

SUBSIDIARY AGREEMENT #002

BETWEEN

THE

GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING

ADMINISTRATIVE AND PROGRAM SERVICES

NOVEMBER 27, 2001

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## ARTICLE 1

### PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to Schedules "A" and "A-1" of the Administrative and Program Services subsidiary agreement.

## ARTICLE 2

### EFFECTIVE DATE

- 2.01 This Agreement shall be effective from the beginning of the month following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, the regular rates of pay as outlined in Schedules "A", "A-1", "B" and "B-1" shall be effective from the dates set out in the Schedules.

ARTICLE 3

PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement the probationary period for classifications covered by this Agreement shall be twelve (12) months.
- 3.02 Continuous full time employment in the Public Service, immediately preceding the appointment to a permanent position, shall be counted towards the probationary period provided that the duties that were performed are comparable to the duties of the permanent position and provided that such reduction of probationary period has the approval of the Deputy Head. Comparability shall only be determined by the comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

ARTICLE 4

HOURS OF WORK

- 4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one quarter (36 1/4) hours per week, seven and one quarter (7 1/4) hours per day, for all classes listed in Schedule "A" and Schedule "A-1" of this Agreement; or
  - (b) the equivalent on a monthly, or annual basis.
- 4.02 Notwithstanding Clause 4.01, the Employer may require certain Employees who are assigned to the Administrative Officer I or Administrative Officer II classes to work forty (40) hours per week for which they shall receive 10.34% more than the specified salary for their assigned class. This additional amount shall be considered part of the Employee's annual salary. This provision may be extended to other Employees by mutual agreement of the Parties.
- 4.03 An Employee occupying a class assigned to Schedule "A-1" of this Agreement, who is required to travel to a work location to perform assigned duties, and that location is away from his normal place of work, shall have such time spent in travel, which is in excess of that time normally spent travelling directly to and from his residence and normal place of work, counted as time worked.

ARTICLE 5

OVERTIME

- 5.01 An Employee may be required to work overtime. All overtime shall be authorized by the Employing Department.
- 5.02 (a) Classes assigned to Schedule "A-1" of this Agreement shall receive overtime compensation in accordance with Article 17 of the Master Agreement and are not subject to the remaining provisions of this Article.
- (b) Pursuant to Article 3 of the Master Agreement, the following clauses specifically govern overtime provisions for positions assigned to classifications covered by Schedule "A" of this Agreement, and have effect instead of Clauses 17.03(a) and 17.04 of the Master Agreement.
- 5.03 Employees will be compensated for all authorized hours worked in excess of seven and one-quarter (7 1/4) or eight (8) hours per day or thirty-six and one-quarter (36 1/4) or forty (40) hours per week (as appropriate for their Class) at the rate of one and one-half (1 1/2) hours for each hour of overtime worked, or at the rate of one and one-half (1 1/2) times regular salary.
- 5.04 At the beginning of each month an Employee shall indicate in writing a preference between compensatory time off or monetary compensation for overtime worked. Such preference shall be subject to approval by the Employing Department and where an Employee does not indicate a preference, the Employing Department shall determine the method of compensation. Where compensatory time off is approved and where it cannot be scheduled before the end of the month following the month in which the overtime was worked, it shall be paid out in accordance with Clause 5.03.
- 5.05 Notwithstanding Clause 5.04 above, compensatory time off may be carried forward from month to month only by mutual agreement. In the absence of mutual agreement, payment for overtime will be made by the end of the following month.
- 5.06 For the purpose of overtime calculations, authorized travel on government business shall be considered as time worked. Clause 5.03 shall apply to all authorized travel time in excess of normal working hours or on a regularly scheduled day of rest except that an employee shall not be compensated for travel to and from the usual place of work and residence.

- 5.07 Overtime pay shall be calculated from the annual salary rate in effect at the time the overtime is worked, regardless of any subsequent retroactive change in that rate.

## ARTICLE 6

### PROTECTIVE CLOTHING

- 6.01 The Employing Department shall provide, maintain, replace and clean protective clothing where the Employing Department determines the foregoing is required. Items so provided will remain the property of the Employing Department.

## ARTICLE 7

### LONG SERVICE INCREMENT

- 7.01 An Employee shall be eligible for the long service increment (L.S.I.) provided he:
- (a) has completed seven (7) years of current continuous service; and
  - (b) has been paid at the maximum salary of his classification during the immediately preceding period of one (1) year; and
  - (c) is recommended for the increase by his Deputy Head, which shall not be unreasonably denied.
- 7.02 An Employee who meets the provisions of Clause 7.01 shall be eligible for the L.S.I. effective from the 1st day of the following month.
- 7.03 An Employee who has qualified for L.S.I. pursuant to Clause 7.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-clause 7.01(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

## ARTICLE 8

### SPLIT SHIFTS

- 8.01 Pursuant to Clause 16.06 of the Master Agreement, an Employee shall not be required, without his agreement, to work a split shift.

## ARTICLE 9

### EMPLOYEE RELATIONS COMMITTEE

- 9.01 The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #002 - Administrative and Program Services.

- (a) The Committee shall be composed of:
  - (i) Four (4) Government representatives to be appointed by the Public Service Commissioner.
  - (ii) Four (4) Union representatives to be appointed by Local 002.
  - (iii) The Parties may each appoint alternates to serve in the absence of a regular member.
  - (iv) The Parties shall each appoint a Co-Chairperson.
- (b) Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- (c) The Committee shall meet as it deems necessary to discuss matters of mutual interest to Local 002.

The Committee shall develop Terms of Reference. The Terms of Reference shall incorporate a method to achieve recommendations.

- (d) If the Parties, by mutual agreement, give the Committee authority to formulate recommendations within its Terms of Reference, the Committee will make recommendations for the consideration of the Public Service Commissioner and the Union.

## ARTICLE 10

### SUPPLIES AND EQUIPMENT

- 10.01 The Employing Department shall make available to all staff assigned to classes contained in Schedule "A-1" of this Agreement the books, texts, and instructional materials deemed by the Employing Department to be necessary to the performance of



their duties.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
0101	Pension Officer I	50
0102	Pension Officer II	55
0103	Administrative Officer I	54
0104	Administrative Officer II	60
0155	Municipal Advisor I	57-60
0156	Municipal Advisor II	67
0180	Housing Administrator I	52
0181	Housing Administrator II	61
0182	Housing Administrator III	66
0190	Construction and Maintenance Administrator I	52-54
0191	Construction and Maintenance Administrator II	62
0192	Construction and Maintenance Administrator III	66
0200	Assessor I	50
0201	Assessor II	58
0202	Assessor III	64
0203	Assessor IV	67
0220	Lease Negotiator I	52-56
0221	Lease Negotiator II	64
0222	Lease Negotiator III	70
0224	Property Agent and Appraiser I	56
0225	Property Agent and Appraiser II	59
0226	Property Agent and Appraiser III	65
0227	Property Agent and Appraiser IV	70
0304	Accountant I	54
0305	Accountant II	62
0310	Tax Auditor I	49-53
0311	Tax Auditor II	61
0312	Tax Auditor III	65
0313	Tax Auditor IV	67
0314	Tax Auditor V	73
0411	Economist I	51-55
0412	Economist II	65
0435	Industrial Development Officer	69
0513	Buyer I	52
0514	Buyer II	60
0611	Information Officer I	51
0612	Information Officer II	59

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
0615	Public Affairs Officer I	51-53
0616	Public Affairs Officer II	59
0617	Public Affairs Officer III	65
0623	Interpreter	47-51
0624	Visitor Services Officer I	53-59
0625	Visitor Services Officer II	66
0626	Visitor Services Officer III	69
0627	Tourism Officer I	45
0628	Tourism Officer II	49
0629	Tourism Officer III	54
0630	Tourism Consultant I	53
0631	Tourism Consultant II	61
0632	Tourism Consultant III	69
0659	Librarian I	57
0660	Librarian II	61
0661	Librarian III	65
0666	Research Assistant - Social Sciences	51
0668	Research Officer I	61
0669	Research Officer II	65
0675	Career Development Officer I	54
0676	Career Development Officer II	62
0677	Career Development Officer III	66
0682	Recreation Consultant I	51-57
0683	Recreation Consultant II	62
0684	Recreation Consultant III	66
0690	Cultural Consultant I	50-54
0691	Cultural Consultant II	60
0692	Cultural Consultant III	68
0697	Regional Officer Community Resources Development I	51-57
0698	Regional Officer Community Resources Development II	62
0699	Regional Officer Community Resources Development III	66
0711	Museum Curator I	52-58
0712	Museum Curator II	64
0719	Archivist I	52-58
0720	Archivist II	64
0722	Historical Resource Officer	51
0723	Historical Research Officer I	63
0724	Historical Research Officer II	67
1053	Surveyor I	63
1054	Surveyor II	70

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
1201	Planning Officer I	57-61
1202	Planning Officer II	67
1203	Planning Officer III	73
1363	Geographer I	50-56
1364	Geographer II	62
4301	Outdoor Recreation Planner I	59
4302	Outdoor Recreation Planner II	66
4411	Home Economist I	55-57
4412	Home Economist II	63
4413	Home Economist III	68
6305	Employment Standards Officer I	53-57
6306	Employment Standards Officer II	61
6307	Employment Standards Officer III	67
6435	Financial Analyst I	69
6436	Financial Analyst II	73
6465	Consumer Relations Officer I	53-57
6466	Consumer Relations Officer II	63
6467	Consumer Relations Officer III	67
6470	Pension Analyst I	51-55
6471	Pension Analyst II	59
6476	Human Rights Officer I	53-57
6477	Human Rights Officer II	61
6478	Human Rights Officer III	67
7103	Estates Investigator	48
7111	Trust Officer I	51-55
7112	Trust Officer II	59
7113	Trust Officer III	63
8308	Public Safety Services Officer I	57
8310	Public Safety Services Officer II	64
9150	Hospital Administration Consultant	69
9539	Laboratory Scientist I	51-57
9540	Laboratory Scientist II	65
9541	Laboratory Scientist III	69
9551	Research Scientist I	52-60
9552	Research Scientist II	72
9553	Research Scientist III	80
9554	Research Scientist IV	83

SCHEDULE "A-1"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class Number</u>	<u>Classification</u>	<u>Pay Grade</u>
5229	Test Development Specialist	76
5242	Learning Resources Officer	78

Dated this 27<sup>th</sup> day of November, 2001

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Witness

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SHIRLEY R. HOWE  
Acting Public Service Commissioner

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Witness

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DAN MacLENNAN  
President, Alberta Union of  
Provincial Employees

LETTER OF UNDERSTANDING

BETWEEN THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES LOCAL #002

AND THE

GOVERNMENT OF ALBERTA

The Parties have each identified issues with the current structure and use of classifications contained in Schedules A and A-1 - Assignment of Classifications to Pay Grades of the Subsidiary Agreement #002.

The Parties agree to participate in a classification review of all classes contained in Schedules A and A-1 - Assignment of Classifications to Pay Grades of the Subsidiary Agreement #002.

The classification review will examine the feasibility of a redesigned classification approach to Subsidiary #002; and present options for stakeholder consideration.

The cost of any consultant used in this review will be paid for by the Employer.

Time off with pay for three (3) Local 002 representatives will be granted to attend Review Committee meetings.

The scope of the classification review will include:

1. Examining the feasibility of consolidating or regrouping all Subsidiary #002 classes into one or more classification series.
2. Recommending a classification approach (point rating, grade description, etc.) for Subsidiary #002.
3. Recommend the number of class levels required within a series, with consideration for:
  - whether an advanced or highly specialized level is needed;
  - whether a training/developmental level is needed;
  - where a growth series might be needed, including specific criteria for progression; and
  - ways to accommodate various qualifications in some cases and maintain the requirement for specific qualifications in other cases

The Parties agree to consider and discuss any effects on the interpretation and application of Article 15 of the Master Agreement resulting from the options proposed by the classification review.

The Parties agree that the options produced by this review will be subject to the acceptance or rejection of their respective principals.

The implementation of any part of this review will be negotiated between the parties in the same manner used to implement any new classification series.

The Parties agree to meet to begin this review process within one (1) month of the date the Subsidiary #002 Agreement is ratified.

This Letter of Understanding does not form part of any Collective Agreement and any issue resulting from the classification review will be settled through representatives of the Parties and not by way of the grievance procedure.

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SHIRLEY R. HOWE  
Acting Public Service Commissioner

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DAN MacLENNAN  
President, Alberta Union of  
Provincial Employees

**\* THIS LETTER OF UNDERSTANDING IS PRINTED WITH SUBSIDIARY AGREEMENT #002 FOR INFORMATION PURPOSES ONLY AND DOES NOT FORM PART OF THE AGREEMENT.**



SCHEDULE "B"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2001

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
29	21,252	22,008	22,824	23,604	24,504	25,440	26,424
	1,771	1,834	1,902	1,967	2,042	2,120	2,202
30	21,624	22,428	23,268	24,096	24,960	25,932	26,952
	1,802	1,869	1,939	2,008	2,080	2,161	2,246
31	22,008	22,824	23,604	24,504	25,440	26,424	27,456
	1,834	1,902	1,967	2,042	2,120	2,202	2,288
32	22,428	23,268	24,096	24,960	25,932	26,952	27,924
	1,869	1,939	2,008	2,080	2,161	2,246	2,327
33	22,824	23,604	24,504	25,440	26,424	27,456	28,440
	1,902	1,967	2,042	2,120	2,202	2,288	2,370
34	23,268	24,096	24,960	25,932	26,952	27,924	29,016
	1,939	2,008	2,080	2,161	2,246	2,327	2,418
35	23,604	24,504	25,440	26,424	27,456	28,440	29,616
	1,967	2,042	2,120	2,202	2,288	2,370	2,468
36	24,096	24,960	25,932	26,952	27,924	29,016	30,168
	2,008	2,080	2,161	2,246	2,327	2,418	2,514
37	24,504	25,440	26,424	27,456	28,440	29,616	30,744
	2,042	2,120	2,202	2,288	2,370	2,468	2,562
38	24,960	25,932	26,952	27,924	29,016	30,168	31,404
	2,080	2,161	2,246	2,327	2,418	2,514	2,617
39	25,440	26,424	27,456	28,440	29,616	30,744	32,004
	2,120	2,202	2,288	2,370	2,468	2,562	2,667
40	25,932	26,952	27,924	29,016	30,168	31,404	32,604
	2,161	2,246	2,327	2,418	2,514	2,617	2,717
41	26,424	27,456	28,440	29,616	30,744	32,004	33,156
	2,202	2,288	2,370	2,468	2,562	2,667	2,763
42	26,952	27,924	29,016	30,168	31,404	32,604	33,924
	2,246	2,327	2,418	2,514	2,617	2,717	2,827
43	27,456	28,440	29,616	30,744	32,004	33,156	34,512
	2,288	2,370	2,468	2,562	2,667	2,763	2,876
44	27,924	29,016	30,168	31,404	32,604	33,924	35,244
	2,327	2,418	2,514	2,617	2,717	2,827	2,937
45	28,440	29,616	30,744	32,004	33,156	34,512	36,000
	2,370	2,468	2,562	2,667	2,763	2,876	3,000

Salary Periods

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>*LSI</b>
46	29,016	30,168	31,404	32,604	33,924	35,244	36,768
	2,418	2,514	2,617	2,717	2,827	2,937	3,064
47	29,616	30,744	32,004	33,156	34,512	36,000	37,380
	2,468	2,562	2,667	2,763	2,876	3,000	3,115
48	30,168	31,404	32,604	33,924	35,244	36,768	38,232
	2,514	2,617	2,717	2,827	2,937	3,064	3,186
49	30,744	32,004	33,156	34,512	36,000	37,380	39,000
	2,562	2,667	2,763	2,876	3,000	3,115	3,250
50	31,404	32,604	33,924	35,244	36,768	38,232	39,900
	2,617	2,717	2,827	2,937	3,064	3,186	3,325
51	32,004	33,156	34,512	36,000	37,380	39,000	40,848
	2,667	2,763	2,876	3,000	3,115	3,250	3,404
52	32,604	33,924	35,244	36,768	38,232	39,900	41,748
	2,717	2,827	2,937	3,064	3,186	3,325	3,479
53	33,156	34,512	36,000	37,380	39,000	40,848	42,720
	2,763	2,876	3,000	3,115	3,250	3,404	3,560
54	33,924	35,244	36,768	38,232	39,900	41,748	43,668
	2,827	2,937	3,064	3,186	3,325	3,479	3,639
55	34,512	36,000	37,380	39,000	40,848	42,720	44,664
	2,876	3,000	3,115	3,250	3,404	3,560	3,722
56	35,244	36,768	38,232	39,900	41,748	43,668	45,852
	2,937	3,064	3,186	3,325	3,479	3,639	3,821
57	36,000	37,380	39,000	40,848	42,720	44,664	46,776
	3,000	3,115	3,250	3,404	3,560	3,722	3,898
58	36,768	38,232	39,900	41,748	43,668	45,852	47,892
	3,064	3,186	3,325	3,479	3,639	3,821	3,991
59	37,380	39,000	40,848	42,720	44,664	46,776	48,912
	3,115	3,250	3,404	3,560	3,722	3,898	4,076
60	38,232	39,900	41,748	43,668	45,852	47,892	50,064
	3,186	3,325	3,479	3,639	3,821	3,991	4,172
61	39,000	40,848	42,720	44,664	46,776	48,912	51,144
	3,250	3,404	3,560	3,722	3,898	4,076	4,262
62	39,900	41,748	43,668	45,852	47,892	50,064	52,380
	3,325	3,479	3,639	3,821	3,991	4,172	4,365
63	40,848	42,720	44,664	46,776	48,912	51,144	53,472
	3,404	3,560	3,722	3,898	4,076	4,262	4,456
64	41,748	43,668	45,852	47,892	50,064	52,380	54,744
	3,479	3,639	3,821	3,991	4,172	4,365	4,562
65	42,720	44,664	46,776	48,912	51,144	53,472	55,944
	3,560	3,722	3,898	4,076	4,262	4,456	4,662

Salary Periods

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>*LSI</b>
66	43,668	45,852	47,892	50,064	52,380	54,744	57,336
	3,639	3,821	3,991	4,172	4,365	4,562	4,778
67	44,664	46,776	48,912	51,144	53,472	55,944	58,560
	3,722	3,898	4,076	4,262	4,456	4,662	4,880
68	45,852	47,892	50,064	52,380	54,744	57,336	59,904
	3,821	3,991	4,172	4,365	4,562	4,778	4,992
69	46,776	48,912	51,144	53,472	55,944	58,560	61,248
	3,898	4,076	4,262	4,456	4,662	4,880	5,104
70	47,892	50,064	52,380	54,744	57,336	59,904	62,784
	3,991	4,172	4,365	4,562	4,778	4,992	5,232
71	48,912	51,144	53,472	55,944	58,560	61,248	64,248
	4,076	4,262	4,456	4,662	4,880	5,104	5,354
72	50,064	52,380	54,744	57,336	59,904	62,784	65,844
	4,172	4,365	4,562	4,778	4,992	5,232	5,487
73	51,144	53,472	55,944	58,560	61,248	64,248	67,392
	4,262	4,456	4,662	4,880	5,104	5,354	5,616
74	52,380	54,744	57,336	59,904	62,784	65,844	69,240
	4,365	4,562	4,778	4,992	5,232	5,487	5,770
75	53,472	55,944	58,560	61,248	64,248	67,392	70,800
	4,456	4,662	4,880	5,104	5,354	5,616	5,900
76	54,744	57,336	59,904	62,784	65,844	69,240	72,528
	4,562	4,778	4,992	5,232	5,487	5,770	6,044
77	55,944	58,560	61,248	64,248	67,392	70,800	74,160
	4,662	4,880	5,104	5,354	5,616	5,900	6,180
78	57,336	59,904	62,784	65,844	69,240	72,528	76,068
	4,778	4,992	5,232	5,487	5,770	6,044	6,339
79	58,560	61,248	64,248	67,392	70,800	74,160	77,760
	4,880	5,104	5,354	5,616	5,900	6,180	6,480
80	59,904	62,784	65,844	69,240	72,528	76,068	79,548
	4,992	5,232	5,487	5,770	6,044	6,339	6,629
81	61,248	64,248	67,392	70,800	74,160	77,760	81,504
	5,104	5,354	5,616	5,900	6,180	6,480	6,792
82	62,784	65,844	69,240	72,528	76,068	79,548	83,400
	5,232	5,487	5,770	6,044	6,339	6,629	6,950
83	64,248	67,392	70,800	74,160	77,760	81,504	85,332
	5,354	5,616	5,900	6,180	6,480	6,792	7,111

\* Indicates Long Service Increment Only

SCHEDULE "B-1"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2001

<b>GRADE</b>	<u>Salary Periods</u>						<b>*LSI</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
74	48,588	50,832	53,196	55,692	58,380	61,200	64,308
	4,049	4,236	4,433	4,641	4,865	5,100	5,359
75	49,668	51,972	54,396	56,940	59,760	62,640	65,916
	4,139	4,331	4,533	4,745	4,980	5,220	5,493
76	50,832	53,196	55,692	58,380	61,200	64,308	67,668
	4,236	4,433	4,641	4,865	5,100	5,359	5,639
77	51,972	54,396	56,940	59,760	62,640	65,916	69,348
	4,331	4,533	4,745	4,980	5,220	5,493	5,779
78	53,196	55,692	58,380	61,200	64,308	67,668	71,208
	4,433	4,641	4,865	5,100	5,359	5,639	5,934
79	54,396	56,940	59,760	62,640	65,916	69,348	72,936
	4,533	4,745	4,980	5,220	5,493	5,779	6,078

\* Indicates Long Service Increment Only

SCHEDULE "B"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2002

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
29	22,104	22,884	23,736	24,552	25,488	26,460	27,480
	1,842	1,907	1,978	2,046	2,124	2,205	2,290
30	22,488	23,328	24,204	25,056	25,956	26,964	28,032
	1,874	1,944	2,017	2,088	2,163	2,247	2,336
31	22,884	23,736	24,552	25,488	26,460	27,480	28,560
	1,907	1,978	2,046	2,124	2,205	2,290	2,380
32	23,328	24,204	25,056	25,956	26,964	28,032	29,040
	1,944	2,017	2,088	2,163	2,247	2,336	2,420
33	23,736	24,552	25,488	26,460	27,480	28,560	29,580
	1,978	2,046	2,124	2,205	2,290	2,380	2,465
34	24,204	25,056	25,956	26,964	28,032	29,040	30,180
	2,017	2,088	2,163	2,247	2,336	2,420	2,515
35	24,552	25,488	26,460	27,480	28,560	29,580	30,804
	2,046	2,124	2,205	2,290	2,380	2,465	2,567
36	25,056	25,956	26,964	28,032	29,040	30,180	31,380
	2,088	2,163	2,247	2,336	2,420	2,515	2,615
37	25,488	26,460	27,480	28,560	29,580	30,804	31,968
	2,124	2,205	2,290	2,380	2,465	2,567	2,664
38	25,956	26,964	28,032	29,040	30,180	31,380	32,664
	2,163	2,247	2,336	2,420	2,515	2,615	2,722
39	26,460	27,480	28,560	29,580	30,804	31,968	33,288
	2,205	2,290	2,380	2,465	2,567	2,664	2,774
40	26,964	28,032	29,040	30,180	31,380	32,664	33,912
	2,247	2,336	2,420	2,515	2,615	2,722	2,826
41	27,480	28,560	29,580	30,804	31,968	33,288	34,488
	2,290	2,380	2,465	2,567	2,664	2,774	2,874
42	28,032	29,040	30,180	31,380	32,664	33,912	35,280
	2,336	2,420	2,515	2,615	2,722	2,826	2,940
43	28,560	29,580	30,804	31,968	33,288	34,488	35,892
	2,380	2,465	2,567	2,664	2,774	2,874	2,991
44	29,040	30,180	31,380	32,664	33,912	35,280	36,648
	2,420	2,515	2,615	2,722	2,826	2,940	3,054
45	29,580	30,804	31,968	33,288	34,488	35,892	37,440
	2,465	2,567	2,664	2,774	2,874	2,991	3,120

Salary Periods

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>*LSI</b>
46	30,180	31,380	32,664	33,912	35,280	36,648	38,244
	2,515	2,615	2,722	2,826	2,940	3,054	3,187
47	30,804	31,968	33,288	34,488	35,892	37,440	38,880
	2,567	2,664	2,774	2,874	2,991	3,120	3,240
48	31,380	32,664	33,912	35,280	36,648	38,244	39,756
	2,615	2,722	2,826	2,940	3,054	3,187	3,313
49	31,968	33,288	34,488	35,892	37,440	38,880	40,560
	2,664	2,774	2,874	2,991	3,120	3,240	3,380
50	32,664	33,912	35,280	36,648	38,244	39,756	41,496
	2,722	2,826	2,940	3,054	3,187	3,313	3,458
51	33,288	34,488	35,892	37,440	38,880	40,560	42,480
	2,774	2,874	2,991	3,120	3,240	3,380	3,540
52	33,912	35,280	36,648	38,244	39,756	41,496	43,416
	2,826	2,940	3,054	3,187	3,313	3,458	3,618
53	34,488	35,892	37,440	38,880	40,560	42,480	44,424
	2,874	2,991	3,120	3,240	3,380	3,540	3,702
54	35,280	36,648	38,244	39,756	41,496	43,416	45,420
	2,940	3,054	3,187	3,313	3,458	3,618	3,785
55	35,892	37,440	38,880	40,560	42,480	44,424	46,452
	2,991	3,120	3,240	3,380	3,540	3,702	3,871
56	36,648	38,244	39,756	41,496	43,416	45,420	47,688
	3,054	3,187	3,313	3,458	3,618	3,785	3,974
57	37,440	38,880	40,560	42,480	44,424	46,452	48,648
	3,120	3,240	3,380	3,540	3,702	3,871	4,054
58	38,244	39,756	41,496	43,416	45,420	47,688	49,812
	3,187	3,313	3,458	3,618	3,785	3,974	4,151
59	38,880	40,560	42,480	44,424	46,452	48,648	50,868
	3,240	3,380	3,540	3,702	3,871	4,054	4,239
60	39,756	41,496	43,416	45,420	47,688	49,812	52,068
	3,313	3,458	3,618	3,785	3,974	4,151	4,339
61	40,560	42,480	44,424	46,452	48,648	50,868	53,184
	3,380	3,540	3,702	3,871	4,054	4,239	4,432
62	41,496	43,416	45,420	47,688	49,812	52,068	54,480
	3,458	3,618	3,785	3,974	4,151	4,339	4,540
63	42,480	44,424	46,452	48,648	50,868	53,184	55,608
	3,540	3,702	3,871	4,054	4,239	4,432	4,634
64	43,416	45,420	47,688	49,812	52,068	54,480	56,928
	3,618	3,785	3,974	4,151	4,339	4,540	4,744
65	44,424	46,452	48,648	50,868	53,184	55,608	58,176
	3,702	3,871	4,054	4,239	4,432	4,634	4,848

Salary Periods

<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>*LSI</b>
66	45,420	47,688	49,812	52,068	54,480	56,928	59,628
	3,785	3,974	4,151	4,339	4,540	4,744	4,969
67	46,452	48,648	50,868	53,184	55,608	58,176	60,900
	3,871	4,054	4,239	4,432	4,634	4,848	5,075
68	47,688	49,812	52,068	54,480	56,928	59,628	62,304
	3,974	4,151	4,339	4,540	4,744	4,969	5,192
69	48,648	50,868	53,184	55,608	58,176	60,900	63,696
	4,054	4,239	4,432	4,634	4,848	5,075	5,308
70	49,812	52,068	54,480	56,928	59,628	62,304	65,292
	4,151	4,339	4,540	4,744	4,969	5,192	5,441
71	50,868	53,184	55,608	58,176	60,900	63,696	66,816
	4,239	4,432	4,634	4,848	5,075	5,308	5,568
72	52,068	54,480	56,928	59,628	62,304	65,292	68,472
	4,339	4,540	4,744	4,969	5,192	5,441	5,706
73	53,184	55,608	58,176	60,900	63,696	66,816	70,092
	4,432	4,634	4,848	5,075	5,308	5,568	5,841
74	54,480	56,928	59,628	62,304	65,292	68,472	72,012
	4,540	4,744	4,969	5,192	5,441	5,706	6,001
75	55,608	58,176	60,900	63,696	66,816	70,092	73,632
	4,634	4,848	5,075	5,308	5,568	5,841	6,136
76	56,928	59,628	62,304	65,292	68,472	72,012	75,432
	4,744	4,969	5,192	5,441	5,706	6,001	6,286
77	58,176	60,900	63,696	66,816	70,092	73,632	77,124
	4,848	5,075	5,308	5,568	5,841	6,136	6,427
78	59,628	62,304	65,292	68,472	72,012	75,432	79,116
	4,969	5,192	5,441	5,706	6,001	6,286	6,593
79	60,900	63,696	66,816	70,092	73,632	77,124	80,868
	5,075	5,308	5,568	5,841	6,136	6,427	6,739
80	62,304	65,292	68,472	72,012	75,432	79,116	82,728
	5,192	5,441	5,706	6,001	6,286	6,593	6,894
81	63,696	66,816	70,092	73,632	77,124	80,868	84,768
	5,308	5,568	5,841	6,136	6,427	6,739	7,064
82	65,292	68,472	72,012	75,432	79,116	82,728	86,736
	5,441	5,706	6,001	6,286	6,593	6,894	7,228
83	66,816	70,092	73,632	77,124	80,868	84,768	88,740
	5,568	5,841	6,136	6,427	6,739	7,064	7,395

\* Indicates Long Service Increment Only

SCHEDULE "B-1"

ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2002

<b>GRADE</b>	<u>Salary Periods</u>						<b>*LSI</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
74	50,532	52,860	55,320	57,924	60,720	63,648	66,876
	4,211	4,405	4,610	4,827	5,060	5,304	5,573
75	51,660	54,048	56,568	59,220	62,148	65,148	68,556
	4,305	4,504	4,714	4,935	5,179	5,429	5,713
76	52,860	55,320	57,924	60,720	63,648	66,876	70,380
	4,405	4,610	4,827	5,060	5,304	5,573	5,865
77	54,048	56,568	59,220	62,148	65,148	68,556	72,120
	4,504	4,714	4,935	5,179	5,429	5,713	6,010
78	55,320	57,924	60,720	63,648	66,876	70,380	74,052
	4,610	4,827	5,060	5,304	5,573	5,865	6,171
79	56,568	59,220	62,148	65,148	68,556	72,120	75,852
	4,714	4,935	5,179	5,429	5,713	6,010	6,321

\* Indicates Long Service Increment Only