25	13.60	13.98	14.39	14.82	
KEYPUNCH OP 2	31,131	31,944	32,720	33,665	34,592	35,557
KO2	1,193.35	1,224.53	1,254.25	1,290.50	1,326.03	1,363.00
	16.46	16.89	17.30	17.80	18.29	18.80
KEYPUNCH OP 3	34,970	35,897	36,900	37,921	38,923	39,982
KO3	1,340.53	1,376.05	1,414.48	1,453.63	1,492.05	1,532.65
	18.49	18.98	19.51	20.05	20.58	21.14
KEYPUNCH OP SPVR 1	39,774	40,947	42,044	43,273	44,503	45,883
KS1	1,524.68	1,569.63	1,611.68	1,658.80	1,705.93	1,758.85
	21.03	21.65	22.23	22.88	23.53	24.26
KEYPUNCH OP SPVR 2	41,514	42,706	43,973	45,316	46,715	48,153
KS2	1,591.38	1,637.05	1,685.63	1,737.10	1,790.75	1,845.85
	21.95	22.58	23.25	23.96	24.70	25.46

CLERICAL COMPONENT YEAR 3 SALARY SCHEDULE

MED RECORDS TECHN	41,155	42,138	43,273	44,370	45,637	46,867
MRT	1,577.60	1,615.30	1,658.80	1,700.85	1,749.43	1,796.55
	21.76	22.28	22.88	23.46	24.13	24.78
MICROFILM OP	28,843	29,580	30,318	31,169	31,982	32,890
MFO	1,105.63	1,133.90	1,162.18	1,194.80	1,225.98	1,260.78
	15.25	15.64	16.03	16.48	16.91	17.39
POSTAL CLERK 1	28,029	28,843	29,807	30,715	31,642	
LC1	1,074.45	1,105.63	1,142.60	1,177.40	1,212.93	
	14.82	15.25	15.76	16.24	16.73	
POSTAL CLERK 2	29,807	30,715	31,642	32,625	33,684	
LC2	1,142.60	1,177.40	1,212.93	1,250.63	1,291.23	
	15.76	16.24	16.73	17.25	17.81	
POSTAL CLERK 3	35,178	36,351	37,486	38,829	40,190	41,533
LC3	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10
	18.60	19.22	19.82	20.53	21.25	21.96
STOREKEEPER 1	31,131	32,058	33,193	34,327	35,424	36,578
ST1	1,193.35	1,228.88	1,272.38	1,315.88	1,357.93	1,402.15
	16.46	16.95	17.55	18.15	18.73	19.34
STOREKEEPER 2	34,044	35,178	36,313	37,486	38,829	40,190
ST2	1,305.00	1,348.50	1,392.00	1,436.95	1,488.43	1,540.63
	18.00	18.60	19.20	19.82	20.53	21.25
STOREKEEPER 3	36,313	37,486	38,829	40,190	41,514	43,046
ST3	1,392.00	1,436.95	1,488.43	1,540.63	1,591.38	1,650.10
	19.20	19.82	20.53	21.25	21.95	22.76
STOREKEEPER 4	38,829	40,190	41,514	43,046	44,503	46,186
ST4	1,488.43	1,540.63	1,591.38	1,650.10	1,705.93	1,770.45
	20.53	21.25	21.95	22.76	23.53	24.42
STORES CLERK 1	27,216	28,029	28,843	29,807	30,715	31,642
SC1	1,043.28	1,074.45	1,105.63	1,142.60	1,177.40	1,212.93
	14.39	14.82	15.25	15.76	16.24	16.73
STORES CLERK 2	29,807	30,715	31,642	32,625	33,665	
SC2	1,142.60	1,177.40	1,212.93	1,250.63	1,290.50	
	15.76	16.24	16.73	17.25	17.80	
SWITCHBOARD OPER 1	24,360	25,060	25,722	26,440	27,216	
SW1	933.8	960.63	986	1,013.55	1,043.28	
	12.88	13.25	13.60	13.98	14.39	
SWITCHBOARD OPER 2	28,843	29,580	30,318	31,169	31,982	32,890
SW2	1,105.63	1,133.90	1,162.18	1,194.80	1,225.98	1,260.78
	15.25	15.64	16.03	16.48	16.91	17.39
SWITCHBOARD OPER 3	34,025	34,951	35,859	36,862	37,845	38,904
SW3	1,304.28	1,339.80	1,374.60	1,413.03	1,450.73	1,491.33
	17.99	18.48	18.96	19.49	20.01	20.57

CLERICAL COMPONENT YEAR 3 SALARY SCHEDULE

WORD PROCESSOR 1	28,407	29,277				
WP1	1,088.95	1,122.30				
	15.02	15.48				
WORD PROCESSOR 2	34,970	35,897	36,900	37,921	38,923	39,982
WP2	1,340.53	1,376.05	1,414.48	1,453.63	1,492.05	1,532.65
	18.49	18.98	19.51	20.05	20.58	21.14
WORD PROCESSOR 3	38,204	39,207	40,361	41,514	42,706	43,973
WP3	1,464.50	1,502.93	1,547.15	1,591.38	1,637.05	1,685.63
	20.20	20.73	21.34	21.95	22.58	23.25
WORD PROCESSOR 4	39,207	40,361	41,514	42,706	43,973	45,316
WP4	1,502.93	1,547.15	1,591.38	1,637.05	1,685.63	1,737.10
	20.73	21.34	21.95	22.58	23.25	23.96
WORD PROCESSOR 5	41,514	42,706	43,973	45,316	46,715	48,153
WP5	1,591.38	1,637.05	1,685.63	1,737.10	1,790.75	1,845.85
	21.95	22.58	23.25	23.96	24.70	25.46
WORD PROCESSOR 6	46,224	47,737	49,136	50,763	52,446	54,148
WP6	1,771.90	1,829.90	1,883.55	1,945.90	2,010.43	2,075.68
	24.44	25.24	25.98	26.84	27.73	28.63

CLERICAL COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

ACCOUNT MACH OPER 3	37,183	38,223	39,245	40,247	41,401	42,536
AM3	1,425.35	1,465.23	1,504.38	1,542.80	1,587.03	1,630.53
	19.66	20.21	20.75	21.28	21.89	22.49
ACCOUNTING CLERK 1	37,183	38,223	39,245	40,247	41,401	42,536
AK1	1,425.35	1,465.23	1,504.38	1,542.80	1,587.03	1,630.53
	19.66	20.21	20.75	21.28	21.89	22.49
ACCOUNTING CLERK 2	42,592	43,878	45,032	46,243	47,547	48,966
AK2	1,632.70	1,682.00	1,726.23	1,772.63	1,822.65	1,877.03
	22.52	23.20	23.81	24.45	25.14	25.89
ADMIN SECRETARY 1	27,840	28,464	29,296	30,072	30,885	
AY1	1,067.20	1,091.13	1,123.03	1,152.75	1,183.93	
	14.72	15.05	15.49	15.90	16.33	
ADMIN SECRETARY 2	31,528	32,209	33,003	33,836	34,876	35,746
AY2	1,208.58	1,234.68	1,265.13	1,297.03	1,336.90	1,370.25
	16.67	17.03	17.45	17.89	18.44	18.90
ADMIN SECRETARY 3	35,992	36,937	37,977	39,018	40,058	41,136
AY3	1,379.68	1,415.93	1,455.80	1,495.68	1,535.55	1,576.88
	19.03	19.53	20.08	20.63	21.18	21.75
ADMIN SECRETARY 4	40,380	41,457	42,479	43,557	44,805	45,997
AY4	1,547.88	1,589.20	1,628.35	1,669.68	1,717.53	1,763.20
	21.35	21.92	22.46	23.03	23.69	24.32
ADMIN SECTY CH JUST	43,387	44,540	45,713	46,980	48,247	49,628
AYC	1,663.15	1,707.38	1,752.33	1,800.90	1,849.48	1,902.40
	22.94	23.55	24.17	24.84	25.51	26.24
ADMIN SECTY JUDGE	40,361	41,382	42,460	43,576	44,748	46,016
AYJ	1,547.15	1,586.30	1,627.63	1,670.40	1,715.35	1,763.93
	21.34	21.88	22.45	23.04	23.66	24.33
CLAIMS CDNG CL MHSC	34,138	34,951	35,935	36,862	37,845	38,885
CCK	1,308.63	1,339.80	1,377.50	1,413.03	1,450.73	1,490.60
	18.05	18.48	19.00	19.49	20.01	20.56
CLERK 1	25,060	25,779	26,460	27,216		
CL1	960.63	988.18	1,014.28	1,043.28		
	13.25	13.63	13.99	14.39		
CLERK 2	29,675	30,431	31,188	32,077	32,909	33,836
CL2	1,137.53	1,166.53	1,195.53	1,229.60	1,261.50	1,297.03
	15.69	16.09	16.49	16.96	17.40	17.89
CLERK 3	36,067	36,994	38,015	39,074	40,115	41,363
CL3	1,382.58	1,418.10	1,457.25	1,497.85	1,537.73	1,585.58
	19.07	19.56	20.10	20.66	21.21	21.87

CLERICAL COMPONENT YEAR 4 SALARY SCHEDULE

CLERK 4	42,347	43,368	44,521	45,656	46,961	48,228
CL4	1,623.28	1,662.43	1,706.65	1,750.15	1,800.18	1,848.75
	22.39	22.93	23.54	24.14	24.83	25.50
CLERK 5	42,725	43,935	45,240	46,621	48,077	49,552
CL5	1,637.78	1,684.18	1,734.20	1,787.13	1,842.95	1,899.50
	22.59	23.23	23.92	24.65	25.42	26.20
CLERK-TYPIST 1	26,989	27,670	28,275	29,164	29,958	
CT1	1,034.58	1,060.68	1,083.88	1,117.95	1,148.40	
	14.27	14.63	14.95	15.42	15.84	
CLERK-TYPIST 2	29,675	30,431	31,188	32,077	32,909	33,836
CT2	1,137.53	1,166.53	1,195.53	1,229.60	1,261.50	1,297.03
	15.69	16.09	16.49	16.96	17.40	17.89
CLERK-TYPIST 3	35,008	35,973	36,900	37,940	38,942	40,039
CT3	1,341.98	1,378.95	1,414.48	1,454.35	1,492.78	1,534.83
	18.51	19.02	19.51	20.06	20.59	21.17
COMPUTER OP 1	33,854	34,895	35,765	36,843	37,845	38,961
OP1	1,297.75	1,337.63	1,370.98	1,412.30	1,450.73	1,493.50
	17.90	18.45	18.91	19.48	20.01	20.60
COMPUTER OP 2	41,666	42,763	43,973	45,240	46,488	47,850
OP2	1,597.18	1,639.23	1,685.63	1,734.20	1,782.05	1,834.25
	22.03	22.61	23.25	23.92	24.58	25.30
COMPUTER OP 3	41,836	43,103	44,578	45,959	47,453	49,042
OP3	1,603.70	1,652.28	1,708.83	1,761.75	1,819.03	1,879.93
	22.12	22.79	23.57	24.30	25.09	25.93
COMPUTER OP 4	42,006	43,500	45,032	46,697	48,417	50,195
OP4	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15
	22.21	23.00	23.81	24.69	25.60	26.54
KEYPUNCH OP 1	25,779	26,460	27,216	28,010	28,843	
KO1	988.18	1,014.28	1,043.28	1,073.73	1,105.63	
	13.63	13.99	14.39	14.81	15.25	
KEYPUNCH OP 2	32,039	32,871	33,665	34,649	35,594	36,597
KO2	1,228.15	1,260.05	1,290.50	1,328.20	1,364.45	1,402.88
	16.94	17.38	17.80	18.32	18.82	19.35
KEYPUNCH OP 3	35,992	36,937	37,977	39,018	40,058	41,136
KO3	1,379.68	1,415.93	1,455.80	1,495.68	1,535.55	1,576.88
	19.03	19.53	20.08	20.63	21.18	21.75
KEYPUNCH OP SPVR 1	40,928	42,138	43,254	44,521	45,789	47,207
KS1	1,568.90	1,615.30	1,658.08	1,706.65	1,755.23	1,809.60
	21.64	22.28	22.87	23.54	24.21	24.96
KEYPUNCH OP SPVR 2	42,725	43,935	45,240	46,621	48,077	49,552
KS2	1,637.78	1,684.18	1,734.20	1,787.13	1,842.95	1,899.50
	22.59	23.23	23.92	24.65	25.42	26.20

CLERICAL COMPONENT YEAR 4 SALARY SCHEDULE

MED RECORDS TECHN	42,347	43,368	44,521	45,656	46,961	48,228
MRT	1,623.28	1,662.43	1,706.65	1,750.15	1,800.18	1,848.75
	22.39	22.93	23.54	24.14	24.83	25.50
MICROFILM OP	29,675	30,431	31,188	32,077	32,909	33,836
MFO	1,137.53	1,166.53	1,195.53	1,229.60	1,261.50	1,297.03
	15.69	16.09	16.49	16.96	17.40	17.89
POSTAL CLERK 1	28,843	29,675	30,677	31,604	32,568	
LC1	1,105.63	1,137.53	1,175.95	1,211.48	1,248.45	
	15.25	15.69	16.22	16.71	17.22	
POSTAL CLERK 2	30,677	31,604	32,568	33,571	34,668	
LC2	1,175.95	1,211.48	1,248.45	1,286.88	1,328.93	
	16.22	16.71	17.22	17.75	18.33	
POSTAL CLERK 3	36,200	37,410	38,564	39,963	41,363	42,744
LC3	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50
	19.14	19.78	20.39	21.13	21.87	22.60
STOREKEEPER 1	32,039	32,984	34,157	35,330	36,446	37,637
ST1	1,228.15	1,264.40	1,309.35	1,354.30	1,397.08	1,442.75
	16.94	17.44	18.06	18.68	19.27	19.90
STOREKEEPER 2	35,027	36,200	37,372	38,564	39,963	41,363
ST2	1,342.70	1,387.65	1,432.60	1,478.28	1,531.93	1,585.58
	18.52	19.14	19.76	20.39	21.13	21.87
STOREKEEPER 3	37,372	38,564	39,963	41,363	42,725	44,294
ST3	1,432.60	1,478.28	1,531.93	1,585.58	1,637.78	1,697.95
	19.76	20.39	21.13	21.87	22.59	23.42
STOREKEEPER 4	39,963	41,363	42,725	44,294	45,789	47,529
ST4	1,531.93	1,585.58	1,637.78	1,697.95	1,755.23	1,821.93
	21.13	21.87	22.59	23.42	24.21	25.13
STORES CLERK 1	28,010	28,843	29,675	30,677	31,604	32,568
SC1	1,073.73	1,105.63	1,137.53	1,175.95	1,211.48	1,248.45
	14.81	15.25	15.69	16.22	16.71	17.22
STORES CLERK 2	30,677	31,604	32,568	33,571	34,649	
SC2	1,175.95	1,211.48	1,248.45	1,286.88	1,328.20	
	16.22	16.71	17.22	17.75	18.32	
SWITCHBOARD OPER 1	25,060	25,779	26,460	27,216	28,010	
SW1	960.63	988.18	1,014.28	1,043.28	1,073.73	
	13.25	13.63	13.99	14.39	14.81	
SWITCHBOARD OPER 2	29,675	30,431	31,188	32,077	32,909	33,836
SW2	1,137.53	1,166.53	1,195.53	1,229.60	1,261.50	1,297.03
	15.69	16.09	16.49	16.96	17.40	17.89
SWITCHBOARD OPER 3	35,008	35,973	36,900	37,940	38,942	40,039
SW3	1,341.98	1,378.95	1,414.48	1,454.35	1,492.78	1,534.83
	18.51	19.02	19.51	20.06	20.59	21.17

CLERICAL COMPONENT YEAR 4 SALARY SCHEDULE

WORD PROCESSOR 1	29,240	30,129				
WP1	1,120.85	1,154.93				
	15.46	15.93				
WORD PROCESSOR 2	35,992	36,937	37,977	39,018	40,058	41,136
WP2	1,379.68	1,415.93	1,455.80	1,495.68	1,535.55	1,576.88
	19.03	19.53	20.08	20.63	21.18	21.75
WORD PROCESSOR 3	39,320	40,342	41,533	42,725	43,935	45,240
WP3	1,507.28	1,546.43	1,592.10	1,637.78	1,684.18	1,734.20
	20.79	21.33	21.96	22.59	23.23	23.92
WORD PROCESSOR 4	40,342	41,533	42,725	43,935	45,240	46,621
WP4	1,546.43	1,592.10	1,637.78	1,684.18	1,734.20	1,787.13
	21.33	21.96	22.59	23.23	23.92	24.65
WORD PROCESSOR 5	42,725	43,935	45,240	46,621	48,077	49,552
WP5	1,637.78	1,684.18	1,734.20	1,787.13	1,842.95	1,899.50
	22.59	23.23	23.92	24.65	25.42	26.20
WORD PROCESSOR 6	47,567	49,117	50,555	52,238	53,959	55,718
WP6	1,823.38	1,882.83	1,937.93	2,002.45	2,068.43	2,135.85
	25.15	25.97	26.73	27.62	28.53	29.46

CORRECTIONS COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

CH CORRECTION OFF	57,830	59,917	61,962	64,341	66,595	69,078
CCO	2,216.80	2,296.80	2,375.20	2,466.40	2,552.80	2,648.00
	27.71	28.71	29.69	30.83	31.91	33.10
CORR TRADES INST 1	46,518	48,084	49,649	51,339	53,009	54,804
TI1	1,783.20	1,843.20	1,903.20	1,968.00	2,032.00	2,100.80
	22.29	23.04	23.79	24.60	25.40	26.26
CORR TRADES INST 2	49,649	51,339	53,009	54,804	56,724	58,831
TI2	1,903.20	1,968.00	2,032.00	2,100.80	2,174.40	2,255.20
	23.79	24.60	25.40	26.26	27.18	28.19
CORR TRADES INST 3	53,948	55,764	57,830	59,917	61,962	64,341
TI3	2,068.00	2,137.60	2,216.80	2,296.80	2,375.20	2,466.40
	25.85	26.72	27.71	28.71	29.69	30.83
CORRECT SERV OFF 1	49,649	51,339	53,009	54,804	56,724	58,831
RF1	1,903.20	1,968.00	2,032.00	2,100.80	2,174.40	2,255.20
	23.79	24.60	25.40	26.26	27.18	28.19
CORRECT SERV OFF 2	52,111	53,948	55,764	57,830	59,917	61,962
RF2	1,997.60	2,068.00	2,137.60	2,216.80	2,296.80	2,375.20
	24.97	25.85	26.72	27.71	28.71	29.69
CORRECTIONAL OFF 1	41,990	46,038	47,457	48,960	50,609	52,278
OC1	1,609.60	1,764.80	1,819.20	1,876.80	1,940.00	2,004.00
	20.12	22.06	22.74	23.46	24.25	25.05
CORRECTIONAL OFF 2	46,518	48,084	49,649	51,339	53,009	54,804
OC2	1,783.20	1,843.20	1,903.20	1,968.00	2,032.00	2,100.80
	22.29	23.04	23.79	24.60	25.40	26.26
CORRECTIONAL OFF 3	49,649	51,339	53,009	54,804	56,724	58,831
OC3	1,903.20	1,968.00	2,032.00	2,100.80	2,174.40	2,255.20
	23.79	24.60	25.40	26.26	27.18	28.19
CORRECTIONAL OFF 4	53,948	55,764	57,830	59,917	61,962	64,341
OC4	2,068.00	2,137.60	2,216.80	2,296.80	2,375.20	2,466.40
	25.85	26.72	27.71	28.71	29.69	30.83
JUVENILE COUNSELR 1	41,990	46,038	47,457	48,960	50,609	52,278
JC1	1,609.60	1,764.80	1,819.20	1,876.80	1,940.00	2,004.00
	20.12	22.06	22.74	23.46	24.25	25.05
JUVENILE COUNSELR 2	46,518	48,084	49,649	51,339	53,009	54,804
JC2	1,783.20	1,843.20	1,903.20	1,968.00	2,032.00	2,100.80
	22.29	23.04	23.79	24.60	25.40	26.26
JUVENILE COUNSELR 3	49,649	51,339	53,009	54,804	56,724	58,831
JC3	1,903.20	1,968.00	2,032.00	2,100.80	2,174.40	2,255.20
	23.79	24.60	25.40	26.26	27.18	28.19

CORRECTIONS COMPONENT YEAR 1 SALARY SCHEDULE

JUVENILE COUNSELR 4	54,804	56,724	58,831	61,002	63,256	65,322
JC4	2,100.80	2,174.40	2,255.20	2,338.40	2,424.80	2,504.00
	26.26	27.18	28.19	29.23	30.31	31.30

CORRECTIONS COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

CH CORRECTION OFF	59,270	61,419	63,506	65,948	68,264	70,811
CCO	2,272.00	2,354.40	2,434.40	2,528.00	2,616.80	2,714.40
	28.40	29.43	30.43	31.60	32.71	33.93
CORR TRADES INST 1	47,687	49,294	50,880	52,633	54,344	56,181
TI1	1,828.00	1,889.60	1,950.40	2,017.60	2,083.20	2,153.60
	22.85	23.62	24.38	25.22	26.04	26.92
CORR TRADES INST 2	50,880	52,633	54,344	56,181	58,143	60,292
TI2	1,950.40	2,017.60	2,083.20	2,153.60	2,228.80	2,311.20
	24.38	25.22	26.04	26.92	27.86	28.89
CORR TRADES INST 3	55,304	57,162	59,270	61,419	63,506	65,948
TI3	2,120.00	2,191.20	2,272.00	2,354.40	2,434.40	2,528.00
	26.50	27.39	28.40	29.43	30.43	31.60
CORRECT SERV OFF 1	50,880	52,633	54,344	56,181	58,143	60,292
RF1	1,950.40	2,017.60	2,083.20	2,153.60	2,228.80	2,311.20
	24.38	25.22	26.04	26.92	27.86	28.89
CORRECT SERV OFF 2	53,405	55,304	57,162	59,270	61,419	63,506
RF2	2,047.20	2,120.00	2,191.20	2,272.00	2,354.40	2,434.40
	25.59	26.50	27.39	28.40	29.43	30.43
CORRECTIONAL OFF 1	43,033	47,186	48,647	50,191	51,882	53,593
OC1	1,649.60	1,808.80	1,864.80	1,924.00	1,988.80	2,054.40
	20.62	22.61	23.31	24.05	24.86	25.68
CORRECTIONAL OFF 2	47,687	49,294	50,880	52,633	54,344	56,181
OC2	1,828.00	1,889.60	1,950.40	2,017.60	2,083.20	2,153.60
	22.85	23.62	24.38	25.22	26.04	26.92
CORRECTIONAL OFF 3	50,880	52,633	54,344	56,181	58,143	60,292
OC3	1,950.40	2,017.60	2,083.20	2,153.60	2,228.80	2,311.20
	24.38	25.22	26.04	26.92	27.86	28.89
CORRECTIONAL OFF 4	55,304	57,162	59,270	61,419	63,506	65,948
OC4	2,120.00	2,191.20	2,272.00	2,354.40	2,434.40	2,528.00
	26.50	27.39	28.40	29.43	30.43	31.60
JUVENILE COUNSELR 1	43,033	47,186	48,647	50,191	51,882	53,593
JC1	1,649.60	1,808.80	1,864.80	1,924.00	1,988.80	2,054.40
	20.62	22.61	23.31	24.05	24.86	25.68
JUVENILE COUNSELR 2	47,687	49,294	50,880	52,633	54,344	56,181
JC2	1,828.00	1,889.60	1,950.40	2,017.60	2,083.20	2,153.60
	22.85	23.62	24.38	25.22	26.04	26.92
JUVENILE COUNSELR 3	50,880	52,633	54,344	56,181	58,143	60,292
JC3	1,950.40	2,017.60	2,083.20	2,153.60	2,228.80	2,311.20
	24.38	25.22	26.04	26.92	27.86	28.89

CORRECTIONS COMPONENT YEAR 2 SALARY SCHEDULE

JUVENILE COUNSELR 4	56,181	58,143	60,292	62,525	64,842	66,950
JC4	2,153.60	2,228.80	2,311.20	2,396.80	2,485.60	2,566.40
	26.92	27.86	28.89	29.96	31.07	32.08

CORRECTIONS COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

CH CORRECTION OFF	60,751	62,964	65,092	67,597	69,976	72,584
CCO	2,328.80	2,413.60	2,495.20	2,591.20	2,682.40	2,782.40
	29.11	30.17	31.19	32.39	33.53	34.78
CORR TRADES INST 1	48,877	50,525	52,153	53,948	55,701	57,579
TI1	1,873.60	1,936.80	1,999.20	2,068.00	2,135.20	2,207.20
	23.42	24.21	24.99	25.85	26.69	27.59
CORR TRADES INST 2	52,153	53,948	55,701	57,579	59,604	61,795
TI2	1,999.20	2,068.00	2,135.20	2,207.20	2,284.80	2,368.80
	24.99	25.85	26.69	27.59	28.56	29.61
CORR TRADES INST 3	56,682	58,581	60,751	62,964	65,092	67,597
TI3	2,172.80	2,245.60	2,328.80	2,413.60	2,495.20	2,591.20
	27.16	28.07	29.11	30.17	31.19	32.39
CORRECT SERV OFF 1	52,153	53,948	55,701	57,579	59,604	61,795
RF1	1,999.20	2,068.00	2,135.20	2,207.20	2,284.80	2,368.80
	24.99	25.85	26.69	27.59	28.56	29.61
CORRECT SERV OFF 2	54,741	56,682	58,581	60,751	62,964	65,092
RF2	2,098.40	2,172.80	2,245.60	2,328.80	2,413.60	2,495.20
	26.23	27.16	28.07	29.11	30.17	31.19
CORRECTIONAL OFF 1	44,118	48,376	49,857	51,444	53,176	54,929
OC1	1,691.20	1,854.40	1,911.20	1,972.00	2,038.40	2,105.60
	21.14	23.18	23.89	24.65	25.48	26.32
CORRECTIONAL OFF 2	48,877	50,525	52,153	53,948	55,701	57,579
OC2	1,873.60	1,936.80	1,999.20	2,068.00	2,135.20	2,207.20
	23.42	24.21	24.99	25.85	26.69	27.59
CORRECTIONAL OFF 3	52,153	53,948	55,701	57,579	59,604	61,795
OC3	1,999.20	2,068.00	2,135.20	2,207.20	2,284.80	2,368.80
	24.99	25.85	26.69	27.59	28.56	29.61
CORRECTIONAL OFF 4	56,682	58,581	60,751	62,964	65,092	67,597
OC4	2,172.80	2,245.60	2,328.80	2,413.60	2,495.20	2,591.20
	27.16	28.07	29.11	30.17	31.19	32.39
JUVENILE COUNSELR 1	44,118	48,376	49,857	51,444	53,176	54,929
JC1	1,691.20	1,854.40	1,911.20	1,972.00	2,038.40	2,105.60
	21.14	23.18	23.89	24.65	25.48	26.32
JUVENILE COUNSELR 2	48,877	50,525	52,153	53,948	55,701	57,579
JC2	1,873.60	1,936.80	1,999.20	2,068.00	2,135.20	2,207.20
	23.42	24.21	24.99	25.85	26.69	27.59
JUVENILE COUNSELR 3	52,153	53,948	55,701	57,579	59,604	61,795
JC3	1,999.20	2,068.00	2,135.20	2,207.20	2,284.80	2,368.80
	24.99	25.85	26.69	27.59	28.56	29.61

CORRECTIONS COMPONENT YEAR 3 SALARY SCHEDULE

JUVENILE COUNSELR 4	57,579	59,604	61,795	64,091	66,470	68,619
JC4	2,207.20	2,284.80	2,368.80	2,456.80	2,548.00	2,630.40
	27.59	28.56	29.61	30.71	31.85	32.88

CORRECTIONS COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

CH CORRECTION OFF	62,504	64,779	66,971	69,558	72,000	74,692
CCO	2,396.00	2,483.20	2,567.20	2,666.40	2,760.00	2,863.20
	29.95	31.04	32.09	33.33	34.50	35.79
CORR TRADES INST 1	50,296	51,986	53,656	55,513	57,308	59,249
TI1	1,928.00	1,992.80	2,056.80	2,128.00	2,196.80	2,271.20
	24.10	24.91	25.71	26.60	27.46	28.39
CORR TRADES INST 2	53,656	55,513	57,308	59,249	61,336	63,590
TI2	2,056.80	2,128.00	2,196.80	2,271.20	2,351.20	2,437.60
	25.71	26.60	27.46	28.39	29.39	30.47
CORR TRADES INST 3	58,331	60,271	62,504	64,779	66,971	69,558
TI3	2,236.00	2,310.40	2,396.00	2,483.20	2,567.20	2,666.40
	27.95	28.88	29.95	31.04	32.09	33.33
CORRECT SERV OFF 1	53,656	55,513	57,308	59,249	61,336	63,590
RF1	2,056.80	2,128.00	2,196.80	2,271.20	2,351.20	2,437.60
	25.71	26.60	27.46	28.39	29.39	30.47
CORRECT SERV OFF 2	56,327	58,331	60,271	62,504	64,779	66,971
RF2	2,159.20	2,236.00	2,310.40	2,396.00	2,483.20	2,567.20
	26.99	27.95	28.88	29.95	31.04	32.09
CORRECTIONAL OFF 1	45,391	49,774	51,297	52,925	54,720	56,515
OC1	1,740.00	1,908.00	1,966.40	2,028.80	2,097.60	2,166.40
	21.75	23.85	24.58	25.36	26.22	27.08
CORRECTIONAL OFF 2	50,296	51,986	53,656	55,513	57,308	59,249
OC2	1,928.00	1,992.80	2,056.80	2,128.00	2,196.80	2,271.20
	24.10	24.91	25.71	26.60	27.46	28.39
CORRECTIONAL OFF 3	53,656	55,513	57,308	59,249	61,336	63,590
OC3	2,056.80	2,128.00	2,196.80	2,271.20	2,351.20	2,437.60
	25.71	26.60	27.46	28.39	29.39	30.47
CORRECTIONAL OFF 4	58,331	60,271	62,504	64,779	66,971	69,558
OC4	2,236.00	2,310.40	2,396.00	2,483.20	2,567.20	2,666.40
	27.95	28.88	29.95	31.04	32.09	33.33
JUVENILE COUNSELR 1	45,391	49,774	51,297	52,925	54,720	56,515
JC1	1,740.00	1,908.00	1,966.40	2,028.80	2,097.60	2,166.40
	21.75	23.85	24.58	25.36	26.22	27.08
JUVENILE COUNSELR 2	50,296	51,986	53,656	55,513	57,308	59,249
JC2	1,928.00	1,992.80	2,056.80	2,128.00	2,196.80	2,271.20
	24.10	24.91	25.71	26.60	27.46	28.39
JUVENILE COUNSELR 3	53,656	55,513	57,308	59,249	61,336	63,590
JC3	2,056.80	2,128.00	2,196.80	2,271.20	2,351.20	2,437.60
	25.71	26.60	27.46	28.39	29.39	30.47

CORRECTIONS COMPONENT YEAR 4 SALARY SCHEDULE

JUVENILE COUNSELR 4	59,249	61,336	63,590	65,948	68,390	70,602
JC4	2,271.20	2,351.20	2,437.60	2,528.00	2,621.60	2,706.40
	28.39	29.39	30.47	31.60	32.77	33.83

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

ACTIVITIES INSTR 1	28,320	29,134	30,094	31,075	32,035	33,224			
AI1	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60			
	13.57	13.96	14.42	14.89	15.35	15.92			
ACTIVITIES INSTR 2	33,496	34,560	35,729	36,960	38,191	39,423			
AI2	1,284.00	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20			
	16.05	16.56	17.12	17.71	18.30	18.89			
ACTIVITIES INSTR 3	35,165	36,334	37,607	38,901	40,257	41,635			
AI3	1,348.00	1,392.80	1,441.60	1,491.20	1,543.20	1,596.00			
	16.85	17.41	18.02	18.64	19.29	19.95			
ACTIVITIES INSTR 4	38,191	39,423	40,946	42,386	43,972	45,537			
AI4	1,464.00	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60			
	18.30	18.89	19.62	20.31	21.07	21.82			
BEHAVIOUR COUNSLR	37,032	38,223	39,453	40,947	42,365	43,954	45,600		
BHC	1,419.55	1,465.23	1,512.35	1,569.63	1,624.00	1,684.90	1,747.98		
	19.58	20.21	20.86	21.65	22.40	23.24	24.11		
CHIEF FLIGHT NURSE	59,061	61,169	63,423	65,593	67,784	70,811	73,315		
CFN	2,264.00	2,344.80	2,431.20	2,514.40	2,598.40	2,714.40	2,810.40		
	28.30	29.31	30.39	31.43	32.48	33.93	35.13		
DENTAL ASSISTANT 1	31,660	32,379	33,230	34,119	35,065	35,954			
DA1	1,213.65	1,241.20	1,273.83	1,307.90	1,344.15	1,378.23			
	16.74	17.12	17.57	18.04	18.54	19.01			
DENTAL ASSISTANT 2	33,230	34,119	35,065	35,954	36,994	37,997			
DA2	1,273.83	1,307.90	1,344.15	1,378.23	1,418.10	1,456.53			
	17.57	18.04	18.54	19.01	19.56	20.09			
DENTIST 1	65,099	67,747	70,659	73,723	76,863	80,154			
DE1	2,495.45	2,596.95	2,708.60	2,826.05	2,946.40	3,072.55			
	34.42	35.82	37.36	38.98	40.64	42.38			
DENTIST 2	70,659	73,723	76,863	80,154	83,671	87,322			
DE2	2,708.60	2,826.05	2,946.40	3,072.55	3,207.40	3,347.33			
	37.36	38.98	40.64	42.38	44.24	46.17			
DENTIST 3	73,723	76,863	80,154	83,671	87,322	91,199			
DE3	2,826.05	2,946.40	3,072.55	3,207.40	3,347.33	3,495.95			
	38.98	40.64	42.38	44.24	46.17	48.22			

Effective 2006 03 18 Through 2006 12 22

DIETICIAN 1	43,242	44,724	46,331	48,104	49,857	51,694	53,718	55,805	57,892
DI1	1,657.60	1,714.40	1,776.00	1,844.00	1,911.20	1,981.60	2,059.20	2,139.20	2,219.20
	20.72	21.43	22.20	23.05	23.89	24.77	25.74	26.74	27.74

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 12 23 Through 2007 03 16

DIETICIAN 1	45,830	47,416	49,106	50,984	52,842	54,804	56,932	59,144	61,357
DI1	1,756.80	1,817.60	1,882.40	1,954.40	2,025.60	2,100.80	2,182.40	2,267.20	2,352.00
	21.96	22.72	23.53	24.43	25.32	26.26	27.28	28.34	29.40

Effective 2006 03 18 Through 2007 03 16

DISPENSING TECHN	26,686	27,462	28,313	29,221	30,091	31,017			
DIT	1,022.98	1,052.70	1,085.33	1,120.13	1,153.48	1,189.00			
	14.11	14.52	14.97	15.45	15.91	16.40			
INSTIT SPVR 1	38,233	39,110	40,111	41,071	42,136	43,242			
IR1	1,465.60	1,499.20	1,537.60	1,574.40	1,615.20	1,657.60			
	18.32	18.74	19.22	19.68	20.19	20.72			
INSTIT SPVR 2	40,988	41,948	43,075	44,118	45,329	46,477			
IR2	1,571.20	1,608.00	1,651.20	1,691.20	1,737.60	1,781.60			
	19.64	20.10	20.64	21.14	21.72	22.27			
INSTIT SPVR 3	43,075	44,118	45,329	46,477	47,750	49,064			
IR3	1,651.20	1,691.20	1,737.60	1,781.60	1,830.40	1,880.80			
	20.64	21.14	21.72	22.27	22.88	23.51			
LAB ASSISTANT 1	24,501	25,190	26,004	26,609					
LA1	939.2	965.6	996.8	1,020.00					
	11.74	12.07	12.46	12.75					
LAB ASSISTANT 2	27,965	28,696	29,489	30,428	31,242	32,181			
LA2	1,072.00	1,100.00	1,130.40	1,166.40	1,197.60	1,233.60			
	13.40	13.75	14.13	14.58	14.97	15.42			
LIC PRACTICAL NURSE	43,764	45,057	46,414	47,833	49,294				
LPN	1,677.60	1,727.20	1,779.20	1,833.60	1,889.60				
	20.97	21.59	22.24	22.92	23.62				
MED EQUIP TECHN 1	32,001	32,984	34,100	35,140	36,370	37,543			
MQ1	1,226.70	1,264.40	1,307.18	1,347.05	1,394.18	1,439.13			
	16.92	17.44	18.03	18.58	19.23	19.85			
MED EQUIP TECHN 2	35,140	36,370	37,543	38,847	40,228	41,666			
MQ2	1,347.05	1,394.18	1,439.13	1,489.15	1,542.08	1,597.18			
	18.58	19.23	19.85	20.54	21.27	22.03			
MED EQUIP TECHN 3	37,543	38,847	40,228	41,666	43,179	44,748			
MQ3	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18	1,715.35			
	19.85	20.54	21.27	22.03	22.83	23.66			
MED TECHNOLOGIST 1	40,153	41,969	43,910	45,934	48,063	50,317	52,675		
MG1	1,539.20	1,608.80	1,683.20	1,760.80	1,842.40	1,928.80	2,019.20		
	19.24	20.11	21.04	22.01	23.03	24.11	25.24		
MED TECHNOLOGIST 2	43,388	45,391	47,499	49,649	52,007	54,470	57,057		
MG2	1,663.20	1,740.00	1,820.80	1,903.20	1,993.60	2,088.00	2,187.20		
	20.79	21.75	22.76	23.79	24.92	26.10	27.34		

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

MED TECHNOLOGIST 3	47,144	49,315	51,590	53,969	56,494	59,228	62,087			
MG3	1,807.20	1,890.40	1,977.60	2,068.80	2,165.60	2,270.40	2,380.00			
	22.59	23.63	24.72	25.86	27.07	28.38	29.75			
MED TECHNOLOGIST 4	51,861	54,240	56,765	59,374	62,150	65,155	68,285			
MG4	1,988.00	2,079.20	2,176.00	2,276.00	2,382.40	2,497.60	2,617.60			
	24.85	25.99	27.20	28.45	29.78	31.22	32.72			
NURSE 1	52,466	54,491	56,411	58,414	60,292	62,212				
NN1	2,011.20	2,088.80	2,162.40	2,239.20	2,311.20	2,384.80				
	25.14	26.11	27.03	27.99	28.89	29.81				
NURSE 2	53,238	55,179	57,037	59,061	61,169	63,423	65,948			
NN2	2,040.80	2,115.20	2,186.40	2,264.00	2,344.80	2,431.20	2,528.00			
	25.51	26.44	27.33	28.30	29.31	30.39	31.60			
NURSE 3	57,037	59,061	61,169	63,423	65,593	67,784	70,811			
NN3	2,186.40	2,264.00	2,344.80	2,431.20	2,514.40	2,598.40	2,714.40			
	27.33	28.30	29.31	30.39	31.43	32.48	33.93			
NURSE GRADUATE	37,857									
NIL	1,451.20									
	18.14									
NURSING ATTENDANT 2	29,134	30,094	31,075	32,035	33,224	34,289				
NA2	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60	1,314.40				
	13.96	14.42	14.89	15.35	15.92	16.43				
OCCUP THERAPIST 1	43,935	45,600	47,283	48,985	50,933					
OT1	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43					
	23.23	24.11	25.00	25.90	26.93					
OCCUP THERAPIST 2	49,817	51,690	53,732	55,813	57,931					
OT2	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68					
	26.34	27.33	28.41	29.51	30.63					
PHARMACIST 1	66,536	68,579	70,659	72,778	74,499	76,277				
PC1	2,550.55	2,628.85	2,708.60	2,789.80	2,855.78	2,923.93				
	35.18	36.26	37.36	38.48	39.39	40.33				
PHARMACIST 2	68,806	70,848	73,099	75,388	77,808	79,719				
PC2	2,637.55	2,715.85	2,802.13	2,889.85	2,982.65	3,055.88				
	36.38	37.46	38.65	39.86	41.14	42.15				
PHYSIOTHERAPIST 1	42,365	43,935	45,600	47,283	48,985	50,933				
PI1	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43				
	22.40	23.23	24.11	25.00	25.90	26.93				
PHYSIOTHERAPIST 2	41,760	43,254	44,748	46,413	48,077	49,817	51,690	53,732	55,813	57,931
PI2	1,600.80	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	22.08	22.87	23.66	24.54	25.42	26.34	27.33	28.41	29.51	30.63

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2006 12 22

PSYCH NURSE ASST 1	26,609	27,506	28,320	29,134	30,094
SN1	1,020.00	1,054.40	1,085.60	1,116.80	1,153.60
	12.75	13.18	13.57	13.96	14.42

Effective 2006 12 23 Through 2007 03 16

PSYCH NURSE ASST 1	27,402	28,341	29,176	30,010	30,991
SN1	1,050.40	1,086.40	1,118.40	1,150.40	1,188.00
	13.13	13.58	13.98	14.38	14.85

Effective 2006 03 18 Through 2006 12 22

PSYCH NURSE ASST 2	28,320	29,134	30,094	31,075	32,035	33,224	34,289
SN2	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60	1,314.40
	13.57	13.96	14.42	14.89	15.35	15.92	16.43

Effective 2006 12 23 Through 2007 03 16

PSYCH NURSE ASST 2	29,176	30,010	30,991	32,014	32,995	34,226	35,311
SN2	1,118.40	1,150.40	1,188.00	1,227.20	1,264.80	1,312.00	1,353.60
	13.98	14.38	14.85	15.34	15.81	16.40	16.92

Effective 2006 03 18 Through 2007 03 16

PSYCHOLOGIST 1	38,337	39,680	41,023	42,536	43,954	45,600	47,321	49,080	50,857	52,862
PY1	1,469.58	1,521.05	1,572.53	1,630.53	1,684.90	1,747.98	1,813.95	1,881.38	1,949.53	2,026.38
	20.27	20.98	21.69	22.49	23.24	24.11	25.02	25.95	26.89	27.95

Effective 2006 03 18 Through 2006 12 22

PSYCHOLOGIST 2	49,855	51,973	53,959	55,964	58,101	60,427	62,754
PY2	1,911.10	1,992.30	2,068.43	2,145.28	2,227.20	2,316.38	2,405.55
	26.36	27.48	28.53	29.59	30.72	31.95	33.18

Effective 2006 12 23 Through 2007 03 16

PSYCHOLOGIST 2	52,843	55,094	57,193	59,330	61,581	64,059	66,517
PY2	2,025.65	2,111.93	2,192.40	2,274.33	2,360.60	2,455.58	2,549.83
	27.94	29.13	30.24	31.37	32.56	33.87	35.17

Effective 2006 03 18 Through 2006 12 22

PSYCHOLOGIST 3	57,023	59,122	61,411	63,851	66,347	69,071	71,983
PY3	2,185.88	2,266.35	2,354.08	2,447.60	2,543.30	2,647.70	2,759.35
	30.15	31.26	32.47	33.76	35.08	36.52	38.06

Effective 2006 12 23 Through 2007 03 16

PSYCHOLOGIST 3	60,446	62,678	65,099	67,690	70,319	73,213	76,295
PY3	2,317.10	2,402.65	2,495.45	2,594.78	2,695.55	2,806.48	2,924.65
	31.96	33.14	34.42	35.79	37.18	38.71	40.34

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2006 12 22

PSYCHOLOGIST 4	63,907	66,404	69,165	72,040	75,085	78,338	81,761	85,279
PY4	2,449.78	2,545.48	2,651.33	2,761.53	2,878.25	3,002.95	3,134.18	3,269.03
	33.79	35.11	36.57	38.09	39.70	41.42	43.23	45.09

Effective 2006 12 23 Through 2007 03 16

PSYCHOLOGIST 4	67,747	70,394	73,307	76,371	79,586	83,047	86,660	90,405
PY4	2,596.95	2,698.45	2,810.10	2,927.55	3,050.80	3,183.48	3,321.95	3,465.50
	35.82	37.22	38.76	40.38	42.08	43.91	45.82	47.80

Effective 2006 03 18 Through 2007 03 16

VET MEDICAL OFF 1	57,412	59,562	61,816	64,299	66,783	69,496		
VT1	2,200.80	2,283.20	2,369.60	2,464.80	2,560.00	2,664.00		
	27.51	28.54	29.62	30.81	32.00	33.30		

VET MEDICAL OFF 2	62,713	65,155	67,743	70,351	73,294	76,362		
VT2	2,404.00	2,497.60	2,596.80	2,696.80	2,809.60	2,927.20		
	30.05	31.22	32.46	33.71	35.12	36.59		

VET MEDICAL OFF 3	65,155	67,743	70,351	73,294	76,362	79,576		
VT3	2,497.60	2,596.80	2,696.80	2,809.60	2,927.20	3,050.40		
	31.22	32.46	33.71	35.12	36.59	38.13		

VET MEDICAL OFF 4	70,560	73,378	76,195	79,367	82,706	86,191	89,906	
VT4	2,704.80	2,812.80	2,920.80	3,042.40	3,170.40	3,304.00	3,446.40	
	33.81	35.16	36.51	38.03	39.63	41.30	43.08	

VET MEDICAL OFF 5	73,336	76,153	79,325	82,664	86,150	89,865	93,809	97,816
VT5	2,811.20	2,919.20	3,040.80	3,168.80	3,302.40	3,444.80	3,596.00	3,749.60
	35.14	36.49	38.01	39.61	41.28	43.06	44.95	46.87

HEALTH COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

ACTIVITIES INSTR 1	29,030	29,864	30,845	31,847	32,828	34,059			
AI1	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40	1,305.60			
	13.91	14.31	14.78	15.26	15.73	16.32			
ACTIVITIES INSTR 2	34,330	35,416	36,626	37,878	39,151	40,404			
AI2	1,316.00	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80			
	16.45	16.97	17.55	18.15	18.76	19.36			
ACTIVITIES INSTR 3	36,042	37,252	38,546	39,882	41,259	42,678			
AI3	1,381.60	1,428.00	1,477.60	1,528.80	1,581.60	1,636.00			
	17.27	17.85	18.47	19.11	19.77	20.45			
ACTIVITIES INSTR 4	39,151	40,404	41,969	43,451	45,078	46,685			
AI4	1,500.80	1,548.80	1,608.80	1,665.60	1,728.00	1,789.60			
	18.76	19.36	20.11	20.82	21.60	22.37			
BEHAVIOUR COUNSLR	37,959	39,188	40,436	41,968	43,424	45,051	46,734		
BHC	1,455.08	1,502.20	1,550.05	1,608.78	1,664.60	1,726.95	1,791.48		
	20.07	20.72	21.38	22.19	22.96	23.82	24.71		
CHIEF FLIGHT NURSE	60,543	62,692	65,009	67,242	69,475	72,584	75,151		
CFN	2,320.80	2,403.20	2,492.00	2,577.60	2,663.20	2,782.40	2,880.80		
	29.01	30.04	31.15	32.22	33.29	34.78	36.01		
DENTAL ASSISTANT 1	32,455	33,193	34,063	34,970	35,935	36,862			
DA1	1,244.10	1,272.38	1,305.73	1,340.53	1,377.50	1,413.03			
	17.16	17.55	18.01	18.49	19.00	19.49			
DENTAL ASSISTANT 2	34,063	34,970	35,935	36,862	37,921	38,942			
DA2	1,305.73	1,340.53	1,377.50	1,413.03	1,453.63	1,492.78			
	18.01	18.49	19.00	19.49	20.05	20.59			
DENTIST 1	66,725	69,449	72,418	75,558	78,792	82,158			
DE1	2,557.80	2,662.20	2,776.03	2,896.38	3,020.35	3,149.40			
	35.28	36.72	38.29	39.95	41.66	43.44			
DENTIST 2	72,418	75,558	78,792	82,158	85,771	89,497			
DE2	2,776.03	2,896.38	3,020.35	3,149.40	3,287.88	3,430.70			
	38.29	39.95	41.66	43.44	45.35	47.32			
DENTIST 3	75,558	78,792	82,158	85,771	89,497	93,487			
DE3	2,896.38	3,020.35	3,149.40	3,287.88	3,430.70	3,583.68			
	39.95	41.66	43.44	45.35	47.32	49.43			
DIETICIAN 1	46,977	48,605	50,337	52,257	54,157	56,181	58,351	60,626	62,901
DI1	1,800.80	1,863.20	1,929.60	2,003.20	2,076.00	2,153.60	2,236.80	2,324.00	2,411.20
	22.51	23.29	24.12	25.04	25.95	26.92	27.96	29.05	30.14
DISPENSING TECHN	27,348	28,143	29,013	29,958	30,847	31,793			
DIT	1,048.35	1,078.80	1,112.15	1,148.40	1,182.48	1,218.73			
	14.46	14.88	15.34	15.84	16.31	16.81			

HEALTH COMPONENT YEAR 2 SALARY SCHEDULE

INSTIT SPVR 1	39,193	40,091	41,113	42,094	43,179	44,327	
IR1	1,502.40	1,536.80	1,576.00	1,613.60	1,655.20	1,699.20	
	18.78	19.21	19.70	20.17	20.69	21.24	
INSTIT SPVR 2	42,011	42,991	44,160	45,224	46,456	47,645	
IR2	1,610.40	1,648.00	1,692.80	1,733.60	1,780.80	1,826.40	
	20.13	20.60	21.16	21.67	22.26	22.83	
INSTIT SPVR 3	44,160	45,224	46,456	47,645	48,939	50,296	
IR3	1,692.80	1,733.60	1,780.80	1,826.40	1,876.00	1,928.00	
	21.16	21.67	22.26	22.83	23.45	24.10	
LAB ASSISTANT 1	25,106	25,816	26,650	27,277			
LA1	962.4	989.6	1,021.60	1,045.60			
	12.03	12.37	12.77	13.07			
LAB ASSISTANT 2	28,675	29,405	30,219	31,179	32,014	32,995	
LA2	1,099.20	1,127.20	1,158.40	1,195.20	1,227.20	1,264.80	
	13.74	14.09	14.48	14.94	15.34	15.81	
LIC PRACTICAL NURSE	44,849	46,184	47,583	49,023	50,525		
LPN	1,719.20	1,770.40	1,824.00	1,879.20	1,936.80		
	21.49	22.13	22.80	23.49	24.21		
MED EQUIP TECHN 1	32,795	33,817	34,951	36,010	37,278	38,488	
MQ1	1,257.15	1,296.30	1,339.80	1,380.40	1,428.98	1,475.38	
	17.34	17.88	18.48	19.04	19.71	20.35	
MED EQUIP TECHN 2	36,010	37,278	38,488	39,812	41,231	42,706	
MQ2	1,380.40	1,428.98	1,475.38	1,526.13	1,580.50	1,637.05	
	19.04	19.71	20.35	21.05	21.80	22.58	
MED EQUIP TECHN 3	38,488	39,812	41,231	42,706	44,257	45,864	
MQ3	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50	1,758.13	
	20.35	21.05	21.80	22.58	23.40	24.25	
MED TECHNOLOGIST 1	41,155	43,012	45,016	47,082	49,273	51,569	53,990
MG1	1,577.60	1,648.80	1,725.60	1,804.80	1,888.80	1,976.80	2,069.60
	19.72	20.61	21.57	22.56	23.61	24.71	25.87
MED TECHNOLOGIST 2	44,473	46,518	48,689	50,880	53,301	55,826	58,477
MG2	1,704.80	1,783.20	1,866.40	1,950.40	2,043.20	2,140.00	2,241.60
	21.31	22.29	23.33	24.38	25.54	26.75	28.02
MED TECHNOLOGIST 3	48,313	50,546	52,884	55,325	57,913	60,710	63,631
MG3	1,852.00	1,937.60	2,027.20	2,120.80	2,220.00	2,327.20	2,439.20
	23.15	24.22	25.34	26.51	27.75	29.09	30.49
MED TECHNOLOGIST 4	53,155	55,597	58,184	60,856	63,694	66,783	69,997
MG4	2,037.60	2,131.20	2,230.40	2,332.80	2,441.60	2,560.00	2,683.20
	25.47	26.64	27.88	29.16	30.52	32.00	33.54
NURSE 1	53,781	55,847	57,830	59,875	61,795	63,778	
NN1	2,061.60	2,140.80	2,216.80	2,295.20	2,368.80	2,444.80	
	25.77	26.76	27.71	28.69	29.61	30.56	

HEALTH COMPONENT YEAR 2 SALARY SCHEDULE

NURSE 2	54,574	56,557	58,456	60,543	62,692	65,009	67,597				
NN2	2,092.00	2,168.00	2,240.80	2,320.80	2,403.20	2,492.00	2,591.20				
	26.15	27.10	28.01	29.01	30.04	31.15	32.39				
NURSE 3	58,456	60,543	62,692	65,009	67,242	69,475	72,584				
NN3	2,240.80	2,320.80	2,403.20	2,492.00	2,577.60	2,663.20	2,782.40				
	28.01	29.01	30.04	31.15	32.22	33.29	34.78				
NURSE GRADUATE	38,797										
NIL	1,487.20										
	18.59										
NURSING ATTENDANT 2	29,864	30,845	31,847	32,828	34,059	35,144					
NA2	1,144.80	1,182.40	1,220.80	1,258.40	1,305.60	1,347.20					
	14.31	14.78	15.26	15.73	16.32	16.84					
OCCUP THERAPIST 1	45,032	46,734	48,474	50,214	52,200						
OT1	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00						
	23.81	24.71	25.63	26.55	27.60						
OCCUP THERAPIST 2	51,065	52,976	55,075	57,212	59,387						
OT2	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50						
	27.00	28.01	29.12	30.25	31.40						
PHARMACIST 1	68,201	70,300	72,418	74,593	76,352	78,187					
PC1	2,614.35	2,694.83	2,776.03	2,859.40	2,926.83	2,997.15					
	36.06	37.17	38.29	39.44	40.37	41.34					
PHARMACIST 2	70,527	72,626	74,934	77,279	79,757	81,704					
PC2	2,703.53	2,784.00	2,872.45	2,962.35	3,057.33	3,132.00					
	37.29	38.40	39.62	40.86	42.17	43.20					
PHYSIOTHERAPIST 1	43,424	45,032	46,734	48,474	50,214	52,200					
PI1	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00					
	22.96	23.81	24.71	25.63	26.55	27.60					
PHYSIOTHERAPIST 2	42,800	44,332	45,864	47,567	49,287	51,065	52,976	55,075	57,212	59,387	
PI2	1,640.68	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50	
	22.63	23.44	24.25	25.15	26.06	27.00	28.01	29.12	30.25	31.40	
PSYCH NURSE ASST 1	28,090	29,050	29,906	30,762	31,764						
SN1	1,076.80	1,113.60	1,146.40	1,179.20	1,217.60						
	13.46	13.92	14.33	14.74	15.22						
PSYCH NURSE ASST 2	29,906	30,762	31,764	32,807	33,830	35,082	36,188				
SN2	1,146.40	1,179.20	1,217.60	1,257.60	1,296.80	1,344.80	1,387.20				
	14.33	14.74	15.22	15.72	16.21	16.81	17.34				
PSYCHOLOGIST 1	39,301	40,663	42,044	43,595	45,051	46,734	48,512	50,309	52,124	54,186	
PY1	1,506.55	1,558.75	1,611.68	1,671.13	1,726.95	1,791.48	1,859.63	1,928.50	1,998.10	2,077.13	
	20.78	21.50	22.23	23.05	23.82	24.71	25.65	26.60	27.56	28.65	
PSYCHOLOGIST 2	54,167	56,474	58,631	60,806	63,113	65,666	68,182				
PY2	2,076.40	2,164.85	2,247.50	2,330.88	2,419.33	2,517.20	2,613.63				
	28.64	29.86	31.00	32.15	33.37	34.72	36.05				

HEALTH COMPONENT YEAR 2 SALARY SCHEDULE

PSYCHOLOGIST 3	61,959	64,248	66,725	69,373	72,078	75,047	78,206		
PY3	2,375.10	2,462.83	2,557.80	2,659.30	2,762.98	2,876.80	2,997.88		
	32.76	33.97	35.28	36.68	38.11	39.68	41.35		
PSYCHOLOGIST 4	69,449	72,154	75,142	78,281	81,572	85,128	88,835	92,674	
PY4	2,662.20	2,765.88	2,880.43	3,000.78	3,126.93	3,263.23	3,405.33	3,552.50	
	36.72	38.15	39.73	41.39	43.13	45.01	46.97	49.00	
VET MEDICAL OFF 1	58,852	61,044	63,360	65,906	68,452	71,228			
VT1	2,256.00	2,340.00	2,428.80	2,526.40	2,624.00	2,730.40			
	28.20	29.25	30.36	31.58	32.80	34.13			
VET MEDICAL OFF 2	64,278	66,783	69,433	72,104	75,131	78,261			
VT2	2,464.00	2,560.00	2,661.60	2,764.00	2,880.00	3,000.00			
	30.80	32.00	33.27	34.55	36.00	37.5			
VET MEDICAL OFF 3	66,783	69,433	72,104	75,131	78,261	81,558			
VT3	2,560.00	2,661.60	2,764.00	2,880.00	3,000.00	3,126.40			
	32.00	33.27	34.55	36.00	37.50	39.08			
VET MEDICAL OFF 4	72,334	75,214	78,094	81,350	84,772	88,341	92,160		
VT4	2,772.80	2,883.20	2,993.60	3,118.40	3,249.60	3,386.40	3,532.80		
	34.66	36.04	37.42	38.98	40.62	42.33	44.16		
VET MEDICAL OFF 5	75,172	78,052	81,308	84,731	88,299	92,118	96,146	100,258	
VT5	2,881.60	2,992.00	3,116.80	3,248.00	3,384.80	3,531.20	3,685.60	3,843.20	
	36.02	37.40	38.96	40.60	42.31	44.14	46.07	48.04	

HEALTH COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

ACTIVITIES INSTR 1	29,760	30,616	31,617	32,640	33,642	34,915			
AI1	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60	1,338.40			
	14.26	14.67	15.15	15.64	16.12	16.73			
ACTIVITIES INSTR 2	35,186	36,292	37,544	38,817	40,132	41,405			
AI2	1,348.80	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20			
	16.86	17.39	17.99	18.60	19.23	19.84			
ACTIVITIES INSTR 3	36,939	38,191	39,506	40,884	42,282	43,743			
AI3	1,416.00	1,464.00	1,514.40	1,567.20	1,620.80	1,676.80			
	17.70	18.30	18.93	19.59	20.26	20.96			
ACTIVITIES INSTR 4	40,132	41,405	43,012	44,536	46,205	47,854			
AI4	1,538.40	1,587.20	1,648.80	1,707.20	1,771.20	1,834.40			
	19.23	19.84	20.61	21.34	22.14	22.93			
BEHAVIOUR COUNSLR	38,904	40,171	41,439	43,008	44,503	46,186	47,907		
BHC	1,491.33	1,539.90	1,588.48	1,648.65	1,705.93	1,770.45	1,836.43		
	20.57	21.24	21.91	22.74	23.53	24.42	25.33		
CHIEF FLIGHT NURSE	62,066	64,258	66,637	68,932	71,207	74,400	77,030		
CFN	2,379.20	2,463.20	2,554.40	2,642.40	2,729.60	2,852.00	2,952.80		
	29.74	30.79	31.93	33.03	34.12	35.65	36.91		
DENTAL ASSISTANT 1	33,268	34,025	34,914	35,840	36,843	37,788			
DA1	1,275.28	1,304.28	1,338.35	1,373.88	1,412.30	1,448.55			
	17.59	17.99	18.46	18.95	19.48	19.98			
DENTAL ASSISTANT 2	34,914	35,840	36,843	37,788	38,867	39,907			
DA2	1,338.35	1,373.88	1,412.30	1,448.55	1,489.88	1,529.75			
	18.46	18.95	19.48	19.98	20.55	21.10			
DENTIST 1	68,390	71,189	74,234	77,449	80,759	84,220			
DE1	2,621.60	2,728.90	2,845.63	2,968.88	3,095.75	3,228.43			
	36.16	37.64	39.25	40.95	42.70	44.53			
DENTIST 2	74,234	77,449	80,759	84,220	87,908	91,728			
DE2	2,845.63	2,968.88	3,095.75	3,228.43	3,369.80	3,516.25			
	39.25	40.95	42.70	44.53	46.48	48.50			
DENTIST 3	77,449	80,759	84,220	87,908	91,728	95,833			
DE3	2,968.88	3,095.75	3,228.43	3,369.80	3,516.25	3,673.58			
	40.95	42.70	44.53	46.48	48.50	50.67			
DIETICIAN 1	49,106	50,817	52,612	54,637	56,619	58,727	61,002	63,402	65,760
DI1	1,882.40	1,948.00	2,016.80	2,094.40	2,170.40	2,251.20	2,338.40	2,430.40	2,520.80
	23.53	24.35	25.21	26.18	27.13	28.14	29.23	30.38	31.51
DISPENSING TECHN	29,145	29,996	30,923	31,944	32,890	33,892			
DIT	1,117.23	1,149.85	1,185.38	1,224.53	1,260.78	1,299.20			
	15.41	15.86	16.35	16.89	17.39	17.92			

HEALTH COMPONENT YEAR 3 SALARY SCHEDULE

INSTIT SPVR 1	40,174	41,092	42,136	43,137	44,264	45,433		
IR1	1,540.00	1,575.20	1,615.20	1,653.60	1,696.80	1,741.60		
	19.25	19.69	20.19	20.67	21.21	21.77		
INSTIT SPVR 2	43,054	44,077	45,266	46,351	47,624	48,835		
IR2	1,650.40	1,689.60	1,735.20	1,776.80	1,825.60	1,872.00		
	20.63	21.12	21.69	22.21	22.82	23.40		
INSTIT SPVR 3	45,266	46,351	47,624	48,835	50,171	51,548		
IR3	1,735.20	1,776.80	1,825.60	1,872.00	1,923.20	1,976.00		
	21.69	22.21	22.82	23.40	24.04	24.70		
LAB ASSISTANT 1	25,732	26,463	27,318	27,965				
LA1	986.4	1,014.40	1,047.20	1,072.00				
	12.33	12.68	13.09	13.40				
LAB ASSISTANT 2	29,384	30,136	30,970	31,951	32,807	33,830		
LA2	1,126.40	1,155.20	1,187.20	1,224.80	1,257.60	1,296.80		
	14.08	14.44	14.84	15.31	15.72	16.21		
LIC PRACTICAL NURSE	45,976	47,332	48,772	50,254	51,798			
LPN	1,762.40	1,814.40	1,869.60	1,926.40	1,985.60			
	22.03	22.68	23.37	24.08	24.82			
MED EQUIP TECHN 1	33,609	34,668	35,821	36,918	38,204	39,453		
MQ1	1,288.33	1,328.93	1,373.15	1,415.20	1,464.50	1,512.35		
	17.77	18.33	18.94	19.52	20.20	20.86		
MED EQUIP TECHN 2	36,918	38,204	39,453	40,814	42,271	43,765		
MQ2	1,415.20	1,464.50	1,512.35	1,564.55	1,620.38	1,677.65		
	19.52	20.20	20.86	21.58	22.35	23.14		
MED EQUIP TECHN 3	39,453	40,814	42,271	43,765	45,373	47,018		
MQ3	1,512.35	1,564.55	1,620.38	1,677.65	1,739.28	1,802.35		
	20.86	21.58	22.35	23.14	23.99	24.86		
MED TECHNOLOGIST 1	42,177	44,097	46,143	48,251	50,504	52,863	55,346	
MG1	1,616.80	1,690.40	1,768.80	1,849.60	1,936.00	2,026.40	2,121.60	
	20.21	21.13	22.11	23.12	24.20	25.33	26.52	
MED TECHNOLOGIST 2	45,579	47,687	49,899	52,153	54,637	57,224	59,937	
MG2	1,747.20	1,828.00	1,912.80	1,999.20	2,094.40	2,193.60	2,297.60	
	21.84	22.85	23.91	24.99	26.18	27.42	28.72	
MED TECHNOLOGIST 3	49,524	51,819	54,198	56,703	59,353	62,233	65,218	
MG3	1,898.40	1,986.40	2,077.60	2,173.60	2,275.20	2,385.60	2,500.00	
	23.73	24.83	25.97	27.17	28.44	29.82	31.25	
MED TECHNOLOGIST 4	54,491	56,995	59,645	62,379	65,280	68,452	71,750	
MG4	2,088.80	2,184.80	2,286.40	2,391.20	2,502.40	2,624.00	2,750.40	
	26.11	27.31	28.58	29.89	31.28	32.80	34.38	
NURSE 1	55,117	57,245	59,270	61,377	63,339	65,364		
NN1	2,112.80	2,194.40	2,272.00	2,352.80	2,428.00	2,505.60		
	26.41	27.43	28.40	29.41	30.35	31.32		

HEALTH COMPONENT YEAR 3 SALARY SCHEDULE

NURSE 2	55,931	57,976	59,917	62,066	64,258	66,637	69,287			
NN2	2,144.00	2,222.40	2,296.80	2,379.20	2,463.20	2,554.40	2,656.00			
	26.80	27.78	28.71	29.74	30.79	31.93	33.20			
NURSE 3	59,917	62,066	64,258	66,637	68,932	71,207	74,400			
NN3	2,296.80	2,379.20	2,463.20	2,554.40	2,642.40	2,729.60	2,852.00			
	28.71	29.74	30.79	31.93	33.03	34.12	35.65			
NURSE GRADUATE	39,757									
NIL	1,524.00									
	19.05									
NURSING ATTENDANT 2	30,616	31,617	32,640	33,642	34,915	36,021				
NA2	1,173.60	1,212.00	1,251.20	1,289.60	1,338.40	1,380.80				
	14.67	15.15	15.64	16.12	16.73	17.26				
OCCUP THERAPIST 1	46,167	47,907	49,685	51,463	53,505					
OT1	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03					
	24.41	25.33	26.27	27.21	28.29					
OCCUP THERAPIST 2	52,351	54,300	56,456	58,650	60,881					
OT2	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78					
	27.68	28.71	29.85	31.01	32.19					
PHARMACIST 1	69,903	72,059	74,234	76,466	78,262	80,135				
PC1	2,679.60	2,762.25	2,845.63	2,931.18	3,000.05	3,071.83				
	36.96	38.10	39.25	40.43	41.38	42.37				
PHARMACIST 2	72,286	74,442	76,806	79,208	81,742	83,747				
PC2	2,770.95	2,853.60	2,944.23	3,036.30	3,133.45	3,210.30				
	38.22	39.36	40.61	41.88	43.22	44.28				
PHYSIOTHERAPIST 1	44,503	46,167	47,907	49,685	51,463	53,505				
PI1	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03				
	23.53	24.41	25.33	26.27	27.21	28.29				
PHYSIOTHERAPIST 2	43,878	45,448	47,018	48,758	50,517	52,351	54,300	56,456	58,650	60,881
PI2	1,682.00	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78
	23.20	24.03	24.86	25.78	26.71	27.68	28.71	29.85	31.01	32.19
PSYCH NURSE ASST 1	29,384	30,386	31,263	32,160	33,204					
SN1	1,126.40	1,164.80	1,198.40	1,232.80	1,272.80					
	14.08	14.56	14.98	15.41	15.91					
PSYCH NURSE ASST 2	31,263	32,160	33,204	34,289	35,374	36,668	37,837			
SN2	1,198.40	1,232.80	1,272.80	1,314.40	1,356.00	1,405.60	1,450.40			
	14.98	15.41	15.91	16.43	16.95	17.57	18.13			
PSYCHOLOGIST 1	40,285	41,684	43,103	44,692	46,186	47,907	49,723	51,576	53,430	55,548
PY1	1,544.25	1,597.90	1,652.28	1,713.18	1,770.45	1,836.43	1,906.03	1,977.08	2,048.13	2,129.33
	21.30	22.04	22.79	23.63	24.42	25.33	26.29	27.27	28.25	29.37
PSYCHOLOGIST 2	56,645	59,047	61,316	63,567	65,969	68,654	71,284			
PY2	2,171.38	2,263.45	2,350.45	2,436.73	2,528.80	2,631.75	2,732.53			
	29.95	31.22	32.42	33.61	34.88	36.30	37.69			

HEALTH COMPONENT YEAR 3 SALARY SCHEDULE

PSYCHOLOGIST 3	64,777	67,179	69,751	72,532	75,350	78,451	81,761		
PY3	2,483.13	2,575.20	2,673.80	2,780.38	2,888.40	3,007.30	3,134.18		
	34.25	35.52	36.88	38.35	39.84	41.48	43.23		
PSYCHOLOGIST 4	72,607	75,425	78,546	81,837	85,279	89,005	92,863	96,892	
PY4	2,783.28	2,891.30	3,010.93	3,137.08	3,269.03	3,411.85	3,559.75	3,714.18	
	38.39	39.88	41.53	43.27	45.09	47.06	49.10	51.23	
VET MEDICAL OFF 1	60,334	62,567	64,946	67,555	70,164	73,002			
VT1	2,312.80	2,398.40	2,489.60	2,589.60	2,689.60	2,798.40			
	28.91	29.98	31.12	32.37	33.62	34.98			
VET MEDICAL OFF 2	65,885	68,452	71,165	73,899	77,009	80,223			
VT2	2,525.60	2,624.00	2,728.00	2,832.80	2,952.00	3,075.20			
	31.57	32.80	34.10	35.41	36.90	38.44			
VET MEDICAL OFF 3	68,452	71,165	73,899	77,009	80,223	83,604			
VT3	2,624.00	2,728.00	2,832.80	2,952.00	3,075.20	3,204.80			
	32.80	34.10	35.41	36.90	38.44	40.06			
VET MEDICAL OFF 4	74,150	77,092	80,056	83,374	86,901	90,553	94,456		
VT4	2,842.40	2,955.20	3,068.80	3,196.00	3,331.20	3,471.20	3,620.80		
	35.53	36.94	38.36	39.95	41.64	43.39	45.26		
VET MEDICAL OFF 5	77,051	80,014	83,332	86,859	90,511	94,414	98,546	102,762	
VT5	2,953.60	3,067.20	3,194.40	3,329.60	3,469.60	3,619.20	3,777.60	3,939.20	
	36.92	38.34	39.93	41.62	43.37	45.24	47.22	49.24	

HEALTH COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

ACTIVITIES INSTR 1	30,616	31,513	32,536	33,579	34,623	35,937			
AI1	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20	1,377.60			
	14.67	15.10	15.59	16.09	16.59	17.22			
ACTIVITIES INSTR 2	36,209	37,336	38,630	39,944	41,301	42,616			
AI2	1,388.00	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60			
	17.35	17.89	18.51	19.14	19.79	20.42			
ACTIVITIES INSTR 3	38,004	39,297	40,654	42,073	43,513	45,016			
AI3	1,456.80	1,506.40	1,558.40	1,612.80	1,668.00	1,725.60			
	18.21	18.83	19.48	20.16	20.85	21.57			
ACTIVITIES INSTR 4	41,301	42,616	44,264	45,830	47,541	49,231			
AI4	1,583.20	1,633.60	1,696.80	1,756.80	1,822.40	1,887.20			
	19.79	20.42	21.21	21.96	22.78	23.59			
BEHAVIOUR COUNSLR	40,039	41,344	42,649	44,257	45,789	47,529	49,287		
BHC	1,534.83	1,584.85	1,634.88	1,696.50	1,755.23	1,821.93	1,889.35		
	21.17	21.86	22.55	23.40	24.21	25.13	26.06		
CHIEF FLIGHT NURSE	63,861	66,115	68,578	70,936	73,273	76,550	79,263		
CFN	2,448.00	2,534.40	2,628.80	2,719.20	2,808.80	2,934.40	3,038.40		
	30.60	31.68	32.86	33.99	35.11	36.68	37.98		
DENTAL ASSISTANT 1	34,233	35,008	35,935	36,881	37,902	38,885			
DA1	1,312.25	1,341.98	1,377.50	1,413.75	1,452.90	1,490.60			
	18.10	18.51	19.00	19.50	20.04	20.56			
DENTAL ASSISTANT 2	35,935	36,881	37,902	38,885	40,001	41,060			
DA2	1,377.50	1,413.75	1,452.90	1,490.60	1,533.38	1,573.98			
	19.00	19.50	20.04	20.56	21.15	21.71			
DENTIST 1	70,376	73,250	76,390	79,700	83,104	86,660			
DE1	2,697.73	2,807.93	2,928.28	3,055.15	3,185.65	3,321.95			
	37.21	38.73	40.39	42.14	43.94	45.82			
DENTIST 2	76,390	79,700	83,104	86,660	90,461	94,395			
DE2	2,928.28	3,055.15	3,185.65	3,321.95	3,467.68	3,618.48			
	40.39	42.14	43.94	45.82	47.83	49.91			
DENTIST 3	79,700	83,104	86,660	90,461	94,395	98,613			
DE3	3,055.15	3,185.65	3,321.95	3,467.68	3,618.48	3,780.15			
	42.14	43.94	45.82	47.83	49.91	52.14			
DIETICIAN 1	50,525	52,299	54,136	56,223	58,268	60,438	62,776	65,238	67,659
DI1	1,936.80	2,004.80	2,075.20	2,155.20	2,233.60	2,316.80	2,406.40	2,500.80	2,593.60
	24.21	25.06	25.94	26.94	27.92	28.96	30.08	31.26	32.42
DISPENSING TECHN	29,996	30,866	31,812	32,871	33,836	34,876			
DIT	1,149.85	1,183.20	1,219.45	1,260.05	1,297.03	1,336.90			
	15.86	16.32	16.82	17.38	17.89	18.44			

HEALTH COMPONENT YEAR 4 SALARY SCHEDULE

INSTIT SPVR 1	41,343	42,282	43,367	44,390	45,558	46,748	
IR1	1,584.80	1,620.80	1,662.40	1,701.60	1,746.40	1,792.00	
	19.81	20.26	20.78	21.27	21.83	22.40	
INSTIT SPVR 2	44,306	45,350	46,581	47,687	49,002	50,254	
IR2	1,698.40	1,738.40	1,785.60	1,828.00	1,878.40	1,926.40	
	21.23	21.73	22.32	22.85	23.48	24.08	
INSTIT SPVR 3	46,581	47,687	49,002	50,254	51,631	53,051	
IR3	1,785.60	1,828.00	1,878.40	1,926.40	1,979.20	2,033.60	
	22.32	22.85	23.48	24.08	24.74	25.42	
LAB ASSISTANT 1	26,484	27,235	28,111	28,779			
LA1	1,015.20	1,044.00	1,077.60	1,103.20			
	12.69	13.05	13.47	13.79			
LAB ASSISTANT 2	30,240	31,012	31,868	32,870	33,767	34,810	
LA2	1,159.20	1,188.80	1,221.60	1,260.00	1,294.40	1,334.40	
	14.49	14.86	15.27	15.75	16.18	16.68	
LIC PRACTICAL NURSE	47,311	48,710	50,191	51,715	53,301		
LPN	1,813.60	1,867.20	1,924.00	1,982.40	2,043.20		
	22.67	23.34	24.05	24.78	25.54		
MED EQUIP TECHN 1	34,592	35,670	36,862	37,997	39,320	40,587	
MQ1	1,326.03	1,367.35	1,413.03	1,456.53	1,507.28	1,555.85	
	18.29	18.86	19.49	20.09	20.79	21.46	
MED EQUIP TECHN 2	37,997	39,320	40,587	42,006	43,500	45,032	
MQ2	1,456.53	1,507.28	1,555.85	1,610.23	1,667.50	1,726.23	
	20.09	20.79	21.46	22.21	23.00	23.81	
MED EQUIP TECHN 3	40,587	42,006	43,500	45,032	46,697	48,380	
MQ3	1,555.85	1,610.23	1,667.50	1,726.23	1,790.03	1,854.55	
	21.46	22.21	23.00	23.81	24.69	25.58	
MED TECHNOLOGIST 1	43,409	45,371	47,478	49,649	51,965	54,386	56,953
MG1	1,664.00	1,739.20	1,820.00	1,903.20	1,992.00	2,084.80	2,183.20
	20.80	21.74	22.75	23.79	24.90	26.06	27.29
MED TECHNOLOGIST 2	46,894	49,064	51,339	53,656	56,223	58,894	61,670
MG2	1,797.60	1,880.80	1,968.00	2,056.80	2,155.20	2,257.60	2,364.00
	22.47	23.51	24.60	25.71	26.94	28.22	29.55
MED TECHNOLOGIST 3	50,964	53,322	55,764	58,351	61,064	64,028	67,117
MG3	1,953.60	2,044.00	2,137.60	2,236.80	2,340.80	2,454.40	2,572.80
	24.42	25.55	26.72	27.96	29.26	30.68	32.16
MED TECHNOLOGIST 4	56,077	58,644	61,377	64,195	67,179	70,435	73,837
MG4	2,149.60	2,248.00	2,352.80	2,460.80	2,575.20	2,700.00	2,830.40
	26.87	28.10	29.41	30.76	32.19	33.75	35.38
NURSE 1	56,724	58,915	60,981	63,151	65,176	67,263	
NN1	2,174.40	2,258.40	2,337.60	2,420.80	2,498.40	2,578.40	
	27.18	28.23	29.22	30.26	31.23	32.23	

HEALTH COMPONENT YEAR 4 SALARY SCHEDULE

NURSE 2	57,558	59,666	61,649	63,861	66,115	68,578	71,291				
NN2	2,206.40	2,287.20	2,363.20	2,448.00	2,534.40	2,628.80	2,732.80				
	27.58	28.59	29.54	30.60	31.68	32.86	34.16				
NURSE 3	61,649	63,861	66,115	68,578	70,936	73,273	76,550				
NN3	2,363.20	2,448.00	2,534.40	2,628.80	2,719.20	2,808.80	2,934.40				
	29.54	30.60	31.68	32.86	33.99	35.11	36.68				
NURSE GRADUATE	40,904										
NIL	1,568.00										
	19.60										
NURSING ATTENDANT 2	31,513	32,536	33,579	34,623	35,937	37,064					
NA2	1,208.00	1,247.20	1,287.20	1,327.20	1,377.60	1,420.80					
	15.10	15.59	16.09	16.59	17.22	17.76					
OCCUP THERAPIST 1	48,928	50,763	52,654	54,545	56,701						
OT1	1,875.58	1,945.90	2,018.40	2,090.90	2,173.55						
	25.87	26.84	27.84	28.84	29.98						
OCCUP THERAPIST 2	55,472	57,553	59,841	62,167	64,513						
OT2	2,126.43	2,206.18	2,293.90	2,383.08	2,472.98						
	29.33	30.43	31.64	32.87	34.11						
PHARMACIST 1	71,927	74,139	76,390	78,678	80,532	82,461					
PC1	2,757.18	2,842.00	2,928.28	3,016.00	3,087.05	3,161.00					
	38.03	39.20	40.39	41.60	42.58	43.60					
PHARMACIST 2	74,385	76,598	79,038	81,497	84,107	86,168					
PC2	2,851.43	2,936.25	3,029.78	3,124.03	3,224.08	3,303.10					
	39.33	40.50	41.79	43.09	44.47	45.56					
PHYSIOTHERAPIST 1	45,789	47,510	49,287	51,122	52,957	55,056					
PI1	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48					
	24.21	25.12	26.06	27.03	28.00	29.11					
PHYSIOTHERAPIST 2	45,146	46,772	48,380	50,177	51,973	53,864	55,869	58,101	60,352	62,640	
PI2	1,730.58	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20	
	23.87	24.73	25.58	26.53	27.48	28.48	29.54	30.72	31.91	33.12	
PSYCH NURSE ASST 1	30,240	31,263	32,160	33,099	34,164						
SN1	1,159.20	1,198.40	1,232.80	1,268.80	1,309.60						
	14.49	14.98	15.41	15.86	16.37						
PSYCH NURSE ASST 2	32,160	33,099	34,164	35,290	36,397	37,732	38,943				
SN2	1,232.80	1,268.80	1,309.60	1,352.80	1,395.20	1,446.40	1,492.80				
	15.41	15.86	16.37	16.91	17.44	18.08	18.66				
PSYCHOLOGIST 1	41,457	42,895	44,351	45,997	47,529	49,287	51,160	53,070	54,980	57,155	
PY1	1,589.20	1,644.30	1,700.13	1,763.20	1,821.93	1,889.35	1,961.13	2,034.35	2,107.58	2,190.95	
	21.92	22.68	23.45	24.32	25.13	26.06	27.05	28.06	29.07	30.22	
PSYCHOLOGIST 2	58,290	60,768	63,094	65,401	67,879	70,640	73,345				
PY2	2,234.45	2,329.43	2,418.60	2,507.05	2,602.03	2,707.88	2,811.55				
	30.82	32.13	33.36	34.58	35.89	37.35	38.78				

HEALTH COMPONENT YEAR 4 SALARY SCHEDULE

PSYCHOLOGIST 3	66,650	69,127	71,775	74,631	77,544	80,721	84,125	
PY3	2,554.90	2,649.88	2,751.38	2,860.85	2,972.50	3,094.30	3,224.80	
	35.24	36.55	37.95	39.46	41.00	42.68	44.48	
PSYCHOLOGIST 4	74,707	77,619	80,816	84,201	87,757	91,577	95,549	99,710
PY4	2,863.75	2,975.40	3,097.93	3,227.70	3,364.00	3,510.45	3,662.70	3,822.20
	39.50	41.04	42.73	44.52	46.40	48.42	50.52	52.72
VET MEDICAL OFF 1	62,087	64,383	66,824	69,517	72,188	75,110		
VT1	2,380.00	2,468.00	2,561.60	2,664.80	2,767.20	2,879.20		
	29.75	30.85	32.02	33.31	34.59	35.99		
VET MEDICAL OFF 2	67,805	70,435	73,231	76,049	79,242	82,539		
VT2	2,599.20	2,700.00	2,807.20	2,915.20	3,037.60	3,164.00		
	32.49	33.75	35.09	36.44	37.97	39.55		
VET MEDICAL OFF 3	70,435	73,231	76,049	79,242	82,539	86,024		
VT3	2,700.00	2,807.20	2,915.20	3,037.60	3,164.00	3,297.60		
	33.75	35.09	36.44	37.97	39.55	41.22		
VET MEDICAL OFF 4	78,595	81,704	84,835	88,362	92,118	95,979	100,111	
VT4	3,012.80	3,132.00	3,252.00	3,387.20	3,531.20	3,679.20	3,837.60	
	37.66	39.15	40.65	42.34	44.14	45.99	47.97	
VET MEDICAL OFF 5	81,663	84,793	88,320	92,056	95,938	100,070	104,452	108,918
VT5	3,130.40	3,250.40	3,385.60	3,528.80	3,677.60	3,836.00	4,004.00	4,175.20
	39.13	40.63	42.32	44.11	45.97	47.95	50.05	52.19

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

APPRENTICESHIP TRAINING	41,666	43,179	44,786	46,432	48,191	49,931	51,425	52,976
COORDINATOR	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	1,971.28	2,030.73
ATC	22.03	22.83	23.68	24.55	25.48	26.40	27.19	28.01
ASSESSMENT OFF 1	29,656	30,545	31,585	32,682	33,703	34,876		
AS1	1,136.80	1,170.88	1,210.75	1,252.80	1,291.95	1,336.90		
	15.68	16.15	16.70	17.28	17.82	18.44		
ASSESSMENT OFF 2	34,592	35,689	36,956	38,242	39,528	40,966		
AS2	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35		
	18.29	18.87	19.54	20.22	20.90	21.66		
ASSESSMENT OFF 3	40,228	41,666	43,179	44,786	46,432	48,191		
AS3	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30		
	21.27	22.03	22.83	23.68	24.55	25.48		
ASSESSMENT OFF 4	45,618	47,188	48,947	50,763	52,692	54,753		
AS4	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88		
	24.12	24.95	25.88	26.84	27.86	28.95		
ASSESSMENT OFF 5	50,120	52,030	53,978	56,021	58,271	60,522	62,981	
AS5	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	
	26.50	27.51	28.54	29.62	30.81	32.00	33.30	
ASST DIST REGISTRAR	40,966	42,365	43,935	45,600	47,283	48,985		
ADR	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75		
	21.66	22.40	23.23	24.11	25.00	25.90		
ASST FIRE COMMISNR 1	38,847	40,228	41,666	43,179	44,786	46,432	47,831	49,287
AF1	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,833.53	1,889.35
	20.54	21.27	22.03	22.83	23.68	24.55	25.29	26.06
ASST FIRE COMMISNR 2	41,666	43,179	44,786	46,432	48,191	49,931	51,425	52,976
AF2	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	1,971.28	2,030.73
	22.03	22.83	23.68	24.55	25.48	26.40	27.19	28.01
ASST FIRE COMMISNR 3	45,618	47,188	48,947	50,763	52,692	54,753	56,380	58,082
AF3	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88	2,161.23	2,226.48
	24.12	24.95	25.88	26.84	27.86	28.95	29.81	30.71
CH INSPECTION SERV	56,834	59,047	61,392	63,756	66,423	69,203	72,116	
CIS	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	
	30.05	31.22	32.46	33.71	35.12	36.59	38.13	
CLERK OF COURT 1	33,211	34,157	35,103	36,105	37,127	38,186		
CC1	1,273.10	1,309.35	1,345.60	1,384.03	1,423.18	1,463.78		
	17.56	18.06	18.56	19.09	19.63	20.19		
CLERK OF COURT 2	34,592	35,689	36,956	38,242	39,528	40,966		
CC2	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35		
	18.29	18.87	19.54	20.22	20.90	21.66		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

CLERK OF COURT 3	36,370	37,543	38,847	40,228	41,666	43,179	
CC3	1,394.18	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18	
	19.23	19.85	20.54	21.27	22.03	22.83	
CLERK OF COURT 4	38,847	40,228	41,666	43,179	44,786	46,432	
CC4	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	
	20.54	21.27	22.03	22.83	23.68	24.55	
CLERK OF COURT 5	43,954	45,618	47,188	48,947	50,763	52,692	
CC5	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	
	23.24	24.12	24.95	25.88	26.84	27.86	
COMPLIANCE OFF 1	35,689	36,956	38,242	39,528	40,966	42,365	
CI1	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	
	18.87	19.54	20.22	20.90	21.66	22.40	
COMPLIANCE OFF 2	38,847	40,228	41,666	43,179	44,786	46,432	
CI2	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	
	20.54	21.27	22.03	22.83	23.68	24.55	
COMPLIANCE OFF 3	44,748	46,413	48,077	49,817	51,690	53,732	
CI3	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	
	23.66	24.54	25.42	26.34	27.33	28.41	
CONSUMER SERV OFF 1	42,365	43,935	45,600	47,283	48,985	50,933	
FC1	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	22.40	23.23	24.11	25.00	25.90	26.93	
CONSUMER SERV OFF 2	48,077	49,817	51,690	53,732	55,813	57,931	
FC2	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68	
	25.42	26.34	27.33	28.41	29.51	30.63	
CONSUMER SERV OFF 3	52,843	54,810	56,834	59,047	61,392	63,756	66,423
FC3	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20
	27.94	28.98	30.05	31.22	32.46	33.71	35.12
CONSUMER SERV OFF 4	56,834	59,047	61,392	63,756	66,423	69,203	72,116
FC4	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43
	30.05	31.22	32.46	33.71	35.12	36.59	38.13
COURT COMMUN 1	34,592	35,689	36,956	38,242	39,528	40,966	
CM1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	
	18.29	18.87	19.54	20.22	20.90	21.66	
COURT COMMUN 2	36,956	38,242	39,528	40,966	42,365	43,935	
CM2	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	
	19.54	20.22	20.90	21.66	22.40	23.23	
COURT REPORTER 1	32,682	33,703	34,876				
CR1	1,252.80	1,291.95	1,336.90				
	17.28	17.82	18.44				
COURT REPORTER 2	42,422	43,689	44,900	46,432	47,756	49,269	
CR2	1,626.18	1,674.75	1,721.15	1,779.88	1,830.63	1,888.63	
	22.43	23.10	23.74	24.55	25.25	26.05	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

COURT REPORTER 3	43,954	45,618	47,188	48,947	50,763	52,692		
CR3	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		
COURT USHER	25,173	25,911	26,686	27,462	28,370	29,221		
CUS	964.98	993.25	1,022.98	1,052.70	1,087.50	1,120.13		
	13.31	13.70	14.11	14.52	15.00	15.45		
DAIRY INSPECTOR 1	34,592	35,689	36,956	38,242	39,528	40,966		
DN1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35		
	18.29	18.87	19.54	20.22	20.90	21.66		
DAIRY INSPECTOR 2	39,528	40,966	42,365	43,935	45,600	47,283		
DN2	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50		
	20.90	21.66	22.40	23.23	24.11	25.00		
DAIRY INSPECTOR 3	42,365	43,935	45,600	47,283	48,985	50,933		
DN3	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43		
	22.40	23.23	24.11	25.00	25.90	26.93		
DEP CLERK COUNT CRT	45,618	47,188	48,947	50,763	52,692	54,753		
DDC	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88		
	24.12	24.95	25.88	26.84	27.86	28.95		
DIV SPVR DEPT LABOUR	48,947	50,763	52,692	54,753	56,815	59,047		
DLS	1,876.30	1,945.90	2,019.85	2,098.88	2,177.90	2,263.45		
	25.88	26.84	27.86	28.95	30.04	31.22		
DOCUMENT EXAMINER	38,242	39,528	40,966	42,365	43,935	45,600		
DEX	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98		
	20.22	20.90	21.66	22.40	23.23	24.11		
EMPLOY STAND OFF 1	38,847	40,228	41,666	43,179	44,786	46,432		
EP1	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88		
	20.54	21.27	22.03	22.83	23.68	24.55		
EMPLOY STAND OFF 2	42,857	44,427	46,072	47,774	49,609	51,387	52,938	54,507
EP2	1,642.85	1,703.03	1,766.10	1,831.35	1,901.68	1,969.83	2,029.28	2,089.45
	22.66	23.49	24.36	25.26	26.23	27.17	27.99	28.82
EMPLOY STAND OFF 3	46,961	48,588	50,384	52,238	54,224	56,342	58,044	59,765
EP3	1,800.18	1,862.53	1,931.40	2,002.45	2,078.58	2,159.78	2,225.03	2,291.00
	24.83	25.69	26.64	27.62	28.67	29.79	30.69	31.60
ESTATES OFFICER 1	34,592	35,689	36,956	38,242	39,528	40,966		
ES1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35		
	18.29	18.87	19.54	20.22	20.90	21.66		
ESTATES OFFICER 2	38,847	40,228	41,666	43,179	44,786	46,432		
ES2	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88		
	20.54	21.27	22.03	22.83	23.68	24.55		
ESTATES OFFICER 3	43,954	45,618	47,188	48,947	50,763	52,692		
ES3	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

ESTATES OFFICER 4	48,077	49,817	51,690	53,732	55,813	57,931		
ES4	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68		
	25.42	26.34	27.33	28.41	29.51	30.63		
HUMAN RIGHTS OFF 1	42,365	43,935	45,600	47,283	48,985	50,933		
HO1	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43		
	22.40	23.23	24.11	25.00	25.90	26.93		
HUMAN RIGHTS OFF 2	48,077	49,817	51,690	53,732	55,813	57,931		
HO2	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68		
	25.42	26.34	27.33	28.41	29.51	30.63		
HWY TRAFFIC INSP 1	34,560	35,729	36,960	38,191	39,423	40,946		
MV1	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,569.60		
	16.56	17.12	17.71	18.30	18.89	19.62		
HWY TRAFFIC INSP 2	37,607	38,901	40,257	41,635	43,179	44,724		
MV2	1,441.60	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40		
	18.02	18.64	19.29	19.95	20.69	21.43		
HWY TRAFFIC INSP 3	38,191	39,423	40,946	42,386	43,972	45,537		
MV3	1,464.00	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60		
	18.30	18.89	19.62	20.31	21.07	21.82		
INSP COURT SERVICES	48,947	50,763	52,692	54,753	56,815	59,047		
ICS	1,876.30	1,945.90	2,019.85	2,098.88	2,177.90	2,263.45		
	25.88	26.84	27.86	28.95	30.04	31.22		
INSP MECH ENG DIV 1	41,666	43,179	44,786	46,432	48,191	49,931	51,425	52,976
IM1	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	1,971.28	2,030.73
	22.03	22.83	23.68	24.55	25.48	26.40	27.19	28.01
INSP MECH ENG DIV 2	45,618	47,188	48,947	50,763	52,692	54,753	56,380	58,082
IM2	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88	2,161.23	2,226.48
	24.12	24.95	25.88	26.84	27.86	28.95	29.81	30.71
LAND TITLES CLERK 1	27,462	28,370	29,221	30,110	31,055	32,077		
LT1	1,052.70	1,087.50	1,120.13	1,154.20	1,190.45	1,229.60		
	14.52	15.00	15.45	15.92	16.42	16.96		
LAND TITLES CLERK 2	29,656	30,545	31,585	32,682	33,703	34,876		
LT2	1,136.80	1,170.88	1,210.75	1,252.80	1,291.95	1,336.90		
	15.68	16.15	16.70	17.28	17.82	18.44		
LAND TITLES CLERK 3	33,495	34,592	35,689	36,956	38,242	39,528		
LT3	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25		
	17.71	18.29	18.87	19.54	20.22	20.90		
LAND TITLES CLERK 4	35,689	36,956	38,242	39,528	40,966	42,365		
LT4	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00		
	18.87	19.54	20.22	20.90	21.66	22.40		
LAND TITLES CLERK 5	38,242	39,528	40,966	42,365	43,935	45,600		
LT5	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98		
	20.22	20.90	21.66	22.40	23.23	24.11		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

MINES INSPECTOR 1	36,370	37,543	38,847	40,228	41,666	43,179		
MI1	1,394.18	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18		
	19.23	19.85	20.54	21.27	22.03	22.83		
MINES INSPECTOR 2	38,847	40,228	41,666	43,179	44,786	46,432		
MI2	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88		
	20.54	21.27	22.03	22.83	23.68	24.55		
MINES INSPECTOR 3	44,748	46,413	48,077	49,817	51,690	53,732		
MI3	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73		
	23.66	24.54	25.42	26.34	27.33	28.41		
MINES INSPECTOR 4	48,947	50,763	52,692	54,753	56,815	59,047	60,824	62,640
MI4	1,876.30	1,945.90	2,019.85	2,098.88	2,177.90	2,263.45	2,331.60	2,401.20
	25.88	26.84	27.86	28.95	30.04	31.22	32.16	33.12
MINES INSPECTOR 5	50,120	52,030	53,978	56,021	58,271	60,522	62,981	64,872
MI5	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	2,486.75
	26.50	27.51	28.54	29.62	30.81	32.00	33.30	34.30
PROPERTY APPRAIS 1	29,656	30,545	31,585	32,682	33,703	34,876		
PS1	1,136.80	1,170.88	1,210.75	1,252.80	1,291.95	1,336.90		
	15.68	16.15	16.70	17.28	17.82	18.44		
PROPERTY APPRAIS 2	40,228	41,666	43,179	44,786	46,432	48,191		
PS2	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30		
	21.27	22.03	22.83	23.68	24.55	25.48		
PROPERTY APPRAIS 3	45,618	47,188	48,947	50,763	52,692	54,753		
PS3	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88		
	24.12	24.95	25.88	26.84	27.86	28.95		
PROPERTY APPRAIS 4	50,120	52,030	53,978	56,021	58,271	60,522	62,981	
PS4	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	
	26.50	27.51	28.54	29.62	30.81	32.00	33.30	
PROPERTY APPRAIS 5	56,834	59,047	61,392	63,756	66,423	69,203	72,116	
PS5	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	
	30.05	31.22	32.46	33.71	35.12	36.59	38.13	
RESOURCE OFFICER 1	30,553	31,430	32,369					
RO1	1,171.20	1,204.80	1,240.80					
	14.64	15.06	15.51					
RESOURCE OFFICER 2	31,450	32,390	33,433	34,560	35,604			
RO2	1,205.60	1,241.60	1,281.60	1,324.80	1,364.80			
	15.07	15.52	16.02	16.56	17.06			
RESOURCE OFFICER 3	42,950	44,327	45,788	47,583	49,211	51,005		
RO3	1,646.40	1,699.20	1,755.20	1,824.00	1,886.40	1,955.20		
	20.58	21.24	21.94	22.80	23.58	24.44		
RESOURCE OFFICER 4	47,583	49,211	51,005	52,821	54,720	56,724		
RO4	1,824.00	1,886.40	1,955.20	2,024.80	2,097.60	2,174.40		
	22.80	23.58	24.44	25.31	26.22	27.18		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

RESOURCE OFFICER 5	54,824	56,828	59,019	61,315	63,652	66,115		
RO5	2,101.60	2,178.40	2,262.40	2,350.40	2,440.00	2,534.40		
	26.27	27.23	28.28	29.38	30.50	31.68		
REVIEWING OFFICER 1	36,956	38,242	39,528	40,966	42,365	43,935		
RW1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18		
	19.54	20.22	20.90	21.66	22.40	23.23		
REVIEWING OFFICER 2	40,966	42,365	43,935	45,600	47,283	48,985		
RW2	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75		
	21.66	22.40	23.23	24.11	25.00	25.90		
REVIEWING OFFICER 3	43,954	45,618	47,188	48,947	50,763	52,692		
RW3	1,684.90	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85		
	23.24	24.12	24.95	25.88	26.84	27.86		
REVIEWING OFFICER 4	46,413	48,077	49,817	51,690	53,732	55,813		
RW4	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48		
	24.54	25.42	26.34	27.33	28.41	29.51		
SAFETY HEALTH OFF 1	38,847	40,228	41,666	42,876	44,162			
SI1	1,489.15	1,542.08	1,597.18	1,643.58	1,692.88			
	20.54	21.27	22.03	22.67	23.35			
SAFETY HEALTH OFF 2	43,179	44,786	46,432	48,191	49,931	51,690	53,259	54,886
SI2	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	1,981.43	2,041.60	2,103.95
	22.83	23.68	24.55	25.48	26.40	27.33	28.16	29.02
SAFETY HEALTH OFF 3	45,618	47,188	48,947	50,763	52,692	54,753	56,380	58,082
SI3	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88	2,161.23	2,226.48
	24.12	24.95	25.88	26.84	27.86	28.95	29.81	30.71
SAFETY HEALTH OFF 4	48,191	49,931	51,690	53,732	55,813	57,931	59,652	61,449
SI4	1,847.30	1,914.00	1,981.43	2,059.73	2,139.48	2,220.68	2,286.65	2,355.53
	25.48	26.40	27.33	28.41	29.51	30.63	31.54	32.49
SHERIFF 1	40,020	41,420	42,895	44,465	46,110	47,831	49,269	
SH1	1,534.10	1,587.75	1,644.30	1,704.48	1,767.55	1,833.53	1,888.63	
	21.16	21.90	22.68	23.51	24.38	25.29	26.05	
SHERIFF 2	41,666	43,179	44,786	46,432	48,191	49,931	51,425	
SH2	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	1,971.28	
	22.03	22.83	23.68	24.55	25.48	26.40	27.19	
SHERIFF 3	44,786	46,432	48,191	49,931	51,690	53,732	55,340	
SH3	1,716.80	1,779.88	1,847.30	1,914.00	1,981.43	2,059.73	2,121.35	
	23.68	24.55	25.48	26.40	27.33	28.41	29.26	
SHERIFFS OFFICER 1	32,398	33,495	34,592	35,613				
SO1	1,241.93	1,283.98	1,326.03	1,365.18				
	17.13	17.71	18.29	18.83				
SHERIFFS OFFICER 2	34,516	35,632	36,748	38,053	39,396	40,720	41,949	
SO2	1,323.13	1,365.90	1,408.68	1,458.70	1,510.18	1,560.93	1,608.05	
	18.25	18.84	19.43	20.12	20.83	21.53	22.18	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 1 SALARY SCHEDULE

SHERIFFS OFFICER 3	38,053	39,396	40,720	42,176	43,633	45,240	46,621
SO3	1,458.70	1,510.18	1,560.93	1,616.75	1,672.58	1,734.20	1,787.13
	20.12	20.83	21.53	22.30	23.07	23.92	24.65
SHERIFFS OFFICER 4	40,020	41,420	42,895	44,465	46,110	47,831	49,269
SO4	1,534.10	1,587.75	1,644.30	1,704.48	1,767.55	1,833.53	1,888.63
	21.16	21.90	22.68	23.51	24.38	25.29	26.05
SURVEY EXAMINER 1	33,495	34,592	35,689	36,956	38,242	39,528	
SE1	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	
	17.71	18.29	18.87	19.54	20.22	20.90	
SURVEY EXAMINER 2	38,242	39,528	40,966	42,365	43,935	45,600	
SE2	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	
	20.22	20.90	21.66	22.40	23.23	24.11	
SURVEY EXAMINER 3	40,228	41,666	43,179	44,786	46,432	48,191	
SE3	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	
	21.27	22.03	22.83	23.68	24.55	25.48	
SURVEY EXAMINER 4	44,748	46,413	48,077	49,817	51,690	53,732	
SE4	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	
	23.66	24.54	25.42	26.34	27.33	28.41	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

APPRENTICESHIP TRAINING	43,992	45,581	47,283	49,004	50,876	52,711	54,300	55,926
COORDINATOR	1,686.35	1,747.25	1,812.50	1,878.48	1,950.25	2,020.58	2,081.48	2,143.83
ATC	23.26	24.10	25.00	25.91	26.90	27.87	28.71	29.57
ASSESSMENT OFF 1	30,393	31,301	32,379	33,495	34,554	35,746		
AS1	1,165.08	1,199.88	1,241.20	1,283.98	1,324.58	1,370.25		
	16.07	16.55	17.12	17.71	18.27	18.90		
ASSESSMENT OFF 2	35,462	36,578	37,883	39,207	40,512	41,987		
AS2	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50		
	18.75	19.34	20.03	20.73	21.42	22.20		
ASSESSMENT OFF 3	41,231	42,706	44,257	45,902	47,585	49,401		
AS3	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70		
	21.80	22.58	23.40	24.27	25.16	26.12		
ASSESSMENT OFF 4	46,753	48,361	50,177	52,030	54,016	56,115		
AS4	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08		
	24.72	25.57	26.53	27.51	28.56	29.67		
ASSESSMENT OFF 5	51,368	53,335	55,321	57,420	59,727	62,035	64,550	
AS5	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	
	27.16	28.20	29.25	30.36	31.58	32.80	34.13	
ASST DIST REGISTRAR	41,987	43,424	45,032	46,734	48,474	50,214		
ADR	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88		
	22.20	22.96	23.81	24.71	25.63	26.55		
ASST FIRE COMMISNR 1	39,812	41,231	42,706	44,257	45,902	47,585	49,023	50,517
AF1	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,879.20	1,936.48
	21.05	21.80	22.58	23.40	24.27	25.16	25.92	26.71
ASST FIRE COMMISNR 2	42,706	44,257	45,902	47,585	49,401	51,179	52,711	54,300
AF2	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85	2,020.58	2,081.48
	22.58	23.40	24.27	25.16	26.12	27.06	27.87	28.71
ASST FIRE COMMISNR 3	46,753	48,361	50,177	52,030	54,016	56,115	57,798	59,538
AF3	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08	2,215.60	2,282.30
	24.72	25.57	26.53	27.51	28.56	29.67	30.56	31.48
CH INSPECTION SERV	58,252	60,522	62,924	65,345	68,087	70,924	73,912	
CIS	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	
	30.80	32.00	33.27	34.55	36.00	37.50	39.08	
CLERK OF COURT 1	34,044	35,008	35,973	37,013	38,053	39,131		
CC1	1,305.00	1,341.98	1,378.95	1,418.83	1,458.70	1,500.03		
	18.00	18.51	19.02	19.57	20.12	20.69		
CLERK OF COURT 2	35,462	36,578	37,883	39,207	40,512	41,987		
CC2	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50		
	18.75	19.34	20.03	20.73	21.42	22.20		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

CLERK OF COURT 3	37,278	38,488	39,812	41,231	42,706	44,257	
CC3	1,428.98	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50	
	19.71	20.35	21.05	21.80	22.58	23.40	
CLERK OF COURT 4	39,812	41,231	42,706	44,257	45,902	47,585	
CC4	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	
	21.05	21.80	22.58	23.40	24.27	25.16	
CLERK OF COURT 5	45,051	46,753	48,361	50,177	52,030	54,016	
CC5	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	
	23.82	24.72	25.57	26.53	27.51	28.56	
COMPLIANCE OFF 1	36,578	37,883	39,207	40,512	41,987	43,424	
CI1	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	
	19.34	20.03	20.73	21.42	22.20	22.96	
COMPLIANCE OFF 2	39,812	41,231	42,706	44,257	45,902	47,585	
CI2	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	
	21.05	21.80	22.58	23.40	24.27	25.16	
COMPLIANCE OFF 3	45,864	47,567	49,287	51,065	52,976	55,075	
CI3	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	
	24.25	25.15	26.06	27.00	28.01	29.12	
CONSUMER SERV OFF 1	43,424	45,032	46,734	48,474	50,214	52,200	
FC1	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	22.96	23.81	24.71	25.63	26.55	27.60	
CONSUMER SERV OFF 2	49,287	51,065	52,976	55,075	57,212	59,387	
FC2	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50	
	26.06	27.00	28.01	29.12	30.25	31.40	
CONSUMER SERV OFF 3	54,167	56,172	58,252	60,522	62,924	65,345	68,087
FC3	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00
	28.64	29.70	30.80	32.00	33.27	34.55	36.00
CONSUMER SERV OFF 4	58,252	60,522	62,924	65,345	68,087	70,924	73,912
FC4	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30
	30.80	32.00	33.27	34.55	36.00	37.50	39.08
COURT COMMUN 1	35,462	36,578	37,883	39,207	40,512	41,987	
CM1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	
	18.75	19.34	20.03	20.73	21.42	22.20	
COURT COMMUN 2	37,883	39,207	40,512	41,987	43,424	45,032	
CM2	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	
	20.03	20.73	21.42	22.20	22.96	23.81	
COURT REPORTER 1	33,495	34,554	35,746				
CR1	1,283.98	1,324.58	1,370.25				
	17.71	18.27	18.90				
COURT REPORTER 2	43,481	44,786	46,016	47,585	48,947	50,498	
CR2	1,666.78	1,716.80	1,763.93	1,824.10	1,876.30	1,935.75	
	22.99	23.68	24.33	25.16	25.88	26.70	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

COURT REPORTER 3	45,051	46,753	48,361	50,177	52,030	54,016		
CR3	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		
COURT USHER	25,797	26,554	27,348	28,143	29,088	29,958		
CUS	988.9	1,017.90	1,048.35	1,078.80	1,115.05	1,148.40		
	13.64	14.04	14.46	14.88	15.38	15.84		
DAIRY INSPECTOR 1	35,462	36,578	37,883	39,207	40,512	41,987		
DN1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50		
	18.75	19.34	20.03	20.73	21.42	22.20		
DAIRY INSPECTOR 2	40,512	41,987	43,424	45,032	46,734	48,474		
DN2	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18		
	21.42	22.20	22.96	23.81	24.71	25.63		
DAIRY INSPECTOR 3	43,424	45,032	46,734	48,474	50,214	52,200		
DN3	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00		
	22.96	23.81	24.71	25.63	26.55	27.60		
DEP CLERK COUNT CRT	46,753	48,361	50,177	52,030	54,016	56,115		
DDC	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08		
	24.72	25.57	26.53	27.51	28.56	29.67		
DIV SPVR DEPT LABOUR	50,177	52,030	54,016	56,115	58,233	60,522		
DLS	1,923.43	1,994.48	2,070.60	2,151.08	2,232.28	2,320.00		
	26.53	27.51	28.56	29.67	30.79	32.00		
DOCUMENT EXAMINER	39,207	40,512	41,987	43,424	45,032	46,734		
DEX	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48		
	20.73	21.42	22.20	22.96	23.81	24.71		
EMPLOY STAND OFF 1	39,812	41,231	42,706	44,257	45,902	47,585		
EP1	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10		
	21.05	21.80	22.58	23.40	24.27	25.16		
EMPLOY STAND OFF 2	43,935	45,543	47,226	48,966	50,857	52,673	54,262	55,869
EP2	1,684.18	1,745.80	1,810.33	1,877.03	1,949.53	2,019.13	2,080.03	2,141.65
	23.23	24.08	24.97	25.89	26.89	27.85	28.69	29.54
EMPLOY STAND OFF 3	48,134	49,798	51,652	53,543	55,586	57,742	59,501	61,260
EP3	1,845.13	1,908.93	1,979.98	2,052.48	2,130.78	2,213.43	2,280.85	2,348.28
	25.45	26.33	27.31	28.31	29.39	30.53	31.46	32.39
ESTATES OFFICER 1	35,462	36,578	37,883	39,207	40,512	41,987		
ES1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50		
	18.75	19.34	20.03	20.73	21.42	22.20		
ESTATES OFFICER 2	39,812	41,231	42,706	44,257	45,902	47,585		
ES2	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10		
	21.05	21.80	22.58	23.40	24.27	25.16		
ESTATES OFFICER 3	45,051	46,753	48,361	50,177	52,030	54,016		
ES3	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

ESTATES OFFICER 4	49,287	51,065	52,976	55,075	57,212	59,387		
ES4	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50		
	26.06	27.00	28.01	29.12	30.25	31.40		
HUMAN RIGHTS OFF 1	43,424	45,032	46,734	48,474	50,214	52,200		
HO1	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00		
	22.96	23.81	24.71	25.63	26.55	27.60		
HUMAN RIGHTS OFF 2	49,287	51,065	52,976	55,075	57,212	59,387		
HO2	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50		
	26.06	27.00	28.01	29.12	30.25	31.40		
HWY TRAFFIC INSP 1	35,416	36,626	37,878	39,151	40,404	41,969		
MV1	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80	1,608.80		
	16.97	17.55	18.15	18.76	19.36	20.11		
HWY TRAFFIC INSP 2	38,546	39,882	41,259	42,678	44,264	45,851		
MV2	1,477.60	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60		
	18.47	19.11	19.77	20.45	21.21	21.97		
HWY TRAFFIC INSP 3	39,151	40,404	41,969	43,451	45,078	46,685		
MV3	1,500.80	1,548.80	1,608.80	1,665.60	1,728.00	1,789.60		
	18.76	19.36	20.11	20.82	21.60	22.37		
INSP COURT SERVICES	50,177	52,030	54,016	56,115	58,233	60,522		
ICS	1,923.43	1,994.48	2,070.60	2,151.08	2,232.28	2,320.00		
	26.53	27.51	28.56	29.67	30.79	32.00		
INSP MECH ENG DIV 1	42,706	44,257	45,902	47,585	49,401	51,179	52,711	54,300
IM1	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85	2,020.58	2,081.48
	22.58	23.40	24.27	25.16	26.12	27.06	27.87	28.71
INSP MECH ENG DIV 2	46,753	48,361	50,177	52,030	54,016	56,115	57,798	59,538
IM2	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08	2,215.60	2,282.30
	24.72	25.57	26.53	27.51	28.56	29.67	30.56	31.48
LAND TITLES CLERK 1	28,143	29,088	29,958	30,866	31,831	32,871		
LT1	1,078.80	1,115.05	1,148.40	1,183.20	1,220.18	1,260.05		
	14.88	15.38	15.84	16.32	16.83	17.38		
LAND TITLES CLERK 2	30,393	31,301	32,379	33,495	34,554	35,746		
LT2	1,165.08	1,199.88	1,241.20	1,283.98	1,324.58	1,370.25		
	16.07	16.55	17.12	17.71	18.27	18.90		
LAND TITLES CLERK 3	34,327	35,462	36,578	37,883	39,207	40,512		
LT3	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95		
	18.15	18.75	19.34	20.03	20.73	21.42		
LAND TITLES CLERK 4	36,578	37,883	39,207	40,512	41,987	43,424		
LT4	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60		
	19.34	20.03	20.73	21.42	22.20	22.96		
LAND TITLES CLERK 5	39,207	40,512	41,987	43,424	45,032	46,734		
LT5	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48		
	20.73	21.42	22.20	22.96	23.81	24.71		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

MINES INSPECTOR 1	37,278	38,488	39,812	41,231	42,706	44,257		
MI1	1,428.98	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50		
	19.71	20.35	21.05	21.80	22.58	23.40		
MINES INSPECTOR 2	39,812	41,231	42,706	44,257	45,902	47,585		
MI2	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10		
	21.05	21.80	22.58	23.40	24.27	25.16		
MINES INSPECTOR 3	45,864	47,567	49,287	51,065	52,976	55,075		
MI3	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20		
	24.25	25.15	26.06	27.00	28.01	29.12		
MINES INSPECTOR 4	50,177	52,030	54,016	56,115	58,233	60,522	62,338	64,210
MI4	1,923.43	1,994.48	2,070.60	2,151.08	2,232.28	2,320.00	2,389.60	2,461.38
	26.53	27.51	28.56	29.67	30.79	32.00	32.96	33.95
MINES INSPECTOR 5	51,368	53,335	55,321	57,420	59,727	62,035	64,550	66,498
MI5	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	2,549.10
	27.16	28.20	29.25	30.36	31.58	32.80	34.13	35.16
PROPERTY APPRAIS 1	30,393	31,301	32,379	33,495	34,554	35,746		
PS1	1,165.08	1,199.88	1,241.20	1,283.98	1,324.58	1,370.25		
	16.07	16.55	17.12	17.71	18.27	18.90		
PROPERTY APPRAIS 2	41,231	42,706	44,257	45,902	47,585	49,401		
PS2	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70		
	21.80	22.58	23.40	24.27	25.16	26.12		
PROPERTY APPRAIS 3	46,753	48,361	50,177	52,030	54,016	56,115		
PS3	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08		
	24.72	25.57	26.53	27.51	28.56	29.67		
PROPERTY APPRAIS 4	51,368	53,335	55,321	57,420	59,727	62,035	64,550	
PS4	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	
	27.16	28.20	29.25	30.36	31.58	32.80	34.13	
PROPERTY APPRAIS 5	58,252	60,522	62,924	65,345	68,087	70,924	73,912	
PS5	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	
	30.80	32.00	33.27	34.55	36.00	37.50	39.08	
RESOURCE OFFICER 1	31,325	32,223	33,183					
RO1	1,200.80	1,235.20	1,272.00					
	15.01	15.44	15.90					
RESOURCE OFFICER 2	32,244	33,204	34,268	35,416	36,501			
RO2	1,236.00	1,272.80	1,313.60	1,357.60	1,399.20			
	15.45	15.91	16.42	16.97	17.49			
RESOURCE OFFICER 3	44,014	45,433	46,936	48,772	50,442	52,278		
RO3	1,687.20	1,741.60	1,799.20	1,869.60	1,933.60	2,004.00		
	21.09	21.77	22.49	23.37	24.17	25.05		
RESOURCE OFFICER 4	48,772	50,442	52,278	54,136	56,097	58,143		
RO4	1,869.60	1,933.60	2,004.00	2,075.20	2,150.40	2,228.80		
	23.37	24.17	25.05	25.94	26.88	27.86		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

RESOURCE OFFICER 5	56,202	58,247	60,501	62,838	65,238	67,764		
RO5	2,154.40	2,232.80	2,319.20	2,408.80	2,500.80	2,597.60		
	26.93	27.91	28.99	30.11	31.26	32.47		
REVIEWING OFFICER 1	37,883	39,207	40,512	41,987	43,424	45,032		
RW1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23		
	20.03	20.73	21.42	22.20	22.96	23.81		
REVIEWING OFFICER 2	41,987	43,424	45,032	46,734	48,474	50,214		
RW2	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88		
	22.20	22.96	23.81	24.71	25.63	26.55		
REVIEWING OFFICER 3	45,051	46,753	48,361	50,177	52,030	54,016		
RW3	1,726.95	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60		
	23.82	24.72	25.57	26.53	27.51	28.56		
REVIEWING OFFICER 4	47,567	49,287	51,065	52,976	55,075	57,212		
RW4	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13		
	25.15	26.06	27.00	28.01	29.12	30.25		
SAFETY HEALTH OFF 1	39,812	41,231	42,706	43,954	45,259			
SI1	1,526.13	1,580.50	1,637.05	1,684.90	1,734.93			
	21.05	21.80	22.58	23.24	23.93			
SAFETY HEALTH OFF 2	44,257	45,902	47,585	49,401	51,179	52,976	54,583	56,267
SI2	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85	2,030.73	2,092.35	2,156.88
	23.40	24.27	25.16	26.12	27.06	28.01	28.86	29.75
SAFETY HEALTH OFF 3	46,753	48,361	50,177	52,030	54,016	56,115	57,798	59,538
SI3	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08	2,215.60	2,282.30
	24.72	25.57	26.53	27.51	28.56	29.67	30.56	31.48
SAFETY HEALTH OFF 4	49,401	51,179	52,976	55,075	57,212	59,387	61,146	62,981
SI4	1,893.70	1,961.85	2,030.73	2,111.20	2,193.13	2,276.50	2,343.93	2,414.25
	26.12	27.06	28.01	29.12	30.25	31.40	32.33	33.30
SHERIFF 1	41,023	42,460	43,973	45,581	47,264	49,023	50,498	
SH1	1,572.53	1,627.63	1,685.63	1,747.25	1,811.78	1,879.20	1,935.75	
	21.69	22.45	23.25	24.10	24.99	25.92	26.70	
SHERIFF 2	42,706	44,257	45,902	47,585	49,401	51,179	52,711	
SH2	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85	2,020.58	
	22.58	23.40	24.27	25.16	26.12	27.06	27.87	
SHERIFF 3	45,902	47,585	49,401	51,179	52,976	55,075	56,720	
SH3	1,759.58	1,824.10	1,893.70	1,961.85	2,030.73	2,111.20	2,174.28	
	24.27	25.16	26.12	27.06	28.01	29.12	29.99	
SHERIFFS OFFICER 1	33,211	34,327	35,462	36,502				
SO1	1,273.10	1,315.88	1,359.38	1,399.25				
	17.56	18.15	18.75	19.30				
SHERIFFS OFFICER 2	35,386	36,521	37,675	38,999	40,380	41,741	42,990	
SO2	1,356.48	1,399.98	1,444.20	1,494.95	1,547.88	1,600.08	1,647.93	
	18.71	19.31	19.92	20.62	21.35	22.07	22.73	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 2 SALARY SCHEDULE

SHERIFFS OFFICER 3	38,999	40,380	41,741	43,235	44,730	46,375	47,793
SO3	1,494.95	1,547.88	1,600.08	1,657.35	1,714.63	1,777.70	1,832.08
	20.62	21.35	22.07	22.86	23.65	24.52	25.27
SHERIFFS OFFICER 4	41,023	42,460	43,973	45,581	47,264	49,023	50,498
SO4	1,572.53	1,627.63	1,685.63	1,747.25	1,811.78	1,879.20	1,935.75
	21.69	22.45	23.25	24.10	24.99	25.92	26.70
SURVEY EXAMINER 1	34,327	35,462	36,578	37,883	39,207	40,512	
SE1	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	
	18.15	18.75	19.34	20.03	20.73	21.42	
SURVEY EXAMINER 2	39,207	40,512	41,987	43,424	45,032	46,734	
SE2	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	
	20.73	21.42	22.20	22.96	23.81	24.71	
SURVEY EXAMINER 3	41,231	42,706	44,257	45,902	47,585	49,401	
SE3	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	
	21.80	22.58	23.40	24.27	25.16	26.12	
SURVEY EXAMINER 4	45,864	47,567	49,287	51,065	52,976	55,075	
SE4	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	
	24.25	25.15	26.06	27.00	28.01	29.12	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

APPRENTICESHIP TRAINING	45,089	46,715	48,474	50,233	52,143	54,035	55,661	57,326
COORDINATOR	1,728.40	1,790.75	1,858.18	1,925.60	1,998.83	2,071.33	2,133.68	2,197.48
ATC	23.84	24.70	25.63	26.56	27.57	28.57	29.43	30.31
ASSESSMENT OFF 1	31,150	32,077	33,193	34,327	35,424	36,635		
AS1	1,194.08	1,229.60	1,272.38	1,315.88	1,357.93	1,404.33		
	16.47	16.96	17.55	18.15	18.73	19.37		
ASSESSMENT OFF 2	36,351	37,486	38,829	40,190	41,533	43,046		
AS2	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10		
	19.22	19.82	20.53	21.25	21.96	22.76		
ASSESSMENT OFF 3	42,271	43,765	45,373	47,056	48,777	50,630		
AS3	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83		
	22.35	23.14	23.99	24.88	25.79	26.77		
ASSESSMENT OFF 4	47,926	49,571	51,425	53,335	55,359	57,515		
AS4	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73		
	25.34	26.21	27.19	28.20	29.27	30.41		
ASSESSMENT OFF 5	52,654	54,678	56,701	58,857	61,222	63,586	66,158	
AS5	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	
	27.84	28.91	29.98	31.12	32.37	33.62	34.98	
ASST DIST REGISTRAR	43,046	44,503	46,167	47,907	49,685	51,463		
ADR	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73		
	22.76	23.53	24.41	25.33	26.27	27.21		
ASST FIRE COMMISNR 1	40,814	42,271	43,765	45,373	47,056	48,777	50,252	51,784
AF1	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,926.33	1,985.05
	21.58	22.35	23.14	23.99	24.88	25.79	26.57	27.38
ASST FIRE COMMISNR 2	43,765	45,373	47,056	48,777	50,630	52,465	54,035	55,661
AF2	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83	2,011.15	2,071.33	2,133.68
	23.14	23.99	24.88	25.79	26.77	27.74	28.57	29.43
ASST FIRE COMMISNR 3	47,926	49,571	51,425	53,335	55,359	57,515	59,236	61,033
AF3	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73	2,270.70	2,339.58
	25.34	26.21	27.19	28.20	29.27	30.41	31.32	32.27
CH INSPECTION SERV	59,709	62,035	64,494	66,971	69,789	72,702	75,766	
CIS	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	
	31.57	32.80	34.10	35.41	36.90	38.44	40.06	
CLERK OF COURT 1	34,895	35,878	36,881	37,940	38,999	40,115		
CC1	1,337.63	1,375.33	1,413.75	1,454.35	1,494.95	1,537.73		
	18.45	18.97	19.50	20.06	20.62	21.21		
CLERK OF COURT 2	36,351	37,486	38,829	40,190	41,533	43,046		
CC2	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10		
	19.22	19.82	20.53	21.25	21.96	22.76		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

CLERK OF COURT 3	38,204	39,453	40,814	42,271	43,765	45,373	
CC3	1,464.50	1,512.35	1,564.55	1,620.38	1,677.65	1,739.28	
	20.20	20.86	21.58	22.35	23.14	23.99	
CLERK OF COURT 4	40,814	42,271	43,765	45,373	47,056	48,777	
CC4	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	
	21.58	22.35	23.14	23.99	24.88	25.79	
CLERK OF COURT 5	46,186	47,926	49,571	51,425	53,335	55,359	
CC5	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	
	24.42	25.34	26.21	27.19	28.20	29.27	
COMPLIANCE OFF 1	37,486	38,829	40,190	41,533	43,046	44,503	
CI1	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	
	19.82	20.53	21.25	21.96	22.76	23.53	
COMPLIANCE OFF 2	40,814	42,271	43,765	45,373	47,056	48,777	
CI2	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	
	21.58	22.35	23.14	23.99	24.88	25.79	
COMPLIANCE OFF 3	47,018	48,758	50,517	52,351	54,300	56,456	
CI3	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	
	24.86	25.78	26.71	27.68	28.71	29.85	
CONSUMER SERV OFF 1	44,503	46,167	47,907	49,685	51,463	53,505	
FC1	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	
	23.53	24.41	25.33	26.27	27.21	28.29	
CONSUMER SERV OFF 2	50,517	52,351	54,300	56,456	58,650	60,881	
FC2	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78	
	26.71	27.68	28.71	29.85	31.01	32.19	
CONSUMER SERV OFF 3	55,529	57,571	59,709	62,035	64,494	66,971	69,789
FC3	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25
	29.36	30.44	31.57	32.80	34.10	35.41	36.90
CONSUMER SERV OFF 4	59,709	62,035	64,494	66,971	69,789	72,702	75,766
FC4	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35
	31.57	32.80	34.10	35.41	36.90	38.44	40.06
COURT COMMUN 1	36,351	37,486	38,829	40,190	41,533	43,046	
CM1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	
	19.22	19.82	20.53	21.25	21.96	22.76	
COURT COMMUN 2	38,829	40,190	41,533	43,046	44,503	46,167	
CM2	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	
	20.53	21.25	21.96	22.76	23.53	24.41	
COURT REPORTER 1	34,327	35,424	36,635				
CR1	1,315.88	1,357.93	1,404.33				
	18.15	18.73	19.37				
COURT REPORTER 2	44,559	45,902	47,169	48,777	50,177	51,765	
CR2	1,708.10	1,759.58	1,808.15	1,869.78	1,923.43	1,984.33	
	23.56	24.27	24.94	25.79	26.53	27.37	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

COURT REPORTER 3	46,186	47,926	49,571	51,425	53,335	55,359		
CR3	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		
COURT USHER	26,440	27,216	28,029	28,843	29,807	30,715		
CUS	1,013.55	1,043.28	1,074.45	1,105.63	1,142.60	1,177.40		
	13.98	14.39	14.82	15.25	15.76	16.24		
DAIRY INSPECTOR 1	36,351	37,486	38,829	40,190	41,533	43,046		
DN1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10		
	19.22	19.82	20.53	21.25	21.96	22.76		
DAIRY INSPECTOR 2	41,533	43,046	44,503	46,167	47,907	49,685		
DN2	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58		
	21.96	22.76	23.53	24.41	25.33	26.27		
DAIRY INSPECTOR 3	44,503	46,167	47,907	49,685	51,463	53,505		
DN3	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03		
	23.53	24.41	25.33	26.27	27.21	28.29		
DEP CLERK COUNT CRT	47,926	49,571	51,425	53,335	55,359	57,515		
DDC	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73		
	25.34	26.21	27.19	28.20	29.27	30.41		
DIV SPVR DEPT LABOUR	51,425	53,335	55,359	57,515	59,690	62,035		
DLS	1,971.28	2,044.50	2,122.08	2,204.73	2,288.10	2,378.00		
	27.19	28.20	29.27	30.41	31.56	32.80		
DOCUMENT EXAMINER	40,190	41,533	43,046	44,503	46,167	47,907		
DEX	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43		
	21.25	21.96	22.76	23.53	24.41	25.33		
EMPLOY STAND OFF 1	40,814	42,271	43,765	45,373	47,056	48,777		
EP1	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78		
	21.58	22.35	23.14	23.99	24.88	25.79		
EMPLOY STAND OFF 2	45,032	46,677	48,399	50,195	52,124	53,997	55,623	57,269
EP2	1,726.23	1,789.30	1,855.28	1,924.15	1,998.10	2,069.88	2,132.23	2,195.30
	23.81	24.68	25.59	26.54	27.56	28.55	29.41	30.28
EMPLOY STAND OFF 3	49,344	51,047	52,938	54,886	56,966	59,179	60,995	62,791
EP3	1,891.53	1,956.78	2,029.28	2,103.95	2,183.70	2,268.53	2,338.13	2,407.00
	26.09	26.99	27.99	29.02	30.12	31.29	32.25	33.20
ESTATES OFFICER 1	36,351	37,486	38,829	40,190	41,533	43,046		
ES1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10		
	19.22	19.82	20.53	21.25	21.96	22.76		
ESTATES OFFICER 2	40,814	42,271	43,765	45,373	47,056	48,777		
ES2	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78		
	21.58	22.35	23.14	23.99	24.88	25.79		
ESTATES OFFICER 3	46,186	47,926	49,571	51,425	53,335	55,359		
ES3	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

ESTATES OFFICER 4	50,517	52,351	54,300	56,456	58,650	60,881		
ES4	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78		
	26.71	27.68	28.71	29.85	31.01	32.19		
HUMAN RIGHTS OFF 1	44,503	46,167	47,907	49,685	51,463	53,505		
HO1	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03		
	23.53	24.41	25.33	26.27	27.21	28.29		
HUMAN RIGHTS OFF 2	50,517	52,351	54,300	56,456	58,650	60,881		
HO2	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78		
	26.71	27.68	28.71	29.85	31.01	32.19		
HWY TRAFFIC INSP 1	36,292	37,544	38,817	40,132	41,405	43,012		
MV1	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20	1,648.80		
	17.39	17.99	18.60	19.23	19.84	20.61		
HWY TRAFFIC INSP 2	39,506	40,884	42,282	43,743	45,371	46,998		
MV2	1,514.40	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60		
	18.93	19.59	20.26	20.96	21.74	22.52		
HWY TRAFFIC INSP 3	40,132	41,405	43,012	44,536	46,205	47,854		
MV3	1,538.40	1,587.20	1,648.80	1,707.20	1,771.20	1,834.40		
	19.23	19.84	20.61	21.34	22.14	22.93		
INSP COURT SERVICES	51,425	53,335	55,359	57,515	59,690	62,035		
ICS	1,971.28	2,044.50	2,122.08	2,204.73	2,288.10	2,378.00		
	27.19	28.20	29.27	30.41	31.56	32.80		
INSP MECH ENG DIV 1	44,862	46,507	48,228	49,987	51,897	53,770	55,377	57,061
IM1	1,719.70	1,782.78	1,848.75	1,916.18	1,989.40	2,061.18	2,122.80	2,187.33
	23.72	24.59	25.50	26.43	27.44	28.43	29.28	30.17
INSP MECH ENG DIV 2	49,117	50,820	52,711	54,678	56,739	58,952	60,711	62,564
IM2	1,882.83	1,948.08	2,020.58	2,095.98	2,175.00	2,259.83	2,327.25	2,398.30
	25.97	26.87	27.87	28.91	30.00	31.17	32.10	33.08
LAND TITLES CLERK 1	28,843	29,807	30,715	31,642	32,625	33,684		
LT1	1,105.63	1,142.60	1,177.40	1,212.93	1,250.63	1,291.23		
	15.25	15.76	16.24	16.73	17.25	17.81		
LAND TITLES CLERK 2	31,150	32,077	33,193	34,327	35,424	36,635		
LT2	1,194.08	1,229.60	1,272.38	1,315.88	1,357.93	1,404.33		
	16.47	16.96	17.55	18.15	18.73	19.37		
LAND TITLES CLERK 3	35,178	36,351	37,486	38,829	40,190	41,533		
LT3	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10		
	18.60	19.22	19.82	20.53	21.25	21.96		
LAND TITLES CLERK 4	37,486	38,829	40,190	41,533	43,046	44,503		
LT4	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93		
	19.82	20.53	21.25	21.96	22.76	23.53		
LAND TITLES CLERK 5	40,190	41,533	43,046	44,503	46,167	47,907		
LT5	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43		
	21.25	21.96	22.76	23.53	24.41	25.33		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

MINES INSPECTOR 1	38,204	39,453	40,814	42,271	43,765	45,373		
MI1	1,464.50	1,512.35	1,564.55	1,620.38	1,677.65	1,739.28		
	20.20	20.86	21.58	22.35	23.14	23.99		
MINES INSPECTOR 2	40,814	42,271	43,765	45,373	47,056	48,777		
MI2	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78		
	21.58	22.35	23.14	23.99	24.88	25.79		
MINES INSPECTOR 3	47,018	48,758	50,517	52,351	54,300	56,456		
MI3	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13		
	24.86	25.78	26.71	27.68	28.71	29.85		
MINES INSPECTOR 4	51,425	53,335	55,359	57,515	59,690	62,035	63,888	65,818
MI4	1,971.28	2,044.50	2,122.08	2,204.73	2,288.10	2,378.00	2,449.05	2,523.00
	27.19	28.20	29.27	30.41	31.56	32.80	33.78	34.80
MINES INSPECTOR 5	52,654	54,678	56,701	58,857	61,222	63,586	66,158	68,163
MI5	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	2,612.90
	27.84	28.91	29.98	31.12	32.37	33.62	34.98	36.04
PROPERTY APPRAIS 1	31,150	32,077	33,193	34,327	35,424	36,635		
PS1	1,194.08	1,229.60	1,272.38	1,315.88	1,357.93	1,404.33		
	16.47	16.96	17.55	18.15	18.73	19.37		
PROPERTY APPRAIS 2	42,271	43,765	45,373	47,056	48,777	50,630		
PS2	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83		
	22.35	23.14	23.99	24.88	25.79	26.77		
PROPERTY APPRAIS 3	47,926	49,571	51,425	53,335	55,359	57,515		
PS3	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73		
	25.34	26.21	27.19	28.20	29.27	30.41		
PROPERTY APPRAIS 4	52,654	54,678	56,701	58,857	61,222	63,586	66,158	
PS4	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	
	27.84	28.91	29.98	31.12	32.37	33.62	34.98	
PROPERTY APPRAIS 5	59,709	62,035	64,494	66,971	69,789	72,702	75,766	
PS5	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	
	31.57	32.80	34.10	35.41	36.90	38.44	40.06	
RESOURCE OFFICER 1	32,118	33,037	34,017					
RO1	1,231.20	1,266.40	1,304.00					
	15.39	15.83	16.30					
RESOURCE OFFICER 2	33,057	34,038	35,124	36,292	37,419			
RO2	1,267.20	1,304.80	1,346.40	1,391.20	1,434.40			
	15.84	16.31	16.83	17.39	17.93			
RESOURCE OFFICER 3	45,120	46,560	48,104	49,983	51,694	53,593		
RO3	1,729.60	1,784.80	1,844.00	1,916.00	1,981.60	2,054.40		
	21.62	22.31	23.05	23.95	24.77	25.68		
RESOURCE OFFICER 4	49,983	51,694	53,593	55,492	57,496	59,604		
RO4	1,916.00	1,981.60	2,054.40	2,127.20	2,204.00	2,284.80		
	23.95	24.77	25.68	26.59	27.55	28.56		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

RESOURCE OFFICER 5	57,600	59,708	62,004	64,404	66,866	69,454		
RO5	2,208.00	2,288.80	2,376.80	2,468.80	2,563.20	2,662.40		
	27.60	28.61	29.71	30.86	32.04	33.28		
REVIEWING OFFICER 1	38,829	40,190	41,533	43,046	44,503	46,167		
RW1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73		
	20.53	21.25	21.96	22.76	23.53	24.41		
REVIEWING OFFICER 2	43,046	44,503	46,167	47,907	49,685	51,463		
RW2	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73		
	22.76	23.53	24.41	25.33	26.27	27.21		
REVIEWING OFFICER 3	46,186	47,926	49,571	51,425	53,335	55,359		
RW3	1,770.45	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08		
	24.42	25.34	26.21	27.19	28.20	29.27		
REVIEWING OFFICER 4	48,758	50,517	52,351	54,300	56,456	58,650		
RW4	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23		
	25.78	26.71	27.68	28.71	29.85	31.01		
SAFETY HEALTH OFF 1	40,814	42,271	43,765	45,051	46,394			
SI1	1,564.55	1,620.38	1,677.65	1,726.95	1,778.43			
	21.58	22.35	23.14	23.82	24.53			
SAFETY HEALTH OFF 2	45,373	47,056	48,777	50,630	52,465	54,300	55,945	57,666
SI2	1,739.28	1,803.80	1,869.78	1,940.83	2,011.15	2,081.48	2,144.55	2,210.53
	23.99	24.88	25.79	26.77	27.74	28.71	29.58	30.49
SAFETY HEALTH OFF 3	47,926	49,571	51,425	53,335	55,359	57,515	59,236	61,033
SI3	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73	2,270.70	2,339.58
	25.34	26.21	27.19	28.20	29.27	30.41	31.32	32.27
SAFETY HEALTH OFF 4	50,630	52,465	54,300	56,456	58,650	60,881	62,678	64,550
SI4	1,940.83	2,011.15	2,081.48	2,164.13	2,248.23	2,333.78	2,402.65	2,474.43
	26.77	27.74	28.71	29.85	31.01	32.19	33.14	34.13
SHERIFF 1	42,044	43,519	45,070	46,715	48,437	50,252	51,765	
SH1	1,611.68	1,668.23	1,727.68	1,790.75	1,856.73	1,926.33	1,984.33	
	22.23	23.01	23.83	24.70	25.61	26.57	27.37	
SHERIFF 2	43,765	45,373	47,056	48,777	50,630	52,465	54,035	
SH2	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83	2,011.15	2,071.33	
	23.14	23.99	24.88	25.79	26.77	27.74	28.57	
SHERIFF 3	47,056	48,777	50,630	52,465	54,300	56,456	58,139	
SH3	1,803.80	1,869.78	1,940.83	2,011.15	2,081.48	2,164.13	2,228.65	
	24.88	25.79	26.77	27.74	28.71	29.85	30.74	
SHERIFFS OFFICER 1	34,044	35,178	36,351	37,410				
SO1	1,305.00	1,348.50	1,393.45	1,434.05				
	18.00	18.60	19.22	19.78				
SHERIFFS OFFICER 2	36,275	37,429	38,621	39,982	41,382	42,781	44,067	
SO2	1,390.55	1,434.78	1,480.45	1,532.65	1,586.30	1,639.95	1,689.25	
	19.18	19.79	20.42	21.14	21.88	22.62	23.30	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 3 SALARY SCHEDULE

SHERIFFS OFFICER 3	39,982	41,382	42,781	44,313	45,845	47,529	48,985
SO3	1,532.65	1,586.30	1,639.95	1,698.68	1,757.40	1,821.93	1,877.75
	21.14	21.88	22.62	23.43	24.24	25.13	25.90
SHERIFFS OFFICER 4	42,044	43,519	45,070	46,715	48,437	50,252	51,765
SO4	1,611.68	1,668.23	1,727.68	1,790.75	1,856.73	1,926.33	1,984.33
	22.23	23.01	23.83	24.70	25.61	26.57	27.37
SURVEY EXAMINER 1	35,178	36,351	37,486	38,829	40,190	41,533	
SE1	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	
	18.60	19.22	19.82	20.53	21.25	21.96	
SURVEY EXAMINER 2	40,190	41,533	43,046	44,503	46,167	47,907	
SE2	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	
	21.25	21.96	22.76	23.53	24.41	25.33	
SURVEY EXAMINER 3	42,271	43,765	45,373	47,056	48,777	50,630	
SE3	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83	
	22.35	23.14	23.99	24.88	25.79	26.77	
SURVEY EXAMINER 4	47,018	48,758	50,517	52,351	54,300	56,456	
SE4	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	
	24.86	25.78	26.71	27.68	28.71	29.85	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

APPRENTICESHIP TRAINING	46,394	48,077	49,874	51,690	53,657	55,604	57,269	58,990
COORDINATOR	1,778.43	1,842.95	1,911.83	1,981.43	2,056.83	2,131.50	2,195.30	2,261.28
ATC	24.53	25.42	26.37	27.33	28.37	29.40	30.28	31.19
ASSESSMENT OFF 1	33,022	33,987	35,178	36,389	37,543	38,829		
AS1	1,265.85	1,302.83	1,348.50	1,394.90	1,439.13	1,488.43		
	17.46	17.97	18.60	19.24	19.85	20.53		
ASSESSMENT OFF 2	38,526	39,717	41,155	42,611	44,030	45,618		
AS2	1,476.83	1,522.50	1,577.60	1,633.43	1,687.80	1,748.70		
	20.37	21.00	21.76	22.53	23.28	24.12		
ASSESSMENT OFF 3	44,805	46,375	48,096	49,874	51,708	53,675		
AS3	1,717.53	1,777.70	1,843.68	1,911.83	1,982.15	2,057.55		
	23.69	24.52	25.43	26.37	27.34	28.38		
ASSESSMENT OFF 4	50,782	52,541	54,507	56,531	58,668	60,957		
AS4	1,946.63	2,014.05	2,089.45	2,167.03	2,248.95	2,336.68		
	26.85	27.78	28.82	29.89	31.02	32.23		
ASSESSMENT OFF 5	55,813	57,950	60,106	62,375	64,891	67,387	70,111	
AS5	2,139.48	2,221.40	2,304.05	2,391.05	2,487.48	2,583.18	2,687.58	
	29.51	30.64	31.78	32.98	34.31	35.63	37.07	
ASST DIST REGISTRAR	44,294	45,789	47,510	49,287	51,122	52,957		
ADR	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00		
	23.42	24.21	25.12	26.06	27.03	28.00		
ASST FIRE COMMISNR 1	42,006	43,500	45,032	46,697	48,417	50,195	51,708	53,278
AF1	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,982.15	2,042.33
	22.21	23.00	23.81	24.69	25.60	26.54	27.34	28.17
ASST FIRE COMMISNR 2	46,375	48,096	49,874	51,708	53,675	55,604	57,269	58,990
AF2	1,777.70	1,843.68	1,911.83	1,982.15	2,057.55	2,131.50	2,195.30	2,261.28
	24.52	25.43	26.37	27.34	28.38	29.40	30.28	31.19
ASST FIRE COMMISNR 3	50,782	52,541	54,507	56,531	58,668	60,957	62,791	64,702
AF3	1,946.63	2,014.05	2,089.45	2,167.03	2,248.95	2,336.68	2,407.00	2,480.23
	26.85	27.78	28.82	29.89	31.02	32.23	33.20	34.21
CH INSPECTION SERV	61,449	63,832	66,366	68,919	71,813	74,801	77,960	
CIS	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	
	32.49	33.75	35.09	36.44	37.97	39.55	41.22	
CLERK OF COURT 1	35,916	36,918	37,959	39,037	40,134	41,287		
CC1	1,376.78	1,415.20	1,455.08	1,496.40	1,538.45	1,582.68		
	18.99	19.52	20.07	20.64	21.22	21.83		
CLERK OF COURT 2	37,410	38,564	39,963	41,363	42,744	44,294		
CC2	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95		
	19.78	20.39	21.13	21.87	22.60	23.42		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

CLERK OF COURT 3	39,320	40,587	42,006	43,500	45,032	46,697	
CC3	1,507.28	1,555.85	1,610.23	1,667.50	1,726.23	1,790.03	
	20.79	21.46	22.21	23.00	23.81	24.69	
CLERK OF COURT 4	42,006	43,500	45,032	46,697	48,417	50,195	
CC4	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	
	22.21	23.00	23.81	24.69	25.60	26.54	
CLERK OF COURT 5	47,529	49,307	51,009	52,919	54,886	56,966	
CC5	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	
	25.13	26.07	26.97	27.98	29.02	30.12	
COMPLIANCE OFF 1	38,564	39,963	41,363	42,744	44,294	45,789	
CI1	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	
	20.39	21.13	21.87	22.60	23.42	24.21	
COMPLIANCE OFF 2	42,006	43,500	45,032	46,697	48,417	50,195	
CI2	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	
	22.21	23.00	23.81	24.69	25.60	26.54	
COMPLIANCE OFF 3	48,380	50,177	51,973	53,864	55,869	58,101	
CI3	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	
	25.58	26.53	27.48	28.48	29.54	30.72	
CONSUMER SERV OFF 1	45,789	47,510	49,287	51,122	52,957	55,056	
FC1	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	24.21	25.12	26.06	27.03	28.00	29.11	
CONSUMER SERV OFF 2	51,973	53,864	55,869	58,101	60,352	62,640	
FC2	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20	
	27.48	28.48	29.54	30.72	31.91	33.12	
CONSUMER SERV OFF 3	57,137	59,236	61,449	63,832	66,366	68,919	71,813
FC3	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83
	30.21	31.32	32.49	33.75	35.09	36.44	37.97
CONSUMER SERV OFF 4	61,449	63,832	66,366	68,919	71,813	74,801	77,960
FC4	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45
	32.49	33.75	35.09	36.44	37.97	39.55	41.22
COURT COMMUN 1	37,410	38,564	39,963	41,363	42,744	44,294	
CM1	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	
	19.78	20.39	21.13	21.87	22.60	23.42	
COURT COMMUN 2	39,963	41,363	42,744	44,294	45,789	47,510	
CM2	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	
	21.13	21.87	22.60	23.42	24.21	25.12	
COURT REPORTER 1	35,330	36,446	37,694				
CR1	1,354.30	1,397.08	1,444.93				
	18.68	19.27	19.93				
COURT REPORTER 2	45,845	47,226	48,531	50,195	51,633	53,259	
CR2	1,757.40	1,810.33	1,860.35	1,924.15	1,979.25	2,041.60	
	24.24	24.97	25.66	26.54	27.30	28.16	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

COURT REPORTER 3	47,529	49,307	51,009	52,919	54,886	56,966		
CR3	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70		
	25.13	26.07	26.97	27.98	29.02	30.12		
COURT USHER	27,216	28,010	28,843	29,675	30,677	31,604		
CUS	1,043.28	1,073.73	1,105.63	1,137.53	1,175.95	1,211.48		
	14.39	14.81	15.25	15.69	16.22	16.71		
DAIRY INSPECTOR 1	37,410	38,564	39,963	41,363	42,744	44,294		
DN1	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95		
	19.78	20.39	21.13	21.87	22.60	23.42		
DAIRY INSPECTOR 2	42,744	44,294	45,789	47,510	49,287	51,122		
DN2	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68		
	22.60	23.42	24.21	25.12	26.06	27.03		
DAIRY INSPECTOR 3	45,789	47,510	49,287	51,122	52,957	55,056		
DN3	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48		
	24.21	25.12	26.06	27.03	28.00	29.11		
DEP CLERK COUNT CRT	49,307	51,009	52,919	54,886	56,966	59,179		
DDC	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53		
	26.07	26.97	27.98	29.02	30.12	31.29		
DIV SPVR DEPT LABOUR	54,507	56,531	58,668	60,957	63,264	65,742		
DLS	2,089.45	2,167.03	2,248.95	2,336.68	2,425.13	2,520.10		
	28.82	29.89	31.02	32.23	33.45	34.76		
DOCUMENT EXAMINER	41,363	42,744	44,294	45,789	47,510	49,287		
DEX	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35		
	21.87	22.60	23.42	24.21	25.12	26.06		
EMPLOY STAND OFF 1	42,006	43,500	45,032	46,697	48,417	50,195		
EP1	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15		
	22.21	23.00	23.81	24.69	25.60	26.54		
EMPLOY STAND OFF 2	46,337	48,039	49,798	51,652	53,637	55,567	57,231	58,933
EP2	1,776.25	1,841.50	1,908.93	1,979.98	2,056.10	2,130.05	2,193.85	2,259.10
	24.50	25.40	26.33	27.31	28.36	29.38	30.26	31.16
EMPLOY STAND OFF 3	50,782	52,522	54,470	56,474	58,612	60,900	62,773	64,607
EP3	1,946.63	2,013.33	2,088.00	2,164.85	2,246.78	2,334.50	2,406.28	2,476.60
	26.85	27.77	28.80	29.86	30.99	32.20	33.19	34.16
ESTATES OFFICER 1	38,167	39,339	40,758	42,195	43,595	45,183		
ES1	1,463.05	1,508.00	1,562.38	1,617.48	1,671.13	1,732.03		
	20.18	20.80	21.55	22.31	23.05	23.89		
ESTATES OFFICER 2	42,838	44,370	45,940	47,623	49,382	51,198		
ES2	1,642.13	1,700.85	1,761.03	1,825.55	1,892.98	1,962.58		
	22.65	23.46	24.29	25.18	26.11	27.07		
ESTATES OFFICER 3	48,474	50,290	52,030	53,978	55,983	58,101		
ES3	1,858.18	1,927.78	1,994.48	2,069.15	2,146.00	2,227.20		
	25.63	26.59	27.51	28.54	29.60	30.72		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

ESTATES OFFICER 4	53,013	54,943	56,985	59,255	61,562	63,888		
ES4	2,032.18	2,106.13	2,184.43	2,271.43	2,359.88	2,449.05		
	28.03	29.05	30.13	31.33	32.55	33.78		
HUMAN RIGHTS OFF 1	45,789	47,510	49,287	51,122	52,957	55,056		
HO1	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48		
	24.21	25.12	26.06	27.03	28.00	29.11		
HUMAN RIGHTS OFF 2	51,973	53,864	55,869	58,101	60,352	62,640		
HO2	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20		
	27.48	28.48	29.54	30.72	31.91	33.12		
HWY TRAFFIC INSP 1	38,463	39,798	41,134	42,532	43,889	45,600		
MV1	1,474.40	1,525.60	1,576.80	1,630.40	1,682.40	1,748.00		
	18.43	19.07	19.71	20.38	21.03	21.85		
HWY TRAFFIC INSP 2	41,864	43,325	44,828	46,372	48,084	49,816		
MV2	1,604.80	1,660.80	1,718.40	1,777.60	1,843.20	1,909.60		
	20.06	20.76	21.48	22.22	23.04	23.87		
HWY TRAFFIC INSP 3	42,532	43,889	45,600	47,207	48,960	50,713		
MV3	1,630.40	1,682.40	1,748.00	1,809.60	1,876.80	1,944.00		
	20.38	21.03	21.85	22.62	23.46	24.30		
INSP COURT SERVICES	52,919	54,886	56,966	59,179	61,430	63,832		
ICS	2,028.55	2,103.95	2,183.70	2,268.53	2,354.80	2,446.88		
	27.98	29.02	30.12	31.29	32.48	33.75		
INSP MECH ENG DIV 1	46,167	47,850	49,628	51,444	53,411	55,321	56,985	58,706
IM1	1,769.73	1,834.25	1,902.40	1,972.00	2,047.40	2,120.63	2,184.43	2,250.40
	24.41	25.30	26.24	27.20	28.24	29.25	30.13	31.04
INSP MECH ENG DIV 2	50,536	52,295	54,243	56,267	58,385	60,654	62,470	64,380
IM2	1,937.20	2,004.63	2,079.30	2,156.88	2,238.08	2,325.08	2,394.68	2,467.90
	26.72	27.65	28.68	29.75	30.87	32.07	33.03	34.04
LAND TITLES CLERK 1	29,675	30,677	31,604	32,568	33,571	34,668		
LT1	1,137.53	1,175.95	1,211.48	1,248.45	1,286.88	1,328.93		
	15.69	16.22	16.71	17.22	17.75	18.33		
LAND TITLES CLERK 2	32,058	33,003	34,157	35,330	36,446	37,694		
LT2	1,228.88	1,265.13	1,309.35	1,354.30	1,397.08	1,444.93		
	16.95	17.45	18.06	18.68	19.27	19.93		
LAND TITLES CLERK 3	36,200	37,410	38,564	39,963	41,363	42,744		
LT3	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50		
	19.14	19.78	20.39	21.13	21.87	22.60		
LAND TITLES CLERK 4	38,564	39,963	41,363	42,744	44,294	45,789		
LT4	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23		
	20.39	21.13	21.87	22.60	23.42	24.21		
LAND TITLES CLERK 5	41,363	42,744	44,294	45,789	47,510	49,287		
LT5	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35		
	21.87	22.60	23.42	24.21	25.12	26.06		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

MINES INSPECTOR 1	39,320	40,587	42,006	43,500	45,032	46,697		
MI1	1,507.28	1,555.85	1,610.23	1,667.50	1,726.23	1,790.03		
	20.79	21.46	22.21	23.00	23.81	24.69		
MINES INSPECTOR 2	42,006	43,500	45,032	46,697	48,417	50,195		
MI2	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15		
	22.21	23.00	23.81	24.69	25.60	26.54		
MINES INSPECTOR 3	48,380	50,177	51,973	53,864	55,869	58,101		
MI3	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20		
	25.58	26.53	27.48	28.48	29.54	30.72		
MINES INSPECTOR 4	52,919	54,886	56,966	59,179	61,430	63,832	65,742	67,728
MI4	2,028.55	2,103.95	2,183.70	2,268.53	2,354.80	2,446.88	2,520.10	2,596.23
	27.98	29.02	30.12	31.29	32.48	33.75	34.76	35.81
MINES INSPECTOR 5	54,186	56,267	58,347	60,560	63,000	65,420	68,068	70,149
MI5	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28	2,689.03
	28.65	29.75	30.85	32.02	33.31	34.59	35.99	37.09
PROPERTY APPRAIS 1	32,058	33,003	34,157	35,330	36,446	37,694		
PS1	1,228.88	1,265.13	1,309.35	1,354.30	1,397.08	1,444.93		
	16.95	17.45	18.06	18.68	19.27	19.93		
PROPERTY APPRAIS 2	43,500	45,032	46,697	48,417	50,195	52,106		
PS2	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38		
	23.00	23.81	24.69	25.60	26.54	27.55		
PROPERTY APPRAIS 3	49,307	51,009	52,919	54,886	56,966	59,179		
PS3	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53		
	26.07	26.97	27.98	29.02	30.12	31.29		
PROPERTY APPRAIS 4	54,186	56,267	58,347	60,560	63,000	65,420	68,068	
PS4	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28	
	28.65	29.75	30.85	32.02	33.31	34.59	35.99	
PROPERTY APPRAIS 5	61,449	63,832	66,366	68,919	71,813	74,801	77,960	
PS5	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	
	32.49	33.75	35.09	36.44	37.97	39.55	41.22	
RESOURCE OFFICER 1	34,059	35,019	36,042					
RO1	1,305.60	1,342.40	1,381.60					
	16.32	16.78	17.27					
RESOURCE OFFICER 2	35,040	36,063	37,231	38,463	39,652			
RO2	1,343.20	1,382.40	1,427.20	1,474.40	1,520.00			
	16.79	17.28	17.84	18.43	19.00			
RESOURCE OFFICER 3	46,435	47,917	49,503	51,423	53,197	55,137		
RO3	1,780.00	1,836.80	1,897.60	1,971.20	2,039.20	2,113.60		
	22.25	22.96	23.72	24.64	25.49	26.42		
RESOURCE OFFICER 4	51,423	53,197	55,137	57,099	59,165	61,336		
RO4	1,971.20	2,039.20	2,113.60	2,188.80	2,268.00	2,351.20		
	24.64	25.49	26.42	27.36	28.35	29.39		

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

RESOURCE OFFICER 5	59,270	61,440	63,798	66,261	68,807	71,478		
RO5	2,272.00	2,355.20	2,445.60	2,540.00	2,637.60	2,740.00		
	28.40	29.44	30.57	31.75	32.97	34.25		
REVIEWING OFFICER 1	39,963	41,363	42,744	44,294	45,789	47,510		
RW1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20		
	21.13	21.87	22.60	23.42	24.21	25.12		
REVIEWING OFFICER 2	44,294	45,789	47,510	49,287	51,122	52,957		
RW2	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00		
	23.42	24.21	25.12	26.06	27.03	28.00		
REVIEWING OFFICER 3	47,529	49,307	51,009	52,919	54,886	56,966		
RW3	1,821.93	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70		
	25.13	26.07	26.97	27.98	29.02	30.12		
REVIEWING OFFICER 4	50,177	51,973	53,864	55,869	58,101	60,352		
RW4	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48		
	26.53	27.48	28.48	29.54	30.72	31.91		
SAFETY HEALTH OFF 1	42,006	43,500	45,032	46,356	47,737			
SI1	1,610.23	1,667.50	1,726.23	1,776.98	1,829.90			
	22.21	23.00	23.81	24.51	25.24			
SAFETY HEALTH OFF 2	46,697	48,417	50,195	52,106	53,978	55,869	57,571	59,330
SI2	1,790.03	1,856.00	1,924.15	1,997.38	2,069.15	2,141.65	2,206.90	2,274.33
	24.69	25.60	26.54	27.55	28.54	29.54	30.44	31.37
SAFETY HEALTH OFF 3	49,307	51,009	52,919	54,886	56,966	59,179	60,957	62,810
SI3	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53	2,336.68	2,407.73
	26.07	26.97	27.98	29.02	30.12	31.29	32.23	33.21
SAFETY HEALTH OFF 4	52,106	53,978	55,869	58,101	60,352	62,640	64,494	66,423
SI4	1,997.38	2,069.15	2,141.65	2,227.20	2,313.48	2,401.20	2,472.25	2,546.20
	27.55	28.54	29.54	30.72	31.91	33.12	34.10	35.12
SHERIFF 1	44,559	46,129	47,774	49,514	51,330	53,259	54,848	
SH1	1,708.10	1,768.28	1,831.35	1,898.05	1,967.65	2,041.60	2,102.50	
	23.56	24.39	25.26	26.18	27.14	28.16	29.00	
SHERIFF 2	46,375	48,096	49,874	51,708	53,675	55,604	57,269	
SH2	1,777.70	1,843.68	1,911.83	1,982.15	2,057.55	2,131.50	2,195.30	
	24.52	25.43	26.37	27.34	28.38	29.40	30.28	
SHERIFF 3	49,874	51,708	53,675	55,604	57,553	59,841	61,619	
SH3	1,911.83	1,982.15	2,057.55	2,131.50	2,206.18	2,293.90	2,362.05	
	26.37	27.34	28.38	29.40	30.43	31.64	32.58	
SHERIFFS OFFICER 1	35,727	36,918	38,167	39,264				
SO1	1,369.53	1,415.20	1,463.05	1,505.10				
	18.89	19.52	20.18	20.76				
SHERIFFS OFFICER 2	38,072	39,283	40,531	41,968	43,424	44,919	46,261	
SO2	1,459.43	1,505.83	1,553.68	1,608.78	1,664.60	1,721.88	1,773.35	
	20.13	20.77	21.43	22.19	22.96	23.75	24.46	

LEGAL, INSPECTION & REGULATORY COMPONENT YEAR 4 SALARY SCHEDULE

SHERIFFS OFFICER 3	41,968	43,424	44,919	46,507	48,115	49,893	51,406
SO3	1,608.78	1,664.60	1,721.88	1,782.78	1,844.40	1,912.55	1,970.55
	22.19	22.96	23.75	24.59	25.44	26.38	27.18
SHERIFFS OFFICER 4	44,124	45,675	47,302	49,042	50,838	52,749	54,318
SO4	1,691.43	1,750.88	1,813.23	1,879.93	1,948.80	2,022.03	2,082.20
	23.33	24.15	25.01	25.93	26.88	27.89	28.72
SURVEY EXAMINER 1	36,200	37,410	38,564	39,963	41,363	42,744	
SE1	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	
	19.14	19.78	20.39	21.13	21.87	22.60	
SURVEY EXAMINER 2	41,363	42,744	44,294	45,789	47,510	49,287	
SE2	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	
	21.87	22.60	23.42	24.21	25.12	26.06	
SURVEY EXAMINER 3	43,500	45,032	46,697	48,417	50,195	52,106	
SE3	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38	
	23.00	23.81	24.69	25.60	26.54	27.55	
SURVEY EXAMINER 4	49,836	51,690	53,524	55,472	57,553	59,841	
SE4	1,910.38	1,981.43	2,051.75	2,126.43	2,206.18	2,293.90	
	26.35	27.33	28.30	29.33	30.43	31.64	

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

Effective 2006 03 18 Through 2007 03 16

AG TECHNLGST 1	29,656	30,595	31,576	32,598	33,663	34,873				
AG1	1,136.80	1,172.80	1,210.40	1,249.60	1,290.40	1,336.80				
	14.21	14.66	15.13	15.62	16.13	16.71				
AG TECHNLGST 2	33,496	34,560	35,729	36,960	38,191	39,423				
AG2	1,284.00	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20				
	16.05	16.56	17.12	17.71	18.30	18.89				
AG TECHNLGST 3	37,607	38,901	40,257	41,635	43,179	44,724				
AG3	1,441.60	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40				
	18.02	18.64	19.29	19.95	20.69	21.43				
AG TECHNLGST 4	40,257	41,635	43,179	44,724	46,393	48,146				
AG4	1,543.20	1,596.00	1,655.20	1,714.40	1,778.40	1,845.60				
	19.29	19.95	20.69	21.43	22.23	23.07				
AG TECHNLGST 5	44,724	46,331	48,104	49,857	51,694	53,718				
AG5	1,714.40	1,776.00	1,844.00	1,911.20	1,981.60	2,059.20				
	21.43	22.20	23.05	23.89	24.77	25.74				
AG TECHNLGST 6	50,171	51,944	53,948	56,014	58,268	60,584				
AG6	1,923.20	1,991.20	2,068.00	2,147.20	2,233.60	2,322.40				
	24.04	24.89	25.85	26.84	27.92	29.03				
AGROLOGIST 1	38,191	39,423	40,946	42,386	43,972	45,537	47,228	49,085	50,838	
G1	1,464.00	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40	1,881.60	1,948.80	
	18.30	18.89	19.62	20.31	21.07	21.82	22.63	23.52	24.36	
AGROLOGIST 2	43,242	44,724	46,331	48,104	49,857	51,694	53,718	55,805	57,892	
G2	1,657.60	1,714.40	1,776.00	1,844.00	1,911.20	1,981.60	2,059.20	2,139.20	2,219.20	
	20.72	21.43	22.20	23.05	23.89	24.77	25.74	26.74	27.74	
AGROLOGIST 3	52,842	54,762	56,870	58,998	61,419	63,757	66,449	68,431		
G3	2,025.60	2,099.20	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20	2,623.20		
	25.32	26.24	27.25	28.27	29.43	30.55	31.84	32.79		
AGROLOGIST 4	56,870	58,998	61,419	63,757	66,449	69,120	72,146			
G4	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60	2,765.60			
	27.25	28.27	29.43	30.55	31.84	33.12	34.57			
AGROLOGIST 5	58,998	61,419	63,757	66,449	69,120	72,146	75,298	77,551		
G5	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60	2,765.60	2,886.40	2,972.80		
	28.27	29.43	30.55	31.84	33.12	34.57	36.08	37.16		
AGROLOGIST 6	63,757	66,449	69,120	72,146	75,298	78,511	81,871			
G6	2,444.00	2,547.20	2,649.60	2,765.60	2,886.40	3,009.60	3,138.40			
	30.55	31.84	33.12	34.57	36.08	37.62	39.23			
ARCHITECT 1	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933
AR1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

ARCHITECT 2	48,077	50,120	52,030	53,978	56,021	58,271	60,522			
AR2	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00			
	25.42	26.50	27.51	28.54	29.62	30.81	32.00			
ARCHITECT 3	54,810	56,834	59,047	61,392	63,756	66,423	69,203			
AR3	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78			
	28.98	30.05	31.22	32.46	33.71	35.12	36.59			
ARCHITECT 4	59,047	61,392	63,756	66,423	69,203	72,116	75,236			
AR4	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05			
	31.22	32.46	33.71	35.12	36.59	38.13	39.78			
BIOLOGIST 1	40,216	41,760	43,242	44,849	46,456	48,167	50,087	51,882		
BL1	1,541.60	1,600.80	1,657.60	1,719.20	1,780.80	1,846.40	1,920.00	1,988.80		
	19.27	20.01	20.72	21.49	22.26	23.08	24.00	24.86		
BIOLOGIST 2	49,064	51,172	52,988	55,012	57,141	59,416	61,795			
BL2	1,880.80	1,961.60	2,031.20	2,108.80	2,190.40	2,277.60	2,368.80			
	23.51	24.52	25.39	26.36	27.38	28.47	29.61			
BIOLOGIST 3	52,988	55,012	57,141	59,416	61,795	64,195	66,929			
BL3	2,031.20	2,108.80	2,190.40	2,277.60	2,368.80	2,460.80	2,565.60			
	25.39	26.36	27.38	28.47	29.61	30.76	32.07			
BIOLOGIST 4	60,167	62,630	65,030	67,764	70,498	73,586	76,800			
BL4	2,306.40	2,400.80	2,492.80	2,597.60	2,702.40	2,820.80	2,944.00			
	28.83	30.01	31.16	32.47	33.78	35.26	36.80			
CHEMIST 1	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933
CH1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93
CHEMIST 2	43,254	44,748	46,413	48,077	50,120	52,030	53,978	56,021	58,271	60,522
CH2	1,658.08	1,715.35	1,779.15	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	22.87	23.66	24.54	25.42	26.50	27.51	28.54	29.62	30.81	32.00
CHEMIST 3	52,843	54,810	56,834	59,047	61,392	63,756	66,423			
CH3	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20			
	27.94	28.98	30.05	31.22	32.46	33.71	35.12			
CODES & STANDARDS OFFICER	48,981	50,734	52,696	54,741	56,849	59,040				
CSO	1,877.60	1,944.80	2,020.00	2,098.40	2,179.20	2,263.20				
	23.47	24.31	25.25	26.23	27.24	28.29				
DRAFTING TECHN 1	27,859	28,691	29,656	30,545	31,585	32,682				
DM1	1,067.93	1,099.83	1,136.80	1,170.88	1,210.75	1,252.80				
	14.73	15.17	15.68	16.15	16.70	17.28				
DRAFTING TECHN 2	33,495	34,592	35,689	36,956	38,242	39,528				
DM2	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25				
	17.71	18.29	18.87	19.54	20.22	20.90				
DRAFTING TECHN 3	36,956	38,242	39,528	40,966	42,365	43,935				
DM3	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18				
	19.54	20.22	20.90	21.66	22.40	23.23				

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

DRAFTING TECHN 4	39,528	40,966	42,365	43,935	45,600	47,283				
DM4	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50				
	20.90	21.66	22.40	23.23	24.11	25.00				
DRAFTING TECHN 5	42,365	43,935	45,600	47,283	48,985	50,933				
DM5	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43				
	22.40	23.23	24.11	25.00	25.90	26.93				
DRAFTING TECHN 6	46,413	48,077	49,817	51,690	53,732	55,813				
DM6	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48				
	24.54	25.42	26.34	27.33	28.41	29.51				
ENGINEERING AID 1	28,320	29,134	30,094	31,075	32,035	33,224				
EA1	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60				
	13.57	13.96	14.42	14.89	15.35	15.92				
ENGINEERING AID 2	33,016	34,080	35,165	36,334	37,607	38,901				
EA2	1,265.60	1,306.40	1,348.00	1,392.80	1,441.60	1,491.20				
	15.82	16.33	16.85	17.41	18.02	18.64				
ENGINEERING AID 3	36,334	37,607	38,901	40,257	41,635	43,179				
EA3	1,392.80	1,441.60	1,491.20	1,543.20	1,596.00	1,655.20				
	17.41	18.02	18.64	19.29	19.95	20.69				
ENGINEERING AID 4	38,901	40,257	41,635	43,179	44,724	46,393				
EA4	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40	1,778.40				
	18.64	19.29	19.95	20.69	21.43	22.23				
ENVIRONMENTAL OFF 1	35,140	36,370	37,543	38,847	40,228	41,666	43,179	44,748	46,488	
EO1	1,347.05	1,394.18	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18	1,715.35	1,782.05	
	18.58	19.23	19.85	20.54	21.27	22.03	22.83	23.66	24.58	
ENVIRONMENTAL OFF 2	40,228	41,666	43,179	44,748	46,394	48,077	49,817	51,690	53,713	
EO2	1,542.08	1,597.18	1,655.18	1,715.35	1,778.43	1,842.95	1,909.65	1,981.43	2,059.00	
	21.27	22.03	22.83	23.66	24.53	25.42	26.34	27.33	28.40	
ENVIRONMENTAL OFF 3	46,394	48,077	50,120	52,030	53,978	56,021	58,271	60,522	62,981	
EO3	1,778.43	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	
	24.53	25.42	26.50	27.51	28.54	29.62	30.81	32.00	33.30	
ENVIRONMENTAL OFF 4	48,077	50,120	52,030	53,978	56,021	58,271	60,522	62,981	65,591	
EO4	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	2,514.30	
	25.42	26.50	27.51	28.54	29.62	30.81	32.00	33.30	34.68	
ENVIRONMENTAL OFF 5	52,843	54,810	56,834	59,047	61,392	63,756	66,423	69,203	72,116	
EO5	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	
	27.94	28.98	30.05	31.22	32.46	33.71	35.12	36.59	38.13	

Effective 2006 03 18 Through 2006 12 22

FORESTER 1	40,216	41,760	43,242	44,849	46,456	48,167	50,087	51,882		
FO1	1,541.60	1,600.80	1,657.60	1,719.20	1,780.80	1,846.40	1,920.00	1,988.80		
	19.27	20.01	20.72	21.49	22.26	23.08	24.00	24.86		

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

Effective 2006 12 23 Through 2007 03 16

FORESTER 1	41,426	43,012	44,536	46,184	47,854	49,607	51,590	53,447		
FO1	1,588.00	1,648.80	1,707.20	1,770.40	1,834.40	1,901.60	1,977.60	2,048.80		
	19.85	20.61	21.34	22.13	22.93	23.77	24.72	25.61		

Effective 2006 03 18 Through 2006 12 22

FORESTER 2	49,064	51,172	52,988	55,012	57,141	59,416	61,795			
FO2	1,880.80	1,961.60	2,031.20	2,108.80	2,190.40	2,277.60	2,368.80			
	23.51	24.52	25.39	26.36	27.38	28.47	29.61			

Effective 2006 12 23 Through 2007 03 16

FORESTER 2	50,546	52,717	54,574	56,661	58,852	61,190	63,652			
FO2	1,937.60	2,020.80	2,092.00	2,172.00	2,256.00	2,345.60	2,440.00			
	24.22	25.26	26.15	27.15	28.20	29.32	30.50			

Effective 2006 03 18 Through 2006 12 22

FORESTER 3	52,988	55,012	57,141	59,416	61,795	64,195	66,929			
FO3	2,031.20	2,108.80	2,190.40	2,277.60	2,368.80	2,460.80	2,565.60			
	25.39	26.36	27.38	28.47	29.61	30.76	32.07			

Effective 2006 12 23 Through 2007 03 16

FORESTER 3	56,160	58,310	60,564	62,984	65,510	68,056	70,936			
FO3	2,152.80	2,235.20	2,321.60	2,414.40	2,511.20	2,608.80	2,719.20			
	26.91	27.94	29.02	30.18	31.39	32.61	33.99			

Effective 2006 03 18 Through 2006 12 22

FORESTER 4	60,167	62,630	65,030	67,764	70,498	73,586	76,800			
FO4	2,306.40	2,400.80	2,492.80	2,597.60	2,702.40	2,820.80	2,944.00			
	28.83	30.01	31.16	32.47	33.78	35.26	36.80			

Effective 2006 12 23 Through 2007 03 16

FORESTER 4	63,778	66,386	68,932	71,833	74,734	78,011	81,412			
FO4	2,444.80	2,544.80	2,642.40	2,753.60	2,864.80	2,990.40	3,120.80			
	30.56	31.81	33.03	34.42	35.81	37.38	39.01			

Effective 2006 03 18 Through 2007 03 16

GEOLOGIST 1	36,960	38,191	39,423	40,946	42,386	43,972	45,537	47,228	49,085	50,838
GE1	1,416.80	1,464.00	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40	1,881.60	1,948.80
	17.71	18.30	18.89	19.62	20.31	21.07	21.82	22.63	23.52	24.36

GEOLOGIST 2	50,171	51,944	53,948	56,014	58,268	60,584	62,943			
GE2	1,923.20	1,991.20	2,068.00	2,147.20	2,233.60	2,322.40	2,412.80			
	24.04	24.89	25.85	26.84	27.92	29.03	30.16			

GEOLOGIST 3	56,870	58,998	61,419	63,757	66,449	69,120	72,146			
GE3	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60	2,765.60			
	27.25	28.27	29.43	30.55	31.84	33.12	34.57			

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

GEOLOGIST 4	63,757	66,449	69,120	72,146	75,298	78,511	81,871				
GE4	2,444.00	2,547.20	2,649.60	2,765.60	2,886.40	3,009.60	3,138.40				
	30.55	31.84	33.12	34.57	36.08	37.62	39.23				
HATCHERY SUPT	32,598										
HAS	1,249.60										
	15.62										
HYDROMETEOROLOGIST	59,103	61,411	63,851	66,328	69,071	71,983	75,009				
HYD	2,265.63	2,354.08	2,447.60	2,542.58	2,647.70	2,759.35	2,875.35				
	31.25	32.47	33.76	35.07	36.52	38.06	39.66				
IND HYGIENIST 1	48,077	50,120	52,030	53,978	56,021	58,271	60,522				
IG1	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00				
	25.42	26.50	27.51	28.54	29.62	30.81	32.00				
IND HYGIENIST 2	54,110	56,115	58,252	60,597	62,962	65,496	68,238				
IG2	2,074.23	2,151.08	2,233.00	2,322.90	2,413.53	2,510.68	2,615.80				
	28.61	29.67	30.80	32.04	33.29	34.63	36.08				
IND HYGIENIST 3	61,487	63,945	66,423	69,184	72,059	75,123	78,357				
IG3	2,356.98	2,451.23	2,546.20	2,652.05	2,762.25	2,879.70	3,003.68				
	32.51	33.81	35.12	36.58	38.10	39.72	41.43				
INTERIOR DESIGNER	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933	
IND	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93	
LAB TECHNOLOGIST 1	27,859	28,691	29,656	30,545	31,585	32,682					
LB1	1,067.93	1,099.83	1,136.80	1,170.88	1,210.75	1,252.80					
	14.73	15.17	15.68	16.15	16.70	17.28					
LAB TECHNOLOGIST 2	31,585	32,682	33,703	34,876	36,143	37,353					
LB2	1,210.75	1,252.80	1,291.95	1,336.90	1,385.48	1,431.88					
	16.70	17.28	17.82	18.44	19.11	19.75					
LAB TECHNOLOGIST 3	36,956	38,242	39,528	40,966	42,365	43,935					
LB3	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18					
	19.54	20.22	20.90	21.66	22.40	23.23					
PARK PLANNER 1	42,365	43,935	45,600	47,283	48,985	50,933					
KP1	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43					
	22.40	23.23	24.11	25.00	25.90	26.93					
PARK PLANNER 2	50,120	52,030	53,978	56,021	58,271	60,522					
KP2	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00					
	26.50	27.51	28.54	29.62	30.81	32.00					
PARK PLANNER 3	54,810	56,834	59,047	61,392	63,756	66,423					
KP3	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20					
	28.98	30.05	31.22	32.46	33.71	35.12					
PARK PLANNER 4	59,047	61,392	63,756	66,423	69,203	72,116					
KP4	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43					
	31.22	32.46	33.71	35.12	36.59	38.13					

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

PLANNER 1	44,748	46,413	48,077	49,817	51,690	53,732				
LP1	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73				
	23.66	24.54	25.42	26.34	27.33	28.41				
PLANNER 2	50,120	52,030	53,978	56,021	58,271	60,522				
LP2	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00				
	26.50	27.51	28.54	29.62	30.81	32.00				
PLANNER 3	59,047	61,392	63,756	66,423	69,203	72,116				
LP3	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43				
	31.22	32.46	33.71	35.12	36.59	38.13				
PLANNER 4	61,392	63,756	66,423	69,203	72,116	75,236				
LP4	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05				
	32.46	33.71	35.12	36.59	38.13	39.78				
PLANNER 5	62,546	65,099	67,747	70,659	73,723	76,863				
LP5	2,397.58	2,495.45	2,596.95	2,708.60	2,826.05	2,946.40				
	33.07	34.42	35.82	37.36	38.98	40.64				
PLANNING ASST 1	33,495	34,592	35,689	36,956	38,242	39,528				
AP1	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25				
	17.71	18.29	18.87	19.54	20.22	20.90				
PLANNING ASST 2	38,847	40,228	41,666	43,179	44,786	46,432				
AP2	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88				
	20.54	21.27	22.03	22.83	23.68	24.55				
RESOURCE MGMT ASST 1	24,501	25,190	26,004	26,609	27,506					
RE1	939.2	965.6	996.8	1,020.00	1,054.40					
	11.74	12.07	12.46	12.75	13.18					
RESOURCE MGMT ASST 2	26,004	26,609	27,506	28,320	29,134					
RE2	996.8	1,020.00	1,054.40	1,085.60	1,116.80					
	12.46	12.75	13.18	13.57	13.96					
RESOURCE MGMT ASST 3	28,320	29,134	30,094	31,075	32,035					
RE3	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00					
	13.57	13.96	14.42	14.89	15.35					
RESOURCE MGMT ASST 4	30,094	31,075	32,035	33,224	34,289					
RE4	1,153.60	1,191.20	1,228.00	1,273.60	1,314.40					
	14.42	14.89	15.35	15.92	16.43					
RESOURCE PLANNER 1	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933
RP1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93
RESOURCE PLANNER 2	48,077	50,120	52,030	53,978	56,021	58,271	60,522			
RP2	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00			
	25.42	26.50	27.51	28.54	29.62	30.81	32.00			
RESOURCE PLANNER 3	52,030	53,978	56,021	58,271	60,522	62,981	65,591			
RP3	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	2,514.30			
	27.51	28.54	29.62	30.81	32.00	33.30	34.68			

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

RESOURCE PLANNER 4	59,047	61,392	63,756	66,423	69,203	72,116	75,236		
RP4	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05		
	31.22	32.46	33.71	35.12	36.59	38.13	39.78		
RESOURCE TECHN 1	31,450	32,452	33,496	34,560	35,729	36,960			
RS1	1,205.60	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80			
	15.07	15.55	16.05	16.56	17.12	17.71			
RESOURCE TECHN 2	34,560	35,729	36,960	38,191	39,423	40,946			
RS2	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,569.60			
	16.56	17.12	17.71	18.30	18.89	19.62			
RESOURCE TECHN 3	37,753	38,984	40,278	41,739	43,242	44,849			
RS3	1,447.20	1,494.40	1,544.00	1,600.00	1,657.60	1,719.20			
	18.09	18.68	19.30	20.00	20.72	21.49			
RESOURCE TECHN 4	39,423	40,946	42,386	43,972	45,537	47,228			
RS4	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40			
	18.89	19.62	20.31	21.07	21.82	22.63			
RESOURCE TECHN 5	43,972	45,558	47,207	48,981	50,734	52,696			
RS5	1,685.60	1,746.40	1,809.60	1,877.60	1,944.80	2,020.00			
	21.07	21.83	22.62	23.47	24.31	25.25			
RESOURCE TECHN 6	48,981	50,734	52,696	54,741	56,849	59,040			
RS6	1,877.60	1,944.80	2,020.00	2,098.40	2,179.20	2,263.20			
	23.47	24.31	25.25	26.23	27.24	28.29			

Effective 2006 03 18 Through 2006 12 22

SCIENTIST 1	44,540	46,072	47,812	49,514	51,311	53,240	55,340	57,477	59,671
SX1	1,707.38	1,766.10	1,832.80	1,898.05	1,966.93	2,040.88	2,121.35	2,203.28	2,287.38
	23.55	24.36	25.28	26.18	27.13	28.15	29.26	30.39	31.55

Effective 2006 12 23 Through 2007 03 16

SCIENTIST 1	45,883	47,453	49,250	51,009	52,843	54,829	57,004	59,198	61,467
SX1	1,758.85	1,819.03	1,887.90	1,955.33	2,025.65	2,101.78	2,185.15	2,269.25	2,356.25
	24.26	25.09	26.04	26.97	27.94	28.99	30.14	31.30	32.50

Effective 2006 03 18 Through 2006 12 22

SCIENTIST 2	54,432	56,456	58,555	60,806	63,245	65,685	68,409		
SX2	2,086.55	2,164.13	2,244.60	2,330.88	2,424.40	2,517.93	2,622.33		
	28.78	29.85	30.96	32.15	33.44	34.73	36.17		

Effective 2006 12 23 Through 2007 03 16

SCIENTIST 2	56,058	58,158	60,314	62,621	65,137	67,652	70,470		
SX2	2,148.90	2,229.38	2,312.03	2,400.48	2,496.90	2,593.33	2,701.35		
	29.64	30.75	31.89	33.11	34.44	35.77	37.26		

PHYSICAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULES

Effective 2006 03 18 Through 2006 12 22

SCIENTIST 3	63,245	65,685	68,409	71,284	74,291	77,487	80,891	84,371
SX3	2,424.40	2,517.93	2,622.33	2,732.53	2,847.80	2,970.33	3,100.83	3,234.23
	33.44	34.73	36.17	37.69	39.28	40.97	42.77	44.61

Effective 2006 12 23 Through 2007 03 16

SCIENTIST 3	65,137	67,652	70,470	73,421	76,522	79,813	83,312	86,906
SX3	2,496.90	2,593.33	2,701.35	2,814.45	2,933.35	3,059.50	3,193.63	3,331.38
	34.44	35.77	37.26	38.82	40.46	42.20	44.05	45.95

Effective 2006 03 18 Through 2007 03 16

SPACE & PLAN CONSUL	48,077	50,120	52,030	53,978	56,021	58,271	60,522
SPC	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	25.42	26.50	27.51	28.54	29.62	30.81	32.00

SURVEYOR 1	41,635	43,242	44,724	46,331	48,104	49,857	52,842
SV1	1,596.00	1,657.60	1,714.40	1,776.00	1,844.00	1,911.20	2,025.60
	19.95	20.72	21.43	22.20	23.05	23.89	25.32

SURVEYOR 2	52,842	54,762	56,870	58,998	61,419	63,757	66,449
SV2	2,025.60	2,099.20	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20
	25.32	26.24	27.25	28.27	29.43	30.55	31.84

SURVEYOR 3	54,762	56,870	58,998	61,419	63,757	66,449	69,120
SV3	2,099.20	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60
	26.24	27.25	28.27	29.43	30.55	31.84	33.12

SURVEYOR 4	56,870	58,998	61,419	63,757	66,449	69,120	72,146
SV4	2,180.00	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60	2,765.60
	27.25	28.27	29.43	30.55	31.84	33.12	34.57

TECH ENG OFF 1	44,724	46,331	48,104	49,857	51,694	53,718
TE1	1,714.40	1,776.00	1,844.00	1,911.20	1,981.60	2,059.20
	21.43	22.20	23.05	23.89	24.77	25.74

TECH ENG OFF 2	48,981	50,734	52,696	54,741	56,849	59,040
TE2	1,877.60	1,944.80	2,020.00	2,098.40	2,179.20	2,263.20
	23.47	24.31	25.25	26.23	27.24	28.29

TECH ENG OFF 3	51,944	53,948	56,014	58,268	60,584	62,943
TE3	1,991.20	2,068.00	2,147.20	2,233.60	2,322.40	2,412.80
	24.89	25.85	26.84	27.92	29.03	30.16

TECHNICAL ENGIN OFF	40,946	42,386	43,972	45,537	47,228	49,085
TEO	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40	1,881.60
	19.62	20.31	21.07	21.82	22.63	23.52

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

AG TECHNLGST 1	30,407	31,367	32,369	33,412	34,497	35,750				
AG1	1,165.60	1,202.40	1,240.80	1,280.80	1,322.40	1,370.40				
	14.57	15.03	15.51	16.01	16.53	17.13				
AG TECHNLGST 2	34,330	35,416	36,626	37,878	39,151	40,404				
AG2	1,316.00	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80				
	16.45	16.97	17.55	18.15	18.76	19.36				
AG TECHNLGST 3	38,546	39,882	41,259	42,678	44,264	45,851				
AG3	1,477.60	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60				
	18.47	19.11	19.77	20.45	21.21	21.97				
AG TECHNLGST 4	41,259	42,678	44,264	45,851	47,562	49,357				
AG4	1,581.60	1,636.00	1,696.80	1,757.60	1,823.20	1,892.00				
	19.77	20.45	21.21	21.97	22.79	23.65				
AG TECHNLGST 5	45,851	47,499	49,315	51,110	52,988	55,054				
AG5	1,757.60	1,820.80	1,890.40	1,959.20	2,031.20	2,110.40				
	21.97	22.76	23.63	24.49	25.39	26.38				
AG TECHNLGST 6	51,423	53,238	55,304	57,412	59,729	62,108				
AG6	1,971.20	2,040.80	2,120.00	2,200.80	2,289.60	2,380.80				
	24.64	25.51	26.50	27.51	28.62	29.76				
AGROLOGIST 1	39,151	40,404	41,969	43,451	45,078	46,685	48,417	50,317	52,111	
G1	1,500.80	1,548.80	1,608.80	1,665.60	1,728.00	1,789.60	1,856.00	1,928.80	1,997.60	
	18.76	19.36	20.11	20.82	21.60	22.37	23.20	24.11	24.97	
AGROLOGIST 2	44,327	45,851	47,499	49,315	51,110	52,988	55,054	57,204	59,332	
G2	1,699.20	1,757.60	1,820.80	1,890.40	1,959.20	2,031.20	2,110.40	2,192.80	2,274.40	
	21.24	21.97	22.76	23.63	24.49	25.39	26.38	27.41	28.43	
AGROLOGIST 3	54,157	56,139	58,289	60,480	62,964	65,343	68,118	70,143		
G3	2,076.00	2,152.00	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	2,688.80		
	25.95	26.90	27.93	28.98	30.17	31.31	32.64	33.61		
AGROLOGIST 4	58,289	60,480	62,964	65,343	68,118	70,852	73,941			
G4	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	2,834.40			
	27.93	28.98	30.17	31.31	32.64	33.95	35.43			
AGROLOGIST 5	60,480	62,964	65,343	68,118	70,852	73,941	77,176	79,492		
G5	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	2,834.40	2,958.40	3,047.20		
	28.98	30.17	31.31	32.64	33.95	35.43	36.98	38.09		
AGROLOGIST 6	65,343	68,118	70,852	73,941	77,176	80,473	83,917			
G6	2,504.80	2,611.20	2,716.00	2,834.40	2,958.40	3,084.80	3,216.80			
	31.31	32.64	33.95	35.43	36.98	38.56	40.21			
ARCHITECT 1	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200
AR1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

ARCHITECT 2	49,287	51,368	53,335	55,321	57,420	59,727	62,035				
AR2	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00				
	26.06	27.16	28.20	29.25	30.36	31.58	32.80				
ARCHITECT 3	56,172	58,252	60,522	62,924	65,345	68,087	70,924				
AR3	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75				
	29.70	30.80	32.00	33.27	34.55	36.00	37.50				
ARCHITECT 4	60,522	62,924	65,345	68,087	70,924	73,912	77,109				
AR4	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83				
	32.00	33.27	34.55	36.00	37.50	39.08	40.77				
BIOLOGIST 1	41,217	42,804	44,327	45,976	47,624	49,377	51,339	53,176			
BL1	1,580.00	1,640.80	1,699.20	1,762.40	1,825.60	1,892.80	1,968.00	2,038.40			
	19.75	20.51	21.24	22.03	22.82	23.66	24.60	25.48			
BIOLOGIST 2	50,296	52,445	54,303	56,390	58,560	60,897	63,339				
BL2	1,928.00	2,010.40	2,081.60	2,161.60	2,244.80	2,334.40	2,428.00				
	24.10	25.13	26.02	27.02	28.06	29.18	30.35				
BIOLOGIST 3	54,303	56,390	58,560	60,897	63,339	65,802	68,598				
BL3	2,081.60	2,161.60	2,244.80	2,334.40	2,428.00	2,522.40	2,629.60				
	26.02	27.02	28.06	29.18	30.35	31.53	32.87				
BIOLOGIST 4	61,670	64,195	66,658	69,454	72,251	75,423	78,720				
BL4	2,364.00	2,460.80	2,555.20	2,662.40	2,769.60	2,891.20	3,017.60				
	29.55	30.76	31.94	33.28	34.62	36.14	37.72				
CHEMIST 1	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200	
CH1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60	
CHEMIST 2	44,332	45,864	47,567	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
CH2	1,699.40	1,758.13	1,823.38	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	23.44	24.25	25.15	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
CHEMIST 3	54,167	56,172	58,252	60,522	62,924	65,345	68,087				
CH3	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00				
	28.64	29.70	30.80	32.00	33.27	34.55	36.00				
CODES & STANDARDS OFFICER	52,216	54,094	56,181	58,372	60,605	62,943					
CSO	2,001.60	2,073.60	2,153.60	2,237.60	2,323.20	2,412.80					
	25.02	25.92	26.92	27.97	29.04	30.16					
DRAFTING TECHN 1	28,559	29,410	30,393	31,301	32,379	33,495					
DM1	1,094.75	1,127.38	1,165.08	1,199.88	1,241.20	1,283.98					
	15.10	15.55	16.07	16.55	17.12	17.71					
DRAFTING TECHN 2	34,327	35,462	36,578	37,883	39,207	40,512					
DM2	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95					
	18.15	18.75	19.34	20.03	20.73	21.42					
DRAFTING TECHN 3	37,883	39,207	40,512	41,987	43,424	45,032					
DM3	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23					
	20.03	20.73	21.42	22.20	22.96	23.81					

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

DRAFTING TECHN 4	40,512	41,987	43,424	45,032	46,734	48,474			
DM4	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18			
	21.42	22.20	22.96	23.81	24.71	25.63			
DRAFTING TECHN 5	43,424	45,032	46,734	48,474	50,214	52,200			
DM5	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00			
	22.96	23.81	24.71	25.63	26.55	27.60			
DRAFTING TECHN 6	47,567	49,287	51,065	52,976	55,075	57,212			
DM6	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13			
	25.15	26.06	27.00	28.01	29.12	30.25			
ENGINEERING AID 1	29,030	29,864	30,845	31,847	32,828	34,059			
EA1	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40	1,305.60			
	13.91	14.31	14.78	15.26	15.73	16.32			
ENGINEERING AID 2	33,850	34,936	36,042	37,252	38,546	39,882			
EA2	1,297.60	1,339.20	1,381.60	1,428.00	1,477.60	1,528.80			
	16.22	16.74	17.27	17.85	18.47	19.11			
ENGINEERING AID 3	37,252	38,546	39,882	41,259	42,678	44,264			
EA3	1,428.00	1,477.60	1,528.80	1,581.60	1,636.00	1,696.80			
	17.85	18.47	19.11	19.77	20.45	21.21			
ENGINEERING AID 4	39,882	41,259	42,678	44,264	45,851	47,562			
EA4	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60	1,823.20			
	19.11	19.77	20.45	21.21	21.97	22.79			
ENVIRONMENTAL OFF 1	36,010	37,278	38,488	39,812	41,231	42,706	44,257	45,864	47,642
EO1	1,380.40	1,428.98	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50	1,758.13	1,826.28
	19.04	19.71	20.35	21.05	21.80	22.58	23.40	24.25	25.19
ENVIRONMENTAL OFF 2	41,231	42,706	44,257	45,864	47,547	49,287	51,065	52,976	55,056
EO2	1,580.50	1,637.05	1,696.50	1,758.13	1,822.65	1,889.35	1,957.50	2,030.73	2,110.48
	21.80	22.58	23.40	24.25	25.14	26.06	27.00	28.01	29.11
ENVIRONMENTAL OFF 3	47,547	49,287	51,368	53,335	55,321	57,420	59,727	62,035	64,550
EO3	1,822.65	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43
	25.14	26.06	27.16	28.20	29.25	30.36	31.58	32.80	34.13
ENVIRONMENTAL OFF 4	49,287	51,368	53,335	55,321	57,420	59,727	62,035	64,550	67,236
EO4	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	2,577.38
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	34.13	35.55
ENVIRONMENTAL OFF 5	54,167	56,172	58,252	60,522	62,924	65,345	68,087	70,924	73,912
EO5	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30
	28.64	29.70	30.80	32.00	33.27	34.55	36.00	37.50	39.08
FORESTER 1	42,470	44,097	45,642	47,332	49,044	50,838	52,884	54,783	
FO1	1,628.00	1,690.40	1,749.60	1,814.40	1,880.00	1,948.80	2,027.20	2,100.00	
	20.35	21.13	21.87	22.68	23.50	24.36	25.34	26.25	
FORESTER 2	51,819	54,031	55,931	58,080	60,334	62,713	65,238		
FO2	1,986.40	2,071.20	2,144.00	2,226.40	2,312.80	2,404.00	2,500.80		
	24.83	25.89	26.80	27.83	28.91	30.05	31.26		

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

FORESTER 3	57,558	59,771	62,087	64,550	67,138	69,767	72,710				
FO3	2,206.40	2,291.20	2,380.00	2,474.40	2,573.60	2,674.40	2,787.20				
	27.58	28.64	29.75	30.93	32.17	33.43	34.84				
FORESTER 4	65,364	68,056	70,664	73,628	76,612	79,951	83,458				
FO4	2,505.60	2,608.80	2,708.80	2,822.40	2,936.80	3,064.80	3,199.20				
	31.32	32.61	33.86	35.28	36.71	38.31	39.99				
GEOLOGIST 1	37,878	39,151	40,404	41,969	43,451	45,078	46,685	48,417	50,317	52,111	
GE1	1,452.00	1,500.80	1,548.80	1,608.80	1,665.60	1,728.00	1,789.60	1,856.00	1,928.80	1,997.60	
	18.15	18.76	19.36	20.11	20.82	21.60	22.37	23.20	24.11	24.97	
GEOLOGIST 2	51,423	53,238	55,304	57,412	59,729	62,108	64,508				
GE2	1,971.20	2,040.80	2,120.00	2,200.80	2,289.60	2,380.80	2,472.80				
	24.64	25.51	26.50	27.51	28.62	29.76	30.91				
GEOLOGIST 3	58,289	60,480	62,964	65,343	68,118	70,852	73,941				
GE3	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	2,834.40				
	27.93	28.98	30.17	31.31	32.64	33.95	35.43				
GEOLOGIST 4	65,343	68,118	70,852	73,941	77,176	80,473	83,917				
GE4	2,504.80	2,611.20	2,716.00	2,834.40	2,958.40	3,084.80	3,216.80				
	31.31	32.64	33.95	35.43	36.98	38.56	40.21				
HATCHERY SUPT	33,412										
HAS	1,280.80										
	16.01										
HYDROMETEOROLOGIST	60,579	62,943	65,439	67,993	70,792	73,780	76,882				
HYD	2,322.18	2,412.80	2,508.50	2,606.38	2,713.68	2,828.23	2,947.13				
	32.03	33.28	34.60	35.95	37.43	39.01	40.65				
IND HYGIENIST 1	51,254	53,430	55,472	57,534	59,709	62,111	64,513				
IG1	1,964.75	2,048.13	2,126.43	2,205.45	2,288.83	2,380.90	2,472.98				
	27.10	28.25	29.33	30.42	31.57	32.84	34.11				
IND HYGIENIST 2	57,685	59,822	62,092	64,588	67,104	69,827	72,740				
IG2	2,211.25	2,293.18	2,380.18	2,475.88	2,572.30	2,676.70	2,788.35				
	30.50	31.63	32.83	34.15	35.48	36.92	38.46				
IND HYGIENIST 3	65,534	68,182	70,811	73,742	76,806	80,078	83,539				
IG3	2,512.13	2,613.63	2,714.40	2,826.78	2,944.23	3,069.65	3,202.33				
	34.65	36.05	37.44	38.99	40.61	42.34	44.17				
INTERIOR DESIGNER	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200	
IND	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60	
LAB TECHNOLOGIST 1	28,559	29,410	30,393	31,301	32,379	33,495					
LB1	1,094.75	1,127.38	1,165.08	1,199.88	1,241.20	1,283.98					
	15.10	15.55	16.07	16.55	17.12	17.71					
LAB TECHNOLOGIST 2	32,379	33,495	34,554	35,746	37,051	38,280					
LB2	1,241.20	1,283.98	1,324.58	1,370.25	1,420.28	1,467.40					
	17.12	17.71	18.27	18.90	19.59	20.24					

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

LAB TECHNOLOGIST 3	37,883	39,207	40,512	41,987	43,424	45,032
LB3	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23
	20.03	20.73	21.42	22.20	22.96	23.81
PARK PLANNER 1	43,424	45,032	46,734	48,474	50,214	52,200
KP1	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00
	22.96	23.81	24.71	25.63	26.55	27.60
PARK PLANNER 2	51,368	53,335	55,321	57,420	59,727	62,035
KP2	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00
	27.16	28.20	29.25	30.36	31.58	32.80
PARK PLANNER 3	56,172	58,252	60,522	62,924	65,345	68,087
KP3	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00
	29.70	30.80	32.00	33.27	34.55	36.00
PARK PLANNER 4	60,522	62,924	65,345	68,087	70,924	73,912
KP4	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30
	32.00	33.27	34.55	36.00	37.50	39.08
PLANNER 1	45,864	47,567	49,287	51,065	52,976	55,075
LP1	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20
	24.25	25.15	26.06	27.00	28.01	29.12
PLANNER 2	51,368	53,335	55,321	57,420	59,727	62,035
LP2	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00
	27.16	28.20	29.25	30.36	31.58	32.80
PLANNER 3	60,522	62,924	65,345	68,087	70,924	73,912
LP3	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30
	32.00	33.27	34.55	36.00	37.50	39.08
PLANNER 4	62,924	65,345	68,087	70,924	73,912	77,109
LP4	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83
	33.27	34.55	36.00	37.50	39.08	40.77
PLANNER 5	64,115	66,725	69,449	72,418	75,558	78,792
LP5	2,457.75	2,557.80	2,662.20	2,776.03	2,896.38	3,020.35
	33.90	35.28	36.72	38.29	39.95	41.66
PLANNING ASST 1	34,327	35,462	36,578	37,883	39,207	40,512
AP1	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95
	18.15	18.75	19.34	20.03	20.73	21.42
PLANNING ASST 2	39,812	41,231	42,706	44,257	45,902	47,585
AP2	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10
	21.05	21.80	22.58	23.40	24.27	25.16
RESOURCE MGMT ASST 1	25,106	25,816	26,650	27,277	28,195	
RE1	962.4	989.6	1,021.60	1,045.60	1,080.80	
	12.03	12.37	12.77	13.07	13.51	
RESOURCE MGMT ASST 2	26,650	27,277	28,195	29,030	29,864	
RE2	1,021.60	1,045.60	1,080.80	1,112.80	1,144.80	
	12.77	13.07	13.51	13.91	14.31	

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

RESOURCE MGMT ASST 3	29,030	29,864	30,845	31,847	32,828					
RE3	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40					
	13.91	14.31	14.78	15.26	15.73					
RESOURCE MGMT ASST 4	30,845	31,847	32,828	34,059	35,144					
RE4	1,182.40	1,220.80	1,258.40	1,305.60	1,347.20					
	14.78	15.26	15.73	16.32	16.84					
RESOURCE PLANNER 1	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200
RP1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60
RESOURCE PLANNER 2	49,287	51,368	53,335	55,321	57,420	59,727	62,035			
RP2	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00			
	26.06	27.16	28.20	29.25	30.36	31.58	32.80			
RESOURCE PLANNER 3	53,335	55,321	57,420	59,727	62,035	64,550	67,236			
RP3	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	2,577.38			
	28.20	29.25	30.36	31.58	32.80	34.13	35.55			
RESOURCE PLANNER 4	60,522	62,924	65,345	68,087	70,924	73,912	77,109			
RP4	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83			
	32.00	33.27	34.55	36.00	37.50	39.08	40.77			
RESOURCE TECHN 1	32,244	33,266	34,330	35,416	36,626	37,878				
RS1	1,236.00	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00				
	15.45	15.94	16.45	16.97	17.55	18.15				
RESOURCE TECHN 2	35,416	36,626	37,878	39,151	40,404	41,969				
RS2	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80	1,608.80				
	16.97	17.55	18.15	18.76	19.36	20.11				
RESOURCE TECHN 3	38,692	39,965	41,280	42,783	44,327	45,976				
RS3	1,483.20	1,532.00	1,582.40	1,640.00	1,699.20	1,762.40				
	18.54	19.15	19.78	20.50	21.24	22.03				
RESOURCE TECHN 4	40,404	41,969	43,451	45,078	46,685	48,417				
RS4	1,548.80	1,608.80	1,665.60	1,728.00	1,789.60	1,856.00				
	19.36	20.11	20.82	21.60	22.37	23.20				
RESOURCE TECHN 5	45,078	46,706	48,397	50,212	52,007	54,011				
RS5	1,728.00	1,790.40	1,855.20	1,924.80	1,993.60	2,070.40				
	21.60	22.38	23.19	24.06	24.92	25.88				
RESOURCE TECHN 6	50,212	52,007	54,011	56,118	58,268	60,522				
RS6	1,924.80	1,993.60	2,070.40	2,151.20	2,233.60	2,320.00				
	24.06	24.92	25.88	26.89	27.92	29.00				
SCIENTIST 1	47,037	48,644	50,479	52,276	54,167	56,191	58,423	60,673	63,000	
SX1	1,803.08	1,864.70	1,935.03	2,003.90	2,076.40	2,153.98	2,239.53	2,325.80	2,414.98	
	24.87	25.72	26.69	27.64	28.64	29.71	30.89	32.08	33.31	
SCIENTIST 2	57,458	59,614	61,827	64,191	66,763	69,335	72,229			
SX2	2,202.55	2,285.20	2,370.03	2,460.65	2,559.25	2,657.85	2,768.78			
	30.38	31.52	32.69	33.94	35.30	36.66	38.19			

PHYSICAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

SCIENTIST 3	66,763	69,335	72,229	75,255	78,433	81,818	85,393	89,081
SX3	2,559.25	2,657.85	2,768.78	2,884.78	3,006.58	3,136.35	3,273.38	3,414.75
	35.30	36.66	38.19	39.79	41.47	43.26	45.15	47.10
SPACE & PLAN CONSUL	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
SPC	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
SURVEYOR 1	42,678	44,327	45,851	47,499	49,315	51,110	54,157	
SV1	1,636.00	1,699.20	1,757.60	1,820.80	1,890.40	1,959.20	2,076.00	
	20.45	21.24	21.97	22.76	23.63	24.49	25.95	
SURVEYOR 2	54,157	56,139	58,289	60,480	62,964	65,343	68,118	
SV2	2,076.00	2,152.00	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	
	25.95	26.90	27.93	28.98	30.17	31.31	32.64	
SURVEYOR 3	56,139	58,289	60,480	62,964	65,343	68,118	70,852	
SV3	2,152.00	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	
	26.90	27.93	28.98	30.17	31.31	32.64	33.95	
SURVEYOR 4	58,289	60,480	62,964	65,343	68,118	70,852	73,941	
SV4	2,234.40	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	2,834.40	
	27.93	28.98	30.17	31.31	32.64	33.95	35.43	
TECH ENG OFF 1	45,851	47,499	49,315	51,110	52,988	55,054		
TE1	1,757.60	1,820.80	1,890.40	1,959.20	2,031.20	2,110.40		
	21.97	22.76	23.63	24.49	25.39	26.38		
TECH ENG OFF 2	50,212	52,007	54,011	56,118	58,268	60,522		
TE2	1,924.80	1,993.60	2,070.40	2,151.20	2,233.60	2,320.00		
	24.06	24.92	25.88	26.89	27.92	29.00		
TECH ENG OFF 3	53,238	55,304	57,412	59,729	62,108	64,508		
TE3	2,040.80	2,120.00	2,200.80	2,289.60	2,380.80	2,472.80		
	25.51	26.50	27.51	28.62	29.76	30.91		
TECHNICAL ENGIN OFF	41,969	43,451	45,078	46,685	48,417	50,317		
TEO	1,608.80	1,665.60	1,728.00	1,789.60	1,856.00	1,928.80		
	20.11	20.82	21.60	22.37	23.20	24.11		

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Effective 2008 03 15 Through 2009 03 13

AG TECHNLGST 1	31,158	32,160	33,183	34,247	35,353	36,647				
AG1	1,194.40	1,232.80	1,272.00	1,312.80	1,355.20	1,404.80				
	14.93	15.41	15.90	16.41	16.94	17.56				
AG TECHNLGST 2	35,186	36,292	37,544	38,817	40,132	41,405				
AG2	1,348.80	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20				
	16.86	17.39	17.99	18.60	19.23	19.84				
AG TECHNLGST 3	39,506	40,884	42,282	43,743	45,371	46,998				
AG3	1,514.40	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60				
	18.93	19.59	20.26	20.96	21.74	22.52				
AG TECHNLGST 4	42,282	43,743	45,371	46,998	48,751	50,588				
AG4	1,620.80	1,676.80	1,739.20	1,801.60	1,868.80	1,939.20				
	20.26	20.96	21.74	22.52	23.36	24.24				
AG TECHNLGST 5	46,998	48,689	50,546	52,383	54,303	56,431				
AG5	1,801.60	1,866.40	1,937.60	2,008.00	2,081.60	2,163.20				
	22.52	23.33	24.22	25.10	26.02	27.04				
AG TECHNLGST 6	52,717	54,574	56,682	58,852	61,231	63,652				
AG6	2,020.80	2,092.00	2,172.80	2,256.00	2,347.20	2,440.00				
	25.26	26.15	27.16	28.20	29.34	30.50				
AGROLOGIST 1	40,132	41,405	43,012	44,536	46,205	47,854	49,628	51,569	53,405	
G1	1,538.40	1,587.20	1,648.80	1,707.20	1,771.20	1,834.40	1,902.40	1,976.80	2,047.20	
	19.23	19.84	20.61	21.34	22.14	22.93	23.78	24.71	25.59	
AGROLOGIST 2	45,433	46,998	48,689	50,546	52,383	54,303	56,431	58,644	60,814	
G2	1,741.60	1,801.60	1,866.40	1,937.60	2,008.00	2,081.60	2,163.20	2,248.00	2,331.20	
	21.77	22.52	23.33	24.22	25.10	26.02	27.04	28.10	29.14	
AGROLOGIST 3	55,513	57,537	59,750	61,983	64,529	66,971	69,830	71,896		
G3	2,128.00	2,205.60	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	2,756.00		
	26.60	27.57	28.63	29.70	30.92	32.09	33.46	34.45		
AGROLOGIST 4	59,750	61,983	64,529	66,971	69,830	72,626	75,798			
G4	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	2,905.60			
	28.63	29.70	30.92	32.09	33.46	34.80	36.32			
AGROLOGIST 5	61,983	64,529	66,971	69,830	72,626	75,798	79,096	81,475		
G5	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	2,905.60	3,032.00	3,123.20		
	29.70	30.92	32.09	33.46	34.80	36.32	37.90	39.04		
AGROLOGIST 6	66,971	69,830	72,626	75,798	79,096	82,477	86,024			
G6	2,567.20	2,676.80	2,784.00	2,905.60	3,032.00	3,161.60	3,297.60			
	32.09	33.46	34.80	36.32	37.90	39.52	41.22			
ARCHITECT 1	38,829	40,190	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505
AR1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03
	20.53	21.25	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

ARCHITECT 2	50,517	52,654	54,678	56,701	58,857	61,222	63,586			
AR2	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45			
	26.71	27.84	28.91	29.98	31.12	32.37	33.62			
ARCHITECT 3	57,571	59,709	62,035	64,494	66,971	69,789	72,702			
AR3	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90			
	30.44	31.57	32.80	34.10	35.41	36.90	38.44			
ARCHITECT 4	62,035	64,494	66,971	69,789	72,702	75,766	79,038			
AR4	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78			
	32.80	34.10	35.41	36.90	38.44	40.06	41.79			
BIOLOGIST 1	42,240	43,868	45,433	47,124	48,814	50,609	52,633	54,511		
BL1	1,619.20	1,681.60	1,741.60	1,806.40	1,871.20	1,940.00	2,017.60	2,089.60		
	20.24	21.02	21.77	22.58	23.39	24.25	25.22	26.12		
BIOLOGIST 2	51,548	53,760	55,659	57,809	60,021	62,421	64,925			
BL2	1,976.00	2,060.80	2,133.60	2,216.00	2,300.80	2,392.80	2,488.80			
	24.70	25.76	26.67	27.70	28.76	29.91	31.11			
BIOLOGIST 3	55,659	57,809	60,021	62,421	64,925	67,451	70,310			
BL3	2,133.60	2,216.00	2,300.80	2,392.80	2,488.80	2,585.60	2,695.20			
	26.67	27.70	28.76	29.91	31.11	32.32	33.69			
BIOLOGIST 4	63,214	65,802	68,327	71,186	74,066	77,301	80,682			
BL4	2,423.20	2,522.40	2,619.20	2,728.80	2,839.20	2,963.20	3,092.80			
	30.29	31.53	32.74	34.11	35.49	37.04	38.66			
CHEMIST 1	38,829	40,190	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505
CH1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03
	20.53	21.25	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29
CHEMIST 2	45,448	47,018	48,758	50,517	52,654	54,678	56,701	58,857	61,222	63,586
CH2	1,742.18	1,802.35	1,869.05	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45
	24.03	24.86	25.78	26.71	27.84	28.91	29.98	31.12	32.37	33.62
CHEMIST 3	55,529	57,571	59,709	62,035	64,494	66,971	69,789			
CH3	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25			
	29.36	30.44	31.57	32.80	34.10	35.41	36.90			
CODES & STANDARDS OFFICER	53,531	55,451	57,579	59,833	62,129	64,508				
CSO	2,052.00	2,125.60	2,207.20	2,293.60	2,381.60	2,472.80				
	25.65	26.57	27.59	28.67	29.77	30.91				
DRAFTING TECHN 1	29,277	30,147	31,150	32,077	33,193	34,327				
DM1	1,122.30	1,155.65	1,194.08	1,229.60	1,272.38	1,315.88				
	15.48	15.94	16.47	16.96	17.55	18.15				
DRAFTING TECHN 2	35,178	36,351	37,486	38,829	40,190	41,533				
DM2	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10				
	18.60	19.22	19.82	20.53	21.25	21.96				
DRAFTING TECHN 3	38,829	40,190	41,533	43,046	44,503	46,167				
DM3	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73				
	20.53	21.25	21.96	22.76	23.53	24.41				

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

DRAFTING TECHN 4	41,533	43,046	44,503	46,167	47,907	49,685			
DM4	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58			
	21.96	22.76	23.53	24.41	25.33	26.27			
DRAFTING TECHN 5	44,503	46,167	47,907	49,685	51,463	53,505			
DM5	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03			
	23.53	24.41	25.33	26.27	27.21	28.29			
DRAFTING TECHN 6	48,758	50,517	52,351	54,300	56,456	58,650			
DM6	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23			
	25.78	26.71	27.68	28.71	29.85	31.01			
ENGINEERING AID 1	29,760	30,616	31,617	32,640	33,642	34,915			
EA1	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60	1,338.40			
	14.26	14.67	15.15	15.64	16.12	16.73			
ENGINEERING AID 2	34,706	35,812	36,939	38,191	39,506	40,884			
EA2	1,330.40	1,372.80	1,416.00	1,464.00	1,514.40	1,567.20			
	16.63	17.16	17.70	18.30	18.93	19.59			
ENGINEERING AID 3	38,191	39,506	40,884	42,282	43,743	45,371			
EA3	1,464.00	1,514.40	1,567.20	1,620.80	1,676.80	1,739.20			
	18.30	18.93	19.59	20.26	20.96	21.74			
ENGINEERING AID 4	40,884	42,282	43,743	45,371	46,998	48,751			
EA4	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60	1,868.80			
	19.59	20.26	20.96	21.74	22.52	23.36			
ENVIRONMENTAL OFF 1	37,656	38,961	40,247	41,628	43,122	44,635	46,280	47,964	49,817
EO1	1,443.48	1,493.50	1,542.80	1,595.73	1,653.00	1,711.00	1,774.08	1,838.60	1,909.65
	19.91	20.60	21.28	22.01	22.80	23.60	24.47	25.36	26.34
ENVIRONMENTAL OFF 2	43,122	44,635	46,280	47,964	49,723	51,519	53,392	55,377	57,571
EO2	1,653.00	1,711.00	1,774.08	1,838.60	1,906.03	1,974.90	2,046.68	2,122.80	2,206.90
	22.80	23.60	24.47	25.36	26.29	27.24	28.23	29.28	30.44
ENVIRONMENTAL OFF 3	49,723	51,519	53,713	55,775	57,836	60,030	62,451	64,853	67,482
EO3	1,906.03	1,974.90	2,059.00	2,138.03	2,217.05	2,301.15	2,393.95	2,486.03	2,586.80
	26.29	27.24	28.40	29.49	30.58	31.74	33.02	34.29	35.68
ENVIRONMENTAL OFF 4	51,519	53,713	55,775	57,836	60,030	62,451	64,853	67,482	70,300
EO4	1,974.90	2,059.00	2,138.03	2,217.05	2,301.15	2,393.95	2,486.03	2,586.80	2,694.83
	27.24	28.40	29.49	30.58	31.74	33.02	34.29	35.68	37.17
ENVIRONMENTAL OFF 5	56,645	58,725	60,900	63,283	65,780	68,314	71,189	74,158	77,279
EO5	2,171.38	2,251.13	2,334.50	2,425.85	2,521.55	2,618.70	2,728.90	2,842.73	2,962.35
	29.95	31.05	32.20	33.46	34.78	36.12	37.64	39.21	40.86
FORESTER 1	44,411	46,101	47,729	49,503	51,277	53,155	55,284	57,287	
FO1	1,702.40	1,767.20	1,829.60	1,897.60	1,965.60	2,037.60	2,119.20	2,196.00	
	21.28	22.09	22.87	23.72	24.57	25.47	26.49	27.45	
FORESTER 2	54,177	56,494	58,477	60,731	63,068	65,572	68,202		
FO2	2,076.80	2,165.60	2,241.60	2,328.00	2,417.60	2,513.60	2,614.40		
	25.96	27.07	28.02	29.10	30.22	31.42	32.68		

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

FORESTER 3	60,188	62,504	64,904	67,471	70,184	72,960	76,007				
FO3	2,307.20	2,396.00	2,488.00	2,586.40	2,690.40	2,796.80	2,913.60				
	28.84	29.95	31.10	32.33	33.63	34.96	36.42				
FORESTER 4	68,327	71,165	73,878	76,967	80,098	83,604	87,256				
FO4	2,619.20	2,728.00	2,832.00	2,950.40	3,070.40	3,204.80	3,344.80				
	32.74	34.10	35.40	36.88	38.38	40.06	41.81				
GEOLOGIST 1	38,817	40,132	41,405	43,012	44,536	46,205	47,854	49,628	51,569	53,405	
GE1	1,488.00	1,538.40	1,587.20	1,648.80	1,707.20	1,771.20	1,834.40	1,902.40	1,976.80	2,047.20	
	18.60	19.23	19.84	20.61	21.34	22.14	22.93	23.78	24.71	25.59	
GEOLOGIST 2	52,717	54,574	56,682	58,852	61,231	63,652	66,115				
GE2	2,020.80	2,092.00	2,172.80	2,256.00	2,347.20	2,440.00	2,534.40				
	25.26	26.15	27.16	28.20	29.34	30.50	31.68				
GEOLOGIST 3	59,750	61,983	64,529	66,971	69,830	72,626	75,798				
GE3	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	2,905.60				
	28.63	29.70	30.92	32.09	33.46	34.80	36.32				
GEOLOGIST 4	66,971	69,830	72,626	75,798	79,096	82,477	86,024				
GE4	2,567.20	2,676.80	2,784.00	2,905.60	3,032.00	3,161.60	3,297.60				
	32.09	33.46	34.80	36.32	37.90	39.52	41.22				
HATCHERY SUPT	34,247										
HAS	1,312.80										
	16.41										
HYDROMETEOROLOGIST	62,092	64,513	67,085	69,695	72,570	75,634	78,811				
HYD	2,380.18	2,472.98	2,571.58	2,671.63	2,781.83	2,899.28	3,021.08				
	32.83	34.11	35.47	36.85	38.37	39.99	41.67				
IND HYGIENIST 1	52,541	54,772	56,853	58,971	61,203	63,661	66,120				
IG1	2,014.05	2,099.60	2,179.35	2,260.55	2,346.10	2,440.35	2,534.60				
	27.78	28.96	30.06	31.18	32.36	33.66	34.96				
IND HYGIENIST 2	59,122	61,316	63,643	66,196	68,787	71,567	74,555				
IG2	2,266.35	2,350.45	2,439.63	2,537.50	2,636.83	2,743.40	2,857.95				
	31.26	32.42	33.65	35.00	36.37	37.84	39.42				
IND HYGIENIST 3	67,179	69,884	72,588	75,577	78,735	82,083	85,620				
IG3	2,575.20	2,678.88	2,782.55	2,897.10	3,018.18	3,146.50	3,282.08				
	35.52	36.95	38.38	39.96	41.63	43.40	45.27				
INTERIOR DESIGNER	38,829	40,190	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505	
IND	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	
	20.53	21.25	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29	
LAB TECHNOLOGIST 1	30,450	31,358	32,398	33,363	34,516	35,708					
LB1	1,167.25	1,202.05	1,241.93	1,278.90	1,323.13	1,368.80					
	16.10	16.58	17.13	17.64	18.25	18.88					
LAB TECHNOLOGIST 2	34,516	35,708	36,843	38,091	39,491	40,814					
LB2	1,323.13	1,368.80	1,412.30	1,460.15	1,513.80	1,564.55					
	18.25	18.88	19.48	20.14	20.88	21.58					

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

LAB TECHNOLOGIST 3	40,380	41,798	43,197	44,767	46,280	48,020
LB3	1,547.88	1,602.25	1,655.90	1,716.08	1,774.08	1,840.78
	21.35	22.10	22.84	23.67	24.47	25.39
PARK PLANNER 1	44,503	46,167	47,907	49,685	51,463	53,505
KP1	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03
	23.53	24.41	25.33	26.27	27.21	28.29
PARK PLANNER 2	52,654	54,678	56,701	58,857	61,222	63,586
KP2	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45
	27.84	28.91	29.98	31.12	32.37	33.62
PARK PLANNER 3	57,571	59,709	62,035	64,494	66,971	69,789
KP3	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25
	30.44	31.57	32.80	34.10	35.41	36.90
PARK PLANNER 4	62,035	64,494	66,971	69,789	72,702	75,766
KP4	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35
	32.80	34.10	35.41	36.90	38.44	40.06
PLANNER 1	47,018	48,758	50,517	52,351	54,300	56,456
LP1	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13
	24.86	25.78	26.71	27.68	28.71	29.85
PLANNER 2	52,654	54,678	56,701	58,857	61,222	63,586
LP2	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45
	27.84	28.91	29.98	31.12	32.37	33.62
PLANNER 3	62,035	64,494	66,971	69,789	72,702	75,766
LP3	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35
	32.80	34.10	35.41	36.90	38.44	40.06
PLANNER 4	64,494	66,971	69,789	72,702	75,766	79,038
LP4	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78
	34.10	35.41	36.90	38.44	40.06	41.79
PLANNER 5	65,723	68,390	71,189	74,234	77,449	80,759
LP5	2,519.38	2,621.60	2,728.90	2,845.63	2,968.88	3,095.75
	34.75	36.16	37.64	39.25	40.95	42.70
PLANNING ASST 1	35,178	36,351	37,486	38,829	40,190	41,533
AP1	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10
	18.60	19.22	19.82	20.53	21.25	21.96
PLANNING ASST 2	40,814	42,271	43,765	45,373	47,056	48,777
AP2	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78
	21.58	22.35	23.14	23.99	24.88	25.79
RESOURCE MGMT ASST 1	25,732	26,463	27,318	27,965	28,904	
RE1	986.4	1,014.40	1,047.20	1,072.00	1,108.00	
	12.33	12.68	13.09	13.40	13.85	
RESOURCE MGMT ASST 2	27,318	27,965	28,904	29,760	30,616	
RE2	1,047.20	1,072.00	1,108.00	1,140.80	1,173.60	
	13.09	13.40	13.85	14.26	14.67	

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

RESOURCE MGMT ASST 3	29,760	30,616	31,617	32,640	33,642					
RE3	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60					
	14.26	14.67	15.15	15.64	16.12					
RESOURCE MGMT ASST 4	31,617	32,640	33,642	34,915	36,021					
RE4	1,212.00	1,251.20	1,289.60	1,338.40	1,380.80					
	15.15	15.64	16.12	16.73	17.26					
RESOURCE PLANNER 1	38,829	40,190	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505
RP1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03
	20.53	21.25	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29
RESOURCE PLANNER 2	50,517	52,654	54,678	56,701	58,857	61,222	63,586			
RP2	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45			
	26.71	27.84	28.91	29.98	31.12	32.37	33.62			
RESOURCE PLANNER 3	54,678	56,701	58,857	61,222	63,586	66,158	68,919			
RP3	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	2,641.90			
	28.91	29.98	31.12	32.37	33.62	34.98	36.44			
RESOURCE PLANNER 4	62,035	64,494	66,971	69,789	72,702	75,766	79,038			
RP4	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78			
	32.80	34.10	35.41	36.90	38.44	40.06	41.79			
RESOURCE TECHN 1	33,057	34,101	35,186	36,292	37,544	38,817				
RS1	1,267.20	1,307.20	1,348.80	1,391.20	1,439.20	1,488.00				
	15.84	16.34	16.86	17.39	17.99	18.60				
RESOURCE TECHN 2	36,292	37,544	38,817	40,132	41,405	43,012				
RS2	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20	1,648.80				
	17.39	17.99	18.60	19.23	19.84	20.61				
RESOURCE TECHN 3	39,652	40,967	42,303	43,847	45,433	47,124				
RS3	1,520.00	1,570.40	1,621.60	1,680.80	1,741.60	1,806.40				
	19.00	19.63	20.27	21.01	21.77	22.58				
RESOURCE TECHN 4	41,405	43,012	44,536	46,205	47,854	49,628				
RS4	1,587.20	1,648.80	1,707.20	1,771.20	1,834.40	1,902.40				
	19.84	20.61	21.34	22.14	22.93	23.78				
RESOURCE TECHN 5	46,205	47,875	49,607	51,464	53,301	55,367				
RS5	1,771.20	1,835.20	1,901.60	1,972.80	2,043.20	2,122.40				
	22.14	22.94	23.77	24.66	25.54	26.53				
RESOURCE TECHN 6	51,464	53,301	55,367	57,517	59,729	62,045				
RS6	1,972.80	2,043.20	2,122.40	2,204.80	2,289.60	2,378.40				
	24.66	25.54	26.53	27.56	28.62	29.73				
SCIENTIST 1	49,174	50,857	52,787	54,659	56,645	58,744	61,070	63,434	65,855	
SX1	1,885.00	1,949.53	2,023.48	2,095.25	2,171.38	2,251.85	2,341.03	2,431.65	2,524.45	
	26.00	26.89	27.91	28.90	29.95	31.06	32.29	33.54	34.82	
SCIENTIST 2	60,068	62,338	64,645	67,123	69,789	72,494	75,501			
SX2	2,302.60	2,389.60	2,478.05	2,573.03	2,675.25	2,778.93	2,894.20			
	31.76	32.96	34.18	35.49	36.90	38.33	39.92			

PHYSICAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

SCIENTIST 3	69,789	72,494	75,501	78,678	82,007	85,544	89,289	93,147
SX3	2,675.25	2,778.93	2,894.20	3,016.00	3,143.60	3,279.18	3,422.73	3,570.63
	36.90	38.33	39.92	41.60	43.36	45.23	47.21	49.25
SPACE & PLAN CONSUL	50,517	52,654	54,678	56,701	58,857	61,222	63,586	
SPC	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	
	26.71	27.84	28.91	29.98	31.12	32.37	33.62	
SURVEYOR 1	43,743	45,433	46,998	48,689	50,546	52,383	55,513	
SV1	1,676.80	1,741.60	1,801.60	1,866.40	1,937.60	2,008.00	2,128.00	
	20.96	21.77	22.52	23.33	24.22	25.10	26.60	
SURVEYOR 2	55,513	57,537	59,750	61,983	64,529	66,971	69,830	
SV2	2,128.00	2,205.60	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	
	26.60	27.57	28.63	29.70	30.92	32.09	33.46	
SURVEYOR 3	57,537	59,750	61,983	64,529	66,971	69,830	72,626	
SV3	2,205.60	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	
	27.57	28.63	29.70	30.92	32.09	33.46	34.80	
SURVEYOR 4	59,750	61,983	64,529	66,971	69,830	72,626	75,798	
SV4	2,290.40	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	2,905.60	
	28.63	29.70	30.92	32.09	33.46	34.80	36.32	
TECH ENG OFF 1	46,998	48,689	50,546	52,383	54,303	56,431		
TE1	1,801.60	1,866.40	1,937.60	2,008.00	2,081.60	2,163.20		
	22.52	23.33	24.22	25.10	26.02	27.04		
TECH ENG OFF 2	51,464	53,301	55,367	57,517	59,729	62,045		
TE2	1,972.80	2,043.20	2,122.40	2,204.80	2,289.60	2,378.40		
	24.66	25.54	26.53	27.56	28.62	29.73		
TECH ENG OFF 3	54,574	56,682	58,852	61,231	63,652	66,115		
TE3	2,092.00	2,172.80	2,256.00	2,347.20	2,440.00	2,534.40		
	26.15	27.16	28.20	29.34	30.50	31.68		
TECHNICAL ENGIN OFF	43,012	44,536	46,205	47,854	49,628	51,569		
TEO	1,648.80	1,707.20	1,771.20	1,834.40	1,902.40	1,976.80		
	20.61	21.34	22.14	22.93	23.78	24.71		

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Effective 2009 03 14 Through 2010 03 26

AG TECHNLGST 1	32,056	33,099	34,143	35,249	36,376	37,711				
AG1	1,228.80	1,268.80	1,308.80	1,351.20	1,394.40	1,445.60				
	15.36	15.86	16.36	16.89	17.43	18.07				
AG TECHNLGST 2	36,209	37,336	38,630	39,944	41,301	42,616				
AG2	1,388.00	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60				
	17.35	17.89	18.51	19.14	19.79	20.42				
AG TECHNLGST 3	40,654	42,073	43,513	45,016	46,685	48,355				
AG3	1,558.40	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60				
	19.48	20.16	20.85	21.57	22.37	23.17				
AG TECHNLGST 4	43,513	45,016	46,685	48,355	50,171	52,049				
AG4	1,668.00	1,725.60	1,789.60	1,853.60	1,923.20	1,995.20				
	20.85	21.57	22.37	23.17	24.04	24.94				
AG TECHNLGST 5	48,355	50,108	52,007	53,906	55,868	58,059				
AG5	1,853.60	1,920.80	1,993.60	2,066.40	2,141.60	2,225.60				
	23.17	24.01	24.92	25.83	26.77	27.82				
AG TECHNLGST 6	54,240	56,160	58,331	60,564	63,005	65,489				
AG6	2,079.20	2,152.80	2,236.00	2,321.60	2,415.20	2,510.40				
	25.99	26.91	27.95	29.02	30.19	31.38				
AGROLOGIST 1	41,301	42,616	44,264	45,830	47,541	49,231	51,068	53,071	54,950	
G1	1,583.20	1,633.60	1,696.80	1,756.80	1,822.40	1,887.20	1,957.60	2,034.40	2,106.40	
	19.79	20.42	21.21	21.96	22.78	23.59	24.47	25.43	26.33	
AGROLOGIST 2	46,748	48,355	50,108	52,007	53,906	55,868	58,059	60,334	62,588	
G2	1,792.00	1,853.60	1,920.80	1,993.60	2,066.40	2,141.60	2,225.60	2,312.80	2,399.20	
	22.40	23.17	24.01	24.92	25.83	26.77	27.82	28.91	29.99	
AGROLOGIST 3	57,120	59,207	61,482	63,778	66,407	68,911	71,854	73,983		
G3	2,189.60	2,269.60	2,356.80	2,444.80	2,545.60	2,641.60	2,754.40	2,836.00		
	27.37	28.37	29.46	30.56	31.82	33.02	34.43	35.45		
AGROLOGIST 4	61,482	63,778	66,407	68,911	71,854	74,734	77,990			
G4	2,356.80	2,444.80	2,545.60	2,641.60	2,754.40	2,864.80	2,989.60			
	29.46	30.56	31.82	33.02	34.43	35.81	37.37			
AGROLOGIST 5	63,778	66,407	68,911	71,854	74,734	77,990	81,391	83,833		
G5	2,444.80	2,545.60	2,641.60	2,754.40	2,864.80	2,989.60	3,120.00	3,213.60		
	30.56	31.82	33.02	34.43	35.81	37.37	39.00	40.17		
AGROLOGIST 6	68,911	71,854	74,734	77,990	81,391	84,877	88,529			
G6	2,641.60	2,754.40	2,864.80	2,989.60	3,120.00	3,253.60	3,393.60			
	33.02	34.43	35.81	37.37	39.00	40.67	42.42			
ARCHITECT 1	39,963	41,363	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056
AR1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48
	21.13	21.87	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

ARCHITECT 2	51,973	54,186	56,267	58,347	60,560	63,000	65,420				
AR2	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78				
	27.48	28.65	29.75	30.85	32.02	33.31	34.59				
ARCHITECT 3	59,236	61,449	63,832	66,366	68,919	71,813	74,801				
AR3	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38				
	31.32	32.49	33.75	35.09	36.44	37.97	39.55				
ARCHITECT 4	63,832	66,366	68,919	71,813	74,801	77,960	81,326				
AR4	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50				
	33.75	35.09	36.44	37.97	39.55	41.22	43.00				
BIOLOGIST 1	44,765	46,497	48,146	49,941	51,736	53,635	55,784	57,788			
BL1	1,716.00	1,782.40	1,845.60	1,914.40	1,983.20	2,056.00	2,138.40	2,215.20			
	21.45	22.28	23.07	23.93	24.79	25.70	26.73	27.69			
BIOLOGIST 2	54,637	56,995	58,977	61,273	63,611	66,157	68,807				
BL2	2,094.40	2,184.80	2,260.80	2,348.80	2,438.40	2,536.00	2,637.60				
	26.18	27.31	28.26	29.36	30.48	31.70	32.97				
BIOLOGIST 3	58,977	61,273	63,611	66,157	68,807	71,499	74,525				
BL3	2,260.80	2,348.80	2,438.40	2,536.00	2,637.60	2,740.80	2,856.80				
	28.26	29.36	30.48	31.70	32.97	34.26	35.71				
BIOLOGIST 4	67,012	69,725	72,418	75,444	78,511	81,913	85,503				
BL4	2,568.80	2,672.80	2,776.00	2,892.00	3,009.60	3,140.00	3,277.60				
	32.11	33.41	34.70	36.15	37.62	39.25	40.97				
CHEMIST 1	39,963	41,363	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056	
CH1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	21.13	21.87	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11	
CHEMIST 2	46,772	48,380	50,177	51,973	54,186	56,267	58,347	60,560	63,000	65,420	
CH2	1,792.93	1,854.55	1,923.43	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	
	24.73	25.58	26.53	27.48	28.65	29.75	30.85	32.02	33.31	34.59	
CHEMIST 3	57,137	59,236	61,449	63,832	66,366	68,919	71,813				
CH3	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83				
	30.21	31.32	32.49	33.75	35.09	36.44	37.97				
CODES & STANDARDS OFFICER	55,075	57,057	59,249	61,565	63,924	66,386					
CSO	2,111.20	2,187.20	2,271.20	2,360.00	2,450.40	2,544.80					
	26.39	27.34	28.39	29.50	30.63	31.81					
DRAFTING TECHN 1	30,129	31,017	32,058	33,003	34,157	35,330					
DM1	1,154.93	1,189.00	1,228.88	1,265.13	1,309.35	1,354.30					
	15.93	16.40	16.95	17.45	18.06	18.68					
DRAFTING TECHN 2	36,200	37,410	38,564	39,963	41,363	42,744					
DM2	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50					
	19.14	19.78	20.39	21.13	21.87	22.60					
DRAFTING TECHN 3	39,963	41,363	42,744	44,294	45,789	47,510					
DM3	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20					
	21.13	21.87	22.60	23.42	24.21	25.12					

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

DRAFTING TECHN 4	42,744	44,294	45,789	47,510	49,287	51,122			
DM4	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68			
	22.6	23.42	24.21	25.12	26.06	27.03			
DRAFTING TECHN 5	45,789	47,510	49,287	51,122	52,957	55,056			
DM5	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48			
	24.21	25.12	26.06	27.03	28.00	29.11			
DRAFTING TECHN 6	50,177	51,973	53,864	55,869	58,101	60,352			
DM6	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48			
	26.53	27.48	28.48	29.54	30.72	31.91			
ENGINEERING AID 1	30,616	31,513	32,536	33,579	34,623	35,937			
EA1	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20	1,377.60			
	14.67	15.10	15.59	16.09	16.59	17.22			
ENGINEERING AID 2	35,708	36,856	38,004	39,297	40,654	42,073			
EA2	1,368.80	1,412.80	1,456.80	1,506.40	1,558.40	1,612.80			
	17.11	17.66	18.21	18.83	19.48	20.16			
ENGINEERING AID 3	39,297	40,654	42,073	43,513	45,016	46,685			
EA3	1,506.40	1,558.40	1,612.80	1,668.00	1,725.60	1,789.60			
	18.83	19.48	20.16	20.85	21.57	22.37			
ENGINEERING AID 4	42,073	43,513	45,016	46,685	48,355	50,171			
EA4	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60	1,923.20			
	20.16	20.85	21.57	22.37	23.17	24.04			
ENVIRONMENTAL OFF 1	38,753	40,096	41,420	42,838	44,370	45,921	47,623	49,363	51,254
EO1	1,485.53	1,537.00	1,587.75	1,642.13	1,700.85	1,760.30	1,825.55	1,892.25	1,964.75
	20.49	21.20	21.90	22.65	23.46	24.28	25.18	26.10	27.10
ENVIRONMENTAL OFF 2	44,370	45,921	47,623	49,363	51,160	53,013	54,943	56,985	59,236
EO2	1,700.85	1,760.30	1,825.55	1,892.25	1,961.13	2,032.18	2,106.13	2,184.43	2,270.70
	23.46	24.28	25.18	26.10	27.05	28.03	29.05	30.13	31.32
ENVIRONMENTAL OFF 3	51,160	53,013	55,264	57,401	59,520	61,770	64,267	66,725	69,430
EO3	1,961.13	2,032.18	2,118.45	2,200.38	2,281.58	2,367.85	2,463.55	2,557.80	2,661.48
	27.05	28.03	29.22	30.35	31.47	32.66	33.98	35.28	36.71
ENVIRONMENTAL OFF 4	53,013	55,264	57,401	59,520	61,770	64,267	66,725	69,430	72,343
EO4	2,032.18	2,118.45	2,200.38	2,281.58	2,367.85	2,463.55	2,557.80	2,661.48	2,773.13
	28.03	29.22	30.35	31.47	32.66	33.98	35.28	36.71	38.25
ENVIRONMENTAL OFF 5	58,290	60,427	62,659	65,118	67,690	70,300	73,250	76,314	79,511
EO5	2,234.45	2,316.38	2,401.93	2,496.18	2,594.78	2,694.83	2,807.93	2,925.38	3,047.90
	30.82	31.95	33.13	34.43	35.79	37.17	38.73	40.35	42.04
FORESTER 1	45,704	47,437	49,106	50,943	52,758	54,699	56,891	58,957	
FO1	1,752.00	1,818.40	1,882.40	1,952.80	2,022.40	2,096.80	2,180.80	2,260.00	
	21.90	22.73	23.53	24.41	25.28	26.21	27.26	28.25	
FORESTER 2	55,743	58,143	60,167	62,484	64,904	67,471	70,184		
FO2	2,136.80	2,228.80	2,306.40	2,395.20	2,488.00	2,586.40	2,690.40		
	26.71	27.86	28.83	29.94	31.10	32.33	33.63		

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

FORESTER 3	61,941	64,320	66,783	69,433	72,230	75,068	78,219			
FO3	2,374.40	2,465.60	2,560.00	2,661.60	2,768.80	2,877.60	2,998.40			
	29.68	30.82	32.00	33.27	34.61	35.97	37.48			
FORESTER 4	70,310	73,231	76,028	79,200	82,414	86,024	89,781			
FO4	2,695.20	2,807.20	2,914.40	3,036.00	3,159.20	3,297.60	3,441.60			
	33.69	35.09	36.43	37.95	39.49	41.22	43.02			
GEOLOGIST 1	41,134	42,532	43,889	45,600	47,207	48,960	50,713	52,591	54,657	56,598
GE1	1,576.80	1,630.40	1,682.40	1,748.00	1,809.60	1,876.80	1,944.00	2,016.00	2,095.20	2,169.60
	19.71	20.38	21.03	21.85	22.62	23.46	24.30	25.20	26.19	27.12
GEOLOGIST 2	55,868	57,851	60,084	62,379	64,904	67,451	70,080			
GE2	2,141.60	2,217.60	2,303.20	2,391.20	2,488.00	2,585.60	2,686.40			
	26.77	27.72	28.79	29.89	31.10	32.32	33.58			
GEOLOGIST 3	63,318	65,698	68,390	70,978	74,004	76,967	80,327			
GE3	2,427.20	2,518.40	2,621.60	2,720.80	2,836.80	2,950.40	3,079.20			
	30.34	31.48	32.77	34.01	35.46	36.88	38.49			
GEOLOGIST 4	70,978	74,004	76,967	80,327	83,833	87,423	91,179			
GE4	2,720.80	2,836.80	2,950.40	3,079.20	3,213.60	3,351.20	3,495.20			
	34.01	35.46	36.88	38.49	40.17	41.89	43.69			
HATCHERY SUPT	35,249									
HAS	1,351.20									
	16.89									
HYDROMETEOROLOGIST	65,799	68,371	71,113	73,874	76,901	80,154	83,539			
HYD	2,522.28	2,620.88	2,726.00	2,831.85	2,947.85	3,072.55	3,202.33			
	34.79	36.15	37.60	39.06	40.66	42.38	44.17			
IND HYGIENIST 1	54,073	56,361	58,498	60,673	62,981	65,515	68,030			
IG1	2,072.78	2,160.50	2,242.43	2,325.80	2,414.25	2,511.40	2,607.83			
	28.59	29.80	30.93	32.08	33.30	34.64	35.97			
IND HYGIENIST 2	60,843	63,094	65,496	68,125	70,773	73,648	76,711			
IG2	2,332.33	2,418.60	2,510.68	2,611.45	2,712.95	2,823.15	2,940.60			
	32.17	33.36	34.63	36.02	37.42	38.94	40.56			
IND HYGIENIST 3	69,127	71,908	74,688	77,771	81,024	84,466	88,097			
IG3	2,649.88	2,756.45	2,863.03	2,981.20	3,105.90	3,237.85	3,377.05			
	36.55	38.02	39.49	41.12	42.84	44.66	46.58			
INTERIOR DESIGNER	39,963	41,363	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056
IND	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48
	21.13	21.87	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11
LAB TECHNOLOGIST 1	31,339	32,266	33,344	34,327	35,519	36,748				
LB1	1,201.33	1,236.85	1,278.18	1,315.88	1,361.55	1,408.68				
	16.57	17.06	17.63	18.15	18.78	19.43				
LAB TECHNOLOGIST 2	35,519	36,748	37,902	39,188	40,644	42,006				
LB2	1,361.55	1,408.68	1,452.90	1,502.20	1,558.03	1,610.23				
	18.78	19.43	20.04	20.72	21.49	22.21				

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

LAB TECHNOLOGIST 3	41,552	43,008	44,446	46,072	47,623	49,420
LB3	1,592.83	1,648.65	1,703.75	1,766.10	1,825.55	1,894.43
	21.97	22.74	23.50	24.36	25.18	26.13
PARK PLANNER 1	45,789	47,510	49,287	51,122	52,957	55,056
KP1	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48
	24.21	25.12	26.06	27.03	28.00	29.11
PARK PLANNER 2	54,186	56,267	58,347	60,560	63,000	65,420
KP2	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78
	28.65	29.75	30.85	32.02	33.31	34.59
PARK PLANNER 3	59,236	61,449	63,832	66,366	68,919	71,813
KP3	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83
	31.32	32.49	33.75	35.09	36.44	37.97
PARK PLANNER 4	63,832	66,366	68,919	71,813	74,801	77,960
KP4	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45
	33.75	35.09	36.44	37.97	39.55	41.22
PLANNER 1	48,380	50,177	51,973	53,864	55,869	58,101
LP1	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20
	25.58	26.53	27.48	28.48	29.54	30.72
PLANNER 2	54,186	56,267	58,347	60,560	63,000	65,420
LP2	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78
	28.65	29.75	30.85	32.02	33.31	34.59
PLANNER 3	63,832	66,366	68,919	71,813	74,801	77,960
LP3	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45
	33.75	35.09	36.44	37.97	39.55	41.22
PLANNER 4	66,366	68,919	71,813	74,801	77,960	81,326
LP4	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50
	35.09	36.44	37.97	39.55	41.22	43.00
PLANNER 5	67,633	70,376	73,250	76,390	79,700	83,104
LP5	2,592.60	2,697.73	2,807.93	2,928.28	3,055.15	3,185.65
	35.76	37.21	38.73	40.39	42.14	43.94
PLANNING ASST 1	36,200	37,410	38,564	39,963	41,363	42,744
AP1	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50
	19.14	19.78	20.39	21.13	21.87	22.60
PLANNING ASST 2	42,006	43,500	45,032	46,697	48,417	50,195
AP2	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15
	22.21	23.00	23.81	24.69	25.60	26.54
RESOURCE MGMT ASST 1	26,484	27,235	28,111	28,779	29,739	
RE1	1,015.20	1,044.00	1,077.60	1,103.20	1,140.00	
	12.69	13.05	13.47	13.79	14.25	
RESOURCE MGMT ASST 2	28,111	28,779	29,739	30,616	31,513	
RE2	1,077.60	1,103.20	1,140.00	1,173.60	1,208.00	
	13.47	13.79	14.25	14.67	15.10	

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

RESOURCE MGMT ASST 3	30,616	31,513	32,536	33,579	34,623					
RE3	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20					
	14.67	15.10	15.59	16.09	16.59					
RESOURCE MGMT ASST 4	32,536	33,579	34,623	35,937	37,064					
RE4	1,247.20	1,287.20	1,327.20	1,377.60	1,420.80					
	15.59	16.09	16.59	17.22	17.76					
RESOURCE PLANNER 1	39,963	41,363	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056
RP1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48
	21.13	21.87	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11
RESOURCE PLANNER 2	51,973	54,186	56,267	58,347	60,560	63,000	65,420			
RP2	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78			
	27.48	28.65	29.75	30.85	32.02	33.31	34.59			
RESOURCE PLANNER 3	56,267	58,347	60,560	63,000	65,420	68,068	70,924			
RP3	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28	2,718.75			
	29.75	30.85	32.02	33.31	34.59	35.99	37.50			
RESOURCE PLANNER 4	63,832	66,366	68,919	71,813	74,801	77,960	81,326			
RP4	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50			
	33.75	35.09	36.44	37.97	39.55	41.22	43.00			
RESOURCE TECHN 1	34,017	35,082	36,209	37,336	38,630	39,944				
RS1	1,304.00	1,344.80	1,388.00	1,431.20	1,480.80	1,531.20				
	16.30	16.81	17.35	17.89	18.51	19.14				
RESOURCE TECHN 2	37,336	38,630	39,944	41,301	42,616	44,264				
RS2	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60	1,696.80				
	17.89	18.51	19.14	19.79	20.42	21.21				
RESOURCE TECHN 3	40,800	42,157	43,534	45,120	46,748	48,480				
RS3	1,564.00	1,616.00	1,668.80	1,729.60	1,792.00	1,858.40				
	19.55	20.20	20.86	21.62	22.40	23.23				
RESOURCE TECHN 4	42,616	44,264	45,830	47,541	49,231	51,068				
RS4	1,633.60	1,696.80	1,756.80	1,822.40	1,887.20	1,957.60				
	20.42	21.21	21.96	22.78	23.59	24.47				
RESOURCE TECHN 5	47,541	49,273	51,047	52,967	54,845	56,974				
RS5	1,822.40	1,888.80	1,956.80	2,030.40	2,102.40	2,184.00				
	22.78	23.61	24.46	25.38	26.28	27.30				
RESOURCE TECHN 6	52,967	54,845	56,974	59,186	61,461	63,840				
RS6	2,030.40	2,102.40	2,184.00	2,268.80	2,356.00	2,447.20				
	25.38	26.28	27.3	28.36	29.45	30.59				
SCIENTIST 1	50,593	52,333	54,318	56,247	58,290	60,446	62,848	65,269	67,766	
SX1	1,939.38	2,006.08	2,082.20	2,156.15	2,234.45	2,317.10	2,409.18	2,501.98	2,597.68	
	26.75	27.67	28.72	29.74	30.82	31.96	33.23	34.51	35.83	
SCIENTIST 2	61,808	64,153	66,517	69,071	71,813	74,593	77,695			
SX2	2,369.30	2,459.20	2,549.83	2,647.70	2,752.83	2,859.40	2,978.30			
	32.68	33.92	35.17	36.52	37.97	39.44	41.08			

PHYSICAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

SCIENTIST 3	71,813	74,593	77,695	80,967	84,390	88,021	91,880	95,851
SX3	2,752.83	2,859.40	2,978.30	3,103.73	3,234.95	3,374.15	3,522.05	3,674.30
	37.97	39.44	41.08	42.81	44.62	46.54	48.58	50.68
SPACE & PLAN CONSUL	51,973	54,186	56,267	58,347	60,560	63,000	65,420	
SPC	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	
	27.48	28.65	29.75	30.85	32.02	33.31	34.59	
SURVEYOR 1	45,016	46,748	48,355	50,108	52,007	53,906	57,120	
SV1	1,725.60	1,792.00	1,853.60	1,920.80	1,993.60	2,066.40	2,189.60	
	21.57	22.40	23.17	24.01	24.92	25.83	27.37	
SURVEYOR 2	57,120	59,207	61,482	63,778	66,407	68,911	71,854	
SV2	2,189.60	2,269.60	2,356.80	2,444.80	2,545.60	2,641.60	2,754.40	
	27.37	28.37	29.46	30.56	31.82	33.02	34.43	
SURVEYOR 3	60,981	63,318	65,698	68,390	70,978	74,004	76,967	
SV3	2,337.60	2,427.20	2,518.40	2,621.60	2,720.80	2,836.80	2,950.40	
	29.22	30.34	31.48	32.77	34.01	35.46	36.88	
SURVEYOR 4	61,482	63,778	66,407	68,911	71,854	74,734	77,990	
SV4	2,356.80	2,444.80	2,545.60	2,641.60	2,754.40	2,864.80	2,989.60	
	29.46	30.56	31.82	33.02	34.43	35.81	37.37	
TECH ENG OFF 1	48,355	50,108	52,007	53,906	55,868	58,059		
TE1	1,853.60	1,920.80	1,993.60	2,066.40	2,141.60	2,225.60		
	23.17	24.01	24.92	25.83	26.77	27.82		
TECH ENG OFF 2	52,967	54,845	56,974	59,186	61,461	63,840		
TE2	2,030.40	2,102.40	2,184.00	2,268.80	2,356.00	2,447.20		
	25.38	26.28	27.30	28.36	29.45	30.59		
TECH ENG OFF 3	56,160	58,331	60,564	63,005	65,489	68,035		
TE3	2,152.80	2,236.00	2,321.60	2,415.20	2,510.40	2,608.00		
	26.91	27.95	29.02	30.19	31.38	32.60		
TECHNICAL ENGIN OFF	44,264	45,830	47,541	49,231	51,068	53,071		
TEO	1,696.80	1,756.80	1,822.40	1,887.20	1,957.60	2,034.40		
	21.21	21.96	22.78	23.59	24.47	25.43		

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

AGENCY REL COORD 1	54,810	56,834	59,047	61,392	63,756	66,423	69,203
AD1	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78
	28.98	30.05	31.22	32.46	33.71	35.12	36.59
AGENCY REL COORD 2	59,047	61,392	63,756	66,423	69,203	72,116	75,236
AD2	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05
	31.22	32.46	33.71	35.12	36.59	38.13	39.78
CH PHOTOGRAPHER	41,666	43,179	44,786	46,432	48,191	49,931	
CPO	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30	1,914.00	
	22.03	22.83	23.68	24.55	25.48	26.40	
CHAPLAIN	48,077	50,120	52,030	53,978	56,021	58,271	60,522
CHN	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	25.42	26.50	27.51	28.54	29.62	30.81	32.00
COMMUNITY CORRECTIONS	37,252	38,546	39,903	41,301	42,741	44,244	
WORKER	1,428.00	1,477.60	1,529.60	1,583.20	1,638.40	1,696.00	
CWC	17.85	18.47	19.12	19.79	20.48	21.20	
CON VISUAL/HEAR ED 1	45,259	46,999	48,758	50,555	52,389	54,451	
VH1	1,734.93	1,801.63	1,869.05	1,937.93	2,008.25	2,087.28	
	23.93	24.85	25.78	26.73	27.70	28.79	
CON VISUAL/HEAR ED 2	49,533	51,330	53,203	55,170	57,363	59,595	61,846
VH2	1,898.78	1,967.65	2,039.43	2,114.83	2,198.93	2,284.48	2,370.75
	26.19	27.14	28.13	29.17	30.33	31.51	32.70
CON VISUAL/HEAR ED 3	51,368	53,524	55,604	57,666	59,841	62,262	64,645
VH3	1,969.10	2,051.75	2,131.50	2,210.53	2,293.90	2,386.70	2,478.05
	27.16	28.30	29.40	30.49	31.64	32.92	34.18
CORRESP TEACHER 4	42,365	43,935	45,600	47,283	48,985	50,933	
DC4	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	22.40	23.23	24.11	25.00	25.90	26.93	
DAY CARE CO-ORD	43,822	45,259	46,999	48,758	50,555	52,389	54,451
DCO	1,679.83	1,734.93	1,801.63	1,869.05	1,937.93	2,008.25	2,087.28
	23.17	23.93	24.85	25.78	26.73	27.70	28.79
ECO DEV CONSULTANT 1	41,760	43,254	44,748	46,413	48,077	49,817	51,690
IC1	1,600.80	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43
	22.08	22.87	23.66	24.54	25.42	26.34	27.33
ECO DEV CONSULTANT 2	52,843	54,810	56,834	59,047	61,392	63,756	66,423
IC2	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20
	27.94	28.98	30.05	31.22	32.46	33.71	35.12
ECO DEV CONSULTANT 3	56,834	59,047	61,392	63,756	66,423	69,203	72,116
IC3	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43
	30.05	31.22	32.46	33.71	35.12	36.59	38.13

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

ECO DEV CONSULTANT 4 IC4	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12	69,203 2,652.78 36.59	72,116 2,764.43 38.13	75,236 2,884.05 39.78	78,527 3,010.20 41.52	81,913 3,139.98 43.31		
ECON RES ANALYST 1 ER1	36,956 1,416.65 19.54	38,242 1,465.95 20.22	39,528 1,515.25 20.90	40,966 1,570.35 21.66	42,365 1,624.00 22.40	43,935 1,684.18 23.23	45,600 1,747.98 24.11	47,283 1,812.50 25.00	48,985 1,877.75 25.90	50,933 1,952.43 26.93
ECON RES ANALYST 2 ER2	48,077 1,842.95 25.42	50,120 1,921.25 26.50	52,030 1,994.48 27.51	53,978 2,069.15 28.54	56,021 2,147.45 29.62	58,271 2,233.73 30.81	60,522 2,320.00 32.00			
ECON RES ANALYST 3 ER3	52,843 2,025.65 27.94	54,810 2,101.05 28.98	56,834 2,178.63 30.05	59,047 2,263.45 31.22	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12			
ECON RES ANALYST 4 ER4	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12	69,203 2,652.78 36.59	72,116 2,764.43 38.13	75,236 2,884.05 39.78				
ECON SECURITY COUN 1 EB1	34,422 1,319.50 18.20	35,462 1,359.38 18.75	36,578 1,402.15 19.34	37,732 1,446.38 19.95	38,961 1,493.50 20.60	40,209 1,541.35 21.26				
ECON SECURITY COUN 2 EB2	38,242 1,465.95 20.22	39,528 1,515.25 20.90	40,966 1,570.35 21.66	42,365 1,624.00 22.40	43,935 1,684.18 23.23	45,600 1,747.98 24.11				
ECON SECURITY COUN 3 EB3	39,528 1,515.25 20.90	40,966 1,570.35 21.66	42,365 1,624.00 22.40	43,935 1,684.18 23.23	45,600 1,747.98 24.11	47,283 1,812.50 25.00	48,985 1,877.75 25.90	50,933 1,952.43 26.93		
ECON SECURITY COUN 4 EB4	41,760 1,600.80 22.08	43,254 1,658.08 22.87	44,748 1,715.35 23.66	46,413 1,779.15 24.54	48,077 1,842.95 25.42	49,817 1,909.65 26.34	51,690 1,981.43 27.33	53,732 2,059.73 28.41	55,813 2,139.48 29.51	57,931 2,220.68 30.63
EDUCATION CONSULTANT EDC	48,077 1,842.95 25.42	50,120 1,921.25 26.50	52,030 1,994.48 27.51	53,978 2,069.15 28.54	56,021 2,147.45 29.62	58,271 2,233.73 30.81	60,522 2,320.00 32.00			
EDUCATIONAL ASST 1 LS1	32,001 1,226.70 16.92	32,984 1,264.40 17.44	34,100 1,307.18 18.03	35,178 1,348.50 18.60	36,370 1,394.18 19.23	37,543 1,439.13 19.85				
EDUCATIONAL ASST 2 LS2	35,689 1,368.08 18.87	36,956 1,416.65 19.54	38,242 1,465.95 20.22	39,528 1,515.25 20.90	40,966 1,570.35 21.66	42,365 1,624.00 22.40				
EDUCATIONAL ASST 3 LS3	37,543 1,439.13 19.85	38,847 1,489.15 20.54	40,228 1,542.08 21.27	41,666 1,597.18 22.03	43,179 1,655.18 22.83	44,786 1,716.80 23.68				
FIELD WORKER 1 NA FW1	32,984 1,264.40 17.44	34,100 1,307.18 18.03	35,178 1,348.50 18.60	36,370 1,394.18 19.23	37,543 1,439.13 19.85	38,847 1,489.15 20.54				

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

FIELD WORKER 2 NA	36,956	38,242	39,528	40,966	42,365	43,935	45,600			
FW2	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98			
	19.54	20.22	20.90	21.66	22.40	23.23	24.11			
FIELD WORKER 3 NA	41,760	43,254	44,748	46,413	48,077	49,817	51,690	53,732		
FW3	1,600.80	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73		
	22.08	22.87	23.66	24.54	25.42	26.34	27.33	28.41		
FIELD WORKER 4 NA	46,413	48,077	50,120	51,897	53,978	56,021	58,271	60,522	62,981	
FW4	1,779.15	1,842.95	1,921.25	1,989.40	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	
	24.54	25.42	26.50	27.44	28.54	29.62	30.81	32.00	33.30	
GUIDANCE OFF	48,077	50,120	52,030	53,978	56,021	58,271	60,522			
GOF	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00			
	25.42	26.50	27.51	28.54	29.62	30.81	32.00			
HERITAGE RES OFF 1	38,242	39,528	40,966	42,365						
HR1	1,465.95	1,515.25	1,570.35	1,624.00						
	20.22	20.90	21.66	22.40						
HERITAGE RES OFF 2	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933		
HR2	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43		
	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93		
HERITAGE RES OFF 3	50,120	52,030	53,978	56,021	58,271	60,522				
HR3	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00				
	26.50	27.51	28.54	29.62	30.81	32.00				
HERITAGE RES OFF 4	54,810	56,834	59,047	61,392	63,756	66,423				
HR4	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20				
	28.98	30.05	31.22	32.46	33.71	35.12				
HERITAGE RES OFF 5	59,047	61,392	63,756	66,423	69,203	72,116				
HR5	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43				
	31.22	32.46	33.71	35.12	36.59	38.13				
HLTH SOC DEV SPEC 1	34,592	35,689	36,956	38,242	39,528	40,966				
HS1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35				
	18.29	18.87	19.54	20.22	20.90	21.66				
HLTH SOC DEV SPEC 2	36,956	38,242	39,528	40,966	42,365	43,935				
HS2	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18				
	19.54	20.22	20.90	21.66	22.40	23.23				
HLTH SOC DEV SPEC 3	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933		
HS3	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43		
	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93		
HLTH SOC DEV SPEC 4	41,760	43,254	44,748	46,413	48,077	49,817	51,690	53,732	55,813	57,931
HS4	1,600.80	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	22.08	22.87	23.66	24.54	25.42	26.34	27.33	28.41	29.51	30.63
HLTH SOC DEV SPEC 5	46,413	48,077	50,120	51,897	53,978	56,021	58,271	60,522	62,981	
HS5	1,779.15	1,842.95	1,921.25	1,989.40	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25	
	24.54	25.42	26.50	27.44	28.54	29.62	30.81	32.00	33.30	

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

HLTH SOC DEV SPEC 6	56,834	59,047	61,392	63,756	66,423	69,203					
HS6	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78					
	30.05	31.22	32.46	33.71	35.12	36.59					
HOME ADVISOR 1	31,415	32,398	33,495	34,592	35,689	36,956					
HV1	1,204.23	1,241.93	1,283.98	1,326.03	1,368.08	1,416.65					
	16.61	17.13	17.71	18.29	18.87	19.54					
HOME ADVISOR 2	34,422	35,462	36,578	37,732	38,961	40,209					
HV2	1,319.50	1,359.38	1,402.15	1,446.38	1,493.50	1,541.35					
	18.20	18.75	19.34	19.95	20.60	21.26					
HOME ECONOMIST 1	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933	
HE1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93	
HOME ECONOMIST 2	43,254	44,748	46,413	48,077	49,817	51,690	53,732	55,813	57,931		
HE2	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68		
	22.87	23.66	24.54	25.42	26.34	27.33	28.41	29.51	30.63		
HOME ECONOMIST 3	48,077	50,120	52,030	53,978	56,021	58,271	60,522				
HE3	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00				
	25.42	26.50	27.51	28.54	29.62	30.81	32.00				
HOME ECONOMIST 4	52,843	54,810	56,834	59,047	61,392	63,756	66,423				
HE4	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20				
	27.94	28.98	30.05	31.22	32.46	33.71	35.12				
ILLUSTRATOR 1	32,001	32,984	34,100	35,178	36,370	37,543					
IL1	1,226.70	1,264.40	1,307.18	1,348.50	1,394.18	1,439.13					
	16.92	17.44	18.03	18.60	19.23	19.85					
ILLUSTRATOR 2	37,543	38,847	40,228	41,666	43,179	44,786					
IL2	1,439.13	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80					
	19.85	20.54	21.27	22.03	22.83	23.68					
ILLUSTRATOR 3	40,228	41,666	43,179	44,786	46,432	48,191					
IL3	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88	1,847.30					
	21.27	22.03	22.83	23.68	24.55	25.48					
INFORM WRITER 1	35,689	36,956	38,242	39,528	40,966	42,365					
IW1	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00					
	18.87	19.54	20.22	20.90	21.66	22.40					
INFORM WRITER 2	45,618	47,188	48,947	50,763	52,692	54,753					
IW2	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88					
	24.12	24.95	25.88	26.84	27.86	28.95					
LANGUAGE SPEC 1	36,956	38,242	39,528	40,966	42,365	43,935	45,600	47,283	48,985	50,933	
LG1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	19.54	20.22	20.90	21.66	22.40	23.23	24.11	25.00	25.90	26.93	
LANGUAGE SPEC 2	43,254	44,748	46,413	48,077	49,817	51,690	53,732	55,813	57,931		
LG2	1,658.08	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68		
	22.87	23.66	24.54	25.42	26.34	27.33	28.41	29.51	30.63		

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

LANGUAGE SPEC 3	48,077	50,120	52,030	53,978	56,021	58,271	60,522	
LG3	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	
	25.42	26.50	27.51	28.54	29.62	30.81	32.00	
LIBRARIAN 1	36,956	38,242	39,528	40,966	42,365	43,935		
LN1	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00	1,684.18		
	19.54	20.22	20.90	21.66	22.40	23.23		
LIBRARIAN 2	40,966	42,365	43,935	45,600	47,283	48,985	50,933	
LN2	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	
	21.66	22.40	23.23	24.11	25.00	25.90	26.93	
LIBRARIAN 3	45,600	47,283	48,985	50,933	53,392	55,888		
LN3	1,747.98	1,812.50	1,877.75	1,952.43	2,046.68	2,142.38		
	24.11	25.00	25.90	26.93	28.23	29.55		
LIBRARIAN 4	48,077	50,120	52,030	53,978	56,021	58,271	60,522	
LN4	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	
	25.42	26.50	27.51	28.54	29.62	30.81	32.00	
LIBRARY TECHNICIAN 1	33,665	34,516	35,443	36,427	37,448	38,621		
LY1	1,290.50	1,323.13	1,358.65	1,396.35	1,435.50	1,480.45		
	17.80	18.25	18.74	19.26	19.80	20.42		
LIBRARY TECHNICIAN 2	38,167	39,131	40,209	41,306	42,422	43,633		
LY2	1,463.05	1,500.03	1,541.35	1,583.40	1,626.18	1,672.58		
	20.18	20.69	21.26	21.84	22.43	23.07		
LIBRARY TECHNICIAN 3	39,510	40,644	41,855	43,141	44,465	45,827		
LY3	1,514.53	1,558.03	1,604.43	1,653.73	1,704.48	1,756.68		
	20.89	21.49	22.13	22.81	23.51	24.23		
MEDIA SPECIALIST 1	50,120	52,030	53,978	56,021	58,271	60,522		
MS1	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00		
	26.50	27.51	28.54	29.62	30.81	32.00		
MEDIA SPECIALIST 2	52,843	54,810	56,834	59,047	61,392	63,756	66,423	
MS2	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	
	27.94	28.98	30.05	31.22	32.46	33.71	35.12	
MEDIA TECHNICIAN 1	32,398	33,495	34,592	35,689	36,956	38,242		
TA1	1,241.93	1,283.98	1,326.03	1,368.08	1,416.65	1,465.95		
	17.13	17.71	18.29	18.87	19.54	20.22		
MEDIA TECHNICIAN 2	35,689	36,956	38,242	39,528	40,966	42,365		
TA2	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00		
	18.87	19.54	20.22	20.90	21.66	22.40		
MEDIA TECHNICIAN 3	38,847	40,228	41,666	43,179	44,786	46,432		
TA3	1,489.15	1,542.08	1,597.18	1,655.18	1,716.80	1,779.88		
	20.54	21.27	22.03	22.83	23.68	24.55		
NURSE INS MEN HTH 1	37,788	39,301	40,777	42,365	44,049	45,845	47,831	49,628
NM1	1,448.55	1,506.55	1,563.10	1,624.00	1,688.53	1,757.40	1,833.53	1,902.40
	19.98	20.78	21.56	22.40	23.29	24.24	25.29	26.24

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

NURSE INS MEN HTH 2 NM2	43,254 1,658.08 22.87	44,748 1,715.35 23.66	46,413 1,779.15 24.54	48,077 1,842.95 25.42	49,817 1,909.65 26.34	51,690 1,981.43 27.33	53,732 2,059.73 28.41	55,813 2,139.48 29.51	57,931 2,220.68 30.63	
NURSE INS MEN HTH 3 NM3	44,748 1,715.35 23.66	46,394 1,778.43 24.53	48,001 1,840.05 25.38	49,723 1,906.03 26.29	51,538 1,975.63 27.25	53,392 2,046.68 28.23	55,377 2,122.80 29.28	57,477 2,203.28 30.39	59,633 2,285.93 31.53	
PHOTOGRAPHER 1 PT1	30,545 1,170.88 16.15	31,585 1,210.75 16.70	32,682 1,252.80 17.28	33,703 1,291.95 17.82	34,876 1,336.90 18.44	36,143 1,385.48 19.11				
PHOTOGRAPHER 2 PT2	34,592 1,326.03 18.29	35,689 1,368.08 18.87	36,956 1,416.65 19.54	38,242 1,465.95 20.22	39,528 1,515.25 20.90	40,966 1,570.35 21.66				
PLANNING PROG AN 1 PM1	36,956 1,416.65 19.54	38,242 1,465.95 20.22	39,528 1,515.25 20.90	40,966 1,570.35 21.66	42,365 1,624.00 22.40	43,935 1,684.18 23.23	45,600 1,747.98 24.11	47,283 1,812.50 25.00	48,985 1,877.75 25.90	50,933 1,952.43 26.93
PLANNING PROG AN 2 PM2	48,077 1,842.95 25.42	50,120 1,921.25 26.50	52,030 1,994.48 27.51	53,978 2,069.15 28.54	56,021 2,147.45 29.62	58,271 2,233.73 30.81	60,522 2,320.00 32.00			
PLANNING PROG AN 3 PM3	52,843 2,025.65 27.94	54,810 2,101.05 28.98	56,834 2,178.63 30.05	59,047 2,263.45 31.22	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12			
PLANNING PROG AN 4 PM4	59,047 2,263.45 31.22	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12	69,203 2,652.78 36.59	72,116 2,764.43 38.13	75,236 2,884.05 39.78			
PROBATION OFFICER 1 PB1	39,717 1,522.50 21.00	41,136 1,576.88 21.75	42,498 1,629.08 22.47	44,067 1,689.25 23.30	45,543 1,745.80 24.08	47,245 1,811.05 24.98				
PROBATION OFFICER 2 PB2	42,573 1,631.98 22.51	44,143 1,692.15 23.34	45,618 1,748.70 24.12	47,340 1,814.68 25.03	49,136 1,883.55 25.98	50,952 1,953.15 26.94	52,787 2,023.48 27.91	54,886 2,103.95 29.02		
PROBATION OFFICER 3 PB3	45,335 1,737.83 23.97	46,961 1,800.18 24.83	48,588 1,862.53 25.69	50,403 1,932.13 26.65	52,200 2,001.00 27.60	54,091 2,073.50 28.60	56,115 2,151.08 29.67	58,328 2,235.90 30.84	60,597 2,322.90 32.04	62,886 2,410.63 33.25

Effective 2006 03 18 Through 2006 12 22

PROBATION PROG/AREA DIRECTOR PPA	56,834 2,178.63 30.05	59,047 2,263.45 31.22	61,392 2,353.35 32.46	63,756 2,443.98 33.71	66,423 2,546.20 35.12	69,203 2,652.78 36.59
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Effective 2006 12 23 Through 2007 03 16

PROBATION PROG/AREA DIRECTOR PPA	60,238 2,309.13 31.85	62,584 2,399.03 33.09	65,080 2,494.73 34.41	67,577 2,590.43 35.73	70,414 2,699.18 37.23	73,364 2,812.28 38.79
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SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

RECREATION CONSULT 1	34,668	35,689	36,956	38,242	39,528	40,966
RR1	1,328.93	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35
	18.33	18.87	19.54	20.22	20.90	21.66
RECREATION CONSULT 2	42,365	43,935	45,600	47,283	48,985	50,933
RR2	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43
	22.40	23.23	24.11	25.00	25.90	26.93
RECREATION CONSULT 3	48,077	49,817	51,690	53,732	55,813	57,931
RR3	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	25.42	26.34	27.33	28.41	29.51	30.63
RECREATION CONSULT 4	52,030	53,978	56,021	58,271	60,522	62,981
RR4	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25
	27.51	28.54	29.62	30.81	32.00	33.30
RESEARCH ASSIST 1	31,415	32,398	33,495	34,592	35,689	36,956
RH1	1,204.23	1,241.93	1,283.98	1,326.03	1,368.08	1,416.65
	16.61	17.13	17.71	18.29	18.87	19.54
RESEARCH ASSIST 2	35,689	36,956	38,242	39,528	40,966	42,365
RH2	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	1,624.00
	18.87	19.54	20.22	20.90	21.66	22.40
RESIDENCE COUNSELR	38,583	39,623	40,720	41,893	43,084	44,370
RCR	1,479.00	1,518.88	1,560.93	1,605.88	1,651.55	1,700.85
	20.40	20.95	21.53	22.15	22.78	23.46
RESOURCE EXT OFF 1	39,528	40,966	42,365	43,935	45,600	47,283
RX1	1,515.25	1,570.35	1,624.00	1,684.18	1,747.98	1,812.50
	20.90	21.66	22.40	23.23	24.11	25.00
RESOURCE EXT OFF 2	44,748	46,413	48,077	49,817	51,690	53,732
RX2	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73
	23.66	24.54	25.42	26.34	27.33	28.41
RESOURCE EXT OFF 3	50,120	52,030	53,978	56,021	58,271	60,522
RX3	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	26.50	27.51	28.54	29.62	30.81	32.00
RESOURCE EXT OFF 4	56,834	59,047	61,392	63,756	66,423	69,203
RX4	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20	2,652.78
	30.05	31.22	32.46	33.71	35.12	36.59
SOCIAL WORKER 1	35,803	36,975	38,242	39,585	40,909	42,422
WS1	1,372.43	1,417.38	1,465.95	1,517.43	1,568.18	1,626.18
	18.93	19.55	20.22	20.93	21.63	22.43
SOCIAL WORKER 2	38,261	39,623	40,947	42,460	43,878	45,524
WS2	1,466.68	1,518.88	1,569.63	1,627.63	1,682.00	1,745.08
	20.23	20.95	21.65	22.45	23.20	24.07

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

SOCIAL WORKER 3	41,023	42,536	43,954	45,618	47,340	49,080	50,857	52,862		
WS3	1,572.53	1,630.53	1,684.90	1,748.70	1,814.68	1,881.38	1,949.53	2,026.38		
	21.69	22.49	23.24	24.12	25.03	25.95	26.89	27.95		
SOCIAL WORKER 4	43,292	44,824	46,394	48,096	49,836	51,652	53,562	55,699	57,855	60,030
WS4	1,659.53	1,718.25	1,778.43	1,843.68	1,910.38	1,979.98	2,053.20	2,135.13	2,217.78	2,301.15
	22.89	23.70	24.53	25.43	26.35	27.31	28.32	29.45	30.59	31.74
SOCIAL WORKER 5	48,191	49,950	52,068	53,921	56,058	58,196	60,541	62,867	65,420	
WS5	1,847.30	1,914.73	1,995.93	2,066.98	2,148.90	2,230.83	2,320.73	2,409.90	2,507.78	
	25.48	26.41	27.53	28.51	29.64	30.77	32.01	33.24	34.59	
SOCIAL WORKER 6	59,122	61,411	63,851	66,347	69,071	71,983				
WS6	2,266.35	2,354.08	2,447.60	2,543.30	2,647.70	2,759.35				
	31.26	32.47	33.76	35.08	36.52	38.06				
SPVR COUN SERV HLTH	46,167	47,793	49,533	51,330	53,203	55,170	57,363	59,595	61,846	
SVC	1,769.73	1,832.08	1,898.78	1,967.65	2,039.43	2,114.83	2,198.93	2,284.48	2,370.75	
	24.41	25.27	26.19	27.14	28.13	29.17	30.33	31.51	32.70	
SPVR INMATE TR CORR	46,167	47,793	49,533	51,330	53,203	55,170	57,363	59,595	61,846	
SIT	1,769.73	1,832.08	1,898.78	1,967.65	2,039.43	2,114.83	2,198.93	2,284.48	2,370.75	
	24.41	25.27	26.19	27.14	28.13	29.17	30.33	31.51	32.70	
SPVR INSTIT PR HDGY	52,030	53,978	56,021	58,271	60,522	62,981				
SIH	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25				
	27.51	28.54	29.62	30.81	32.00	33.30				
SR RESEARCH ECONMST	61,392	63,756	66,423	69,203	72,116	75,236	78,527	81,913		
SER	2,353.35	2,443.98	2,546.20	2,652.78	2,764.43	2,884.05	3,010.20	3,139.98		
	32.46	33.71	35.12	36.59	38.13	39.78	41.52	43.31		
STATISTICAL ANAL 1	42,365	43,935	45,600	47,283	48,985	50,933				
SS1	1,624.00	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43				
	22.40	23.23	24.11	25.00	25.90	26.93				
STATISTICAL ANAL 2	50,120	52,030	53,978	56,021	58,271	60,522	62,981			
SS2	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00	2,414.25			
	26.50	27.51	28.54	29.62	30.81	32.00	33.30			
STATISTICAL ANAL 3	54,810	56,834	59,047	61,392	63,756	66,423				
SS3	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20				
	28.98	30.05	31.22	32.46	33.71	35.12				
TEACHER INSTITUT 1	38,034	39,358	40,739	42,120	43,633	45,108				
TN1	1,457.98	1,508.73	1,561.65	1,614.58	1,672.58	1,729.13				
	20.11	20.81	21.54	22.27	23.07	23.85				
TEACHER INSTITUT 2	42,687	44,124	45,694	47,283	49,042	50,876	52,787	54,734	56,739	
TN2	1,636.33	1,691.43	1,751.60	1,812.50	1,879.93	1,950.25	2,023.48	2,098.15	2,175.00	
	22.57	23.33	24.16	25.00	25.93	26.90	27.91	28.94	30.00	
TEACHER INSTITUT 3	50,971	52,881	54,829	56,834	58,877	61,165	63,472			
TN3	1,953.88	2,027.10	2,101.78	2,178.63	2,256.93	2,344.65	2,433.10			
	26.95	27.96	28.99	30.05	31.13	32.34	33.56			

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

TEACHER OF DEAF 1	44,748	46,413	48,077	49,817	51,690	53,732	
TF1	1,715.35	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	
	23.66	24.54	25.42	26.34	27.33	28.41	
TEACHER OF DEAF 2	46,413	48,077	49,817	51,690	53,732	55,813	57,931
TF2	1,779.15	1,842.95	1,909.65	1,981.43	2,059.73	2,139.48	2,220.68
	24.54	25.42	26.34	27.33	28.41	29.51	30.63
TEACHER OF DEAF 3	48,077	50,120	52,030	53,978	56,021	58,271	60,522
TF3	1,842.95	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	25.42	26.50	27.51	28.54	29.62	30.81	32.00
TOUR MARKETING OFF 1	34,592	35,689	36,956	38,242	39,528	40,966	
TM1	1,326.03	1,368.08	1,416.65	1,465.95	1,515.25	1,570.35	
	18.29	18.87	19.54	20.22	20.90	21.66	
TOUR MARKETING OFF 2	45,618	47,188	48,947	50,763	52,692	54,753	
TM2	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88	
	24.12	24.95	25.88	26.84	27.86	28.95	
TOUR MARKETING OFF 3	52,843	54,810	56,834	59,047	61,392		
TM3	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35		
	27.94	28.98	30.05	31.22	32.46		
TOURIST DEV OFF 1	43,935	45,600	47,283	48,985	50,933	52,824	
TT1	1,684.18	1,747.98	1,812.50	1,877.75	1,952.43	2,024.93	
	23.23	24.11	25.00	25.90	26.93	27.93	
TOURIST DEV OFF 2	48,323	50,120	52,030	53,978	56,021	58,271	60,522
TT2	1,852.38	1,921.25	1,994.48	2,069.15	2,147.45	2,233.73	2,320.00
	25.55	26.50	27.51	28.54	29.62	30.81	32.00
TOURIST DEV OFF 3	52,843	54,810	56,834	59,047	61,392	63,756	66,423
TT3	2,025.65	2,101.05	2,178.63	2,263.45	2,353.35	2,443.98	2,546.20
	27.94	28.98	30.05	31.22	32.46	33.71	35.12
TRANSLATOR 1	45,618	47,188	48,947	50,763	52,692	54,753	56,966
TS1	1,748.70	1,808.88	1,876.30	1,945.90	2,019.85	2,098.88	2,183.70
	24.12	24.95	25.88	26.84	27.86	28.95	30.12
TRANSLATOR 2	57,023	59,122	61,411	63,851	66,347	69,071	71,983
TS2	2,185.88	2,266.35	2,354.08	2,447.60	2,543.30	2,647.70	2,759.35
	30.15	31.26	32.47	33.76	35.08	36.52	38.06
TRANSLATOR 3	59,406	61,600	64,021	66,555	69,108	71,983	75,009
TS3	2,277.23	2,361.33	2,454.13	2,551.28	2,649.15	2,759.35	2,875.35
	31.41	32.57	33.85	35.19	36.54	38.06	39.66

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

AGENCY REL COORD 1	56,172	58,252	60,522	62,924	65,345	68,087	70,924
AD1	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75
	29.70	30.80	32.00	33.27	34.55	36.00	37.50
AGENCY REL COORD 2	60,522	62,924	65,345	68,087	70,924	73,912	77,109
AD2	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83
	32.00	33.27	34.55	36.00	37.50	39.08	40.77
CH PHOTOGRAPHER	42,706	44,257	45,902	47,585	49,401	51,179	
CPO	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70	1,961.85	
	22.58	23.40	24.27	25.16	26.12	27.06	
CHAPLAIN	49,287	51,368	53,335	55,321	57,420	59,727	62,035
CHN	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00
	26.06	27.16	28.20	29.25	30.36	31.58	32.80
COMMUNITY CORRECTIONS	38,191	39,506	40,904	42,324	43,805	45,350	
WORKER	1,464.00	1,514.40	1,568.00	1,622.40	1,679.20	1,738.40	
CWC	18.30	18.93	19.60	20.28	20.99	21.73	
CON VISUAL/HEAR ED 1	46,394	48,172	49,968	51,822	53,694	55,813	
VH1	1,778.43	1,846.58	1,915.45	1,986.50	2,058.28	2,139.48	
	24.53	25.47	26.42	27.40	28.39	29.51	
CON VISUAL/HEAR ED 2	50,763	52,616	54,527	56,550	58,801	61,089	63,397
VH2	1,945.90	2,016.95	2,090.18	2,167.75	2,254.03	2,341.75	2,430.20
	26.84	27.82	28.83	29.90	31.09	32.30	33.52
CON VISUAL/HEAR ED 3	52,654	54,867	57,004	59,103	61,335	63,813	66,253
VH3	2,018.40	2,103.23	2,185.15	2,265.63	2,351.18	2,446.15	2,539.68
	27.84	29.01	30.14	31.25	32.43	33.74	35.03
CORRESP TEACHER 4	43,424	45,032	46,734	48,474	50,214	52,200	
DC4	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	22.96	23.81	24.71	25.63	26.55	27.60	
DAY CARE CO-ORD	44,919	46,394	48,172	49,968	51,822	53,694	55,813
DCO	1,721.88	1,778.43	1,846.58	1,915.45	1,986.50	2,058.28	2,139.48
	23.75	24.53	25.47	26.42	27.40	28.39	29.51
ECO DEV CONSULTANT 1	42,800	44,332	45,864	47,567	49,287	51,065	52,976
IC1	1,640.68	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73
	22.63	23.44	24.25	25.15	26.06	27.00	28.01
ECO DEV CONSULTANT 2	54,167	56,172	58,252	60,522	62,924	65,345	68,087
IC2	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00
	28.64	29.70	30.80	32.00	33.27	34.55	36.00
ECO DEV CONSULTANT 3	58,252	60,522	62,924	65,345	68,087	70,924	73,912
IC3	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30
	30.80	32.00	33.27	34.55	36.00	37.50	39.08

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

ECO DEV CONSULTANT 4 IC4	62,924 2,412.08 33.27	65,345 2,504.88 34.55	68,087 2,610.00 36.00	70,924 2,718.75 37.50	73,912 2,833.30 39.08	77,109 2,955.83 40.77	80,494 3,085.60 42.56	83,955 3,218.28 44.39		
ECON RES ANALYST 1 ER1	37,883 1,452.18 20.03	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20	43,424 1,664.60 22.96	45,032 1,726.23 23.81	46,734 1,791.48 24.71	48,474 1,858.18 25.63	50,214 1,924.88 26.55	52,200 2,001.00 27.60
ECON RES ANALYST 2 ER2	49,287 1,889.35 26.06	51,368 1,969.10 27.16	53,335 2,044.50 28.20	55,321 2,120.63 29.25	57,420 2,201.10 30.36	59,727 2,289.55 31.58	62,035 2,378.00 32.80			
ECON RES ANALYST 3 ER3	54,167 2,076.40 28.64	56,172 2,153.25 29.70	58,252 2,233.00 30.80	60,522 2,320.00 32.00	62,924 2,412.08 33.27	65,345 2,504.88 34.55	68,087 2,610.00 36.00			
ECON RES ANALYST 4 ER4	62,924 2,412.08 33.27	65,345 2,504.88 34.55	68,087 2,610.00 36.00	70,924 2,718.75 37.50	73,912 2,833.30 39.08	77,109 2,955.83 40.77				
ECON SECURITY COUN 1 EB1	35,292 1,352.85 18.66	36,351 1,393.45 19.22	37,486 1,436.95 19.82	38,677 1,482.63 20.45	39,944 1,531.20 21.12	41,212 1,579.78 21.79				
ECON SECURITY COUN 2 EB2	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20	43,424 1,664.60 22.96	45,032 1,726.23 23.81	46,734 1,791.48 24.71				
ECON SECURITY COUN 3 EB3	40,512 1,552.95 21.42	41,987 1,609.50 22.20	43,424 1,664.60 22.96	45,032 1,726.23 23.81	46,734 1,791.48 24.71	48,474 1,858.18 25.63	50,214 1,924.88 26.55	52,200 2,001.00 27.60		
ECON SECURITY COUN 4 EB4	42,800 1,640.68 22.63	44,332 1,699.40 23.44	45,864 1,758.13 24.25	47,567 1,823.38 25.15	49,287 1,889.35 26.06	51,065 1,957.50 27.00	52,976 2,030.73 28.01	55,075 2,111.20 29.12	57,212 2,193.13 30.25	59,387 2,276.50 31.40
EDUCATION CONSULTANT EDC	49,287 1,889.35 26.06	51,368 1,969.10 27.16	53,335 2,044.50 28.20	55,321 2,120.63 29.25	57,420 2,201.10 30.36	59,727 2,289.55 31.58	62,035 2,378.00 32.80			
EDUCATIONAL ASST 1 LS1	32,795 1,257.15 17.34	33,817 1,296.30 17.88	34,951 1,339.80 18.48	36,067 1,382.58 19.07	37,278 1,428.98 19.71	38,488 1,475.38 20.35				
EDUCATIONAL ASST 2 LS2	36,578 1,402.15 19.34	37,883 1,452.18 20.03	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20	43,424 1,664.60 22.96				
EDUCATIONAL ASST 3 LS3	38,488 1,475.38 20.35	39,812 1,526.13 21.05	41,231 1,580.50 21.80	42,706 1,637.05 22.58	44,257 1,696.50 23.40	45,902 1,759.58 24.27				
FIELD WORKER 1 NA FW1	33,817 1,296.30 17.88	34,951 1,339.80 18.48	36,067 1,382.58 19.07	37,278 1,428.98 19.71	38,488 1,475.38 20.35	39,812 1,526.13 21.05				

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

FIELD WORKER 2 NA	37,883	39,207	40,512	41,987	43,424	45,032	46,734			
FW2	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48			
	20.03	20.73	21.42	22.20	22.96	23.81	24.71			
FIELD WORKER 3 NA	42,800	44,332	45,864	47,567	49,287	51,065	52,976	55,075		
FW3	1,640.68	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20		
	22.63	23.44	24.25	25.15	26.06	27.00	28.01	29.12		
FIELD WORKER 4 NA	47,567	49,287	51,368	53,203	55,321	57,420	59,727	62,035	64,550	
FW4	1,823.38	1,889.35	1,969.10	2,039.43	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	
	25.15	26.06	27.16	28.13	29.25	30.36	31.58	32.80	34.13	
GUIDANCE OFF	52,238	54,451	56,531	58,650	60,862	63,302	65,761			
GOF	2,002.45	2,087.28	2,167.03	2,248.23	2,333.05	2,426.58	2,520.83			
	27.62	28.79	29.89	31.01	32.18	33.47	34.77			
HERITAGE RES OFF 1	39,207	40,512	41,987	43,424						
HR1	1,502.93	1,552.95	1,609.50	1,664.60						
	20.73	21.42	22.20	22.96						
HERITAGE RES OFF 2	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200		
HR2	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00		
	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60		
HERITAGE RES OFF 3	51,368	53,335	55,321	57,420	59,727	62,035				
HR3	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00				
	27.16	28.20	29.25	30.36	31.58	32.80				
HERITAGE RES OFF 4	56,172	58,252	60,522	62,924	65,345	68,087				
HR4	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00				
	29.70	30.80	32.00	33.27	34.55	36.00				
HERITAGE RES OFF 5	60,522	62,924	65,345	68,087	70,924	73,912				
HR5	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30				
	32.00	33.27	34.55	36.00	37.50	39.08				
HLTH SOC DEV SPEC 1	35,462	36,578	37,883	39,207	40,512	41,987				
HS1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50				
	18.75	19.34	20.03	20.73	21.42	22.20				
HLTH SOC DEV SPEC 2	37,883	39,207	40,512	41,987	43,424	45,032				
HS2	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23				
	20.03	20.73	21.42	22.20	22.96	23.81				
HLTH SOC DEV SPEC 3	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200		
HS3	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00		
	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60		
HLTH SOC DEV SPEC 4	42,800	44,332	45,864	47,567	49,287	51,065	52,976	55,075	57,212	59,387
HS4	1,640.68	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50
	22.63	23.44	24.25	25.15	26.06	27.00	28.01	29.12	30.25	31.40
HLTH SOC DEV SPEC 5	47,567	49,287	51,368	53,203	55,321	57,420	59,727	62,035	64,550	
HS5	1,823.38	1,889.35	1,969.10	2,039.43	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43	
	25.15	26.06	27.16	28.13	29.25	30.36	31.58	32.80	34.13	

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

HLTH SOC DEV SPEC 6	58,252	60,522	62,924	65,345	68,087	70,924					
HS6	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75					
	30.80	32.00	33.27	34.55	36.00	37.50					
HOME ADVISOR 1	32,209	33,211	34,327	35,462	36,578	37,883					
HV1	1,234.68	1,273.10	1,315.88	1,359.38	1,402.15	1,452.18					
	17.03	17.56	18.15	18.75	19.34	20.03					
HOME ADVISOR 2	35,292	36,351	37,486	38,677	39,944	41,212					
HV2	1,352.85	1,393.45	1,436.95	1,482.63	1,531.20	1,579.78					
	18.66	19.22	19.82	20.45	21.12	21.79					
HOME ECONOMIST 1	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200	
HE1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60	
HOME ECONOMIST 2	44,332	45,864	47,567	49,287	51,065	52,976	55,075	57,212	59,387		
HE2	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50		
	23.44	24.25	25.15	26.06	27.00	28.01	29.12	30.25	31.40		
HOME ECONOMIST 3	49,287	51,368	53,335	55,321	57,420	59,727	62,035				
HE3	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00				
	26.06	27.16	28.20	29.25	30.36	31.58	32.80				
HOME ECONOMIST 4	54,167	56,172	58,252	60,522	62,924	65,345	68,087				
HE4	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00				
	28.64	29.70	30.80	32.00	33.27	34.55	36.00				
ILLUSTRATOR 1	32,795	33,817	34,951	36,067	37,278	38,488					
IL1	1,257.15	1,296.30	1,339.80	1,382.58	1,428.98	1,475.38					
	17.34	17.88	18.48	19.07	19.71	20.35					
ILLUSTRATOR 2	38,488	39,812	41,231	42,706	44,257	45,902					
IL2	1,475.38	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58					
	20.35	21.05	21.80	22.58	23.40	24.27					
ILLUSTRATOR 3	41,231	42,706	44,257	45,902	47,585	49,401					
IL3	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10	1,893.70					
	21.80	22.58	23.40	24.27	25.16	26.12					
INFORM WRITER 1	36,578	37,883	39,207	40,512	41,987	43,424					
IW1	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60					
	19.34	20.03	20.73	21.42	22.20	22.96					
INFORM WRITER 2	46,753	48,361	50,177	52,030	54,016	56,115					
IW2	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08					
	24.72	25.57	26.53	27.51	28.56	29.67					
LANGUAGE SPEC 1	37,883	39,207	40,512	41,987	43,424	45,032	46,734	48,474	50,214	52,200	
LG1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	20.03	20.73	21.42	22.20	22.96	23.81	24.71	25.63	26.55	27.60	
LANGUAGE SPEC 2	44,332	45,864	47,567	49,287	51,065	52,976	55,075	57,212	59,387		
LG2	1,699.40	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50		
	23.44	24.25	25.15	26.06	27.00	28.01	29.12	30.25	31.40		

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

LANGUAGE SPEC 3	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
LG3	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
LIBRARIAN 1	37,883	39,207	40,512	41,987	43,424	45,032		
LN1	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60	1,726.23		
	20.03	20.73	21.42	22.20	22.96	23.81		
LIBRARIAN 2	41,987	43,424	45,032	46,734	48,474	50,214	52,200	
LN2	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	
	22.20	22.96	23.81	24.71	25.63	26.55	27.60	
LIBRARIAN 3	46,734	48,474	50,214	52,200	54,734	57,288		
LN3	1,791.48	1,858.18	1,924.88	2,001.00	2,098.15	2,196.03		
	24.71	25.63	26.55	27.60	28.94	30.29		
LIBRARIAN 4	49,287	51,368	53,335	55,321	57,420	59,727	62,035	
LN4	1,889.35	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	
	26.06	27.16	28.20	29.25	30.36	31.58	32.80	
LIBRARY TECHNICIAN 1	34,516	35,386	36,332	37,334	38,394	39,585		
LY1	1,323.13	1,356.48	1,392.73	1,431.15	1,471.75	1,517.43		
	18.25	18.71	19.21	19.74	20.30	20.93		
LIBRARY TECHNICIAN 2	39,112	40,115	41,212	42,347	43,481	44,730		
LY2	1,499.30	1,537.73	1,579.78	1,623.28	1,666.78	1,714.63		
	20.68	21.21	21.79	22.39	22.99	23.65		
LIBRARY TECHNICIAN 3	40,493	41,666	42,895	44,219	45,581	46,980		
LY3	1,552.23	1,597.18	1,644.30	1,695.05	1,747.25	1,800.90		
	21.41	22.03	22.68	23.38	24.10	24.84		
MEDIA SPECIALIST 1	51,368	53,335	55,321	57,420	59,727	62,035		
MS1	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00		
	27.16	28.20	29.25	30.36	31.58	32.80		
MEDIA SPECIALIST 2	54,167	56,172	58,252	60,522	62,924	65,345	68,087	
MS2	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	
	28.64	29.70	30.80	32.00	33.27	34.55	36.00	
MEDIA TECHNICIAN 1	33,211	34,327	35,462	36,578	37,883	39,207		
TA1	1,273.10	1,315.88	1,359.38	1,402.15	1,452.18	1,502.93		
	17.56	18.15	18.75	19.34	20.03	20.73		
MEDIA TECHNICIAN 2	36,578	37,883	39,207	40,512	41,987	43,424		
TA2	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60		
	19.34	20.03	20.73	21.42	22.20	22.96		
MEDIA TECHNICIAN 3	39,812	41,231	42,706	44,257	45,902	47,585		
TA3	1,526.13	1,580.50	1,637.05	1,696.50	1,759.58	1,824.10		
	21.05	21.80	22.58	23.40	24.27	25.16		
NURSE INS MEN HTH 1	38,734	40,285	41,798	43,424	45,146	46,999	49,023	50,876
NM1	1,484.80	1,544.25	1,602.25	1,664.60	1,730.58	1,801.63	1,879.20	1,950.25
	20.48	21.30	22.10	22.96	23.87	24.85	25.92	26.90

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

NURSE INS MEN HTH 2 NM2	44,332 1,699.40 23.44	45,864 1,758.13 24.25	47,567 1,823.38 25.15	49,287 1,889.35 26.06	51,065 1,957.50 27.00	52,976 2,030.73 28.01	55,075 2,111.20 29.12	57,212 2,193.13 30.25	59,387 2,276.50 31.40	
NURSE INS MEN HTH 3 NM3	45,864 1,758.13 24.25	47,547 1,822.65 25.14	49,193 1,885.73 26.01	50,971 1,953.88 26.95	52,824 2,024.93 27.93	54,734 2,098.15 28.94	56,758 2,175.73 30.01	58,914 2,258.38 31.15	61,127 2,343.20 32.32	
PHOTOGRAPHER 1 PT1	31,301 1,199.88 16.55	32,379 1,241.20 17.12	33,495 1,283.98 17.71	34,554 1,324.58 18.27	35,746 1,370.25 18.90	37,051 1,420.28 19.59				
PHOTOGRAPHER 2 PT2	35,462 1,359.38 18.75	36,578 1,402.15 19.34	37,883 1,452.18 20.03	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20				
PLANNING PROG AN 1 PM1	37,883 1,452.18 20.03	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20	43,424 1,664.60 22.96	45,032 1,726.23 23.81	46,734 1,791.48 24.71	48,474 1,858.18 25.63	50,214 1,924.88 26.55	52,200 2,001.00 27.60
PLANNING PROG AN 2 PM2	49,287 1,889.35 26.06	51,368 1,969.10 27.16	53,335 2,044.50 28.20	55,321 2,120.63 29.25	57,420 2,201.10 30.36	59,727 2,289.55 31.58	62,035 2,378.00 32.80			
PLANNING PROG AN 3 PM3	54,167 2,076.40 28.64	56,172 2,153.25 29.70	58,252 2,233.00 30.80	60,522 2,320.00 32.00	62,924 2,412.08 33.27	65,345 2,504.88 34.55	68,087 2,610.00 36.00			
PLANNING PROG AN 4 PM4	60,522 2,320.00 32.00	62,924 2,412.08 33.27	65,345 2,504.88 34.55	68,087 2,610.00 36.00	70,924 2,718.75 37.50	73,912 2,833.30 39.08	77,109 2,955.83 40.77			
PROBATION OFFICER 1 PB1	40,720 1,560.93 21.53	42,157 1,616.03 22.29	43,557 1,669.68 23.03	45,164 1,731.30 23.88	46,677 1,789.30 24.68	48,417 1,856.00 25.60				
PROBATION OFFICER 2 PB2	43,633 1,672.58 23.07	45,240 1,734.20 23.92	46,753 1,792.20 24.72	48,531 1,860.35 25.66	50,366 1,930.68 26.63	52,219 2,001.73 27.61	54,110 2,074.23 28.61	56,267 2,156.88 29.75		
PROBATION OFFICER 3 PB3	46,470 1,781.33 24.57	48,134 1,845.13 25.45	49,798 1,908.93 26.33	51,671 1,980.70 27.32	53,505 2,051.03 28.29	55,453 2,125.70 29.32	57,515 2,204.73 30.41	59,784 2,291.73 31.61	62,111 2,380.90 32.84	64,456 2,470.80 34.08
PROBATION PROG/AREA DIRECTOR PPA	61,751 2,367.13 32.65	64,153 2,459.20 33.92	66,707 2,557.08 35.27	69,260 2,654.95 36.62	72,172 2,766.60 38.16	75,198 2,882.60 39.76				
RECREATION CONSULT 1 RR1	35,538 1,362.28 18.79	36,578 1,402.15 19.34	37,883 1,452.18 20.03	39,207 1,502.93 20.73	40,512 1,552.95 21.42	41,987 1,609.50 22.20				
RECREATION CONSULT 2 RR2	43,424 1,664.60 22.96	45,032 1,726.23 23.81	46,734 1,791.48 24.71	48,474 1,858.18 25.63	50,214 1,924.88 26.55	52,200 2,001.00 27.60				

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

RECREATION CONSULT 3	49,287	51,065	52,976	55,075	57,212	59,387				
RR3	1,889.35	1,957.50	2,030.73	2,111.20	2,193.13	2,276.50				
	26.06	27.00	28.01	29.12	30.25	31.40				
RECREATION CONSULT 4	53,335	55,321	57,420	59,727	62,035	64,550				
RR4	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43				
	28.20	29.25	30.36	31.58	32.80	34.13				
RESEARCH ASSIST 1	32,209	33,211	34,327	35,462	36,578	37,883				
RH1	1,234.68	1,273.10	1,315.88	1,359.38	1,402.15	1,452.18				
	17.03	17.56	18.15	18.75	19.34	20.03				
RESEARCH ASSIST 2	36,578	37,883	39,207	40,512	41,987	43,424				
RH2	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	1,664.60				
	19.34	20.03	20.73	21.42	22.20	22.96				
RESIDENCE COUNSELR	39,547	40,607	41,741	42,933	44,162	45,486				
RCR	1,515.98	1,556.58	1,600.08	1,645.75	1,692.88	1,743.63				
	20.91	21.47	22.07	22.70	23.35	24.05				
RESOURCE EXT OFF 1	40,512	41,987	43,424	45,032	46,734	48,474				
RX1	1,552.95	1,609.50	1,664.60	1,726.23	1,791.48	1,858.18				
	21.42	22.20	22.96	23.81	24.71	25.63				
RESOURCE EXT OFF 2	45,864	47,567	49,287	51,065	52,976	55,075				
RX2	1,758.13	1,823.38	1,889.35	1,957.50	2,030.73	2,111.20				
	24.25	25.15	26.06	27.00	28.01	29.12				
RESOURCE EXT OFF 3	51,368	53,335	55,321	57,420	59,727	62,035				
RX3	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00				
	27.16	28.20	29.25	30.36	31.58	32.80				
RESOURCE EXT OFF 4	58,252	60,522	62,924	65,345	68,087	70,924				
RX4	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00	2,718.75				
	30.80	32.00	33.27	34.55	36.00	37.50				
SOCIAL WORKER 1	36,691	37,902	39,207	40,569	41,930	43,481				
WS1	1,406.50	1,452.90	1,502.93	1,555.13	1,607.33	1,666.78				
	19.40	20.04	20.73	21.45	22.17	22.99				
SOCIAL WORKER 2	39,226	40,607	41,968	43,519	44,975	46,659				
WS2	1,503.65	1,556.58	1,608.78	1,668.23	1,724.05	1,788.58				
	20.74	21.47	22.19	23.01	23.78	24.67				
SOCIAL WORKER 3	42,044	43,595	45,051	46,753	48,531	50,309	52,124	54,186		
WS3	1,611.68	1,671.13	1,726.95	1,792.20	1,860.35	1,928.50	1,998.10	2,077.13		
	22.23	23.05	23.82	24.72	25.66	26.60	27.56	28.65		
SOCIAL WORKER 4	44,370	45,940	47,547	49,307	51,084	52,938	54,905	57,099	59,293	61,524
WS4	1,700.85	1,761.03	1,822.65	1,890.08	1,958.23	2,029.28	2,104.68	2,188.78	2,272.88	2,358.43
	23.46	24.29	25.14	26.07	27.01	27.99	29.03	30.19	31.35	32.53
SOCIAL WORKER 5	49,401	51,198	53,373	55,264	57,458	59,652	62,054	64,437	67,047	
WS5	1,893.70	1,962.58	2,045.95	2,118.45	2,202.55	2,286.65	2,378.73	2,470.08	2,570.13	
	26.12	27.07	28.22	29.22	30.38	31.54	32.81	34.07	35.45	

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

SOCIAL WORKER 6	60,597	62,943	65,439	68,011	70,792	73,780				
WS6	2,322.90	2,412.80	2,508.50	2,607.10	2,713.68	2,828.23				
	32.04	33.28	34.60	35.96	37.43	39.01				
SPVR COUN SERV HLTH	47,321	48,985	50,763	52,616	54,527	56,550	58,801	61,089	63,397	
SVC	1,813.95	1,877.75	1,945.90	2,016.95	2,090.18	2,167.75	2,254.03	2,341.75	2,430.20	
	25.02	25.90	26.84	27.82	28.83	29.90	31.09	32.30	33.52	
SPVR INMATE TR CORR	47,321	48,985	50,763	52,616	54,527	56,550	58,801	61,089	63,397	
SIT	1,813.95	1,877.75	1,945.90	2,016.95	2,090.18	2,167.75	2,254.03	2,341.75	2,430.20	
	25.02	25.90	26.84	27.82	28.83	29.90	31.09	32.30	33.52	
SPVR INSTIT PR HDGY	53,335	55,321	57,420	59,727	62,035	64,550				
SIH	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43				
	28.20	29.25	30.36	31.58	32.80	34.13				
SR RESEARCH ECONMST	62,924	65,345	68,087	70,924	73,912	77,109	80,494	83,955		
SER	2,412.08	2,504.88	2,610.00	2,718.75	2,833.30	2,955.83	3,085.60	3,218.28		
	33.27	34.55	36.00	37.50	39.08	40.77	42.56	44.39		
STATISTICAL ANAL 1	43,424	45,032	46,734	48,474	50,214	52,200				
SS1	1,664.60	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00				
	22.96	23.81	24.71	25.63	26.55	27.60				
STATISTICAL ANAL 2	51,368	53,335	55,321	57,420	59,727	62,035	64,550			
SS2	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00	2,474.43			
	27.16	28.20	29.25	30.36	31.58	32.80	34.13			
STATISTICAL ANAL 3	56,172	58,252	60,522	62,924	65,345	68,087				
SS3	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00				
	29.70	30.80	32.00	33.27	34.55	36.00				
TEACHER INSTITUT 1	38,980	40,342	41,760	43,179	44,730	46,243				
TN1	1,494.23	1,546.43	1,600.80	1,655.18	1,714.63	1,772.63				
	20.61	21.33	22.08	22.83	23.65	24.45				
TEACHER INSTITUT 2	43,746	45,221	46,829	48,474	50,271	52,143	54,110	56,096	58,158	
TN2	1,676.93	1,733.48	1,795.10	1,858.18	1,927.05	1,998.83	2,074.23	2,150.35	2,229.38	
	23.13	23.91	24.76	25.63	26.58	27.57	28.61	29.66	30.75	
TEACHER INSTITUT 3	52,238	54,205	56,191	58,252	60,352	62,697	65,061			
TN3	2,002.45	2,077.85	2,153.98	2,233.00	2,313.48	2,403.38	2,494.00			
	27.62	28.66	29.71	30.80	31.91	33.15	34.40			
TEACHER OF DEAF 1	48,626	50,422	52,238	54,129	56,153	58,385				
TF1	1,863.98	1,932.85	2,002.45	2,074.95	2,152.53	2,238.08				
	25.71	26.66	27.62	28.62	29.69	30.87				
TEACHER OF DEAF 2	50,422	52,238	54,129	56,153	58,385	60,654	62,943			
TF2	1,932.85	2,002.45	2,074.95	2,152.53	2,238.08	2,325.08	2,412.80			
	26.66	27.62	28.62	29.69	30.87	32.07	33.28			
TEACHER OF DEAF 3	52,238	54,451	56,531	58,650	60,862	63,302	65,761			
TF3	2,002.45	2,087.28	2,167.03	2,248.23	2,333.05	2,426.58	2,520.83			
	27.62	28.79	29.89	31.01	32.18	33.47	34.77			

SOCIAL SCIENCES COMPONENT YEAR 2 SALARY SCHEDULE

TOUR MARKETING OFF 1	35,462	36,578	37,883	39,207	40,512	41,987	
TM1	1,359.38	1,402.15	1,452.18	1,502.93	1,552.95	1,609.50	
	18.75	19.34	20.03	20.73	21.42	22.20	
TOUR MARKETING OFF 2	46,753	48,361	50,177	52,030	54,016	56,115	
TM2	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08	
	24.72	25.57	26.53	27.51	28.56	29.67	
TOUR MARKETING OFF 3	54,167	56,172	58,252	60,522	62,924		
TM3	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08		
	28.64	29.70	30.80	32.00	33.27		
TOURIST DEV OFF 1	45,032	46,734	48,474	50,214	52,200	54,148	
TT1	1,726.23	1,791.48	1,858.18	1,924.88	2,001.00	2,075.68	
	23.81	24.71	25.63	26.55	27.60	28.63	
TOURIST DEV OFF 2	49,533	51,368	53,335	55,321	57,420	59,727	62,035
TT2	1,898.78	1,969.10	2,044.50	2,120.63	2,201.10	2,289.55	2,378.00
	26.19	27.16	28.20	29.25	30.36	31.58	32.80
TOURIST DEV OFF 3	54,167	56,172	58,252	60,522	62,924	65,345	68,087
TT3	2,076.40	2,153.25	2,233.00	2,320.00	2,412.08	2,504.88	2,610.00
	28.64	29.70	30.80	32.00	33.27	34.55	36.00
TRANSLATOR 1	46,753	48,361	50,177	52,030	54,016	56,115	58,385
TS1	1,792.20	1,853.83	1,923.43	1,994.48	2,070.60	2,151.08	2,238.08
	24.72	25.57	26.53	27.51	28.56	29.67	30.87
TRANSLATOR 2	58,441	60,597	62,943	65,439	68,011	70,792	73,780
TS2	2,240.25	2,322.90	2,412.80	2,508.50	2,607.10	2,713.68	2,828.23
	30.90	32.04	33.28	34.60	35.96	37.43	39.01
TRANSLATOR 3	60,900	63,132	65,628	68,220	70,830	73,780	76,882
TS3	2,334.50	2,420.05	2,515.75	2,615.08	2,715.13	2,828.23	2,947.13
	32.20	33.38	34.70	36.07	37.45	39.01	40.65

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

AGENCY REL COORD 1	57,571	59,709	62,035	64,494	66,971	69,789	72,702
AD1	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90
	30.44	31.57	32.80	34.10	35.41	36.90	38.44
AGENCY REL COORD 2	62,035	64,494	66,971	69,789	72,702	75,766	79,038
AD2	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78
	32.80	34.10	35.41	36.90	38.44	40.06	41.79
CH PHOTOGRAPHER	43,765	45,373	47,056	48,777	50,630	52,465	
CPO	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83	2,011.15	
	23.14	23.99	24.88	25.79	26.77	27.74	
CHAPLAIN	50,517	52,654	54,678	56,701	58,857	61,222	63,586
CHN	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45
	26.71	27.84	28.91	29.98	31.12	32.37	33.62
COMMUNITY CORRECTIONS	39,151	40,487	41,927	43,388	44,891	46,477	
WORKER	1,500.80	1,552.00	1,607.20	1,663.20	1,720.80	1,781.60	
CWC	18.76	19.40	20.09	20.79	21.51	22.27	
CON VISUAL/HEAR ED 1	49,212	51,103	53,013	54,980	56,966	59,217	
VH1	1,886.45	1,958.95	2,032.18	2,107.58	2,183.70	2,269.98	
	26.02	27.02	28.03	29.07	30.12	31.31	
CON VISUAL/HEAR ED 2	53,846	55,831	57,836	59,992	62,394	64,815	67,255
VH2	2,064.08	2,140.20	2,217.05	2,299.70	2,391.78	2,484.58	2,578.10
	28.47	29.52	30.58	31.72	32.99	34.27	35.56
CON VISUAL/HEAR ED 3	55,869	58,214	60,465	62,697	65,061	67,690	70,300
VH3	2,141.65	2,231.55	2,317.83	2,403.38	2,494.00	2,594.78	2,694.83
	29.54	30.78	31.97	33.15	34.40	35.79	37.17
CORRESP TEACHER 4	44,503	46,167	47,907	49,685	51,463	53,505	
DC4	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	
	23.53	24.41	25.33	26.27	27.21	28.29	
DAY CARE CO-ORD	46,034	47,547	49,382	51,217	53,127	55,037	57,212
DCO	1,764.65	1,822.65	1,892.98	1,963.30	2,036.53	2,109.75	2,193.13
	24.34	25.14	26.11	27.08	28.09	29.10	30.25
ECO DEV CONSULTANT 1	43,878	45,448	47,018	48,758	50,517	52,351	54,300
IC1	1,682.00	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48
	23.20	24.03	24.86	25.78	26.71	27.68	28.71
ECO DEV CONSULTANT 2	55,529	57,571	59,709	62,035	64,494	66,971	69,789
IC2	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25
	29.36	30.44	31.57	32.80	34.10	35.41	36.90
ECO DEV CONSULTANT 3	59,709	62,035	64,494	66,971	69,789	72,702	75,766
IC3	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35
	31.57	32.80	34.10	35.41	36.90	38.44	40.06

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

ECO DEV CONSULTANT 4 IC4	64,494 2,472.25 34.10	66,971 2,567.23 35.41	69,789 2,675.25 36.90	72,702 2,786.90 38.44	75,766 2,904.35 40.06	79,038 3,029.78 41.79	82,499 3,162.45 43.62	86,054 3,298.75 45.50		
ECON RES ANALYST 1 ER1	38,829 1,488.43 20.53	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76	44,503 1,705.93 23.53	46,167 1,769.73 24.41	47,907 1,836.43 25.33	49,685 1,904.58 26.27	51,463 1,972.73 27.21	53,505 2,051.03 28.29
ECON RES ANALYST 2 ER2	50,517 1,936.48 26.71	52,654 2,018.40 27.84	54,678 2,095.98 28.91	56,701 2,173.55 29.98	58,857 2,256.20 31.12	61,222 2,346.83 32.37	63,586 2,437.45 33.62			
ECON RES ANALYST 3 ER3	55,529 2,128.60 29.36	57,571 2,206.90 30.44	59,709 2,288.83 31.57	62,035 2,378.00 32.80	64,494 2,472.25 34.10	66,971 2,567.23 35.41	69,789 2,675.25 36.90			
ECON RES ANALYST 4 ER4	64,494 2,472.25 34.10	66,971 2,567.23 35.41	69,789 2,675.25 36.90	72,702 2,786.90 38.44	75,766 2,904.35 40.06	79,038 3,029.78 41.79				
ECON SECURITY COUN 1 EB1	36,181 1,386.93 19.13	37,259 1,428.25 19.70	38,431 1,473.20 20.32	39,642 1,519.60 20.96	40,947 1,569.63 21.65	42,233 1,618.93 22.33				
ECON SECURITY COUN 2 EB2	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76	44,503 1,705.93 23.53	46,167 1,769.73 24.41	47,907 1,836.43 25.33				
ECON SECURITY COUN 3 EB3	41,533 1,592.10 21.96	43,046 1,650.10 22.76	44,503 1,705.93 23.53	46,167 1,769.73 24.41	47,907 1,836.43 25.33	49,685 1,904.58 26.27	51,463 1,972.73 27.21	53,505 2,051.03 28.29		
ECON SECURITY COUN 4 EB4	43,878 1,682.00 23.20	45,448 1,742.18 24.03	47,018 1,802.35 24.86	48,758 1,869.05 25.78	50,517 1,936.48 26.71	52,351 2,006.80 27.68	54,300 2,081.48 28.71	56,456 2,164.13 29.85	58,650 2,248.23 31.01	60,881 2,333.78 32.19
EDUCATION CONSULTANT EDC	50,517 1,936.48 26.71	52,654 2,018.40 27.84	54,678 2,095.98 28.91	56,701 2,173.55 29.98	58,857 2,256.20 31.12	61,222 2,346.83 32.37	63,586 2,437.45 33.62			
EDUCATIONAL ASST 1 LS1	33,609 1,288.33 17.77	34,668 1,328.93 18.33	35,821 1,373.15 18.94	36,975 1,417.38 19.55	38,204 1,464.50 20.20	39,453 1,512.35 20.86				
EDUCATIONAL ASST 2 LS2	37,486 1,436.95 19.82	38,829 1,488.43 20.53	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76	44,503 1,705.93 23.53				
EDUCATIONAL ASST 3 LS3	39,453 1,512.35 20.86	40,814 1,564.55 21.58	42,271 1,620.38 22.35	43,765 1,677.65 23.14	45,373 1,739.28 23.99	47,056 1,803.80 24.88				
FIELD WORKER 1 NA FW1	34,668 1,328.93 18.33	35,821 1,373.15 18.94	36,975 1,417.38 19.55	38,204 1,464.50 20.20	39,453 1,512.35 20.86	40,814 1,564.55 21.58				

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

FIELD WORKER 2 NA	38,829	40,190	41,533	43,046	44,503	46,167	47,907			
FW2	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43			
	20.53	21.25	21.96	22.76	23.53	24.41	25.33			
FIELD WORKER 3 NA	43,878	45,448	47,018	48,758	50,517	52,351	54,300	56,456		
FW3	1,682.00	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13		
	23.20	24.03	24.86	25.78	26.71	27.68	28.71	29.85		
FIELD WORKER 4 NA	48,758	50,517	52,654	54,527	56,701	58,857	61,222	63,586	66,158	
FW4	1,869.05	1,936.48	2,018.40	2,090.18	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	
	25.78	26.71	27.84	28.83	29.98	31.12	32.37	33.62	34.98	
GUIDANCE OFF	54,621	56,928	59,103	61,335	63,624	66,196	68,749			
GOF	2,093.80	2,182.25	2,265.63	2,351.18	2,438.90	2,537.50	2,635.38			
	28.88	30.10	31.25	32.43	33.64	35.00	36.35			
HERITAGE RES OFF 1	40,190	41,533	43,046	44,503						
HR1	1,540.63	1,592.10	1,650.10	1,705.93						
	21.25	21.96	22.76	23.53						
HERITAGE RES OFF 2	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505		
HR2	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03		
	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29		
HERITAGE RES OFF 3	52,654	54,678	56,701	58,857	61,222	63,586				
HR3	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45				
	27.84	28.91	29.98	31.12	32.37	33.62				
HERITAGE RES OFF 4	57,571	59,709	62,035	64,494	66,971	69,789				
HR4	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25				
	30.44	31.57	32.80	34.10	35.41	36.90				
HERITAGE RES OFF 5	62,035	64,494	66,971	69,789	72,702	75,766				
HR5	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35				
	32.80	34.10	35.41	36.90	38.44	40.06				
HLTH SOC DEV SPEC 1	36,351	37,486	38,829	40,190	41,533	43,046				
HS1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10				
	19.22	19.82	20.53	21.25	21.96	22.76				
HLTH SOC DEV SPEC 2	38,829	40,190	41,533	43,046	44,503	46,167				
HS2	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73				
	20.53	21.25	21.96	22.76	23.53	24.41				
HLTH SOC DEV SPEC 3	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505		
HS3	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03		
	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29		
HLTH SOC DEV SPEC 4	43,878	45,448	47,018	48,758	50,517	52,351	54,300	56,456	58,650	60,881
HS4	1,682.00	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78
	23.20	24.03	24.86	25.78	26.71	27.68	28.71	29.85	31.01	32.19
HLTH SOC DEV SPEC 5	48,758	50,517	52,654	54,527	56,701	58,857	61,222	63,586	66,158	
HS5	1,869.05	1,936.48	2,018.40	2,090.18	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05	
	25.78	26.71	27.84	28.83	29.98	31.12	32.37	33.62	34.98	

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

HLTH SOC DEV SPEC 6	59,709	62,035	64,494	66,971	69,789	72,702					
HS6	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90					
	31.57	32.80	34.10	35.41	36.90	38.44					
HOME ADVISOR 1	33,022	34,044	35,178	36,351	37,486	38,829					
HV1	1,265.85	1,305.00	1,348.50	1,393.45	1,436.95	1,488.43					
	17.46	18.00	18.60	19.22	19.82	20.53					
HOME ADVISOR 2	36,181	37,259	38,431	39,642	40,947	42,233					
HV2	1,386.93	1,428.25	1,473.20	1,519.60	1,569.63	1,618.93					
	19.13	19.70	20.32	20.96	21.65	22.33					
HOME ECONOMIST 1	38,829	40,190	41,533	43,046	44,503	46,167	47,907	49,685	51,463	53,505	
HE1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	
	20.53	21.25	21.96	22.76	23.53	24.41	25.33	26.27	27.21	28.29	
HOME ECONOMIST 2	45,448	47,018	48,758	50,517	52,351	54,300	56,456	58,650	60,881		
HE2	1,742.18	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78		
	24.03	24.86	25.78	26.71	27.68	28.71	29.85	31.01	32.19		
HOME ECONOMIST 3	50,517	52,654	54,678	56,701	58,857	61,222	63,586				
HE3	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45				
	26.71	27.84	28.91	29.98	31.12	32.37	33.62				
HOME ECONOMIST 4	55,529	57,571	59,709	62,035	64,494	66,971	69,789				
HE4	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25				
	29.36	30.44	31.57	32.80	34.10	35.41	36.90				
ILLUSTRATOR 1	33,609	34,668	35,821	36,975	38,204	39,453					
IL1	1,288.33	1,328.93	1,373.15	1,417.38	1,464.50	1,512.35					
	17.77	18.33	18.94	19.55	20.20	20.86					
ILLUSTRATOR 2	39,453	40,814	42,271	43,765	45,373	47,056					
IL2	1,512.35	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80					
	20.86	21.58	22.35	23.14	23.99	24.88					
ILLUSTRATOR 3	42,271	43,765	45,373	47,056	48,777	50,630					
IL3	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78	1,940.83					
	22.35	23.14	23.99	24.88	25.79	26.77					
INFORM WRITER 1	37,486	38,829	40,190	41,533	43,046	44,503					
IW1	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93					
	19.82	20.53	21.25	21.96	22.76	23.53					
INFORM WRITER 2	47,926	49,571	51,425	53,335	55,359	57,515					
IW2	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73					
	25.34	26.21	27.19	28.20	29.27	30.41					
LANGUAGE SPEC 1	40,380	41,798	43,197	44,767	46,280	48,020	49,817	51,671	53,524	55,642	
LG1	1,547.88	1,602.25	1,655.90	1,716.08	1,774.08	1,840.78	1,909.65	1,980.70	2,051.75	2,132.95	
	21.35	22.10	22.84	23.67	24.47	25.39	26.34	27.32	28.30	29.42	
LANGUAGE SPEC 2	47,264	48,890	50,706	52,541	54,451	56,474	58,706	60,995	63,321		
LG2	1,811.78	1,874.13	1,943.73	2,014.05	2,087.28	2,164.85	2,250.40	2,338.13	2,427.30		
	24.99	25.85	26.81	27.78	28.79	29.86	31.04	32.25	33.48		

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

LANGUAGE SPEC 3	52,541	54,753	56,872	58,971	61,203	63,661	66,120	
LG3	2,014.05	2,098.88	2,180.08	2,260.55	2,346.10	2,440.35	2,534.60	
	27.78	28.95	30.07	31.18	32.36	33.66	34.96	
LIBRARIAN 1	38,829	40,190	41,533	43,046	44,503	46,167		
LN1	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93	1,769.73		
	20.53	21.25	21.96	22.76	23.53	24.41		
LIBRARIAN 2	43,046	44,503	46,167	47,907	49,685	51,463	53,505	
LN2	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	
	22.76	23.53	24.41	25.33	26.27	27.21	28.29	
LIBRARIAN 3	47,907	49,685	51,463	53,505	56,096	58,725		
LN3	1,836.43	1,904.58	1,972.73	2,051.03	2,150.35	2,251.13		
	25.33	26.27	27.21	28.29	29.66	31.05		
LIBRARIAN 4	50,517	52,654	54,678	56,701	58,857	61,222	63,586	
LN4	1,936.48	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	
	26.71	27.84	28.91	29.98	31.12	32.37	33.62	
LIBRARY TECHNICIAN 1	35,386	36,275	37,240	38,261	39,358	40,569		
LY1	1,356.48	1,390.55	1,427.53	1,466.68	1,508.73	1,555.13		
	18.71	19.18	19.69	20.23	20.81	21.45		
LIBRARY TECHNICIAN 2	40,096	41,117	42,233	43,406	44,559	45,845		
LY2	1,537.00	1,576.15	1,618.93	1,663.88	1,708.10	1,757.40		
	21.20	21.74	22.33	22.95	23.56	24.24		
LIBRARY TECHNICIAN 3	41,514	42,706	43,973	45,316	46,715	48,153		
LY3	1,591.38	1,637.05	1,685.63	1,737.10	1,790.75	1,845.85		
	21.95	22.58	23.25	23.96	24.70	25.46		
MEDIA SPECIALIST 1	52,654	54,678	56,701	58,857	61,222	63,586		
MS1	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45		
	27.84	28.91	29.98	31.12	32.37	33.62		
MEDIA SPECIALIST 2	55,529	57,571	59,709	62,035	64,494	66,971	69,789	
MS2	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	
	29.36	30.44	31.57	32.80	34.10	35.41	36.90	
MEDIA TECHNICIAN 1	34,044	35,178	36,351	37,486	38,829	40,190		
TA1	1,305.00	1,348.50	1,393.45	1,436.95	1,488.43	1,540.63		
	18.00	18.60	19.22	19.82	20.53	21.25		
MEDIA TECHNICIAN 2	37,486	38,829	40,190	41,533	43,046	44,503		
TA2	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93		
	19.82	20.53	21.25	21.96	22.76	23.53		
MEDIA TECHNICIAN 3	40,814	42,271	43,765	45,373	47,056	48,777		
TA3	1,564.55	1,620.38	1,677.65	1,739.28	1,803.80	1,869.78		
	21.58	22.35	23.14	23.99	24.88	25.79		
NURSE INS MEN HTH 1	39,699	41,287	42,838	44,503	46,280	48,172	50,252	52,143
NM1	1,521.78	1,582.68	1,642.13	1,705.93	1,774.08	1,846.58	1,926.33	1,998.83
	20.99	21.83	22.65	23.53	24.47	25.47	26.57	27.57

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

NURSE INS MEN HTH 2 NM2	45,448 1,742.18 24.03	47,018 1,802.35 24.86	48,758 1,869.05 25.78	50,517 1,936.48 26.71	52,351 2,006.80 27.68	54,300 2,081.48 28.71	56,456 2,164.13 29.85	58,650 2,248.23 31.01	60,881 2,333.78 32.19	
NURSE INS MEN HTH 3 NM3	47,018 1,802.35 24.86	48,739 1,868.33 25.77	50,422 1,932.85 26.66	52,238 2,002.45 27.62	54,148 2,075.68 28.63	56,096 2,150.35 29.66	58,177 2,230.10 30.76	60,390 2,314.93 31.93	62,659 2,401.93 33.13	
PHOTOGRAPHER 1 PT1	32,077 1,229.60 16.96	33,193 1,272.38 17.55	34,327 1,315.88 18.15	35,424 1,357.93 18.73	36,635 1,404.33 19.37	37,977 1,455.80 20.08				
PHOTOGRAPHER 2 PT2	36,351 1,393.45 19.22	37,486 1,436.95 19.82	38,829 1,488.43 20.53	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76				
PLANNING PROG AN 1 PM1	38,829 1,488.43 20.53	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76	44,503 1,705.93 23.53	46,167 1,769.73 24.41	47,907 1,836.43 25.33	49,685 1,904.58 26.27	51,463 1,972.73 27.21	53,505 2,051.03 28.29
PLANNING PROG AN 2 PM2	50,517 1,936.48 26.71	52,654 2,018.40 27.84	54,678 2,095.98 28.91	56,701 2,173.55 29.98	58,857 2,256.20 31.12	61,222 2,346.83 32.37	63,586 2,437.45 33.62			
PLANNING PROG AN 3 PM3	55,529 2,128.60 29.36	57,571 2,206.90 30.44	59,709 2,288.83 31.57	62,035 2,378.00 32.80	64,494 2,472.25 34.10	66,971 2,567.23 35.41	69,789 2,675.25 36.90			
PLANNING PROG AN 4 PM4	62,035 2,378.00 32.80	64,494 2,472.25 34.10	66,971 2,567.23 35.41	69,789 2,675.25 36.90	72,702 2,786.90 38.44	75,766 2,904.35 40.06	79,038 3,029.78 41.79			
PROBATION OFFICER 1 PB1	41,741 1,600.08 22.07	43,217 1,656.63 22.85	44,654 1,711.73 23.61	46,299 1,774.80 24.48	47,850 1,834.25 25.30	49,628 1,902.40 26.24				
PROBATION OFFICER 2 PB2	44,730 1,714.63 23.65	46,375 1,777.70 24.52	47,926 1,837.15 25.34	49,741 1,906.75 26.30	51,633 1,979.25 27.30	53,524 2,051.75 28.30	55,472 2,126.43 29.33	57,666 2,210.53 30.49		
PROBATION OFFICER 3 PB3	47,623 1,825.55 25.18	49,344 1,891.53 26.09	51,047 1,956.78 26.99	52,957 2,030.00 28.00	54,848 2,102.50 29.00	56,834 2,178.63 30.05	58,952 2,259.83 31.17	61,278 2,349.00 32.40	63,661 2,440.35 33.66	66,064 2,532.43 34.93
PROBATION PROG/AREA DIRECTOR PPA	63,302 2,426.58 33.47	65,761 2,520.83 34.77	68,371 2,620.88 36.15	71,000 2,721.65 37.54	73,969 2,835.48 39.11	77,071 2,954.38 40.75				
RECREATION CONSULT 1 RR1	36,427 1,396.35 19.26	37,486 1,436.95 19.82	38,829 1,488.43 20.53	40,190 1,540.63 21.25	41,533 1,592.10 21.96	43,046 1,650.10 22.76				
RECREATION CONSULT 2 RR2	44,503 1,705.93 23.53	46,167 1,769.73 24.41	47,907 1,836.43 25.33	49,685 1,904.58 26.27	51,463 1,972.73 27.21	53,505 2,051.03 28.29				

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

RECREATION CONSULT 3	50,517	52,351	54,300	56,456	58,650	60,881				
RR3	1,936.48	2,006.80	2,081.48	2,164.13	2,248.23	2,333.78				
	26.71	27.68	28.71	29.85	31.01	32.19				
RECREATION CONSULT 4	54,678	56,701	58,857	61,222	63,586	66,158				
RR4	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05				
	28.91	29.98	31.12	32.37	33.62	34.98				
RESEARCH ASSIST 1	33,022	34,044	35,178	36,351	37,486	38,829				
RH1	1,265.85	1,305.00	1,348.50	1,393.45	1,436.95	1,488.43				
	17.46	18.00	18.60	19.22	19.82	20.53				
RESEARCH ASSIST 2	37,486	38,829	40,190	41,533	43,046	44,503				
RH2	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	1,705.93				
	19.82	20.53	21.25	21.96	22.76	23.53				
RESIDENCE COUNSELR	40,531	41,628	42,781	44,011	45,259	46,621				
RCR	1,553.68	1,595.73	1,639.95	1,687.08	1,734.93	1,787.13				
	21.43	22.01	22.62	23.27	23.93	24.65				
RESOURCE EXT OFF 1	41,533	43,046	44,503	46,167	47,907	49,685				
RX1	1,592.10	1,650.10	1,705.93	1,769.73	1,836.43	1,904.58				
	21.96	22.76	23.53	24.41	25.33	26.27				
RESOURCE EXT OFF 2	47,018	48,758	50,517	52,351	54,300	56,456				
RX2	1,802.35	1,869.05	1,936.48	2,006.80	2,081.48	2,164.13				
	24.86	25.78	26.71	27.68	28.71	29.85				
RESOURCE EXT OFF 3	52,654	54,678	56,701	58,857	61,222	63,586				
RX3	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45				
	27.84	28.91	29.98	31.12	32.37	33.62				
RESOURCE EXT OFF 4	59,709	62,035	64,494	66,971	69,789	72,702				
RX4	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25	2,786.90				
	31.57	32.80	34.10	35.41	36.90	38.44				
SOCIAL WORKER 1	37,618	38,847	40,190	41,590	42,971	44,559				
WS1	1,442.03	1,489.15	1,540.63	1,594.28	1,647.20	1,708.10				
	19.89	20.54	21.25	21.99	22.72	23.56				
SOCIAL WORKER 2	40,209	41,628	43,008	44,616	46,091	47,831				
WS2	1,541.35	1,595.73	1,648.65	1,710.28	1,766.83	1,833.53				
	21.26	22.01	22.74	23.59	24.37	25.29				
SOCIAL WORKER 3	43,103	44,692	46,186	47,926	49,741	51,576	53,430	55,548		
WS3	1,652.28	1,713.18	1,770.45	1,837.15	1,906.75	1,977.08	2,048.13	2,129.33		
	22.79	23.63	24.42	25.34	26.30	27.27	28.25	29.37		
SOCIAL WORKER 4	45,486	47,094	48,739	50,536	52,370	54,262	56,285	58,517	60,768	63,056
WS4	1,743.63	1,805.25	1,868.33	1,937.20	2,007.53	2,080.03	2,157.60	2,243.15	2,329.43	2,417.15
	24.05	24.90	25.77	26.72	27.69	28.69	29.76	30.94	32.13	33.34
SOCIAL WORKER 5	50,630	52,484	54,716	56,645	58,895	61,146	63,605	66,044	68,730	
WS5	1,940.83	2,011.88	2,097.43	2,171.38	2,257.65	2,343.93	2,438.18	2,531.70	2,634.65	
	26.77	27.75	28.93	29.95	31.14	32.33	33.63	34.92	36.34	

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

SOCIAL WORKER 6	62,111	64,513	67,085	69,714	72,570	75,634				
WS6	2,380.90	2,472.98	2,571.58	2,672.35	2,781.83	2,899.28				
	32.84	34.11	35.47	36.86	38.37	39.99				
SPVR COUN SERV HLTH	48,512	50,214	52,030	53,940	55,888	57,969	60,276	62,621	64,985	
SVC	1,859.63	1,924.88	1,994.48	2,067.70	2,142.38	2,222.13	2,310.58	2,400.48	2,491.10	
	25.65	26.55	27.51	28.52	29.55	30.65	31.87	33.11	34.36	
SPVR INMATE TR CORR	48,512	50,214	52,030	53,940	55,888	57,969	60,276	62,621	64,985	
SIT	1,859.63	1,924.88	1,994.48	2,067.70	2,142.38	2,222.13	2,310.58	2,400.48	2,491.10	
	25.65	26.55	27.51	28.52	29.55	30.65	31.87	33.11	34.36	
SPVR INSTIT PR HDGY	54,678	56,701	58,857	61,222	63,586	66,158				
SIH	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05				
	28.91	29.98	31.12	32.37	33.62	34.98				
SR RESEARCH ECONMST	64,494	66,971	69,789	72,702	75,766	79,038	82,499	86,054		
SER	2,472.25	2,567.23	2,675.25	2,786.90	2,904.35	3,029.78	3,162.45	3,298.75		
	34.10	35.41	36.90	38.44	40.06	41.79	43.62	45.50		
STATISTICAL ANAL 1	44,503	46,167	47,907	49,685	51,463	53,505				
SS1	1,705.93	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03				
	23.53	24.41	25.33	26.27	27.21	28.29				
STATISTICAL ANAL 2	52,654	54,678	56,701	58,857	61,222	63,586	66,158			
SS2	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45	2,536.05			
	27.84	28.91	29.98	31.12	32.37	33.62	34.98			
STATISTICAL ANAL 3	57,571	59,709	62,035	64,494	66,971	69,789				
SS3	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25				
	30.44	31.57	32.80	34.10	35.41	36.90				
TEACHER INSTITUT 1	40,758	42,176	43,651	45,146	46,753	48,342				
TN1	1,562.38	1,616.75	1,673.30	1,730.58	1,792.20	1,853.10				
	21.55	22.30	23.08	23.87	24.72	25.56				
TEACHER INSTITUT 2	45,732	47,283	48,966	50,687	52,541	54,527	56,588	58,650	60,806	
TN2	1,753.05	1,812.50	1,877.03	1,943.00	2,014.05	2,090.18	2,169.20	2,248.23	2,330.88	
	24.18	25.00	25.89	26.80	27.78	28.83	29.92	31.01	32.15	
TEACHER INSTITUT 3	54,621	56,683	58,744	60,900	63,094	65,553	68,030			
TN3	2,093.80	2,172.83	2,251.85	2,334.50	2,418.60	2,512.85	2,607.83			
	28.88	29.97	31.06	32.20	33.36	34.66	35.97			
TEACHER OF DEAF 1	50,838	52,730	54,621	56,607	58,706	61,033				
TF1	1,948.80	2,021.30	2,093.80	2,169.93	2,250.40	2,339.58				
	26.88	27.88	28.88	29.93	31.04	32.27				
TEACHER OF DEAF 2	52,730	54,621	56,607	58,706	61,033	63,416	65,799			
TF2	2,021.30	2,093.80	2,169.93	2,250.40	2,339.58	2,430.93	2,522.28			
	27.88	28.88	29.93	31.04	32.27	33.53	34.79			
TEACHER OF DEAF 3	54,621	56,928	59,103	61,335	63,624	66,196	68,749			
TF3	2,093.80	2,182.25	2,265.63	2,351.18	2,438.90	2,537.50	2,635.38			
	28.88	30.10	31.25	32.43	33.64	35.00	36.35			

SOCIAL SCIENCES COMPONENT YEAR 3 SALARY SCHEDULE

TOUR MARKETING OFF 1	36,351	37,486	38,829	40,190	41,533	43,046	
TM1	1,393.45	1,436.95	1,488.43	1,540.63	1,592.10	1,650.10	
	19.22	19.82	20.53	21.25	21.96	22.76	
TOUR MARKETING OFF 2	47,926	49,571	51,425	53,335	55,359	57,515	
TM2	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73	
	25.34	26.21	27.19	28.20	29.27	30.41	
TOUR MARKETING OFF 3	55,529	57,571	59,709	62,035	64,494		
TM3	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25		
	29.36	30.44	31.57	32.80	34.10		
TOURIST DEV OFF 1	46,167	47,907	49,685	51,463	53,505	55,510	
TT1	1,769.73	1,836.43	1,904.58	1,972.73	2,051.03	2,127.88	
	24.41	25.33	26.27	27.21	28.29	29.35	
TOURIST DEV OFF 2	50,763	52,654	54,678	56,701	58,857	61,222	63,586
TT2	1,945.90	2,018.40	2,095.98	2,173.55	2,256.20	2,346.83	2,437.45
	26.84	27.84	28.91	29.98	31.12	32.37	33.62
TOURIST DEV OFF 3	55,529	57,571	59,709	62,035	64,494	66,971	69,789
TT3	2,128.60	2,206.90	2,288.83	2,378.00	2,472.25	2,567.23	2,675.25
	29.36	30.44	31.57	32.80	34.10	35.41	36.90
TRANSLATOR 1	47,926	49,571	51,425	53,335	55,359	57,515	59,841
TS1	1,837.15	1,900.23	1,971.28	2,044.50	2,122.08	2,204.73	2,293.90
	25.34	26.21	27.19	28.20	29.27	30.41	31.64
TRANSLATOR 2	59,898	62,111	64,513	67,085	69,714	72,570	75,634
TS2	2,296.08	2,380.90	2,472.98	2,571.58	2,672.35	2,781.83	2,899.28
	31.67	32.84	34.11	35.47	36.86	38.37	39.99
TRANSLATOR 3	62,432	64,702	67,274	69,922	72,607	75,634	78,811
TS3	2,393.23	2,480.23	2,578.83	2,680.33	2,783.28	2,899.28	3,021.08
	33.01	34.21	35.57	36.97	38.39	39.99	41.67

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

AGENCY REL COORD 1	59,236	61,449	63,832	66,366	68,919	71,813	74,801
AD1	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38
	31.32	32.49	33.75	35.09	36.44	37.97	39.55
AGENCY REL COORD 2	63,832	66,366	68,919	71,813	74,801	77,960	81,326
AD2	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50
	33.75	35.09	36.44	37.97	39.55	41.22	43.00
CH PHOTOGRAPHER	45,032	46,697	48,417	50,195	52,106	53,978	
CPO	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38	2,069.15	
	23.81	24.69	25.60	26.54	27.55	28.54	
CHAPLAIN	51,973	54,186	56,267	58,347	60,560	63,000	65,420
CHN	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78
	27.48	28.65	29.75	30.85	32.02	33.31	34.59
COMMUNITY CORRECTIONS	40,278	41,656	43,137	44,640	46,184	47,833	
WORKER	1,544.00	1,596.80	1,653.60	1,711.20	1,770.40	1,833.60	
CWC	19.30	19.96	20.67	21.39	22.13	22.92	
CON VISUAL/HEAR ED 1	52,408	54,413	56,456	58,555	60,654	63,075	
VH1	2,008.98	2,085.83	2,164.13	2,244.60	2,325.08	2,417.88	
	27.71	28.77	29.85	30.96	32.07	33.35	
CON VISUAL/HEAR ED 2	57,363	59,463	61,600	63,888	66,461	69,014	71,624
VH2	2,198.93	2,279.40	2,361.33	2,449.05	2,547.65	2,645.53	2,745.58
	30.33	31.44	32.57	33.78	35.14	36.49	37.87
CON VISUAL/HEAR ED 3	59,501	61,997	64,399	66,763	69,298	72,097	74,877
VH3	2,280.85	2,376.55	2,468.63	2,559.25	2,656.40	2,763.70	2,870.28
	31.46	32.78	34.05	35.30	36.64	38.12	39.59
CORRESP TEACHER 4	45,789	47,510	49,287	51,122	52,957	55,056	
DC4	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	24.21	25.12	26.06	27.03	28.00	29.11	
DAY CARE CO-ORD	47,377	48,928	50,820	52,711	54,659	56,626	58,877
DCO	1,816.13	1,875.58	1,948.08	2,020.58	2,095.25	2,170.65	2,256.93
	25.05	25.87	26.87	27.87	28.90	29.94	31.13
ECO DEV CONSULTANT 1	45,146	46,772	48,380	50,177	51,973	53,864	55,869
IC1	1,730.58	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65
	23.87	24.73	25.58	26.53	27.48	28.48	29.54
ECO DEV CONSULTANT 2	57,137	59,236	61,449	63,832	66,366	68,919	71,813
IC2	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83
	30.21	31.32	32.49	33.75	35.09	36.44	37.97
ECO DEV CONSULTANT 3	61,449	63,832	66,366	68,919	71,813	74,801	77,960
IC3	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45
	32.49	33.75	35.09	36.44	37.97	39.55	41.22

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

ECO DEV CONSULTANT 4 IC4	66,366 2,544.03 35.09	68,919 2,641.90 36.44	71,813 2,752.83 37.97	74,801 2,867.38 39.55	77,960 2,988.45 41.22	81,326 3,117.50 43.00	84,882 3,253.80 44.88	88,551 3,394.45 46.82		
ECON RES ANALYST 1 ER1	39,963 1,531.93 21.13	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42	45,789 1,755.23 24.21	47,510 1,821.20 25.12	49,287 1,889.35 26.06	51,122 1,959.68 27.03	52,957 2,030.00 28.00	55,056 2,110.48 29.11
ECON RES ANALYST 2 ER2	51,973 1,992.30 27.48	54,186 2,077.13 28.65	56,267 2,156.88 29.75	58,347 2,236.63 30.85	60,560 2,321.45 32.02	63,000 2,414.98 33.31	65,420 2,507.78 34.59			
ECON RES ANALYST 3 ER3	57,137 2,190.23 30.21	59,236 2,270.70 31.32	61,449 2,355.53 32.49	63,832 2,446.88 33.75	66,366 2,544.03 35.09	68,919 2,641.90 36.44	71,813 2,752.83 37.97			
ECON RES ANALYST 4 ER4	66,366 2,544.03 35.09	68,919 2,641.90 36.44	71,813 2,752.83 37.97	74,801 2,867.38 39.55	77,960 2,988.45 41.22	81,326 3,117.50 43.00				
ECON SECURITY COUN 1 EB1	37,221 1,426.80 19.68	38,337 1,469.58 20.27	39,547 1,515.98 20.91	40,796 1,563.83 21.57	42,138 1,615.30 22.28	43,462 1,666.05 22.98				
ECON SECURITY COUN 2 EB2	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42	45,789 1,755.23 24.21	47,510 1,821.20 25.12	49,287 1,889.35 26.06				
ECON SECURITY COUN 3 EB3	42,744 1,638.50 22.60	44,294 1,697.95 23.42	45,789 1,755.23 24.21	47,510 1,821.20 25.12	49,287 1,889.35 26.06	51,122 1,959.68 27.03	52,957 2,030.00 28.00	55,056 2,110.48 29.11		
ECON SECURITY COUN 4 EB4	45,146 1,730.58 23.87	46,772 1,792.93 24.73	48,380 1,854.55 25.58	50,177 1,923.43 26.53	51,973 1,992.30 27.48	53,864 2,064.80 28.48	55,869 2,141.65 29.54	58,101 2,227.20 30.72	60,352 2,313.48 31.91	62,640 2,401.20 33.12
EDUCATION CONSULTANT EDC	51,973 1,992.30 27.48	54,186 2,077.13 28.65	56,267 2,156.88 29.75	58,347 2,236.63 30.85	60,560 2,321.45 32.02	63,000 2,414.98 33.31	65,420 2,507.78 34.59			
EDUCATIONAL ASST 1 LS1	34,592 1,326.03 18.29	35,670 1,367.35 18.86	36,862 1,413.03 19.49	38,053 1,458.70 20.12	39,320 1,507.28 20.79	40,587 1,555.85 21.46				
EDUCATIONAL ASST 2 LS2	38,564 1,478.28 20.39	39,963 1,531.93 21.13	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42	45,789 1,755.23 24.21				
EDUCATIONAL ASST 3 LS3	40,587 1,555.85 21.46	42,006 1,610.23 22.21	43,500 1,667.50 23.00	45,032 1,726.23 23.81	46,697 1,790.03 24.69	48,417 1,856.00 25.60				
FIELD WORKER 1 NA FW1	35,670 1,367.35 18.86	36,862 1,413.03 19.49	38,053 1,458.70 20.12	39,320 1,507.28 20.79	40,587 1,555.85 21.46	42,006 1,610.23 22.21				

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

FIELD WORKER 2 NA	39,963	41,363	42,744	44,294	45,789	47,510	49,287		
FW2	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35		
	21.13	21.87	22.60	23.42	24.21	25.12	26.06		
FIELD WORKER 3 NA	45,146	46,772	48,380	50,177	51,973	53,864	55,869	58,101	
FW3	1,730.58	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	
	23.87	24.73	25.58	26.53	27.48	28.48	29.54	30.72	
FIELD WORKER 4 NA	50,177	51,973	54,186	56,115	58,347	60,560	63,000	65,420	68,068
FW4	1,923.43	1,992.30	2,077.13	2,151.08	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28
	26.53	27.48	28.65	29.67	30.85	32.02	33.31	34.59	35.99
GUIDANCE OFF	56,210	58,574	60,824	63,113	65,477	68,125	70,735		
GOF	2,154.70	2,245.33	2,331.60	2,419.33	2,509.95	2,611.45	2,711.50		
	29.72	30.97	32.16	33.37	34.62	36.02	37.40		
HERITAGE RES OFF 1	41,363	42,744	44,294	45,789					
HR1	1,585.58	1,638.50	1,697.95	1,755.23					
	21.87	22.60	23.42	24.21					
HERITAGE RES OFF 2	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056	
HR2	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11	
HERITAGE RES OFF 3	54,186	56,267	58,347	60,560	63,000	65,420			
HR3	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78			
	28.65	29.75	30.85	32.02	33.31	34.59			
HERITAGE RES OFF 4	59,236	61,449	63,832	66,366	68,919	71,813			
HR4	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83			
	31.32	32.49	33.75	35.09	36.44	37.97			
HERITAGE RES OFF 5	63,832	66,366	68,919	71,813	74,801	77,960			
HR5	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45			
	33.75	35.09	36.44	37.97	39.55	41.22			
HLTH SOC DEV SPEC 1	37,410	38,564	39,963	41,363	42,744	44,294			
HS1	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95			
	19.78	20.39	21.13	21.87	22.60	23.42			
HLTH SOC DEV SPEC 2	39,963	41,363	42,744	44,294	45,789	47,510			
HS2	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20			
	21.13	21.87	22.60	23.42	24.21	25.12			
HLTH SOC DEV SPEC 3	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056	
HS3	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11	
HLTH SOC DEV SPEC 4	45,146	46,772	48,380	50,177	51,973	53,864	55,869	58,101	
HS4	1,730.58	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	
	23.87	24.73	25.58	26.53	27.48	28.48	29.54	30.72	
HLTH SOC DEV SPEC 5	50,177	51,973	54,186	56,115	58,347	60,560	63,000	65,420	68,068
HS5	1,923.43	1,992.30	2,077.13	2,151.08	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28
	26.53	27.48	28.65	29.67	30.85	32.02	33.31	34.59	35.99

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

HLTH SOC DEV SPEC 6	61,449	63,832	66,366	68,919	71,813	74,801					
HS6	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38					
	32.49	33.75	35.09	36.44	37.97	39.55					
HOME ADVISOR 1	33,987	35,027	36,200	37,410	38,564	39,963					
HV1	1,302.83	1,342.70	1,387.65	1,434.05	1,478.28	1,531.93					
	17.97	18.52	19.14	19.78	20.39	21.13					
HOME ADVISOR 2	37,221	38,337	39,547	40,796	42,138	43,462					
HV2	1,426.80	1,469.58	1,515.98	1,563.83	1,615.30	1,666.05					
	19.68	20.27	20.91	21.57	22.28	22.98					
HOME ECONOMIST 1	39,963	41,363	42,744	44,294	45,789	47,510	49,287	51,122	52,957	55,056	
HE1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	21.13	21.87	22.60	23.42	24.21	25.12	26.06	27.03	28.00	29.11	
HOME ECONOMIST 2	46,772	48,380	50,177	51,973	53,864	55,869	58,101	60,352	62,640		
HE2	1,792.93	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20		
	24.73	25.58	26.53	27.48	28.48	29.54	30.72	31.91	33.12		
HOME ECONOMIST 3	51,973	54,186	56,267	58,347	60,560	63,000	65,420				
HE3	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78				
	27.48	28.65	29.75	30.85	32.02	33.31	34.59				
HOME ECONOMIST 4	57,137	59,236	61,449	63,832	66,366	68,919	71,813				
HE4	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83				
	30.21	31.32	32.49	33.75	35.09	36.44	37.97				
ILLUSTRATOR 1	34,592	35,670	36,862	38,053	39,320	40,587					
IL1	1,326.03	1,367.35	1,413.03	1,458.70	1,507.28	1,555.85					
	18.29	18.86	19.49	20.12	20.79	21.46					
ILLUSTRATOR 2	40,587	42,006	43,500	45,032	46,697	48,417					
IL2	1,555.85	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00					
	21.46	22.21	23.00	23.81	24.69	25.60					
ILLUSTRATOR 3	43,500	45,032	46,697	48,417	50,195	52,106					
IL3	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15	1,997.38					
	23.00	23.81	24.69	25.60	26.54	27.55					
INFORM WRITER 1	38,564	39,963	41,363	42,744	44,294	45,789					
IW1	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23					
	20.39	21.13	21.87	22.60	23.42	24.21					
INFORM WRITER 2	49,307	51,009	52,919	54,886	56,966	59,179					
IW2	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53					
	26.07	26.97	27.98	29.02	30.12	31.29					
LANGUAGE SPEC 1	43,217	44,730	46,224	47,907	49,533	51,406	53,297	55,283	57,269	59,538	
LG1	1,656.63	1,714.63	1,771.90	1,836.43	1,898.78	1,970.55	2,043.05	2,119.18	2,195.30	2,282.30	
	22.85	23.65	24.44	25.33	26.19	27.18	28.18	29.23	30.28	31.48	
LANGUAGE SPEC 2	50,574	52,314	54,262	56,229	58,252	60,446	62,829	65,288	67,766		
LG2	1,938.65	2,005.35	2,080.03	2,155.43	2,233.00	2,317.10	2,408.45	2,502.70	2,597.68		
	26.74	27.66	28.69	29.73	30.80	31.96	33.22	34.52	35.83		

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

LANGUAGE SPEC 3	56,229	58,593	60,862	63,094	65,496	68,144	70,754	
LG3	2,155.43	2,246.05	2,333.05	2,418.60	2,510.68	2,612.18	2,712.23	
	29.73	30.98	32.18	33.36	34.63	36.03	37.41	
LIBRARIAN 1	39,963	41,363	42,744	44,294	45,789	47,510		
LN1	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23	1,821.20		
	21.13	21.87	22.60	23.42	24.21	25.12		
LIBRARIAN 2	44,294	45,789	47,510	49,287	51,122	52,957	55,056	
LN2	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	
	23.42	24.21	25.12	26.06	27.03	28.00	29.11	
LIBRARIAN 3	49,287	51,122	52,957	55,056	57,723	60,427		
LN3	1,889.35	1,959.68	2,030.00	2,110.48	2,212.70	2,316.38		
	26.06	27.03	28.00	29.11	30.52	31.95		
LIBRARIAN 4	51,973	54,186	56,267	58,347	60,560	63,000	65,420	
LN4	1,992.30	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	
	27.48	28.65	29.75	30.85	32.02	33.31	34.59	
LIBRARY TECHNICIAN 1	36,408	37,334	38,318	39,377	40,493	41,741		
LY1	1,395.63	1,431.15	1,468.85	1,509.45	1,552.23	1,600.08		
	19.25	19.74	20.26	20.82	21.41	22.07		
LIBRARY TECHNICIAN 2	41,250	42,309	43,462	44,673	45,845	47,169		
LY2	1,581.23	1,621.83	1,666.05	1,712.45	1,757.40	1,808.15		
	21.81	22.37	22.98	23.62	24.24	24.94		
LIBRARY TECHNICIAN 3	42,725	43,935	45,240	46,621	48,077	49,552		
LY3	1,637.78	1,684.18	1,734.20	1,787.13	1,842.95	1,899.50		
	22.59	23.23	23.92	24.65	25.42	26.20		
MEDIA SPECIALIST 1	54,186	56,267	58,347	60,560	63,000	65,420		
MS1	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78		
	28.65	29.75	30.85	32.02	33.31	34.59		
MEDIA SPECIALIST 2	57,137	59,236	61,449	63,832	66,366	68,919	71,813	
MS2	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	
	30.21	31.32	32.49	33.75	35.09	36.44	37.97	
MEDIA TECHNICIAN 1	35,027	36,200	37,410	38,564	39,963	41,363		
TA1	1,342.70	1,387.65	1,434.05	1,478.28	1,531.93	1,585.58		
	18.52	19.14	19.78	20.39	21.13	21.87		
MEDIA TECHNICIAN 2	38,564	39,963	41,363	42,744	44,294	45,789		
TA2	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23		
	20.39	21.13	21.87	22.60	23.42	24.21		
MEDIA TECHNICIAN 3	42,006	43,500	45,032	46,697	48,417	50,195		
TA3	1,610.23	1,667.50	1,726.23	1,790.03	1,856.00	1,924.15		
	22.21	23.00	23.81	24.69	25.60	26.54		
NURSE INS MEN HTH 1	40,852	42,479	44,087	45,789	47,623	49,571	51,708	53,657
NM1	1,566.00	1,628.35	1,689.98	1,755.23	1,825.55	1,900.23	1,982.15	2,056.83
	21.60	22.46	23.31	24.21	25.18	26.21	27.34	28.37

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

NURSE INS MEN HTH 2 NM2	46,772 1,792.93 24.73	48,380 1,854.55 25.58	50,177 1,923.43 26.53	51,973 1,992.30 27.48	53,864 2,064.80 28.48	55,869 2,141.65 29.54	58,101 2,227.20 30.72	60,352 2,313.48 31.91	62,640 2,401.20 33.12	
NURSE INS MEN HTH 3 NM3	48,380 1,854.55 25.58	50,157 1,922.70 26.52	51,879 1,988.68 27.43	53,751 2,060.45 28.42	55,718 2,135.85 29.46	57,723 2,212.70 30.52	59,860 2,294.63 31.65	62,148 2,382.35 32.86	64,475 2,471.53 34.09	
PHOTOGRAPHER 1 PT1	33,003 1,265.13 17.45	34,157 1,309.35 18.06	35,330 1,354.30 18.68	36,446 1,397.08 19.27	37,694 1,444.93 19.93	39,074 1,497.85 20.66				
PHOTOGRAPHER 2 PT2	37,410 1,434.05 19.78	38,564 1,478.28 20.39	39,963 1,531.93 21.13	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42				
PLANNING PROG AN 1 PM1	39,963 1,531.93 21.13	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42	45,789 1,755.23 24.21	47,510 1,821.20 25.12	49,287 1,889.35 26.06	51,122 1,959.68 27.03	52,957 2,030.00 28.00	55,056 2,110.48 29.11
PLANNING PROG AN 2 PM2	51,973 1,992.30 27.48	54,186 2,077.13 28.65	56,267 2,156.88 29.75	58,347 2,236.63 30.85	60,560 2,321.45 32.02	63,000 2,414.98 33.31	65,420 2,507.78 34.59			
PLANNING PROG AN 3 PM3	57,137 2,190.23 30.21	59,236 2,270.70 31.32	61,449 2,355.53 32.49	63,832 2,446.88 33.75	66,366 2,544.03 35.09	68,919 2,641.90 36.44	71,813 2,752.83 37.97			
PLANNING PROG AN 4 PM4	63,832 2,446.88 33.75	66,366 2,544.03 35.09	68,919 2,641.90 36.44	71,813 2,752.83 37.97	74,801 2,867.38 39.55	77,960 2,988.45 41.22	81,326 3,117.50 43.00			
PROBATION OFFICER 1 PB1	42,952 1,646.48 22.71	44,465 1,704.48 23.51	45,940 1,761.03 24.29	47,642 1,826.28 25.19	49,231 1,887.18 26.03	51,065 1,957.50 27.00				
PROBATION OFFICER 2 PB2	46,034 1,764.65 24.34	47,718 1,829.18 25.23	49,307 1,890.08 26.07	51,179 1,961.85 27.06	53,127 2,036.53 28.09	55,075 2,111.20 29.12	57,080 2,188.05 30.18	59,330 2,274.33 31.37		
PROBATION OFFICER 3 PB3	49,004 1,878.48 25.91	50,782 1,946.63 26.85	52,522 2,013.33 27.77	54,489 2,088.73 28.81	56,437 2,163.40 29.84	58,479 2,241.70 30.92	60,654 2,325.08 32.07	63,056 2,417.15 33.34	65,515 2,511.40 34.64	67,974 2,605.65 35.94
PROBATION PROG/AREA DIRECTOR PPA	65,137 2,496.90 34.44	67,671 2,594.05 35.78	70,357 2,697.00 37.20	73,061 2,800.68 38.63	76,106 2,917.40 40.24	79,303 3,039.93 41.93				
RECREATION CONSULT 1 RR1	37,486 1,436.95 19.82	38,564 1,478.28 20.39	39,963 1,531.93 21.13	41,363 1,585.58 21.87	42,744 1,638.50 22.60	44,294 1,697.95 23.42				
RECREATION CONSULT 2 RR2	45,789 1,755.23 24.21	47,510 1,821.20 25.12	49,287 1,889.35 26.06	51,122 1,959.68 27.03	52,957 2,030.00 28.00	55,056 2,110.48 29.11				

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

RECREATION CONSULT 3	51,973	53,864	55,869	58,101	60,352	62,640				
RR3	1,992.30	2,064.80	2,141.65	2,227.20	2,313.48	2,401.20				
	27.48	28.48	29.54	30.72	31.91	33.12				
RECREATION CONSULT 4	56,267	58,347	60,560	63,000	65,420	68,068				
RR4	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28				
	29.75	30.85	32.02	33.31	34.59	35.99				
RESEARCH ASSIST 1	33,987	35,027	36,200	37,410	38,564	39,963				
RH1	1,302.83	1,342.70	1,387.65	1,434.05	1,478.28	1,531.93				
	17.97	18.52	19.14	19.78	20.39	21.13				
RESEARCH ASSIST 2	38,564	39,963	41,363	42,744	44,294	45,789				
RH2	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	1,755.23				
	20.39	21.13	21.87	22.60	23.42	24.21				
RESIDENCE COUNSELR	41,703	42,838	44,030	45,278	46,564	47,964				
RCR	1,598.63	1,642.13	1,687.80	1,735.65	1,784.95	1,838.60				
	22.05	22.65	23.28	23.94	24.62	25.36				
RESOURCE EXT OFF 1	42,744	44,294	45,789	47,510	49,287	51,122				
RX1	1,638.50	1,697.95	1,755.23	1,821.20	1,889.35	1,959.68				
	22.60	23.42	24.21	25.12	26.06	27.03				
RESOURCE EXT OFF 2	48,380	50,177	51,973	53,864	55,869	58,101				
RX2	1,854.55	1,923.43	1,992.30	2,064.80	2,141.65	2,227.20				
	25.58	26.53	27.48	28.48	29.54	30.72				
RESOURCE EXT OFF 3	54,186	56,267	58,347	60,560	63,000	65,420				
RX3	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78				
	28.65	29.75	30.85	32.02	33.31	34.59				
RESOURCE EXT OFF 4	61,449	63,832	66,366	68,919	71,813	74,801				
RX4	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83	2,867.38				
	32.49	33.75	35.09	36.44	37.97	39.55				
SOCIAL WORKER 1	38,715	39,982	41,363	42,800	44,219	45,845				
WS1	1,484.08	1,532.65	1,585.58	1,640.68	1,695.05	1,757.40				
	20.47	21.14	21.87	22.63	23.38	24.24				
SOCIAL WORKER 2	41,382	42,838	44,257	45,902	47,434	49,212				
WS2	1,586.30	1,642.13	1,696.50	1,759.58	1,818.30	1,886.45				
	21.88	22.65	23.40	24.27	25.08	26.02				
SOCIAL WORKER 3	44,351	45,997	47,529	49,307	51,179	53,070	54,980	57,155		
WS3	1,700.13	1,763.20	1,821.93	1,890.08	1,961.85	2,034.35	2,107.58	2,190.95		
	23.45	24.32	25.13	26.07	27.06	28.06	29.07	30.22		
SOCIAL WORKER 4	46,810	48,455	50,157	51,992	53,883	55,831	57,912	60,219	62,527	64,891
WS4	1,794.38	1,857.45	1,922.70	1,993.03	2,065.53	2,140.20	2,219.95	2,308.40	2,396.85	2,487.48
	24.75	25.62	26.52	27.49	28.49	29.52	30.62	31.84	33.06	34.31
SOCIAL WORKER 5	52,106	53,997	56,304	58,290	60,597	62,924	65,458	67,955	70,716	
WS5	1,997.38	2,069.88	2,158.33	2,234.45	2,322.90	2,412.08	2,509.23	2,604.93	2,710.78	
	27.55	28.55	29.77	30.82	32.04	33.27	34.61	35.93	37.39	

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

SOCIAL WORKER 6	63,907	66,385	69,033	71,737	74,669	77,827			
WS6	2,449.78	2,544.75	2,646.25	2,749.93	2,862.30	2,983.38			
	33.79	35.10	36.50	37.93	39.48	41.15			
SPVR COUN SERV HLTH	49,912	51,671	53,543	55,510	57,515	59,652	62,016	64,437	66,877
SVC	1,913.28	1,980.70	2,052.48	2,127.88	2,204.73	2,286.65	2,377.28	2,470.08	2,563.60
	26.39	27.32	28.31	29.35	30.41	31.54	32.79	34.07	35.36
SPVR INMATE TR CORR	49,912	51,671	53,543	55,510	57,515	59,652	62,016	64,437	66,877
SIT	1,913.28	1,980.70	2,052.48	2,127.88	2,204.73	2,286.65	2,377.28	2,470.08	2,563.60
	26.39	27.32	28.31	29.35	30.41	31.54	32.79	34.07	35.36
SPVR INSTIT PR HDGY	56,267	58,347	60,560	63,000	65,420	68,068			
SIH	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28			
	29.75	30.85	32.02	33.31	34.59	35.99			
SR RESEARCH ECONMST	66,366	68,919	71,813	74,801	77,960	81,326	84,882	88,551	
SER	2,544.03	2,641.90	2,752.83	2,867.38	2,988.45	3,117.50	3,253.80	3,394.45	
	35.09	36.44	37.97	39.55	41.22	43.00	44.88	46.82	
STATISTICAL ANAL 1	45,789	47,510	49,287	51,122	52,957	55,056			
SS1	1,755.23	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48			
	24.21	25.12	26.06	27.03	28.00	29.11			
STATISTICAL ANAL 2	54,186	56,267	58,347	60,560	63,000	65,420	68,068		
SS2	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78	2,609.28		
	28.65	29.75	30.85	32.02	33.31	34.59	35.99		
STATISTICAL ANAL 3	59,236	61,449	63,832	66,366	68,919	71,813			
SS3	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83			
	31.32	32.49	33.75	35.09	36.44	37.97			
TEACHER INSTITUT 1	41,930	43,406	44,919	46,451	48,115	49,741			
TN1	1,607.33	1,663.88	1,721.88	1,780.60	1,844.40	1,906.75			
	22.17	22.95	23.75	24.56	25.44	26.30			
TEACHER INSTITUT 2	47,056	48,663	50,384	52,162	54,073	56,115	58,233	60,352	62,564
TN2	1,803.80	1,865.43	1,931.40	1,999.55	2,072.78	2,151.08	2,232.28	2,313.48	2,398.30
	24.88	25.73	26.64	27.58	28.59	29.67	30.79	31.91	33.08
TEACHER INSTITUT 3	56,210	58,328	60,446	62,659	64,929	67,463	69,997		
TN3	2,154.70	2,235.90	2,317.10	2,401.93	2,488.93	2,586.08	2,683.23		
	29.72	30.84	31.96	33.13	34.33	35.67	37.01		
TEACHER OF DEAF 1	52,314	54,262	56,210	58,252	60,408	62,810			
TF1	2,005.35	2,080.03	2,154.70	2,233.00	2,315.65	2,407.73			
	27.66	28.69	29.72	30.80	31.94	33.21			
TEACHER OF DEAF 2	54,262	56,210	58,252	60,408	62,810	65,250	67,709		
TF2	2,080.03	2,154.70	2,233.00	2,315.65	2,407.73	2,501.25	2,595.50		
	28.69	29.72	30.80	31.94	33.21	34.50	35.80		
TEACHER OF DEAF 3	56,210	58,574	60,824	63,113	65,477	68,125	70,735		
TF3	2,154.70	2,245.33	2,331.60	2,419.33	2,509.95	2,611.45	2,711.50		
	29.72	30.97	32.16	33.37	34.62	36.02	37.40		

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

TOUR MARKETING OFF 1	37,410	38,564	39,963	41,363	42,744	44,294	
TM1	1,434.05	1,478.28	1,531.93	1,585.58	1,638.50	1,697.95	
	19.78	20.39	21.13	21.87	22.60	23.42	
TOUR MARKETING OFF 2	49,307	51,009	52,919	54,886	56,966	59,179	
TM2	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53	
	26.07	26.97	27.98	29.02	30.12	31.29	
TOUR MARKETING OFF 3	57,137	59,236	61,449	63,832	66,366		
TM3	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03		
	30.21	31.32	32.49	33.75	35.09		
TOURIST DEV OFF 1	47,510	49,287	51,122	52,957	55,056	57,117	
TT1	1,821.20	1,889.35	1,959.68	2,030.00	2,110.48	2,189.50	
	25.12	26.06	27.03	28.00	29.11	30.20	
TOURIST DEV OFF 2	52,238	54,186	56,267	58,347	60,560	63,000	65,420
TT2	2,002.45	2,077.13	2,156.88	2,236.63	2,321.45	2,414.98	2,507.78
	27.62	28.65	29.75	30.85	32.02	33.31	34.59
TOURIST DEV OFF 3	57,137	59,236	61,449	63,832	66,366	68,919	71,813
TT3	2,190.23	2,270.70	2,355.53	2,446.88	2,544.03	2,641.90	2,752.83
	30.21	31.32	32.49	33.75	35.09	36.44	37.97
TRANSLATOR 1	49,307	51,009	52,919	54,886	56,966	59,179	61,581
TS1	1,890.08	1,955.33	2,028.55	2,103.95	2,183.70	2,268.53	2,360.60
	26.07	26.97	27.98	29.02	30.12	31.29	32.56
TRANSLATOR 2	61,638	63,907	66,385	69,033	71,737	74,669	77,827
TS2	2,362.78	2,449.78	2,544.75	2,646.25	2,749.93	2,862.30	2,983.38
	32.59	33.79	35.10	36.50	37.93	39.48	41.15
TRANSLATOR 3	64,248	66,574	69,222	71,945	74,707	77,827	81,099
TS3	2,462.83	2,552.00	2,653.50	2,757.90	2,863.75	2,983.38	3,108.80
	33.97	35.20	36.60	38.04	39.50	41.15	42.88

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

AIR MECHANIC	34,560	35,729	36,960	38,191	39,423	40,946
AME	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,569.60
	16.56	17.12	17.71	18.30	18.89	19.62
AIRCRAFT MAIN ENG 1	40,257	41,635	43,179	44,724	46,080	47,416
AE1	1,543.20	1,596.00	1,655.20	1,714.40	1,766.40	1,817.60
	19.29	19.95	20.69	21.43	22.08	22.72
AIRCRAFT MAIN ENG 2	48,146	49,983	51,840	53,948	55,576	57,287
AE2	1,845.60	1,916.00	1,987.20	2,068.00	2,130.40	2,196.00
	23.07	23.95	24.84	25.85	26.63	27.45
AIRCRAFT MAIN ENG 3	49,983	51,840	53,948	56,014	57,684	59,416
AE3	1,916.00	1,987.20	2,068.00	2,147.20	2,211.20	2,277.60
	23.95	24.84	25.85	26.84	27.64	28.47
AIRPORT EQUIP OP 1	27,506	28,320	29,134	30,094	31,075	32,035
AQ1	1,054.40	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00
	13.18	13.57	13.96	14.42	14.89	15.35
AIRPORT EQUIP OP 2	31,450	32,452	33,496	34,560	35,729	36,960
AQ2	1,205.60	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80
	15.07	15.55	16.05	16.56	17.12	17.71
AREA WORKS SPVR	38,901	40,257	41,635	43,179	44,724	
ARS	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40	
	18.64	19.29	19.95	20.69	21.43	

Effective 2006 03 18 Through 2006 12 22

ASST POWR ENG 1ST CL	40,257	41,635	43,179	44,724	46,289	47,917
AOE	1,543.20	1,596.00	1,655.20	1,714.40	1,774.40	1,836.80
	19.29	19.95	20.69	21.43	22.18	22.96

Effective 2006 12 23 Through 2007 03 16

ASST POWR ENG 1ST CL	42,678	44,139	45,767	47,416	49,064	50,797
AOE	1,636.00	1,692.00	1,754.40	1,817.60	1,880.80	1,947.20
	20.45	21.15	21.93	22.72	23.51	24.34

Effective 2006 03 18 Through 2006 12 22

ASST POWR ENG 2ND CL	37,607	38,901	40,257	41,635	43,096	44,598
A2E	1,441.60	1,491.20	1,543.20	1,596.00	1,652.00	1,709.60
	18.02	18.64	19.29	19.95	20.65	21.37

Effective 2006 12 23 Through 2007 03 16

ASST POWR ENG 2ND CL	39,005	40,341	41,739	43,179	44,682	46,247
A2E	1,495.20	1,546.40	1,600.00	1,655.20	1,712.80	1,772.80
	18.69	19.33	20.00	20.69	21.41	22.16

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2007 03 16

ASST WORKS SPVR	32,953	34,101	35,228	36,814	37,920			
AWS	1,263.20	1,307.20	1,350.40	1,411.20	1,453.60			
	15.79	16.34	16.88	17.64	18.17			
AUTO EQUIP MECH	37,753	38,984	40,278	41,739				
AEM	1,447.20	1,494.40	1,544.00	1,600.00				
	18.09	18.68	19.30	20.00				
AUTO EQUIP MECH SRT	38,984	40,278	41,739	43,242				
AMS	1,494.40	1,544.00	1,600.00	1,657.60				
	18.68	19.30	20.00	20.72				
AVIONICS TECHNIC 1	39,423	40,946	42,386	43,972	45,537	47,228	48,647	50,150
AT1	1,511.20	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40	1,864.80	1,922.40
	18.89	19.62	20.31	21.07	21.82	22.63	23.31	24.03
AVIONICS TECHNIC 2	51,944	53,948	56,014	58,268	60,584	62,943	64,842	66,762
AT2	1,991.20	2,068.00	2,147.20	2,233.60	2,322.40	2,412.80	2,485.60	2,559.20
	24.89	25.85	26.84	27.92	29.03	30.16	31.07	31.99
BEACH SAFETY OFF 1	27,110	27,903	28,737	29,656	30,595			
BP1	1,039.20	1,069.60	1,101.60	1,136.80	1,172.80			
	12.99	13.37	13.77	14.21	14.66			
BEACH SAFETY OFF 2	27,903	28,737	29,656	30,595	31,576			
BP2	1,069.60	1,101.60	1,136.80	1,172.80	1,210.40			
	13.37	13.77	14.21	14.66	15.13			
BOAT MATE	30,950	31,951	33,016	34,080	35,165	36,334		
BMT	1,186.40	1,224.80	1,265.60	1,306.40	1,348.00	1,392.80		
	14.83	15.31	15.82	16.33	16.85	17.41		
BUILDING SER WRKR 1	27,506	28,320	29,134	30,094	31,075	32,035		
BW1	1,054.40	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00		
	13.18	13.57	13.96	14.42	14.89	15.35		
BUILDING SER WRKR 2	28,320	29,134	30,094	31,075	32,035	33,224		
BW2	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60		
	13.57	13.96	14.42	14.89	15.35	15.92		
BUILDING SER WRKR 3	29,656	30,595	31,576	32,598	33,663	34,873		
BW3	1,136.80	1,172.80	1,210.40	1,249.60	1,290.40	1,336.80		
	14.21	14.66	15.13	15.62	16.13	16.71		
CAMP COOK 1	28,633	29,530	30,637					
CA1	1,097.60	1,132.00	1,174.40					
	13.72	14.15	14.68					
CAMP COOK 2	31,576	32,619	33,663					
CA2	1,210.40	1,250.40	1,290.40					
	15.13	15.63	16.13					

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2006 12 22

CH POWER ENG 1ST	54,783	56,870	59,103	61,377	63,214	65,134
C1E	2,100.00	2,180.00	2,265.60	2,352.80	2,423.20	2,496.80
	26.25	27.25	28.32	29.41	30.29	31.21

Effective 2006 12 23 Through 2007 03 16

CH POWER ENG 1ST	58,080	60,292	62,651	65,051	67,012	69,037
C1E	2,226.40	2,311.20	2,401.60	2,493.60	2,568.80	2,646.40
	27.83	28.89	30.02	31.17	32.11	33.08

Effective 2006 03 18 Through 2006 12 22

CH POWER ENG 2ND CL	51,965	53,864	55,847	58,038	59,791
C2E	1,992.00	2,064.80	2,140.80	2,224.80	2,292.00
	24.90	25.81	26.76	27.81	28.65

Effective 2006 12 23 Through 2007 03 16

CH POWER ENG 2ND CL	55,075	57,099	59,207	61,524	63,381
C2E	2,111.20	2,188.80	2,269.60	2,358.40	2,429.60
	26.39	27.36	28.37	29.48	30.37

Effective 2006 03 18 Through 2006 12 22

CH POWER ENG 3RD CL	43,972	45,537	47,228	49,085
C3E	1,685.60	1,745.60	1,810.40	1,881.60
	21.07	21.82	22.63	23.52

Effective 2006 12 23 Through 2007 03 16

CH POWER ENG 3RD CL	46,602	48,271	50,066	52,028
C3E	1,786.40	1,850.40	1,919.20	1,994.40
	22.33	23.13	23.99	24.93

Effective 2006 03 18 Through 2007 03 16

CONSTRUCTION SPVR 1	44,264	45,851	47,541	49,336	51,214
CU1	1,696.80	1,757.60	1,822.40	1,891.20	1,963.20
	21.21	21.97	22.78	23.64	24.54

CONSTRUCTION SPVR 2	48,981	50,734	52,696	54,741	56,849
CU2	1,877.60	1,944.80	2,020.00	2,098.40	2,179.20
	23.47	24.31	25.25	26.23	27.24

CONSTRUCTION WKR LH	32,348	33,475	34,539
CLH	1,240.00	1,283.20	1,324.00
	15.50	16.04	16.55

CONSTRUCTION WORKER	30,344	31,346	32,410	33,475
CWR	1,163.20	1,201.60	1,242.40	1,283.20
	14.54	15.02	15.53	16.04

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

COOK 1	31,930	32,807	33,621	34,560	35,604	36,668
CK1	1,224.00	1,257.60	1,288.80	1,324.80	1,364.80	1,405.60
	15.30	15.72	16.11	16.56	17.06	17.57
COOK 2	35,332	36,209	37,127	38,129	39,172	40,278
CK2	1,354.40	1,388.00	1,423.20	1,461.60	1,501.60	1,544.00
	16.93	17.35	17.79	18.27	18.77	19.30
COOK 3	37,920	38,838	39,882	40,925	41,969	43,137
CK3	1,453.60	1,488.80	1,528.80	1,568.80	1,608.80	1,653.60
	18.17	18.61	19.11	19.61	20.11	20.67

Effective 2006 03 18 Through 2006 12 22

DEP CH POWER ENG 1ST	49,169	51,047	53,030	54,929	56,598
DOE	1,884.80	1,956.80	2,032.80	2,105.60	2,169.60
	23.56	24.46	25.41	26.32	27.12

Effective 2006 12 23 Through 2007 03 16

DEP CH POWER ENG 1ST	52,111	54,115	56,202	58,226	60,000
DOE	1,997.60	2,074.40	2,154.40	2,232.00	2,300.00
	24.97	25.93	26.93	27.90	28.75

Effective 2006 03 18 Through 2006 12 22

DEP CH POWER ENG 2ND	43,179	44,724	46,393	48,146
D2E	1,655.20	1,714.40	1,778.40	1,845.60
	20.69	21.43	22.23	23.07

Effective 2006 12 23 Through 2007 03 16

DEP CH POWER ENG 2ND	45,767	47,416	49,169	51,026
D2E	1,754.40	1,817.60	1,884.80	1,956.00
	21.93	22.72	23.56	24.45

Effective 2006 03 18 Through 2006 12 22

DEP CH POWER ENG 3RD	43,054	44,515	46,164	47,833
D3E	1,650.40	1,706.40	1,769.60	1,833.60
	20.63	21.33	22.12	22.92

Effective 2006 12 23 Through 2007 03 16

DEP CH POWER ENG 3RD	45,642	47,186	48,939	50,713
D3E	1,749.60	1,808.80	1,876.00	1,944.00
	21.87	22.61	23.45	24.30

Effective 2006 03 18 Through 2007 03 16

DISTRICT WORKS SPVR	37,983	39,339	40,842	42,157
DWS	1,456.00	1,508.00	1,565.60	1,616.00
	18.20	18.85	19.57	20.20

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

FACILITY MANAGER 1	29,656	30,595	32,452	33,496	34,560	35,729	36,960	38,087	39,214
FM1	1,136.80	1,172.80	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80	1,460.00	1,503.20
	14.21	14.66	15.55	16.05	16.56	17.12	17.71	18.25	18.79
FACILITY MANAGER 2	34,560	35,729	36,960	38,191	39,423	40,988	42,198	43,471	
FM2	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,571.20	1,617.60	1,666.40	
	16.56	17.12	17.71	18.30	18.89	19.64	20.22	20.83	
FACILITY MANAGER 3	39,423	40,988	42,866	44,724	46,393	48,146	49,586	51,110	
FM3	1,511.20	1,571.20	1,643.20	1,714.40	1,778.40	1,845.60	1,900.80	1,959.20	
	18.89	19.64	20.54	21.43	22.23	23.07	23.76	24.49	
FACILITY MANAGER 4	44,724	46,393	48,146	49,983	52,696	54,741	56,849	58,539	60,334
FM4	1,714.40	1,778.40	1,845.60	1,916.00	2,020.00	2,098.40	2,179.20	2,244.00	2,312.80
	21.43	22.23	23.07	23.95	25.25	26.23	27.24	28.05	28.91
FIRE RANGER 1	26,525	27,151	28,070						
FR1	1,016.80	1,040.80	1,076.00						
	12.71	13.01	13.45						
FIRE RANGER 2	29,217	30,115	31,263						
FR2	1,120.00	1,154.40	1,198.40						
	14.00	14.43	14.98						
FIRE RANGER 3	30,699	31,701	32,682						
FR3	1,176.80	1,215.20	1,252.80						
	14.71	15.19	15.66						
FIRE RANGER 4	32,682	33,892	34,977						
FR4	1,252.80	1,299.20	1,340.80						
	15.66	16.24	16.76						
FLIGHT SERV OFF 1	28,320	29,134	30,094	31,075	32,035	33,224			
FS1	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	1,273.60			
	13.57	13.96	14.42	14.89	15.35	15.92			
FLIGHT SERV OFF 2	31,450	32,452	33,496	34,560	35,729	36,960			
FS2	1,205.60	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80			
	15.07	15.55	16.05	16.56	17.12	17.71			
FLIGHT SERV OFF 3	34,560	35,729	36,960	38,191	39,423	40,946			
FS3	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,569.60			
	16.56	17.12	17.71	18.30	18.89	19.62			
FOOD SERVICES SPVR	36,960	38,191	39,423	40,946	42,386	43,972			
CK5	1,416.80	1,464.00	1,511.20	1,569.60	1,624.80	1,685.60			
	17.71	18.30	18.89	19.62	20.31	21.07			
GARAGE WORKS SPVR	44,640	46,310	47,958	49,753	51,631				
GWS	1,711.20	1,775.20	1,838.40	1,907.20	1,979.20				
	21.39	22.19	22.98	23.84	24.74				
GARDENER 1	30,950	31,951	33,016	34,080	35,165	36,334			
GR1	1,186.40	1,224.80	1,265.60	1,306.40	1,348.00	1,392.80			
	14.83	15.31	15.82	16.33	16.85	17.41			

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

GARDENER 2	31,951	33,016	34,080	35,165	36,334	37,607
GR2	1,224.80	1,265.60	1,306.40	1,348.00	1,392.80	1,441.60
	15.31	15.82	16.33	16.85	17.41	18.02
GARDENER 3	34,080	35,165	36,334	37,607	38,901	40,257
GR3	1,306.40	1,348.00	1,392.80	1,441.60	1,491.20	1,543.20
	16.33	16.85	17.41	18.02	18.64	19.29
GARDENER 4	42,386	43,972	45,537	47,228	49,085	50,838
GR4	1,624.80	1,685.60	1,745.60	1,810.40	1,881.60	1,948.80
	20.31	21.07	21.82	22.63	23.52	24.36
HATCHERY ASSISTANT	29,134	30,094	30,991			
HA	1,116.80	1,153.60	1,188.00			
	13.96	14.42	14.85			
HATCHERY HELPER	28,320	29,134				
HH	1,085.60	1,116.80				
	13.57	13.96				
HIGHWYS EQUIP PAINT	31,951	33,016	34,080	35,165	36,334	37,607
HEP	1,224.80	1,265.60	1,306.40	1,348.00	1,392.80	1,441.60
	15.31	15.82	16.33	16.85	17.41	18.02
INSTIT HAIRGROOM CGE	32,160	33,016	33,955	34,936	35,875	36,981
IHC	1,232.80	1,265.60	1,301.60	1,339.20	1,375.20	1,417.60
	15.41	15.82	16.27	16.74	17.19	17.72
INSTIT HAIRGROOMER	31,304	32,160	33,016	33,955	34,936	35,875
IH	1,200.00	1,232.80	1,265.60	1,301.60	1,339.20	1,375.20
	15.00	15.41	15.82	16.27	16.74	17.19
LABOURER	28,633	29,530	30,637			
LAB	1,097.60	1,132.00	1,174.40			
	13.72	14.15	14.68			
LAUNDRY WORKER	31,304	32,160	33,016	33,955	34,936	35,875
LWR	1,200.00	1,232.80	1,265.60	1,301.60	1,339.20	1,375.20
	15.00	15.41	15.82	16.27	16.74	17.19
MACHINIST	40,884	42,240	43,722	45,329	46,727	48,063
MC	1,567.20	1,619.20	1,676.00	1,737.60	1,791.20	1,842.40
	19.59	20.24	20.95	21.72	22.39	23.03
MACHINIST SRT	42,240	43,722	45,329	46,957	48,417	49,857
SMC	1,619.20	1,676.00	1,737.60	1,800.00	1,856.00	1,911.20
	20.24	20.95	21.72	22.50	23.20	23.89
MAINT ASSISTANT	31,450	32,452	33,496	34,560	35,729	36,960
MAN	1,205.60	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80
	15.07	15.55	16.05	16.56	17.12	17.71

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 03 18 Through 2006 12 22

MAINT TRADES 1 SRT	39,423	40,884	42,240	43,722	45,057
SM1	1,511.20	1,567.20	1,619.20	1,676.00	1,727.20
	18.89	19.59	20.24	20.95	21.59

Effective 2006 12 23 Through 2007 03 16

MAINT TRADES 1 SRT	40,612	42,115	43,513	45,037	46,414
SM1	1,556.80	1,614.40	1,668.00	1,726.40	1,779.20
	19.46	20.18	20.85	21.58	22.24

Effective 2006 03 18 Through 2006 12 22

MAINT TRADES 2 SRT	42,240	43,722	45,329	46,957	48,417
SM2	1,619.20	1,676.00	1,737.60	1,800.00	1,856.00
	20.24	20.95	21.72	22.50	23.20

Effective 2006 12 23 Through 2007 03 16

MAINT TRADES 2 SRT	43,513	45,037	46,685	48,376	49,878
SM2	1,668.00	1,726.40	1,789.60	1,854.40	1,912.00
	20.85	21.58	22.37	23.18	23.90

Effective 2006 03 18 Through 2006 12 22

MAINT TRADES 3 SRT	46,957	48,689	50,630	52,383	54,011	55,597
SM3	1,800.00	1,866.40	1,940.80	2,008.00	2,070.40	2,131.20
	22.50	23.33	24.26	25.10	25.88	26.64

Effective 2006 12 23 Through 2007 03 16

MAINT TRADES 3 SRT	48,376	50,150	52,153	53,948	55,638	57,266
SM3	1,854.40	1,922.40	1,999.20	2,068.00	2,132.80	2,195.20
	23.18	24.03	24.99	25.85	26.66	27.44

Effective 2006 03 18 Through 2006 12 22

MAINT TRADESPERSN 1	38,129	39,423	40,884	42,240	43,492
MM1	1,461.60	1,511.20	1,567.20	1,619.20	1,667.20
	18.27	18.89	19.59	20.24	20.84

Effective 2006 12 23 Through 2007 03 16

MAINT TRADESPERSN 1	39,277	40,612	42,115	43,513	44,807
MM1	1,505.60	1,556.80	1,614.40	1,668.00	1,717.60
	18.82	19.46	20.18	20.85	21.47

Effective 2006 03 18 Through 2006 12 22

MAINT TRADESPERSN 2	40,884	42,240	43,722	45,329	46,727
MM2	1,567.20	1,619.20	1,676.00	1,737.60	1,791.20
	19.59	20.24	20.95	21.72	22.39

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2006 12 23 Through 2007 03 16

MAINT TRADESPERSN 2	42,115	43,513	45,037	46,685	48,125	
MM2	1,614.40	1,668.00	1,726.40	1,789.60	1,844.80	
	20.18	20.85	21.58	22.37	23.06	

Effective 2006 03 18 Through 2006 12 22

MAINT TRADESPERSN 3	45,329	46,957	48,689	50,630	52,132	53,697
MM3	1,737.60	1,800.00	1,866.40	1,940.80	1,998.40	2,058.40
	21.72	22.50	23.33	24.26	24.98	25.73

Effective 2006 12 23 Through 2007 03 16

MAINT TRADESPERSN 3	46,685	48,376	50,150	52,153	53,697	55,304
MM3	1,789.60	1,854.40	1,922.40	1,999.20	2,058.40	2,120.00
	22.37	23.18	24.03	24.99	25.73	26.50

Effective 2006 03 18 Through 2007 03 16

MECH EQ MECH 2 SRT	42,240	43,722	45,329	46,957	48,417	49,857
M2S	1,619.20	1,676.00	1,737.60	1,800.00	1,856.00	1,911.20
	20.24	20.95	21.72	22.50	23.20	23.89

MECH EQUIP MECH 1	35,604	36,793	38,087	39,339	40,487	41,718
ME1	1,364.80	1,410.40	1,460.00	1,508.00	1,552.00	1,599.20
	17.06	17.63	18.25	18.85	19.40	19.99

MECH EQUIP MECH 2	40,884	42,240	43,722	45,329	46,727	48,063
ME2	1,567.20	1,619.20	1,676.00	1,737.60	1,791.20	1,842.40
	19.59	20.24	20.95	21.72	22.39	23.03

MECH SUPERVISOR	44,494	46,080	47,791	49,607	51,485	53,384
MSR	1,705.60	1,766.40	1,832.00	1,901.60	1,973.60	2,046.40
	21.32	22.08	22.90	23.77	24.67	25.58

MECHANIC 1	34,560	35,645	36,793	38,108	39,381	
MH1	1,324.80	1,366.40	1,410.40	1,460.80	1,509.60	
	16.56	17.08	17.63	18.26	18.87	

MECHANIC 2	36,209	37,440	38,734	40,153	41,468	
MH2	1,388.00	1,435.20	1,484.80	1,539.20	1,589.60	
	17.35	17.94	18.56	19.24	19.87	

MOBILE SUPPORT SPVR	32,452	33,496	34,560	35,729	36,960	38,191
MPS	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80	1,464.00
	15.55	16.05	16.56	17.12	17.71	18.30

OPERATOR 1	31,450					
OR1	1,205.60					
	15.07					

OPERATOR 2	33,162					
OR2	1,271.20					
	15.89					

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

OPERATOR 3	35,478					
OR3	1,360.00					
	17.00					
OPERATOR 4	36,814					
OR4	1,411.20					
	17.64					
OPERATOR 5	38,233					
OR5	1,465.60					
	18.32					
PARK ATTENDANT 1	24,501	25,190	26,004	26,609	27,506	
KA1	939.2	965.6	996.8	1,020.00	1,054.40	
	11.74	12.07	12.46	12.75	13.18	
PARK ATTENDANT 2	26,004	26,609	27,506	28,320	29,134	
KA2	996.8	1,020.00	1,054.40	1,085.60	1,116.80	
	12.46	12.75	13.18	13.57	13.96	
PARK ATTENDANT 3	28,320	29,134	30,094	31,075	32,035	
KA3	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00	
	13.57	13.96	14.42	14.89	15.35	
PARK ATTENDANT 4	30,094	31,075	32,035	33,224	34,289	
KA4	1,153.60	1,191.20	1,228.00	1,273.60	1,314.40	
	14.42	14.89	15.35	15.92	16.43	
PARK WORKS SPVR 1	33,037	34,122	35,228	36,334	37,565	38,859
PK1	1,266.40	1,308.00	1,350.40	1,392.80	1,440.00	1,489.60
	15.83	16.35	16.88	17.41	18.00	18.62
PARK WORKS SPVR 2	34,122	35,228	36,334	37,565	38,859	40,216
PK2	1,308.00	1,350.40	1,392.80	1,440.00	1,489.60	1,541.60
	16.35	16.88	17.41	18.00	18.62	19.27
PARK WORKS SPVR 3	35,228	36,334	37,565	38,859	40,216	41,614
PK3	1,350.40	1,392.80	1,440.00	1,489.60	1,541.60	1,595.20
	16.88	17.41	18.00	18.62	19.27	19.94
PILOT 1	46,331	48,104	49,857	51,694	53,718	55,805
PL1	1,776.00	1,844.00	1,911.20	1,981.60	2,059.20	2,139.20
	22.20	23.05	23.89	24.77	25.74	26.74
PILOT 2	48,981	50,734	52,696	54,741	56,849	59,040
PL2	1,877.60	1,944.80	2,020.00	2,098.40	2,179.20	2,263.20
	23.47	24.31	25.25	26.23	27.24	28.29
PILOT 3	55,805	57,913	60,209	62,567	65,051	67,784
PL3	2,139.20	2,220.00	2,308.00	2,398.40	2,493.60	2,598.40
	26.74	27.75	28.85	29.98	31.17	32.48
PILOT 4	58,998	61,419	63,757	66,449	69,120	72,146
PL4	2,261.60	2,354.40	2,444.00	2,547.20	2,649.60	2,765.60
	28.27	29.43	30.55	31.84	33.12	34.57

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

PILOT 5	63,757	66,449	69,120	72,146	75,298	78,511
PL5	2,444.00	2,547.20	2,649.60	2,765.60	2,886.40	3,009.60
	30.55	31.84	33.12	34.57	36.08	37.62

Effective 2006 03 18 Through 2006 12 22

POWER ENG 1ST CL PL	47,499	49,127	50,984	52,967	54,553
O1E	1,820.80	1,883.20	1,954.40	2,030.40	2,091.20
	22.76	23.54	24.43	25.38	26.14

Effective 2006 12 23 Through 2007 03 16

POWER ENG 1ST CL PL	50,358	52,070	54,052	56,139	57,830
O1E	1,930.40	1,996.00	2,072.00	2,152.00	2,216.80
	24.13	24.95	25.90	26.90	27.71

Effective 2006 03 18 Through 2006 12 22

POWER ENG 2ND CL PL	44,640	46,289	47,958	49,753
O2E	1,711.20	1,774.40	1,838.40	1,907.20
	21.39	22.18	22.98	23.84

Effective 2006 12 23 Through 2007 03 16

POWER ENG 2ND CL PL	47,311	49,064	50,838	52,737
O2E	1,813.60	1,880.80	1,948.80	2,021.60
	22.67	23.51	24.36	25.27

Effective 2006 03 18 Through 2007 03 16

POWER ENG 3RD CL PL	41,697	43,137	44,619	46,268
O3E	1,598.40	1,653.60	1,710.40	1,773.60
	19.98	20.67	21.38	22.17

POWER ENG 5TH CL	33,016	34,080	35,165	36,334
O5E	1,265.60	1,306.40	1,348.00	1,392.80
	15.82	16.33	16.85	17.41

PROJECT WORKS SPVR	37,983	39,339	40,842	42,157
PWS	1,456.00	1,508.00	1,565.60	1,616.00
	18.20	18.85	19.57	20.20

RADIO TECHNICIAN 1	34,560	35,729	36,960	38,191	39,423	40,946
RT1	1,324.80	1,369.60	1,416.80	1,464.00	1,511.20	1,569.60
	16.56	17.12	17.71	18.30	18.89	19.62

RADIO TECHNICIAN 2	38,901	40,257	41,635	43,179	44,724	46,393
RT2	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40	1,778.40
	18.64	19.29	19.95	20.69	21.43	22.23

RADIO TECHNICIAN 3	40,946	42,386	43,972	45,537	47,228	49,085
RT3	1,569.60	1,624.80	1,685.60	1,745.60	1,810.40	1,881.60
	19.62	20.31	21.07	21.82	22.63	23.52

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

SECURITY OFFICER 1	27,506	28,320	29,134	30,094	31,075	32,035
BG	1,054.40	1,085.60	1,116.80	1,153.60	1,191.20	1,228.00
	13.18	13.57	13.96	14.42	14.89	15.35
SECURITY OFFICER 2	28,737	29,656	30,595	31,576	32,598	33,663
HGG	1,101.60	1,136.80	1,172.80	1,210.40	1,249.60	1,290.40
	13.77	14.21	14.66	15.13	15.62	16.13
SERVICE WORKER 1	27,089	27,819	28,570	29,384	30,177	
SK1	1,038.40	1,066.40	1,095.20	1,126.40	1,156.80	
	12.98	13.33	13.69	14.08	14.46	
SERVICE WORKER 2	31,304	32,160	33,016	33,955	34,936	35,875
SK2	1,200.00	1,232.80	1,265.60	1,301.60	1,339.20	1,375.20
	15.00	15.41	15.82	16.27	16.74	17.19
SERVICE WORKER 3	31,263	32,035	33,037	34,038	35,144	36,188
SK3	1,198.40	1,228.00	1,266.40	1,304.80	1,347.20	1,387.20
	14.98	15.35	15.83	16.31	16.84	17.34
SERVICE WORKER 4	31,450	32,452	33,496	34,560	35,729	36,960
SK4	1,205.60	1,244.00	1,284.00	1,324.80	1,369.60	1,416.80
	15.07	15.55	16.05	16.56	17.12	17.71
SIGNALS TECH 1	47,061	48,731	50,546	52,529		
SG1	1,804.00	1,868.00	1,937.60	2,013.60		
	22.55	23.35	24.22	25.17		
SIGNALS TECH 2	48,731	50,546	52,529	54,407		
SG2	1,868.00	1,937.60	2,013.60	2,085.60		
	23.35	24.22	25.17	26.07		
SPVRING MECHANIC	39,423	40,946	42,386	43,972		
SVM	1,511.20	1,569.60	1,624.80	1,685.60		
	18.89	19.62	20.31	21.07		
TRADES HELPER	28,737	29,656	30,595	31,576	32,598	33,663
TRH	1,101.60	1,136.80	1,172.80	1,210.40	1,249.60	1,290.40
	13.77	14.21	14.66	15.13	15.62	16.13
TRADES HELPER LH	29,656	30,595	31,576	32,598	33,663	34,873
TRL	1,136.80	1,172.80	1,210.40	1,249.60	1,290.40	1,336.80
	14.21	14.66	15.13	15.62	16.13	16.71
WELDER	40,884	42,240	43,722	45,329	46,727	48,063
WL	1,567.20	1,619.20	1,676.00	1,737.60	1,791.20	1,842.40
	19.59	20.24	20.95	21.72	22.39	23.03
WELDER SRT	42,240	43,722	45,329	46,957	48,417	49,857
SWL	1,619.20	1,676.00	1,737.60	1,800.00	1,856.00	1,911.20
	20.24	20.95	21.72	22.50	23.20	23.89
WORKS SPVR	35,478	36,814	38,233	39,673		
WKS	1,360.00	1,411.20	1,465.60	1,520.80		
	17.00	17.64	18.32	19.01		

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 1 SALARY SCHEDULE

WORKS SUPT 1	37,607	38,901	40,257	41,635	43,179	44,724
WT1	1,441.60	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40
	18.02	18.64	19.29	19.95	20.69	21.43
WORKS SUPT 2	40,257	41,635	43,179	44,724	46,393	48,146
WT2	1,543.20	1,596.00	1,655.20	1,714.40	1,778.40	1,845.60
	19.29	19.95	20.69	21.43	22.23	23.07
WR SUPERVISOR	38,901	40,257	41,635	43,179	44,724	
WRS	1,491.20	1,543.20	1,596.00	1,655.20	1,714.40	
	18.64	19.29	19.95	20.69	21.43	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2007 03 17 Through 2008 03 14

AIR MECHANIC	35,416	36,626	37,878	39,151	40,404	41,969		
AME	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80	1,608.80		
	16.97	17.55	18.15	18.76	19.36	20.11		
AIRCRAFT MAIN ENG 1	42,908	44,390	46,038	47,687	49,127	50,546		
AE1	1,644.80	1,701.60	1,764.80	1,828.00	1,883.20	1,937.60		
	20.56	21.27	22.06	22.85	23.54	24.22		
AIRCRAFT MAIN ENG 2	51,339	53,280	55,263	57,517	59,249	61,085		
AE2	1,968.00	2,042.40	2,118.40	2,204.80	2,271.20	2,341.60		
	24.60	25.53	26.48	27.56	28.39	29.27		
AIRCRAFT MAIN ENG 3	53,280	55,263	57,517	59,708	61,482	63,339		
AE3	2,042.40	2,118.40	2,204.80	2,288.80	2,356.80	2,428.00		
	25.53	26.48	27.56	28.61	29.46	30.35		
AIRPORT EQUIP OP 1	28,195	29,030	29,864	30,845	31,847	32,828		
AQ1	1,080.80	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40		
	13.51	13.91	14.31	14.78	15.26	15.73		
AIRPORT EQUIP OP 2	32,244	33,266	34,330	35,416	36,626	37,878		
AQ2	1,236.00	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00		
	15.45	15.94	16.45	16.97	17.55	18.15		
AREA WORKS SPVR	39,882	41,259	42,678	44,264	45,851			
ARS	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60			
	19.11	19.77	20.45	21.21	21.97			
ASST POWR ENG 1ST CL	43,743	45,245	46,915	48,605	50,296	52,070		
AOE	1,676.80	1,734.40	1,798.40	1,863.20	1,928.00	1,996.00		
	20.96	21.68	22.48	23.29	24.10	24.95		
ASST POWR ENG 2ND CL	39,986	41,343	42,783	44,264	45,809	47,395		
A2E	1,532.80	1,584.80	1,640.00	1,696.80	1,756.00	1,816.80		
	19.16	19.81	20.50	21.21	21.95	22.71		
ASST WORKS SPVR	33,767	34,957	36,104	37,732	38,859			
AWS	1,294.40	1,340.00	1,384.00	1,446.40	1,489.60			
	16.18	16.75	17.30	18.08	18.62			
AUTO EQUIP MECH	40,237	41,572	42,929	44,494				
AEM	1,542.40	1,593.60	1,645.60	1,705.60				
	19.28	19.92	20.57	21.32				
AUTO EQUIP MECH SRT	41,572	42,929	44,494	46,101				
AMS	1,593.60	1,645.60	1,705.60	1,767.20				
	19.92	20.57	21.32	22.09				
AVIONICS TECHNIC 1	42,824	44,494	46,059	47,791	49,482	51,318	52,842	54,491
AT1	1,641.60	1,705.60	1,765.60	1,832.00	1,896.80	1,967.20	2,025.60	2,088.80
	20.52	21.32	22.07	22.90	23.71	24.59	25.32	26.11

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

AVIONICS TECHNIC 2	53,238	55,304	57,412	59,729	62,108	64,508	66,470	68,431
AT2	2,040.80	2,120.00	2,200.80	2,289.60	2,380.80	2,472.80	2,548.00	2,623.20
	25.51	26.50	27.51	28.62	29.76	30.91	31.85	32.79
BEACH SAFETY OFF 1	27,777	28,591	29,447	30,407	31,367			
BP1	1,064.80	1,096.00	1,128.80	1,165.60	1,202.40			
	13.31	13.70	14.11	14.57	15.03			
BEACH SAFETY OFF 2	28,591	29,447	30,407	31,367	32,369			
BP2	1,096.00	1,128.80	1,165.60	1,202.40	1,240.80			
	13.70	14.11	14.57	15.03	15.51			
BOAT MATE	31,722	32,744	33,850	34,936	36,042	37,252		
BMT	1,216.00	1,255.20	1,297.60	1,339.20	1,381.60	1,428.00		
	15.20	15.69	16.22	16.74	17.27	17.85		
BUILDING SER WRKR 1	28,195	29,030	29,864	30,845	31,847	32,828		
BW1	1,080.80	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40		
	13.51	13.91	14.31	14.78	15.26	15.73		
BUILDING SER WRKR 2	29,030	29,864	30,845	31,847	32,828	34,059		
BW2	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40	1,305.60		
	13.91	14.31	14.78	15.26	15.73	16.32		
BUILDING SER WRKR 3	30,407	31,367	32,369	33,412	34,497	35,750		
BW3	1,165.60	1,202.40	1,240.80	1,280.80	1,322.40	1,370.40		
	14.57	15.03	15.51	16.01	16.53	17.13		
CAMP COOK 1	29,343	30,261	31,409					
CA1	1,124.80	1,160.00	1,204.00					
	14.06	14.50	15.05					
CAMP COOK 2	32,369	33,433	34,497					
CA2	1,240.80	1,281.60	1,322.40					
	15.51	16.02	16.53					
CH POWER ENG 1ST	59,541	61,795	64,216	66,678	68,682	70,769		
C1E	2,282.40	2,368.80	2,461.60	2,556.00	2,632.80	2,712.80		
	28.53	29.61	30.77	31.95	32.91	33.91		
CH POWER ENG 2ND CL	56,452	58,518	60,689	63,068	64,967			
C2E	2,164.00	2,243.20	2,326.40	2,417.60	2,490.40			
	27.05	28.04	29.08	30.22	31.13			
CH POWER ENG 3RD CL	47,771	49,482	51,318	53,322				
C3E	1,831.20	1,896.80	1,967.20	2,044.00				
	22.89	23.71	24.59	25.55				
CONSTRUCTION SPVR 1	45,371	46,998	48,731	50,567	52,487			
CU1	1,739.20	1,801.60	1,868.00	1,938.40	2,012.00			
	21.74	22.52	23.35	24.23	25.15			
CONSTRUCTION SPVR 2	50,212	52,007	54,011	56,118	58,268			
CU2	1,924.80	1,993.60	2,070.40	2,151.20	2,233.60			
	24.06	24.92	25.88	26.89	27.92			

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

CONSTRUCTION WKR LH	33,162	34,310	35,395						
CLH	1,271.20	1,315.20	1,356.80						
	15.89	16.44	16.96						
CONSTRUCTION WORKER	31,096	32,139	33,224	34,310					
CWR	1,192.00	1,232.00	1,273.60	1,315.20					
	14.90	15.40	15.92	16.44					
COOK 1	32,724	33,621	34,456	35,416	36,501	37,586			
CK1	1,254.40	1,288.80	1,320.80	1,357.60	1,399.20	1,440.80			
	15.68	16.11	16.51	16.97	17.49	18.01			
COOK 2	36,209	37,106	38,045	39,089	40,153	41,280			
CK2	1,388.00	1,422.40	1,458.40	1,498.40	1,539.20	1,582.40			
	17.35	17.78	18.23	18.73	19.24	19.78			
COOK 3	38,859	39,819	40,884	41,948	43,012	44,223			
CK3	1,489.60	1,526.40	1,567.20	1,608.00	1,648.80	1,695.20			
	18.62	19.08	19.59	20.10	20.61	21.19			
DEP CH POWER ENG 1ST	53,405	55,471	57,600	59,687	61,503				
DOE	2,047.20	2,126.40	2,208.00	2,288.00	2,357.60				
	25.59	26.58	27.60	28.60	29.47				
DEP CH POWER ENG 2ND	46,915	48,605	50,400	52,299					
D2E	1,798.40	1,863.20	1,932.00	2,004.80					
	22.48	23.29	24.15	25.06					
DEP CH POWER ENG 3RD	46,790	48,376	50,171	51,986					
D3E	1,793.60	1,854.40	1,923.20	1,992.80					
	22.42	23.18	24.04	24.91					
DISTRICT WORKS SPVR	38,943	40,320	41,864	43,221					
DWS	1,492.80	1,545.60	1,604.80	1,656.80					
	18.66	19.32	20.06	20.71					
FACILITY MANAGER 1	31,617	32,619	34,602	35,708	36,835	38,087	39,402	40,612	41,802
FM1	1,212.00	1,250.40	1,326.40	1,368.80	1,412.00	1,460.00	1,510.40	1,556.80	1,602.40
	15.15	15.63	16.58	17.11	17.65	18.25	18.88	19.46	20.03
FACILITY MANAGER 2	36,835	38,087	39,402	40,717	42,011	43,701	44,995	46,331	
FM2	1,412.00	1,460.00	1,510.40	1,560.80	1,610.40	1,675.20	1,724.80	1,776.00	
	17.65	18.25	18.88	19.51	20.13	20.94	21.56	22.20	
FACILITY MANAGER 3	42,011	43,701	45,684	47,687	49,461	51,339	52,842	54,470	
FM3	1,610.40	1,675.20	1,751.20	1,828.00	1,896.00	1,968.00	2,025.60	2,088.00	
	20.13	20.94	21.89	22.85	23.70	24.60	25.32	26.10	
FACILITY MANAGER 4	47,687	49,461	51,339	53,280	56,181	58,372	60,605	62,400	64,320
FM4	1,828.00	1,896.00	1,968.00	2,042.40	2,153.60	2,237.60	2,323.20	2,392.00	2,465.60
	22.85	23.70	24.60	25.53	26.92	27.97	29.04	29.90	30.82
FIRE RANGER 1	27,193	27,840	28,779						
FR1	1,042.40	1,067.20	1,103.20						
	13.03	13.34	13.79						

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

FIRE RANGER 2	29,948	30,866	32,035			
FR2	1,148.00	1,183.20	1,228.00			
	14.35	14.79	15.35			
FIRE RANGER 3	31,471	32,494	33,496			
FR3	1,206.40	1,245.60	1,284.00			
	15.08	15.57	16.05			
FIRE RANGER 4	33,496	34,748	35,854			
FR4	1,284.00	1,332.00	1,374.40			
	16.05	16.65	17.18			
FLIGHT SERV OFF 1	29,030	29,864	30,845	31,847	32,828	34,059
FS1	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40	1,305.60
	13.91	14.31	14.78	15.26	15.73	16.32
FLIGHT SERV OFF 2	32,244	33,266	34,330	35,416	36,626	37,878
FS2	1,236.00	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00
	15.45	15.94	16.45	16.97	17.55	18.15
FLIGHT SERV OFF 3	35,416	36,626	37,878	39,151	40,404	41,969
FS3	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80	1,608.80
	16.97	17.55	18.15	18.76	19.36	20.11
FOOD SERVICES SPVR	37,878	39,151	40,404	41,969	43,451	45,078
CK5	1,452.00	1,500.80	1,548.80	1,608.80	1,665.60	1,728.00
	18.15	18.76	19.36	20.11	20.82	21.60
GARAGE WORKS SPVR	47,583	49,357	51,110	53,051	55,033	
GWS	1,824.00	1,892.00	1,959.20	2,033.60	2,109.60	
	22.80	23.65	24.49	25.42	26.37	
GARDENER 1	31,722	32,744	33,850	34,936	36,042	37,252
GR1	1,216.00	1,255.20	1,297.60	1,339.20	1,381.60	1,428.00
	15.20	15.69	16.22	16.74	17.27	17.85
GARDENER 2	32,744	33,850	34,936	36,042	37,252	38,546
GR2	1,255.20	1,297.60	1,339.20	1,381.60	1,428.00	1,477.60
	15.69	16.22	16.74	17.27	17.85	18.47
GARDENER 3	34,936	36,042	37,252	38,546	39,882	41,259
GR3	1,339.20	1,381.60	1,428.00	1,477.60	1,528.80	1,581.60
	16.74	17.27	17.85	18.47	19.11	19.77
GARDENER 4	43,451	45,078	46,685	48,417	50,317	52,111
GR4	1,665.60	1,728.00	1,789.60	1,856.00	1,928.80	1,997.60
	20.82	21.60	22.37	23.20	24.11	24.97
HATCHERY ASSISTANT	29,864	30,845	31,764			
HA	1,144.80	1,182.40	1,217.60			
	14.31	14.78	15.22			
HATCHERY HELPER	29,030	29,864				
HH	1,112.80	1,144.80				
	13.91	14.31				

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

HIGHWYS EQUIP PAINT	32,744	33,850	34,936	36,042	37,252	38,546
HEP	1,255.20	1,297.60	1,339.20	1,381.60	1,428.00	1,477.60
	15.69	16.22	16.74	17.27	17.85	18.47
INSTIT HAIRGROM CGE	32,974	33,850	34,810	35,812	36,772	37,899
IHC	1,264.00	1,297.60	1,334.40	1,372.80	1,409.60	1,452.80
	15.80	16.22	16.68	17.16	17.62	18.16
INSTIT HAIRGROOMER	32,097	32,974	33,850	34,810	35,812	36,772
IH	1,230.40	1,264.00	1,297.60	1,334.40	1,372.80	1,409.60
	15.38	15.80	16.22	16.68	17.16	17.62
LABOURER	29,343	30,261	31,409			
LAB	1,124.80	1,160.00	1,204.00			
	14.06	14.50	15.05			
LAUNDRY WORKER	32,097	32,974	33,850	34,810	35,812	36,772
LWR	1,230.40	1,264.00	1,297.60	1,334.40	1,372.80	1,409.60
	15.38	15.80	16.22	16.68	17.16	17.62
MACHINIST	41,906	43,304	44,807	46,456	47,896	49,273
MC	1,606.40	1,660.00	1,717.60	1,780.80	1,836.00	1,888.80
	20.08	20.75	21.47	22.26	22.95	23.61
MACHINIST SRT	43,304	44,807	46,456	48,125	49,628	51,110
SMC	1,660.00	1,717.60	1,780.80	1,844.80	1,902.40	1,959.20
	20.75	21.47	22.26	23.06	23.78	24.49
MAINT ASSISTANT	32,244	33,266	34,330	35,416	36,626	37,878
MAN	1,236.00	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00
	15.45	15.94	16.45	16.97	17.55	18.15
MAINT TRADES 1 SRT	41,635	43,158	44,598	46,164	47,583	
SM1	1,596.00	1,654.40	1,709.60	1,769.60	1,824.00	
	19.95	20.68	21.37	22.12	22.80	
MAINT TRADES 2 SRT	44,598	46,164	47,854	49,586	51,131	
SM2	1,709.60	1,769.60	1,834.40	1,900.80	1,960.00	
	21.37	22.12	22.93	23.76	24.50	
MAINT TRADES 3 SRT	49,586	51,402	53,447	55,304	57,037	58,706
SM3	1,900.80	1,970.40	2,048.80	2,120.00	2,186.40	2,250.40
	23.76	24.63	25.61	26.50	27.33	28.13
MAINT TRADESPERSN 1	40,257	41,635	43,158	44,598	45,934	
MM1	1,543.20	1,596.00	1,654.40	1,709.60	1,760.80	
	19.29	19.95	20.68	21.37	22.01	
MAINT TRADESPERSN 2	43,158	44,598	46,164	47,854	49,336	
MM2	1,654.40	1,709.60	1,769.60	1,834.40	1,891.20	
	20.68	21.37	22.12	22.93	23.64	
MAINT TRADESPERSN 3	47,854	49,586	51,402	53,447	55,033	56,682
MM3	1,834.40	1,900.80	1,970.40	2,048.80	2,109.60	2,172.80
	22.93	23.76	24.63	25.61	26.37	27.16

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

MECH EQ MECH 2 SRT	43,304	44,807	46,456	48,125	49,628	51,110
M2S	1,660.00	1,717.60	1,780.80	1,844.80	1,902.40	1,959.20
	20.75	21.47	22.26	23.06	23.78	24.49
MECH EQUIP MECH 1	36,501	37,711	39,047	40,320	41,510	42,762
ME1	1,399.20	1,445.60	1,496.80	1,545.60	1,591.20	1,639.20
	17.49	18.07	18.71	19.32	19.89	20.49
MECH EQUIP MECH 2	41,906	43,304	44,807	46,456	47,896	49,273
ME2	1,606.40	1,660.00	1,717.60	1,780.80	1,836.00	1,888.80
	20.08	20.75	21.47	22.26	22.95	23.61
MECH SUPERVISOR	45,600	47,228	48,981	50,838	52,779	54,720
MSR	1,748.00	1,810.40	1,877.60	1,948.80	2,023.20	2,097.60
	21.85	22.63	23.47	24.36	25.29	26.22
MECHANIC 1	35,416	36,543	37,711	39,068	40,362	
MH1	1,357.60	1,400.80	1,445.60	1,497.60	1,547.20	
	16.97	17.51	18.07	18.72	19.34	
MECHANIC 2	37,106	38,379	39,694	41,155	42,511	
MH2	1,422.40	1,471.20	1,521.60	1,577.60	1,629.60	
	17.78	18.39	19.02	19.72	20.37	
MOBILE SUPPORT SPVR	33,266	34,330	35,416	36,626	37,878	39,151
MPS	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00	1,500.80
	15.94	16.45	16.97	17.55	18.15	18.76
OPERATOR 1	32,244					
OR1	1,236.00					
	15.45					
OPERATOR 2	33,997					
OR2	1,303.20					
	16.29					
OPERATOR 3	36,376					
OR3	1,394.40					
	17.43					
OPERATOR 4	37,732					
OR4	1,446.40					
	18.08					
OPERATOR 5	39,193					
OR5	1,502.40					
	18.78					
PARK ATTENDANT 1	25,106	25,816	26,650	27,277	28,195	
KA1	962.4	989.6	1,021.60	1,045.60	1,080.80	
	12.03	12.37	12.77	13.07	13.51	
PARK ATTENDANT 2	26,650	27,277	28,195	29,030	29,864	
KA2	1,021.60	1,045.60	1,080.80	1,112.80	1,144.80	
	12.77	13.07	13.51	13.91	14.31	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

PARK ATTENDANT 3	29,030	29,864	30,845	31,847	32,828	
KA3	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40	
	13.91	14.31	14.78	15.26	15.73	
PARK ATTENDANT 4	30,845	31,847	32,828	34,059	35,144	
KA4	1,182.40	1,220.80	1,258.40	1,305.60	1,347.20	
	14.78	15.26	15.73	16.32	16.84	
PARK WORKS SPVR 1	33,871	34,977	36,104	37,252	38,504	39,840
PK1	1,298.40	1,340.80	1,384.00	1,428.00	1,476.00	1,527.20
	16.23	16.76	17.30	17.85	18.45	19.09
PARK WORKS SPVR 2	34,977	36,104	37,252	38,504	39,840	41,217
PK2	1,340.80	1,384.00	1,428.00	1,476.00	1,527.20	1,580.00
	16.76	17.30	17.85	18.45	19.09	19.75
PARK WORKS SPVR 3	36,104	37,252	38,504	39,840	41,217	42,657
PK3	1,384.00	1,428.00	1,476.00	1,527.20	1,580.00	1,635.20
	17.30	17.85	18.45	19.09	19.75	20.44
PILOT 1	47,499	49,315	51,110	52,988	55,054	57,204
PL1	1,820.80	1,890.40	1,959.20	2,031.20	2,110.40	2,192.80
	22.76	23.63	24.49	25.39	26.38	27.41
PILOT 2	50,212	52,007	54,011	56,118	58,268	60,522
PL2	1,924.80	1,993.60	2,070.40	2,151.20	2,233.60	2,320.00
	24.06	24.92	25.88	26.89	27.92	29.00
PILOT 3	57,204	59,353	61,711	64,132	66,678	69,475
PL3	2,192.80	2,275.20	2,365.60	2,458.40	2,556.00	2,663.20
	27.41	28.44	29.57	30.73	31.95	33.29
PILOT 4	60,480	62,964	65,343	68,118	70,852	73,941
PL4	2,318.40	2,413.60	2,504.80	2,611.20	2,716.00	2,834.40
	28.98	30.17	31.31	32.64	33.95	35.43
PILOT 5	65,343	68,118	70,852	73,941	77,176	80,473
PL5	2,504.80	2,611.20	2,716.00	2,834.40	2,958.40	3,084.80
	31.31	32.64	33.95	35.43	36.98	38.56
POWER ENG 1ST CL PL	51,611	53,364	55,409	57,537	59,270	
O1E	1,978.40	2,045.60	2,124.00	2,205.60	2,272.00	
	24.73	25.57	26.55	27.57	28.40	
POWER ENG 2ND CL PL	48,501	50,296	52,111	54,052		
O2E	1,859.20	1,928.00	1,997.60	2,072.00		
	23.24	24.10	24.97	25.90		
POWER ENG 3RD CL PL	42,741	44,223	45,725	47,416		
O3E	1,638.40	1,695.20	1,752.80	1,817.60		
	20.48	21.19	21.91	22.72		
POWER ENG 5TH CL	33,850	34,936	36,042	37,252		
O5E	1,297.60	1,339.20	1,381.60	1,428.00		
	16.22	16.74	17.27	17.85		

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

PROJECT WORKS SPVR	38,943	40,320	41,864	43,221		
PWS	1,492.80	1,545.60	1,604.80	1,656.80		
	18.66	19.32	20.06	20.71		
RADIO TECHNICIAN 1	35,416	36,626	37,878	39,151	40,404	41,969
RT1	1,357.60	1,404.00	1,452.00	1,500.80	1,548.80	1,608.80
	16.97	17.55	18.15	18.76	19.36	20.11
RADIO TECHNICIAN 2	39,882	41,259	42,678	44,264	45,851	47,562
RT2	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60	1,823.20
	19.11	19.77	20.45	21.21	21.97	22.79
RADIO TECHNICIAN 3	41,969	43,451	45,078	46,685	48,417	50,317
RT3	1,608.80	1,665.60	1,728.00	1,789.60	1,856.00	1,928.80
	20.11	20.82	21.60	22.37	23.20	24.11
SECURITY OFFICER 1	28,195	29,030	29,864	30,845	31,847	32,828
BG	1,080.80	1,112.80	1,144.80	1,182.40	1,220.80	1,258.40
	13.51	13.91	14.31	14.78	15.26	15.73
SECURITY OFFICER 2	29,447	30,407	31,367	32,369	33,412	34,497
HGG	1,128.80	1,165.60	1,202.40	1,240.80	1,280.80	1,322.40
	14.11	14.57	15.03	15.51	16.01	16.53
SERVICE WORKER 1	27,757	28,508	29,280	30,115	30,929	
SK1	1,064.00	1,092.80	1,122.40	1,154.40	1,185.60	
	13.30	13.66	14.03	14.43	14.82	
SERVICE WORKER 2	32,097	32,974	33,850	34,810	35,812	36,772
SK2	1,230.40	1,264.00	1,297.60	1,334.40	1,372.80	1,409.60
	15.38	15.80	16.22	16.68	17.16	17.62
SERVICE WORKER 3	32,035	32,828	33,871	34,894	36,021	37,085
SK3	1,228.00	1,258.40	1,298.40	1,337.60	1,380.80	1,421.60
	15.35	15.73	16.23	16.72	17.26	17.77
SERVICE WORKER 4	32,244	33,266	34,330	35,416	36,626	37,878
SK4	1,236.00	1,275.20	1,316.00	1,357.60	1,404.00	1,452.00
	15.45	15.94	16.45	16.97	17.55	18.15
SIGNALS TECH 1	48,230	49,941	51,819	53,844		
SG1	1,848.80	1,914.40	1,986.40	2,064.00		
	23.11	23.93	24.83	25.80		
SIGNALS TECH 2	49,941	51,819	53,844	55,764		
SG2	1,914.40	1,986.40	2,064.00	2,137.60		
	23.93	24.83	25.80	26.72		
SPVRING MECHANIC	40,404	41,969	43,451	45,078		
SVM	1,548.80	1,608.80	1,665.60	1,728.00		
	19.36	20.11	20.82	21.60		
TRADES HELPER	29,447	30,407	31,367	32,369	33,412	34,497
TRH	1,128.80	1,165.60	1,202.40	1,240.80	1,280.80	1,322.40
	14.11	14.57	15.03	15.51	16.01	16.53

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 2 SALARY SCHEDULE

TRADES HELPER LH	30,407	31,367	32,369	33,412	34,497	35,750
TRL	1,165.60	1,202.40	1,240.80	1,280.80	1,322.40	1,370.40
	14.57	15.03	15.51	16.01	16.53	17.13
WELDER	41,906	43,304	44,807	46,456	47,896	49,273
WL	1,606.40	1,660.00	1,717.60	1,780.80	1,836.00	1,888.80
	20.08	20.75	21.47	22.26	22.95	23.61
WELDER SRT	43,304	44,807	46,456	48,125	49,628	51,110
SWL	1,660.00	1,717.60	1,780.80	1,844.80	1,902.40	1,959.20
	20.75	21.47	22.26	23.06	23.78	24.49
WORKS SPVR	36,376	37,732	39,193	40,675		
WKS	1,394.40	1,446.40	1,502.40	1,559.20		
	17.43	18.08	18.78	19.49		
WORKS SUPT 1	38,546	39,882	41,259	42,678	44,264	45,851
WT1	1,477.60	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60
	18.47	19.11	19.77	20.45	21.21	21.97
WORKS SUPT 2	41,259	42,678	44,264	45,851	47,562	49,357
WT2	1,581.60	1,636.00	1,696.80	1,757.60	1,823.20	1,892.00
	19.77	20.45	21.21	21.97	22.79	23.65
WR SUPERVISOR	39,882	41,259	42,678	44,264	45,851	
WRS	1,528.80	1,581.60	1,636.00	1,696.80	1,757.60	
	19.11	19.77	20.45	21.21	21.97	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2008 03 15 Through 2009 03 13

AIR MECHANIC	36,292	37,544	38,817	40,132	41,405	43,012		
AME	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20	1,648.80		
	17.39	17.99	18.60	19.23	19.84	20.61		
AIRCRAFT MAIN ENG 1	43,972	45,496	47,186	48,877	50,358	51,819		
AE1	1,685.60	1,744.00	1,808.80	1,873.60	1,930.40	1,986.40		
	21.07	21.80	22.61	23.42	24.13	24.83		
AIRCRAFT MAIN ENG 2	52,633	54,616	56,640	58,957	60,731	62,609		
AE2	2,017.60	2,093.60	2,171.20	2,260.00	2,328.00	2,400.00		
	25.22	26.17	27.14	28.25	29.10	30.00		
AIRCRAFT MAIN ENG 3	54,616	56,640	58,957	61,211	63,026	64,925		
AE3	2,093.60	2,171.20	2,260.00	2,346.40	2,416.00	2,488.80		
	26.17	27.14	28.25	29.33	30.20	31.11		
AIRPORT EQUIP OP 1	29,489	30,365	31,221	32,244	33,287	34,310		
AQ1	1,130.40	1,164.00	1,196.80	1,236.00	1,276.00	1,315.20		
	14.13	14.55	14.96	15.45	15.95	16.44		
AIRPORT EQUIP OP 2	33,725	34,790	35,896	37,023	38,296	39,590		
AQ2	1,292.80	1,333.60	1,376.00	1,419.20	1,468.00	1,517.60		
	16.16	16.67	17.20	17.74	18.35	18.97		
AREA WORKS SPVR	40,884	42,282	43,743	45,371	46,998			
ARS	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60			
	19.59	20.26	20.96	21.74	22.52			
ASST POWR ENG 1ST CL	45,725	47,291	49,044	50,817	52,571	54,428		
AOE	1,752.80	1,812.80	1,880.00	1,948.00	2,015.20	2,086.40		
	21.91	22.66	23.50	24.35	25.19	26.08		
ASST POWR ENG 2ND CL	40,988	42,386	43,847	45,371	46,957	48,584		
A2E	1,571.20	1,624.80	1,680.80	1,739.20	1,800.00	1,862.40		
	19.64	20.31	21.01	21.74	22.50	23.28		
ASST WORKS SPVR	34,602	35,833	37,002	38,671	39,840			
AWS	1,326.40	1,373.60	1,418.40	1,482.40	1,527.20			
	16.58	17.17	17.73	18.53	19.09			
AUTO EQUIP MECH	41,238	42,616	43,993	45,600				
AEM	1,580.80	1,633.60	1,686.40	1,748.00				
	19.76	20.42	21.08	21.85				
AUTO EQUIP MECH SRT	42,616	43,993	45,600	47,249				
AMS	1,633.60	1,686.40	1,748.00	1,811.20				
	20.42	21.08	21.85	22.64				
AVIONICS TECHNIC 1	43,889	45,600	47,207	48,981	50,713	52,591	54,157	55,847
AT1	1,682.40	1,748.00	1,809.60	1,877.60	1,944.00	2,016.00	2,076.00	2,140.80
	21.03	21.85	22.62	23.47	24.30	25.20	25.95	26.76

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

AVIONICS TECHNIC 2	54,574	56,682	58,852	61,231	63,652	66,115	68,139	70,143
AT2	2,092.00	2,172.80	2,256.00	2,347.20	2,440.00	2,534.40	2,612.00	2,688.80
	26.15	27.16	28.20	29.34	30.50	31.68	32.65	33.61
BEACH SAFETY OFF 1	28,466	29,301	30,177	31,158	32,160			
BP1	1,091.20	1,123.20	1,156.80	1,194.40	1,232.80			
	13.64	14.04	14.46	14.93	15.41			
BEACH SAFETY OFF 2	29,301	30,177	31,158	32,160	33,183			
BP2	1,123.20	1,156.80	1,194.40	1,232.80	1,272.00			
	14.04	14.46	14.93	15.41	15.90			
BOAT MATE	32,515	33,558	34,706	35,812	36,939	38,191		
BMT	1,246.40	1,286.40	1,330.40	1,372.80	1,416.00	1,464.00		
	15.58	16.08	16.63	17.16	17.70	18.30		
BUILDING SER WRKR 1	28,904	29,760	30,616	31,617	32,640	33,642		
BW1	1,108.00	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60		
	13.85	14.26	14.67	15.15	15.64	16.12		
BUILDING SER WRKR 2	29,760	30,616	31,617	32,640	33,642	34,915		
BW2	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60	1,338.40		
	14.26	14.67	15.15	15.64	16.12	16.73		
BUILDING SER WRKR 3	31,158	32,160	33,183	34,247	35,353	36,647		
BW3	1,194.40	1,232.80	1,272.00	1,312.80	1,355.20	1,404.80		
	14.93	15.41	15.9	16.41	16.94	17.56		
CAMP COOK 1	30,073	31,012	32,202					
CA1	1,152.80	1,188.80	1,234.40					
	14.41	14.86	15.43					
CAMP COOK 2	33,183	34,268	35,353					
CA2	1,272.00	1,313.60	1,355.20					
	15.90	16.42	16.94					
CH POWER ENG 1ST	62,233	64,612	67,138	69,725	71,791	74,004		
C1E	2,385.60	2,476.80	2,573.60	2,672.80	2,752.00	2,836.80		
	29.82	30.96	32.17	33.41	34.40	35.46		
CH POWER ENG 2ND CL	59,019	61,169	63,464	65,948	67,931			
C2E	2,262.40	2,344.80	2,432.80	2,528.00	2,604.00			
	28.28	29.31	30.41	31.60	32.55			
CH POWER ENG 3RD CL	49,941	51,736	53,635	55,743				
C3E	1,914.40	1,983.20	2,056.00	2,136.80				
	23.93	24.79	25.70	26.71				
CONSTRUCTION SPVR 1	46,497	48,167	49,941	51,840	53,802			
CU1	1,782.40	1,846.40	1,914.40	1,987.20	2,062.40			
	22.28	23.08	23.93	24.84	25.78			
CONSTRUCTION SPVR 2	51,464	53,301	55,367	57,517	59,729			
CU2	1,972.80	2,043.20	2,122.40	2,204.80	2,289.60			
	24.66	25.54	26.53	27.56	28.62			

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

CONSTRUCTION WKR LH	33,997	35,165	36,271						
CLH	1,303.20	1,348.00	1,390.40						
	16.29	16.85	17.38						
CONSTRUCTION WORKER	31,868	32,953	34,059	35,165					
CWR	1,221.60	1,263.20	1,305.60	1,348.00					
	15.27	15.79	16.32	16.85					
COOK 1	33,537	34,456	35,311	36,292	37,419	38,525			
CK1	1,285.60	1,320.80	1,353.60	1,391.20	1,434.40	1,476.80			
	16.07	16.51	16.92	17.39	17.93	18.46			
COOK 2	37,106	38,024	39,005	40,070	41,155	42,303			
CK2	1,422.40	1,457.60	1,495.20	1,536.00	1,577.60	1,621.60			
	17.78	18.22	18.69	19.20	19.72	20.27			
COOK 3	39,840	40,821	41,906	42,991	44,097	45,329			
CK3	1,527.20	1,564.80	1,606.40	1,648.00	1,690.40	1,737.60			
	19.09	19.56	20.08	20.60	21.13	21.72			
DEP CH POWER ENG 1ST	55,826	57,976	60,230	62,421	64,299				
DOE	2,140.00	2,222.40	2,308.80	2,392.80	2,464.80				
	26.75	27.78	28.86	29.91	30.81				
DEP CH POWER ENG 2ND	49,044	50,817	52,696	54,678					
D2E	1,880.00	1,948.00	2,020.00	2,096.00					
	23.50	24.35	25.25	26.20					
DEP CH POWER ENG 3RD	48,918	50,588	52,445	54,344					
D3E	1,875.20	1,939.20	2,010.40	2,083.20					
	23.44	24.24	25.13	26.04					
DISTRICT WORKS SPVR	39,924	41,322	42,908	44,306					
DWS	1,530.40	1,584.00	1,644.80	1,698.40					
	19.13	19.80	20.56	21.23					
FACILITY MANAGER 1	32,410	33,433	35,457	36,605	37,753	39,047	40,383	41,635	42,845
FM1	1,242.40	1,281.60	1,359.20	1,403.20	1,447.20	1,496.80	1,548.00	1,596.00	1,642.40
	15.53	16.02	16.99	17.54	18.09	18.71	19.35	19.95	20.53
FACILITY MANAGER 2	37,753	39,047	40,383	41,739	43,054	44,786	46,122	47,499	
FM2	1,447.20	1,496.80	1,548.00	1,600.00	1,650.40	1,716.80	1,768.00	1,820.80	
	18.09	18.71	19.35	20.00	20.63	21.46	22.10	22.76	
FACILITY MANAGER 3	43,054	44,786	46,831	48,877	50,692	52,633	54,157	55,826	
FM3	1,650.40	1,716.80	1,795.20	1,873.60	1,943.20	2,017.60	2,076.00	2,140.00	
	20.63	21.46	22.44	23.42	24.29	25.22	25.95	26.75	
FACILITY MANAGER 4	48,877	50,692	52,633	54,616	57,579	59,833	62,129	63,965	65,927
FM4	1,873.60	1,943.20	2,017.60	2,093.60	2,207.20	2,293.60	2,381.60	2,452.00	2,527.20
	23.42	24.29	25.22	26.17	27.59	28.67	29.77	30.65	31.59
FIRE RANGER 1	27,882	28,529	29,489						
FR1	1,068.80	1,093.60	1,130.40						
	13.36	13.67	14.13						

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

FIRE RANGER 2	30,699	31,638	32,828			
FR2	1,176.80	1,212.80	1,258.40			
	14.71	15.16	15.73			
FIRE RANGER 3	32,264	33,308	34,330			
FR3	1,236.80	1,276.80	1,316.00			
	15.46	15.96	16.45			
FIRE RANGER 4	34,330	35,624	36,751			
FR4	1,316.00	1,365.60	1,408.80			
	16.45	17.07	17.61			
FLIGHT SERV OFF 1	29,760	30,616	31,617	32,640	33,642	34,915
FS1	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60	1,338.40
	14.26	14.67	15.15	15.64	16.12	16.73
FLIGHT SERV OFF 2	33,057	34,101	35,186	36,292	37,544	38,817
FS2	1,267.20	1,307.20	1,348.80	1,391.20	1,439.20	1,488.00
	15.84	16.34	16.86	17.39	17.99	18.60
FLIGHT SERV OFF 3	36,292	37,544	38,817	40,132	41,405	43,012
FS3	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20	1,648.80
	17.39	17.99	18.60	19.23	19.84	20.61
FOOD SERVICES SPVR	38,817	40,132	41,405	43,012	44,536	46,205
CK5	1,488.00	1,538.40	1,587.20	1,648.80	1,707.20	1,771.20
	18.60	19.23	19.84	20.61	21.34	22.14
GARAGE WORKS SPVR	48,772	50,588	52,383	54,386	56,411	
GWS	1,869.60	1,939.20	2,008.00	2,084.80	2,162.40	
	23.37	24.24	25.10	26.06	27.03	
GARDENER 1	32,515	33,558	34,706	35,812	36,939	38,191
GR1	1,246.40	1,286.40	1,330.40	1,372.80	1,416.00	1,464.00
	15.58	16.08	16.63	17.16	17.7	18.30
GARDENER 2	33,558	34,706	35,812	36,939	38,191	39,506
GR2	1,286.40	1,330.40	1,372.80	1,416.00	1,464.00	1,514.40
	16.08	16.63	17.16	17.70	18.30	18.93
GARDENER 3	35,812	36,939	38,191	39,506	40,884	42,282
GR3	1,372.80	1,416.00	1,464.00	1,514.40	1,567.20	1,620.80
	17.16	17.70	18.30	18.93	19.59	20.26
GARDENER 4	44,536	46,205	47,854	49,628	51,569	53,405
GR4	1,707.20	1,771.20	1,834.40	1,902.40	1,976.80	2,047.20
	21.34	22.14	22.93	23.78	24.71	25.59
HATCHERY ASSISTANT	30,616	31,617	32,557			
HA	1,173.60	1,212.00	1,248.00			
	14.67	15.15	15.60			
HATCHERY HELPER	29,760	30,616				
HH	1,140.80	1,173.60				
	14.26	14.67				

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

HIGHWYS EQUIP PAINT	33,558	34,706	35,812	36,939	38,191	39,506
HEP	1,286.40	1,330.40	1,372.80	1,416.00	1,464.00	1,514.40
	16.08	16.63	17.16	17.70	18.30	18.93
INSTIT HAIRGROM CGE	33,809	34,706	35,687	36,710	37,691	38,838
IHC	1,296.00	1,330.40	1,368.00	1,407.20	1,444.80	1,488.80
	16.20	16.63	17.10	17.59	18.06	18.61
INSTIT HAIRGROOMER	32,890	33,809	34,706	35,687	36,710	37,691
IH	1,260.80	1,296.00	1,330.40	1,368.00	1,407.20	1,444.80
	15.76	16.20	16.63	17.10	17.59	18.06
LABOURER	30,073	31,012	32,202			
LAB	1,152.80	1,188.80	1,234.40			
	14.41	14.86	15.43			
LAUNDRY WORKER	32,890	33,809	34,706	35,687	36,710	37,691
LWR	1,260.80	1,296.00	1,330.40	1,368.00	1,407.20	1,444.80
	15.76	16.20	16.63	17.10	17.59	18.06
MACHINIST	44,661	46,164	47,771	49,524	51,047	52,529
MC	1,712.00	1,769.60	1,831.20	1,898.40	1,956.80	2,013.60
	21.40	22.12	22.89	23.73	24.46	25.17
MACHINIST SRT	46,164	47,771	49,524	51,318	52,884	54,470
SMC	1,769.60	1,831.20	1,898.40	1,967.20	2,027.20	2,088.00
	22.12	22.89	23.73	24.59	25.34	26.10
MAINT ASSISTANT	34,059	35,124	36,251	37,377	38,671	39,986
MAN	1,305.60	1,346.40	1,389.60	1,432.80	1,482.40	1,532.80
	16.32	16.83	17.37	17.91	18.53	19.16
MAINT TRADES 1 SRT	43,534	45,120	46,623	48,251	49,753	
SM1	1,668.80	1,729.60	1,787.20	1,849.60	1,907.20	
	20.86	21.62	22.34	23.12	23.84	
MAINT TRADES 2 SRT	46,623	48,251	50,024	51,840	53,447	
SM2	1,787.20	1,849.60	1,917.60	1,987.20	2,048.80	
	22.34	23.12	23.97	24.84	25.61	
MAINT TRADES 3 SRT	51,840	53,760	55,889	57,809	59,624	61,377
SM3	1,987.20	2,060.80	2,142.40	2,216.00	2,285.60	2,352.80
	24.84	25.76	26.78	27.70	28.57	29.41
MAINT TRADESPERSN 1	42,094	43,534	45,120	46,623	48,021	
MM1	1,613.60	1,668.80	1,729.60	1,787.20	1,840.80	
	20.17	20.86	21.62	22.34	23.01	
MAINT TRADESPERSN 2	45,120	46,623	48,251	50,024	51,569	
MM2	1,729.60	1,787.20	1,849.60	1,917.60	1,976.80	
	21.62	22.34	23.12	23.97	24.71	
MAINT TRADESPERSN 3	50,024	51,840	53,760	55,889	57,537	59,270
MM3	1,917.60	1,987.20	2,060.80	2,142.40	2,205.60	2,272.00
	23.97	24.84	25.76	26.78	27.57	28.40

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

MECH EQ MECH 2 SRT	46,164	47,771	49,524	51,318	52,884	54,470
M2S	1,769.60	1,831.20	1,898.40	1,967.20	2,027.20	2,088.00
	22.12	22.89	23.73	24.59	25.34	26.10
MECH EQUIP MECH 1	38,922	40,195	41,635	42,971	44,264	45,579
ME1	1,492.00	1,540.80	1,596.00	1,647.20	1,696.80	1,747.20
	18.65	19.26	19.95	20.59	21.21	21.84
MECH EQUIP MECH 2	44,661	46,164	47,771	49,524	51,047	52,529
ME2	1,712.00	1,769.60	1,831.20	1,898.40	1,956.80	2,013.60
	21.4	22.12	22.89	23.73	24.46	25.17
MECH SUPERVISOR	48,626	50,358	52,216	54,198	56,264	58,351
MSR	1,864.00	1,930.40	2,001.60	2,077.60	2,156.80	2,236.80
	23.30	24.13	25.02	25.97	26.96	27.96
MECHANIC 1	37,753	38,964	40,195	41,656	43,012	
MH1	1,447.20	1,493.60	1,540.80	1,596.80	1,648.80	
	18.09	18.67	19.26	19.96	20.61	
MECHANIC 2	39,548	40,904	42,324	43,868	45,329	
MH2	1,516.00	1,568.00	1,622.40	1,681.60	1,737.60	
	18.95	19.60	20.28	21.02	21.72	
MOBILE SUPPORT SPVR	34,101	35,186	36,292	37,544	38,817	40,132
MPS	1,307.20	1,348.80	1,391.20	1,439.20	1,488.00	1,538.40
	16.34	16.86	17.39	17.99	18.60	19.23
OPERATOR 1	33,057	33,725				
OR1	1,267.20	1,292.80				
	15.84	16.16				
OPERATOR 2	34,852	35,541				
OR2	1,336.00	1,362.40				
	16.70	17.03				
OPERATOR 3	37,294	38,045				
OR3	1,429.60	1,458.40				
	17.87	18.23				
OPERATOR 4	38,671	39,444				
OR4	1,482.40	1,512.00				
	18.53	18.90				
OPERATOR 5	40,174	40,988				
OR5	1,540.00	1,571.20				
	19.25	19.64				
PARK ATTENDANT 1	25,732	26,463	27,318	27,965	28,904	
KA1	986.4	1,014.40	1,047.20	1,072.00	1,108.00	
	12.33	12.68	13.09	13.40	13.85	
PARK ATTENDANT 2	27,318	27,965	28,904	29,760	30,616	
KA2	1,047.20	1,072.00	1,108.00	1,140.80	1,173.60	
	13.09	13.40	13.85	14.26	14.67	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

PARK ATTENDANT 3	29,760	30,616	31,617	32,640	33,642	
KA3	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60	
	14.26	14.67	15.15	15.64	16.12	
PARK ATTENDANT 4	31,617	32,640	33,642	34,915	36,021	
KA4	1,212.00	1,251.20	1,289.60	1,338.40	1,380.80	
	15.15	15.64	16.12	16.73	17.26	
PARK WORKS SPVR 1	34,727	35,854	37,002	38,191	39,464	40,842
PK1	1,331.20	1,374.40	1,418.40	1,464.00	1,512.80	1,565.60
	16.64	17.18	17.73	18.30	18.91	19.57
PARK WORKS SPVR 2	35,854	37,002	38,191	39,464	40,842	42,240
PK2	1,374.40	1,418.40	1,464.00	1,512.80	1,565.60	1,619.20
	17.18	17.73	18.30	18.91	19.57	20.24
PARK WORKS SPVR 3	37,002	38,191	39,464	40,842	42,240	43,722
PK3	1,418.40	1,464.00	1,512.80	1,565.60	1,619.20	1,676.00
	17.73	18.30	18.91	19.57	20.24	20.95
PILOT 1	48,689	50,546	52,383	54,303	56,431	58,644
PL1	1,866.40	1,937.60	2,008.00	2,081.60	2,163.20	2,248.00
	23.33	24.22	25.10	26.02	27.04	28.10
PILOT 2	51,464	53,301	55,367	57,517	59,729	62,045
PL2	1,972.80	2,043.20	2,122.40	2,204.80	2,289.60	2,378.40
	24.66	25.54	26.53	27.56	28.62	29.73
PILOT 3	58,644	60,835	63,256	65,739	68,348	71,207
PL3	2,248.00	2,332.00	2,424.80	2,520.00	2,620.00	2,729.60
	28.10	29.15	30.31	31.50	32.75	34.12
PILOT 4	61,983	64,529	66,971	69,830	72,626	75,798
PL4	2,376.00	2,473.60	2,567.20	2,676.80	2,784.00	2,905.60
	29.70	30.92	32.09	33.46	34.80	36.32
PILOT 5	66,971	69,830	72,626	75,798	79,096	82,477
PL5	2,567.20	2,676.80	2,784.00	2,905.60	3,032.00	3,161.60
	32.09	33.46	34.80	36.32	37.90	39.52
POWER ENG 1ST CL PL	53,969	55,784	57,913	60,167	61,962	
O1E	2,068.80	2,138.40	2,220.00	2,306.40	2,375.20	
	25.86	26.73	27.75	28.83	29.69	
POWER ENG 2ND CL PL	50,713	52,571	54,470	56,515		
O2E	1,944.00	2,015.20	2,088.00	2,166.40		
	24.30	25.19	26.10	27.08		
POWER ENG 3RD CL PL	43,805	45,329	46,873	48,605		
O3E	1,679.20	1,737.60	1,796.80	1,863.20		
	20.99	21.72	22.46	23.29		
POWER ENG 5TH CL	34,706	35,812	36,939	38,191		
O5E	1,330.40	1,372.80	1,416.00	1,464.00		
	16.63	17.16	17.70	18.30		

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

PROJECT WORKS SPVR	39,924	41,322	42,908	44,306		
PWS	1,530.40	1,584.00	1,644.80	1,698.40		
	19.13	19.80	20.56	21.23		
RADIO TECHNICIAN 1	36,292	37,544	38,817	40,132	41,405	43,012
RT1	1,391.20	1,439.20	1,488.00	1,538.40	1,587.20	1,648.80
	17.39	17.99	18.60	19.23	19.84	20.61
RADIO TECHNICIAN 2	40,884	42,282	43,743	45,371	46,998	48,751
RT2	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60	1,868.80
	19.59	20.26	20.96	21.74	22.52	23.36
RADIO TECHNICIAN 3	43,012	44,536	46,205	47,854	49,628	51,569
RT3	1,648.80	1,707.20	1,771.20	1,834.40	1,902.40	1,976.80
	20.61	21.34	22.14	22.93	23.78	24.71
SECURITY OFFICER 1	28,904	29,760	30,616	31,617	32,640	33,642
BG	1,108.00	1,140.80	1,173.60	1,212.00	1,251.20	1,289.60
	13.85	14.26	14.67	15.15	15.64	16.12
SECURITY OFFICER 2	30,177	31,158	32,160	33,183	34,247	35,353
HGG	1,156.80	1,194.40	1,232.80	1,272.00	1,312.80	1,355.20
	14.46	14.93	15.41	15.90	16.41	16.94
SERVICE WORKER 1	28,445	29,217	30,010	30,866	31,701	
SK1	1,090.40	1,120.00	1,150.40	1,183.20	1,215.20	
	13.63	14.00	14.38	14.79	15.19	
SERVICE WORKER 2	32,890	33,809	34,706	35,687	36,710	37,691
SK2	1,260.80	1,296.00	1,330.40	1,368.00	1,407.20	1,444.80
	15.76	16.20	16.63	17.10	17.59	18.06
SERVICE WORKER 3	32,828	33,642	34,727	35,770	36,918	38,004
SK3	1,258.40	1,289.60	1,331.20	1,371.20	1,415.20	1,456.80
	15.73	16.12	16.64	17.14	17.69	18.21
SERVICE WORKER 4	33,057	34,101	35,186	36,292	37,544	38,817
SK4	1,267.20	1,307.20	1,348.80	1,391.20	1,439.20	1,488.00
	15.84	16.34	16.86	17.39	17.99	18.60
SIGNALS TECH 1	49,440	51,193	53,113	55,200		
SG1	1,895.20	1,962.40	2,036.00	2,116.00		
	23.69	24.53	25.45	26.45		
SIGNALS TECH 2	51,193	53,113	55,200	57,162		
SG2	1,962.40	2,036.00	2,116.00	2,191.20		
	24.53	25.45	26.45	27.39		
SPVRING MECHANIC	41,405	43,012	44,536	46,205		
SVM	1,587.20	1,648.80	1,707.20	1,771.20		
	19.84	20.61	21.34	22.14		
TRADES HELPER	31,075	32,097	33,120	34,184	35,270	36,417
TRH	1,191.20	1,230.40	1,269.60	1,310.40	1,352.00	1,396.00
	14.89	15.38	15.87	16.38	16.90	17.45

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 3 SALARY SCHEDULE

TRADES HELPER LH	32,097	33,120	34,184	35,270	36,417	37,753
TRL	1,230.40	1,269.60	1,310.40	1,352.00	1,396.00	1,447.20
	15.38	15.87	16.38	16.90	17.45	18.09
WELDER	44,661	46,164	47,771	49,524	51,047	52,529
WL	1,712.00	1,769.60	1,831.20	1,898.40	1,956.80	2,013.60
	21.40	22.12	22.89	23.73	24.46	25.17
WELDER SRT	46,164	47,771	49,524	51,318	52,884	54,470
SWL	1,769.60	1,831.20	1,898.40	1,967.20	2,027.20	2,088.00
	22.12	22.89	23.73	24.59	25.34	26.10
WORKS SPVR	37,294	38,671	40,174	41,697		
WKS	1,429.60	1,482.40	1,540.00	1,598.40		
	17.87	18.53	19.25	19.98		
WORKS SUPT 1	39,506	40,884	42,282	43,743	45,371	46,998
WT1	1,514.40	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60
	18.93	19.59	20.26	20.96	21.74	22.52
WORKS SUPT 2	42,282	43,743	45,371	46,998	48,751	50,588
WT2	1,620.80	1,676.80	1,739.20	1,801.60	1,868.80	1,939.20
	20.26	20.96	21.74	22.52	23.36	24.24
WR SUPERVISOR	40,884	42,282	43,743	45,371	46,998	
WRS	1,567.20	1,620.80	1,676.80	1,739.20	1,801.60	
	19.59	20.26	20.96	21.74	22.52	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2009 03 14 Through 2010 03 26

AIR MECHANIC	37,336	38,630	39,944	41,301	42,616	44,264		
AME	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60	1,696.80		
	17.89	18.51	19.14	19.79	20.42	21.21		
AIRCRAFT MAIN ENG 1	45,245	46,811	48,564	50,296	51,819	53,322		
AE1	1,734.40	1,794.40	1,861.60	1,928.00	1,986.40	2,044.00		
	21.68	22.43	23.27	24.10	24.83	25.55		
AIRCRAFT MAIN ENG 2	54,157	56,202	58,289	60,668	62,484	64,424		
AE2	2,076.00	2,154.40	2,234.40	2,325.60	2,395.20	2,469.60		
	25.95	26.93	27.93	29.07	29.94	30.87		
AIRCRAFT MAIN ENG 3	56,202	58,289	60,668	62,984	64,863	66,804		
AE3	2,154.40	2,234.40	2,325.60	2,414.40	2,486.40	2,560.80		
	26.93	27.93	29.07	30.18	31.08	32.01		
AIRPORT EQUIP OP 1	30,344	31,242	32,118	33,183	34,247	35,311		
AQ1	1,163.20	1,197.60	1,231.20	1,272.00	1,312.80	1,353.60		
	14.54	14.97	15.39	15.90	16.41	16.92		
AIRPORT EQUIP OP 2	34,706	35,791	36,939	38,087	39,402	40,737		
AQ2	1,330.40	1,372.00	1,416.00	1,460.00	1,510.40	1,561.60		
	16.63	17.15	17.70	18.25	18.88	19.52		
AREA WORKS SPVR	42,073	43,513	45,016	46,685	48,355			
ARS	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60			
	20.16	20.85	21.57	22.37	23.17			
ASST POWR ENG 1ST CL	47,061	48,668	50,463	52,299	54,094	56,014		
AOE	1,804.00	1,865.60	1,934.40	2,004.80	2,073.60	2,147.20		
	22.55	23.32	24.18	25.06	25.92	26.84		
ASST POWR ENG 2ND CL	42,177	43,617	45,120	46,685	48,313	50,004		
A2E	1,616.80	1,672.00	1,729.60	1,789.60	1,852.00	1,916.80		
	20.21	20.90	21.62	22.37	23.15	23.96		
ASST WORKS SPVR	35,604	36,877	38,066	39,798	40,988			
AWS	1,364.80	1,413.60	1,459.20	1,525.60	1,571.20			
	17.06	17.67	18.24	19.07	19.64			
AUTO EQUIP MECH	42,428	43,847	45,266	46,915				
AEM	1,626.40	1,680.80	1,735.20	1,798.40				
	20.33	21.01	21.69	22.48				
AUTO EQUIP MECH SRT	43,847	45,266	46,915	48,626				
AMS	1,680.80	1,735.20	1,798.40	1,864.00				
	21.01	21.69	22.48	23.30				
AVIONICS TECHNIC 1	45,162	46,915	48,584	50,400	52,174	54,115	55,722	57,475
AT1	1,731.20	1,798.40	1,862.40	1,932.00	2,000.00	2,074.40	2,136.00	2,203.20
	21.64	22.48	23.28	24.15	25.00	25.93	26.70	27.54

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

AVIONICS TECHNIC 2	56,160	58,331	60,564	63,005	65,489	68,035	70,122	72,167
AT2	2,152.80	2,236.00	2,321.60	2,415.20	2,510.40	2,608.00	2,688.00	2,766.40
	26.91	27.95	29.02	30.19	31.38	32.60	33.60	34.58
BEACH SAFETY OFF 1	29,301	30,157	31,054	32,056	33,099			
BP1	1,123.20	1,156.00	1,190.40	1,228.80	1,268.80			
	14.04	14.45	14.88	15.36	15.86			
BEACH SAFETY OFF 2	30,157	31,054	32,056	33,099	34,143			
BP2	1,156.00	1,190.40	1,228.80	1,268.80	1,308.80			
	14.45	14.88	15.36	15.86	16.36			
BOAT MATE	33,454	34,539	35,708	36,856	38,004	39,297		
BMT	1,282.40	1,324.00	1,368.80	1,412.80	1,456.80	1,506.40		
	16.03	16.55	17.11	17.66	18.21	18.83		
BUILDING SER WRKR 1	29,739	30,616	31,513	32,536	33,579	34,623		
BW1	1,140.00	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20		
	14.25	14.67	15.10	15.59	16.09	16.59		
BUILDING SER WRKR 2	30,616	31,513	32,536	33,579	34,623	35,937		
BW2	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20	1,377.60		
	14.67	15.10	15.59	16.09	16.59	17.22		
BUILDING SER WRKR 3	32,056	33,099	34,143	35,249	36,376	37,711		
BW3	1,228.80	1,268.80	1,308.80	1,351.20	1,394.40	1,445.60		
	15.36	15.86	16.36	16.89	17.43	18.07		
CAMP COOK 1	30,950	31,910	33,141					
CA1	1,186.40	1,223.20	1,270.40					
	14.83	15.29	15.88					
CAMP COOK 2	34,143	35,270	36,376					
CA2	1,308.80	1,352.00	1,394.40					
	16.36	16.90	17.43					
CH POWER ENG 1ST	64,028	66,491	69,078	71,750	73,878	76,153		
C1E	2,454.40	2,548.80	2,648.00	2,750.40	2,832.00	2,919.20		
	30.68	31.86	33.10	34.38	35.40	36.49		
CH POWER ENG 2ND CL	60,731	62,943	65,301	67,868	69,892			
C2E	2,328.00	2,412.80	2,503.20	2,601.60	2,679.20			
	29.10	30.16	31.29	32.52	33.49			
CH POWER ENG 3RD CL	51,381	53,238	55,200	57,350				
C3E	1,969.60	2,040.80	2,116.00	2,198.40				
	24.62	25.51	26.45	27.48				
CONSTRUCTION SPVR 1	47,854	49,565	51,381	53,343	55,367			
CU1	1,834.40	1,900.00	1,969.60	2,044.80	2,122.40			
	22.93	23.75	24.62	25.56	26.53			
CONSTRUCTION SPVR 2	52,967	54,845	56,974	59,186	61,461			
CU2	2,030.40	2,102.40	2,184.00	2,268.80	2,356.00			
	25.38	26.28	27.30	28.36	29.45			

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

CONSTRUCTION WKR LH	34,977	36,188	37,315						
CLH	1,340.80	1,387.20	1,430.40						
	16.76	17.34	17.88						
CONSTRUCTION WORKER	32,786	33,913	35,040	36,188					
CWR	1,256.80	1,300.00	1,343.20	1,387.20					
	15.71	16.25	16.79	17.34					
COOK 1	34,518	35,457	36,334	37,336	38,504	39,652			
CK1	1,323.20	1,359.20	1,392.80	1,431.20	1,476.00	1,520.00			
	16.54	16.99	17.41	17.89	18.45	19.00			
COOK 2	38,191	39,131	40,132	41,238	42,344	43,534			
CK2	1,464.00	1,500.00	1,538.40	1,580.80	1,623.20	1,668.80			
	18.30	18.75	19.23	19.76	20.29	20.86			
COOK 3	40,988	42,011	43,117	44,244	45,371	46,644			
CK3	1,571.20	1,610.40	1,652.80	1,696.00	1,739.20	1,788.00			
	19.64	20.13	20.66	21.20	21.74	22.35			
DEP CH POWER ENG 1ST	57,454	59,666	61,983	64,237	66,157				
DOE	2,202.40	2,287.20	2,376.00	2,462.40	2,536.00				
	27.53	28.59	29.70	30.78	31.70				
DEP CH POWER ENG 2ND	50,463	52,299	54,219	56,264					
D2E	1,934.40	2,004.80	2,078.40	2,156.80					
	24.18	25.06	25.98	26.96					
DEP CH POWER ENG 3RD	50,337	52,049	53,969	55,931					
D3E	1,929.60	1,995.20	2,068.80	2,144.00					
	24.12	24.94	25.86	26.80					
DISTRICT WORKS SPVR	41,071	42,511	44,160	45,600					
DWS	1,574.40	1,629.60	1,692.80	1,748.00					
	19.68	20.37	21.16	21.85					
FACILITY MANAGER 1	33,350	34,393	36,480	37,670	38,838	40,174	41,551	42,845	44,097
FM1	1,278.40	1,318.40	1,398.40	1,444.00	1,488.80	1,540.00	1,592.80	1,642.40	1,690.40
	15.98	16.48	17.48	18.05	18.61	19.25	19.91	20.53	21.13
FACILITY MANAGER 2	38,838	40,174	41,551	42,950	44,306	46,080	47,457	48,877	
FM2	1,488.80	1,540.00	1,592.80	1,646.40	1,698.40	1,766.40	1,819.20	1,873.60	
	18.61	19.25	19.91	20.58	21.23	22.08	22.74	23.42	
FACILITY MANAGER 3	44,306	46,080	48,188	50,296	52,153	54,157	55,722	57,454	
FM3	1,698.40	1,766.40	1,847.20	1,928.00	1,999.20	2,076.00	2,136.00	2,202.40	
	21.23	22.08	23.09	24.10	24.99	25.95	26.70	27.53	
FACILITY MANAGER 4	50,296	52,153	54,157	56,202	59,249	61,565	63,924	65,823	67,847
FM4	1,928.00	1,999.20	2,076.00	2,154.40	2,271.20	2,360.00	2,450.40	2,523.20	2,600.80
	24.10	24.99	25.95	26.93	28.39	29.50	30.63	31.54	32.51
FIRE RANGER 1	29,280	29,948	30,950						
FR1	1,122.40	1,148.00	1,186.40						
	14.03	14.35	14.83						

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

FIRE RANGER 2	32,223	33,204	34,456			
FR2	1,235.20	1,272.80	1,320.80			
	15.44	15.91	16.51			
FIRE RANGER 3	33,871	34,957	36,042			
FR3	1,298.40	1,340.00	1,381.60			
	16.23	16.75	17.27			
FIRE RANGER 4	36,042	37,398	38,567			
FR4	1,381.60	1,433.60	1,478.40			
	17.27	17.92	18.48			
FLIGHT SERV OFF 1	30,616	31,513	32,536	33,579	34,623	35,937
FS1	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20	1,377.60
	14.67	15.10	15.59	16.09	16.59	17.22
FLIGHT SERV OFF 2	34,017	35,082	36,209	37,336	38,630	39,944
FS2	1,304.00	1,344.80	1,388.00	1,431.20	1,480.80	1,531.20
	16.30	16.81	17.35	17.89	18.51	19.14
FLIGHT SERV OFF 3	37,336	38,630	39,944	41,301	42,616	44,264
FS3	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60	1,696.80
	17.89	18.51	19.14	19.79	20.42	21.21
FOOD SERVICES SPVR	39,944	41,301	42,616	44,264	45,830	47,541
CK5	1,531.20	1,583.20	1,633.60	1,696.80	1,756.80	1,822.40
	19.14	19.79	20.42	21.21	21.96	22.78
GARAGE WORKS SPVR	50,191	52,049	53,906	55,972	58,038	
GWS	1,924.00	1,995.20	2,066.40	2,145.60	2,224.80	
	24.05	24.94	25.83	26.82	27.81	
GARDENER 1	33,454	34,539	35,708	36,856	38,004	39,297
GR1	1,282.40	1,324.00	1,368.80	1,412.80	1,456.80	1,506.40
	16.03	16.55	17.11	17.66	18.21	18.83
GARDENER 2	34,539	35,708	36,856	38,004	39,297	40,654
GR2	1,324.00	1,368.80	1,412.80	1,456.80	1,506.40	1,558.40
	16.55	17.11	17.66	18.21	18.83	19.48
GARDENER 3	36,856	38,004	39,297	40,654	42,073	43,513
GR3	1,412.80	1,456.80	1,506.40	1,558.40	1,612.80	1,668.00
	17.66	18.21	18.83	19.48	20.16	20.85
GARDENER 4	45,830	47,541	49,231	51,068	53,071	54,950
GR4	1,756.80	1,822.40	1,887.20	1,957.60	2,034.40	2,106.40
	21.96	22.78	23.59	24.47	25.43	26.33
HATCHERY ASSISTANT	31,513	32,536	33,496			
HA	1,208.00	1,247.20	1,284.00			
	15.10	15.59	16.05			
HATCHERY HELPER	30,616	31,513				
HH	1,173.60	1,208.00				
	14.67	15.10				

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

HIGHWYS EQUIP PAINT	34,539	35,708	36,856	38,004	39,297	40,654
HEP	1,324.00	1,368.80	1,412.80	1,456.80	1,506.40	1,558.40
	16.55	17.11	17.66	18.21	18.83	19.48
INSTIT HAIRGROM CGE	34,790	35,708	36,731	37,774	38,776	39,965
IHC	1,333.60	1,368.80	1,408.00	1,448.00	1,486.40	1,532.00
	16.67	17.11	17.60	18.10	18.58	19.15
INSTIT HAIRGROOMER	33,850	34,790	35,708	36,731	37,774	38,776
IH	1,297.60	1,333.60	1,368.80	1,408.00	1,448.00	1,486.40
	16.22	16.67	17.11	17.60	18.10	18.58
LABOURER	31,409	32,390	33,642			
LAB	1,204.00	1,241.60	1,289.60			
	15.05	15.52	16.12			
LAUNDRY WORKER	33,850	34,790	35,708	36,731	37,774	38,776
LWR	1,297.60	1,333.60	1,368.80	1,408.00	1,448.00	1,486.40
	16.22	16.67	17.11	17.60	18.10	18.58
MACHINIST	45,955	47,499	49,148	50,964	52,529	54,052
MC	1,761.60	1,820.80	1,884.00	1,953.60	2,013.60	2,072.00
	22.02	22.76	23.55	24.42	25.17	25.90
MACHINIST SRT	47,499	49,148	50,964	52,800	54,407	56,056
SMC	1,820.80	1,884.00	1,953.60	2,024.00	2,085.60	2,148.80
	22.76	23.55	24.42	25.30	26.07	26.86
MAINT ASSISTANT	35,040	36,146	37,294	38,463	39,798	41,155
MAN	1,343.20	1,385.60	1,429.60	1,474.40	1,525.60	1,577.60
	16.79	17.32	17.87	18.43	19.07	19.72
MAINT TRADES 1 SRT	44,786	46,435	47,979	49,649	51,193	
SM1	1,716.80	1,780.00	1,839.20	1,903.20	1,962.40	
	21.46	22.25	22.99	23.79	24.53	
MAINT TRADES 2 SRT	47,979	49,649	51,485	53,343	54,991	
SM2	1,839.20	1,903.20	1,973.60	2,044.80	2,108.00	
	22.99	23.79	24.67	25.56	26.35	
MAINT TRADES 3 SRT	53,343	55,325	57,517	59,478	61,357	63,151
SM3	2,044.80	2,120.80	2,204.80	2,280.00	2,352.00	2,420.80
	25.56	26.51	27.56	28.50	29.40	30.26
MAINT TRADESPERSN 1	43,304	44,786	46,435	47,979	49,419	
MM1	1,660.00	1,716.80	1,780.00	1,839.20	1,894.40	
	20.75	21.46	22.25	22.99	23.68	
MAINT TRADESPERSN 2	46,435	47,979	49,649	51,485	53,071	
MM2	1,780.00	1,839.20	1,903.20	1,973.60	2,034.40	
	22.25	22.99	23.79	24.67	25.43	
MAINT TRADESPERSN 3	51,485	53,343	55,325	57,517	59,207	60,981
MM3	1,973.60	2,044.80	2,120.80	2,204.80	2,269.60	2,337.60
	24.67	25.56	26.51	27.56	28.37	29.22

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

MECH EQ MECH 2 SRT	47,499	49,148	50,964	52,800	54,407	56,056
M2S	1,820.80	1,884.00	1,953.60	2,024.00	2,085.60	2,148.80
	22.76	23.55	24.42	25.30	26.07	26.86
MECH EQUIP MECH 1	40,049	41,364	42,845	44,223	45,558	46,894
ME1	1,535.20	1,585.60	1,642.40	1,695.20	1,746.40	1,797.60
	19.19	19.82	20.53	21.19	21.83	22.47
MECH EQUIP MECH 2	45,955	47,499	49,148	50,964	52,529	54,052
ME2	1,761.60	1,820.80	1,884.00	1,953.60	2,013.60	2,072.00
	22.02	22.76	23.55	24.42	25.17	25.90
MECH SUPERVISOR	50,045	51,819	53,739	55,764	57,892	60,042
MSR	1,918.40	1,986.40	2,060.00	2,137.60	2,219.20	2,301.60
	23.98	24.83	25.75	26.72	27.74	28.77
MECHANIC 1	38,838	40,091	41,364	42,866	44,264	
MH1	1,488.80	1,536.80	1,585.60	1,643.20	1,696.80	
	18.61	19.21	19.82	20.54	21.21	
MECHANIC 2	40,696	42,094	43,555	45,141	46,644	
MH2	1,560.00	1,613.60	1,669.60	1,730.40	1,788.00	
	19.50	20.17	20.87	21.63	22.35	
MOBILE SUPPORT SPVR	35,082	36,209	37,336	38,630	39,944	41,301
MPS	1,344.80	1,388.00	1,431.20	1,480.80	1,531.20	1,583.20
	16.81	17.35	17.89	18.51	19.14	19.79
OPERATOR 1	34,017	34,706				
OR1	1,304.00	1,330.40				
	16.30	16.63				
OPERATOR 2	35,854	36,564				
OR2	1,374.40	1,401.60				
	17.18	17.52				
OPERATOR 3	38,379	39,151				
OR3	1,471.20	1,500.80				
	18.39	18.76				
OPERATOR 4	39,798	40,591				
OR4	1,525.60	1,556.00				
	19.07	19.45				
OPERATOR 5	41,343	42,177				
OR5	1,584.80	1,616.80				
	19.81	20.21				
PARK ATTENDANT 1	26,484	27,235	28,111	28,779	29,739	
KA1	1,015.20	1,044.00	1,077.60	1,103.20	1,140.00	
	12.69	13.05	13.47	13.79	14.25	
PARK ATTENDANT 2	28,111	28,779	29,739	30,616	31,513	
KA2	1,077.60	1,103.20	1,140.00	1,173.60	1,208.00	
	13.47	13.79	14.25	14.67	15.10	

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

PARK ATTENDANT 3	30,616	31,513	32,536	33,579	34,623	
KA3	1,173.60	1,208.00	1,247.20	1,287.20	1,327.20	
	14.67	15.10	15.59	16.09	16.59	
PARK ATTENDANT 4	32,536	33,579	34,623	35,937	37,064	
KA4	1,247.20	1,287.20	1,327.20	1,377.60	1,420.80	
	15.59	16.09	16.59	17.22	17.76	
PARK WORKS SPVR 1	35,729	36,897	38,066	39,297	40,612	42,031
PK1	1,369.60	1,414.40	1,459.20	1,506.40	1,556.80	1,611.20
	17.12	17.68	18.24	18.83	19.46	20.14
PARK WORKS SPVR 2	36,897	38,066	39,297	40,612	42,031	43,471
PK2	1,414.40	1,459.20	1,506.40	1,556.80	1,611.20	1,666.40
	17.68	18.24	18.83	19.46	20.14	20.83
PARK WORKS SPVR 3	39,214	40,466	41,823	43,284	44,765	46,351
PK3	1,503.20	1,551.20	1,603.20	1,659.20	1,716.00	1,776.80
	18.79	19.39	20.04	20.74	21.45	22.21
PILOT 1	50,108	52,007	53,906	55,868	58,059	60,334
PL1	1,920.80	1,993.60	2,066.40	2,141.60	2,225.60	2,312.80
	24.01	24.92	25.83	26.77	27.82	28.91
PILOT 2	52,967	54,845	56,974	59,186	61,461	63,840
PL2	2,030.40	2,102.40	2,184.00	2,268.80	2,356.00	2,447.20
	25.38	26.28	27.30	28.36	29.45	30.59
PILOT 3	60,334	62,609	65,092	67,638	70,331	73,273
PL3	2,312.80	2,400.00	2,495.20	2,592.80	2,696.00	2,808.80
	28.91	30.00	31.19	32.41	33.70	35.11
PILOT 4	63,778	66,407	68,911	71,854	74,734	77,990
PL4	2,444.80	2,545.60	2,641.60	2,754.40	2,864.80	2,989.60
	30.56	31.82	33.02	34.43	35.81	37.37
PILOT 5	68,911	71,854	74,734	77,990	81,391	84,877
PL5	2,641.60	2,754.40	2,864.80	2,989.60	3,120.00	3,253.60
	33.02	34.43	35.81	37.37	39.00	40.67
POWER ENG 1ST CL PL	55,534	57,412	59,583	61,920	63,757	
O1E	2,128.80	2,200.80	2,284.00	2,373.60	2,444.00	
	26.61	27.51	28.55	29.67	30.55	
POWER ENG 2ND CL PL	52,174	54,094	56,056	58,164		
O2E	2,000.00	2,073.60	2,148.80	2,229.60		
	25.00	25.92	26.86	27.87		
POWER ENG 3RD CL PL	45,078	46,644	48,230	50,024		
O3E	1,728.00	1,788.00	1,848.80	1,917.60		
	21.60	22.35	23.11	23.97		
POWER ENG 5TH CL	35,708	36,856	38,004	39,297		
O5E	1,368.80	1,412.80	1,456.80	1,506.40		
	17.11	17.66	18.21	18.83		

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

PROJECT WORKS SPVR	41,071	42,511	44,160	45,600		
PWS	1,574.40	1,629.60	1,692.80	1,748.00		
	19.68	20.37	21.16	21.85		
RADIO TECHNICIAN 1	37,336	38,630	39,944	41,301	42,616	44,264
RT1	1,431.20	1,480.80	1,531.20	1,583.20	1,633.60	1,696.80
	17.89	18.51	19.14	19.79	20.42	21.21
RADIO TECHNICIAN 2	42,073	43,513	45,016	46,685	48,355	50,171
RT2	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60	1,923.20
	20.16	20.85	21.57	22.37	23.17	24.04
RADIO TECHNICIAN 3	44,264	45,830	47,541	49,231	51,068	53,071
RT3	1,696.80	1,756.80	1,822.40	1,887.20	1,957.60	2,034.40
	21.21	21.96	22.78	23.59	24.47	25.43
SECURITY OFFICER 1	30,177	31,075	31,993	33,016	34,080	35,144
BG	1,156.80	1,191.20	1,226.40	1,265.60	1,306.40	1,347.20
	14.46	14.89	15.33	15.82	16.33	16.84
SECURITY OFFICER 2	31,513	32,536	33,600	34,664	35,770	36,918
HGG	1,208.00	1,247.20	1,288.00	1,328.80	1,371.20	1,415.20
	15.10	15.59	16.10	16.61	17.14	17.69
SERVICE WORKER 1	29,280	30,073	30,887	31,764	32,619	
SK1	1,122.40	1,152.80	1,184.00	1,217.60	1,250.40	
	14.03	14.41	14.80	15.22	15.63	
SERVICE WORKER 2	33,850	34,790	35,708	36,731	37,774	38,776
SK2	1,297.60	1,333.60	1,368.80	1,408.00	1,448.00	1,486.40
	16.22	16.67	17.11	17.60	18.10	18.58
SERVICE WORKER 3	33,788	34,623	35,729	36,814	37,983	39,110
SK3	1,295.20	1,327.20	1,369.60	1,411.20	1,456.00	1,499.20
	16.19	16.59	17.12	17.64	18.20	18.74
SERVICE WORKER 4	34,017	35,082	36,209	37,336	38,630	39,944
SK4	1,304.00	1,344.80	1,388.00	1,431.20	1,480.80	1,531.20
	16.30	16.81	17.35	17.89	18.51	19.14
SIGNALS TECH 1	50,880	52,675	54,657	56,807		
SG1	1,950.40	2,019.20	2,095.20	2,177.60		
	24.38	25.24	26.19	27.22		
SIGNALS TECH 2	52,675	54,657	56,807	58,811		
SG2	2,019.20	2,095.20	2,177.60	2,254.40		
	25.24	26.19	27.22	28.18		
SPVRING MECHANIC	42,616	44,264	45,830	47,541		
SVM	1,633.60	1,696.80	1,756.80	1,822.40		
	20.42	21.21	21.96	22.78		

TRADES, OPERATIONS & SERVICES COMPONENT YEAR 4 SALARY SCHEDULE

TRADES HELPER	31,972	33,037	34,080	35,186	36,292	37,482
TRH	1,225.60	1,266.40	1,306.40	1,348.80	1,391.20	1,436.80
	15.32	15.83	16.33	16.86	17.39	17.96
TRADES HELPER LH	33,037	34,080	35,186	36,292	37,482	38,838
TRL	1,266.40	1,306.40	1,348.80	1,391.20	1,436.80	1,488.80
	15.83	16.33	16.86	17.39	17.96	18.61
WELDER	45,955	47,499	49,148	50,964	52,529	54,052
WL	1,761.60	1,820.80	1,884.00	1,953.60	2,013.60	2,072.00
	22.02	22.76	23.55	24.42	25.17	25.90
WELDER SRT	47,499	49,148	50,964	52,800	54,407	56,056
SWL	1,820.80	1,884.00	1,953.60	2,024.00	2,085.60	2,148.80
	22.76	23.55	24.42	25.30	26.07	26.86
WORKS SPVR	38,379	39,798	41,343	42,908		
WKS	1,471.20	1,525.60	1,584.80	1,644.80		
	18.39	19.07	19.81	20.56		
WORKS SUPT 1	40,654	42,073	43,513	45,016	46,685	48,355
WT1	1,558.40	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60
	19.48	20.16	20.85	21.57	22.37	23.17
WORKS SUPT 2	43,513	45,016	46,685	48,355	50,171	52,049
WT2	1,668.00	1,725.60	1,789.60	1,853.60	1,923.20	1,995.20
	20.85	21.57	22.37	23.17	24.04	24.94
WR SUPERVISOR	42,073	43,513	45,016	46,685	48,355	
WRS	1,612.80	1,668.00	1,725.60	1,789.60	1,853.60	
	20.16	20.85	21.57	22.37	23.17	

**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: Carry-over 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.

LETTER OF INTENT

SUBJECT: Justice and Dignity

The Employer agrees to establish a government wide policy establishing a protocol to address the employment status of employees under investigation by the Employer. The Employer commits to ensuring input from the Union in a manner similar to that utilized in the establishment of the Respectful Workplace Policy. The Employer further commits to providing a draft of the policy to the Union within six (6) months of the date of the signing of the collective agreement.