



Collective Agreement

between the
MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

and the
PROVINCE OF MANITOBA

Effective: March 25, 2023 to March 19, 2027

**MANITOBA GOVERNMENT EMPLOYEES'
MASTER AGREEMENT**

Between

PROVINCE OF MANITOBA

And

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

March 25, 2023 – March 19, 2027



**GOVERNMENT EMPLOYEES' MASTER AGREEMENT
2023 - 2027**

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

THIS AGREEMENT made this 28th day of February, 2024.

BETWEEN

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

OF THE FIRST PART

- and -

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

OF THE SECOND PART.

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

INTERPRETATION

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

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

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

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

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

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

- 1:03 **"agency of the government"** means any board, commission, association, or other body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board of directors of which are appointed by an act of the Legislature or by the Lieutenant Governor in Council.
- 1:04 **"Agreement"** means this agreement which may be referred to as The Government Employees' Master Agreement.
- 1:05 **"authorized overtime"** shall mean overtime authorized by the employing authority and where the term "overtime" is used in this Agreement, it shall mean "authorized overtime";
- 1:06 **"calendar service"** means the length of continuous service from the employee's most recent date of hire to the present. Periods of lay-off, while not affecting the continuity of service, are not included in the calculation of calendar service.
- 1:07 **"casual employee"** means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis. Notwithstanding the foregoing, casual employees may be employed for a short duration to replace employees who are absent for any reason.
- 1:08 **"public service" or "service"** means the employees of the government in positions, appointments, or employments, now existing or hereinafter created excluding the members of any agency of the government and the employees of any agency of the government and also excluding:
- (a) officers of elections and election employees employed in that capacity only, other than the Chief Electoral Officer;
 - (b) the Sergeant-at-Arms of the Legislative Assembly, page boys, ushers, such temporary and clerical assistance as may be provided for members of the Assembly, and clerical employees of the Assembly, other than the Clerk of the Legislative Assembly;
 - (c) persons employed to make or conduct a temporary and special inquiry, investigation or examination, on behalf of the Assembly or the government;
 - (d) persons who are patients or inmates in a provincial institution and who help in the work of the institution;
 - (e) any person paid by fees or hired on a special contractual basis or as an independent contractor; and
 - (f) secretaries of ministers, other than any person designated as a member of the civil service pursuant to Subsection 18(1) of The Civil Service Act while that Act was in force and other than any person who is a member of the civil service at the time of the employee's appointment as a secretary of a minister.
- 1:09 **"class" or "class of position"** means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can be reasonably applied to, all positions in the group.
- 1:10 **"Commission"** means the Public Service Commission, constituted under The Public Service Act or any person designate.
- 1:11 **"continuous service"** means consecutive and contiguous days, weeks, months and/or years of employment with the Government of Manitoba where there has been no break in service involving termination of the employee.
- 1:12 **"department"** means a department of the Executive Government of the Province.
- 1:13 **"departmental employee"** means a person employed in or under the Department of Infrastructure and Transportation, the Department of Conservation and Water Stewardship whose appointment is made to a position designated as departmental for payroll or budget purposes.
- 1:14 **"dismissal"** means the removal for disciplinary reasons from a position of employment for just cause.

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

DURATION OF AGREEMENT

- 2:01 This Agreement shall become effective from and including March 25, 2023 and shall continue in effect up to and including March 19, 2027 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal is given by either party at least forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date hereof. During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.
- 2:02 Where notice for revision of this Agreement is given under Section :01, the parties agree to exchange proposals for the revision of the Agreement no later than thirty (30) calendar days prior to the expiry date of the Agreement. The parties shall, within twenty (20) working days following receipt of the specific proposals for revision to the Agreement, commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.
- 2:03 All additions, deletions, amendments, and/or revisions from the previous Agreement to this Agreement shall be effective the first day of the bi-weekly pay period following the date of signing of this Agreement unless otherwise specified.

AMENDMENT TO THE SALARY SCHEDULE

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

APPLICATION OF AGREEMENT

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

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

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

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

4:05 During the term of the Collective Agreement, the Workforce Relations Division may request in writing that the Union agree that a position(s) be excluded from the bargaining unit. In making this request, the Employer shall provide reasons for the requested exclusion and a copy of the job description. The parties shall meet, if necessary, to discuss the matter. If agreement is reached to exclude the position(s), a revised Appendix "A" shall be prepared and signed. If no agreement is reached within thirty (30) calendar days of the date of the request, either party may refer the matter to the Manitoba Labour Board for disposition.

TERM EMPLOYEES

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

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

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

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

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

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

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

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

5:07 Section :06 does not apply:

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

5:08 Government representatives will meet with the Union between April 15th and May 31st in each year

to review the status of all term employees with more than twenty-four (24) continuous months of service.

LAY-OFF SEASONAL DEPARTMENTAL EMPLOYEES

- 6:01 This Article applies to the lay-off and recall of seasonal-departmental employees. Non-seasonal departmental employees are covered by Article 24 - Lay-off.
- 6:02 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.
- 6:03 The employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.
- 6:04 In determining the order of lay-off within the group of employees concerned, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This Section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 6:05 Where an employee alleges that the employee's lay-off has not been in accordance with this Agreement, the grievance procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the second step of the procedure.
- 6:06 Where an employee is being laid-off at the end of a specific term of employment or after the completion of a job for which the employee was specifically employed, no notice of lay-off is required. Otherwise, where an employing authority is laying off an employee the following shall apply:
- (a) to an employee with one (1) or more years of seniority - four (4) weeks written notice or pay in lieu thereof.
 - (b) to an employee with less than one (1) year of seniority - two (2) weeks written notice or pay in lieu thereof.
- 6:07 Employees who are laid-off shall be placed on a re-employment list for a period of up to twenty-four (24) months from the effective date of the lay-off. Each department concerned shall maintain its own re-employment list(s) for its laid-off employees. The Union shall be provided a copy of such list(s), upon request.
- 6:08 Employees placed on a re-employment list shall be called back to their positions in reverse order of lay-off.
- 6:09 An employee who is on a re-employment list must:
- (a) report any change of address to the department without delay;
 - (b) if called back or provided a reasonable re-employment opportunity, respond to the call back or reasonable re-employment opportunity within seven (7) days of receipt of notification of call back or reasonable re-employment opportunity. An employee accepting a reasonable re-employment opportunity at a lower rate of pay shall retain their recall rights under Section :08 for the duration of the time they would have remained on the re-employment list;
 - (c) return to work within fourteen (14) days of receipt of notification of call back or reasonable re-employment opportunity or such other date as may be agreed upon between the employee and the department;
 - (d) except for good and sufficient reasons, accept a call back or reasonable re-employment opportunity in accordance with this Section or be deemed to have resigned.
- 6:10 A **"reasonable re-employment opportunity"** is a position which the employee is reasonably qualified for and able to perform and which is in a location which would not require a change of residence by the employee.

- 6:11 Employees whose classification varies between Labourer and Operator shall be categorized as "Labourer/Operator" for purposes of this Article.
- 6:12 For purposes of this Article, "**qualifications**" refer to education, knowledge, training, skills, experience, aptitude, and competence. "**Ability**" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 6:13 Seasonal departmental employees shall be entitled to permanent lay-off severance payment under Article 25 (Severance) where twenty-four (24) months have elapsed on the re-employment list.

NO DISCRIMINATION

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

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

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

MANAGEMENT RIGHTS

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

PAY

- 9:01 An employee, other than an employee paid on an hourly or daily basis who does not work every working day in a bi-weekly pay period and by reason thereof is not entitled to be paid an amount equal to a bi-weekly salary is entitled to be paid an amount equal to the daily rate of pay for the employee's position at the employee's step multiplied by a number comprising the number of days actually worked in that period plus any leaves with pay in that period for which the employee is eligible. The daily rate of pay shall be calculated by multiplying the hourly rate of pay by the number of hours in a normal working day as indicated in the applicable Component and rounding the result to the nearest cent. The bi-weekly salary shall be calculated by multiplying the hourly rate of pay by the normal number of hours in a bi-weekly pay period as indicated in the applicable Component and rounding to the nearest cent.
- 9:02 Where an employee is promoted to another position, the employee shall be paid at a rate of pay set out for that position in the salary schedule that is, if possible, one (1) full increment more than the rate of pay the employee was being paid in the employee's former position.
- 9:03 Where an employee receives a benefit arising out of the employee's position, unless the salary schedule provides that such benefit shall be in addition to the salary provided for the position, a fair

and reasonable charge as recommended by Joint Council and approved by the Lieutenant Governor in Council may be made for the benefit.

- 9:04 Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, Treasury Board Secretariat shall consult with the Union, and may, following the personal recommendation of the minister of the department concerned, make such provisions as may be necessary to maintain equity and parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.

RETROACTIVE WAGES

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

RECRUITMENT AND APPOINTMENT

- 11:01 Subject to 11:02 and 11:03, 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 service;
 - (b) when in the public interest, by recruiting from without the service.
- 11:02 Where more than one of the candidates for a position have, in the opinion of the Commission, the standard of qualification required for the position, the Commission, in selecting the person to be appointed to the position, and subject to due consideration of the interests of the public and the requirements of the employer, shall give a preference as prescribed in subsection 11:03.
- 11:03 Preference shall be given to
- (a) a veteran;
 - (b) a spouse or common-law partner of a veteran;
 - (c) a current member of the reserves;
 - (d) a surviving spouse or common-law partner of a person who died from causes arising from service as a member of the Canadian Forces or reserves.
- For clarity:
- (a) a veteran is a member of the Canadian Forces who had successfully undergone basic training and has been released with an honourable discharge; and
 - (b) a current member of the reserves is a person who continues to serve
 - (i) as a member of the reserve force of the Canadian Forces, or
 - (ii) in the case of a member of a First Nation or a person who is a citizen of Canada and the United States of America, continues to serve as a member of the reserve force of the Canadian Forces or a reserve component of the United States Armed Forces.
- 11:04 Notwithstanding Section: 01, first consideration for filling vacancies or new positions shall be given to persons on the re-employment list in accordance with article 24:19.

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

MEDICAL FITNESS

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

PROBATION AND ASSESSMENT

- 13:01 Every newly hired employee shall be on probation for a period of six (6) months.
- 13:02 An employee's probation period may be extended by the deputy minister or designate. Such extension may be for a maximum period of six (6) months. In the event of a lengthy absence due to illness or injury during the probation period, the employer may extend the probation period for longer than twelve (12) consecutive months, subject to the agreement of the Union. The total time spent on probation while at work, however, shall in no instance exceed twelve (12) months.

- 13:03 An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.
- 13:04 An employee's probation period of six (6) months plus any extension shall be considered the probation period. This probation period shall not exceed twelve (12) months except as outlined in 13:02.
- 13:05 An employee who is rejected during the probation period may grieve the rejection at Step 2 of the grievance procedure within fifteen (15) working days from the date the employee received notice of the rejection. The deputy minister or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative. The decision at Step 2 shall be final for such grievances. The rejection of an employee on probation is neither appealable nor arbitrable.
- 13:06 An employee who is being rejected during the employee's probation period shall be provided with two (2) weeks' notice or payment in lieu thereof.
- 13:07 Subject to :13, every employee appointed, promoted, or transferred to a position within Government shall complete an assessment period of 6 months. The purpose of the assessment period is to assess whether the employee is able to perform the duties and functions of the position.
- 13:08 An employee's assessment period may be extended by the Deputy Minister or designate. Such extension may be for a maximum of six (6) months.
- 13:09 An employee shall be notified in writing of any extension of the assessment period under 13:08 prior to the expiry of the assessment period. A meeting shall be held with the employee to discuss the extension at the request of the employee. The employee has the option to have a representative present.
- 13:10 In the event of a lengthy absence due to illness or injury during the assessment period, the Employing Authority may extend the assessment period for longer than twelve (12) consecutive months. The total time spent in the assessment period while at work, however, shall in no instance exceed twelve (12) months. This will allow the full period in which to evaluate the employee.
- 13:11 Where an employee has been rejected during the assessment period following a promotion within a department, upon such rejection the employing authority will relocate the employee to the employee's former position or to a position comparable to the former position.
- 13:12 Where an employee has been rejected during the assessment period following a promotion to another department, then:
- (a) the Commission will place the employee on an employment availability list at the employee's previous classification for a period of one (1) year from the date of rejection;
 - (b) during this period the Commission will endeavour to relocate the employee to the employee's former position or to a position comparable to the former position;
 - (c) the employee may only grieve the rejection if the employee has not been relocated to the former position or offered a comparable position prior to the effective date of rejection. The grievance shall be initiated at Step 2 of the grievance procedure within twenty-five (25) working days from the effective date of rejection.
- 13:13 An employee shall not be required to serve a further assessment period when:
- (a) the employee is promoted without competition as a result of reclassification of the employee's position;
 - (b) the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities;
 - (c) the employer initiates the transfer or demotion of an employee from one (1) position to another for any reason.
- 13:14 Subject to :12, the rejection of an employee on probation is neither appealable nor arbitrable.

- 13:15 An employee who is temporarily appointed to another position on an acting basis is not considered to be on an assessment period. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's assessment period.

CONDUCT OF EMPLOYEES

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

PERFORMANCE APPRAISAL

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

MERIT INCREASES

- 16:01 **"Merit increase"** means an increase in the rate of pay of an employee within the employee's pay range which may be granted in recognition of satisfactory service on the employee's anniversary date.
- 16:02 Subject to Section :03, anniversary dates for employees will be as follows:
- (a) Employees hired on or after the 2nd of a month will have their anniversary date on the first of the month which follows the date on which the employee is employed in a position in the public service.
 - (b) Employees hired on the 1st day of a month will have their anniversary date as the 1st day of their month of hire, except where the 1st is a statutory holiday, in which case their anniversary date will be on the first of the month which follows.
- 16:03 The anniversary date for an employee receiving a promotion or a transfer resulting in a pay increase equivalent to two or more merit increases shall become the first day of the month that falls on or after the effective date of the promotion or transfer of the employee and the employee shall be eligible for the employee's next merit increase twelve (12) months from the anniversary date established in accordance with this Section.
- 16:04 Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increase twelve (12) months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated 1,008 regular hours of work during that twelve (12) month period. If an employee has not accumulated 1,008 regular hours during that twelve (12) month period and as a result has not received a merit increase, the employee is eligible for a merit increase at the employee's next subsequent anniversary date twelve (12) months hence provided the employee has accumulated 1,008 regular hours during the preceding twenty-four (24) month period. In a similar manner, an employee who has not accumulated 1,008 regular hours over the preceding twenty-four (24) month period is eligible for a merit increase at the employee's next anniversary date following the accumulation of 1,008 regular hours.

- 16:05 Where an employee has been on maternity leave and/or parental leave and as a result of such leave(s) fails to be eligible for a merit increase under Section :04, the employee will be eligible for a merit increase on the first of the month following the date on which the employee accumulates the necessary regular hours of work. The effective date of the increase shall be the first day of the bi-weekly pay period which includes the first of the month.
- 16:06 Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increase on the employee's anniversary date.
- 16:07 The effective date for an employee's merit increase shall be the first day of the bi-weekly pay period which includes the employee's anniversary date. An employee must be in the classification on the employee's anniversary date in order that the merit increase shall take effect at the beginning of the bi-weekly period that includes the said anniversary date.
- 16:08 Where a merit increase is not granted to an employee on the employee's anniversary date:
- (a) the employee shall be notified of the merit increase denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increase was denied;
 - (b) the merit increase may be granted to the employee on any subsequent monthly anniversary date which is not less than three (3) months from the employee's anniversary date. The effective date for such a merit increase shall be the first day of the bi-weekly pay period which includes the subsequent monthly anniversary date referred to;
 - (c) the employee may file a grievance at Step 1 of the grievance procedure. No grievance may be initiated where a merit increase is not granted to an employee under Subsection :08(b);
 - (d) the employee is eligible for a merit increase at the employee's next anniversary date notwithstanding that the employee was granted a merit increase under Subsection :08(b).
- 16:09 Employees who qualify for a merit increase under Article 16 or Section 5:12 of Appendix "C" and who meet the following criteria shall be eligible for the Long Service Step identified in the pay plan for each classification:
- (a) twenty (20) or more years of calendar service; and
 - (b) the employee has been at the maximum step of their pay range for a minimum of 12 consecutive months.
- 16:10 Effective March 23, 2024, employees who meet the following criteria shall be eligible for the 25-year Long Service Step identified in the pay plan for each classification:
- a) Twenty-five (25) or more years of calendar service; and
 - b) the employee has been at the 20-year Long Service Step for a minimum of 12 consecutive months.
 - c) Eligibility for the 25-year Long Service Step is subject to Article 16 – Merit Increases and Appendix "C" – Part Time Employees, Section 5:12 – Merit Increases for Other Than Departmental Employees.
- 16:11 Employees who do not meet the above criteria in Article 16:10 on March 23, 2024 shall be eligible for the 25-year Long Service Step on the employee's anniversary date in which the employee meets both conditions (a) and (b) outlined in 16:10 above.

DISCIPLINARY ACTION

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

be advised that the meeting is a disciplinary meeting and shall be provided with reasonable notice of the meeting. The employee shall be advised that he/she has the right to have a Union representative at the meeting. It is the employee's responsibility to arrange attendance by a representative of the Union.

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

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

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

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

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

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

RESIGNATIONS

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

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

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

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

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

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

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

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

CONTRACTING OUT

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

DEVOLUTION AND TRANSFER OF SERVICES

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

TECHNOLOGICAL CHANGE

- 21:01 The government and the Union recognize that technological change can offer significant improvements in the quality and quantity of government services provided to the public.
- 21:02 For purposes of this Article, "**technological change**" means the introduction of equipment or material into government operations which is likely to affect the security of employment of regular employees or departmental employees who are employed on a full-time, year-round basis.
- 21:03 The government agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.
- 21:04 Where the government intends to introduce technological change, the following procedure will be followed:
- (a) the government will provide the Union with six (6) months notice prior to the date the change is to be effective;
 - (b) during this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected;

- (c) where retraining is to be provided, it shall be provided during the employees' normal working hours except where the retraining is not available during the employee's normal working hours;
- (d) at the request of either party, an on-site technological change implementation committee shall be established at the work location(s) affected. The Committee will consist of two (2) worker representatives and two (2) management representatives. The role of the Committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.

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

WORK AT HOME

- 22:01 Work at home arrangements shall be voluntary and may be terminated by either party with thirty (30) days notice. Such notice is not required by the employer if the employer has just cause to terminate based on disciplinary concerns.
- 22:02 Government shall supply the necessary equipment and supplies to employees working at home and shall be responsible for the insurance and maintenance costs of such equipment.
- 22:03 Working at home shall not affect the employment status of any employee. A person who would not otherwise be an employee will not become one because they are performing work from an off-site location. Similarly, it will not prevent a person from remaining or becoming an employee if they otherwise would be an employee.
- 22:04 All provisions of the Agreement apply to work at home arrangements except as otherwise agreed by the parties.
- 22:05 Work at home arrangements refers to work performed at an employee's home during regular work hours. The provisions of this Article refer to long term arrangements only.
- 22:06 Government reserves the right to attend at the employee's home/alternate work location with reasonable notice including but not limited to: inspecting and repairing its equipment as necessary.

CHANGE OF WORK HEADQUARTERS

- 23:01 Where, as a result of a reorganization of a department or part of a department an employee's work headquarters is moved from one (1) city or town to another city or town requiring a change of residence by the employee, the employee shall be given notice of the move three (3) months in advance of the date upon which the move of the employee is to be effected. Such notice shall be provided in writing to the employee by the employing authority.
- 23:02 An employee must accept or reject relocation within four (4) weeks. Where an employee has accepted relocation, the employee may request that the effective date of the relocation be deferred by up to one (1) month for personal reasons such as the impact on school-age children.
- 23:03 The parties recognize that it may be necessary to relocate specific employees based on operational needs and the qualifications required at both locations. Where this is not a factor, the department will seek qualified volunteers at the transferring location. Where there are insufficient volunteers, the notice shall be provided to the most junior qualified employee within the classification and work location from which the relocation is to occur. Notwithstanding this process, the original relocation date as established in Section :01 remains unchanged.
- 23:04 Where such notice has been given to an employee and the employee is unable to relocate, every reasonable effort will be made to place the employee in another suitable position within the civil service.
- 23:05 Where an employee with one (1) or more years of continuous service is unable to relocate, the employee shall be subject to lay-off. If the employee has not been offered another suitable position within one (1) year from the date of lay-off the employee shall be permanently laid-off and shall be

eligible for severance pay in accordance with Article 25 - Severance Pay.

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

LAY-OFF

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

plan. The displacement process in that class will follow the provisions of Section :05.

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

period is to allow the employee to become oriented to the specific duties of the position. The familiarization period is not intended to be a period during which an employee acquires the necessary qualifications and ability to enable the employee to displace another employee.

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

SEVERANCE PAY

- 25:01 Employees with nine (9) or more years of accumulated service whose services are terminated as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, shall be paid severance pay in the amount of one (1) week's pay for each complete year of accumulated service or portion thereof, but the total amount of severance pay under this Section shall not exceed fifteen (15) weeks' pay. Example: ten (10) years, eight (8) complete months of accumulated service equals ten and eight-twelfths (10 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 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 (36¼), thirty-eight and three-quarters (38¾) 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.
- 25:12 There may be certain circumstances where it is reasonable to allow an employee to forego their right to be placed on the re-employment list and pay them Permanent Lay-Off Severance prior to 24 months on the re-employment list based on the factors set out in 25:12 (c). Should these circumstances arise, the Employer may unilaterally offer a permanent lay-off to an employee(s) that is being laid off or is already on the re-employment list.
- (a) Such an Offer by the Employer may be accepted or rejected by the affected employee. The Offer must identify the date, that, if accepted, the permanent lay-off shall be effective.
 - (b) An Eligible Employee is defined as someone who has received layoff notice within the preceding four (4) week period. An Eligible Employee may request permanent lay-off from the Employer (a 'Request'). A Request must identify the date that, if accepted, the permanent lay-off shall be effective.
 - (c) The Employer shall consider a Request reasonably and when doing so, shall consider some of the factors listed below, which are not exhaustive in nature:
 - i) the Classification(s) from which layoff(s) have occurred or are to take place;
 - ii) the number of Requests received;
 - iii) the number of Eligible Employees in a location which would not require a change of residence by the Eligible Employee(s) to accept a reasonable reemployment opportunity;
 - iv) the reasonable reemployment opportunities the Employer anticipates during the 24 month period outlined in Article 24:19;
 - v) the Employer's potential obligations under the group termination provisions of *The Employment Standards Code*; and
 - vi) the date identified in the Request that if accepted the permanent lay-off shall be effective.
 - (d) The Employer may require a reasonable amount of time to consider a Request. In the interim, an Eligible Employee may be obligated to make certain elections or decisions pursuant to Article 24. A Request made by an Eligible Employee does not suspend the Eligible Employee's obligations to make decisions on displacement, retirement or placement on the re-employment list or reasonable re-employment opportunities.
 - (e) An Eligible Employee may request to withdraw their Request prior to the lay-off date for consideration by the Employer. If approved by the Employer, the employee has forfeited their displacement rights under Article 24, if eligible. If the Employer approves the withdrawal of the Request such decision will not impact the individual processes already completed as outlined in Article 24.
 - (f) If a Request or Offer is accepted, the Eligible Employee's employment with the Employer will be terminated effective the date set forth in the Offer or Request and Permanent Lay-off Severance shall be paid.
 - (g) Provisions under Article 24 and 25 continue to apply.

(h) Seasonal departmental and term employee(s) may not make a Request.

HOLIDAYS

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

New Year's Day	Civic Holiday
Louis Riel Day	Labour Day
Good Friday	National Truth and Reconciliation Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Boxing Day	

Any other holiday proclaimed by Federal or Provincial Statute

For calculation purposes holidays shall be observed as indicated below:

- (a) for all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. For purposes of this Article, a shift employee is one whose regular work week is not Monday to Friday inclusive;
- (b) for all non-shift employees, where any of the holidays fall on a Saturday or Sunday, the holiday shall be observed on the following Monday. Where holidays fall on both Saturday and Sunday, the holidays shall be observed on the following Monday and Tuesday.

26:02 When December 24th falls on a Monday through Friday, the following shall apply:

- (a) all government offices shall be closed at 1:00 p.m. in the afternoon;
- (b) other government work locations may be closed at 1:00 p.m. or operated at reduced staffing levels after 1:00 p.m. at the sole discretion of the employing authority and provided services to the public are not affected;
- (c) where the employing authority requires an employee to work a full shift, the employee shall be entitled to one-half ($\frac{1}{2}$) 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 If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03(b) does work on the holiday, the employee shall be paid wages equivalent to one and one-half times ($1\frac{1}{2}x$) the employee's regular rate for the time worked on that day.

26:05 Subject to Section :07, and subject to the call-out provisions as provided in the Components, an employee who is required to work on the holiday when it is observed on the employee's day of rest shall receive, in addition to the regular holiday pay to which the employee may be entitled:

- (a) if the employee is eligible for premium overtime, overtime compensation based on double time (2x) the employee's regular rate of pay for all overtime worked on the holiday. Such overtime compensation is in lieu of the overtime compensation to which the employee would otherwise be eligible in the appropriate Component;
- (b) if the employee is not eligible for premium overtime, compensation based on one and one-half times ($1\frac{1}{2}x$) 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.

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

VACATION

- 27:01 For purposes of this Agreement, a vacation year is the period beginning on April 1 and ending on March 31 of the next year.
- 27:02 Vacation leave credits are calculated based on accumulated service. In addition, for purposes of calculation of vacation credits only, an employee shall be considered to have earned accumulated service in accordance with the following:
- (a) where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the absence, related to the injury or disability, commenced;
 - (b) full-time employees will receive vacation credits during approved leaves of absence without pay up to a maximum of forty (40) hours (8-hour days); thirty-six and one-quarter (36.25) hours (7.25-hour days); or thirty-eight and three-quarter (38.75) hours (7.75-hour days) as applicable in a vacation year.
- 27:03 Under no circumstances can an employee earn more than the maximum vacation credits that can be accumulated in any vacation year; i.e. fifteen (15), twenty (20), twenty-five (25) or thirty (30) vacation credits per vacation year.
- 27:04 Employees shall earn vacation leave credits during each vacation year on the following basis:
- (a) employees who have completed less than two (2) calendar years of service, shall earn vacation credits at the rate of a maximum of fifteen (15) credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation year following the vacation year in which the vacation is earned;
 - (b) commencing from the beginning of the vacation year in which two (2) calendar years of service will be completed, employees shall earn vacation credits at the rate of a maximum of twenty (20) credits for 2,080 (2,015) (1,885) hours of accumulated service to be taken in the vacation

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

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

- 27:05 To calculate the number of vacation hours an employee has earned in a vacation year:
- (a) determine the number of hours of accumulated service as determined in Section :02 that the employee has earned in a vacation year to a maximum of 2,080 (2,015) (1,885) hours;
 - (b) divide by 2,080 (2,015) (1,885);
 - (c) multiply by the employee's vacation leave credit accrual rate, i.e. fifteen (15), twenty (20), twenty-five (25), or thirty (30);
 - (d) multiply by the daily hours for the employee's classification, i.e. eight (8) or seven and three-quarters ($7\frac{3}{4}$) 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 The following vacation provisions shall apply only to those designated departmental employees of the Department of Infrastructure and Transportation who have regularly been assigned by the department to work a work week of forty-five (45), fifty/forty (50/40) or fifty-four (54) hours as set out in Subsections 2:02 (a), (b) and (c) of the Trades, Operations and Services Component:
- (a) eligible employees shall accrue vacation credits based on their accumulated service in the vacation year. Notwithstanding Sections :03 and :04, for the purpose of calculation of vacation credits only, these employees shall be subject to the following maximum number of accumulated service hours in the vacation year:
 - (i) 2,528 hours for fifty-four (54) hour week employees
 - (ii) 2,240 hours for forty-five (45) and fifty/forty (50/40) hour week employees;
 - (b) when taking vacation, these employees shall have their vacation credits reduced by their actual scheduled hours for the day/week of vacation, i.e. based on an eight (8), nine (9), ten (10), or eleven (11) hour day.
- 27:12 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.
- 27:13 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.
- 27:14 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 Workforce Relations where an employee is unable to be at work and perform the employee's regular duties as a result of illness or injury.
- 28:02 The sick leave to which an employee is entitled shall accumulate:
- (a) during the first four (4) years of calendar service at the rate of 4.0 (3.875) (3.625) hours for each 80 (77.5) (72.5) hours of accumulated service; and
 - (b) after the first four (4) years of calendar service, at the rate of 8.0 (7.75) (7.25) hours for each 80 (77.5) (72.5) hours of accumulated service.
- 28:03 Sick leave with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on sick leave.
- 28:04 Subject to Sections :05 and :06, sick leave shall not accumulate beyond two hundred and eight (208) working days (1,664 (1,612) (1,508) hours).
- 28:05 An employee who has been absent on sick leave with pay, upon returning to work, shall continue to accumulate sick leave up to a maximum of two hundred and eight (208) working days (1,664 (1,612) (1,508) hours) in accordance with Section :02.

- 28:06 An employee shall accumulate sick leave credits from the date of commencement of employment.
- 28:07 Sick leave shall not be taken in advance of when it is earned.
- 28:08 Sick leave shall not accumulate during periods when an employee is absent on sick leave and/or absent on Workers Compensation for a period of more than ten (10) consecutive working days.
- 28:09 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.
- 28:10 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 Workforce Relations and/or the employer, 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 Workforce Relations and/or the employer, the employee shall not be entitled to be paid for the period of absence.
- 28:11 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 Workforce Relations and/or the employer, either a medical certificate or a sworn statutory declaration as required under Section :12. Failure to produce a certificate or statutory declaration acceptable to Workforce Relations and/or the employer will result in a loss of pay for the period of absence.
- 28:12 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.
- 28:13 When an employee is unable to work and is in receipt of an income replacement indemnity (IRI) from the Manitoba Public Insurance (MPI) as a result of an injury incurred in a vehicle accident, the employee may elect to be paid an additional amount, which when combined with the IRI benefit, shall ensure the maintenance of net salary consistent as if they were in receipt of regular sick leave. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of the IRI and such additional payment shall be payable until the employee's accrued sick leave credits have been exhausted.
- 28:14 Time off for medical and dental examinations or treatments by physicians, dentists, nurse practitioners, physiotherapists, chiropractors, psychiatrists, psychologists and registered clinical social workers, including reasonable travel time, shall be granted to employees and such time off shall be chargeable against the employees accumulated sick leave credits.

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

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

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

residing north of the 53rd parallel shall be allowed up to two (2) shifts off with pay.

ADDICTIONS

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

WORKERS COMPENSATION

- 30:01 For employees who are on Workers Compensation and who have sufficient sick leave, it is the intention of the parties that the employee's net salary will be maintained as if they were in receipt of regular sick leave. If an employee is absent from work as a result of an injury for which a Worker's Compensation claim has been filed arising from employment with the Province, the following shall apply:
- (a) the employee will be paid as though on sick leave;
 - (b) if the employee's Workers Compensation claim is approved:
 - (i) the employee will be re-credited with ninety percent (90%) of the sick leave granted while awaiting approval;
 - (ii) any amounts payable to the employee from Workers Compensation shall be remitted directly to the government;
 - (iii) the employee will remain in receipt of regular sick leave, and ten percent (10%) of the employee's absence period shall be chargeable to the employee's sick leave credits for the duration of the Worker's Compensation claim or until the employee's accrued sick leave credits have been exhausted;
 - (c) if the employee's Workers Compensation claim is not approved, then 100% of the absences shall be charged to the employee's accumulated sick leave credits and, if the amount of salary paid exceeds the sick leave credits, resulting in an overpayment, the employing authority can recover that overpayment through payroll deductions, and will provide the employee with a written statement indicating the amount of the overpayment and details regarding recovery options. Other means of repayment may be agreed upon between the employer and the employee.
- 30:02 Upon being advised that a Workers Compensation claim has been filed, the employing authority shall provide the employee a written notice containing the following information:
- (a) advising the employee of the provisions of Article 30:01;
 - (b) the amount of accumulated sick leave credits that the employee has in their sick leave bank at the time of the injury;
 - (c) advising the employee that if the Worker's Compensation claim is not approved, that an overpayment may occur, which will be recovered by the employing authority in accordance with the Financial Administration Manual directives;
 - (d) advising the employee of the Long Term Disability Income Plan, and the claim procedure for eligibility thereof;
 - (e) advising the employee of the Employment Insurance (EI) sickness benefit and the contact information of Service Canada.
- 30:03 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the absence, related to the injury or disability, commenced.
- 30:04 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.
- 30:05 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the department if it is not covered by a medical plan.

- 30:06 Where an employee is in receipt of Workers Compensation as a result of an injury incurred in the course of the performance of the employee's duties and is absent from work as a result, such absence shall not be considered to be part of the employee's personal absenteeism record.

COMPASSIONATE LEAVE

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

FAMILY RELATED LEAVE

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

PATERNITY LEAVE

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

MATERNITY LEAVE

- 34:01 An employee who qualifies for maternity leave may apply for such leave in accordance with either

Plan A or Plan B but not both.

PLAN A

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

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

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

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

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

PLAN B

- 34:05 In order to qualify for Plan B a pregnant employee must:
- (a) have completed seven (7) continuous months of employment for or with the government;
 - (b) submit to the employing authority an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
 - (c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) provide the employing authority with proof that she has applied for Employment Insurance benefits and that Service Canada has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22, Employment Insurance Act.
- 34:06 An applicant for maternity leave under Plan B must sign an agreement with the employing authority providing that:

- (a) she will return to work and remain in the employ of the government on a full time basis for at least six (6) months following her return to work; and
- (b) if she does not take parental leave as provided in Article 36 - Parental Leave, she will return to work on the date of the expiry of her maternity leave; and
- (c) if she does take parental leave as provided in Article 36 - Parental Leave, she will return to work on the date of the expiry of her parental leave; and
- (d) should she fail to return to work as provided above, she is indebted to the government for the full amount of pay received from the government as a maternity allowance during her entire period of maternity leave.
- (e) Should she return to work as provided above but fail to complete her return service commitment, she is indebted to the government for a pro-rated amount based on the number of months she has remaining on her return service commitment, rounded to the nearest full week.

34:07 At the employee's request the employing authority may authorize an employee who has received maternity leave under Plan B to return to work on a part-time basis for a period of twelve (12) months.

34:08 An employee who qualifies is entitled to a maternity leave consisting of:

- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Subsection :05(c); or
- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Subsection :05(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;
- (c) treasury Board may vary the length of maternity leave upon proper certification by the attending physician, and recommendation by the employing authority.

34:09 Effective January 3, 2021, during the period of maternity leave, an employee who qualifies is entitled to a Supplement to Employment Insurance (EI) Maternity Benefits as follows:

- (a) An employee shall receive ninety-three percent (93%) of her weekly rate of pay during the one week Employment Insurance waiting period;
- (b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay;
- (c) For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee shall receive ninety-three percent (93%) of her weekly rate of pay provided the employee does not receive Employment Insurance Parental Benefits immediately following the exhaustion of the Employment Insurance Maternity Benefits.

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

Should an employee not be required to serve any waiting period before the commencement of Employment Insurance benefits, the benefits under paragraph (a) above will be paid in the week following payment in paragraph (c).

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

34:10 Plan B does not apply to term employees or employees who normally are subject to seasonal lay-off.

34:11 During the period of maternity leave, benefits will not accrue. However, the period of maternity leave will count as service towards eligibility for long service vacation and long service sick leave entitlement.

34:12 Where an employee's anniversary date falls during the period of maternity leave under Plan A or B, the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.

34:13 Section 57 and Sections 60(1) through 60(4) inclusive of the Employment Standards Code respecting maternity leave shall apply "mutatis mutandis".

ADOPTIVE PARENT LEAVE

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

PARENTAL LEAVE

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

BRIDGING OF SERVICE

- 37:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children, and is re-employed, upon written notification to the employing authority shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation entitlement benefits as defined in this Agreement and based on service seniority. The following conditions shall apply:
- (a) the employee must have accumulated at least four (4) years of calendar service at the time of resigning;
 - (b) the resignation itself must indicate the reason for resigning;
 - (c) the break in service shall be for no longer than six (6) years, and during that time the employee must not have been engaged in remunerative employment for more than three (3) months;
 - (d) the previous length of service shall not be reinstated until successful completion of the probationary period;
 - (e) upon successful completion of the probationary period, the employee will be credited with the accumulated sick leave credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

LOSS OF OR DAMAGE TO PERSONAL EFFECTS

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

In calculating replacement cost, proof of purchase must be submitted and Provincial Sales Tax

(PST) and Goods and Services Tax (GST) are included.

- 38:02 Where a workshop operated by the government is available to make repairs to personal effects damaged as mentioned in Section :01, the repairs shall be made in the workshop at no cost to the employee. Costs of other repair shall be reimbursed to the employee.
- 38:03 All incidents of loss of, or damage to personal effects as mentioned in Section :01, shall be reported in writing by the employee whose personal effects are lost or damaged to the employing authority within twenty-four (24) hours of the incident.
- 38:04 Each incident respecting loss of, or damage to, personal effects as mentioned in Section :01 shall be assessed separately, and the employing authority shall recommend the amount of compensation that should, in the employing authority's opinion, be paid in respect of each incident.
- 38:05 Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.
- 38:06 Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work.
- 38:07 Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools, equipment or personal effects may be made under this subsection except where such tools, equipment or personal effects are handed over or delivered to a supervisor or responsible officer where this is practical and the receipt thereof is acknowledged by the officer.
- 38:08 Where employees are required to provide, commandeer or "rent without fee" from any person or firm, tools, equipment or personal effects which are to be used in the course of their employment and which are not readily available from government sources, claims for compensation may be made for the loss or theft or damage to such tools, equipment or personal effects.
- 38:09 Where compensation is available from an employee's personal insurance or otherwise for the loss or theft of or damage to the employee's tools, equipment or personal effects or for luxury items, the deductible portion may be claimed.
- 38:10 Every claim for compensation made pursuant to Sections :05, :06, :07 and :08 will be considered by the employing authority, who will submit recommendations to Treasury Board Secretariat for approval, and the claim shall indicate:
- (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) the basis for payment for covered services shall be the Manitoba Dental Association (MDA) Fee Guide;
 - (b) effective April 1, 2012, the current MDA Fee Guide shall be in effect on April 1 of each 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) effective the first day of the bi-weekly pay period following the date of signing part-time employees are eligible for family coverage based on sixty percent (60%) 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) the basis for payment for covered services shall be the 2009 Optometric or Ophthalmological Fee Guide;
 - (b) the 2012 and 2013 Fee Guides will be implemented effective April 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) effective the first day of the bi-weekly pay period following the date of signing part-time employees are eligible for family coverage based on sixty percent (60%) 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) effective April 1, 2023, the maximum payment per contract (family) to nine hundred dollars (\$900) per year;
 - (d) effective the first day of the bi-weekly pay period following the date of signing, part-time employees are eligible for family coverage based on sixty percent (60%) of the annual maximum per claimant.
- 42:02 The Employer agrees to implement a Blue Net Card with a target date of April 1, 2016 or as soon as possible.

HEALTH AND SAFETY

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

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

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

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

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

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

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

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

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

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

43:15 Disciplinary action shall not be taken against an employee solely for the reason that the employee:

- (a) made a report under Section :12; and
- (b) refused to work or continue to work under the conditions described under Section :12 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to the employee's safety or health.

43:16 Where an employee wilfully takes unfair advantage of the provisions described in Section :12, the employee may be subject to disciplinary action up to and including suspension or dismissal.

UNIFORMS AND PROTECTIVE CLOTHING

44:01 Where the employer determines that uniforms and protective clothing are required in the performance of the employee's duties, such uniforms and protective clothing shall be provided to the employee.

44:02 Where uniforms and protective clothing are supplied, the employer agrees to furnish, replace or repair such clothing when damaged in the performance of the employee's duties.

44:03 Where an employee is required, as a condition of employment, to provide and wear approved safety footwear during the course of the employee's regular duties, the employee will be eligible for an allowance once per fiscal year, to help offset the cost to the employee of purchasing approved safety footwear. The allowance of one hundred and ten dollars (\$110.00) is increased as follows:

- (a) effective April 1, 2012 – one hundred and thirty dollars (\$130.00);
- (b) effective April 1, 2013 – one hundred and fifty dollars (\$150.00)

44:04 The allowance will be paid under the following conditions:

- (a) the safety footwear purchased must be approved by the Canadian Standards Association; and
- (b) satisfactory proof of purchase must be provided by the employee; and
- (c) the employee must have purchased safety footwear specifically for employment with the government; and
- (d) to be eligible to receive the allowance an employee must work five (5) consecutive work days.

44:05 Where an employee who has worked for a fiscal year and has not claimed the allowance in that fiscal year, purchases safety footwear in the next fiscal year, the employee is eligible to claim up to twice the maximum allowance in that next fiscal year.

44:06 The policy on uniforms and protective clothing as specified in the General Manual of Administration shall be applicable to this Agreement. Where the provisions of the General Manual of Administration conflict with this Article, this Article shall prevail.

44:07 Notwithstanding any other provision of this Agreement, where an employee disputes the provision of protective clothing and footwear in accordance with this Article the employee may file a grievance in accordance with the grievance procedure. The decision at Step 2 shall be final for such grievances.

UNION BUSINESS

45:01 Leave of absence to attend to Union business may be granted to employees under the following conditions:

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

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

RIGHTS OF STEWARDS

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

- 46:09 The Government recognizes the Union has instituted a chief steward program and that the Union will be discussing time off arrangements under Section 45:01 with departments, which will allow for chief stewards to perform their duties.

UNION SECURITY

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

JOINT COUNCIL

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

GRIEVANCE PROCEDURE

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

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

- 49:03 Notwithstanding Section :02, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.

- 49:04 Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees in more than one (1) department; and where as a result the Union deems it impractical that each affected employee grieve separately, the Union shall have the right to present a group grievance on those matters as defined in Subsection :02(a). A group grievance shall be presented directly to the assistant deputy minister of Labour Relations within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.
- 49:05 Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or of The Public Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. Where such a grievance is initiated by the Union and involves employees in more than one (1) department it shall be presented to the assistant deputy minister of Labour Relations, and where it involves employees in one (1) department it shall be presented to the deputy minister of the department. Where such a grievance is initiated by the government it shall be presented to the President of the Manitoba Government and General Employees' Union. In all cases the grievance shall be presented within twenty (20) working days from the date of the action giving rise to the grievance.
- 49:06 Where the parties fail to resolve a grievance under Section :04 or :05, either party may refer the grievance to Step 3 of the grievance procedure. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.
- 49:07 Notwithstanding Section :09, a grievance filed under Section :05 shall not require the signature of an employee.
- 49:08 If an employee or the Union fails to initiate or process a grievance within the prescribed time limits, the grievance will be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end. If Management fails to reply to a grievance within the prescribed time limits, the employee or the Union may process the grievance to the next step. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.
- 49:09 Wherever possible, the grievance shall be presented on the Official Grievance Form. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement, such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed. A form authorizing the Union to act on the employee's behalf will accompany the grievance. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Official Grievance Form or for failure to quote the Article in dispute.
- 49:10 It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion. When a grievance cannot be presented in person at any step, it may be transmitted by registered mail.
- 49:11 An employee has the right to representation by a Union representative at any step of the grievance procedure.
- 49:12 **Step 1:**
 (a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to the director or designate;

- (b) the director or designate shall sign for receipt of the grievance and if the nature of the grievance is such that the director or designate is authorized to deal with it, the director or designate shall issue a decision in writing to the employee and to the Union within fifteen (15) working days;
- (c) the director or designate may hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance;
- (d) if the nature of the grievance is such that a decision cannot be given below a particular level of authority, the director or designate shall forward the grievance to the appropriate authority at the appropriate step of the grievance procedure and so inform the employee and the Union. The time limits and the procedures of the appropriate step shall then apply;
- (e) where the director or designate at Step 1 is a steward or officer of the Union, the grievance shall automatically be referred by the Director or designate to Step 2.

49:13 **Step 2:**

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

49:14 **Step 3:**

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

- 49:15 Grievances concerning demotion, suspension, dismissal or the selection of an employee for a position within the bargaining unit shall be initiated at Step 2 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.
- 49:16 Subject to Section :07 of Article 13 – Probation and Assessment, the rejection of an employee on probation is not appealable or arbitrable.
- 49:17 Subject to Section :13 Step 2, an employee or the Union may withdraw a grievance at any step of the grievance/arbitration procedure by giving written notice to the department concerned. An employee may abandon a grievance by not processing it within the prescribed time limits.
- 49:18 Classification disputes shall not be channelled through Steps 1 and 2 of the grievance procedure.

GRIEVANCE ARBITRATION PROCEDURE

- 50:01 Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to arbitration in accordance with the procedure set forth in this Article:
 - (a) grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;
 - (b) grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
 - (c) grievances concerning dismissal, suspension, demotion or a written reprimand of an employee.
- 50:02 The procedure for arbitrating grievances shall be the procedure as set forth in this Article.
- 50:03 Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the

decision at Step 2, notify the other party in writing of its desire to submit the difference or allegation to arbitration. Such notification, when initiated by the Union, shall be made directly to the Labour Relations Division, and shall set forth the issue in dispute for referral to a single arbitrator.

50:04 Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice referred to in Section :03 shall so state:

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

50:05 By mutual agreement between the parties, the grievance matter may be referred to a mediator chosen by the parties or the parties may appoint the single arbitrator, chosen in accordance with 50:04 as a mediator/arbitrator.

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

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

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

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

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

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

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

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

- 50:11 Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.
- 50:12 In the case of a three (3) person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.
- 50:13 The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Master Agreement or any Component or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.
- 50:14 The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the Board.
- 50:15 Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by an employing authority for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.
- 50:16 The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:
- (a) the parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board;
 - (b) each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party;
 - (c) each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board;
 - (d) each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party;
 - (e) the parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.
- 50:17 The parties hereto agree that an employee of the government and a staff member of the Manitoba Government and General Employees' Union shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board.

SEXUAL HARASSMENT

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

or vindictive reasons, the deputy minister shall have the authority to:

- (a) take disciplinary action against the complainant; and/or
- (b) take any action against the complainant which in the deputy minister's opinion may be necessary.

CIVIL LIABILITY

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

EMPLOYEE FILES

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

LONG TERM DISABILITY INCOME PLAN

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

SENIORITY

- 55:01 **"Seniority"** means the length of service with the Government of Manitoba as defined in this Article provided such service has not been broken by termination of the employee.

- 55:02 Seniority shall include only the following:
- (a) accumulated service;
 - (b) periods of workers compensation;
 - (c) periods of maternity leave and/or parental leave and/or compassionate care leave;
 - (d) period of unpaid leave for reservist;
 - (e) approved educational leave to a maximum of one (1) year;
 - (f) any sick leave without pay necessary to satisfy the elimination period of the Long Term Disability Plan;
 - (g) any other approved leaves without pay to a maximum accumulation of 160 (155) (145) hours in a calendar year
 - (h) periods of leave while on the Long Term Disability Plan.
- 55:03 An employee will lose all seniority when the employee:
- (a) resigns;
 - (b) retires;
 - (c) is dismissed and not reinstated;
 - (d) dies;
 - (e) is permanently laid-off;
 - (f) is terminated at the expiry of the employee's term of employment. However, this Subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of the employee's term of employment.
- 55:04 Separate seniority lists will be prepared by April 1 by each department based on service up to and including December 31 of the previous year. The lists will be posted at work locations as determined by the department.
- 55:05 Seniority lists will be prepared for the following types of employees by classification groupings in order of seniority:
- (a) regular;
 - (b) term;
 - (c) departmental.
- 55:06 Departmental employees whose classification varies between Labourer and Operator will be categorized as "Labourer/Operator" for seniority purposes.
- 55:07 Grievances concerning the calculation of seniority must be filed at Step 2 of the Grievance Procedure within twenty (20) working days of the date the employee became aware of the seniority calculation. Such grievances shall be restricted to the calculation of seniority in the calendar year immediately prior to the year in which the seniority list is posted.

PART-TIME EMPLOYEES

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

AMBULANCE AND HOSPITAL SEMI-PRIVATE PLAN

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

OVERTIME AND COMPENSATORY LEAVE

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

- 58:02 The existing Component provisions on overtime will apply to all overtime credits earned up to eighty (80) hours per fiscal year.
Note: Forty (40) hours overtime worked at double time (2x) equals eighty (80) overtime credits.
- 58:03 For any overtime credits earned beyond eighty (80) hours in the fiscal year the following provisions of this Article will apply.
- 58:04 All overtime worked by employees shall be banked.
- 58:05 The employing authority shall consult with the employee in an effort to reach agreement on whether the employee will be granted pay or time off in lieu for banked overtime.
- 58:06 Where agreement is not reached, the employing authority shall determine whether pay or time off will be granted.
- 58:07 Where banked time is to be taken, the employing authority shall consult with the employee in an effort to reach agreement on when the time off is to be taken.
- 58:08 Where agreement is not reached, the employing authority shall determine when the time off is to be taken.
- 58:09 Where an employing authority determines when the time off is to be taken under Section :08, the employee will receive two (2) weeks' notice of the time off and the following conditions shall apply:
(a) the minimum period of time off will be five (5) days provided the employee has sufficient banked time available. In order to meet the five (5) day requirement, time off in lieu of overtime may be combined with holiday and/or vacation time and/or reduced work week days;
(b) where the employee has less than five (5) days banked, then these days may be scheduled by the employing authority.
- 58:10 Nothing in Section :09 restricts the employing authority and employee from agreeing to alternative arrangements.

SHIFT PREMIUM

- 59:01 An employee who works a shift where one-half ($\frac{1}{2}$) or more of the hours are worked between 5:00 p.m. and 5:00 a.m. shall receive a shift premium for the shift in addition to the employee's regular pay. The shift premium is:
(a) effective March 25, 2023 – thirteen dollars and seventy cents (\$13.70).
- 59:02 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.
- 59:03 For employees in the Trades, Operations and Services Component, an employee who works a twelve (12) hour shift where half or more of the hours are worked between 5:00 p.m. and 5:00 a.m. shall receive a shift premium in addition to the employee's regular pay. The shift premium is:
(a) effective March 25, 2023 – twenty dollars and ten cents (\$20.10).

WEEKEND PREMIUM

- 60:01 An employee shall receive weekend premium for all regular hours of work or portions thereof on a Saturday or Sunday. The weekend premium is:
(a) effective March 25, 2023 – one dollar and seventy five cents (\$1.75).
- 60:02 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

- 61:01 An employee, who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours on a regular working day, shall be entitled to payment for each eight (8) hour period of thirty dollars (\$30.00).
- 61:02 For stand-by on a day of rest or on a paid holiday that is not a working day, the payment for each eight (8) hour period shall be thirty-three dollars (\$33.00).
- 61:03 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during the period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee, and must be available to return for duty as quickly as possible if called.
- 61:04 The stand-by payment includes the responsibility to respond to phone calls and other forms of electronic communications which do not involve a return to work. If such calls individually or in total exceed one-half (½) hour, the employee is entitled to claim overtime for the period beyond one-half (½) hour at the applicable overtime rate. The Component provisions respecting minimum call out do not apply in these circumstances.
- 61:05 An employee on stand-by who is called back to work shall be compensated in accordance with call-out provisions of the applicable overtime Article in addition to stand-by pay.

DEFERRED SALARY LEAVE PLAN

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

COURT LEAVE

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

ACTING STATUS

- 64:01 Where an employing authority or designate directs an employee employed in one (1) position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for ten (10) or more consecutive working days the duties and responsibilities of that other position, the employee shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked the employee shall, unless appointed or promoted to some other position, revert to the employee's original position and be paid at the rate of pay for the employee's original position that the employee would be paid if the employee had never held the temporary appointment.
- 64:02 For purposes of interpretation of this Article, "**duties and responsibilities**" means the duties and responsibilities that would have been performed by the incumbent during the period in which the incumbent had been replaced.

- 64:03 Where an acting status appointment to a position within the bargaining unit will exceed twelve (12) continuous months, the department will notify the Union of the reasons. A meeting may be held to discuss the matter at the request of the Union. The employee who is in acting status may attend at the request of either party.
- 64:04 Section :03 does not apply where an employee is replacing an employee who is absent for any reason.
- 64:05 In the application of 64:01 where the temporary appointment is to a position which normally has a modified work week consisting of more than eight (8) hours per day, the threshold for qualifying for Acting Status shall change from continuing to perform the duties for ten (10) consecutive working days to continue to perform the duties for the equivalent of eighty (80) consecutive working hours.

ACCOMMODATIONS

- 65:01 Employees requiring accommodation shall be advised of their right to have a union representative present by the employer. It is the employee's responsibility to arrange attendance by a representative of the Union. An accommodation refers to the protected characteristics identified within the Human Rights Code.

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

Witness

Original signed by the Honourable Adrien Sala
Minister

Witness

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

APPENDIX "A"

EXCLUSIONS FROM THE TERMS OF THE AGREEMENT

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

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

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

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

GENERAL EXCLUSIONS FROM THE AGREEMENT

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

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

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

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

Agriculture (BA03)

Policy Assistant to Deputy Minister

Justice (BA 04)

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

Community Safety Division

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

Finance (BA 07)

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

Families (BA 09)

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

Manitoba Developmental Centre

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

Economic Development, Investment, Trade and Natural Resources (BA 10)

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

Labour & Immigration (BA 11)

Director (3)

Environment and Climate Change (BA 12)

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

Municipal and Northern Relations (BA 13)

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

Sport, Culture, Heritage and Tourism (BA 14)

Agency Relations Manager

Transportation and Infrastructure (BA 15)

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

Education and Early Childhood Learning (BA 16)

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

Health, Seniors and Long-Term Care (BA 21)

Administrative Officer (4)
Coordinator
Director (3)
Manager (6)
Senior Manager, Integrated Health Information Systems
Administrator – Manitoba Health Review Board

Office of the Auditor General (BA 38)

Controller
Audit Manager
Audit Supervisor
Project Manager

Entrepreneurship Manitoba (BA 78)

Controller

Vehicle and Equipment Management Agency VEMA (BA 83)

Mechanical Superintendents
Mechanical Supervisors
Shop Operations Manager (VEMA)

Materials Distribution Agency (BA 84)

Finance and Information Technology Manager

Merlin (BA 90)

ICT Manager

Manitoba Securities Commission (BA 91)

Deputy Director Finance and Administration

APPENDIX "B"

REMOTENESS ALLOWANCE

- 1:01 Remoteness allowances shall be paid to employees subject to the eligibility criteria and conditions laid down in this Article.
- 1:02 **Eligibility claim:** a notarized eligibility claim, in a standard format to be determined by the government in accordance with the provisions of this Article for the payment of dependant's or single rate of allowances shall be submitted to the employing authority when first requesting the allowance, and renewed not less frequently than annually thereafter, normally prior to the fiscal year or where any change in dependents claimed arises.
- 1:03 **Single or dependant's allowance:** subject to Section :05, the single allowance will be paid to employees that have established a residence and maintain a home in a location designated as a remote location and who are eligible for the payment of a remoteness allowance. Claims for dependant's allowance will be subject to Sections :04 and :05 and to the following criteria and conditions:
- The employee shall be supporting one (1) or more dependents where a dependent includes:
- (a) marital partner living with and dependent on the employee for main and continuing support;
 - (b) an unmarried child under eighteen (18) years of age;
 - (c) an unmarried child over eighteen (18) years but under twenty-one (21) years if in full time attendance at school or university or similar educational institution;
 - (d) an unmarried child of any age who is infirm (i.e. has impairment in physical or mental function), provided such a child is dependent on the employee for support.
- 1:04 There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependant's rate.
- 1:05 Where both marital partners are employees of the Government of Manitoba in any department, board, agency or commission to which this Agreement applies, but subject to Section :06 that follows, the dependent rate shall be paid to one (1) partner only and the other partner will not receive either the dependent or single rate of remoteness allowance.
- 1:06 Where both marital partners are employees of the Government of Manitoba in any department, board, agency or commission to which this Agreement applies, the dependent rate will be paid to the permanent employee, if the other partner is temporary or departmental, or the first employee to be hired on a permanent basis, otherwise to the first employee hired. Where specially requested by both employees in writing, the dependant's rate may be divided and equal amounts (to the nearest cent) paid to each employee.
- 1:07 **Locations and Residence**

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

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

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

- (a) for each day the employee is at work irrespective of the number of hours worked; or
- (b) for each day that the employee is recognized as being on "stand by".

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

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

1:10 **Limitations**

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

1:11 **Rates**

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

1:12 **Geographic Eligibility**

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

1:13 Bunk-houses or Similar Accommodations

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

Remoteness Bunkhouse Rates

	Year 1	Year 2	Year 3	Year 4
	Effective	Effective	Effective	Effective
	3/25/2023	3/23/2024	3/22/2025	3/21/2026
Bissett	30.39	31.23	32.17	33.14
God's Lake Narrows	64.73	66.51	68.51	70.57
Island Lake/Garden Hill	62.54	64.26	66.19	68.18
Norway House	53.89	55.37	57.03	58.74

- (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.

	Year 1 Effective 3/25/2023	Year 2 Effective 3/23/2024	Year 3 Effective 3/22/2025	Year 4 Effective 3/21/2026
Berens River				
Dependent	317.99	326.73	336.53	346.63
Single	182.31	187.32	192.94	198.73
Bissett				
Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95
Bloodvein River				
Dependent	322.73	331.61	341.56	351.81
Single	185.39	190.49	196.20	202.09
Brochet				
Dependent	379.84	390.29	402.00	414.06
Single	218.72	224.73	231.47	238.41
Churchill				
Dependent	307.08	315.52	324.99	334.74
Single	186.30	191.42	197.16	203.07
Cormorant				
Dependent	179.28	184.21	189.74	195.43
Single	114.34	117.48	121.00	124.63
Cranberry Portage				
Dependent	153.63	157.85	162.59	167.47
Single	96.78	99.44	102.42	105.49
Crane River				
Dependent	189.25	194.45	200.28	206.29
Single	137.49	141.27	145.51	149.88
Cross Lake				
Dependent	341.91	351.31	361.85	372.71
Single	197.66	203.10	209.19	215.47
Dauphin River (Anama Bay)				
Dependent	212.09	217.92	224.46	231.19
Single	150.51	154.65	159.29	164.07

Easterville

Dependent	156.83	161.14	165.97	170.95
Single	99.02	101.74	104.79	107.93

Flin Flon

Dependent	132.92	136.58	140.68	144.90
Single	82.70	84.97	87.52	90.15

Gillam

Dependent	273.16	280.67	289.09	297.76
Single	165.27	169.81	174.90	180.15

God's Lake Narrows

Dependent	376.76	387.12	398.73	410.69
Single	216.58	222.54	229.22	236.10

God's River

Dependent	381.66	392.16	403.92	416.04
Single	219.92	225.97	232.75	239.73

Grand Rapids

Dependent	152.48	156.67	161.37	166.21
Single	94.26	96.85	99.76	102.75

Ilford

Dependent	408.11	419.33	431.91	444.87
Single	233.60	240.02	247.22	254.64

Island Lake/Garden Hill

Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56

Jen Peg

Dependent	249.29	256.15	263.83	271.74
Single	149.00	153.10	157.69	162.42

Lac Brochet

Dependent	413.95	425.33	438.09	451.23
Single	237.47	244.00	251.32	258.86

Leaf Rapids

Dependent	210.85	216.65	223.15	229.84
Single	130.87	134.47	138.50	142.66

Little Grand Rapids

Dependent	338.28	347.58	358.01	368.75
Single	191.84	197.12	203.03	209.12

Lynn Lake

Dependent	217.75	223.74	230.45	237.36
Single	131.83	135.46	139.52	143.71

Manigotagan

Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95

Matheson Island

Dependent	215.07	220.98	227.61	234.44
Single	152.50	156.69	161.39	166.23

Moose Lake

Dependent	227.70	233.96	240.98	248.21
Single	140.78	144.65	148.99	153.46

Negginan/Poplar Point

Dependent	323.31	332.20	342.17	352.44
Single	185.94	191.05	196.78	202.68

Nelson House

Dependent	232.80	239.20	246.38	253.77
Single	142.17	146.08	150.46	154.97

Norway House

Dependent	304.11	312.47	321.84	331.50
Single	173.90	178.68	184.04	189.56

Oxford House

Dependent	369.57	379.73	391.12	402.85
Single	211.41	217.22	223.74	230.45

Pikwitonie

Dependent	298.15	306.35	315.54	325.01
Single	178.60	183.51	189.02	194.69

Pukatawagan

Dependent	245.69	252.45	260.02	267.82
Single	150.92	155.07	159.72	164.51

Red Sucker Lake

Dependent	374.78	385.09	396.64	408.54
Single	214.99	220.90	227.53	234.36

St. Therese Point

Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56

Shamattawa

Dependent	401.11	412.14	424.50	437.24
Single	232.91	239.32	246.50	253.90

Sherridon

Dependent	242.80	249.48	256.96	264.67
Single	148.93	153.03	157.62	162.35

Snow Lake

Dependent	182.40	187.42	193.04	198.83
Single	113.40	116.52	120.02	123.62

Southern Indian Lake

Dependent	386.36	396.98	408.89	421.16
Single	222.85	228.98	235.85	242.93

Split Lake

Dependent	401.95	413.00	425.39	438.15
Single	229.44	235.75	242.82	250.10

Tadoule Lake

Dependent	420.28	431.84	444.80	458.14
Single	241.92	248.57	256.03	263.71

The Pas

Dependent	124.74	128.17	132.02	135.98
Single	76.25	78.35	80.70	83.12

Thicket Portage

Dependent	297.51	305.69	314.86	324.31
Single	178.12	183.02	188.51	194.17

Thompson

Dependent	198.60	204.06	210.18	216.49
Single	139.54	143.38	147.68	152.11

Wabowden

Dependent	254.91	261.92	269.78	277.87
Single	173.94	178.72	184.08	189.60

Waterhen

Dependent	157.50	161.83	166.68	171.68
Single	98.49	101.20	104.24	107.37

York Landing

Dependent	405.45	416.60	429.10	441.97
Single	236.16	242.65	249.93	257.43

APPENDIX "C"

APPLICATION OF BENEFITS TO PART-TIME EMPLOYEES

DEFINITIONS

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

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

APPLICATION

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

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

CONVERSIONS

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

GENERAL PRINCIPLES

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

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

BENEFITS

- 5:01 Part-time employees will only be eligible for the benefits specifically identified in this Section.

5:02 **Holidays**

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

5:03 **Vacation**

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

5:04 **Sick Leave**

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

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

- (a) These types of paid leave will be pro-rated by multiplying the number of days the employee would qualify for by the pro rating factor;
- (b) in the case of parental leave without pay, an employee is eligible for the full calendar time benefit, i.e. thirty-seven (37) weeks.

5:06 **Maternity Leave**

- (a) Regular part-time employees are eligible for maternity leave Plan A or Plan B;
- (b) to qualify for maternity leave, calendar service is used, i.e. seven (7) months;
- (c) an employee who qualifies is eligible for the full calendar time leave provided under the Agreement, i.e. seventeen (17) weeks;
- (d) for Plan A, the application of ten (10) days sick leave towards the Employment Insurance waiting period will be calculated by multiplying the number of days accumulated sick leave the employee has (up to ten (10) days) by the pro-rating factor;
- (e) for Plan B, government payments will be based on the difference between the percentage of weekly earnings covered by Employment Insurance and ninety-three percent (93%) of the weekly earnings. Weekly earnings will be as determined by Service Canada.

5:07 **Workers Compensation**

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

5:08 **Bridging of Service**

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

5:09 **Severance Pay**

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

5:10 **Remoteness Allowance**

Refer to Appendix “B” Section 1:08 and 1:09.

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

- (a) The period of notice required to be given by the employee or the employer is the same as that applicable to full-time employees;
- (b) pay in lieu of notice shall be calculated by multiplying the number of weeks notice by the pro-rating factor.

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

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

5:13 **Overtime**

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. eight (8) or seven and three-quarter ($7\frac{3}{4}$) or seven and one-quarter ($7\frac{1}{4}$) hours;
- (b) overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a part-time employee only has two (2) "days of rest" per week;
- (c) certain shift configurations may require working more than five (5) days per week without payment of overtime.

5:14 **Shift Premium**

An employee must work an entire eight (8) or seven and three-quarter ($7\frac{3}{4}$) or seven and one-quarter ($7\frac{1}{4}$) hour shift in order to qualify for shift premium.

5:15 **Qualification Pay**

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

5:16 **Probation**

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

5:17 **Seniority**

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

5:18 **Lay-off**

Seniority is used for purposes of lay-off.

5:19 **Dental Plan, Vision Care & Drug Plan**

Effective the first day of the bi-weekly pay period following the date of signing, part-time employees are eligible for family coverage based on sixty percent (60%) of the annual maximum per claimant as identified in 40:01(d), 41:01(d) and 42:01(d).

APPENDIX "D"

CASUAL EMPLOYEES

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

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

1:02 Overtime

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

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

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

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

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

APPENDIX "E"

PRIVATELY OWNED VEHICLES

1:01 Reimbursement Rates

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

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

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

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

- effective the first day of the bi-weekly pay period following the date of signing, for every full 7.0¢ increase/decrease in the price per litre of regular gasoline from the base rate of \$1.00/litre, there shall be a 1.0¢/km increase/decrease in the private vehicle kilometer reimbursement rates from the base rate of 41.0¢/km and 45.4¢/km respectively.
- for a privately owned motorcycle the same formula shall apply however the base rate shall be 22.2¢/km and 24.5¢/km respectively.

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

For Employees Resident

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

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

1:03 Residence to Work Location

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

1:04 Special Areas

When authorized by a branch head, the use of a privately owned vehicle for travel on government

business in the vicinity of towns which are in those areas covered by remoteness allowances and which also do not have road access to a provincial trunk highway, will be paid \$19.34 per day plus 29.4 ¢/km

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

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

SERVICE USE

2:01 Service Use Rates

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

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

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

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

2:03 Stand-by for Emergency Use

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

VEHICLES REQUIRED AS A CONDITION OF EMPLOYMENT

- 3:01 Where an employee is required as a condition of employment to provide a personal vehicle for use in carrying out the employee’s duties on behalf of government, then the provisions of this Article shall apply.
- 3:02 By March 1 of each year, the employee shall select one of the following methods of compensation of vehicle expenses which will apply to the employee for the following fiscal year from April 1 to March 31.
- (a) Option A – compensation in accordance with Section 1:01 – Rates;
 - (b) Option B – when authorized by the branch head, an employee required to provide a vehicle as a condition of employment will be paid for each day of use of the vehicle at the following rates based on the type of vehicle supplied:
 - i) Automobiles: \$7.14 plus 32.0¢/km

ii) Trucks: \$7.69 plus 35.3¢/km

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

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

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

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

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

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

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

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

MEAL EXPENSES - TRAVEL WITHIN THE PROVINCE

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

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

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

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

MEAL ALLOWANCES DURING OVERTIME WORK

3:01 Extension of Working Day

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

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

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

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

3:04 Special Emergencies

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

MEAL ALLOWANCES FOR FIELD OPERATIONS

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

	Breakfast	Individual Meals		Per Diem
		Lunch	Supper	
In areas covered by remoteness allowance				
April 1, 2007	\$6.00	\$6.65	\$10.15	\$22.80
April 1, 2012	\$6.50	\$7.15	\$10.65	\$24.30
April 1, 2013	\$7.00	\$7.65	\$11.15	\$25.80
1 st Bi-weekly after DOS	\$7.70	\$8.42	\$12.27	\$28.39
In all other areas				
April 1, 2007	\$5.75	\$6.30	\$9.55	\$21.60
April 1, 2012	\$6.25	\$6.80	\$10.05	\$23.10

April 1, 2013	\$6.75	\$7.30	\$10.55	\$24.60
1 st Bi-weekly after DOS	\$7.43	\$8.03	\$11.61	\$27.07

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

INCIDENTALS ALLOWANCE

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

MISCELLANEOUS EXPENSES DURING TRAVEL

6:01 **Gratuities**

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

6:02 **Laundry**

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

6:03 **Parking**

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

6:04 **Telephone**

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

TRAVEL STATUS - RETURN HOME OVER A WEEKEND

- 7:01 Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the employee in travel status over the weekend.

- 7:02 If travel is by government vehicle this cost should be evaluated at the per kilometre rate applicable for personal distance travelled for that class of vehicle.

ACCOMMODATIONS

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

DEFINITIONS

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

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

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

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

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

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

Original Signed by Jenifer Galbraith
Director, Employee and Labour Relations

March 1, 2024
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 Jenifer Galbraith
Director, Employee and Labour Relations

March 1, 2024
Date

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

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

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

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

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

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

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

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

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #3

SUBJECT: JOINT LABOUR MANAGEMENT CONSULTATION COMMITTEES

- 1:01 The government and the Union acknowledges the importance of a positive working relationship. They will continue to work towards establishing and maintaining such a relationship and to solve jointly identified problems during the term of the Agreement. It is recognized that while not all problems may be satisfactorily resolved, the parties will seek resolution in good faith.
- 1:02 The parties are committed to the maintenance and enhancement of high quality public services that improve the quality of life of Manitobans and to provide these services in an efficient, effective and affordable manner. The Government recognizes that employees and their union have a significant role to play in this process.
- 1:03 In order to meet these objectives, the parties agree to establish Joint Labour Management Consultation (JLMC) Committees in the following departments:

Advanced Education and Training	Indigenous Reconciliation and Northern Relations
Agriculture	Intergovernmental Affairs
Consumer Protection and Government Services	Justice - Corrections
Economic Development, Investment and Trade	Labour and Immigration
Education and Early Childhood Learning	Mental Health and Community Wellness
Environment and Climate	Municipal Relations
Families	Natural Resources and Northern Development
o Francophone Affairs	
o Gender Equity Manitoba	
o Manitoba Developmental Centre	
Finance	Seniors and Long-term Care
Health	Sport, Culture and Heritage
Transportation and Infrastructure	

Should departmental restructuring occur during the life of this agreement, the Departmental list may be updated by mutual agreement between the parties.

- 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 Workforce Relations Division of the Public Service Commission.
- 1:07 Committee members shall be granted time off work without loss of pay to attend Committee meetings and to attend to Committee mandated business.

- 1:08 Where a Committee meeting is scheduled on an employee's day of rest, the employee will be granted compensatory time off at straight time rates for time spent attending the meeting up to a maximum of one (1) day.

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

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

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

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

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

 Garage Works Supervisor (GWS)
 Automobile Equipment Mechanic (AEM)
 Storekeeper 1 and 2 (ST1, 2)
2. Eligible employees shall be entitled to qualification pay for successful completion of examination levels and maintenance of certification as administered through the National Institute for Automotive Service Excellence (ASE). The qualification pay shall be up to a maximum of two dollars and fifty cents (\$2.50) per hour calculated as follows:
 - (a) Garage Works Supervisor (Mechanical) and Automobile Equipment Mechanics (Mechanical) shall be entitled to thirty-four cents (34¢) 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-four cents (44¢) per hour for every two (2) levels of certification successfully completed up to Level 8 and forty-four cents (44¢) 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-four cents (44¢) per hour for every level of certification successfully completed:
 - Level 1 - Automobile Parts Specialist
 - Level 2 - Medium/Heavy Truck Dealership Parts Specialist
 - Level 3 - Medium/Heavy Truck Aftermarket Parts Specialist (Brakes)
 - Level 4 - Medium/Heavy Truck Aftermarket Parts Specialist (Suspension and Steering)
 - Level 5 - General Motor Parts Consultant
3. Eligible employees shall receive qualification pay effective the first day of the bi-weekly pay period after proof of successful completion of certification is provided to the employee's immediate supervisor.
4. All employees must maintain certification requirements as established by ASE in order remain eligible to receive qualification pay.

Original Signed by Colin Ghostkeeper
 On Behalf of the Manitoba
 Government and General Employees'
 Union

March 1, 2024
 Date

Original Signed by Jenifer Galbraith
 On Behalf of Government of
 Manitoba

MEMORANDUM OF AGREEMENT #6

SUBJECT: EMPLOYMENT EQUITY

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

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

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

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #7

SUBJECT: WORKPLACE HEALTH AND WELLNESS

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

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

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

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

- The current maximum claim benefit shall be increased from eight hundred fifty dollars (\$850)/year to nine hundred and fifty dollars (\$950)/year per full-time employee and from four hundred and twenty five dollars (\$425)/year to five hundred and seventy dollars (\$570)/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 Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

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

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

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

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #10**SUBJECT:** **EMPLOYMENT SECURITY (GREEN TEAM)**

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

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

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

Northern Premium Rates

		Year 1	Year 2	Year 3	Year 4
		Effective	Effective	Effective	Effective
		3/25/2023	3/23/2024	3/22/2025	3/21/2026
CC3	Clerk of the Court 3	1.68	1.73	1.78	1.83
CC4	Clerk of the Court 4	1.68	1.73	1.78	1.83
CHN	Chaplain	2.15	2.21	2.28	2.35
CWC	Community Corrections Worker	2.41	2.47	2.55	2.63
EO1	Environmental Officer 1	2.37	2.43	2.51	2.58
EO2	Environmental Officer 2	2.72	2.79	2.87	2.96
EO3	Environmental Officer 3	3.21	3.30	3.40	3.50
EO4	Environmental Officer 4	3.32	3.41	3.51	3.62
EO5	Environmental Officer 5	2.64	2.72	2.80	2.88
M2S	Mechanical Equipment Mechanic 2 SRT	1.67	1.72	1.77	1.82
MC	Machinist	1.59	1.63	1.68	1.73
ME2	Mechanical Equipment Mechanic 2	1.59	1.63	1.68	1.73
PB1	Probation Officer 1	1.71	1.76	1.81	1.87
PB2	Probation Officer 2	1.99	2.04	2.10	2.17
PB3	Probation Officer 3	2.28	2.34	2.41	2.48
SH1	Sheriff 1	2.53	2.60	2.68	2.76
SH2	Sheriff 2	2.63	2.71	2.79	2.87
SH3	Sheriff 3	2.85	2.93	3.02	3.11
SMC	Machinist SRT	1.67	1.72	1.77	1.82
SO1	Sheriffs Officer 1	2.06	2.12	2.18	2.25
SO2	Sheriffs Officer 2	2.43	2.50	2.57	2.65
SO3	Sheriffs Officer 3	2.72	2.79	2.87	2.96
SO4	Sheriffs Officer 4	2.88	2.96	3.05	3.14
SP1	Social Service Worker 1	1.51	1.55	1.59	1.64
SP2	Social Service Worker 2	1.62	1.66	1.71	1.77
SP3	Social Service Worker 3	1.92	1.97	2.03	2.09
SP4	Social Service Worker 4	2.28	2.34	2.41	2.48
SP5	Social Service Worker 5	2.56	2.63	2.71	2.79
SP6	Social Service Worker 6	2.78	2.85	2.94	3.03
SWL	Welder SRT	1.67	1.72	1.77	1.82
WL	Welder	1.59	1.63	1.68	1.73
RO1	Resource Officer 1	1.08	1.11	1.14	1.18

RO2	Resource Officer 2	1.19	1.22	1.26	1.30
RO3	Resource Officer 3	1.72	1.77	1.82	1.87
RO4	Resource Officer 4	1.91	1.96	2.02	2.08
RO5	Resource Officer 5	2.23	2.29	2.36	2.43

4. Temporary Northern Assignment / Accommodations
 - a) where employees are to be stationed in a remote location on a semi permanent basis, i.e. for a period of three (3) months or more, they shall receive the applicable northern premium noted in this memorandum;
 - b) employees stationed in a remote area who are provided with room and board shall not receive any form of northern premium;
 - c) this section does not apply to employees who are eligible for Remoteness Allowance or Northern Premium.
5. An employee shall receive Northern Premium for all regular hours of work. Northern Premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

Original Signed by Colin Ghostkeeper
 On Behalf of the Manitoba
 Government and General Employees'
 Union

March 1, 2024
 Date

Original Signed by Jenifer Galbraith
 On Behalf of Government of
 Manitoba

MEMORANDUM OF AGREEMENT #12

SUBJECT: JOINT COMMITTEE TO OPTIMIZE PUBLIC SERVICES

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

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

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

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

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

<u>Original Signed by Colin Ghostkeeper</u>	<u>March 1, 2024</u>	<u>Original Signed by Jenifer Galbraith</u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

Preamble

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

Notification

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

Original Signed by Colin GhostkeeperOn Behalf of the Manitoba
Government and General Employees'
Union**March 1, 2024**

Date

Original Signed by Jenifer GalbraithOn Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #14

SUBJECT: RECLASSIFICATION

Exclusivity of Process

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

Reclassification Request and Decision

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

Disputing the Decision – First Stage Review

6. Within twenty (20) working days of the Decision being communicated to the employee, the Union may dispute it by providing Compensation Services with a written statement indicating the Decision is being disputed and the reason(s) for not accepting the Decision.
7. Compensation Services, the employee, and the Union shall meet within a reasonable and mutually agreeable timeframe to discuss the disputed Decision. During this meeting, Compensation Services shall share with the Union the rationale used to support the Decision and the employee and Union shall put forward the rationale for disputing the Decision.
8. The parties may agree to further meetings to further discuss the Decision and they may gather and present additional information in support of their respective positions.
9. The dispute may be advanced to the Second Stage at the union's request by providing Compensation Services with written notice indicating resolution at this First Stage is not possible and setting forth the remaining reason(s) that the employee and/or union is continuing to challenge or support the Decision (the "Second Stage Notice").

Joint Review Panel - Second Stage Review

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

Independent External Review - Final Stage

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

Extension of Timelines and Costs

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #15

SUBJECT: LEGAL INDEMNIFICATION

1. Criminal Liability

If an employee covered by this Agreement is charged with an offence under the Criminal Code of Canada or The Highway Traffic Act (Manitoba), or any other federal or provincial statute of a quasi-criminal nature, which arises out of such employee's actions while in the good faith performance of their duties and provided such actions do not constitute a gross disregard or neglect of their duties as an employee, then:

- (a) the employee, upon being charged with a criminal offence, or upon receipt of notification of the commencement of any criminal proceeding being commenced against them or upon the Highway Traffic offence being commenced against them, shall advise the government through the deputy minister of the department, of any such proceedings as soon as reasonably practicable;
- (b) the government shall pay all reasonable legal fees and disbursements of defending the employee against the criminal charge or Highway Traffic offence; and/or
- (c) the government shall pay any sum required to be paid by such employee as a fine or penalty in connection with the resolution of a Highway Traffic offence if resolution is approved by the government through the deputy minister before the same is finalized; and
- (d) the employee shall have the sole right to instruct private legal counsel. Upon the employee notifying the government in accordance with Clause 1(a) above, the government and the Union and employee shall forthwith meet and appoint counsel that is mutually agreeable to all parties, the reasonable legal fees and disbursements for which shall be funded by the Government.
- (e) Should the parties be unable to agree upon counsel that is satisfactory to all parties, then the employee may unilaterally appoint legal counsel subject to the following conditions:
 - i. the legal counsel must be entitled to practice law in the Province of Manitoba and be in good standing with the Law Society of Manitoba;
 - ii. the legal counsel must be qualified and competent to practice law in the area of criminal defence;
 - iii. reasonable legal fees and disbursements shall be paid by the Employer subject to the conditions below:
 - (a) prior approval of the Employer shall be sought, and shall not be unreasonably withheld, for disbursements including but not limited to fees for transcripts, travel expenses for counsel and/or witnesses, or the services of experts;
 - (b) reasonable legal fees and disbursements shall be determined by having regard for the principle that expenditure of public money should not exceed what is reasonably required to achieve a fair trial;
 - (c) no legal fees and disbursements shall be paid for appeals. Notwithstanding the foregoing, if an appeal is successful in that the employee is found not guilty of the offence, the Employer shall refund the employee's reasonable legal fees and disbursements.

2. Fatality Inquest or Commission of Inquiry

If a Commission of Inquiry or Fatality Inquest is commenced, and an employee covered by this Agreement is required by subpoena and/or otherwise required by the government to participate arising out of such employee's actions and/or observations while in the good faith performance of

their duties and provided such actions do not constitute gross disregard or neglect of their duties as employees, then:

- (a) the employee, upon receipt of notification of their participation in any Commission of Inquiry or Fatality Inquest, shall advise the government through the deputy minister of the department of any such Commission of Inquiry or Fatality Inquest;
- (b) the government shall pay all reasonable legal fees and disbursements incurred by the employee in connection with their participation in the Commission of Inquiry or Fatality Inquest; and
 - i. the legal counsel must be entitled to practice law in the Province of Manitoba and be in good standing with the Law Society of Manitoba;
 - ii. the legal counsel must be qualified and competent to practice law in the area of criminal defence;
 - iii. reasonable legal fees and disbursements shall be paid by the Employer subject to the conditions below:
 - (a) prior approval of the Employer shall be sought, and shall not be unreasonably withheld, for disbursements including but not limited to fees for transcripts, travel expenses for counsel and/or witnesses, or the services of experts;
 - (b) reasonable legal fees and disbursements shall be determined by having regard for the principle that expenditure of public money should not exceed what is reasonably required to achieve a fair trial;
 - (c) no legal fees and disbursements shall be paid for appeals. Notwithstanding the foregoing, if an appeal is successful in favour of the employee, the Employer shall refund the employee's reasonable legal fees and disbursements.

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #16**SUBJECT: PERSONAL WELLNESS LEAVE**

An employee shall be entitled to up to two (2) days of leave with pay in each fiscal year as follows and charged against the employee's sick leave credits:

- a) the leave shall be for personal wellness;
- b) the two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave; and
- c) these two (2) days are not carried forward from fiscal year to fiscal year.

Where an employee wishes to use a personal wellness day(s), the employee shall endeavour to notify the employee's immediate supervisor of the absence due 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. 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.

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #17**SUBJECT: COMMUNITY CORRECTIONAL WORKERS**

Within 60 days of ratification, the Parties will commence discussions to explore the feasibility of repealing or amending the MOA dated July 6, 2005 to align with the terms and conditions of employment set out in the GEMA. Any joint recommendations will be made on or before June 1, 2024. Should negotiations be required, they will commence on or before June 30, 2024.

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(s) between the parties. In the event that the parties cannot reach a mutually agreeable resolution of the difference(s), then the mediator shall have the power to make a binding decision. The mediator's jurisdiction shall be confined to matters arising out of the implementation of this MOA, and the repealing and/or amending of the MOA dated July 6, 2005. The mediator 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.

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #18

SUBJECT: **HOURS OF WORK FOR EMPLOYEES OCCUPYING AGRI-FOOD INSPECTOR (EO2)
– MEAT HYGIENE AND REGIONAL INSPECTORS SUPERVISOR (EO4)**

Within 90 days of ratification, the Parties will commence discussions to explore the feasibility of repealing or amending the MOA dated September 5, 2013 to address shift durations and the ability to claim overtime. Any joint recommendations will be made on or before June 1, 2024.

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #19

SUBJECT: **Medical Technologist (MG1–5) – Professional License at Veterinary Laboratory**

The Employer will reimburse Medical Technologist employees for professional license or professional association membership fees applicable to the 2023/24 and 2024/2025 licensure years.

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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.
- 2:05 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.
- 2:06 Where an employee works one hour more than scheduled, as a result of the change over from Daylight Savings Time to Central Standard Time, the hour shall be considered overtime and shall be paid at the appropriate overtime rate.

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

OVERTIME

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

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

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

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

- 3:04 An employee who is required to work beyond seven and one-quarter ($7\frac{1}{4}$) 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 ie. the employee must be called "out" to work.

STAFF DEVELOPMENT

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

QUALIFICATION PAY

- 6:01 Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

CLERICAL COMPONENT

APPLICATION

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

HOURS OF WORK

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

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

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

2:03 **Times of Work**

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

2:04 **Days of Work**

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

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

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

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

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

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

Where an employee works one hour less than scheduled, as a result of the change over from Central Standard Time to Daylight Savings Time, an hour shall be paid from the employee's banked time in order to ensure the employee receives his/her regular bi-weekly pay. If the employee has

no banked time, his/her regular bi-weekly pay shall be reduced by one hour.

OVERTIME

- 3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 3:02 Every reasonable effort shall be made to ensure that all overtime work is distributed equitably amongst employees who are able to perform the required duties.
- 3:03 An employee who is required to work overtime on the employee's regular work day shall receive compensation at time and one-half ($1\frac{1}{2}x$) for all overtime worked.
- 3:04 An employee who is required to work on the employee's day of rest shall receive compensation at double time ($2x$) for all time worked.
- 3:05 An employee, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 3:06 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee equivalent time off in lieu thereof.
- 3:07 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.
- 3:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

QUALIFICATION PAY

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

CORRECTIONS COMPONENT**APPLICATION**

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

HOURS OF WORK

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

- (g) requests from employees to switch shifts, within a minimum of forty-eight (48) hours' notice, will be reviewed and approved subject to operational requirements and provided that there is no additional cost to the Employer.

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

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

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

2:10 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 2:10 affects the rights of the Employer or employees under Section 27 of the G.E.M.A.

2:11 Definitions to be included:

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

2:12 The Employer will consult with the Union prior to establishing any new shifts or shift patterns. In establishing new shift patterns, other than a four on/four off, the employer will endeavor to schedule every second weekend (Saturday and Sunday) off.

2:13 The Union wishes to ensure that shift rotations/assignments are done in a transparent fashion.

OVERTIME

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

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

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

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

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

Correctional Services Officer 1, 2
Correctional Officer 1, 2, 3, 4

Correctional Trades Instructor 1, 2, 3
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 ($1\frac{1}{2}x$) for all such time worked.
- 3:05 An employee who works on a day of rest shall be compensated at double time (2x) for all time worked on that day.
- 3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's regular work day. A meal break shall not be regarded as affecting contiguity.
- 3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.
- 3:08 (a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off. Such time off shall be scheduled and taken within one hundred and twenty (120) calendar days following the end of the bi-weekly pay period in which the overtime was worked. If time off is not scheduled and taken within the one hundred and twenty (120) calendar days, the accumulated overtime may be paid out. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.
- (b) Where an employee grieves the unreasonable withholding of mutual agreement with respect to Sub-section :08 (a), the employee may file such grievance at Step 2 of the grievance procedure. No payment for the overtime period in question shall be made pending disposition of the grievance.
- 3:09 Where mutual agreement has not been reached within this one hundred twenty (120) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.
- 3:10 Overtime shall be paid at the appropriate step within the employee's pay range attached to the employee's classification excluding any extra qualification payments.
- 3:11 (a) Where an employee is required, as a general condition of employment to take a course upgrading the employee's qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on the employee's day(s) of rest, the employee may be compensated for such days through time off at straight time.
- (b) Where an employee is required to attend a training program on the employee's day of rest, such employee shall be given, subject to operational requirements, as much notice as reasonable.

COMPENSATORY LEAVE

- 4:01 Where an employee not eligible for premium overtime as set out in this Component has been designated by an authorized supervisory official to work overtime, such employee shall accumulate compensatory leave at the rate of one (1) hour for each hour worked.
- 4:02 Where an employee referred to in Section :01 above is called out or scheduled to work overtime, such employee shall receive for the work of a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:
- (a) equivalent time off without loss of pay; or
 - (b) payment at straight time hourly rates.
- 4:04 Time off under Sub-section :03 (a) shall be at a time agreed to by the employing authority or authorized supervisory official.
- 4:05 Where arrangements under Section :03 are not made within one (1) year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which the employee was being compensated when the overtime was worked.
- 4:06 (a) "Muster", for the purposes of this Article, shall mean an assembly of Correctional Officers or Juvenile Counsellors who are required to receive information, prior to the commencement of their shift from employees who are on duty.
- (b) Employees who muster prior to the commencement of their shift, where there is no shift overlap, shall receive ten (10) minutes straight time per shift to be taken as compensatory time off.

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

SUPERVISORY PAY

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

PAYMENT OF MONIES

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

JOINT CONSULTATION COMMITTEE

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

STANDBY - EMERGENCY RESPONSE TEAM

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

CORRECTIONAL EMERGENCY RESPONSE TEAM ALLOWANCES

- 9:01 A Correctional Officer or Juvenile Counsellor who has completed the Correctional Emergency Response Unit (CERU) or Crisis Negotiation Team (CNT) training and is an active member of a designated CERU or CNT team shall receive an allowance of forty dollars (\$40.00) bi-weekly.

TERM EMPLOYEES

- 10:01 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

- 11:01 All employees of the Correctional Component shall be scheduled for the mandatory training as prescribed by the Division policy.

INCIDENT REPORTS

- 12:01 A list of all incident report numbers shall be accessible to each of the Union Workplace Health and Safety co-chairs at each Institution, and each of the Union representatives at each Institution.
- 12:02 The Union agrees to provide the Employer with the name of each Union Institutional Workplace Health and Safety co-chair, and each Union Institutional Representative detailed above, and any changes to same.

CLOSED CIRCUIT TELEVISION

- 13:01 The Employer will not use closed circuit television (CCTV) as a replacement for supervising employees.

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

1. Overtime shall mean for part-time Correctional Officers who work a twelve (12) hour shift all authorized time worked in excess of a twelve (12) hour shift in a day or all authorized time worked in excess of eighty-four (84) hours in a bi-weekly pay period; notwithstanding Sub-section 3:01 (b) of the Corrections Component Agreement.
2. Where a part-time employee works more than eighty (80) hours and less than eighty-four (84) hours in a pay period the employee may bank the difference between eighty-four (84) and eighty (80) hours at straight time rates.
3. Management will fill regular full-time Correctional Officer and Juvenile Counselor positions on an institutional basis within ninety (90) days of being advised of a vacant position, in accordance with the following:
 - (a) subject to Section :05 of Article 11 - Recruitment and Appointment, part-time employees with more than three (3) years of accumulated service will be given first consideration provided they meet the core competencies; and
 - (b) seniority will be the determining factor.
4. Where a part-time employee is ill for a length of time which extends beyond the posted shift scheduled period, the sick leave payable shall be based upon the average of the hours worked in the preceding eight (8) weeks prior to the commencement of sick leave.
5. Where sick leave usage is used as a standard in accordance with 3. (c), such usage shall be calculated on a daily, not hourly, basis, e.g. a part-time employee ill for one (1) twelve (12) hour shift and a part-time employee ill for one (1) eight (8) hour shift shall both be considered absent due to illness for one (1) day for purposes of 3. (c).
6. Part-time Correctional Officers and Juvenile Counsellors shall be allowed to bank all prorated time earned when not required to work on the holiday.
7. Where a part-time employee is placed on a regular, reoccurring shift, such employee may elect for payroll purposes, to be converted to auto pay.
8. Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.
9. Part-time Correctional Officers and Juvenile Counsellors, when eligible, will be pre-scheduled for some shifts based on their assigned colour pattern, unless operational requirements do not permit. When Part-Time Correctional Officers and Juvenile Counsellors are not pre-scheduled on their assigned colour pattern, they are expected to be available for all shifts that fall on the assigned colour pattern or shadow shift and must be available as quickly as possible, within sixty (60) minutes if called or contacted.

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

MEMORANDUM OF AGREEMENT #2**SUBJECT: FULL-TIME WORKFORCE**

If the Employer plans to implement a full-time workforce versus the current workforce composed of full-time and part-time employees, the Employer will meaningfully consult with the Union.

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

The parties agree that the following terms and conditions shall apply to the renewal of the 2023-2027 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 2023-2027 Master Agreement and the Corrections Component Agreement.
2. The issues to be bargained at the Corrections Component table shall consist of only those issues unique to the Corrections Component and shall not include:
 - (a) any proposal discussed or submitted by either party in negotiations with respect to the renewal of the 2023-2027 Government Employees Master Agreement;
 - (b) any proposal which is the subject of an Article or Memorandum contained in the 2023-2027 Government Employees Master Agreement, e.g. vacations, sick leave, etc.
3. In the event that the Corrections Component Agreement is not ratified by the members of the Corrections Component bargaining unit, the issues that remain in dispute at the conclusion of bargaining at the Corrections Component table may be referred to interest arbitration. To be clear, the issues that may be so referred include issues related to working conditions and/or compensation, unique to the Corrections Component.
4. The interest arbitration shall be conducted by a single arbitrator. The parties will attempt to agree on the arbitrator to be appointed. Where the parties cannot agree on an arbitrator, either party may ask the Chief Justice for the Province of Manitoba to appoint one.
5. 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 2023-2027 Corrections Component Agreement is not ratified. A "work stoppage" means a strike as that term is defined in The Labour Relations Act.

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

1. In accordance with Section 2:04 of the Sub-Agreement, the parties agree that Correctional Institutions may vary the work day or work week and any variations shall be by mutual agreement between the parties.
2. In order to schedule shifts that are in excess of those prescribed in Section 2:02 without accruing overtime, employees working such hours receive compensatory leave known as "Accumulated Time Off" for the hours worked in excess of the weekly hours of work, within the specific Correctional Institution cycles.
3.
 - (a) ATOs shall be scheduled in advance on rotational basis exclusive of statutory holidays; rotational basis means that an employee's ATO days shall, from one cycle to the next, rotate throughout the days of the week. There shall be no "black out" periods for ATOs.
 - (b) Any exception to this process can be approved through mutual agreement between the parties.
 - (c) Individual requests for changes to or flexibility for scheduled ATOs shall be resolved between the affected employee and the Superintendent or Deputy Superintendent and such requests shall not be unreasonably denied.
4. The Correctional Institution shall schedule the ATO day(s) during the shift cycle in which the accumulated time off is earned, according to the following provisions:
 - (a) A shift cycle is defined as a period or cycle consisting of three (3) pay periods, or any multiple thereof not exceeding twelve (12) pay periods.
 - (b) Scheduled ATO days shall only be varied or rescheduled to accommodate:
 - (i) individual requests in accordance with 3 (c);
 - (ii) affected individual training events;
 - (iii) employees conducting official union business in accordance with Section 45:01 of the G.E.M.A.;
 - (iv) employees moved to a different shift pattern.
5. For purposes of Section 2:10 (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 28:12 of the G.E.M.A.
8. Each institution shall decide on their ATO pattern, by mutual agreement between the parties.

Original Signed by Colin Ghostkeeper
 On Behalf of the Manitoba
 Government and General Employees'
 Union

March 1, 2024
 Date

Original Signed by Jenifer Galbraith
 On Behalf of Government of
 Manitoba

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

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

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

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

<u>Original Signed by Colin Ghostkeeper</u>	<u>March 1, 2024</u>	<u>Original Signed by Jenifer Galbraith</u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

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

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

<u>Original Signed by Colin Ghostkeeper</u>	<u>March 1, 2024</u>	<u>Original Signed by Jenifer Galbraith</u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #7

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

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

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

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

General Principle

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

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

1. Hours of Work

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

2. Overtime

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

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

(a) Daily Overtime

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

(b) Bi-weekly Overtime

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

N.B.

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

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

3. Sick Leave

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

4. Vacation

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

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

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

5. Shift Premium

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

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

6. Holidays

Employees shall be compensated for holidays as follows:

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

7. Compassionate Leave

Compassionate Leave shall be converted to hours as follows:

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

8. Other Leaves

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

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #8

SUBJECT: SCHEDULING OF PART-TIME EMPLOYEES

The parties agree to continue to meet to review and discuss the scheduling process and structure of part-time employees within each institution in conjunction with the Joint Consultation Committee. It is acknowledged that the existing practice within each institution will serve as a baseline for discussions.

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

MEMORANDUM OF AGREEMENT #9**RE: CLOTHING ALLOWANCE FOR THE MANITOBA YOUTH CENTRE**

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

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

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

LETTER OF UNDERSTANDING #1**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 point 6(iii) in Memorandum of Agreement #7 above (Holidays), shall continue to be applied in accordance with present practice:

Corrections Division

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

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

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

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On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

LETTER OF UNDERSTANDING #2**SUBJECT: RATIFICATION**

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

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

1. During the period required to negotiate a renewal, or revision and renewal of the 2023-2027 GEMA, the Master Agreement and its Components remained in full force and effect without change.

Notwithstanding point 1 the parties agree as follows:

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

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

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On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

LETTER OF INTENT #1**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.

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

LETTER OF INTENT #2**SUBJECT: Scheduling of Overtime, Corrections Component**

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

The process shall be reviewed annually by the parties.

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

LETTER OF INTENT - #3**SUBJECT: Corrections Component Sub-Agreement – Casual Employees**

This will confirm the agreement reached at the Corrections Component Sub-Agreement meeting of December 9, 1987.

Effective January 2, 1988 the Department of Community Services shall no longer hire employees and categorize them as casual employees. Employees presently employed and categorized as casual shall be categorized as part-time term effective January 2, 1988.

This categorization of employees from casual to part-time term shall not be construed in any manner as providing any guaranteed hours of work to the said employees.

Employees categorized as part-time term shall be eligible for benefits in accordance with Appendix C – Application of Benefits to Part-Time Employees.

<u><i>Original Signed by Colin Ghostkeeper</i></u>	<u><i>March 1, 2024</i></u>	<u><i>Original Signed by Jenifer Galbraith</i></u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

HEALTH COMPONENT

APPLICATION

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

HOURS OF WORK

- 2:01 All employees shall come within one of the following hours of work categories:
 (a) thirty-six and one-quarter ($36\frac{1}{4}$) hours per week;
 (b) forty (40) hours per week.
 (c) thirty-eight and three-quarter ($38\frac{3}{4}$) 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) ($36\frac{1}{4}$ hours per week):

Behaviour Counsellors
 Dentist 3
 Medical Equipment Technicians
 Occupational Therapists

Pharmacists
 Pharmacy Technician
 Physiotherapists
 Psychologists

or Category (C) ($38\frac{3}{4}$ hours per week)

Chief Flight Nurse
 Licensed Practical Nurse
 Nurse 1, 2, 3

Nurse Graduate
 Nurse Practitioner
 Northern Nurse 1, 2, 3

2:03 **Category (A)**

Employees coming within Category (A) of Section :01 shall work a regular work day of seven and one-quarter ($7\frac{1}{4}$) consecutive hours and a regular work week of thirty-six and one-quarter ($36\frac{1}{4}$) hours exclusive of lunch periods. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 **Category (B)**

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

2:05 **Category (C)**

Employees coming within Category (C) of Section :01 shall work a regular work day of seven and three-quarter ($7\frac{3}{4}$) consecutive hours exclusive of meal periods and a regular work week of thirty-eight and three-quarter ($38\frac{3}{4}$) hours. Such meal periods shall not exceed thirty (30) minutes in duration, however, where it is mutually agreed between the supervisor and the employee, such meal periods shall not exceed one (1) hour in duration.

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

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

OVERTIME

- 3:01 For the purpose of this Agreement, “**overtime**” shall mean:
- (a) in the case of a full time employee, authorized time worked in excess of the employee's regular work day or regular work week;
 - (b) in the case of a part-time employee, all authorized time worked in excess of seven and one quarter (7¼) or eight (8) or seven and three-quarter (7¾) hours in a day or thirty-six and one-quarter (36¼) or forty (40) hours or thirty-eight and three-quarters (38¾) in a week.
- 3:02 A supervisor authorized to do so, may require an employee under the supervisor's authority to work overtime. Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.
- 3:03 The sections of this Component dealing with compensation for overtime shall apply to those employees who are in the following classifications:
- | | |
|--------------------------------------|-------------------------------------|
| Activities Instructor 1, 2, 3, 4 | Nurse Graduate |
| Behaviour Counsellor | Nurse Practitioner |
| Chief Flight Nurse | Nursing Attendant 2 |
| Institutional Supervisor 1, 2, 3 | Occupational Therapist 1, 2 |
| Laboratory Assistant 1, 2 | Pharmacy Technician |
| Licensed Practical Nurse | Physiotherapist 1, 2 |
| Medical Equipment Technician 1, 2, 3 | Medical Examiner Investigator |
| Psychiatric Nursing Assistant 1, 2 | Medical Technologist 1, 2, 3, and 4 |
| Psychologist 1 | Nurse 1, 2, 3 |
- 3:04 An employee who works overtime on the employee's regular work day shall be compensated at time and one-half (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 Nurses are eligible for additional qualification pay as follows:
 (a) Nurses who are both a Registered Psychiatric Nurse and a Registered Nurse - fifty dollars (\$50.00) per month (\$23.00 bi-weekly);
 (b) Nurses holding a Bachelor of Nursing Science Degree – sixty-five dollars (\$65.00) per month (\$29.90 bi-weekly).
- 5:02 Graduates holding a diploma in Psychiatric or General Nursing from an approved School of Nursing and who are eligible to attempt examinations for registration within the Province of Manitoba, are eligible to be placed as "Graduate Nurse". Persons in this classification may be employed on a term basis for a period not exceeding one (1) year during which period as a condition of employment the employee must pass the required examinations and attain registration in order to become a regular civil servant.
- 5:03 A Licensed Practical Nurse holding a "Conditional License" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the minimum step of the range and may only be eligible for the first step within the applicable pay range when fully qualified as a "Licensed Practical Nurse". A Practical Nurse licensed as a fully qualified "Licensed Practical Nurse" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the first step within the applicable pay range.
- 5:04 Provided that the following academic qualifications are required and/or used on the job in the Medical Technologist 1 classification, the employing authority shall pay to any such employee the following extra monthly allowance for the said qualifications:
 (a) A.R.T. or A.C. – one hundred dollars (\$100.00) per month (\$46.00 bi-weekly);
 (b) B.Sc. and R.T. – one hundred dollars (\$100.00) per month (\$46.00 bi-weekly);

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

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

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

CAMP ALLOWANCE

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

RESPONSIBILITY ALLOWANCE

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

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

PAYMENT OF MONIES

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

JOINT CONSULTATION COMMITTEE

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

STAFF DEVELOPMENT

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

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

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

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

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

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

Original Signed by Colin Ghostkeeper

On Behalf of the Manitoba
Government and General Employees'
Union

March 1, 2024

Date

Original Signed by Jenifer Galbraith

On Behalf of Government of
Manitoba

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

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

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

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

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

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

Original Signed by Colin Ghostkeeper
 On Behalf of the Manitoba
 Government and General Employees'
 Union

March 1, 2024
 Date

Original Signed by Jenifer Galbraith
 On Behalf of Government of
 Manitoba

LEGAL, INSPECTION AND REGULATORY COMPONENT

APPLICATION

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

HOURS OF WORK

- 2:01 With the exception of those listed in Section :05, the hours of work for all employees covered by this Component shall be:
 (a) thirty-six and one-quarter ($36\frac{1}{4}$) hours per week; or
 (b) forty (40) hours per week.

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

Resource Officers
 Inspector Mechanical, Codes and Standards
 Safety Health Officers
 Motor Carrier Enforcement Officers

An employee in a classification identified as Category (B) may, if required to perform duties in an office, work seven and one-quarter ($7\frac{1}{4}$) hours per day, thirty-six and one-quarter ($36\frac{1}{4}$) 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 ($7\frac{1}{4}$) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter ($36\frac{1}{4}$) hours per week. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive, but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.
- 2:04 Employees whose hours of work are Category (B) of Section :01 shall work eight (8) consecutive hours per work day exclusive of meal periods and forty (40) hours in each week, except as otherwise provided in Section :05.
- 2:05 Resource Officers may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one (1) of the ten (10) working days.
- 2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :03, the employing authority, with the approval of Treasury Board Secretariat, may set different hours of work.
- 2:07 Any variations to a work day or work week other than those described in Sections :03, :04, and :05 shall only be instituted with the mutual consent of the parties hereto.
- 2:08 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such times as may be specified by the head of the department.
- 2:09 The hours of work established for Resource Officers are a basis for computing overtime and shall not be construed as a guarantee of hours of work.
- 2:10 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to initiate such

exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.

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

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

- 2:12 Motor Carrier Enforcement Officers (MC1, MC2, MC3) shall work eight (8) consecutive hours per work day inclusive of meal periods and forty (40) hours in each week.
- 2:13 Sheriffs/Sheriff Officers to be eligible to claim breakfast when they are scheduled to travel or start work at or before 7:30 AM.

OVERTIME

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

Apprenticeship Training Coordinator	Human Rights Officer 1, 2
Assessment Officer 1, 2, 3, 4	Inspector Mechanical, Codes and Standards
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 Carrier Enforcement Officer 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	Reviewing Officer 1, 2, 3, 4
Court Reporter 1, 2, 3	Safety and Health Officer 1, 2, 3, 4
Court Usher	Sheriff 1, 2, 3
Dairy Inspector 1, 2, 3	Sheriff's Officer 1, 2, 3, 4
Document Examiner	Survey Examiner 1, 2, 3, 4
Employment Standards Officer 1, 2, 3	
Estates Officer 1, 2, 3, 4	

- 3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half ($1\frac{1}{2}x$) for all overtime worked. Daily overtime will be paid after:
- (a) seven and one-quarter ($7\frac{1}{4}$) hours per day for employees whose hours of work are thirty-six and one-quarter ($36\frac{1}{4}$) hours/week;
 - (b) eight (8) hours per day for employees whose hours of work are forty (40) hours/week.
- 3:04 An employee who is required to work on the employee's day of rest is entitled to compensation at double time ($2x$) for all time worked with a minimum payment for three (3) hours overtime.
- 3:05 Resource Officers whose hours of work are determined in Section 2:05, are eligible for overtime on a daily basis after eight (8) hours of work and on a non-scheduled working day in accordance with the following: 1st, 2nd, 3rd and 4th day of rest - double time ($2x$). In order to qualify for the premium rates on a non-scheduled working day, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or

statutory holiday pay where applicable.

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

COMPENSATORY LEAVE

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

CLASS 4 LICENSES

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

QUALIFICATION PAY

- 6:01 Employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.
- 6:02 Resource Officers shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in conducting certified firearm training as authorized by the Employer.
- 6:03 Effective March 25, 2023, Resource Officers, who are assigned by the employer the responsibility to carry a firearm, shall be granted, in addition to their normal salary, forty-six dollars (\$46.00) bi-weekly.

PHYSICAL SCIENCES COMPONENT

APPLICATION

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

HOURS OF WORK

- 2:01 The hours of work for all employees covered by this Component shall be:
 (a) thirty-six and one-quarter ($36\frac{1}{4}$) 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) ($36\frac{1}{4}$ 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
 Agrologists
 Biologists
 Engineering Aids
 Foresters

Geologists
 Hatchery Superintendent
 Resource Technicians
 Surveyors
 Resource Management Assistants
 Technical Engineering Officer 1, 2, 3

An employee in a classification listed as Category (B) shall, if required to perform duties in an office, work seven and one-quarter ($7\frac{1}{4}$) hours per day, thirty-six and one-quarter ($36\frac{1}{4}$) 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 ($7\frac{1}{4}$) consecutive hours per work day and thirty-six and one-quarter ($36\frac{1}{4}$) 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 is not possible to observe the hours prescribed in Section :03, the employing authority with the approval of Treasury Board Secretariat may set different hours of work.
- 2:07 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.
- 2:08 Any variations to a work day or work week, other than those described in this Article shall only be instituted with the mutual consent of the parties to this Component.
- 2:09 The hours of work established for Resource Management Assistants are a basis for computing overtime and shall not be construed as a guarantee of hours of work.
- 2:10 When an employee initiates a request to exchange work for time off, or time off for work, such exchanges are considered to be the banking of regular time (not overtime) and are subject to the approval of the appropriate manager. Approval of these regular time exchanges shall be confirmed in writing and shall not be unreasonably denied. Employees shall not be requested to

initiate such exchanges or to bank regular time in substitution for overtime as defined in the Collective Agreement.

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

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

OVERTIME

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

Agricultural Technologist 1, 2, 3, 4
 Agrologist 1, 2
 Architect 1
 Biologist 1
 Chemist 1
 Drafting Technician 1, 2, 3, 4, 5, 6
 Engineering Aid 1, 2, 3, 4
 Environmental Officer 1, 2, 3, 4
 Forester 1
 Geologist 1
 Hatchery Superintendent

Industrial Hygienists 1, 2
 Interior Designer
 Laboratory Technician 1, 2, 3
 Park Planner 1
 Planning Assistant 1, 2
 Resource Planner 1
 Resource Technician 1, 2, 3, 4, 5
 Surveyor 1
 Resource Management Assistant 1, 2, 3, 4
 Technical Engineering Officer 1, 2

- 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:

	E02	E03	E04	E05
Effective March 30, 2019 paid bi-weekly	317.02	344.34	351.99	371.18
Effective March 28, 2020 paid bi-weekly	317.80	345.25	352.95	372.22
Effective March 27, 2021 paid bi-weekly	320.41	348.34	356.12	375.74
Effective March 26, 2022 paid bi-weekly	323.63	352.12	360.08	380.09

- 5:03 Resource Technicians shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

Effective March 25, 2023, the Forester has been added to article 5:03.

- 5:04 Provided that successful completion of both the California State University 'Water Treatment Plant Field Study Program (Volumes 1 and 2)' and the 'Association of the Board of Certification's (ABC) Level II Water Treatment exam' is required by the Employer to be used on the job in any of the Environmental Officer classifications, the employing authority shall pay to an employee who has successfully completed all the requirements the following bi-weekly qualification pay:
One-hundred and thirty-six dollars and seventeen cents (\$136.17) bi-weekly.

SOCIAL SCIENCES COMPONENT

APPLICATION

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

INTERPRETATION

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

HOURS OF WORK

- 3:01 All employees within this Component shall come within one (1) of the following categories of hours of work:
- (a) thirty-six and one-quarter ($36\frac{1}{4}$) hours of work, Category (A);
 - (b) thirty-six and one-quarter ($36\frac{1}{4}$) hours of work, Category (B);
 - (c) Instructional, Category (C).
- 3:02 The applicable hours of work Category (A, B or C) shall be indicated in Appendix "A" Hours of Work Schedule.
- 3:03 Category (A) employees shall work seven and one-quarter ($7\frac{1}{4}$) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter ($36\frac{1}{4}$) hours per week. Normal office hours shall be 8:30 a.m. to 5:00 p.m. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.
- 3:04 Category (B) employees shall work seven and one-quarter ($7\frac{1}{4}$) consecutive hours per day exclusive of lunch periods, and thirty-six and one-quarter ($36\frac{1}{4}$) hours per week.
- 3:05 Category (C) employees are expected to perform the related professional responsibilities of preparation, evaluation, assessment, supervision, consultation and vocational guidance connected with their instructional function. Teachers of the Deaf and Teachers Institutional will work daily hours similar to teachers employed in the Public Schools in the Province.
- 3:06 The academic year for Teachers of the Deaf and Teachers Institutional shall be the period September 1 to August 31. During this period, assigned instructional responsibilities with a class (including examination periods) for Teachers of the Deaf and Teachers Institutional shall not exceed two hundred and ten (210) working days.
- 3:07 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section :03, the employing authority with the approval of Treasury Board Secretariat may set different hours of work.
- 3:08 Any variations to a work day or work week other than those described in this Article shall only be instituted with the mutual consent of the parties.
- 3:09 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time

as may be specified by the head of the department.

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

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

OVERTIME

- 4:01 This Article shall apply only to those employees who are in a classification listed in Appendix "B" Overtime Schedule.
- 4:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his or her authority to work overtime.
- 4:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half ($1\frac{1}{2}x$) for all overtime worked. Daily overtime will be paid after:
 (a) seven and one-quarter ($7\frac{1}{4}$) hours per day for employees 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 ($1\frac{1}{2}x$) 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 ($7\frac{1}{4}$) hours from the overtime accumulation standing to the employee's credit for each such day off requested and granted.
- 4:09 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which

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

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

COMPENSATORY LEAVE

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

INSTRUCTOR ACCREDITATION

- 6:01 Each Teacher of the Deaf and Teacher Institutional shall be required to obtain a certificate in

Special Education or an equivalent qualification acceptable to the employing authority.

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

ADMINISTRATIVE - SUPERVISORY ALLOWANCE **SENIOR TEACHER OF THE DEAF**

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

PROFESSIONAL DEVELOPMENT

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

VACATION

- 9:01 All provisions of the Master Agreement respecting vacations shall apply to all employees of this Component except for Teachers of the Deaf and Teachers Institutional.
- 9:02 For the classes listed in Section :01 all provisions of the Master Agreement respecting vacations shall apply with the exception of those specific provisions to the contrary outlined in this Article.
- 9:03 Subject to Section :07 and Section :08, the relevant sections of the Master Agreement respecting the rate of accumulation of vacation credits and long-service vacation benefits will not apply to Teachers of the Deaf and Teachers Institutional and instead their rate of accumulation of vacation credits will be determined as follows:
 - (a) Teachers of the Deaf and Teachers Institutional shall accumulate vacation credits at the rate of three and two-thirds ($3 \frac{2}{3}$) days for each full month of employment during the academic year September 1 to August 31;
 - (b) the Senior Teacher, Manitoba School for the Deaf shall accumulate vacation credits at the rate of three and five-twelfths ($3 \frac{5}{12}$) days for each full month of employment during the academic year September 1 to August 31.
- 9:04 Teachers of the Deaf shall use five (5) days of their vacation entitlement as accrued under Subsection :03(a) at a time designated by the Minister of Education as spring break.
- 9:05 Subject to the applicable provisions of the Master Agreement, vacation shall be taken by an employee during periods in which no instructional or teaching responsibilities with a class have been assigned.

- 9:06 Teachers of the Deaf, Teachers Institutional and Educational Assistants shall receive time off with pay during that period between Boxing Day and New Year's Day designated by the employing authority as Christmas break. This provision does not apply to employees who are on a leave of absence without pay.
- 9:07 Where a Teacher of the Deaf or Teacher Institutional is voluntarily transferred or promoted to a classification which does not qualify for additional vacation benefits specified in this Article the employee will be entitled to the employee's unexpended vacation credits as of the date of transfer or promotion.
- 9:08 Where a Teacher of the Deaf or Teacher Institutional resigns in a manner other than set out in Section :09, the employee's unexpended vacation credits shall be recalculated on the basis of the appropriate rate of accumulation as set out in the Master Agreement.
- 9:09 A Teacher of the Deaf or Teacher Institutional shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section :03 provided the teacher:
- (a) gives notice of resignation prior to May 31 of any year and with an effective date between the last scheduled working day in June and August 31 of that year; or
 - (b) gives notice of resignation prior to November 15 of any year and with an effective date agreeable to the teacher and the employing authority between December 15 of that year and January 15 of the next year; or
 - (c) is laid off or retires or dies; or
 - (d) has been employed on a term basis for a minimum of twenty-two (22) consecutive months and is terminated at the expiry date of the term.

QUALIFICATION PAY

- 10:01 Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

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

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

Category (B)

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

Category (C)

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

* Classifications which were formerly included in the Education Component.

APPENDIX "B"**OVERTIME SCHEDULE**

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

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

* Classifications which were formerly included in the Education Component.

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

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

<u>Original Signed by Colin Ghostkeeper</u>	<u>March 1, 2024</u>	<u>Original Signed by Jenifer Galbraith</u>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

TRADES, OPERATIONS AND SERVICES COMPONENT

APPLICATION

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

HOURS OF WORK

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

2:02 **Category (B)**

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

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

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

- (a) Roving Crews (Barber Greene, Centre Line, Crusher, Seal Coat) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) – fifty-four (54) hours per week. With the agreement of the department and participating crew members, these dates may be extended at either end or both;
 - (b) District, Shop or Roving Operators (Not on Roving Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) – forty-five (45) hours per week;
 - (c) Beat Operators (Not assigned to Maintenance Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which included October 31) – fifty/forty (50/40) hours per week.
- 2:03 Beach Patrols, Park Attendants, Parks Works Supervisors, Fire Rangers, Hatchery Employees, and Reforestation Project Employees may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one (1) of the ten (10) working days.
- 2:04 The hours of work established for departmental employees are a basis for computing overtime and shall not be construed as a guarantee of hours of work.
- 2:05 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Sections :02, the employing authority, with the approval of Treasury Board Secretariat, may set different hours of work.
- 2:06 Any variations to a work day or work week other than those described in Section :02 and :03 shall only be instituted with the mutual consent of both the parties hereto.
- 2:07 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

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

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

OVERTIME

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

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

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

COMPENSATORY LEAVE

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

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

- 5:01 The following conditions shall apply to Maintenance Crews and Snowplow Operators of the Department of Infrastructure and Transportation and who are placed on stand-by:
 - (a) an employee placed on stand-by, whether at the employee's home base or at some other location, will be required to reply to a telephone call from the dispatcher within thirty (30) minutes;
 - (b) employees placed on stand-by may not leave their base of operation without prior approval of their supervisor;
 - (c) employees shall not be eligible for stand-by pay if unable to comply with (a), or if away from their base of operations under (b);
 - (d) an employee will be considered to be on stand-by upon being so advised by the employee's supervisor.
- 5:02 For Snowplow Operators, stand-by pay will apply seven (7) days per week, as required by the Director of Operations, under the terms set out below. An Operator who is placed on stand-by and who is:
 - (a) not required to work shall be paid five (5) hours pay at the Operator's hourly rate normally received when on duty;
 - (b) required to work for less than five (5) hours on any day other than the Operator's day of rest or a statutory holiday shall receive five (5) hours pay with no payment for stand-by;

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

5:03 For Maintenance Crews, stand-by will apply on Saturdays, Sundays and statutory holidays only, as required by the Director of Operations under the terms set out below. An employee on a Maintenance Crew who is placed on stand-by on any Saturday, Sunday or statutory holiday and who is:

- (a) not called in to work shall be paid four (4) hours pay at the employee's hourly rate normally received when on duty;
- (b) called in to work shall receive a minimum of three (3) hours at the applicable overtime rate for each call back with no payment for stand-by.

5:04 The Director of Operations or designate will establish a schedule for employees who may be placed on stand-by in accordance with Section :03. The purpose of such a schedule is to indicate that if the department determines that stand-by is required on a particular Saturday, Sunday or statutory holiday, the department will place such employees on stand-by in accordance with the schedule that has been established.

5:05 Article 61 - Stand-by of the Master Agreement does not apply to employees covered by this Article.

QUALIFICATION PAY

6:01 Qualified Power Engineers shall be granted a bonus in addition to their normal salary as set out in the following schedule:

(a) Deputy Chief Power Engineer (1st Class Plant) holding 1st Class Certificate	- \$13.00 bi-weekly
(b) Deputy Chief Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- \$10.00 bi-weekly
(c) Deputy Chief Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- \$ 8.00 bi-weekly
(d) Power Engineer (1st Class Plant) holding 1st Class Certificate	- \$13.00 bi-weekly
(e) Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- \$10.00 bi-weekly
(f) Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- \$ 8.00 bi-weekly
(g) Power Engineer (5th Class) holding 4th Class Certificate	- \$ 6.50 bi-weekly
(h) Assistant Power Engineer (1st Class Plant) holding 2nd Class Certificate	- \$10.00 bi-weekly
(i) Assistant Power Engineer (2nd Class Plant) holding 3rd Class Certificate	- \$ 8.00 bi-weekly

6:02 Employees who are designated to dynamite and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of one dollar (\$1.00) for each hour of actual time worked in these areas.

6:03 Pilots who are designated to perform water bombing duties will receive a premium of three dollars (\$3.00) for each hour of actual flying time in water bombing operations. The premium payment may be converted to one dollar and fifty cents (\$1.50) for the closest half-hour where required.

6:04 Qualified employees shall receive twenty-five cents (25¢) per hour Qualification Pay for each of Manitoba Government Inspection Certificates, Manitoba Ozone Industry Protection Certificates,

Fire Alarm Certificate and Mould Removal Certificates where the certificates are required by the Employer.

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

TOOL ALLOWANCE

- 7:01 Employees who are required as a condition of employment to provide tools to be used in the performance of their duties will be paid a tool allowance of two hundred and sixty dollars (\$260.00) once per fiscal year upon the certification of the employing authority;
 (a) effective April 1, 2022 increase to four hundred dollars (\$400.00);
 (b) effective April 1, 2024 increase to five hundred dollars (\$500.00).
- 7:02 In order to be eligible in any fiscal year, employees must have completed their probation period by April 1 of that fiscal year.
- 7:03 Employees in the following classes are eligible:
 (a) Automotive Equipment Mechanics
 (b) Aircraft Maintenance Engineers
 (c) Mechanical Equipment Mechanics
 (d) Mechanical Equipment Mechanic SRT
 (e) Machinist
 (f) Machinist SRT
 (g) Welder
 (h) Welder SRT

EARLY MORNING START PROGRAM **DEPT. OF TRANSPORTATION and INFRASTRUCTURE**

- 8:01 Employees who commence work between the hours of 4:00 AM and 7:00 AM are eligible to claim breakfast during the winter maintenance season.

CLASSIFICATION OF OPERATORS

OPERATOR 1

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

OPERATOR 3

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

OPERATOR 2

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

OPERATOR 4

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

OPERATOR 5

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

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

MEMORANDUM OF AGREEMENT #1**SUBJECT: PAYMENT FOR MEDICAL REPORT RE: HIGHER CLASS DRIVERS LICENSE**

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

<i><u>Original Signed by Colin Ghostkeeper</u></i>	<i><u>March 1, 2024</u></i>	<i><u>Original Signed by Jenifer Galbraith</u></i>
On Behalf of the Manitoba Government and General Employees' Union	Date	On Behalf of Government of Manitoba

ADMIN COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

ADMIN ANALYST	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631
AAN	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69
ADMIN OFFICER 1	52,900	54,394	56,040	57,798	59,917	62,111	63,416	
AO1	2,027.83	2,085.10	2,148.18	2,215.60	2,296.80	2,380.90	2,430.93	
	27.97	28.76	29.63	30.56	31.68	32.84	33.53	
ADMIN OFFICER 2	58,839	61,070	63,132	65,496	67,993	70,508	71,945	
AO2	2,255.48	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,757.90	
	31.11	32.29	33.38	34.63	35.95	37.28	38.04	
ADMIN OFFICER 3	62,092	64,342	66,669	69,127	71,908	74,707	77,525	79,094
XO3	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,031.95
	32.83	34.02	35.25	36.55	38.02	39.50	40.99	41.82
ADMIN OFFICER 4	70,716	73,288	76,050	79,038	82,121	85,279	88,891	90,631
XO4	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,474.20
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	47.92
ASST MGR CLAIMS	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631
AMC	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69
AUDIT ACCOUNTANT 1	57,382	59,576	61,770	64,021	66,385	68,825	70,243	
AN1	2,199.65	2,283.75	2,367.85	2,454.13	2,544.75	2,638.28	2,692.65	
	30.34	31.50	32.66	33.85	35.10	36.39	37.14	
AUDIT ACCOUNTANT 2	67,444	69,960	72,645	75,444	78,319	81,383	83,010	
AN2	2,585.35	2,681.78	2,784.73	2,892.03	3,002.23	3,119.68	3,182.03	
	35.66	36.99	38.41	39.89	41.41	43.03	43.89	
AUDIT MGR 1	78,754	81,761	84,920	88,381	91,993	95,946	100,069	102,074
AZ1	3,018.90	3,134.18	3,255.25	3,387.93	3,526.40	3,677.93	3,835.98	3,912.83
	41.64	43.23	44.90	46.73	48.64	50.73	52.91	53.97

 denotes 20 years

 denotes 25 years

Alternate formats available.

Effective 2023 03 25 through 2023 10 06

AUDIT MGR 2	84,920	88,381	91,993	95,946	100,069	104,438	108,977	113,781	116,070	
AZ2	3,255.25	3,387.93	3,526.40	3,677.93	3,835.98	4,003.45	4,177.45	4,361.60	4,449.33	
	44.90	46.73	48.64	50.73	52.91	55.22	57.62	60.16	61.37	
AUDIT SPVR 1	58,423	60,597	62,924	65,326	67,766	70,414	74,234	77,165	80,210	81,818
AX1	2,239.53	2,322.90	2,412.08	2,504.15	2,597.68	2,699.18	2,845.63	2,958.00	3,074.73	3,136.35
	30.89	32.04	33.27	34.54	35.83	37.23	39.25	40.80	42.41	43.26
AUDIT SPVR 2	69,222	71,964	74,593	77,525	80,589	83,766	87,189	91,993	93,809	
AX2	2,653.50	2,758.63	2,859.40	2,971.78	3,089.23	3,211.03	3,342.25	3,526.40	3,596.00	
	36.60	38.05	39.44	40.99	42.61	44.29	46.10	48.64	49.60	
BUSINESS ANALYST 1	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631		
BA1	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53		
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69		
BUSINESS ANALYST 2	67,217	69,827	72,418	75,274	78,187	81,345	84,655	86,300		
BA2	2,576.65	2,676.70	2,776.03	2,885.50	2,997.15	3,118.23	3,245.10	3,308.18		
	35.54	36.92	38.29	39.80	41.34	43.01	44.76	45.63		
BUSINESS ANALYST 3	76,447	79,378	82,385	85,828	89,308	93,109	97,119	99,105		
BA3	2,930.45	3,042.83	3,158.10	3,290.05	3,423.45	3,569.18	3,722.88	3,799.00		
	40.42	41.97	43.56	45.38	47.22	49.23	51.35	52.40		
BUSINESS ANALYST 4	89,308	93,109	97,119	101,374	105,781	110,471	112,665			
BA4	3,423.45	3,569.18	3,722.88	3,886.00	4,054.93	4,234.73	4,318.83			
	47.22	49.23	51.35	53.60	55.93	58.41	59.57			
CONSULTANT SPEC ED	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,490		
CED	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,622.10		
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	49.96		
CURRICULUM CONSULT	79,114	82,158	85,411	88,721	92,466	96,305	100,353	102,358		
CRC	3,032.68	3,149.40	3,274.10	3,400.98	3,544.53	3,691.70	3,846.85	3,923.70		
	41.83	43.44	45.16	46.91	48.89	50.92	53.06	54.12		
DEP COORD EMO	69,090	71,756	74,404	77,203	80,343	83,426	85,109			
DCM	2,648.43	2,750.65	2,852.15	2,959.45	3,079.80	3,197.98	3,262.50			
	36.53	37.94	39.34	40.82	42.48	44.11	45.00			

denotes 20 years

denotes 25 years

Alternate formats available.

Effective 2023 03 25 through 2023 10 06

ED ADMIN CONSULTANT	82,972	86,225	89,572	93,355	97,194	101,298	105,705	107,842
EAC	3,180.58	3,305.28	3,433.60	3,578.60	3,725.78	3,883.10	4,052.03	4,133.95
	43.87	45.59	47.36	49.36	51.39	53.56	55.89	57.02
FINANCIAL OFFICER 1	54,583	56,512	58,498	60,673	62,943	65,250	66,498	
FI1	2,092.35	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,549.10	
	28.86	29.88	30.93	32.08	33.28	34.50	35.16	
FINANCIAL OFFICER 2	56,512	58,498	60,673	62,943	65,250	67,766	69,071	
FI2	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,597.68	2,647.70	
	29.88	30.93	32.08	33.28	34.50	35.83	36.52	
FINANCIAL OFFICER 3	64,115	66,271	68,787	71,340	74,026	76,938	78,470	
FI3	2,457.75	2,540.40	2,636.83	2,734.70	2,837.65	2,949.30	3,008.03	
	33.90	35.04	36.37	37.72	39.14	40.68	41.49	
FINANCIAL OFFICER 4	70,432	73,118	75,879	78,754	81,894	85,052	86,754	
FI4	2,699.90	2,802.85	2,908.70	3,018.90	3,139.25	3,260.33	3,325.58	
	37.24	38.66	40.12	41.64	43.30	44.97	45.87	
FINANCIAL OFFICER 5	73,288	76,031	79,057	82,121	85,411	88,891	93,771	95,662
FI5	2,809.38	2,914.50	3,030.50	3,147.95	3,274.10	3,407.50	3,594.55	3,667.05
	38.75	40.20	41.80	43.42	45.16	47.00	49.58	50.58
INFO TECHNOLOGIST 1	53,184	54,621	57,628	59,028	60,635	62,262	63,926	65,610
IS1	2,038.70	2,093.80	2,209.08	2,262.73	2,324.35	2,386.70	2,450.50	2,515.03
	28.12	28.88	30.47	31.21	32.06	32.92	33.80	34.69
INFO TECHNOLOGIST 2	65,874	68,295	70,754	73,402	76,106	79,151	82,121	85,241
IS2	2,525.18	2,617.98	2,712.23	2,813.73	2,917.40	3,034.13	3,147.95	3,267.58
	34.83	36.11	37.41	38.81	40.24	41.85	43.42	45.07
INFO TECHNOLOGIST 3	72,040	74,782	77,808	80,702	83,690	86,924	90,348	93,809
IS3	2,761.53	2,866.65	2,982.65	3,093.58	3,208.13	3,332.10	3,463.33	3,596.00
	38.09	39.54	41.14	42.67	44.25	45.96	47.77	49.60
INFO TECHNOLOGIST 4	77,808	80,702	83,690	86,924	90,348	93,809	97,800	101,904
IS4	2,982.65	3,093.58	3,208.13	3,332.10	3,463.33	3,596.00	3,748.98	3,906.30
	41.14	42.67	44.25	45.96	47.77	49.60	51.71	53.88

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Effective 2023 03 25 through 2023 10 06

LIBRARY DIRECTOR 1	73,288	76,050	79,038	82,121	85,279	88,891	90,631					
LD1	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,474.20					
	38.75	40.21	41.79	43.42	45.09	47.00	47.92					
MANAGEMENT ANALYST 1	49,477	51,179	52,919	54,829	56,701	58,857	61,108	63,416	65,723	68,333	69,676	
MB1	1,896.60	1,961.85	2,028.55	2,101.78	2,173.55	2,256.20	2,342.48	2,430.93	2,519.38	2,619.43	2,670.90	
	26.16	27.06	27.98	28.99	29.98	31.12	32.31	33.53	34.75	36.13	36.84	
MANAGEMENT ANALYST 2	67,217	69,827	72,418	75,274	78,187	81,345	84,655	86,300				
MB2	2,576.65	2,676.70	2,776.03	2,885.50	2,997.15	3,118.23	3,245.10	3,308.18				
	35.54	36.92	38.29	39.80	41.34	43.01	44.76	45.63				
MANAGEMENT ANALYST 3	76,447	79,378	82,385	85,828	89,308	93,109	97,119	99,105				
MB3	2,930.45	3,042.83	3,158.10	3,290.05	3,423.45	3,569.18	3,722.88	3,799.00				
	40.42	41.97	43.56	45.38	47.22	49.23	51.35	52.40				
PLANNING CONSULTANT	82,121	85,279	88,891	92,598	96,514	100,674	105,081	109,601	111,814			
PCO	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	4,028.10	4,201.38	4,286.20			
	43.42	45.09	47.00	48.96	51.03	53.23	55.56	57.95	59.12			
PRODUCTION SPVR	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631				
PSH	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53				
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69				
PROGRAM COORD EDUC	84,598	87,851	91,558	95,379	99,407	103,701	108,240	112,911	115,200			
PCD	3,242.93	3,367.63	3,509.73	3,656.18	3,810.60	3,975.18	4,149.18	4,328.25	4,415.98			
	44.73	46.45	48.41	50.43	52.56	54.83	57.23	59.70	60.91			
PURCHASING AGENT 1	49,496	51,217	52,919	54,791	56,683	58,801	59,973					
PA1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,298.98					
	26.17	27.08	27.98	28.97	29.97	31.09	31.71					
PURCHASING AGENT 2	61,070	63,132	65,496	67,993	70,508	73,213	74,707					
PA2	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,806.48	2,863.75					
	32.29	33.38	34.63	35.95	37.28	38.71	39.50					
PURCHASING AGENT 3	65,496	67,993	70,508	73,213	76,031	79,038	80,608					
PA3	2,510.68	2,606.38	2,702.80	2,806.48	2,914.50	3,029.78	3,089.95					
	34.63	35.95	37.28	38.71	40.20	41.79	42.62					

 denotes 20 years

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Effective 2023 03 25 through 2023 10 06

REGIONAL COORD CDS	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,443	
RCD	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,773.63	
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.05	
SECRETARY MHSC	68,201	70,716	73,288	76,050	79,038	82,121	85,279	88,891	90,631
SMH	2,614.35	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,474.20
	36.06	37.39	38.75	40.21	41.79	43.42	45.09	47.00	47.92
SECRETARY MUN BD	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,443	
SMB	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,773.63	
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.05	
SR CONSUL INSTR P&E	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,490	
SCE	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,622.10	
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	49.96	
STUDENT AUDITOR 1	33,741	34,762	35,689	36,786	37,826	39,169	39,869		
SA1	1,293.40	1,332.55	1,368.08	1,410.13	1,450.00	1,501.48	1,528.30		
	17.84	18.38	18.87	19.45	20.00	20.71	21.08		
STUDENT AUDITOR 2	43,387	44,673	46,148	47,737	49,155	50,971	52,011		
SA2	1,663.15	1,712.45	1,769.00	1,829.90	1,884.28	1,953.88	1,993.75		
	22.94	23.62	24.40	25.24	25.99	26.95	27.50		
STUDENT AUDITOR 3	46,148	47,737	49,155	50,971	52,767	54,489	55,604		
SA3	1,769.00	1,829.90	1,884.28	1,953.88	2,022.75	2,088.73	2,131.50		
	24.40	25.24	25.99	26.95	27.90	28.81	29.40		
STUDENT AUDITOR 4	52,767	54,489	56,456	58,385	60,560	62,867	64,115		
SA4	2,022.75	2,088.73	2,164.13	2,238.08	2,321.45	2,409.90	2,457.75		
	27.90	28.81	29.85	30.87	32.02	33.24	33.90		
SYSTEMS ANALYST 1	50,233	52,030	53,846	55,718	57,798	59,917	61,146		
SL1	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,343.93		
	26.56	27.51	28.47	29.46	30.56	31.68	32.33		
SYSTEMS ANALYST 2	53,846	55,718	57,798	59,917	62,111	64,494	65,837		
SL2	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,472.25	2,523.73		
	28.47	29.46	30.56	31.68	32.84	34.10	34.81		

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Effective 2023 03 25 through 2023 10 06

SYSTEMS ANALYST 3	58,839	61,070	63,132	65,496	67,993	70,508	71,945
SL3	2,255.48	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,757.90
	31.11	32.29	33.38	34.63	35.95	37.28	38.04
TAX AUDIT SPVR	91,558	95,417	99,426	103,701	108,296	112,930	115,218
TXS	3,509.73	3,657.63	3,811.33	3,975.18	4,151.35	4,328.98	4,416.70
	48.41	50.45	52.57	54.83	57.26	59.71	60.92
TAX AUDITOR 1	67,539	70,073	72,683	75,520	78,470	81,440	83,085
TX1	2,588.98	2,686.13	2,786.18	2,894.93	3,008.03	3,121.85	3,184.93
	35.71	37.05	38.43	39.93	41.49	43.06	43.93
TAX AUDITOR 2	77,090	79,889	83,028	86,281	89,629	93,393	95,246
TX2	2,955.10	3,062.40	3,182.75	3,307.45	3,435.78	3,580.05	3,651.10
	40.76	42.24	43.90	45.62	47.39	49.38	50.36
TAX AUDITOR 3	83,028	86,281	89,629	93,393	97,289	101,393	103,455
TX3	3,182.75	3,307.45	3,435.78	3,580.05	3,729.40	3,886.73	3,965.75
	43.90	45.62	47.39	49.38	51.44	53.61	54.70
TAX AUDITOR 4	87,114	90,424	94,187	98,140	102,282	106,727	108,826
TX4	3,339.35	3,466.23	3,610.50	3,762.03	3,920.80	4,091.18	4,171.65
	46.06	47.81	49.80	51.89	54.08	56.43	57.54
TRAINING DEVT OFFICER	67,104	69,638	72,229	74,971	77,998	80,986	84,277
TDO	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60
	35.48	36.82	38.19	39.64	41.24	42.82	44.56
							85,979
							3,295.85
							45.46

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ADMIN COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

ADMIN ANALYST	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
AAN	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78
ADMIN OFFICER 1	52,900	54,394	56,040	57,798	59,917	62,111	63,661	65,004	
AO1	2,027.83	2,085.10	2,148.18	2,215.60	2,296.80	2,380.90	2,440.35	2,491.83	
	27.97	28.76	29.63	30.56	31.68	32.84	33.66	34.37	
ADMIN OFFICER 2	58,839	61,070	63,132	65,496	67,993	70,508	72,267	73,742	
AO2	2,255.48	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,770.23	2,826.78	
	31.11	32.29	33.38	34.63	35.95	37.28	38.21	38.99	
ADMIN OFFICER 3	62,092	64,342	66,669	69,127	71,908	74,707	77,525	79,454	81,080
XO3	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,045.73	3,108.08
	32.83	34.02	35.25	36.55	38.02	39.50	40.99	42.01	42.87
ADMIN OFFICER 4	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901
XO4	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12
ASST MGR CLAIMS	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
AMC	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78
AUDIT ACCOUNTANT 1	57,382	59,576	61,770	64,021	66,385	68,825	70,546	72,002	
AN1	2,199.65	2,283.75	2,367.85	2,454.13	2,544.75	2,638.28	2,704.25	2,760.08	
	30.34	31.50	32.66	33.85	35.10	36.39	37.30	38.07	
AUDIT ACCOUNTANT 2	67,444	69,960	72,645	75,444	78,319	81,383	83,426	85,090	
AN2	2,585.35	2,681.78	2,784.73	2,892.03	3,002.23	3,119.68	3,197.98	3,261.78	
	35.66	36.99	38.41	39.89	41.41	43.03	44.11	44.99	
AUDIT MGR 1	78,754	81,761	84,920	88,381	91,993	95,946	100,069	102,566	104,627
AZ1	3,018.90	3,134.18	3,255.25	3,387.93	3,526.40	3,677.93	3,835.98	3,931.68	4,010.70
	41.64	43.23	44.90	46.73	48.64	50.73	52.91	54.23	55.32

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AUDIT MGR 2	84,920	88,381	91,993	95,946	100,069	104,438	108,977	113,781	116,618	118,963	
AZ2	3,255.25	3,387.93	3,526.40	3,677.93	3,835.98	4,003.45	4,177.45	4,361.60	4,470.35	4,560.25	
	44.90	46.73	48.64	50.73	52.91	55.22	57.62	60.16	61.66	62.90	
AUDIT SPVR 1	58,423	60,597	62,924	65,326	67,766	70,414	74,234	77,165	80,210	82,215	83,861
AX1	2,239.53	2,322.90	2,412.08	2,504.15	2,597.68	2,699.18	2,845.63	2,958.00	3,074.73	3,151.58	3,214.65
	30.89	32.04	33.27	34.54	35.83	37.23	39.25	40.80	42.41	43.47	44.34
AUDIT SPVR 2	69,222	71,964	74,593	77,525	80,589	83,766	87,189	91,993	94,301	96,154	
AX2	2,653.50	2,758.63	2,859.40	2,971.78	3,089.23	3,211.03	3,342.25	3,526.40	3,614.85	3,685.90	
	36.60	38.05	39.44	40.99	42.61	44.29	46.10	48.64	49.86	50.84	
BUSINESS ANALYST 1	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693		
BA1	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55		
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78		
BUSINESS ANALYST 2	67,217	69,827	72,418	75,274	78,187	81,345	84,655	86,773	88,457		
BA2	2,576.65	2,676.70	2,776.03	2,885.50	2,997.15	3,118.23	3,245.10	3,326.30	3,390.83		
	35.54	36.92	38.29	39.80	41.34	43.01	44.76	45.88	46.77		
BUSINESS ANALYST 3	76,447	79,378	82,385	85,828	89,308	93,109	97,119	99,540	101,582		
BA3	2,930.45	3,042.83	3,158.10	3,290.05	3,423.45	3,569.18	3,722.88	3,815.68	3,893.98		
	40.42	41.97	43.56	45.38	47.22	49.23	51.35	52.63	53.71		
BUSINESS ANALYST 4	89,308	93,109	97,119	101,374	105,781	110,471	113,233	115,483			
BA4	3,423.45	3,569.18	3,722.88	3,886.00	4,054.93	4,234.73	4,340.58	4,426.85			
	47.22	49.23	51.35	53.60	55.93	58.41	59.87	61.06			
CONSULTANT SPEC ED	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,906	96,854		
CED	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,638.05	3,712.73		
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	50.18	51.21		
CURRICULUM CONSULT	79,114	82,158	85,411	88,721	92,466	96,305	100,353	102,868	104,911		
CRC	3,032.68	3,149.40	3,274.10	3,400.98	3,544.53	3,691.70	3,846.85	3,943.28	4,021.58		
	41.83	43.44	45.16	46.91	48.89	50.92	53.06	54.39	55.47		
DEP COORD EMO	69,090	71,756	74,404	77,203	80,343	83,426	85,506	87,246			
DCM	2,648.43	2,750.65	2,852.15	2,959.45	3,079.80	3,197.98	3,277.73	3,344.43			
	36.53	37.94	39.34	40.82	42.48	44.11	45.21	46.13			

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Effective 2023 10 07 through 2024 03 22

ED ADMIN CONSULTANT	82,972	86,225	89,572	93,355	97,194	101,298	105,705	108,353	110,547	
EAC	3,180.58	3,305.28	3,433.60	3,578.60	3,725.78	3,883.10	4,052.03	4,153.53	4,237.63	
	43.87	45.59	47.36	49.36	51.39	53.56	55.89	57.29	58.45	
FINANCIAL OFFICER 1	54,583	56,512	58,498	60,673	62,943	65,250	66,877	68,163		
FI1	2,092.35	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,563.60	2,612.90		
	28.86	29.88	30.93	32.08	33.28	34.50	35.36	36.04		
FINANCIAL OFFICER 2	56,512	58,498	60,673	62,943	65,250	67,766	69,468	70,792		
FI2	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,597.68	2,662.93	2,713.68		
	29.88	30.93	32.08	33.28	34.50	35.83	36.73	37.43		
FINANCIAL OFFICER 3	64,115	66,271	68,787	71,340	74,026	76,938	78,868	80,437		
FI3	2,457.75	2,540.40	2,636.83	2,734.70	2,837.65	2,949.30	3,023.25	3,083.43		
	33.90	35.04	36.37	37.72	39.14	40.68	41.70	42.53		
FINANCIAL OFFICER 4	70,432	73,118	75,879	78,754	81,894	85,052	87,170	88,929		
FI4	2,699.90	2,802.85	2,908.70	3,018.90	3,139.25	3,260.33	3,341.53	3,408.95		
	37.24	38.66	40.12	41.64	43.30	44.97	46.09	47.02		
FINANCIAL OFFICER 5	73,288	76,031	79,057	82,121	85,411	88,891	93,771	96,116	98,045	
FI5	2,809.38	2,914.50	3,030.50	3,147.95	3,274.10	3,407.50	3,594.55	3,684.45	3,758.40	
	38.75	40.20	41.80	43.42	45.16	47.00	49.58	50.82	51.84	
INFO TECHNOLOGIST 1	53,184	54,621	57,628	59,028	60,635	62,262	63,926	65,610	67,255	68,598
IS1	2,038.70	2,093.80	2,209.08	2,262.73	2,324.35	2,386.70	2,450.50	2,515.03	2,578.10	2,629.58
	28.12	28.88	30.47	31.21	32.06	32.92	33.80	34.69	35.56	36.27
INFO TECHNOLOGIST 2	65,874	68,295	70,754	73,402	76,106	79,151	82,121	85,241	87,378	89,156
IS2	2,525.18	2,617.98	2,712.23	2,813.73	2,917.40	3,034.13	3,147.95	3,267.58	3,349.50	3,417.65
	34.83	36.11	37.41	38.81	40.24	41.85	43.42	45.07	46.20	47.14
INFO TECHNOLOGIST 3	72,040	74,782	77,808	80,702	83,690	86,924	90,348	93,809	96,154	98,121
IS3	2,761.53	2,866.65	2,982.65	3,093.58	3,208.13	3,332.10	3,463.33	3,596.00	3,685.90	3,761.30
	38.09	39.54	41.14	42.67	44.25	45.96	47.77	49.60	50.84	51.88
INFO TECHNOLOGIST 4	77,808	80,702	83,690	86,924	90,348	93,809	97,800	101,904	104,457	106,518
IS4	2,982.65	3,093.58	3,208.13	3,332.10	3,463.33	3,596.00	3,748.98	3,906.30	4,004.18	4,083.20
	41.14	42.67	44.25	45.96	47.77	49.60	51.71	53.88	55.23	56.32

 denotes 20 years

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Effective 2023 10 07 through 2024 03 22

LIBRARY DIRECTOR 1	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901				
LD1	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20				
	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12				
MANAGEMENT ANALYST 1	49,477	51,179	52,919	54,829	56,701	58,857	61,108	63,416	65,723	68,333	70,035	71,416
MB1	1,896.60	1,961.85	2,028.55	2,101.78	2,173.55	2,256.20	2,342.48	2,430.93	2,519.38	2,619.43	2,684.68	2,737.60
	26.16	27.06	27.98	28.99	29.98	31.12	32.31	33.53	34.75	36.13	37.03	37.76
MANAGEMENT ANALYST 2	67,217	69,827	72,418	75,274	78,187	81,345	84,655	86,773	88,457			
MB2	2,576.65	2,676.70	2,776.03	2,885.50	2,997.15	3,118.23	3,245.10	3,326.30	3,390.83			
	35.54	36.92	38.29	39.80	41.34	43.01	44.76	45.88	46.77			
MANAGEMENT ANALYST 3	76,447	79,378	82,385	85,828	89,308	93,109	97,119	99,540	101,582			
MB3	2,930.45	3,042.83	3,158.10	3,290.05	3,423.45	3,569.18	3,722.88	3,815.68	3,893.98			
	40.42	41.97	43.56	45.38	47.22	49.23	51.35	52.63	53.71			
PLANNING CONSULTANT	82,121	85,279	88,891	92,598	96,514	100,674	105,081	109,601	112,344	114,613		
PCO	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	4,028.10	4,201.38	4,306.50	4,393.50		
	43.42	45.09	47.00	48.96	51.03	53.23	55.56	57.95	59.40	60.60		
PRODUCTION SPVR	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693			
PSH	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78			
PROGRAM COORD EDUC	84,598	87,851	91,558	95,379	99,407	103,701	108,240	112,911	115,729	118,074		
PCD	3,242.93	3,367.63	3,509.73	3,656.18	3,810.60	3,975.18	4,149.18	4,328.25	4,436.28	4,526.18		
	44.73	46.45	48.41	50.43	52.56	54.83	57.23	59.70	61.19	62.43		
PURCHASING AGENT 1	49,496	51,217	52,919	54,791	56,683	58,801	60,276	61,467				
PA1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,310.58	2,356.25				
	26.17	27.08	27.98	28.97	29.97	31.09	31.87	32.50				
PURCHASING AGENT 2	61,070	63,132	65,496	67,993	70,508	73,213	75,047	76,579				
PA2	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,806.48	2,876.80	2,935.53				
	32.29	33.38	34.63	35.95	37.28	38.71	39.68	40.49				
PURCHASING AGENT 3	65,496	67,993	70,508	73,213	76,031	79,038	81,005	82,631				
PA3	2,510.68	2,606.38	2,702.80	2,806.48	2,914.50	3,029.78	3,105.18	3,167.53				
	34.63	35.95	37.28	38.71	40.20	41.79	42.83	43.69				

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REGIONAL COORD CDS	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,934	100,901	
RCD	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,792.48	3,867.88	
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.31	53.35	
SECRETARY MHSC	68,201	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901
SMH	2,614.35	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20
	36.06	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12
SECRETARY MUN BD	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,934	100,901	
SMB	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,792.48	3,867.88	
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.31	53.35	
SR CONSUL INSTR P&E	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,906	96,854	
SCE	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,638.05	3,712.73	
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	50.18	51.21	
STUDENT AUDITOR 1	33,741	34,762	35,689	36,786	37,826	39,169	40,153	40,871		
SA1	1,293.40	1,332.55	1,368.08	1,410.13	1,450.00	1,501.48	1,539.18	1,566.73		
	17.84	18.38	18.87	19.45	20.00	20.71	21.23	21.61		
STUDENT AUDITOR 2	43,387	44,673	46,148	47,737	49,155	50,971	52,238	53,316		
SA2	1,663.15	1,712.45	1,769.00	1,829.90	1,884.28	1,953.88	2,002.45	2,043.78		
	22.94	23.62	24.40	25.24	25.99	26.95	27.62	28.19		
STUDENT AUDITOR 3	46,148	47,737	49,155	50,971	52,767	54,489	55,850	57,004		
SA3	1,769.00	1,829.90	1,884.28	1,953.88	2,022.75	2,088.73	2,140.93	2,185.15		
	24.40	25.24	25.99	26.95	27.90	28.81	29.53	30.14		
STUDENT AUDITOR 4	52,767	54,489	56,456	58,385	60,560	62,867	64,437	65,723		
SA4	2,022.75	2,088.73	2,164.13	2,238.08	2,321.45	2,409.90	2,470.08	2,519.38		
	27.90	28.81	29.85	30.87	32.02	33.24	34.07	34.75		
SYSTEMS ANALYST 1	50,233	52,030	53,846	55,718	57,798	59,917	61,411	62,678		
SL1	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,354.08	2,402.65		
	26.56	27.51	28.47	29.46	30.56	31.68	32.47	33.14		
SYSTEMS ANALYST 2	53,846	55,718	57,798	59,917	62,111	64,494	66,101	67,482		
SL2	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,472.25	2,533.88	2,586.80		
	28.47	29.46	30.56	31.68	32.84	34.10	34.95	35.68		

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Effective 2023 10 07 through 2024 03 22

SYSTEMS ANALYST 3	58,839	61,070	63,132	65,496	67,993	70,508	72,267	73,742
SL3	2,255.48	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,770.23	2,826.78
	31.11	32.29	33.38	34.63	35.95	37.28	38.21	38.99
TAX AUDIT SPVR	91,558	95,417	99,426	103,701	108,296	112,930	115,748	118,093
TXS	3,509.73	3,657.63	3,811.33	3,975.18	4,151.35	4,328.98	4,437.00	4,526.90
	48.41	50.45	52.57	54.83	57.26	59.71	61.20	62.44
TAX AUDITOR 1	67,539	70,073	72,683	75,520	78,470	81,440	83,482	85,166
TX1	2,588.98	2,686.13	2,786.18	2,894.93	3,008.03	3,121.85	3,200.15	3,264.68
	35.71	37.05	38.43	39.93	41.49	43.06	44.14	45.03
TAX AUDITOR 2	77,090	79,889	83,028	86,281	89,629	93,393	95,719	97,629
TX2	2,955.10	3,062.40	3,182.75	3,307.45	3,435.78	3,580.05	3,669.23	3,742.45
	40.76	42.24	43.90	45.62	47.39	49.38	50.61	51.62
TAX AUDITOR 3	83,028	86,281	89,629	93,393	97,289	101,393	103,927	106,046
TX3	3,182.75	3,307.45	3,435.78	3,580.05	3,729.40	3,886.73	3,983.88	4,065.08
	43.90	45.62	47.39	49.38	51.44	53.61	54.95	56.07
TAX AUDITOR 4	87,114	90,424	94,187	98,140	102,282	106,727	109,393	111,549
TX4	3,339.35	3,466.23	3,610.50	3,762.03	3,920.80	4,091.18	4,193.40	4,276.05
	46.06	47.81	49.80	51.89	54.08	56.43	57.84	58.98
TRAINING DEVT OFFICER	67,104	69,638	72,229	74,971	77,998	80,986	84,277	86,376
TDO	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,311.08
	35.48	36.82	38.19	39.64	41.24	42.82	44.56	45.67
								88,135
								3,378.50
								46.60

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**ADMIN COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

ADMIN ANALYST	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759
AAN	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93
ADMIN OFFICER 1	54,356	55,888	57,571	59,387	61,562	63,813	65,420	66,801	68,144	
AO1	2,083.65	2,142.38	2,206.90	2,276.50	2,359.88	2,446.15	2,507.78	2,560.70	2,612.18	
	28.74	29.55	30.44	31.40	32.55	33.74	34.59	35.32	36.03	
ADMIN OFFICER 2	60,465	62,754	64,872	67,293	69,865	72,456	74,253	75,766	77,279	
AO2	2,317.83	2,405.55	2,486.75	2,579.55	2,678.15	2,777.48	2,846.35	2,904.35	2,962.35	
	31.97	33.18	34.30	35.58	36.94	38.31	39.26	40.06	40.86	
ADMIN OFFICER 3	63,794	66,120	68,503	71,038	73,894	76,768	79,662	81,648	83,312	84,977
XO3	2,445.43	2,534.60	2,625.95	2,723.10	2,832.58	2,942.78	3,053.70	3,129.83	3,193.63	3,257.43
	33.73	34.96	36.22	37.56	39.07	40.59	42.12	43.17	44.05	44.93
ADMIN OFFICER 4	72,664	75,312	78,149	81,213	84,371	87,624	91,331	93,620	95,454	97,365
XO4	2,785.45	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,588.75	3,659.08	3,732.30
	38.42	39.82	41.32	42.94	44.61	46.33	48.29	49.50	50.47	51.48
ASST MGR CLAIMS	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759
AMC	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93
AUDIT ACCOUNTANT 1	60,730	63,056	65,383	67,747	70,262	72,834	74,669	76,201	77,733	
AN1	2,327.98	2,417.15	2,506.33	2,596.95	2,693.38	2,791.98	2,862.30	2,921.03	2,979.75	
	32.11	33.34	34.57	35.82	37.15	38.51	39.48	40.29	41.10	

 denotes 20 years
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AUDIT ACCOUNTANT 2 AN2	71,378 2,736.15 37.74	74,045 2,838.38 39.15	76,882 2,947.13 40.65	79,851 3,060.95 42.22	82,896 3,177.68 43.83	86,130 3,301.65 45.54	88,286 3,384.30 46.68	90,064 3,452.45 47.62	91,842 3,520.60 48.56			
AUDIT MGR 1 AZ1	80,929 3,102.28 42.79	84,012 3,220.45 44.42	87,246 3,344.43 46.13	90,821 3,481.45 48.02	94,528 3,623.55 49.98	98,594 3,779.43 52.13	102,831 3,941.83 54.37	105,384 4,039.70 55.72	107,502 4,120.90 56.84	109,658 4,203.55 57.98		
AUDIT MGR 2 AZ2	87,246 3,344.43 46.13	90,821 3,481.45 48.02	94,528 3,623.55 49.98	98,594 3,779.43 52.13	102,831 3,941.83 54.37	107,313 4,113.65 56.74	111,965 4,292.00 59.20	116,902 4,481.23 61.81	119,833 4,593.60 63.36	122,235 4,685.68 64.63	124,675 4,779.20 65.92	
AUDIT SPVR 1 AX1	60,030 2,301.15 31.74	62,262 2,386.70 32.92	64,645 2,478.05 34.18	67,123 2,573.03 35.49	69,638 2,669.45 36.82	72,343 2,773.13 38.25	76,277 2,923.93 40.33	79,284 3,039.20 41.92	82,423 3,159.55 43.58	84,485 3,238.58 44.67	86,168 3,303.10 45.56	87,889 3,369.08 46.47
AUDIT SPVR 2 AX2	71,132 2,726.73 37.61	73,950 2,834.75 39.10	76,636 2,937.70 40.52	79,662 3,053.70 42.12	82,801 3,174.05 43.78	86,074 3,299.48 45.51	89,591 3,434.33 47.37	94,528 3,623.55 49.98	96,892 3,714.18 51.23	98,802 3,787.40 52.24	100,769 3,862.80 53.28	
BUSINESS ANALYST 1 BA1	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93		
BUSINESS ANALYST 2 BA2	69,071 2,647.70 36.52	71,756 2,750.65 37.94	74,404 2,852.15 39.34	77,336 2,964.53 40.89	80,343 3,079.80 42.48	83,577 3,203.78 44.19	86,981 3,334.28 45.99	89,156 3,417.65 47.14	90,896 3,484.35 48.06	92,712 3,553.95 49.02		
BUSINESS ANALYST 3 BA3	78,546 3,010.93 41.53	81,553 3,126.20 43.12	84,655 3,245.10 44.76	88,192 3,380.68 46.63	91,766 3,517.70 48.52	95,662 3,667.05 50.58	99,785 3,825.10 52.76	102,282 3,920.80 54.08	104,381 4,001.28 55.19	106,462 4,081.03 56.29		
BUSINESS ANALYST 4 BA4	91,766 3,517.70 48.52	95,662 3,667.05 50.58	99,785 3,825.10 52.76	104,154 3,992.58 55.07	108,694 4,166.58 57.47	113,516 4,351.45 60.02	116,353 4,460.20 61.52	118,661 4,548.65 62.74	121,025 4,639.28 63.99			

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CONSULTANT SPEC ED CED	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	97,516 3,738.10 51.56	99,521 3,814.95 52.62	101,507 3,891.08 53.67
CURRICULUM CONSULT CRC	82,915 3,178.40 43.84	86,092 3,300.20 45.52	89,516 3,431.43 47.33	92,977 3,564.10 49.16	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,176 4,031.73 55.61	107,824 4,133.23 57.01	109,961 4,215.15 58.14	112,155 4,299.25 59.30
DEP COORD EMO DCM	70,981 2,720.93 37.53	73,723 2,826.05 38.98	76,447 2,930.45 40.42	79,321 3,040.65 41.94	82,556 3,164.63 43.65	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,648 3,436.50 47.40	91,445 3,505.38 48.35	
ED ADMIN CONSULTANT EAC	85,260 3,268.30 45.08	88,589 3,395.90 46.84	92,031 3,527.85 48.66	95,927 3,677.20 50.72	99,861 3,828.00 52.80	104,079 3,989.68 55.03	108,618 4,163.68 57.43	111,341 4,268.08 58.87	113,592 4,354.35 60.06	115,861 4,441.35 61.26
FINANCIAL OFFICER 1 FI1	57,193 2,192.40 30.24	59,217 2,269.98 31.31	61,316 2,350.45 32.42	63,586 2,437.45 33.62	65,969 2,528.80 34.88	68,390 2,621.60 36.16	70,092 2,686.85 37.06	71,435 2,738.33 37.77	72,872 2,793.43 38.53	
FINANCIAL OFFICER 2 FI2	59,217 2,269.98 31.31	61,316 2,350.45 32.42	63,586 2,437.45 33.62	65,969 2,528.80 34.88	68,390 2,621.60 36.16	71,038 2,723.10 37.56	72,797 2,790.53 38.49	74,196 2,844.18 39.23	75,671 2,900.73 40.01	
FINANCIAL OFFICER 3 FI3	67,198 2,575.93 35.53	69,449 2,662.20 36.72	72,097 2,763.70 38.12	74,782 2,866.65 39.54	77,581 2,973.95 41.02	80,645 3,091.40 42.64	82,669 3,168.98 43.71	84,296 3,231.33 44.57	85,979 3,295.85 45.46	
FINANCIAL OFFICER 4 FI4	73,818 2,829.68 39.03	76,617 2,936.98 40.51	79,511 3,047.90 42.04	82,556 3,164.63 43.65	85,828 3,290.05 45.38	89,137 3,416.93 47.13	91,369 3,502.48 48.31	93,204 3,572.80 49.28	95,076 3,644.58 50.27	
FINANCIAL OFFICER 5 FI5	76,825 2,944.95 40.62	79,700 3,055.15 42.14	82,858 3,176.23 43.81	86,054 3,298.75 45.50	89,516 3,431.43 47.33	93,166 3,571.35 49.26	98,272 3,767.10 51.96	100,731 3,861.35 53.26	102,774 3,939.65 54.34	104,835 4,018.68 55.43

 denotes 20 years
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INFO TECHNOLOGIST 1 IS1	54,640 2,094.53 28.89	56,115 2,151.08 29.67	59,217 2,269.98 31.31	60,654 2,325.08 32.07	62,300 2,388.15 32.94	63,983 2,452.68 33.83	65,685 2,517.93 34.73	67,406 2,583.90 35.64	69,108 2,649.15 36.54	70,489 2,702.08 37.27	71,908 2,756.45 38.02		
INFO TECHNOLOGIST 2 IS2	67,690 2,594.78 35.79	70,168 2,689.75 37.10	72,702 2,786.90 38.44	75,425 2,891.30 39.88	78,206 2,997.88 41.35	81,326 3,117.50 43.00	84,371 3,234.23 44.61	87,587 3,357.48 46.31	89,780 3,441.58 47.47	91,615 3,511.90 48.44	93,450 3,582.23 49.41		
INFO TECHNOLOGIST 3 IS3	74,026 2,837.65 39.14	76,844 2,945.68 40.63	79,946 3,064.58 42.27	82,915 3,178.40 43.84	85,998 3,296.58 45.47	89,308 3,423.45 47.22	92,825 3,558.30 49.08	96,381 3,694.60 50.96	98,802 3,787.40 52.24	100,826 3,864.98 53.31	102,849 3,942.55 54.38		
INFO TECHNOLOGIST 4 IS4	79,946 3,064.58 42.27	82,915 3,178.40 43.84	85,998 3,296.58 45.47	89,308 3,423.45 47.22	92,825 3,558.30 49.08	96,381 3,694.60 50.96	100,485 3,851.93 53.13	104,703 4,013.60 55.36	107,332 4,114.38 56.75	109,450 4,195.58 57.87	111,644 4,279.68 59.03		
LIBRARY DIRECTOR 1 LD1	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	93,620 3,588.75 49.50	95,454 3,659.08 50.47	97,365 3,732.30 51.48				
MANAGEMENT ANALYST 1 MB1	50,838 1,948.80 26.88	52,578 2,015.50 27.80	54,375 2,084.38 28.75	56,342 2,159.78 29.79	58,252 2,233.00 30.80	60,484 2,318.55 31.98	62,791 2,407.00 33.20	65,156 2,497.63 34.45	67,539 2,588.98 35.71	70,205 2,691.20 37.12	71,964 2,758.63 38.05	73,383 2,813.00 38.80	74,858 2,869.55 39.58
MANAGEMENT ANALYST 2 MB2	69,071 2,647.70 36.52	71,756 2,750.65 37.94	74,404 2,852.15 39.34	77,336 2,964.53 40.89	80,343 3,079.80 42.48	83,577 3,203.78 44.19	86,981 3,334.28 45.99	89,156 3,417.65 47.14	90,896 3,484.35 48.06	92,712 3,553.95 49.02			
MANAGEMENT ANALYST 3 MB3	78,546 3,010.93 41.53	81,553 3,126.20 43.12	84,655 3,245.10 44.76	88,192 3,380.68 46.63	91,766 3,517.70 48.52	95,662 3,667.05 50.58	99,785 3,825.10 52.76	102,282 3,920.80 54.08	104,381 4,001.28 55.19	106,462 4,081.03 56.29			
PLANNING CONSULTANT PCO	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	103,436 3,965.03 54.69	107,975 4,139.03 57.09	112,608 4,316.65 59.54	115,427 4,424.68 61.03	117,772 4,514.58 62.27	120,136 4,605.20 63.52		

 denotes 20 years
 denotes 25 years

PRODUCTION SPVR	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759	
PSH	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43	
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93	
PROGRAM COORD EDUC	86,924	90,272	94,074	98,008	102,150	106,556	111,209	116,013	118,907	121,328	123,748
PCD	3,332.10	3,460.43	3,606.15	3,756.95	3,915.73	4,084.65	4,263.00	4,447.15	4,558.08	4,650.88	4,743.68
	45.96	47.73	49.74	51.82	54.01	56.34	58.80	61.34	62.87	64.15	65.43
PURCHASING AGENT 1	50,857	52,616	54,375	56,304	58,233	60,408	61,940	63,151	64,418		
PA1	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,374.38	2,420.78	2,469.35		
	26.89	27.82	28.75	29.77	30.79	31.94	32.75	33.39	34.06		
PURCHASING AGENT 2	62,754	64,872	67,293	69,865	72,456	75,217	77,109	78,678	80,248		
PA2	2,405.55	2,486.75	2,579.55	2,678.15	2,777.48	2,883.33	2,955.83	3,016.00	3,076.18		
	33.18	34.30	35.58	36.94	38.31	39.77	40.77	41.60	42.43		
PURCHASING AGENT 3	67,293	69,865	72,456	75,217	78,130	81,213	83,237	84,901	86,603		
PA3	2,579.55	2,678.15	2,777.48	2,883.33	2,994.98	3,113.15	3,190.73	3,254.53	3,319.78		
	35.58	36.94	38.31	39.77	41.31	42.94	44.01	44.89	45.79		
REGIONAL COORD CDS	78,149	81,213	84,371	87,624	91,331	95,152	99,161	101,658	103,681	105,762	
RCD	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,896.88	3,974.45	4,054.20	
	41.32	42.94	44.61	46.33	48.29	50.31	52.43	53.75	54.82	55.92	
SECRETARY MHSC	70,073	72,664	75,312	78,149	81,213	84,371	87,624	91,331	93,620	95,454	97,365
SMH	2,686.13	2,785.45	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,588.75	3,659.08	3,732.30
	37.05	38.42	39.82	41.32	42.94	44.61	46.33	48.29	49.50	50.47	51.48
SECRETARY MUN BD	78,149	81,213	84,371	87,624	91,331	95,152	99,161	101,658	103,681	105,762	
SMB	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,896.88	3,974.45	4,054.20	
	41.32	42.94	44.61	46.33	48.29	50.31	52.43	53.75	54.82	55.92	
SR CONSUL INSTR P&E	75,312	78,149	81,213	84,371	87,624	91,331	95,152	97,516	99,521	101,507	
SCE	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,738.10	3,814.95	3,891.08	
	39.82	41.32	42.94	44.61	46.33	48.29	50.31	51.56	52.62	53.67	

 denotes 20 years
 denotes 25 years

STUDENT AUDITOR 1	34,668	35,727	36,673	37,788	38,866	40,247	41,250	41,987	42,819
SA1	1,328.93	1,369.53	1,405.78	1,448.55	1,489.88	1,542.80	1,581.23	1,609.50	1,641.40
	18.33	18.89	19.39	19.98	20.55	21.28	21.81	22.20	22.64
STUDENT AUDITOR 2	44,578	45,902	47,415	49,042	50,498	52,370	53,675	54,791	55,888
SA2	1,708.83	1,759.58	1,817.58	1,879.93	1,935.75	2,007.53	2,057.55	2,100.33	2,142.38
	23.57	24.27	25.07	25.93	26.70	27.69	28.38	28.97	29.55
STUDENT AUDITOR 3	47,415	49,042	50,498	52,370	54,224	55,983	57,382	58,574	59,747
SA3	1,817.58	1,879.93	1,935.75	2,007.53	2,078.58	2,146.00	2,199.65	2,245.33	2,290.28
	25.07	25.93	26.70	27.69	28.67	29.60	30.34	30.97	31.59
STUDENT AUDITOR 4	54,224	55,983	58,007	59,992	62,224	64,588	66,215	67,539	68,881
SA4	2,078.58	2,146.00	2,223.58	2,299.70	2,385.25	2,475.88	2,538.23	2,588.98	2,640.45
	28.67	29.60	30.67	31.72	32.90	34.15	35.01	35.71	36.42
SYSTEMS ANALYST 1	51,614	53,467	55,321	57,250	59,387	61,562	63,094	64,399	65,685
SL1	1,978.53	2,049.58	2,120.63	2,194.58	2,276.50	2,359.88	2,418.60	2,468.63	2,517.93
	27.29	28.27	29.25	30.27	31.40	32.55	33.36	34.05	34.73
SYSTEMS ANALYST 2	55,321	57,250	59,387	61,562	63,813	66,271	67,917	69,335	70,716
SL2	2,120.63	2,194.58	2,276.50	2,359.88	2,446.15	2,540.40	2,603.48	2,657.85	2,710.78
	29.25	30.27	31.40	32.55	33.74	35.04	35.91	36.66	37.39
SYSTEMS ANALYST 3	60,465	62,754	64,872	67,293	69,865	72,456	74,253	75,766	77,279
SL3	2,317.83	2,405.55	2,486.75	2,579.55	2,678.15	2,777.48	2,846.35	2,904.35	2,962.35
	31.97	33.18	34.30	35.58	36.94	38.31	39.26	40.06	40.86
TAX AUDIT SPVR	94,074	98,045	102,168	106,556	111,266	116,032	118,925	121,346	123,767
TXS	3,606.15	3,758.40	3,916.45	4,084.65	4,265.18	4,447.88	4,558.80	4,651.60	4,744.40
	49.74	51.84	54.02	56.34	58.83	61.35	62.88	64.16	65.44
TAX AUDITOR 1	71,473	74,158	76,920	79,927	83,047	86,187	88,343	90,140	91,955
TX1	2,739.78	2,842.73	2,948.58	3,063.85	3,183.48	3,303.83	3,386.48	3,455.35	3,524.95
	37.79	39.21	40.67	42.26	43.91	45.57	46.71	47.66	48.62

 denotes 20 years
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TAX AUDITOR 2	81,591	84,541	87,870	91,312	94,849	98,840	101,298	103,322	105,384	
TX2	3,127.65	3,240.75	3,368.35	3,500.30	3,635.88	3,788.85	3,883.10	3,960.68	4,039.70	
	43.14	44.70	46.46	48.28	50.15	52.26	53.56	54.63	55.72	
TAX AUDITOR 3	87,870	91,312	94,849	98,840	102,963	107,294	109,980	112,230	114,462	
TX3	3,368.35	3,500.30	3,635.88	3,788.85	3,946.90	4,112.93	4,215.88	4,302.15	4,387.70	
	46.46	48.28	50.15	52.26	54.44	56.73	58.15	59.34	60.52	
TAX AUDITOR 4	92,201	95,681	99,691	103,871	108,258	112,949	115,767	118,055	120,401	
TX4	3,534.38	3,667.78	3,821.48	3,981.70	4,149.90	4,329.70	4,437.73	4,525.45	4,615.35	
	48.75	50.59	52.71	54.92	57.24	59.72	61.21	62.42	63.66	
TRAINING DEVT OFFICER	68,957	71,548	74,215	77,033	80,135	83,218	86,603	88,759	90,556	92,371
TDO	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,319.78	3,402.43	3,471.30	3,540.90
	36.46	37.83	39.24	40.73	42.37	44.00	45.79	46.93	47.88	48.84

 denotes 20 years
 denotes 25 years

**ADMIN COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

ADMIN ANALYST	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
AAN	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
ADMIN OFFICER 1	55,983	57,571	59,293	61,165	63,416	65,723	67,387	68,806	70,187	
AO1	2,146.00	2,206.90	2,272.88	2,344.65	2,430.93	2,519.38	2,583.18	2,637.55	2,690.48	
	29.60	30.44	31.35	32.34	33.53	34.75	35.63	36.38	37.11	
ADMIN OFFICER 2	62,281	64,645	66,820	69,317	71,964	74,631	76,484	78,035	79,605	
AO2	2,387.43	2,478.05	2,561.43	2,657.13	2,758.63	2,860.85	2,931.90	2,991.35	3,051.53	
	32.93	34.18	35.33	36.65	38.05	39.46	40.44	41.26	42.09	
ADMIN OFFICER 3	65,704	68,106	70,565	73,175	76,106	79,076	82,045	84,107	85,809	87,530
XO3	2,518.65	2,610.73	2,704.98	2,805.03	2,917.40	3,031.23	3,145.05	3,224.08	3,289.33	3,355.30
	34.74	36.01	37.31	38.69	40.24	41.81	43.38	44.47	45.37	46.28
ADMIN OFFICER 4	74,839	77,563	80,494	83,653	86,906	90,253	94,074	96,438	98,310	100,277
XO4	2,868.83	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,696.78	3,768.55	3,843.95
	39.57	41.01	42.56	44.23	45.95	47.72	49.74	50.99	51.98	53.02
ASST MGR CLAIMS	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
AMC	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
AUDIT ACCOUNTANT 1	62,546	64,948	67,350	69,770	72,361	75,028	76,901	78,489	80,059	
AN1	2,397.58	2,489.65	2,581.73	2,674.53	2,773.85	2,876.08	2,947.85	3,008.75	3,068.93	
	33.07	34.34	35.61	36.89	38.26	39.67	40.66	41.50	42.33	

AUDIT ACCOUNTANT 2 AN2	73,515 2,818.08 38.87	76,258 2,923.20 40.32	79,189 3,035.58 41.87	82,253 3,153.03 43.49	85,374 3,272.65 45.14	88,721 3,400.98 46.91	90,934 3,485.80 48.08	92,769 3,556.13 49.05	94,603 3,626.45 50.02			
AUDIT MGR 1 AZ1	85,014 3,258.88 44.95	88,267 3,383.58 46.67	91,653 3,513.35 48.46	95,417 3,657.63 50.45	99,313 3,806.98 52.51	103,568 3,970.10 54.76	108,031 4,141.20 57.12	110,717 4,244.15 58.54	112,949 4,329.70 59.72	115,200 4,415.98 60.91		
AUDIT MGR 2 AZ2	91,653 3,513.35 48.46	95,417 3,657.63 50.45	99,313 3,806.98 52.51	103,568 3,970.10 54.76	108,031 4,141.20 57.12	112,741 4,321.73 59.61	117,639 4,509.50 62.20	122,803 4,707.43 64.93	125,904 4,826.33 66.57	128,420 4,922.75 67.90	130,992 5,021.35 69.26	
AUDIT SPVR 1 AX1	63,056 2,417.15 33.34	65,420 2,507.78 34.59	67,917 2,603.48 35.91	70,508 2,702.80 37.28	73,156 2,804.30 38.68	76,012 2,913.78 40.19	80,135 3,071.83 42.37	83,293 3,192.90 44.04	86,603 3,319.78 45.79	88,759 3,402.43 46.93	90,537 3,470.58 47.87	92,334 3,539.45 48.82
AUDIT SPVR 2 AX2	74,726 2,864.48 39.51	77,695 2,978.30 41.08	80,513 3,086.33 42.57	83,690 3,208.13 44.25	86,981 3,334.28 45.99	90,442 3,466.95 47.82	94,131 3,608.33 49.77	99,313 3,806.98 52.51	101,809 3,902.68 53.83	103,814 3,979.53 54.89	105,875 4,058.55 55.98	
BUSINESS ANALYST 1 BA1	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,685 2,824.60 38.96	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,629 3,435.78 47.39	91,426 3,504.65 48.34		
BUSINESS ANALYST 2 BA2	71,151 2,727.45 37.62	73,912 2,833.30 39.08	76,636 2,937.70 40.52	79,662 3,053.70 42.12	82,745 3,171.88 43.75	86,092 3,300.20 45.52	89,591 3,434.33 47.37	91,823 3,519.88 48.55	93,620 3,588.75 49.50	95,492 3,660.53 50.49		
BUSINESS ANALYST 3 BA3	80,910 3,101.55 42.78	83,993 3,219.73 44.41	87,189 3,342.25 46.10	90,840 3,482.18 48.03	94,528 3,623.55 49.98	98,537 3,777.25 52.10	102,774 3,939.65 54.34	105,346 4,038.25 55.70	107,521 4,121.63 56.85	109,658 4,203.55 57.98		
BUSINESS ANALYST 4 BA4	94,528 3,623.55 49.98	98,537 3,777.25 52.10	102,774 3,939.65 54.34	107,275 4,112.20 56.72	111,947 4,291.28 59.19	116,921 4,481.95 61.82	119,852 4,594.33 63.37	122,216 4,684.95 64.62	124,656 4,778.48 65.91			

CONSULTANT SPEC ED CED	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	100,447 3,850.48 53.11	102,509 3,929.50 54.20	104,551 4,007.80 55.28
CURRICULUM CONSULT CRC	85,411 3,274.10 45.16	88,684 3,399.53 46.89	92,201 3,534.38 48.75	95,776 3,671.40 50.64	99,804 3,825.83 52.77	103,965 3,985.33 54.97	108,334 4,152.80 57.28	111,058 4,257.20 58.72	113,251 4,341.30 59.88	115,521 4,428.30 61.08
DEP COORD EMO DCM	73,118 2,802.85 38.66	75,936 2,910.88 40.15	78,735 3,018.18 41.63	81,704 3,132.00 43.20	85,033 3,259.60 44.96	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,334 3,539.45 48.82	94,187 3,610.50 49.80	
ED ADMIN CONSULTANT EAC	87,814 3,366.18 46.43	91,256 3,498.13 48.25	94,792 3,633.70 50.12	98,802 3,787.40 52.24	102,849 3,942.55 54.38	107,199 4,109.30 56.68	111,871 4,288.38 59.15	114,689 4,396.40 60.64	116,996 4,484.85 61.86	119,342 4,574.75 63.10
FINANCIAL OFFICER 1 FI1	60,087 2,303.33 31.77	62,224 2,385.25 32.90	64,399 2,468.63 34.05	66,801 2,560.70 35.32	69,317 2,657.13 36.65	71,832 2,753.55 37.98	73,629 2,822.43 38.93	75,047 2,876.80 39.68	76,541 2,934.08 40.47	
FINANCIAL OFFICER 2 FI2	62,224 2,385.25 32.90	64,399 2,468.63 34.05	66,801 2,560.70 35.32	69,317 2,657.13 36.65	71,832 2,753.55 37.98	74,612 2,860.13 39.45	76,484 2,931.90 40.44	77,941 2,987.73 41.21	79,511 3,047.90 42.04	
FINANCIAL OFFICER 3 FI3	70,584 2,705.70 37.32	72,967 2,797.05 38.58	75,747 2,903.63 40.05	78,546 3,010.93 41.53	81,534 3,125.48 43.11	84,712 3,247.28 44.79	86,849 3,329.20 45.92	88,570 3,395.18 46.83	90,348 3,463.33 47.77	
FINANCIAL OFFICER 4 FI4	77,544 2,972.50 41.00	80,494 3,085.60 42.56	83,558 3,203.05 44.18	86,717 3,324.13 45.85	90,159 3,456.08 47.67	93,658 3,590.20 49.52	96,003 3,680.10 50.76	97,932 3,754.05 51.78	99,899 3,829.45 52.82	
FINANCIAL OFFICER 5 FI5	80,702 3,093.58 42.67	83,728 3,209.58 44.27	87,038 3,336.45 46.02	90,424 3,466.23 47.81	94,055 3,605.43 49.73	97,856 3,751.15 51.74	103,247 3,957.78 54.59	105,857 4,057.83 55.97	107,975 4,139.03 57.09	110,131 4,221.68 58.23

INFO TECHNOLOGIST 1 IS1	56,285 2,157.60 29.76	57,798 2,215.60 30.56	60,995 2,338.13 32.25	62,470 2,394.68 33.03	64,172 2,459.93 33.93	65,893 2,525.90 34.84	67,652 2,593.33 35.77	69,430 2,661.48 36.71	71,189 2,728.90 37.64	72,607 2,783.28 38.39	74,064 2,839.10 39.16		
INFO TECHNOLOGIST 2 IS2	69,714 2,672.35 36.86	72,267 2,770.23 38.21	74,877 2,870.28 39.59	77,695 2,978.30 41.08	80,551 3,087.78 42.59	83,766 3,211.03 44.29	86,906 3,331.38 45.95	90,215 3,458.25 47.70	92,466 3,544.53 48.89	94,357 3,617.03 49.89	96,249 3,689.53 50.89		
INFO TECHNOLOGIST 3 IS3	76,239 2,922.48 40.31	79,151 3,034.13 41.85	82,348 3,156.65 43.54	85,411 3,274.10 45.16	88,570 3,395.18 46.83	91,993 3,526.40 48.64	95,606 3,664.88 50.55	99,275 3,805.53 52.49	101,771 3,901.23 53.81	103,852 3,980.98 54.91	105,932 4,060.73 56.01		
INFO TECHNOLOGIST 4 IS4	82,348 3,156.65 43.54	85,411 3,274.10 45.16	88,570 3,395.18 46.83	91,993 3,526.40 48.64	95,606 3,664.88 50.55	99,275 3,805.53 52.49	103,492 3,967.20 54.72	107,842 4,133.95 57.02	110,547 4,237.63 58.45	112,741 4,321.73 59.61	114,991 4,408.00 60.80		
LIBRARY DIRECTOR 1 LD1	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,438 3,696.78 50.99	98,310 3,768.55 51.98	100,277 3,843.95 53.02				
MANAGEMENT ANALYST 1 MB1	52,370 2,007.53 27.69	54,148 2,075.68 28.63	56,002 2,146.73 29.61	58,025 2,224.30 30.68	59,992 2,299.70 31.72	62,300 2,388.15 32.94	64,683 2,479.50 34.20	67,104 2,572.30 35.48	69,562 2,666.55 36.78	72,305 2,771.68 38.23	74,120 2,841.28 39.19	75,577 2,897.10 39.96	77,109 2,955.83 40.77
MANAGEMENT ANALYST 2 MB2	71,151 2,727.45 37.62	73,912 2,833.30 39.08	76,636 2,937.70 40.52	79,662 3,053.70 42.12	82,745 3,171.88 43.75	86,092 3,300.20 45.52	89,591 3,434.33 47.37	91,823 3,519.88 48.55	93,620 3,588.75 49.50	95,492 3,660.53 50.49			
MANAGEMENT ANALYST 3 MB3	80,910 3,101.55 42.78	83,993 3,219.73 44.41	87,189 3,342.25 46.10	90,840 3,482.18 48.03	94,528 3,623.55 49.98	98,537 3,777.25 52.10	102,774 3,939.65 54.34	105,346 4,038.25 55.70	107,521 4,121.63 56.85	109,658 4,203.55 57.98			
PLANNING CONSULTANT PCO	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,131 3,915.00 54.00	106,537 4,083.93 56.33	111,209 4,263.00 58.80	115,994 4,446.43 61.33	118,888 4,557.35 62.86	121,308 4,650.15 64.14	123,748 4,743.68 65.43		

PRODUCTION SPVR	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426	
PSH	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65	
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34	
PROGRAM COORD EDUC	89,534	92,977	96,892	100,939	105,214	109,753	114,538	119,493	122,481	124,959	127,455
PCD	3,432.15	3,564.10	3,714.18	3,869.33	4,033.18	4,207.18	4,390.60	4,580.55	4,695.10	4,790.08	4,885.78
	47.34	49.16	51.23	53.37	55.63	58.03	60.56	63.18	64.76	66.07	67.39
PURCHASING AGENT 1	52,389	54,186	56,002	57,987	59,973	62,224	63,794	65,042	66,347		
PA1	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,445.43	2,493.28	2,543.30		
	27.70	28.65	29.61	30.66	31.71	32.90	33.73	34.39	35.08		
PURCHASING AGENT 2	64,645	66,820	69,317	71,964	74,631	77,468	79,416	81,043	82,650		
PA2	2,478.05	2,561.43	2,657.13	2,758.63	2,860.85	2,969.60	3,044.28	3,106.63	3,168.25		
	34.18	35.33	36.65	38.05	39.46	40.96	41.99	42.85	43.70		
PURCHASING AGENT 3	69,317	71,964	74,631	77,468	80,475	83,653	85,733	87,454	89,194		
PA3	2,657.13	2,758.63	2,860.85	2,969.60	3,084.88	3,206.68	3,286.43	3,352.40	3,419.10		
	36.65	38.05	39.46	40.96	42.55	44.23	45.33	46.24	47.16		
REGIONAL COORD CDS	80,494	83,653	86,906	90,253	94,074	98,008	102,131	104,703	106,783	108,939	
RCD	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,013.60	4,093.35	4,176.00	
	42.56	44.23	45.95	47.72	49.74	51.82	54.00	55.36	56.46	57.60	
SECRETARY MHSC	72,172	74,839	77,563	80,494	83,653	86,906	90,253	94,074	96,438	98,310	100,277
SMH	2,766.60	2,868.83	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,696.78	3,768.55	3,843.95
	38.16	39.57	41.01	42.56	44.23	45.95	47.72	49.74	50.99	51.98	53.02
SECRETARY MUN BD	80,494	83,653	86,906	90,253	94,074	98,008	102,131	104,703	106,783	108,939	
SMB	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,013.60	4,093.35	4,176.00	
	42.56	44.23	45.95	47.72	49.74	51.82	54.00	55.36	56.46	57.60	
SR CONSUL INSTR P&E	77,563	80,494	83,653	86,906	90,253	94,074	98,008	100,447	102,509	104,551	
SCE	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,850.48	3,929.50	4,007.80	
	41.01	42.56	44.23	45.95	47.72	49.74	51.82	53.11	54.20	55.28	

STUDENT AUDITOR 1	35,708	36,805	37,770	38,923	40,039	41,457	42,479	43,254	44,105
SA1	1,368.80	1,410.85	1,447.83	1,492.05	1,534.83	1,589.20	1,628.35	1,658.08	1,690.70
	18.88	19.46	19.97	20.58	21.17	21.92	22.46	22.87	23.32
STUDENT AUDITOR 2	45,921	47,283	48,834	50,517	52,011	53,940	55,283	56,437	57,571
SA2	1,760.30	1,812.50	1,871.95	1,936.48	1,993.75	2,067.70	2,119.18	2,163.40	2,206.90
	24.28	25.00	25.82	26.71	27.50	28.52	29.23	29.84	30.44
STUDENT AUDITOR 3	48,834	50,517	52,011	53,940	55,850	57,666	59,103	60,333	61,543
SA3	1,871.95	1,936.48	1,993.75	2,067.70	2,140.93	2,210.53	2,265.63	2,312.75	2,359.15
	25.82	26.71	27.50	28.52	29.53	30.49	31.25	31.90	32.54
STUDENT AUDITOR 4	55,850	57,666	59,747	61,789	64,097	66,517	68,201	69,562	70,943
SA4	2,140.93	2,210.53	2,290.28	2,368.58	2,457.03	2,549.83	2,614.35	2,666.55	2,719.48
	29.53	30.49	31.59	32.67	33.89	35.17	36.06	36.78	37.51
SYSTEMS ANALYST 1	53,165	55,075	56,985	58,971	61,165	63,416	64,985	66,328	67,652
SL1	2,037.98	2,111.20	2,184.43	2,260.55	2,344.65	2,430.93	2,491.10	2,542.58	2,593.33
	28.11	29.12	30.13	31.18	32.34	33.53	34.36	35.07	35.77
SYSTEMS ANALYST 2	56,985	58,971	61,165	63,416	65,723	68,257	69,960	71,416	72,834
SL2	2,184.43	2,260.55	2,344.65	2,430.93	2,519.38	2,616.53	2,681.78	2,737.60	2,791.98
	30.13	31.18	32.34	33.53	34.75	36.09	36.99	37.76	38.51
SYSTEMS ANALYST 3	62,281	64,645	66,820	69,317	71,964	74,631	76,484	78,035	79,605
SL3	2,387.43	2,478.05	2,561.43	2,657.13	2,758.63	2,860.85	2,931.90	2,991.35	3,051.53
	32.93	34.18	35.33	36.65	38.05	39.46	40.44	41.26	42.09
TAX AUDIT SPVR	98,821	103,020	107,332	111,947	116,883	121,895	124,959	127,474	130,028
TXS	3,788.13	3,949.08	4,114.38	4,291.28	4,480.50	4,672.63	4,790.08	4,886.50	4,984.38
	52.25	54.47	56.75	59.19	61.80	64.45	66.07	67.40	68.75
TAX AUDITOR 1	73,610	76,390	79,227	82,329	85,544	88,778	90,991	92,844	94,717
TX1	2,821.70	2,928.28	3,037.03	3,155.93	3,279.18	3,403.15	3,487.98	3,559.03	3,630.80
	38.92	40.39	41.89	43.53	45.23	46.94	48.11	49.09	50.08

TAX AUDITOR 2	84,031	87,076	90,499	94,055	97,686	101,809	104,344	106,424	108,542	
TX2	3,221.18	3,337.90	3,469.13	3,605.43	3,744.63	3,902.68	3,999.83	4,079.58	4,160.78	
	44.43	46.04	47.85	49.73	51.65	53.83	55.17	56.27	57.39	
TAX AUDITOR 3	90,499	94,055	97,686	101,809	106,046	110,509	113,271	115,597	117,904	
TX3	3,469.13	3,605.43	3,744.63	3,902.68	4,065.08	4,236.18	4,342.03	4,431.20	4,519.65	
	47.85	49.73	51.65	53.83	56.07	58.43	59.89	61.12	62.34	
TAX AUDITOR 4	94,963	98,556	102,679	106,991	111,511	116,334	119,247	121,592	124,013	
TX4	3,640.23	3,777.98	3,936.03	4,101.33	4,274.60	4,459.48	4,571.13	4,661.03	4,753.83	
	50.21	52.11	54.29	56.57	58.96	61.51	63.05	64.29	65.57	
TRAINING DEVT OFFICER	71,019	73,685	76,447	79,340	82,537	85,714	89,194	91,426	93,279	95,152
TDO	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,419.10	3,504.65	3,575.70	3,647.48
	37.55	38.96	40.42	41.95	43.64	45.32	47.16	48.34	49.32	50.31

ADMIN COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

ADMIN ANALYST AAN	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79
ADMIN OFFICER 1 AO1	57,666 2,210.53 30.49	59,293 2,272.88 31.35	61,070 2,341.03 32.29	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	69,411 2,660.75 36.70	70,867 2,716.58 37.47	72,286 2,770.95 38.22	
ADMIN OFFICER 2 AO2	64,153 2,459.20 33.92	66,593 2,552.73 35.21	68,825 2,638.28 36.39	71,397 2,736.88 37.75	74,120 2,841.28 39.19	76,863 2,946.40 40.64	78,773 3,019.63 41.65	80,381 3,081.25 42.50	81,988 3,142.88 43.35	
ADMIN OFFICER 3 XO3	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	81,440 3,121.85 43.06	84,504 3,239.30 44.68	86,622 3,320.50 45.80	88,381 3,387.93 46.73	90,159 3,456.08 47.67
ADMIN OFFICER 4 XO4	77,090 2,955.10 40.76	79,889 3,062.40 42.24	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	99,331 3,807.70 52.52	101,261 3,881.65 53.54	103,284 3,959.23 54.61
ASST MGR CLAIMS AMC	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79
AUDIT ACCOUNTANT 1 AN1	64,418 2,469.35 34.06	66,896 2,564.33 35.37	69,373 2,659.30 36.68	71,870 2,755.00 38.00	74,537 2,857.23 39.41	77,279 2,962.35 40.86	79,208 3,036.30 41.88	80,854 3,099.38 42.75	82,461 3,161.00 43.60	
AUDIT ACCOUNTANT 2 AN2	75,728 2,902.90 40.04	78,546 3,010.93 41.53	81,572 3,126.93 43.13	84,712 3,247.28 44.79	87,927 3,370.53 46.49	91,388 3,503.20 48.32	93,658 3,590.20 49.52	95,549 3,662.70 50.52	97,440 3,735.20 51.52	
AUDIT MGR 1 AZ1	88,438 3,390.10 46.76	91,823 3,519.88 48.55	95,341 3,654.73 50.41	99,256 3,804.80 52.48	103,322 3,960.68 54.63	107,729 4,129.60 56.96	112,381 4,307.95 59.42	115,181 4,415.25 60.90	117,507 4,504.43 62.13	119,852 4,594.33 63.37

 denotes 20 years
 denotes 25 years

Effective 2026 03 21 through 2027 03 19

AUDIT MGR 2	95,341	99,256	103,322	107,729	112,381	117,280	122,387	127,758	130,992	133,602	136,269	
AZ2	3,654.73	3,804.80	3,960.68	4,129.60	4,307.95	4,495.73	4,691.48	4,897.38	5,021.35	5,121.40	5,223.63	
	50.41	52.48	54.63	56.96	59.42	62.01	64.71	67.55	69.26	70.64	72.05	
AUDIT SPVR 1	65,591	68,068	70,659	73,345	76,106	79,076	83,369	86,641	90,083	92,334	94,187	96,041
AX1	2,514.30	2,609.28	2,708.60	2,811.55	2,917.40	3,031.23	3,195.80	3,321.23	3,453.18	3,539.45	3,610.50	3,681.55
	34.68	35.99	37.36	38.78	40.24	41.81	44.08	45.81	47.63	48.82	49.80	50.78
AUDIT SPVR 2	77,752	80,816	83,766	87,076	90,480	94,074	97,913	103,322	105,894	108,013	110,150	
AX2	2,980.48	3,097.93	3,211.03	3,337.90	3,468.40	3,606.15	3,753.33	3,960.68	4,059.28	4,140.48	4,222.40	
	41.11	42.73	44.29	46.04	47.84	49.74	51.77	54.63	55.99	57.11	58.24	
BUSINESS ANALYST 1	70,149	73,156	75,898	78,735	81,724	85,014	88,286	90,480	92,315	94,168		
BA1	2,689.03	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,468.40	3,538.73	3,609.78		
	37.09	38.68	40.13	41.63	43.21	44.95	46.68	47.84	48.81	49.79		
BUSINESS ANALYST 2	73,288	76,125	78,943	82,045	85,222	88,684	92,277	94,584	96,438	98,348		
BA2	2,809.38	2,918.13	3,026.15	3,145.05	3,266.85	3,399.53	3,537.28	3,625.73	3,696.78	3,770.00		
	38.75	40.25	41.74	43.38	45.06	46.89	48.79	50.01	50.99	52.00		
BUSINESS ANALYST 3	83,331	86,508	89,799	93,563	97,365	101,488	105,857	108,504	110,755	112,949		
BA3	3,194.35	3,316.15	3,442.30	3,586.58	3,732.30	3,890.35	4,057.83	4,159.33	4,245.60	4,329.70		
	44.06	45.74	47.48	49.47	51.48	53.66	55.97	57.37	58.56	59.72		
BUSINESS ANALYST 4	97,365	101,488	105,857	110,490	115,313	120,420	123,446	125,885	128,401			
BA4	3,732.30	3,890.35	4,057.83	4,235.45	4,420.33	4,616.08	4,732.08	4,825.60	4,922.03			
	51.48	53.66	55.97	58.42	60.97	63.67	65.27	66.56	67.89			
CONSULTANT SPEC ED	79,889	82,915	86,168	89,516	92,958	96,892	100,939	103,455	105,592	107,691		
CED	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	3,965.75	4,047.68	4,128.15		
	42.24	43.84	45.56	47.33	49.15	51.23	53.37	54.70	55.83	56.94		
CURRICULUM CONSULT	87,965	91,350	94,963	98,651	102,793	107,086	111,587	114,386	116,656	118,982		
CRC	3,371.98	3,501.75	3,640.23	3,781.60	3,940.38	4,104.95	4,277.50	4,384.80	4,471.80	4,560.98		
	46.51	48.30	50.21	52.16	54.35	56.62	59.00	60.48	61.68	62.91		
DEP COORD EMO	75,312	78,206	81,099	84,163	87,587	90,934	93,204	95,095	97,005			
DCM	2,886.95	2,997.88	3,108.80	3,226.25	3,357.48	3,485.80	3,572.80	3,645.30	3,718.53			
	39.82	41.35	42.88	44.50	46.31	48.08	49.28	50.28	51.29			

denotes 20 years
denotes 25 years

Effective 2026 03 21 through 2027 03 19

ED ADMIN CONSULTANT	90,442	93,998	97,629	101,771	105,932	110,415	115,218	118,131	120,514	122,916	
EAC	3,466.95	3,603.25	3,742.45	3,901.23	4,060.73	4,232.55	4,416.70	4,528.35	4,619.70	4,711.78	
	47.82	49.70	51.62	53.81	56.01	58.38	60.92	62.46	63.72	64.99	
FINANCIAL OFFICER 1	61,884	64,097	66,328	68,806	71,397	73,988	75,841	77,298	78,830		
FI1	2,372.20	2,457.03	2,542.58	2,637.55	2,736.88	2,836.20	2,907.25	2,963.08	3,021.80		
	32.72	33.89	35.07	36.38	37.75	39.12	40.10	40.87	41.68		
FINANCIAL OFFICER 2	64,097	66,328	68,806	71,397	73,988	76,844	78,773	80,286	81,894		
FI2	2,457.03	2,542.58	2,637.55	2,736.88	2,836.20	2,945.68	3,019.63	3,077.63	3,139.25		
	33.89	35.07	36.38	37.75	39.12	40.63	41.65	42.45	43.30		
FINANCIAL OFFICER 3	72,702	75,161	78,017	80,910	83,974	87,246	89,459	91,218	93,052		
FI3	2,786.90	2,881.15	2,990.63	3,101.55	3,219.00	3,344.43	3,429.25	3,496.68	3,567.00		
	38.44	39.74	41.25	42.78	44.40	46.13	47.30	48.23	49.20		
FINANCIAL OFFICER 4	79,870	82,915	86,074	89,327	92,863	96,476	98,878	100,864	102,887		
FI4	3,061.68	3,178.40	3,299.48	3,424.18	3,559.75	3,698.23	3,790.30	3,866.43	3,944.00		
	42.23	43.84	45.51	47.23	49.10	51.01	52.28	53.33	54.40		
FINANCIAL OFFICER 5	83,123	86,244	89,648	93,128	96,873	100,788	106,348	109,034	111,209	113,441	
FI5	3,186.38	3,306.00	3,436.50	3,569.90	3,713.45	3,863.53	4,076.68	4,179.63	4,263.00	4,348.55	
	43.95	45.60	47.40	49.24	51.22	53.29	56.23	57.65	58.80	59.98	
INFO TECHNOLOGIST 1	57,969	59,538	62,829	64,342	66,101	67,879	69,676	71,510	73,326	74,782	76,277
IS1	2,222.13	2,282.30	2,408.45	2,466.45	2,533.88	2,602.03	2,670.90	2,741.23	2,810.83	2,866.65	2,923.93
	30.65	31.48	33.22	34.02	34.95	35.89	36.84	37.81	38.77	39.54	40.33
INFO TECHNOLOGIST 2	71,813	74,442	77,128	80,021	82,972	86,281	89,516	92,920	95,246	97,194	99,142
IS2	2,752.83	2,853.60	2,956.55	3,067.48	3,180.58	3,307.45	3,431.43	3,561.93	3,651.10	3,725.78	3,800.45
	37.97	39.36	40.78	42.31	43.87	45.62	47.33	49.13	50.36	51.39	52.42
INFO TECHNOLOGIST 3	78,527	81,534	84,825	87,965	91,218	94,755	98,481	102,244	104,816	106,972	109,110
IS3	3,010.20	3,125.48	3,251.63	3,371.98	3,496.68	3,632.25	3,775.08	3,919.35	4,017.95	4,100.60	4,182.53
	41.52	43.11	44.85	46.51	48.23	50.10	52.07	54.06	55.42	56.56	57.69
INFO TECHNOLOGIST 4	84,825	87,965	91,218	94,755	98,481	102,244	106,594	111,077	113,857	116,126	118,434
IS4	3,251.63	3,371.98	3,496.68	3,632.25	3,775.08	3,919.35	4,086.10	4,257.93	4,364.50	4,451.50	4,539.95
	44.85	46.51	48.23	50.10	52.07	54.06	56.36	58.73	60.20	61.40	62.62

 denotes 20 years
 denotes 25 years

Effective 2026 03 21 through 2027 03 19

LIBRARY DIRECTOR 1	79,889	82,915	86,168	89,516	92,958	96,892	99,331	101,261	103,284				
LD1	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,807.70	3,881.65	3,959.23				
	42.24	43.84	45.56	47.33	49.15	51.23	52.52	53.54	54.61				
MANAGEMENT ANALYST 1	53,940	55,775	57,685	59,765	61,789	64,172	66,631	69,108	71,643	74,480	76,352	77,846	79,416
MB1	2,067.70	2,138.03	2,211.25	2,291.00	2,368.58	2,459.93	2,554.18	2,649.15	2,746.30	2,855.05	2,926.83	2,984.10	3,044.28
	28.52	29.49	30.50	31.60	32.67	33.93	35.23	36.54	37.88	39.38	40.37	41.16	41.99
MANAGEMENT ANALYST 2	73,288	76,125	78,943	82,045	85,222	88,684	92,277	94,584	96,438	98,348			
MB2	2,809.38	2,918.13	3,026.15	3,145.05	3,266.85	3,399.53	3,537.28	3,625.73	3,696.78	3,770.00			
	38.75	40.25	41.74	43.38	45.06	46.89	48.79	50.01	50.99	52.00			
MANAGEMENT ANALYST 3	83,331	86,508	89,799	93,563	97,365	101,488	105,857	108,504	110,755	112,949			
MB3	3,194.35	3,316.15	3,442.30	3,586.58	3,732.30	3,890.35	4,057.83	4,159.33	4,245.60	4,329.70			
	44.06	45.74	47.48	49.47	51.48	53.66	55.97	57.37	58.56	59.72			
PLANNING CONSULTANT	89,516	92,958	96,892	100,939	105,195	109,734	114,538	119,474	122,462	124,940	127,455		
PCO	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,206.45	4,390.60	4,579.83	4,694.38	4,789.35	4,885.78		
	47.33	49.15	51.23	53.37	55.62	58.02	60.56	63.17	64.75	66.06	67.39		
PRODUCTION SPVR	70,149	73,156	75,898	78,735	81,724	85,014	88,286	90,480	92,315	94,168			
PSH	2,689.03	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,468.40	3,538.73	3,609.78			
	37.09	38.68	40.13	41.63	43.21	44.95	46.68	47.84	48.81	49.79			
PROGRAM COORD EDUC	92,220	95,757	99,804	103,965	108,372	113,044	117,980	123,086	126,150	128,704	131,276		
PCD	3,535.10	3,670.68	3,825.83	3,985.33	4,154.25	4,333.33	4,522.55	4,718.30	4,835.75	4,933.63	5,032.23		
	48.76	50.63	52.77	54.97	57.30	59.77	62.38	65.08	66.70	68.05	69.41		
PURCHASING AGENT 1	53,959	55,813	57,685	59,727	61,770	64,097	65,704	66,990	68,333				
PA1	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,457.03	2,518.65	2,567.95	2,619.43				
	28.53	29.51	30.50	31.58	32.66	33.89	34.74	35.42	36.13				
PURCHASING AGENT 2	66,593	68,825	71,397	74,120	76,863	79,794	81,799	83,482	85,128				
PA2	2,552.73	2,638.28	2,736.88	2,841.28	2,946.40	3,058.78	3,135.63	3,200.15	3,263.23				
	35.21	36.39	37.75	39.19	40.64	42.19	43.25	44.14	45.01				
PURCHASING AGENT 3	71,397	74,120	76,863	79,794	82,896	86,168	88,305	90,083	91,861				
PA3	2,736.88	2,841.28	2,946.40	3,058.78	3,177.68	3,303.10	3,385.03	3,453.18	3,521.33				
	37.75	39.19	40.64	42.19	43.83	45.56	46.69	47.63	48.57				

 denotes 20 years
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Effective 2026 03 21 through 2027 03 19

REGIONAL COORD CDS	82,915	86,168	89,516	92,958	96,892	100,939	105,195	107,842	109,980	112,211	
RCD	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,133.95	4,215.88	4,301.43	
	43.84	45.56	47.33	49.15	51.23	53.37	55.62	57.02	58.15	59.33	
SECRETARY MHSC	74,328	77,090	79,889	82,915	86,168	89,516	92,958	96,892	99,331	101,261	103,284
SMH	2,849.25	2,955.10	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,807.70	3,881.65	3,959.23
	39.30	40.76	42.24	43.84	45.56	47.33	49.15	51.23	52.52	53.54	54.61
SECRETARY MUN BD	82,915	86,168	89,516	92,958	96,892	100,939	105,195	107,842	109,980	112,211	
SMB	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,133.95	4,215.88	4,301.43	
	43.84	45.56	47.33	49.15	51.23	53.37	55.62	57.02	58.15	59.33	
SR CONSUL INSTR P&E	79,889	82,915	86,168	89,516	92,958	96,892	100,939	103,455	105,592	107,691	
SCE	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	3,965.75	4,047.68	4,128.15	
	42.24	43.84	45.56	47.33	49.15	51.23	53.37	54.70	55.83	56.94	
STUDENT AUDITOR 1	36,786	37,902	38,904	40,096	41,250	42,706	43,746	44,559	45,429		
SA1	1,410.13	1,452.90	1,491.33	1,537.00	1,581.23	1,637.05	1,676.93	1,708.10	1,741.45		
	19.45	20.04	20.57	21.20	21.81	22.58	23.13	23.56	24.02		
STUDENT AUDITOR 2	47,302	48,701	50,290	52,030	53,581	55,567	56,947	58,139	59,293		
SA2	1,813.23	1,866.88	1,927.78	1,994.48	2,053.93	2,130.05	2,182.98	2,228.65	2,272.88		
	25.01	25.75	26.59	27.51	28.33	29.38	30.11	30.74	31.35		
STUDENT AUDITOR 3	50,290	52,030	53,581	55,567	57,534	59,387	60,881	62,148	63,397		
SA3	1,927.78	1,994.48	2,053.93	2,130.05	2,205.45	2,276.50	2,333.78	2,382.35	2,430.20		
	26.59	27.51	28.33	29.38	30.42	31.40	32.19	32.86	33.52		
STUDENT AUDITOR 4	57,534	59,387	61,543	63,643	66,026	68,522	70,243	71,643	73,080		
SA4	2,205.45	2,276.50	2,359.15	2,439.63	2,530.98	2,626.68	2,692.65	2,746.30	2,801.40		
	30.42	31.40	32.54	33.65	34.91	36.23	37.14	37.88	38.64		
SYSTEMS ANALYST 1	54,753	56,720	58,687	60,749	63,000	65,326	66,934	68,314	69,676		
SL1	2,098.88	2,174.28	2,249.68	2,328.70	2,414.98	2,504.15	2,565.78	2,618.70	2,670.90		
	28.95	29.99	31.03	32.12	33.31	34.54	35.39	36.12	36.84		
SYSTEMS ANALYST 2	58,687	60,749	63,000	65,326	67,690	70,300	72,059	73,553	75,028		
SL2	2,249.68	2,328.70	2,414.98	2,504.15	2,594.78	2,694.83	2,762.25	2,819.53	2,876.08		
	31.03	32.12	33.31	34.54	35.79	37.17	38.10	38.89	39.67		

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Effective 2026 03 21 through 2027 03 19

SYSTEMS ANALYST 3	64,153	66,593	68,825	71,397	74,120	76,863	78,773	80,381	81,988	
SL3	2,459.20	2,552.73	2,638.28	2,736.88	2,841.28	2,946.40	3,019.63	3,081.25	3,142.88	
	33.92	35.21	36.39	37.75	39.19	40.64	41.65	42.50	43.35	
TAX AUDIT SPVR	102,811	107,161	111,644	116,467	121,592	126,793	129,990	132,600	135,266	
TXS	3,941.10	4,107.85	4,279.68	4,464.55	4,661.03	4,860.40	4,982.93	5,082.98	5,185.20	
	54.36	56.66	59.03	61.58	64.29	67.04	68.73	70.11	71.52	
TAX AUDITOR 1	75,823	78,678	81,610	84,806	88,116	91,445	93,714	95,625	97,554	
TX1	2,906.53	3,016.00	3,128.38	3,250.90	3,377.78	3,505.38	3,592.38	3,665.60	3,739.55	
	40.09	41.60	43.15	44.84	46.59	48.35	49.55	50.56	51.58	
TAX AUDITOR 2	86,546	89,686	93,223	96,873	100,618	104,854	107,483	109,620	111,795	
TX2	3,317.60	3,437.95	3,573.53	3,713.45	3,857.00	4,019.40	4,120.18	4,202.10	4,285.48	
	45.76	47.42	49.29	51.22	53.20	55.44	56.83	57.96	59.11	
TAX AUDITOR 3	93,223	96,873	100,618	104,854	109,223	113,819	116,675	119,058	121,441	
TX3	3,573.53	3,713.45	3,857.00	4,019.40	4,186.88	4,363.05	4,472.53	4,563.88	4,655.23	
	49.29	51.22	53.20	55.44	57.75	60.18	61.69	62.95	64.21	
TAX AUDITOR 4	97,818	101,507	105,762	110,207	114,859	119,833	122,822	125,242	127,739	
TX4	3,749.70	3,891.08	4,054.20	4,224.58	4,402.93	4,593.60	4,708.15	4,800.95	4,896.65	
	51.72	53.67	55.92	58.27	60.73	63.36	64.94	66.22	67.54	
TRAINING DEVT OFFICER	73,156	75,898	78,735	81,724	85,014	88,286	91,861	94,168	96,078	98,008
TDO	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,521.33	3,609.78	3,683.00	3,756.95
	38.68	40.13	41.63	43.21	44.95	46.68	48.57	49.79	50.80	51.82



denotes 20 years



denotes 25 years

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

ACCOUNT MACH OPER 3 AM3	46,016 1,763.93 24.33	47,340 1,814.68 25.03	48,588 1,862.53 25.69	49,817 1,909.65 26.34	51,254 1,964.75 27.10	52,635 2,017.68 27.83	53,675 2,057.55 28.38
ACCOUNTING CLERK 1 AK1	46,016 1,763.93 24.33	47,340 1,814.68 25.03	48,588 1,862.53 25.69	49,817 1,909.65 26.34	51,254 1,964.75 27.10	52,635 2,017.68 27.83	53,675 2,057.55 28.38
ACCOUNTING CLERK 2 AK2	52,749 2,022.03 27.89	54,337 2,082.93 28.73	55,718 2,135.85 29.46	57,250 2,194.58 30.27	58,857 2,256.20 31.12	60,597 2,322.90 32.04	61,846 2,370.75 32.70
ADMIN SECRETARY 1 AY1	34,516 1,323.13 18.25	35,235 1,350.68 18.63	36,294 1,391.28 19.19	37,240 1,427.53 19.69	38,186 1,463.78 20.19	39,056 1,497.13 20.65	
ADMIN SECRETARY 2 AY2	39,074 1,497.85 20.66	39,850 1,527.58 21.07	40,871 1,566.73 21.61	41,874 1,605.15 22.14	43,217 1,656.63 22.85	44,238 1,695.78 23.39	45,146 1,730.58 23.87
ADMIN SECRETARY 3 AY3	44,540 1,707.38 23.55	45,732 1,753.05 24.18	47,018 1,802.35 24.86	48,285 1,850.93 25.53	49,609 1,901.68 26.23	50,952 1,953.15 26.94	51,992 1,993.03 27.49
ADMIN SECRETARY 4 AY4	49,987 1,916.18 26.43	51,311 1,966.93 27.13	52,560 2,014.78 27.79	53,940 2,067.70 28.52	55,491 2,127.15 29.34	56,947 2,182.98 30.11	58,063 2,225.75 30.70

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Effective 2023 03 25 through 2023 10 06

CLAIMS CDNG CL MHSC CCK	42,271 1,620.38 22.35	43,330 1,660.98 22.91	44,484 1,705.20 23.52	45,637 1,749.43 24.13	46,829 1,795.10 24.76	48,153 1,845.85 25.46	49,080 1,881.38 25.95
CLERK 1 CL1	30,999 1,188.28 16.39	31,887 1,222.35 16.86	32,757 1,255.70 17.32	33,684 1,291.23 17.81	34,403 1,318.78 18.19		
CLERK 2 CL2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,706 1,637.05 22.58
CLERK 3 CL3	44,654 1,711.73 23.61	45,789 1,755.23 24.21	47,075 1,804.53 24.89	48,361 1,853.83 25.57	49,666 1,903.85 26.26	51,217 1,963.30 27.08	52,238 2,002.45 27.62
CLERK 4 CL4	52,427 2,009.70 27.72	53,657 2,056.83 28.37	55,151 2,114.10 29.16	56,493 2,165.58 29.87	58,120 2,227.93 30.73	59,709 2,288.83 31.57	60,881 2,333.78 32.19
CLERK 5 CL5	52,900 2,027.83 27.97	54,394 2,085.10 28.76	56,040 2,148.18 29.63	57,685 2,211.25 30.50	59,538 2,282.30 31.48	61,335 2,351.18 32.43	62,583 2,399.03 33.09
CLERK-TYPIST 1 CT1	33,382 1,279.63 17.65	34,233 1,312.25 18.10	35,008 1,341.98 18.51	36,105 1,384.03 19.09	37,107 1,422.45 19.62	37,845 1,450.73 20.01	
CLERK-TYPIST 2 CT2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,706 1,637.05 22.58

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Effective 2023 03 25 through 2023 10 06

CLERK-TYPIST 3	43,387	44,521	45,694	46,980	48,210	49,590	50,574
CT3	1,663.15	1,706.65	1,751.60	1,800.90	1,848.03	1,900.95	1,938.65
	22.94	23.54	24.16	24.84	25.49	26.22	26.74
COMPUTER OP 1	41,893	43,235	44,257	45,618	46,829	48,228	49,174
OP1	1,605.88	1,657.35	1,696.50	1,748.70	1,795.10	1,848.75	1,885.00
	22.15	22.86	23.40	24.12	24.76	25.50	26.00
COMPUTER OP 2	51,538	52,938	54,432	56,040	57,534	59,293	60,446
OP2	1,975.63	2,029.28	2,086.55	2,148.18	2,205.45	2,272.88	2,317.10
	27.25	27.99	28.78	29.63	30.42	31.35	31.96
COMPUTER OP 3	51,822	53,354	55,207	56,910	58,725	60,673	61,921
OP3	1,986.50	2,045.23	2,116.28	2,181.53	2,251.13	2,325.80	2,373.65
	27.40	28.21	29.19	30.09	31.05	32.08	32.74
COMPUTER OP 4	52,030	53,846	55,718	57,798	59,917	62,111	63,416
OP4	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,430.93
	27.51	28.47	29.46	30.56	31.68	32.84	33.53
JUDICIAL ASSISTANT 1	53,675	55,170	56,569	58,139	59,727	61,430	62,678
JA1	2,057.55	2,114.83	2,168.48	2,228.65	2,289.55	2,354.80	2,402.65
	28.38	29.17	29.91	30.74	31.58	32.48	33.14
MED RECORDS TECHN	52,427	53,657	55,151	56,493	58,120	59,709	60,881
MRT	2,009.70	2,056.83	2,114.10	2,165.58	2,227.93	2,288.83	2,333.78
	27.72	28.37	29.16	29.87	30.73	31.57	32.19
POSTAL CLERK 1	35,689	36,729	37,959	39,169	40,304	41,155	
LC1	1,368.08	1,407.95	1,455.08	1,501.48	1,544.98	1,577.60	
	18.87	19.42	20.07	20.71	21.31	21.76	

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POSTAL CLERK 2	37,959	39,169	40,304	41,552	42,895	43,765	
LC2	1,455.08	1,501.48	1,544.98	1,592.83	1,644.30	1,677.65	
	20.07	20.71	21.31	21.97	22.68	23.14	
POSTAL CLERK 3	44,805	46,299	47,774	49,496	51,217	52,919	53,978
LC3	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,069.15
	23.69	24.48	25.26	26.17	27.08	27.98	28.54
STOREKEEPER 1	39,680	40,852	42,290	43,727	45,127	46,602	47,529
ST1	1,521.05	1,566.00	1,621.10	1,676.20	1,729.85	1,786.40	1,821.93
	20.98	21.60	22.36	23.12	23.86	24.64	25.13
STOREKEEPER 2	43,406	44,805	46,261	47,774	49,496	51,217	52,238
ST2	1,663.88	1,717.53	1,773.35	1,831.35	1,897.33	1,963.30	2,002.45
	22.95	23.69	24.46	25.26	26.17	27.08	27.62
STOREKEEPER 3	46,261	47,774	49,496	51,217	52,900	54,791	55,888
ST3	1,773.35	1,831.35	1,897.33	1,963.30	2,027.83	2,100.33	2,142.38
	24.46	25.26	26.17	27.08	27.97	28.97	29.55
STOREKEEPER 4	49,496	51,217	52,900	54,791	56,683	58,839	59,992
ST4	1,897.33	1,963.30	2,027.83	2,100.33	2,172.83	2,255.48	2,299.70
	26.17	27.08	27.97	28.97	29.97	31.11	31.72
STORES CLERK 1	34,743	35,689	36,729	37,959	39,169	40,304	41,155
SC1	1,331.83	1,368.08	1,407.95	1,455.08	1,501.48	1,544.98	1,577.60
	18.37	18.87	19.42	20.07	20.71	21.31	21.76
STORES CLERK 2	37,959	39,169	40,304	41,552	42,876	43,746	
SC2	1,455.08	1,501.48	1,544.98	1,592.83	1,643.58	1,676.93	
	20.07	20.71	21.31	21.97	22.67	23.13	

 denotes 20 years
 denotes 25 years

Alternate formats available.

Effective 2023 03 25 through 2023 10 06

SWITCHBOARD OPER 1 SW1	30,999 1,188.28 16.39	31,887 1,222.35 16.86	32,757 1,255.70 17.32	33,684 1,291.23 17.81	34,743 1,331.83 18.37	35,386 1,356.48 18.71	
SWITCHBOARD OPER 2 SW2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,706 1,637.05 22.58
SWITCHBOARD OPER 3 SW3	43,387 1,663.15 22.94	44,521 1,706.65 23.54	45,694 1,751.60 24.16	46,980 1,800.90 24.84	48,210 1,848.03 25.49	49,590 1,900.95 26.22	50,574 1,938.65 26.74
WEB PUBLISHER WB1	53,846 2,064.08 28.47	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	64,494 2,472.25 34.10	65,837 2,523.73 34.81
WEB COORDINATOR WB2	58,877 2,256.93 31.13	60,768 2,329.43 32.13	62,621 2,400.48 33.11	64,626 2,477.33 34.17	66,801 2,560.70 35.32	68,957 2,643.35 36.46	70,376 2,697.73 37.21
WORD PROCESSOR 1 WP1	36,200 1,387.65 19.14	37,297 1,429.70 19.72	38,015 1,457.25 20.10				
WORD PROCESSOR 2 WP2	44,540 1,707.38 23.55	45,732 1,753.05 24.18	47,018 1,802.35 24.86	48,285 1,850.93 25.53	49,609 1,901.68 26.23	50,952 1,953.15 26.94	51,992 1,993.03 27.49
WORD PROCESSOR 3 WP3	48,682 1,866.15 25.74	49,950 1,914.73 26.41	51,387 1,969.83 27.17	52,900 2,027.83 27.97	54,394 2,085.10 28.76	56,040 2,148.18 29.63	57,155 2,190.95 30.22

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Alternate formats available.

Effective 2023 03 25 through 2023 10 06

WORD PROCESSOR 4	49,950	51,387	52,900	54,394	56,040	57,685	58,877
WP4	1,914.73	1,969.83	2,027.83	2,085.10	2,148.18	2,211.25	2,256.93
	26.41	27.17	27.97	28.76	29.63	30.50	31.13
WORD PROCESSOR 5	52,900	54,394	56,040	57,685	59,538	61,335	62,583
WP5	2,027.83	2,085.10	2,148.18	2,211.25	2,282.30	2,351.18	2,399.03
	27.97	28.76	29.63	30.50	31.48	32.43	33.09
WORD PROCESSOR 6	58,877	60,768	62,621	64,626	66,801	68,957	70,376
WP6	2,256.93	2,329.43	2,400.48	2,477.33	2,560.70	2,643.35	2,697.73
	31.13	32.13	33.11	34.17	35.32	36.46	37.21

 denotes 20 years

 denotes 25 years

CLERICAL COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

ACCOUNT MACH OPER 3 AM3	46,016 1,763.93 24.33	47,340 1,814.68 25.03	48,588 1,862.53 25.69	49,817 1,909.65 26.34	51,254 1,964.75 27.10	52,635 2,017.68 27.83	53,959 2,068.43 28.53	55,018 2,109.03 29.09
ACCOUNTING CLERK 1 AK1	46,016 1,763.93 24.33	47,340 1,814.68 25.03	48,588 1,862.53 25.69	49,817 1,909.65 26.34	51,254 1,964.75 27.10	52,635 2,017.68 27.83	53,959 2,068.43 28.53	55,018 2,109.03 29.09
ACCOUNTING CLERK 2 AK2	52,749 2,022.03 27.89	54,337 2,082.93 28.73	55,718 2,135.85 29.46	57,250 2,194.58 30.27	58,857 2,256.20 31.12	60,597 2,322.90 32.04	62,111 2,380.90 32.84	63,397 2,430.20 33.52
ADMIN SECRETARY 1 AY1	34,516 1,323.13 18.25	35,235 1,350.68 18.63	36,294 1,391.28 19.19	37,240 1,427.53 19.69	38,186 1,463.78 20.19	39,131 1,500.03 20.69	40,039 1,534.83 21.17	
ADMIN SECRETARY 2 AY2	39,074 1,497.85 20.66	39,850 1,527.58 21.07	40,871 1,566.73 21.61	41,874 1,605.15 22.14	43,217 1,656.63 22.85	44,238 1,695.78 23.39	45,335 1,737.83 23.97	46,280 1,774.08 24.47
ADMIN SECRETARY 3 AY3	44,540 1,707.38 23.55	45,732 1,753.05 24.18	47,018 1,802.35 24.86	48,285 1,850.93 25.53	49,609 1,901.68 26.23	50,952 1,953.15 26.94	52,219 2,001.73 27.61	53,297 2,043.05 28.18
ADMIN SECRETARY 4 AY4	49,987 1,916.18 26.43	51,311 1,966.93 27.13	52,560 2,014.78 27.79	53,940 2,067.70 28.52	55,491 2,127.15 29.34	56,947 2,182.98 30.11	58,366 2,237.35 30.86	59,520 2,281.58 31.47

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Effective 2023 10 07 through 2024 03 22

CLAIMS CDNG CL MHSC CCK	42,271 1,620.38 22.35	43,330 1,660.98 22.91	44,484 1,705.20 23.52	45,637 1,749.43 24.13	46,829 1,795.10 24.76	48,153 1,845.85 25.46	49,363 1,892.25 26.10	50,309 1,928.50 26.60
CLERK 1 CL1	30,999 1,188.28 16.39	31,887 1,222.35 16.86	32,757 1,255.70 17.32	33,684 1,291.23 17.81	34,535 1,323.85 18.26	35,254 1,351.40 18.64		
CLERK 2 CL2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,914 1,645.03 22.69	43,765 1,677.65 23.14
CLERK 3 CL3	44,654 1,711.73 23.61	45,789 1,755.23 24.21	47,075 1,804.53 24.89	48,361 1,853.83 25.57	49,666 1,903.85 26.26	51,217 1,963.30 27.08	52,503 2,012.60 27.76	53,543 2,052.48 28.31
CLERK 4 CL4	52,427 2,009.70 27.72	53,657 2,056.83 28.37	55,151 2,114.10 29.16	56,493 2,165.58 29.87	58,120 2,227.93 30.73	59,709 2,288.83 31.57	61,203 2,346.10 32.36	62,394 2,391.78 32.99
CLERK 5 CL5	52,900 2,027.83 27.97	54,394 2,085.10 28.76	56,040 2,148.18 29.63	57,685 2,211.25 30.50	59,538 2,282.30 31.48	61,335 2,351.18 32.43	62,867 2,409.90 33.24	64,153 2,459.20 33.92
CLERK-TYPIST 1 CT1	33,382 1,279.63 17.65	34,233 1,312.25 18.10	35,008 1,341.98 18.51	36,105 1,384.03 19.09	37,107 1,422.45 19.62	38,034 1,457.98 20.11	38,791 1,486.98 20.51	
CLERK-TYPIST 2 CT2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,914 1,645.03 22.69	43,765 1,677.65 23.14

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Effective 2023 10 07 through 2024 03 22

CLERK-TYPIST 3 CT3	43,387 1,663.15 22.94	44,521 1,706.65 23.54	45,694 1,751.60 24.16	46,980 1,800.90 24.84	48,210 1,848.03 25.49	49,590 1,900.95 26.22	50,838 1,948.80 26.88	51,841 1,987.23 27.41
COMPUTER OP 1 OP1	41,893 1,605.88 22.15	43,235 1,657.35 22.86	44,257 1,696.50 23.40	45,618 1,748.70 24.12	46,829 1,795.10 24.76	48,228 1,848.75 25.50	49,439 1,895.15 26.14	50,403 1,932.13 26.65
COMPUTER OP 2 OP2	51,538 1,975.63 27.25	52,938 2,029.28 27.99	54,432 2,086.55 28.78	56,040 2,148.18 29.63	57,534 2,205.45 30.42	59,293 2,272.88 31.35	60,768 2,329.43 32.13	61,959 2,375.10 32.76
COMPUTER OP 3 OP3	51,822 1,986.50 27.40	53,354 2,045.23 28.21	55,207 2,116.28 29.19	56,910 2,181.53 30.09	58,725 2,251.13 31.05	60,673 2,325.80 32.08	62,186 2,383.80 32.88	63,472 2,433.10 33.56
COMPUTER OP 4 OP4	52,030 1,994.48 27.51	53,846 2,064.08 28.47	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	63,661 2,440.35 33.66	65,004 2,491.83 34.37
JUDICIAL ASSISTANT 1 JA1	53,675 2,057.55 28.38	55,170 2,114.83 29.17	56,569 2,168.48 29.91	58,139 2,228.65 30.74	59,727 2,289.55 31.58	61,430 2,354.80 32.48	62,962 2,413.53 33.29	64,248 2,462.83 33.97
MED RECORDS TECHN MRT	52,427 2,009.70 27.72	53,657 2,056.83 28.37	55,151 2,114.10 29.16	56,493 2,165.58 29.87	58,120 2,227.93 30.73	59,709 2,288.83 31.57	61,203 2,346.10 32.36	62,394 2,391.78 32.99
POSTAL CLERK 1 LC1	35,689 1,368.08 18.87	36,729 1,407.95 19.42	37,959 1,455.08 20.07	39,169 1,501.48 20.71	40,304 1,544.98 21.31	41,306 1,583.40 21.84	42,176 1,616.75 22.30	

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Effective 2023 10 07 through 2024 03 22

POSTAL CLERK 2 LC2	37,959 1,455.08 20.07	39,169 1,501.48 20.71	40,304 1,544.98 21.31	41,552 1,592.83 21.97	42,895 1,644.30 22.68	43,973 1,685.63 23.25	44,862 1,719.70 23.72	
POSTAL CLERK 3 LC3	44,805 1,717.53 23.69	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,243 2,079.30 28.68	55,321 2,120.63 29.25
STOREKEEPER 1 ST1	39,680 1,521.05 20.98	40,852 1,566.00 21.60	42,290 1,621.10 22.36	43,727 1,676.20 23.12	45,127 1,729.85 23.86	46,602 1,786.40 24.64	47,774 1,831.35 25.26	48,720 1,867.60 25.76
STOREKEEPER 2 ST2	43,406 1,663.88 22.95	44,805 1,717.53 23.69	46,261 1,773.35 24.46	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,503 2,012.60 27.76	53,543 2,052.48 28.31
STOREKEEPER 3 ST3	46,261 1,773.35 24.46	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,900 2,027.83 27.97	54,791 2,100.33 28.97	56,153 2,152.53 29.69	57,288 2,196.03 30.29
STOREKEEPER 4 ST4	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,900 2,027.83 27.97	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,839 2,255.48 31.11	60,314 2,312.03 31.89	61,487 2,356.98 32.51
STORES CLERK 1 SC1	34,743 1,331.83 18.37	35,689 1,368.08 18.87	36,729 1,407.95 19.42	37,959 1,455.08 20.07	39,169 1,501.48 20.71	40,304 1,544.98 21.31	41,306 1,583.40 21.84	42,176 1,616.75 22.30
STORES CLERK 2 SC2	37,959 1,455.08 20.07	39,169 1,501.48 20.71	40,304 1,544.98 21.31	41,552 1,592.83 21.97	42,876 1,643.58 22.67	43,954 1,684.90 23.24	44,843 1,718.98 23.71	

 denotes 20 years
 denotes 25 years

Alternate formats available.

Effective 2023 10 07 through 2024 03 22

SWITCHBOARD OPER 1 SW1	30,999 1,188.28 16.39	31,887 1,222.35 16.86	32,757 1,255.70 17.32	33,684 1,291.23 17.81	34,743 1,331.83 18.37	35,613 1,365.18 18.83	36,275 1,390.55 19.18	
SWITCHBOARD OPER 2 SW2	36,729 1,407.95 19.42	37,656 1,443.48 19.91	38,620 1,480.45 20.42	39,717 1,522.50 21.00	40,720 1,560.93 21.53	41,874 1,605.15 22.14	42,914 1,645.03 22.69	43,765 1,677.65 23.14
SWITCHBOARD OPER 3 SW3	43,387 1,663.15 22.94	44,521 1,706.65 23.54	45,694 1,751.60 24.16	46,980 1,800.90 24.84	48,210 1,848.03 25.49	49,590 1,900.95 26.22	50,838 1,948.80 26.88	51,841 1,987.23 27.41
WEB PUBLISHER WB1	53,846 2,064.08 28.47	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	64,494 2,472.25 34.10	66,101 2,533.88 34.95	67,482 2,586.80 35.68
WEB COORDINATOR WB2	58,877 2,256.93 31.13	60,768 2,329.43 32.13	62,621 2,400.48 33.11	64,626 2,477.33 34.17	66,801 2,560.70 35.32	68,957 2,643.35 36.46	70,678 2,709.33 37.37	72,134 2,765.15 38.14
WORD PROCESSOR 1 WP1	36,200 1,387.65 19.14	37,297 1,429.70 19.72	38,223 1,465.23 20.21	38,961 1,493.50 20.60				
WORD PROCESSOR 2 WP2	44,540 1,707.38 23.55	45,732 1,753.05 24.18	47,018 1,802.35 24.86	48,285 1,850.93 25.53	49,609 1,901.68 26.23	50,952 1,953.15 26.94	52,219 2,001.73 27.61	53,297 2,043.05 28.18
WORD PROCESSOR 3 WP3	48,682 1,866.15 25.74	49,950 1,914.73 26.41	51,387 1,969.83 27.17	52,900 2,027.83 27.97	54,394 2,085.10 28.76	56,040 2,148.18 29.63	57,439 2,201.83 30.37	58,593 2,246.05 30.98

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Effective 2023 10 07 through 2024 03 22

WORD PROCESSOR 4	49,950	51,387	52,900	54,394	56,040	57,685	59,122	60,352
WP4	1,914.73	1,969.83	2,027.83	2,085.10	2,148.18	2,211.25	2,266.35	2,313.48
	26.41	27.17	27.97	28.76	29.63	30.50	31.26	31.91
WORD PROCESSOR 5	52,900	54,394	56,040	57,685	59,538	61,335	62,867	64,153
WP5	2,027.83	2,085.10	2,148.18	2,211.25	2,282.30	2,351.18	2,409.90	2,459.20
	27.97	28.76	29.63	30.50	31.48	32.43	33.24	33.92
WORD PROCESSOR 6	58,877	60,768	62,621	64,626	66,801	68,957	70,678	72,134
WP6	2,256.93	2,329.43	2,400.48	2,477.33	2,560.70	2,643.35	2,709.33	2,765.15
	31.13	32.13	33.11	34.17	35.32	36.46	37.37	38.14

 denotes 20 years

 denotes 25 years

**CLERICAL COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

ACCOUNT MACH OPER 3 AM3	47,283 1,812.50 25.00	48,644 1,864.70 25.72	49,931 1,914.00 26.40	51,179 1,961.85 27.06	52,673 2,019.13 27.85	54,091 2,073.50 28.60	55,434 2,124.98 29.31	56,531 2,167.03 29.89	57,666 2,210.53 30.49
ACCOUNTING CLERK 1 AK1	47,283 1,812.50 25.00	48,644 1,864.70 25.72	49,931 1,914.00 26.40	51,179 1,961.85 27.06	52,673 2,019.13 27.85	54,091 2,073.50 28.60	55,434 2,124.98 29.31	56,531 2,167.03 29.89	57,666 2,210.53 30.49
ACCOUNTING CLERK 2 AK2	54,205 2,077.85 28.66	55,831 2,140.20 29.52	57,250 2,194.58 30.27	58,820 2,254.75 31.10	60,484 2,318.55 31.98	62,262 2,386.70 32.92	63,813 2,446.15 33.74	65,137 2,496.90 34.44	66,442 2,546.93 35.13
ADMIN SECRETARY 1 AY1	35,462 1,359.38 18.75	36,200 1,387.65 19.14	37,297 1,429.70 19.72	38,261 1,466.68 20.23	39,245 1,504.38 20.75	40,209 1,541.35 21.26	41,136 1,576.88 21.75	41,968 1,608.78 22.19	
ADMIN SECRETARY 2 AY2	40,153 1,539.18 21.23	40,947 1,569.63 21.65	41,987 1,609.50 22.20	43,027 1,649.38 22.75	44,408 1,702.30 23.48	45,448 1,742.18 24.03	46,583 1,785.68 24.63	47,547 1,822.65 25.14	48,493 1,858.90 25.64
ADMIN SECRETARY 3 AY3	45,770 1,754.50 24.20	46,980 1,800.90 24.84	48,304 1,851.65 25.54	49,609 1,901.68 26.23	50,971 1,953.88 26.95	52,351 2,006.80 27.68	53,657 2,056.83 28.37	54,753 2,098.88 28.95	55,850 2,140.93 29.53
ADMIN SECRETARY 4 AY4	51,368 1,969.10 27.16	52,730 2,021.30 27.88	53,997 2,069.88 28.55	55,415 2,124.25 29.30	57,023 2,185.88 30.15	58,517 2,243.15 30.94	59,973 2,298.98 31.71	61,165 2,344.65 32.34	62,394 2,391.78 32.99

 denotes 20 years
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CLAIMS CDNG CL MHSC	43,424	44,521	45,713	46,886	48,115	49,477	50,725	51,690	52,730
CCK	1,664.60	1,706.65	1,752.33	1,797.28	1,844.40	1,896.60	1,944.45	1,981.43	2,021.30
	22.96	23.54	24.17	24.79	25.44	26.16	26.82	27.33	27.88
CLERK 1	31,850	32,757	33,665	34,611	35,481	36,219	36,937		
CL1	1,220.90	1,255.70	1,290.50	1,326.75	1,360.10	1,388.38	1,415.93		
	16.84	17.32	17.80	18.30	18.76	19.15	19.53		
CLERK 2	37,732	38,696	39,680	40,814	41,836	43,027	44,087	44,975	45,883
CL2	1,446.38	1,483.35	1,521.05	1,564.55	1,603.70	1,649.38	1,689.98	1,724.05	1,758.85
	19.95	20.46	20.98	21.58	22.12	22.75	23.31	23.78	24.26
CLERK 3	45,883	47,056	48,361	49,685	51,027	52,616	53,940	55,018	56,115
CL3	1,758.85	1,803.80	1,853.83	1,904.58	1,956.05	2,016.95	2,067.70	2,109.03	2,151.08
	24.26	24.88	25.57	26.27	26.98	27.82	28.52	29.09	29.67
CLERK 4	53,864	55,132	56,664	58,044	59,727	61,354	62,886	64,115	65,401
CL4	2,064.80	2,113.38	2,172.10	2,225.03	2,289.55	2,351.90	2,410.63	2,457.75	2,507.05
	28.48	29.15	29.96	30.69	31.58	32.44	33.25	33.90	34.58
CLERK 5	54,356	55,888	57,571	59,274	61,184	63,018	64,588	65,912	67,236
CL5	2,083.65	2,142.38	2,206.90	2,272.15	2,345.38	2,415.70	2,475.88	2,526.63	2,577.38
	28.74	29.55	30.44	31.34	32.35	33.32	34.15	34.85	35.55
CLERK-TYPIST 1	34,308	35,178	35,973	37,089	38,129	39,074	39,850	40,644	
CT1	1,315.15	1,348.50	1,378.95	1,421.73	1,461.60	1,497.85	1,527.58	1,558.03	
	18.14	18.60	19.02	19.61	20.16	20.66	21.07	21.49	
CLERK-TYPIST 2	37,732	38,696	39,680	40,814	41,836	43,027	44,087	44,975	45,883
CT2	1,446.38	1,483.35	1,521.05	1,564.55	1,603.70	1,649.38	1,689.98	1,724.05	1,758.85
	19.95	20.46	20.98	21.58	22.12	22.75	23.31	23.78	24.26
CLERK-TYPIST 3	44,578	45,751	46,942	48,266	49,533	50,952	52,238	53,259	54,318
CT3	1,708.83	1,753.78	1,799.45	1,850.20	1,898.78	1,953.15	2,002.45	2,041.60	2,082.20
	23.57	24.19	24.82	25.52	26.19	26.94	27.62	28.16	28.72

 denotes 20 years
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COMPUTER OP 1	43,046	44,427	45,467	46,867	48,115	49,552	50,801	51,784	52,824
OP1	1,650.10	1,703.03	1,742.90	1,796.55	1,844.40	1,899.50	1,947.35	1,985.05	2,024.93
	22.76	23.49	24.04	24.78	25.44	26.20	26.86	27.38	27.93
COMPUTER OP 2	52,957	54,394	55,926	57,571	59,122	60,919	62,432	63,661	64,929
OP2	2,030.00	2,085.10	2,143.83	2,206.90	2,266.35	2,335.23	2,393.23	2,440.35	2,488.93
	28.00	28.76	29.57	30.44	31.26	32.21	33.01	33.66	34.33
COMPUTER OP 3	53,240	54,829	56,720	58,479	60,333	62,337	63,888	65,212	66,517
OP3	2,040.88	2,101.78	2,174.28	2,241.70	2,312.75	2,389.60	2,449.05	2,499.80	2,549.83
	28.15	28.99	29.99	30.92	31.90	32.96	33.78	34.48	35.17
COMPUTER OP 4	53,467	55,321	57,250	59,387	61,562	63,813	65,420	66,801	68,144
OP4	2,049.58	2,120.63	2,194.58	2,276.50	2,359.88	2,446.15	2,507.78	2,560.70	2,612.18
	28.27	29.25	30.27	31.40	32.55	33.74	34.59	35.32	36.03
JUDICIAL ASSISTANT 1	55,151	56,683	58,120	59,747	61,373	63,113	64,702	66,007	67,331
JA1	2,114.10	2,172.83	2,227.93	2,290.28	2,352.63	2,419.33	2,480.23	2,530.25	2,581.00
	29.16	29.97	30.73	31.59	32.45	33.37	34.21	34.90	35.60
MED RECORDS TECHN	53,864	55,132	56,664	58,044	59,727	61,354	62,886	64,115	65,401
MRT	2,064.80	2,113.38	2,172.10	2,225.03	2,289.55	2,351.90	2,410.63	2,457.75	2,507.05
	28.48	29.15	29.96	30.69	31.58	32.44	33.25	33.90	34.58
POSTAL CLERK 1	36,673	37,732	38,999	40,247	41,420	42,441	43,330	44,200	
LC1	1,405.78	1,446.38	1,494.95	1,542.80	1,587.75	1,626.90	1,660.98	1,694.33	
	19.39	19.95	20.62	21.28	21.90	22.44	22.91	23.37	
POSTAL CLERK 2	38,999	40,247	41,420	42,687	44,067	45,183	46,091	47,018	
LC2	1,494.95	1,542.80	1,587.75	1,636.33	1,689.25	1,732.03	1,766.83	1,802.35	
	20.62	21.28	21.90	22.57	23.30	23.89	24.37	24.86	
POSTAL CLERK 3	46,034	47,567	49,080	50,857	52,616	54,375	55,737	56,834	57,969
LC3	1,764.65	1,823.38	1,881.38	1,949.53	2,016.95	2,084.38	2,136.58	2,178.63	2,222.13
	24.34	25.15	25.95	26.89	27.82	28.75	29.47	30.05	30.65

 denotes 20 years
 denotes 25 years

STOREKEEPER 1	40,777	41,968	43,443	44,937	46,375	47,888	49,080	50,063	51,065
ST1	1,563.10	1,608.78	1,665.33	1,722.60	1,777.70	1,835.70	1,881.38	1,919.08	1,957.50
	21.56	22.19	22.97	23.76	24.52	25.32	25.95	26.47	27.00
STOREKEEPER 2	44,597	46,034	47,529	49,080	50,857	52,616	53,940	55,018	56,115
ST2	1,709.55	1,764.65	1,821.93	1,881.38	1,949.53	2,016.95	2,067.70	2,109.03	2,151.08
	23.58	24.34	25.13	25.95	26.89	27.82	28.52	29.09	29.67
STOREKEEPER 3	47,529	49,080	50,857	52,616	54,356	56,304	57,704	58,857	60,030
ST3	1,821.93	1,881.38	1,949.53	2,016.95	2,083.65	2,158.33	2,211.98	2,256.20	2,301.15
	25.13	25.95	26.89	27.82	28.74	29.77	30.51	31.12	31.74
STOREKEEPER 4	50,857	52,616	54,356	56,304	58,233	60,465	61,978	63,170	64,437
ST4	1,949.53	2,016.95	2,083.65	2,158.33	2,232.28	2,317.83	2,375.83	2,421.50	2,470.08
	26.89	27.82	28.74	29.77	30.79	31.97	32.77	33.40	34.07
STORES CLERK 1	35,708	36,673	37,732	38,999	40,247	41,420	42,441	43,330	44,200
SC1	1,368.80	1,405.78	1,446.38	1,494.95	1,542.80	1,587.75	1,626.90	1,660.98	1,694.33
	18.88	19.39	19.95	20.62	21.28	21.90	22.44	22.91	23.37
STORES CLERK 2	38,999	40,247	41,420	42,687	44,049	45,164	46,072	46,999	
SC2	1,494.95	1,542.80	1,587.75	1,636.33	1,688.53	1,731.30	1,766.10	1,801.63	
	20.62	21.28	21.90	22.57	23.29	23.88	24.36	24.85	
SWITCHBOARD OPER 1	31,850	32,757	33,665	34,611	35,708	36,597	37,278	38,015	
SW1	1,220.90	1,255.70	1,290.50	1,326.75	1,368.80	1,402.88	1,428.98	1,457.25	
	16.84	17.32	17.80	18.30	18.88	19.35	19.71	20.10	
SWITCHBOARD OPER 2	37,732	38,696	39,680	40,814	41,836	43,027	44,087	44,975	45,883
SW2	1,446.38	1,483.35	1,521.05	1,564.55	1,603.70	1,649.38	1,689.98	1,724.05	1,758.85
	19.95	20.46	20.98	21.58	22.12	22.75	23.31	23.78	24.26
SWITCHBOARD OPER 3	44,578	45,751	46,942	48,266	49,533	50,952	52,238	53,259	54,318
SW3	1,708.83	1,753.78	1,799.45	1,850.20	1,898.78	1,953.15	2,002.45	2,041.60	2,082.20
	23.57	24.19	24.82	25.52	26.19	26.94	27.62	28.16	28.72

 denotes 20 years
 denotes 25 years

WEB PUBLISHER	55,321	57,250	59,387	61,562	63,813	66,271	67,917	69,335	70,716
WB1	2,120.63	2,194.58	2,276.50	2,359.88	2,446.15	2,540.40	2,603.48	2,657.85	2,710.78
	29.25	30.27	31.40	32.55	33.74	35.04	35.91	36.66	37.39
WEB COORDINATOR	60,503	62,432	64,342	66,404	68,636	70,848	72,626	74,120	75,596
WB2	2,319.28	2,393.23	2,466.45	2,545.48	2,631.03	2,715.85	2,784.00	2,841.28	2,897.83
	31.99	33.01	34.02	35.11	36.29	37.46	38.40	39.19	39.97
WORD PROCESSOR 1	37,202	38,318	39,283	40,039	40,833				
WP1	1,426.08	1,468.85	1,505.83	1,534.83	1,565.28				
	19.67	20.26	20.77	21.17	21.59				
WORD PROCESSOR 2	45,770	46,980	48,304	49,609	50,971	52,351	53,657	54,753	55,850
WP2	1,754.50	1,800.90	1,851.65	1,901.68	1,953.88	2,006.80	2,056.83	2,098.88	2,140.93
	24.20	24.84	25.54	26.23	26.95	27.68	28.37	28.95	29.53
WORD PROCESSOR 3	50,025	51,330	52,805	54,356	55,888	57,571	59,028	60,200	61,411
WP3	1,917.63	1,967.65	2,024.20	2,083.65	2,142.38	2,206.90	2,262.73	2,307.68	2,354.08
	26.45	27.14	27.92	28.74	29.55	30.44	31.21	31.83	32.47
WORD PROCESSOR 4	51,330	52,805	54,356	55,888	57,571	59,274	60,749	62,016	63,264
WP4	1,967.65	2,024.20	2,083.65	2,142.38	2,206.90	2,272.15	2,328.70	2,377.28	2,425.13
	27.14	27.92	28.74	29.55	30.44	31.34	32.12	32.79	33.45
WORD PROCESSOR 5	54,356	55,888	57,571	59,274	61,184	63,018	64,588	65,912	67,236
WP5	2,083.65	2,142.38	2,206.90	2,272.15	2,345.38	2,415.70	2,475.88	2,526.63	2,577.38
	28.74	29.55	30.44	31.34	32.35	33.32	34.15	34.85	35.55
WORD PROCESSOR 6	60,503	62,432	64,342	66,404	68,636	70,848	72,626	74,120	75,596
WP6	2,319.28	2,393.23	2,466.45	2,545.48	2,631.03	2,715.85	2,784.00	2,841.28	2,897.83
	31.99	33.01	34.02	35.11	36.29	37.46	38.40	39.19	39.97

 denotes 20 years
 denotes 25 years

**CLERICAL COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

ACCOUNT MACH OPER 3 AM3	48,701 1,866.88 25.75	50,101 1,920.53 26.49	51,425 1,971.28 27.19	52,711 2,020.58 27.87	54,262 2,080.03 28.69	55,718 2,135.85 29.46	57,099 2,188.78 30.19	58,233 2,232.28 30.79	59,387 2,276.50 31.40
ACCOUNTING CLERK 1 AK1	48,701 1,866.88 25.75	50,101 1,920.53 26.49	51,425 1,971.28 27.19	52,711 2,020.58 27.87	54,262 2,080.03 28.69	55,718 2,135.85 29.46	57,099 2,188.78 30.19	58,233 2,232.28 30.79	59,387 2,276.50 31.40
ACCOUNTING CLERK 2 AK2	55,831 2,140.20 29.52	57,515 2,204.73 30.41	58,971 2,260.55 31.18	60,579 2,322.18 32.03	62,300 2,388.15 32.94	64,134 2,458.48 33.91	65,723 2,519.38 34.75	67,085 2,571.58 35.47	68,428 2,623.05 36.18
ADMIN SECRETARY 1 AY1	36,521 1,399.98 19.31	37,278 1,428.98 19.71	38,413 1,472.48 20.31	39,415 1,510.90 20.84	40,417 1,549.33 21.37	41,420 1,587.75 21.90	42,365 1,624.00 22.40	43,235 1,657.35 22.86	
ADMIN SECRETARY 2 AY2	41,363 1,585.58 21.87	42,176 1,616.75 22.30	43,254 1,658.08 22.87	44,313 1,698.68 23.43	45,732 1,753.05 24.18	46,810 1,794.38 24.75	47,983 1,839.33 25.37	48,966 1,877.03 25.89	49,950 1,914.73 26.41
ADMIN SECRETARY 3 AY3	47,150 1,807.43 24.93	48,399 1,855.28 25.59	49,760 1,907.48 26.31	51,103 1,958.95 27.02	52,503 2,012.60 27.76	53,921 2,066.98 28.51	55,264 2,118.45 29.22	56,399 2,161.95 29.82	57,534 2,205.45 30.42
ADMIN SECRETARY 4 AY4	52,900 2,027.83 27.97	54,318 2,082.20 28.72	55,623 2,132.23 29.41	57,080 2,188.05 30.18	58,725 2,251.13 31.05	60,276 2,310.58 31.87	61,770 2,367.85 32.66	63,000 2,414.98 33.31	64,267 2,463.55 33.98

 denotes 20 years
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CLAIMS CDNG CL MHSC	44,730	45,864	47,094	48,285	49,552	50,952	52,238	53,240	54,318
CCK	1,714.63	1,758.13	1,805.25	1,850.93	1,899.50	1,953.15	2,002.45	2,040.88	2,082.20
	23.65	24.25	24.90	25.53	26.20	26.94	27.62	28.15	28.72
CLERK 1	32,814	33,741	34,668	35,651	36,540	37,297	38,053		
CL1	1,257.88	1,293.40	1,328.93	1,366.63	1,400.70	1,429.70	1,458.70		
	17.35	17.84	18.33	18.85	19.32	19.72	20.12		
CLERK 2	38,866	39,850	40,871	42,044	43,084	44,313	45,410	46,318	47,264
CL2	1,489.88	1,527.58	1,566.73	1,611.68	1,651.55	1,698.68	1,740.73	1,775.53	1,811.78
	20.55	21.07	21.61	22.23	22.78	23.43	24.01	24.49	24.99
CLERK 3	47,264	48,474	49,817	51,179	52,560	54,186	55,567	56,664	57,798
CL3	1,811.78	1,858.18	1,909.65	1,961.85	2,014.78	2,077.13	2,130.05	2,172.10	2,215.60
	24.99	25.63	26.34	27.06	27.79	28.65	29.38	29.96	30.56
CLERK 4	55,472	56,777	58,366	59,784	61,524	63,189	64,777	66,044	67,368
CL4	2,126.43	2,176.45	2,237.35	2,291.73	2,358.43	2,422.23	2,483.13	2,531.70	2,582.45
	29.33	30.02	30.86	31.61	32.53	33.41	34.25	34.92	35.62
CLERK 5	55,983	57,571	59,293	61,051	63,018	64,910	66,517	67,898	69,260
CL5	2,146.00	2,206.90	2,272.88	2,340.30	2,415.70	2,488.20	2,549.83	2,602.75	2,654.95
	29.60	30.44	31.35	32.28	33.32	34.32	35.17	35.90	36.62
CLERK-TYPIST 1	35,330	36,237	37,051	38,204	39,264	40,247	41,041	41,855	
CT1	1,354.30	1,389.10	1,420.28	1,464.50	1,505.10	1,542.80	1,573.25	1,604.43	
	18.68	19.16	19.59	20.20	20.76	21.28	21.70	22.13	
CLERK-TYPIST 2	38,866	39,850	40,871	42,044	43,084	44,313	45,410	46,318	47,264
CT2	1,489.88	1,527.58	1,566.73	1,611.68	1,651.55	1,698.68	1,740.73	1,775.53	1,811.78
	20.55	21.07	21.61	22.23	22.78	23.43	24.01	24.49	24.99
CLERK-TYPIST 3	45,921	47,131	48,342	49,723	51,027	52,484	53,808	54,848	55,945
CT3	1,760.30	1,806.70	1,853.10	1,906.03	1,956.05	2,011.88	2,062.63	2,102.50	2,144.55
	24.28	24.92	25.56	26.29	26.98	27.75	28.45	29.00	29.58

 denotes 20 years
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COMPUTER OP 1	44,332	45,751	46,829	48,266	49,552	51,047	52,333	53,335	54,413
OP1	1,699.40	1,753.78	1,795.10	1,850.20	1,899.50	1,956.78	2,006.08	2,044.50	2,085.83
	23.44	24.19	24.76	25.52	26.20	26.99	27.67	28.20	28.77
COMPUTER OP 2	54,545	56,021	57,609	59,293	60,900	62,754	64,304	65,572	66,877
OP2	2,090.90	2,147.45	2,208.35	2,272.88	2,334.50	2,405.55	2,465.00	2,513.58	2,563.60
	28.84	29.62	30.46	31.35	32.20	33.18	34.00	34.67	35.36
COMPUTER OP 3	54,829	56,474	58,423	60,238	62,148	64,210	65,799	67,160	68,522
OP3	2,101.78	2,164.85	2,239.53	2,309.13	2,382.35	2,461.38	2,522.28	2,574.48	2,626.68
	28.99	29.86	30.89	31.85	32.86	33.95	34.79	35.51	36.23
COMPUTER OP 4	55,075	56,985	58,971	61,165	63,416	65,723	67,387	68,806	70,187
OP4	2,111.20	2,184.43	2,260.55	2,344.65	2,430.93	2,519.38	2,583.18	2,637.55	2,690.48
	29.12	30.13	31.18	32.34	33.53	34.75	35.63	36.38	37.11
JUDICIAL ASSISTANT 1	56,796	58,385	59,860	61,543	63,207	65,004	66,650	67,993	69,354
JA1	2,177.18	2,238.08	2,294.63	2,359.15	2,422.95	2,491.83	2,554.90	2,606.38	2,658.58
	30.03	30.87	31.65	32.54	33.42	34.37	35.24	35.95	36.67
MED RECORDS TECHN	55,472	56,777	58,366	59,784	61,524	63,189	64,777	66,044	67,368
MRT	2,126.43	2,176.45	2,237.35	2,291.73	2,358.43	2,422.23	2,483.13	2,531.70	2,582.45
	29.33	30.02	30.86	31.61	32.53	33.41	34.25	34.92	35.62
POSTAL CLERK 1	37,770	38,866	40,171	41,457	42,668	43,708	44,635	45,524	
LC1	1,447.83	1,489.88	1,539.90	1,589.20	1,635.60	1,675.48	1,711.00	1,745.08	
	19.97	20.55	21.24	21.92	22.56	23.11	23.60	24.07	
POSTAL CLERK 2	40,171	41,457	42,668	43,973	45,391	46,545	47,472	48,437	
LC2	1,539.90	1,589.20	1,635.60	1,685.63	1,740.00	1,784.23	1,819.75	1,856.73	
	21.24	21.92	22.56	23.25	24.00	24.61	25.10	25.61	
POSTAL CLERK 3	47,415	48,985	50,555	52,389	54,186	56,002	57,401	58,536	59,709
LC3	1,817.58	1,877.75	1,937.93	2,008.25	2,077.13	2,146.73	2,200.38	2,243.88	2,288.83
	25.07	25.90	26.73	27.70	28.65	29.61	30.35	30.95	31.57

 denotes 20 years
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STOREKEEPER 1	42,006	43,235	44,748	46,280	47,774	49,325	50,555	51,557	52,597
ST1	1,610.23	1,657.35	1,715.35	1,774.08	1,831.35	1,890.80	1,937.93	1,976.35	2,016.23
	22.21	22.86	23.66	24.47	25.26	26.08	26.73	27.26	27.81
STOREKEEPER 2	45,940	47,415	48,947	50,555	52,389	54,186	55,567	56,664	57,798
ST2	1,761.03	1,817.58	1,876.30	1,937.93	2,008.25	2,077.13	2,130.05	2,172.10	2,215.60
	24.29	25.07	25.88	26.73	27.70	28.65	29.38	29.96	30.56
STOREKEEPER 3	48,947	50,555	52,389	54,186	55,983	57,987	59,444	60,617	61,827
ST3	1,876.30	1,937.93	2,008.25	2,077.13	2,146.00	2,222.85	2,278.68	2,323.63	2,370.03
	25.88	26.73	27.70	28.65	29.60	30.66	31.43	32.05	32.69
STOREKEEPER 4	52,389	54,186	55,983	57,987	59,973	62,281	63,832	65,061	66,366
ST4	2,008.25	2,077.13	2,146.00	2,222.85	2,298.98	2,387.43	2,446.88	2,494.00	2,544.03
	27.70	28.65	29.60	30.66	31.71	32.93	33.75	34.40	35.09
STORES CLERK 1	36,786	37,770	38,866	40,171	41,457	42,668	43,708	44,635	45,524
SC1	1,410.13	1,447.83	1,489.88	1,539.90	1,589.20	1,635.60	1,675.48	1,711.00	1,745.08
	19.45	19.97	20.55	21.24	21.92	22.56	23.11	23.60	24.07
STORES CLERK 2	40,171	41,457	42,668	43,973	45,373	46,526	47,453	48,417	
SC2	1,539.90	1,589.20	1,635.60	1,685.63	1,739.28	1,783.50	1,819.03	1,856.00	
	21.24	21.92	22.56	23.25	23.99	24.60	25.09	25.60	
SWITCHBOARD OPER 1	32,814	33,741	34,668	35,651	36,786	37,694	38,394	39,150	
SW1	1,257.88	1,293.40	1,328.93	1,366.63	1,410.13	1,444.93	1,471.75	1,500.75	
	17.35	17.84	18.33	18.85	19.45	19.93	20.30	20.70	
SWITCHBOARD OPER 2	38,866	39,850	40,871	42,044	43,084	44,313	45,410	46,318	47,264
SW2	1,489.88	1,527.58	1,566.73	1,611.68	1,651.55	1,698.68	1,740.73	1,775.53	1,811.78
	20.55	21.07	21.61	22.23	22.78	23.43	24.01	24.49	24.99
SWITCHBOARD OPER 3	45,921	47,131	48,342	49,723	51,027	52,484	53,808	54,848	55,945
SW3	1,760.30	1,806.70	1,853.10	1,906.03	1,956.05	2,011.88	2,062.63	2,102.50	2,144.55
	24.28	24.92	25.56	26.29	26.98	27.75	28.45	29.00	29.58

 denotes 20 years
 denotes 25 years

WEB PUBLISHER	56,985	58,971	61,165	63,416	65,723	68,257	69,960	71,416	72,834
WB1	2,184.43	2,260.55	2,344.65	2,430.93	2,519.38	2,616.53	2,681.78	2,737.60	2,791.98
	30.13	31.18	32.34	33.53	34.75	36.09	36.99	37.76	38.51
WEB COORDINATOR	62,319	64,304	66,271	68,390	70,697	72,967	74,801	76,352	77,865
WB2	2,388.88	2,465.00	2,540.40	2,621.60	2,710.05	2,797.05	2,867.38	2,926.83	2,984.83
	32.95	34.00	35.04	36.16	37.38	38.58	39.55	40.37	41.17
WORD PROCESSOR 1	38,318	39,472	40,455	41,250	42,063				
WP1	1,468.85	1,513.08	1,550.78	1,581.23	1,612.40				
	20.26	20.87	21.39	21.81	22.24				
WORD PROCESSOR 2	47,150	48,399	49,760	51,103	52,503	53,921	55,264	56,399	57,534
WP2	1,807.43	1,855.28	1,907.48	1,958.95	2,012.60	2,066.98	2,118.45	2,161.95	2,205.45
	24.93	25.59	26.31	27.02	27.76	28.51	29.22	29.82	30.42
WORD PROCESSOR 3	51,519	52,862	54,394	55,983	57,571	59,293	60,806	61,997	63,245
WP3	1,974.90	2,026.38	2,085.10	2,146.00	2,206.90	2,272.88	2,330.88	2,376.55	2,424.40
	27.24	27.95	28.76	29.60	30.44	31.35	32.15	32.78	33.44
WORD PROCESSOR 4	52,862	54,394	55,983	57,571	59,293	61,051	62,564	63,870	65,156
WP4	2,026.38	2,085.10	2,146.00	2,206.90	2,272.88	2,340.30	2,398.30	2,448.33	2,497.63
	27.95	28.76	29.60	30.44	31.35	32.28	33.08	33.77	34.45
WORD PROCESSOR 5	55,983	57,571	59,293	61,051	63,018	64,910	66,517	67,898	69,260
WP5	2,146.00	2,206.90	2,272.88	2,340.30	2,415.70	2,488.20	2,549.83	2,602.75	2,654.95
	29.60	30.44	31.35	32.28	33.32	34.32	35.17	35.90	36.62
WORD PROCESSOR 6	62,319	64,304	66,271	68,390	70,697	72,967	74,801	76,352	77,865
WP6	2,388.88	2,465.00	2,540.40	2,621.60	2,710.05	2,797.05	2,867.38	2,926.83	2,984.83
	32.95	34.00	35.04	36.16	37.38	38.58	39.55	40.37	41.17

 denotes 20 years
 denotes 25 years

CLERICAL COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

ACCOUNT MACH OPER 3 AM3	50,157 1,922.70 26.52	51,595 1,977.80 27.28	52,976 2,030.73 28.01	54,300 2,081.48 28.71	55,888 2,142.38 29.55	57,382 2,199.65 30.34	58,820 2,254.75 31.10	59,973 2,298.98 31.71	61,165 2,344.65 32.34
ACCOUNTING CLERK 1 AK1	50,157 1,922.70 26.52	51,595 1,977.80 27.28	52,976 2,030.73 28.01	54,300 2,081.48 28.71	55,888 2,142.38 29.55	57,382 2,199.65 30.34	58,820 2,254.75 31.10	59,973 2,298.98 31.71	61,165 2,344.65 32.34
ACCOUNTING CLERK 2 AK2	57,515 2,204.73 30.41	59,236 2,270.70 31.32	60,749 2,328.70 32.12	62,394 2,391.78 32.99	64,172 2,459.93 33.93	66,064 2,532.43 34.93	67,690 2,594.78 35.79	69,090 2,648.43 36.53	70,489 2,702.08 37.27
ADMIN SECRETARY 1 AY1	37,618 1,442.03 19.89	38,394 1,471.75 20.30	39,566 1,516.70 20.92	40,607 1,556.58 21.47	41,628 1,595.73 22.01	42,668 1,635.60 22.56	43,633 1,672.58 23.07	44,540 1,707.38 23.55	
ADMIN SECRETARY 2 AY2	42,611 1,633.43 22.53	43,443 1,665.33 22.97	44,559 1,708.10 23.56	45,637 1,749.43 24.13	47,113 1,805.98 24.91	48,210 1,848.03 25.49	49,420 1,894.43 26.13	50,441 1,933.58 26.67	51,444 1,972.00 27.20
ADMIN SECRETARY 3 AY3	48,569 1,861.80 25.68	49,855 1,911.10 26.36	51,254 1,964.75 27.10	52,635 2,017.68 27.83	54,073 2,072.78 28.59	55,548 2,129.33 29.37	56,928 2,182.25 30.10	58,082 2,226.48 30.71	59,255 2,271.43 31.33
ADMIN SECRETARY 4 AY4	54,489 2,088.73 28.81	55,945 2,144.55 29.58	57,288 2,196.03 30.29	58,801 2,254.03 31.09	60,484 2,318.55 31.98	62,092 2,380.18 32.83	63,624 2,438.90 33.64	64,891 2,487.48 34.31	66,196 2,537.50 35.00

 denotes 20 years
 denotes 25 years

Effective 2026 03 21 through 2027 03 19

CLAIMS CDNG CL MHSC CCK	46,072 1,766.10 24.36	47,245 1,811.05 24.98	48,512 1,859.63 25.65	49,741 1,906.75 26.30	51,047 1,956.78 26.99	52,484 2,011.88 27.75	53,808 2,062.63 28.45	54,829 2,101.78 28.99	55,945 2,144.55 29.58
CLERK 1 CL1	33,798 1,295.58 17.87	34,762 1,332.55 18.38	35,708 1,368.80 18.88	36,729 1,407.95 19.42	37,637 1,442.75 19.90	38,413 1,472.48 20.31	39,188 1,502.20 20.72		
CLERK 2 CL2	40,039 1,534.83 21.17	41,041 1,573.25 21.70	42,101 1,613.85 22.26	43,311 1,660.25 22.90	44,370 1,700.85 23.46	45,637 1,749.43 24.13	46,772 1,792.93 24.73	47,699 1,828.45 25.22	48,682 1,866.15 25.74
CLERK 3 CL3	48,682 1,866.15 25.74	49,931 1,914.00 26.40	51,311 1,966.93 27.13	52,711 2,020.58 27.87	54,129 2,074.95 28.62	55,813 2,139.48 29.51	57,231 2,193.85 30.26	58,366 2,237.35 30.86	59,538 2,282.30 31.48
CLERK 4 CL4	57,137 2,190.23 30.21	58,479 2,241.70 30.92	60,125 2,304.78 31.79	61,581 2,360.60 32.56	63,378 2,429.48 33.51	65,080 2,494.73 34.41	66,725 2,557.80 35.28	68,030 2,607.83 35.97	69,392 2,660.03 36.69
CLERK 5 CL5	57,666 2,210.53 30.49	59,293 2,272.88 31.35	61,070 2,341.03 32.29	62,886 2,410.63 33.25	64,910 2,488.20 34.32	66,858 2,562.88 35.35	68,522 2,626.68 36.23	69,941 2,681.05 36.98	71,340 2,734.70 37.72
CLERK-TYPIST 1 CT1	37,486 1,436.95 19.82	38,431 1,473.20 20.32	39,320 1,507.28 20.79	40,531 1,553.68 21.43	41,647 1,596.45 22.02	42,706 1,637.05 22.58	43,538 1,668.95 23.02	44,389 1,701.58 23.47	
CLERK-TYPIST 2 CT2	41,250 1,581.23 21.81	42,271 1,620.38 22.35	43,368 1,662.43 22.93	44,616 1,710.28 23.59	45,694 1,751.60 24.16	46,999 1,801.63 24.85	48,172 1,846.58 25.47	49,136 1,883.55 25.98	50,139 1,921.98 26.51

 denotes 20 years
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Effective 2026 03 21 through 2027 03 19

CLERK-TYPIST 3 CT3	48,720 1,867.60 25.76	50,006 1,916.90 26.44	51,292 1,966.20 27.12	52,749 2,022.03 27.89	54,129 2,074.95 28.62	55,680 2,134.40 29.44	57,080 2,188.05 30.18	58,196 2,230.83 30.77	59,349 2,275.05 31.38
COMPUTER OP 1 OP1	45,656 1,750.15 24.14	47,131 1,806.70 24.92	48,228 1,848.75 25.50	49,723 1,906.03 26.29	51,047 1,956.78 26.99	52,578 2,015.50 27.80	53,902 2,066.25 28.50	54,943 2,106.13 29.05	56,040 2,148.18 29.63
COMPUTER OP 2 OP2	56,191 2,153.98 29.71	57,704 2,211.98 30.51	59,330 2,274.33 31.37	61,070 2,341.03 32.29	62,735 2,404.83 33.17	64,645 2,478.05 34.18	66,234 2,538.95 35.02	67,539 2,588.98 35.71	68,881 2,640.45 36.42
COMPUTER OP 3 OP3	56,474 2,164.85 29.86	58,177 2,230.10 30.76	60,181 2,306.95 31.82	62,054 2,378.73 32.81	64,021 2,454.13 33.85	66,139 2,535.33 34.97	67,766 2,597.68 35.83	69,184 2,652.05 36.58	70,584 2,705.70 37.32
COMPUTER OP 4 OP4	56,720 2,174.28 29.99	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	69,411 2,660.75 36.70	70,867 2,716.58 37.47	72,286 2,770.95 38.22
JUDICIAL ASSISTANT 1 JA1	58,498 2,242.43 30.93	60,144 2,305.50 31.80	61,657 2,363.50 32.60	63,397 2,430.20 33.52	65,099 2,495.45 34.42	66,952 2,566.50 35.40	68,654 2,631.75 36.30	70,035 2,684.68 37.03	71,435 2,738.33 37.77
MED RECORDS TECHN MRT	57,137 2,190.23 30.21	58,479 2,241.70 30.92	60,125 2,304.78 31.79	61,581 2,360.60 32.56	63,378 2,429.48 33.51	65,080 2,494.73 34.41	66,725 2,557.80 35.28	68,030 2,607.83 35.97	69,392 2,660.03 36.69
POSTAL CLERK 1 LC1	38,904 1,491.33 20.57	40,039 1,534.83 21.17	41,382 1,586.30 21.88	42,706 1,637.05 22.58	43,954 1,684.90 23.24	45,013 1,725.50 23.80	45,978 1,762.48 24.31	46,886 1,797.28 24.79	

 denotes 20 years
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Effective 2026 03 21 through 2027 03 19

POSTAL CLERK 2 LC2	41,382 1,586.30 21.88	42,706 1,637.05 22.58	43,954 1,684.90 23.24	45,297 1,736.38 23.95	46,753 1,792.20 24.72	47,945 1,837.88 25.35	48,890 1,874.13 25.85	49,893 1,912.55 26.38	
POSTAL CLERK 3 LC3	48,834 1,871.95 25.82	50,460 1,934.30 26.68	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,122 2,266.35 31.26	60,295 2,311.30 31.88	61,505 2,357.70 32.52
STOREKEEPER 1 ST1	43,273 1,658.80 22.88	44,540 1,707.38 23.55	46,091 1,766.83 24.37	47,661 1,827.00 25.20	49,212 1,886.45 26.02	50,801 1,947.35 26.86	52,068 1,995.93 27.53	53,108 2,035.80 28.08	54,167 2,076.40 28.64
STOREKEEPER 2 ST2	47,321 1,813.95 25.02	48,834 1,871.95 25.82	50,422 1,932.85 26.66	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,231 2,193.85 30.26	58,366 2,237.35 30.86	59,538 2,282.30 31.48
STOREKEEPER 3 ST3	50,422 1,932.85 26.66	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,666 2,210.53 30.49	59,727 2,289.55 31.58	61,222 2,346.83 32.37	62,432 2,393.23 33.01	63,680 2,441.08 33.67
STOREKEEPER 4 ST4	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,666 2,210.53 30.49	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,153 2,459.20 33.92	65,742 2,520.10 34.76	67,009 2,568.68 35.43	68,352 2,620.15 36.14
STORES CLERK 1 SC1	37,883 1,452.18 20.03	38,904 1,491.33 20.57	40,039 1,534.83 21.17	41,382 1,586.30 21.88	42,706 1,637.05 22.58	43,954 1,684.90 23.24	45,013 1,725.50 23.80	45,978 1,762.48 24.31	46,886 1,797.28 24.79
STORES CLERK 2 SC2	41,382 1,586.30 21.88	42,706 1,637.05 22.58	43,954 1,684.90 23.24	45,297 1,736.38 23.95	46,734 1,791.48 24.71	47,926 1,837.15 25.34	48,871 1,873.40 25.84	49,874 1,911.83 26.37	

 denotes 20 years
 denotes 25 years

Effective 2026 03 21 through 2027 03 19

SWITCHBOARD OPER 1 SW1	33,798 1,295.58 17.87	34,762 1,332.55 18.38	35,708 1,368.80 18.88	36,729 1,407.95 19.42	37,883 1,452.18 20.03	38,829 1,488.43 20.53	39,547 1,515.98 20.91	40,323 1,545.70 21.32	
SWITCHBOARD OPER 2 SW2	40,039 1,534.83 21.17	41,041 1,573.25 21.70	42,101 1,613.85 22.26	43,311 1,660.25 22.90	44,370 1,700.85 23.46	45,637 1,749.43 24.13	46,772 1,792.93 24.73	47,699 1,828.45 25.22	48,682 1,866.15 25.74
SWITCHBOARD OPER 3 SW3	47,302 1,813.23 25.01	48,550 1,861.08 25.67	49,798 1,908.93 26.33	51,217 1,963.30 27.08	52,560 2,014.78 27.79	54,054 2,072.05 28.58	55,415 2,124.25 29.30	56,493 2,165.58 29.87	57,628 2,209.08 30.47
WEB PUBLISHER WB1	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	70,300 2,694.83 37.17	72,059 2,762.25 38.10	73,553 2,819.53 38.89	75,028 2,876.08 39.67
WEB COORDINATOR WB2	64,191 2,460.65 33.94	66,234 2,538.95 35.02	68,257 2,616.53 36.09	70,432 2,699.90 37.24	72,815 2,791.25 38.50	75,161 2,881.15 39.74	77,052 2,953.65 40.74	78,641 3,014.55 41.58	80,210 3,074.73 42.41
WORD PROCESSOR 1 WP1	39,472 1,513.08 20.87	40,663 1,558.75 21.50	41,666 1,597.18 22.03	42,479 1,628.35 22.46	43,330 1,660.98 22.91				
WORD PROCESSOR 2 WP2	48,569 1,861.80 25.68	49,855 1,911.10 26.36	51,254 1,964.75 27.10	52,635 2,017.68 27.83	54,073 2,072.78 28.59	55,548 2,129.33 29.37	56,928 2,182.25 30.10	58,082 2,226.48 30.71	59,255 2,271.43 31.33
WORD PROCESSOR 3 WP3	53,070 2,034.35 28.06	54,451 2,087.28 28.79	56,021 2,147.45 29.62	57,666 2,210.53 30.49	59,293 2,272.88 31.35	61,070 2,341.03 32.29	62,621 2,400.48 33.11	63,851 2,447.60 33.76	65,137 2,496.90 34.44

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Alternate formats available.

Effective 2026 03 21 through 2027 03 19

WORD PROCESSOR 4	54,451	56,021	57,666	59,293	61,070	62,886	64,437	65,780	67,104
WP4	2,087.28	2,147.45	2,210.53	2,272.88	2,341.03	2,410.63	2,470.08	2,521.55	2,572.30
	28.79	29.62	30.49	31.35	32.29	33.25	34.07	34.78	35.48
WORD PROCESSOR 5	57,666	59,293	61,070	62,886	64,910	66,858	68,522	69,941	71,340
WP5	2,210.53	2,272.88	2,341.03	2,410.63	2,488.20	2,562.88	2,626.68	2,681.05	2,734.70
	30.49	31.35	32.29	33.25	34.32	35.35	36.23	36.98	37.72
WORD PROCESSOR 6	64,191	66,234	68,257	70,432	72,815	75,161	77,052	78,641	80,210
WP6	2,460.65	2,538.95	2,616.53	2,699.90	2,791.25	2,881.15	2,953.65	3,014.55	3,074.73
	33.94	35.02	36.09	37.24	38.50	39.74	40.74	41.58	42.41

 denotes 20 years
 denotes 25 years

CORRECTIONS COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

CH CORRECTION OFF	88,445	91,638	94,852	98,421	101,865	105,684	107,771
CCO	3,390.40	3,512.80	3,636.00	3,772.80	3,904.80	4,051.20	4,131.20
	42.38	43.91	45.45	47.16	48.81	50.64	51.64
CORR TRADES INST 1	71,186	73,544	75,965	78,532	81,078	83,875	85,565
TI1	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,280.00
	34.11	35.24	36.40	37.63	38.85	40.19	41.00
CORR TRADES INST 2	75,965	78,532	81,078	83,875	86,797	89,990	91,764
TI2	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,517.60
	36.40	37.63	38.85	40.19	41.59	43.12	43.97
CORR TRADES INST 3	82,602	85,336	88,925	91,638	94,852	98,421	100,404
TI3	3,166.40	3,271.20	3,408.80	3,512.80	3,636.00	3,772.80	3,848.80
	39.58	40.89	42.61	43.91	45.45	47.16	48.11
CORRECT SERV OFF 1	75,965	78,532	81,078	83,875	86,797	89,990	91,764
RF1	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,517.60
	36.40	37.63	38.85	40.19	41.59	43.12	43.97
CORRECT SERV OFF 2	79,784	82,602	85,336	88,445	91,638	94,852	96,731
RF2	3,058.40	3,166.40	3,271.20	3,390.40	3,512.80	3,636.00	3,708.00
	38.23	39.58	40.89	42.38	43.91	45.45	46.35
CORRECTIONAL OFF 1	64,216	70,435	72,626	74,964	77,531	79,951	81,558
OC1	2,461.60	2,700.00	2,784.00	2,873.60	2,972.00	3,064.80	3,126.40
	30.77	33.75	34.80	35.92	37.15	38.31	39.08

 denotes 20 years

 denotes 25 years

Alternate formats available.

Effective 2023 03 25 through 2023 10 06

CORRECTIONAL OFF 2	71,186	73,544	75,965	78,532	81,078	83,875	85,565
OC2	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,280.00
	34.11	35.24	36.40	37.63	38.85	40.19	41.00
CORRECTIONAL OFF 3	75,965	78,532	81,078	83,875	86,797	89,990	91,764
OC3	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,517.60
	36.40	37.63	38.85	40.19	41.59	43.12	43.97
CORRECTIONAL OFF 4	83,875	86,797	89,990	93,329	96,772	100,007	101,948
OC4	3,215.20	3,327.20	3,449.60	3,577.60	3,709.60	3,833.60	3,908.00
	40.19	41.59	43.12	44.72	46.37	47.92	48.85
JUVENILE COUNSELR 1	64,216	70,435	72,626	74,964	77,531	79,951	81,558
JC1	2,461.60	2,700.00	2,784.00	2,873.60	2,972.00	3,064.80	3,126.40
	30.77	33.75	34.80	35.92	37.15	38.31	39.08
JUVENILE COUNSELR 2	71,186	73,544	75,965	78,532	81,078	83,875	85,565
JC2	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,280.00
	34.11	35.24	36.40	37.63	38.85	40.19	41.00
JUVENILE COUNSELR 3	75,965	78,532	81,078	83,875	86,797	89,990	91,764
JC3	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,517.60
	36.40	37.63	38.85	40.19	41.59	43.12	43.97
JUVENILE COUNSELR 4	83,875	86,797	89,990	93,329	96,772	100,007	101,948
JC4	3,215.20	3,327.20	3,449.60	3,577.60	3,709.60	3,833.60	3,908.00
	40.19	41.59	43.12	44.72	46.37	47.92	48.85

 denotes 20 years
 denotes 25 years

CORRECTIONS COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

CH CORRECTION OFF	88,445	91,638	94,852	98,421	101,865	105,684	109,127	111,277
CCO	3,390.40	3,512.80	3,636.00	3,772.80	3,904.80	4,051.20	4,183.20	4,265.60
	42.38	43.91	45.45	47.16	48.81	50.64	52.29	53.32
CORR TRADES INST 1	71,186	73,544	75,965	78,532	81,078	83,875	86,609	88,341
TI1	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,320.00	3,386.40
	34.11	35.24	36.40	37.63	38.85	40.19	41.50	42.33
CORR TRADES INST 2	75,965	78,532	81,078	83,875	86,797	89,990	92,911	94,748
TI2	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,561.60	3,632.00
	36.40	37.63	38.85	40.19	41.59	43.12	44.52	45.40
CORR TRADES INST 3	82,602	85,336	88,925	91,638	94,852	98,421	101,614	103,659
TI3	3,166.40	3,271.20	3,408.80	3,512.80	3,636.00	3,772.80	3,895.20	3,973.60
	39.58	40.89	42.61	43.91	45.45	47.16	48.69	49.67
CORRECT SERV OFF 1	75,965	78,532	81,078	83,875	86,797	89,990	92,911	94,748
RF1	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,561.60	3,632.00
	36.40	37.63	38.85	40.19	41.59	43.12	44.52	45.40
CORRECT SERV OFF 2	79,784	82,602	85,336	88,445	91,638	94,852	97,941	99,882
RF2	3,058.40	3,166.40	3,271.20	3,390.40	3,512.80	3,636.00	3,754.40	3,828.80
	38.23	39.58	40.89	42.38	43.91	45.45	46.93	47.86
CORRECTIONAL OFF 1	64,216	70,435	72,626	74,964	77,531	79,951	82,560	84,209
OC1	2,461.60	2,700.00	2,784.00	2,873.60	2,972.00	3,064.80	3,164.80	3,228.00
	30.77	33.75	34.80	35.92	37.15	38.31	39.56	40.35

denotes 20 years
 denotes 25 years

Alternate formats available.

Effective 2023 10 07 through 2024 03 22

CORRECTIONAL OFF 2	71,186	73,544	75,965	78,532	81,078	83,875	86,609	88,341
OC2	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,320.00	3,386.40
	34.11	35.24	36.40	37.63	38.85	40.19	41.50	42.33
CORRECTIONAL OFF 3	75,965	78,532	81,078	83,875	86,797	89,990	92,911	94,748
OC3	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,561.60	3,632.00
	36.40	37.63	38.85	40.19	41.59	43.12	44.52	45.40
CORRECTIONAL OFF 4	83,875	86,797	89,990	93,329	96,772	100,007	103,263	105,266
OC4	3,215.20	3,327.20	3,449.60	3,577.60	3,709.60	3,833.60	3,958.40	4,035.20
	40.19	41.59	43.12	44.72	46.37	47.92	49.48	50.44
JUVENILE COUNSELR 1	64,216	70,435	72,626	74,964	77,531	79,951	82,560	84,209
JC1	2,461.60	2,700.00	2,784.00	2,873.60	2,972.00	3,064.80	3,164.80	3,228.00
	30.77	33.75	34.80	35.92	37.15	38.31	39.56	40.35
JUVENILE COUNSELR 2	71,186	73,544	75,965	78,532	81,078	83,875	86,609	88,341
JC2	2,728.80	2,819.20	2,912.00	3,010.40	3,108.00	3,215.20	3,320.00	3,386.40
	34.11	35.24	36.40	37.63	38.85	40.19	41.50	42.33
JUVENILE COUNSELR 3	75,965	78,532	81,078	83,875	86,797	89,990	92,911	94,748
JC3	2,912.00	3,010.40	3,108.00	3,215.20	3,327.20	3,449.60	3,561.60	3,632.00
	36.40	37.63	38.85	40.19	41.59	43.12	44.52	45.40
JUVENILE COUNSELR 4	83,875	86,797	89,990	93,329	96,772	100,007	103,263	105,266
JC4	3,215.20	3,327.20	3,449.60	3,577.60	3,709.60	3,833.60	3,958.40	4,035.20
	40.19	41.59	43.12	44.72	46.37	47.92	49.48	50.44

 denotes 20 years
 denotes 25 years

**CORRECTIONS COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

CH CORRECTION OFF	90,887	94,164	97,461	101,134	104,661	108,585	112,132	114,345	116,640
CCO	3,484.00	3,609.60	3,736.00	3,876.80	4,012.00	4,162.40	4,298.40	4,383.20	4,471.20
	43.55	45.12	46.70	48.46	50.15	52.03	53.73	54.79	55.89
CORR TRADES INST 1	73,148	75,569	78,052	80,682	83,311	86,191	88,988	90,762	92,578
TI1	2,804.00	2,896.80	2,992.00	3,092.80	3,193.60	3,304.00	3,411.20	3,479.20	3,548.80
	35.05	36.21	37.40	38.66	39.92	41.30	42.64	43.49	44.36
CORR TRADES INST 2	78,052	80,682	83,311	86,191	89,176	92,473	95,458	97,357	99,298
TI2	2,992.00	3,092.80	3,193.60	3,304.00	3,418.40	3,544.80	3,659.20	3,732.00	3,806.40
	37.40	38.66	39.92	41.30	42.73	44.31	45.74	46.65	47.58
CORR TRADES INST 3	84,877	87,673	91,367	94,164	97,461	101,134	104,411	106,518	108,647
TI3	3,253.60	3,360.80	3,502.40	3,609.60	3,736.00	3,876.80	4,002.40	4,083.20	4,164.80
	40.67	42.01	43.78	45.12	46.70	48.46	50.03	51.04	52.06
CORRECT SERV OFF 1	78,052	80,682	83,311	86,191	89,176	92,473	95,458	97,357	99,298
RF1	2,992.00	3,092.80	3,193.60	3,304.00	3,418.40	3,544.80	3,659.20	3,732.00	3,806.40
	37.40	38.66	39.92	41.30	42.73	44.31	45.74	46.65	47.58
CORRECT SERV OFF 2	81,976	84,877	87,673	90,887	94,164	97,461	100,633	102,637	104,682
RF2	3,142.40	3,253.60	3,360.80	3,484.00	3,609.60	3,736.00	3,857.60	3,934.40	4,012.80
	39.28	40.67	42.01	43.55	45.12	46.70	48.22	49.18	50.16
CORRECTIONAL OFF 1	65,990	72,376	74,630	77,030	79,659	82,143	84,835	86,525	88,258
OC1	2,529.60	2,774.40	2,860.80	2,952.80	3,053.60	3,148.80	3,252.00	3,316.80	3,383.20
	31.62	34.68	35.76	36.91	38.17	39.36	40.65	41.46	42.29

 denotes 20 years
 denotes 25 years

Effective 2024 03 23 through 2025 03 21

CORRECTIONAL OFF 2	73,148	75,569	78,052	80,682	83,311	86,191	88,988	90,762	92,578
OC2	2,804.00	2,896.80	2,992.00	3,092.80	3,193.60	3,304.00	3,411.20	3,479.20	3,548.80
	35.05	36.21	37.40	38.66	39.92	41.30	42.64	43.49	44.36
CORRECTIONAL OFF 3	78,052	80,682	83,311	86,191	89,176	92,473	95,458	97,357	99,298
OC3	2,992.00	3,092.80	3,193.60	3,304.00	3,418.40	3,544.80	3,659.20	3,732.00	3,806.40
	37.40	38.66	39.92	41.30	42.73	44.31	45.74	46.65	47.58
CORRECTIONAL OFF 4	86,191	89,176	92,473	95,896	99,444	102,762	106,101	108,167	110,338
OC4	3,304.00	3,418.40	3,544.80	3,676.00	3,812.00	3,939.20	4,067.20	4,146.40	4,229.60
	41.30	42.73	44.31	45.95	47.65	49.24	50.84	51.83	52.87
JUVENILE COUNSELR 1	65,990	72,376	74,630	77,030	79,659	82,143	84,835	86,525	88,258
JC1	2,529.60	2,774.40	2,860.80	2,952.80	3,053.60	3,148.80	3,252.00	3,316.80	3,383.20
	31.62	34.68	35.76	36.91	38.17	39.36	40.65	41.46	42.29
JUVENILE COUNSELR 2	73,148	75,569	78,052	80,682	83,311	86,191	88,988	90,762	92,578
JC2	2,804.00	2,896.80	2,992.00	3,092.80	3,193.60	3,304.00	3,411.20	3,479.20	3,548.80
	35.05	36.21	37.40	38.66	39.92	41.30	42.64	43.49	44.36
JUVENILE COUNSELR 3	78,052	80,682	83,311	86,191	89,176	92,473	95,458	97,357	99,298
JC3	2,992.00	3,092.80	3,193.60	3,304.00	3,418.40	3,544.80	3,659.20	3,732.00	3,806.40
	37.40	38.66	39.92	41.30	42.73	44.31	45.74	46.65	47.58
JUVENILE COUNSELR 4	86,191	89,176	92,473	95,896	99,444	102,762	106,101	108,167	110,338
JC4	3,304.00	3,418.40	3,544.80	3,676.00	3,812.00	3,939.20	4,067.20	4,146.40	4,229.60
	41.30	42.73	44.31	45.95	47.65	49.24	50.84	51.83	52.87

 denotes 20 years
 denotes 25 years

**CORRECTIONS COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

CH CORRECTION OFF	93,621	96,981	100,383	104,160	107,791	111,840	115,492	117,767	120,146
CCO	3,588.80	3,717.60	3,848.00	3,992.80	4,132.00	4,287.20	4,427.20	4,514.40	4,605.60
	44.86	46.47	48.10	49.91	51.65	53.59	55.34	56.43	57.57
CORR TRADES INST 1	75,339	77,844	80,390	83,103	85,816	88,779	91,659	93,475	95,353
TI1	2,888.00	2,984.00	3,081.60	3,185.60	3,289.60	3,403.20	3,513.60	3,583.20	3,655.20
	36.10	37.30	38.52	39.82	41.12	42.54	43.92	44.79	45.69
CORR TRADES INST 2	80,390	83,103	85,816	88,779	91,847	95,249	98,317	100,278	102,282
TI2	3,081.60	3,185.60	3,289.60	3,403.20	3,520.80	3,651.20	3,768.80	3,844.00	3,920.80
	38.52	39.82	41.12	42.54	44.01	45.64	47.11	48.05	49.01
CORR TRADES INST 3	87,423	90,303	94,101	96,981	100,383	104,160	107,541	109,711	111,903
TI3	3,351.20	3,461.60	3,607.20	3,717.60	3,848.00	3,992.80	4,122.40	4,205.60	4,289.60
	41.89	43.27	45.09	46.47	48.10	49.91	51.53	52.57	53.62
CORRECT SERV OFF 1	80,390	83,103	85,816	88,779	91,847	95,249	98,317	100,278	102,282
RF1	3,081.60	3,185.60	3,289.60	3,403.20	3,520.80	3,651.20	3,768.80	3,844.00	3,920.80
	38.52	39.82	41.12	42.54	44.01	45.64	47.11	48.05	49.01
CORRECT SERV OFF 2	84,438	87,423	90,303	93,621	96,981	100,383	103,659	105,725	107,812
RF2	3,236.80	3,351.20	3,461.60	3,588.80	3,717.60	3,848.00	3,973.60	4,052.80	4,132.80
	40.46	41.89	43.27	44.86	46.47	48.10	49.67	50.66	51.66
CORRECTIONAL OFF 1	67,972	74,546	76,863	79,346	82,059	84,605	87,381	89,113	90,908
OC1	2,605.60	2,857.60	2,946.40	3,041.60	3,145.60	3,243.20	3,349.60	3,416.00	3,484.80
	32.57	35.72	36.83	38.02	39.32	40.54	41.87	42.70	43.56

 denotes 20 years
 denotes 25 years

Effective 2025 03 22 through 2026 03 20

CORRECTIONAL OFF 2	75,339	77,844	80,390	83,103	85,816	88,779	91,659	93,475	95,353
OC2	2,888.00	2,984.00	3,081.60	3,185.60	3,289.60	3,403.20	3,513.60	3,583.20	3,655.20
	36.10	37.30	38.52	39.82	41.12	42.54	43.92	44.79	45.69
CORRECTIONAL OFF 3	80,390	83,103	85,816	88,779	91,847	95,249	98,317	100,278	102,282
OC3	3,081.60	3,185.60	3,289.60	3,403.20	3,520.80	3,651.20	3,768.80	3,844.00	3,920.80
	38.52	39.82	41.12	42.54	44.01	45.64	47.11	48.05	49.01
CORRECTIONAL OFF 4	88,779	91,847	95,249	98,776	102,428	105,851	109,294	111,402	113,656
OC4	3,403.20	3,520.80	3,651.20	3,786.40	3,926.40	4,057.60	4,189.60	4,270.40	4,356.80
	42.54	44.01	45.64	47.33	49.08	50.72	52.37	53.38	54.46
JUVENILE COUNSELOR 1	67,972	74,546	76,863	79,346	82,059	84,605	87,381	89,113	90,908
JC1	2,605.60	2,857.60	2,946.40	3,041.60	3,145.60	3,243.20	3,349.60	3,416.00	3,484.80
	32.57	35.72	36.83	38.02	39.32	40.54	41.87	42.70	43.56
JUVENILE COUNSELOR 2	75,339	77,844	80,390	83,103	85,816	88,779	91,659	93,475	95,353
JC2	2,888.00	2,984.00	3,081.60	3,185.60	3,289.60	3,403.20	3,513.60	3,583.20	3,655.20
	36.10	37.30	38.52	39.82	41.12	42.54	43.92	44.79	45.69
JUVENILE COUNSELOR 3	80,390	83,103	85,816	88,779	91,847	95,249	98,317	100,278	102,282
JC3	3,081.60	3,185.60	3,289.60	3,403.20	3,520.80	3,651.20	3,768.80	3,844.00	3,920.80
	38.52	39.82	41.12	42.54	44.01	45.64	47.11	48.05	49.01
JUVENILE COUNSELOR 4	88,779	91,847	95,249	98,776	102,428	105,851	109,294	111,402	113,656
JC4	3,403.20	3,520.80	3,651.20	3,786.40	3,926.40	4,057.60	4,189.60	4,270.40	4,356.80
	42.54	44.01	45.64	47.33	49.08	50.72	52.37	53.38	54.46

 denotes 20 years
 denotes 25 years

CORRECTIONS COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

CH CORRECTION OFF CCO	96,438 3,696.80 46.21	99,882 3,828.80 47.86	103,388 3,963.20 49.54	107,291 4,112.80 51.41	111,026 4,256.00 53.20	115,200 4,416.00 55.20	118,957 4,560.00 57.00	121,294 4,649.60 58.12	123,757 4,744.00 59.30
CORR TRADES INST 1 TI1	77,593 2,974.40 37.18	80,181 3,073.60 38.42	82,811 3,174.40 39.68	85,586 3,280.80 41.01	88,383 3,388.00 42.35	91,451 3,505.60 43.82	94,414 3,619.20 45.24	96,271 3,690.40 46.13	98,212 3,764.80 47.06
CORR TRADES INST 2 TI2	82,811 3,174.40 39.68	85,586 3,280.80 41.01	88,383 3,388.00 42.35	91,451 3,505.60 43.82	94,602 3,626.40 45.33	98,108 3,760.80 47.01	101,259 3,881.60 48.52	103,284 3,959.20 49.49	105,350 4,038.40 50.48
CORR TRADES INST 3 TI3	90,052 3,452.00 43.15	93,016 3,565.60 44.57	96,918 3,715.20 46.44	99,882 3,828.80 47.86	103,388 3,963.20 49.54	107,291 4,112.80 51.41	110,776 4,246.40 53.08	113,009 4,332.00 54.15	115,263 4,418.40 55.23
CORRECT SERV OFF 1 RF1	82,811 3,174.40 39.68	85,586 3,280.80 41.01	88,383 3,388.00 42.35	91,451 3,505.60 43.82	94,602 3,626.40 45.33	98,108 3,760.80 47.01	101,259 3,881.60 48.52	103,284 3,959.20 49.49	105,350 4,038.40 50.48
CORRECT SERV OFF 2 RF2	86,964 3,333.60 41.67	90,052 3,452.00 43.15	93,016 3,565.60 44.57	96,438 3,696.80 46.21	99,882 3,828.80 47.86	103,388 3,963.20 49.54	106,769 4,092.80 51.16	108,898 4,174.40 52.18	111,047 4,256.80 53.21
CORRECTIONAL OFF 1 OC1	70,018 2,684.00 33.55	76,779 2,943.20 36.79	79,158 3,034.40 37.93	81,725 3,132.80 39.16	84,522 3,240.00 40.50	87,151 3,340.80 41.76	90,011 3,450.40 43.13	91,785 3,518.40 43.98	93,642 3,589.60 44.87

denotes 20 years
 denotes 25 years

Alternate formats available.

Effective 2026 03 21 through 2027 03 19

CORRECTIONAL OFF 2	77,593	80,181	82,811	85,586	88,383	91,451	94,414	96,271	98,212
OC2	2,974.40	3,073.60	3,174.40	3,280.80	3,388.00	3,505.60	3,619.20	3,690.40	3,764.80
	37.18	38.42	39.68	41.01	42.35	43.82	45.24	46.13	47.06
CORRECTIONAL OFF 3	82,811	85,586	88,383	91,451	94,602	98,108	101,259	103,284	105,350
OC3	3,174.40	3,280.80	3,388.00	3,505.60	3,626.40	3,760.80	3,881.60	3,959.20	4,038.40
	39.68	41.01	42.35	43.82	45.33	47.01	48.52	49.49	50.48
CORRECTIONAL OFF 4	91,451	94,602	98,108	101,739	105,496	109,023	112,571	114,741	117,058
OC4	3,505.60	3,626.40	3,760.80	3,900.00	4,044.00	4,179.20	4,315.20	4,398.40	4,487.20
	43.82	45.33	47.01	48.75	50.55	52.24	53.94	54.98	56.09
JUVENILE COUNSELR 1	70,018	76,779	79,158	81,725	84,522	87,151	90,011	91,785	93,642
JC1	2,684.00	2,943.20	3,034.40	3,132.80	3,240.00	3,340.80	3,450.40	3,518.40	3,589.60
	33.55	36.79	37.93	39.16	40.50	41.76	43.13	43.98	44.87
JUVENILE COUNSELR 2	77,593	80,181	82,811	85,586	88,383	91,451	94,414	96,271	98,212
JC2	2,974.40	3,073.60	3,174.40	3,280.80	3,388.00	3,505.60	3,619.20	3,690.40	3,764.80
	37.18	38.42	39.68	41.01	42.35	43.82	45.24	46.13	47.06
JUVENILE COUNSELR 3	82,811	85,586	88,383	91,451	94,602	98,108	101,259	103,284	105,350
JC3	3,174.40	3,280.80	3,388.00	3,505.60	3,626.40	3,760.80	3,881.60	3,959.20	4,038.40
	39.68	41.01	42.35	43.82	45.33	47.01	48.52	49.49	50.48
JUVENILE COUNSELR 4	91,451	94,602	98,108	101,739	105,496	109,023	112,571	114,741	117,058
JC4	3,505.60	3,626.40	3,760.80	3,900.00	4,044.00	4,179.20	4,315.20	4,398.40	4,487.20
	43.82	45.33	47.01	48.75	50.55	52.24	53.94	54.98	56.09

 denotes 20 years
 denotes 25 years

HEALTH COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

ACTIVITIES INSTR 1	38,650	39,798	41,092	42,386	43,722	45,412	46,539	47,395
AI1	1,481.60	1,525.60	1,575.20	1,624.80	1,676.00	1,740.80	1,784.00	1,816.80
	18.52	19.07	19.69	20.31	20.95	21.76	22.30	22.71
ACTIVITIES INSTR 2	45,725	47,124	48,751	50,442	52,153	53,802	55,137	56,264
AI2	1,752.80	1,806.40	1,868.80	1,933.60	1,999.20	2,062.40	2,113.60	2,156.80
	21.91	22.58	23.36	24.17	24.99	25.78	26.42	26.96
ACTIVITIES INSTR 3	48,000	49,607	51,339	53,113	54,929	56,786	58,205	59,374
AI3	1,840.00	1,901.60	1,968.00	2,036.00	2,105.60	2,176.80	2,231.20	2,276.00
	23.00	23.77	24.60	25.45	26.32	27.21	27.89	28.45
ACTIVITIES INSTR 4	52,153	53,802	55,910	57,851	60,042	62,171	63,715	64,946
AI4	1,999.20	2,062.40	2,143.20	2,217.60	2,301.60	2,383.20	2,442.40	2,489.60
	24.99	25.78	26.79	27.72	28.77	29.79	30.53	31.12
BEHAVIOUR COUNSLR	49,590	51,179	52,805	54,753	56,683	58,839	61,051	62,583
BHC	1,900.95	1,961.85	2,024.20	2,098.88	2,172.83	2,255.48	2,340.30	2,399.03
	26.22	27.06	27.92	28.95	29.97	31.11	32.28	33.09

Effective 2023 04 01 through 9999 12 31

CHIEF FLIGHT NURSE	88,552	91,666	94,881	98,196	101,653	105,211	108,911	111,095
CFN	3,394.50	3,513.85	3,637.08	3,764.18	3,896.70	4,033.10	4,174.93	4,258.63
	43.8	45.34	46.93	48.57	50.28	52.04	53.87	54.95

Effective 2023 10 07 through 2024 03 22

DENTIST 3	98,651	102,868	107,275	112,003	116,864	122,027	125,072	127,644
DE3	3,781.60	3,943.28	4,112.20	4,293.45	4,479.78	4,677.70	4,794.43	4,893.03
	52.16	54.39	56.72	59.22	61.79	64.52	66.13	67.49
DIETICIAN 1	62,546	64,737	66,971	69,579	72,125	74,838	77,718	80,724
DI1	2,397.60	2,481.60	2,567.20	2,667.20	2,764.80	2,868.80	2,979.20	3,094.40
	29.97	31.02	32.09	33.34	34.56	35.86	37.24	38.68
							83,771	85,858
							80,724	87,548
							3,211.20	3,291.20
							40.14	41.14
								3,356.00
								41.95

denotes 20 years

denotes 25 years

Alternate formats available.

LAB ASSISTANT 1	32,744	33,746	34,810	35,666	36,564	37,252
LA1	1,255.20	1,293.60	1,334.40	1,367.20	1,401.60	1,428.00
	15.69	16.17	16.68	17.09	17.52	17.85

LAB ASSISTANT 2	37,398	38,442	39,423	40,696	41,781	43,137	44,223	45,037
LA2	1,433.60	1,473.60	1,511.20	1,560.00	1,601.60	1,653.60	1,695.20	1,726.40
	17.92	18.42	18.89	19.50	20.02	20.67	21.19	21.58

Effective 2023 04 01 through 9999 12 31

LIC PRACTICAL NURSE	64,474	66,839	69,022	71,448	73,996	76,220	77,736
LPN	2,471.48	2,562.15	2,645.85	2,738.85	2,836.50	2,921.75	2,979.88
	31.89	33.06	34.14	35.34	36.60	37.70	38.45

Effective 2023 10 07 through 2024 03 22

MED EQUIP TECHN 1	42,800	44,143	45,637	47,056	48,682	50,233	51,481	52,541
MQ1	1,640.68	1,692.15	1,749.43	1,803.80	1,866.15	1,925.60	1,973.45	2,014.05
	22.63	23.34	24.13	24.88	25.74	26.56	27.22	27.78

MED EQUIP TECHN 2	47,056	48,682	50,233	52,030	53,846	55,718	57,117	58,271
MQ2	1,803.80	1,866.15	1,925.60	1,994.48	2,064.08	2,135.85	2,189.50	2,233.73
	24.88	25.74	26.56	27.51	28.47	29.46	30.20	30.81

MED EQUIP TECHN 3	50,233	52,030	53,846	55,718	57,798	59,879	61,373	62,640
MQ3	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,295.35	2,352.63	2,401.20
	26.56	27.51	28.47	29.46	30.56	31.66	32.45	33.12

MED EXAMINER INVESTIGATOR	75,631	78,428	81,287	84,292	87,631	90,971	94,414	96,772	98,734
MEI	2,899.20	3,006.40	3,116.00	3,231.20	3,359.20	3,487.20	3,619.20	3,709.60	3,784.80
	36.24	37.58	38.95	40.39	41.99	43.59	45.24	46.37	47.31

MED TECHNOLOGIST 1	66,553	69,642	72,835	76,237	79,784	83,520	85,607	87,277
MG1	2,551.20	2,669.60	2,792.00	2,922.40	3,058.40	3,201.60	3,281.60	3,345.60
	31.89	33.37	34.90	36.53	38.23	40.02	41.02	41.82

MED TECHNOLOGIST 2	71,186	74,442	77,844	81,558	85,419	89,468	91,701	93,538
MG2	2,728.80	2,853.60	2,984.00	3,126.40	3,274.40	3,429.60	3,515.20	3,585.60
	34.11	35.67	37.30	39.08	40.93	42.87	43.94	44.82

 denotes 20 years

 denotes 25 years

Alternate formats available.

MED TECHNOLOGIST 3	73,106	76,487	80,077	83,750	87,611	91,868	96,292	98,692	100,675
MG3	2,802.40	2,932.00	3,069.60	3,210.40	3,358.40	3,521.60	3,691.20	3,783.20	3,859.20
	35.03	36.65	38.37	40.13	41.98	44.02	46.14	47.29	48.24

MED TECHNOLOGIST 4	80,452	84,167	88,091	92,118	96,397	101,051	105,892	108,543	110,692
MG4	3,084.00	3,226.40	3,376.80	3,531.20	3,695.20	3,873.60	4,059.20	4,160.80	4,243.20
	38.55	40.33	42.21	44.14	46.19	48.42	50.74	52.01	53.04

Effective 2023 04 01 through 9999 12 31

NORTHERN NURSE 1	82,831	85,722	88,613	91,646	94,597	97,650	99,611	101,593	103,635
NF1	3,175.18	3,286.00	3,396.83	3,513.08	3,626.23	3,743.25	3,818.43	3,894.38	3,972.65
	40.97	42.4	43.83	45.33	46.79	48.30	49.27	50.25	51.26

NORTHERN NURSE 2	85,985	88,876	91,908	94,860	97,610	100,582	103,675	105,757	107,860
NF2	3,296.08	3,406.90	3,523.15	3,636.30	3,741.70	3,855.63	3,974.20	4,054.03	4,134.63
	42.53	43.96	45.46	46.92	48.28	49.75	51.28	52.31	53.35

NORTHERN NURSE 3	88,937	92,212	95,507	99,106	103,230	107,213	111,580	116,129	118,454
NF3	3,409.23	3,534.78	3,661.10	3,799.05	3,957.15	4,109.83	4,277.23	4,451.60	4,540.73
	43.99	45.61	47.24	49.02	51.06	53.03	55.19	57.44	58.59

NURSE 1	79,070	81,820	84,590	87,481	90,291	93,223	95,083	96,983	98,924
NN1	3,031.03	3,136.43	3,242.60	3,353.43	3,461.15	3,573.53	3,644.83	3,717.68	3,792.08
	39.11	40.47	41.84	43.27	44.66	46.11	47.03	47.97	48.93

NURSE 2	82,063	84,832	87,724	90,554	93,162	96,013	98,964	100,946	102,967
NN2	3,145.73	3,251.90	3,362.73	3,471.23	3,571.20	3,680.48	3,793.63	3,869.58	3,947.08
	40.59	41.96	43.39	44.79	46.08	47.49	48.95	49.93	50.93

NURSE 3	84,893	88,027	91,181	94,618	98,540	102,341	106,505	110,852	113,056
NN3	3,254.23	3,374.35	3,495.25	3,627.00	3,777.35	3,923.05	4,082.70	4,249.33	4,333.80
	41.99	43.54	45.10	46.80	48.74	50.62	52.68	54.83	55.92

NURSE GRADUATE	72,459	73,955
NIL	2,777.60	2,834.95
	35.84	36.58

NURSE PRACTITIONER	106,991	114,835	119,546	124,277	129,351	131,939
NP	4,101.30	4,402.00	4,582.58	4,763.93	4,958.45	5,057.65
	52.92	56.80	59.13	61.47	63.98	65.26

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

NURSING ATTENDANT 2	39,047	40,278	41,551	42,908	44,473	45,871	47,019	48,000				
NA2	1,496.80	1,544.00	1,592.80	1,644.80	1,704.80	1,758.40	1,802.40	1,840.00				
	18.71	19.30	19.91	20.56	21.31	21.98	22.53	23.00				
OCCUP THERAPIST 1	62,375	64,702	67,160	69,524	72,305	74,120	75,577					
OT1	2,391.05	2,480.23	2,574.48	2,665.10	2,771.68	2,841.28	2,897.10					
	32.98	34.21	35.51	36.76	38.23	39.19	39.96					
OCCUP THERAPIST 2	70,735	73,364	76,295	79,246	82,234	84,296	85,998					
OT2	2,711.50	2,812.28	2,924.65	3,037.75	3,152.30	3,231.33	3,296.58					
	37.40	38.79	40.34	41.90	43.48	44.57	45.47					
PHARMACIST 1	97,648	100,580	103,663	106,859	110,131	113,687	117,299	121,082	124,108	126,585		
PC1	3,743.18	3,855.55	3,973.73	4,096.25	4,221.68	4,357.98	4,496.45	4,641.45	4,757.45	4,852.43		
	51.63	53.18	54.81	56.50	58.23	60.11	62.02	64.02	65.62	66.93		
PHARMACIST 2	103,663	106,859	110,131	113,687	117,299	121,082	124,959	128,968	133,110	136,439	139,144	
PC2	3,973.73	4,096.25	4,221.68	4,357.98	4,496.45	4,641.45	4,790.08	4,943.78	5,102.55	5,230.15	5,333.83	
	54.81	56.50	58.23	60.11	62.02	64.02	66.07	68.19	70.38	72.14	73.57	
PHARMACY TECHNICIAN	37,145	38,167	39,396	40,663	41,874	43,217	44,294	45,146				
DIT	1,423.90	1,463.05	1,510.18	1,558.75	1,605.15	1,656.63	1,697.95	1,730.58				
	19.64	20.18	20.83	21.50	22.14	22.85	23.42	23.87				
PHYSIOTHERAPIST 1	58,366	60,560	62,886	65,193	67,520	70,224	71,983	73,402				
PI1	2,237.35	2,321.45	2,410.63	2,499.08	2,588.25	2,691.93	2,759.35	2,813.73				
	30.86	32.02	33.25	34.47	35.70	37.13	38.06	38.81				
PHYSIOTHERAPIST 2	57,515	59,633	61,676	64,002	66,234	68,654	71,208	74,064	76,957	79,889	81,894	83,501
PI2	2,204.73	2,285.93	2,364.23	2,453.40	2,538.95	2,631.75	2,729.63	2,839.10	2,950.03	3,062.40	3,139.25	3,200.88
	30.41	31.53	32.61	33.84	35.02	36.30	37.65	39.16	40.69	42.24	43.30	44.15
PSYCH NURSE ASST 1	38,191	39,444	40,571	41,802	43,117	44,202	45,120					
SN1	1,464.00	1,512.00	1,555.20	1,602.40	1,652.80	1,694.40	1,729.60					
	18.30	18.90	19.44	20.03	20.66	21.18	21.62					
PSYCH NURSE ASST 2	40,571	41,802	43,117	44,577	45,934	47,666	49,169	50,400	51,381			
SN2	1,555.20	1,602.40	1,652.80	1,708.80	1,760.80	1,827.20	1,884.80	1,932.00	1,969.60			
	19.44	20.03	20.66	21.36	22.01	22.84	23.56	24.15	24.62			

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

PSYCHOLOGIST 1	52,314	54,148	56,002	58,082	60,011	62,243	64,569	66,820	69,430	72,134	73,931	75,388
PY1	2,005.35	2,075.68	2,146.73	2,226.48	2,300.43	2,385.98	2,475.15	2,561.43	2,661.48	2,765.15	2,834.03	2,889.85
	27.66	28.63	29.61	30.71	31.73	32.91	34.14	35.33	36.71	38.14	39.09	39.86
PSYCHOLOGIST 2	73,591	76,730	79,681	82,612	85,695	89,175	92,617	94,925	96,854			
PY2	2,820.98	2,941.33	3,054.43	3,166.80	3,284.98	3,418.38	3,550.33	3,638.78	3,712.73			
	38.91	40.57	42.13	43.68	45.31	47.15	48.97	50.19	51.21			
PSYCHOLOGIST 3	95,341	98,915	102,679	106,802	110,925	115,521	120,306	123,313	125,753			
PY3	3,654.73	3,791.75	3,936.03	4,094.08	4,252.13	4,428.30	4,611.73	4,727.00	4,820.53			
	50.41	52.30	54.29	56.47	58.65	61.08	63.61	65.20	66.49			
PSYCHOLOGIST 4	102,017	106,008	110,377	114,973	119,852	125,072	130,481	136,174	139,578	142,340		
PY4	3,910.65	4,063.63	4,231.10	4,407.28	4,594.33	4,794.43	5,001.78	5,220.00	5,350.50	5,456.35		
	53.94	56.05	58.36	60.79	63.37	66.13	68.99	72.00	73.80	75.26		
VET MEDICAL OFF 1	84,584	87,652	90,971	94,685	98,296	102,282	104,849	106,957				
VT1	3,242.40	3,360.00	3,487.20	3,629.60	3,768.00	3,920.80	4,019.20	4,100.00				
	40.53	42.00	43.59	45.37	47.10	49.01	50.24	51.25				
VET MEDICAL OFF 2	92,348	95,938	99,715	103,513	107,896	112,404	115,221	117,475				
VT2	3,540.00	3,677.60	3,822.40	3,968.00	4,136.00	4,308.80	4,416.80	4,503.20				
	44.25	45.97	47.78	49.60	51.70	53.86	55.21	56.29				
VET MEDICAL OFF 3	95,938	99,715	103,513	107,896	112,404	117,141	120,063	122,505				
VT3	3,677.60	3,822.40	3,968.00	4,136.00	4,308.80	4,490.40	4,602.40	4,696.00				
	45.97	47.78	49.60	51.70	53.86	56.13	57.53	58.70				
VET MEDICAL OFF 4	107,019	111,277	115,534	120,334	125,447	130,685	136,320	139,722	142,477			
VT4	4,102.40	4,265.60	4,428.80	4,612.80	4,808.80	5,009.60	5,225.60	5,356.00	5,461.60			
	51.28	53.32	55.36	57.66	60.11	62.62	65.32	66.95	68.27			
VET MEDICAL OFF 5	111,235	115,492	120,251	125,364	130,623	136,278	142,247	148,299	152,014	155,082		
VT5	4,264.00	4,427.20	4,609.60	4,805.60	5,007.20	5,224.00	5,452.80	5,684.80	5,827.20	5,944.80		
	53.30	55.34	57.62	60.07	62.59	65.30	68.16	71.06	72.84	74.31		

 denotes 20 years

 denotes 25 years

HEALTH COMPONENT YEAR 2 SALARY SCHEDULE

Effective 2024 03 23 through 2025 03 21

ACTIVITIES INSTR 1	39,715	40,884	42,219	43,555	44,932	46,664	47,812	48,689	49,670
AI1	1,522.40	1,567.20	1,618.40	1,669.60	1,722.40	1,788.80	1,832.80	1,866.40	1,904.00
	19.03	19.59	20.23	20.87	21.53	22.36	22.91	23.33	23.80

ACTIVITIES INSTR 2	46,977	48,417	50,087	51,819	53,593	55,284	56,661	57,809	58,957
AI2	1,800.80	1,856.00	1,920.00	1,986.40	2,054.40	2,119.20	2,172.00	2,216.00	2,260.00
	22.51	23.20	24.00	24.83	25.68	26.49	27.15	27.70	28.25

ACTIVITIES INSTR 3	49,315	50,964	52,758	54,574	56,431	58,351	59,812	61,002	62,212
AI3	1,890.40	1,953.60	2,022.40	2,092.00	2,163.20	2,236.80	2,292.80	2,338.40	2,384.80
	23.63	24.42	25.28	26.15	27.04	27.96	28.66	29.23	29.81

ACTIVITIES INSTR 4	53,593	55,284	57,454	59,437	61,691	63,882	65,468	66,741	68,077
AI4	2,054.40	2,119.20	2,202.40	2,278.40	2,364.80	2,448.80	2,509.60	2,558.40	2,609.60
	25.68	26.49	27.53	28.48	29.56	30.61	31.37	31.98	32.62

BEHAVIOUR COUNSLR	50,952	52,578	54,262	56,267	58,233	60,465	62,735	64,304	65,534	66,839
BHC	1,953.15	2,015.50	2,080.03	2,156.88	2,232.28	2,317.83	2,404.83	2,465.00	2,512.13	2,562.15
	26.94	27.80	28.69	29.75	30.79	31.97	33.17	34.00	34.65	35.34

DENTIST 3	101,355	105,705	110,225	115,086	120,079	125,375	128,514	131,162	133,791
DE3	3,885.28	4,052.03	4,225.30	4,411.63	4,603.03	4,806.03	4,926.38	5,027.88	5,128.65
	53.59	55.89	58.28	60.85	63.49	66.29	67.95	69.35	70.74

DIETICIAN 1	64,257	66,511	68,807	71,499	74,108	76,904	79,847	82,936	86,066	88,216	89,948	91,743
DI1	2,463.20	2,549.60	2,637.60	2,740.80	2,840.80	2,948.00	3,060.80	3,179.20	3,299.20	3,381.60	3,448.00	3,516.80
	30.79	31.87	32.97	34.26	35.51	36.85	38.26	39.74	41.24	42.27	43.10	43.96

 denotes 20 years
 denotes 25 years

LAB ASSISTANT 1	33,642	34,664	35,770	36,647	37,565	38,275	39,047			
LA1	1,289.60	1,328.80	1,371.20	1,404.80	1,440.00	1,467.20	1,496.80			
	16.12	16.61	17.14	17.56	18.00	18.34	18.71			
LAB ASSISTANT 2	38,421	39,506	40,508	41,823	42,929	44,327	45,433	46,268	47,186	
LA2	1,472.80	1,514.40	1,552.80	1,603.20	1,645.60	1,699.20	1,741.60	1,773.60	1,808.80	
	18.41	18.93	19.41	20.04	20.57	21.24	21.77	22.17	22.61	
MED EQUIP TECHN 1	43,973	45,354	46,886	48,342	50,025	51,614	52,900	53,978	55,056	
MQ1	1,685.63	1,738.55	1,797.28	1,853.10	1,917.63	1,978.53	2,027.83	2,069.15	2,110.48	
	23.25	23.98	24.79	25.56	26.45	27.29	27.97	28.54	29.11	
MED EQUIP TECHN 2	48,342	50,025	51,614	53,467	55,321	57,250	58,687	59,879	61,070	
MQ2	1,853.10	1,917.63	1,978.53	2,049.58	2,120.63	2,194.58	2,249.68	2,295.35	2,341.03	
	25.56	26.45	27.29	28.27	29.25	30.27	31.03	31.66	32.29	
MED EQUIP TECHN 3	51,614	53,467	55,321	57,250	59,387	61,524	63,056	64,361	65,647	
MQ3	1,978.53	2,049.58	2,120.63	2,194.58	2,276.50	2,358.43	2,417.15	2,467.18	2,516.48	
	27.29	28.27	29.25	30.27	31.40	32.53	33.34	34.03	34.71	
MED EXAMINER INVESTIGAT	77,718	80,578	83,520	86,609	90,031	93,475	97,002	99,444	101,447	103,471
MEI	2,979.20	3,088.80	3,201.60	3,320.00	3,451.20	3,583.20	3,718.40	3,812.00	3,888.80	3,966.40
	37.24	38.61	40.02	41.50	43.14	44.79	46.48	47.65	48.61	49.58
MED TECHNOLOGIST 1	69,955	73,169	76,508	80,118	83,854	87,757	89,948	91,743	93,579	
MG1	2,681.60	2,804.80	2,932.80	3,071.20	3,214.40	3,364.00	3,448.00	3,516.80	3,587.20	
	33.52	35.06	36.66	38.39	40.18	42.05	43.10	43.96	44.84	
MED TECHNOLOGIST 2	74,818	78,240	81,830	85,711	89,760	94,018	96,355	98,296	100,258	
MG2	2,868.00	2,999.20	3,136.80	3,285.60	3,440.80	3,604.00	3,693.60	3,768.00	3,843.20	
	35.85	37.49	39.21	41.07	43.01	45.05	46.17	47.10	48.04	

 denotes 20 years
 denotes 25 years

MED TECHNOLOGIST 3 MG3	79,951 3,064.80 38.31	83,604 3,204.80 40.06	87,485 3,353.60 41.92	91,492 3,507.20 43.84	95,771 3,671.20 45.89	100,404 3,848.80 48.11	105,204 4,032.80 50.41	107,833 4,133.60 51.67	109,983 4,216.00 52.70	112,174 4,300.00 53.75		
MED TECHNOLOGIST 4 MG4	87,986 3,372.80 42.16	92,014 3,527.20 44.09	96,230 3,688.80 46.11	100,654 3,858.40 48.23	105,371 4,039.20 50.49	110,442 4,233.60 52.92	115,680 4,434.40 55.43	118,581 4,545.60 56.82	120,960 4,636.80 57.96	123,381 4,729.60 59.12		
NURSING ATTENDANT 2 NA2	40,111 1,537.60 19.22	41,384 1,586.40 19.83	42,699 1,636.80 20.46	44,097 1,690.40 21.13	45,704 1,752.00 21.90	47,124 1,806.40 22.58	48,313 1,852.00 23.15	49,315 1,890.40 23.63	50,296 1,928.00 24.10			
OCCUP THERAPIST 1 OT1	64,097 2,457.03 33.89	66,480 2,548.38 35.15	69,014 2,645.53 36.49	71,435 2,738.33 37.77	74,291 2,847.80 39.28	76,163 2,919.58 40.27	77,657 2,976.85 41.06	79,208 3,036.30 41.88				
OCCUP THERAPIST 2 OT2	72,683 2,786.18 38.43	75,388 2,889.85 39.86	78,395 3,005.13 41.45	81,421 3,121.13 43.05	84,504 3,239.30 44.68	86,622 3,320.50 45.80	88,362 3,387.20 46.72	90,121 3,454.63 47.65				
PHARMACIST 1 PC1	100,334 3,846.13 53.05	103,341 3,961.40 54.64	106,518 4,083.20 56.32	109,791 4,208.63 58.05	113,157 4,337.68 59.83	116,807 4,477.60 61.76	120,533 4,620.43 63.73	124,410 4,769.05 65.78	127,512 4,887.95 67.42	130,065 4,985.83 68.77	132,675 5,085.88 70.15	
PHARMACIST 2 PC2	106,518 4,083.20 56.32	109,791 4,208.63 58.05	113,157 4,337.68 59.83	116,807 4,477.60 61.76	120,533 4,620.43 63.73	124,410 4,769.05 65.78	128,401 4,922.03 67.89	132,524 5,080.08 70.07	136,779 5,243.20 72.32	140,184 5,373.70 74.12	142,964 5,480.28 75.59	145,820 5,589.75 77.10
PHARMACY TECHNICIAN DIT	38,167 1,463.05 20.18	39,207 1,502.93 20.73	40,474 1,551.50 21.40	41,779 1,601.53 22.09	43,027 1,649.38 22.75	44,408 1,702.30 23.48	45,505 1,744.35 24.06	46,394 1,778.43 24.53	47,321 1,813.95 25.02			

 denotes 20 years
 denotes 25 years

PHYSIOTHERAPIST 1 PI1	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,607 2,476.60 34.16	66,990 2,567.95 35.42	69,373 2,659.30 36.68	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,938 2,949.30 40.68					
PHYSIOTHERAPIST 2 PI2	59,103 2,265.63 31.25	61,278 2,349.00 32.40	63,378 2,429.48 33.51	65,761 2,520.83 34.77	68,049 2,608.55 35.98	70,546 2,704.25 37.30	73,175 2,805.03 38.69	76,106 2,917.40 40.24	79,076 3,031.23 41.81	82,083 3,146.50 43.40	84,144 3,225.53 44.49	85,790 3,288.60 45.36	87,511 3,354.58 46.27	
PSYCH NURSE ASST 1 SN1	39,235 1,504.00 18.80	40,529 1,553.60 19.42	41,677 1,597.60 19.97	42,950 1,646.40 20.58	44,306 1,698.40 21.23	45,412 1,740.80 21.76	46,351 1,776.80 22.21	47,270 1,812.00 22.65						
PSYCH NURSE ASST 2 SN2	41,677 1,597.60 19.97	42,950 1,646.40 20.58	44,306 1,698.40 21.23	45,809 1,756.00 21.95	47,207 1,809.60 22.62	48,981 1,877.60 23.47	50,525 1,936.80 24.21	51,777 1,984.80 24.81	52,800 2,024.00 25.30	53,864 2,064.80 25.81				
PSYCHOLOGIST 1 PY1	53,751 2,060.45 28.42	55,642 2,132.95 29.42	57,534 2,205.45 30.42	59,671 2,287.38 31.55	61,657 2,363.50 32.60	63,964 2,451.95 33.82	66,347 2,543.30 35.08	68,654 2,631.75 36.30	71,340 2,734.70 37.72	74,120 2,841.28 39.19	75,955 2,911.60 40.16	77,468 2,969.60 40.96	79,019 3,029.05 41.78	
PSYCHOLOGIST 2 PY2	75,614 2,898.55 39.98	78,849 3,022.53 41.69	81,875 3,138.53 43.29	84,882 3,253.80 44.88	88,059 3,375.60 46.56	91,634 3,512.63 48.45	95,171 3,648.20 50.32	97,535 3,738.83 51.57	99,521 3,814.95 52.62	101,507 3,891.08 53.67				
PSYCHOLOGIST 3 PY3	97,970 3,755.50 51.80	101,639 3,896.15 53.74	105,497 4,044.05 55.78	109,734 4,206.45 58.02	113,970 4,368.85 60.26	118,698 4,550.10 62.76	123,616 4,738.60 65.36	126,699 4,856.78 66.99	129,214 4,953.20 68.32	131,805 5,052.53 69.69				
PSYCHOLOGIST 4 PY4	104,816 4,017.95 55.42	108,921 4,175.28 57.59	113,403 4,347.10 59.96	118,131 4,528.35 62.46	123,143 4,720.48 65.11	128,514 4,926.38 67.95	134,075 5,139.53 70.89	139,919 5,363.55 73.98	143,418 5,497.68 75.83	146,255 5,606.43 77.33	149,186 5,718.80 78.88			

 denotes 20 years
 denotes 25 years

VET MEDICAL OFF 1	86,901	90,073	93,475	97,294	101,009	105,099	107,729	109,899	112,091		
VT1	3,331.20	3,452.80	3,583.20	3,729.60	3,872.00	4,028.80	4,129.60	4,212.80	4,296.80		
	41.64	43.16	44.79	46.62	48.40	50.36	51.62	52.66	53.71		
VET MEDICAL OFF 2	94,894	98,567	102,449	106,351	110,859	115,492	118,393	120,710	123,131		
VT2	3,637.60	3,778.40	3,927.20	4,076.80	4,249.60	4,427.20	4,538.40	4,627.20	4,720.00		
	45.47	47.23	49.09	50.96	53.12	55.34	56.73	57.84	59.00		
VET MEDICAL OFF 3	98,567	102,449	106,351	110,859	115,492	120,355	123,360	125,865	128,390		
VT3	3,778.40	3,927.20	4,076.80	4,249.60	4,427.20	4,613.60	4,728.80	4,824.80	4,921.60		
	47.23	49.09	50.96	53.12	55.34	57.67	59.11	60.31	61.52		
VET MEDICAL OFF 4	109,962	114,345	118,706	123,652	128,891	134,275	140,077	143,562	146,400	149,322	
VT4	4,215.20	4,383.20	4,550.40	4,740.00	4,940.80	5,147.20	5,369.60	5,503.20	5,612.00	5,724.00	
	52.69	54.79	56.88	59.25	61.76	64.34	67.12	68.79	70.15	71.55	
VET MEDICAL OFF 5	114,303	118,665	123,548	128,807	134,212	140,035	146,150	152,369	156,188	159,339	162,532
VT5	4,381.60	4,548.80	4,736.00	4,937.60	5,144.80	5,368.00	5,602.40	5,840.80	5,987.20	6,108.00	6,230.40
	54.77	56.86	59.20	61.72	64.31	67.10	70.03	73.01	74.84	76.35	77.88

HEALTH COMPONENT-NURSES YEAR 2 SALARY SCHEDULE

Effective 2024 04 01 through 2025 03 31

CHIEF FLIGHT NURSE	91,686	94,881	98,216	101,653	105,252	108,911	112,753	115,017	117,322	120,840	
CFN	3,514.63	3,637.08	3,764.95	3,896.70	4,034.65	4,174.93	4,322.18	4,408.98	4,497.33	4,632.18	
	45.35	46.93	48.58	50.28	52.06	53.87	55.77	56.89	58.03	59.77	
LIC PRACTICAL NURSE	68,739	71,267	73,591	76,200	78,888	81,274	82,891	84,549	87,077		
LPN	2,635.00	2,731.88	2,821.00	2,920.98	3,024.05	3,115.50	3,177.50	3,241.05	3,337.93		
	34.00	35.25	36.40	37.69	39.02	40.20	41.00	41.82	43.07		
NORTHERN NURSE 1	90,048	93,182	96,336	99,611	102,826	106,141	108,264	110,448	112,651	114,896	118,353
NF1	3,451.85	3,571.98	3,692.88	3,818.43	3,941.65	4,068.75	4,150.13	4,233.83	4,318.30	4,404.33	4,536.85
	44.54	46.09	47.65	49.27	50.86	52.50	53.55	54.63	55.72	56.83	58.54
NORTHERN NURSE 2	93,465	96,619	99,894	103,109	106,101	109,336	112,692	114,956	117,241	119,606	123,185
NF2	3,582.83	3,703.73	3,829.28	3,952.50	4,067.20	4,191.20	4,319.85	4,406.65	4,494.23	4,584.90	4,722.08
	46.23	47.79	49.41	51.00	52.48	54.08	55.74	56.86	57.99	59.16	60.93
NORTHERN NURSE 3	99,571	103,251	106,950	110,974	115,583	120,051	124,924	130,018	132,606	135,275	139,318
NF3	3,816.88	3,957.93	4,099.75	4,253.98	4,430.68	4,601.95	4,788.73	4,984.03	5,083.23	5,185.53	5,340.53
	49.25	51.07	52.90	54.89	57.17	59.38	61.79	64.31	65.59	66.91	68.91
NURSE GRADUATE	75,027	76,523	78,060	80,405							
NIL	2,876.03	2,933.38	2,992.28	3,082.18							
	37.11	37.85	38.61	39.77							

 Denotes LM15

 Denotes LS20

 Denotes LX25

NURSE 1	81,860	84,711	87,582	90,554	93,485	96,518	98,439	100,400	102,421	104,464	107,597
NN1	3,137.98	3,247.25	3,357.30	3,471.23	3,583.60	3,699.85	3,773.48	3,848.65	3,926.15	4,004.43	4,124.55
	40.49	41.90	43.32	44.79	46.24	47.74	48.69	49.66	50.66	51.67	53.22
NURSE 2	84,974	87,824	90,817	93,748	96,457	99,409	102,462	104,504	106,586	108,729	111,984
NN2	3,257.33	3,366.60	3,481.30	3,593.68	3,697.53	3,810.68	3,927.70	4,005.98	4,085.80	4,167.95	4,292.73
	42.03	43.44	44.92	46.37	47.71	49.17	50.68	51.69	52.72	53.78	55.39
NURSE 3	90,514	93,870	97,226	100,885	105,070	109,134	113,581	118,191	120,557	122,983	126,662
NN3	3,469.68	3,598.33	3,726.98	3,867.25	4,027.68	4,183.45	4,353.95	4,530.65	4,621.33	4,714.33	4,855.38
	44.77	46.43	48.09	49.90	51.97	53.98	56.18	58.46	59.63	60.83	62.65
NURSE PRACTITIONER	137,297	142,958	148,598	154,684	159,313	164,105	167,380	170,736	175,851		
NP	5,263.03	5,480.03	5,696.25	5,929.53	6,107.00	6,290.68	6,416.23	6,544.88	6,740.95		
	67.91	70.71	73.50	76.51	78.80	81.17	82.79	84.45	86.98		

	Denotes LM15
	Denotes LS20
	Denotes LX25

HEALTH COMPONENT YEAR 3 SALARY SCHEDULE

Effective 2025 03 22 through 2026 03 20

ACTIVITIES INSTR 1	40,904	42,115	43,492	44,870	46,289	48,063	49,252	50,150	51,151
AI1	1,568.00	1,614.40	1,667.20	1,720.00	1,774.40	1,842.40	1,888.00	1,922.40	1,960.80
	19.60	20.18	20.84	21.50	22.18	23.03	23.60	24.03	24.51

ACTIVITIES INSTR 2	48,397	49,878	51,590	53,364	55,200	56,932	58,351	59,541	60,731
AI2	1,855.20	1,912.00	1,977.60	2,045.60	2,116.00	2,182.40	2,236.80	2,282.40	2,328.00
	23.19	23.90	24.72	25.57	26.45	27.28	27.96	28.53	29.10

ACTIVITIES INSTR 3	50,797	52,487	54,344	56,202	58,122	60,104	61,607	62,838	64,070
AI3	1,947.20	2,012.00	2,083.20	2,154.40	2,228.00	2,304.00	2,361.60	2,408.80	2,456.00
	24.34	25.15	26.04	26.93	27.85	28.80	29.52	30.11	30.70

ACTIVITIES INSTR 4	55,200	56,932	59,186	61,211	63,548	65,802	67,430	68,744	70,122
AI4	2,116.00	2,182.40	2,268.80	2,346.40	2,436.00	2,522.40	2,584.80	2,635.20	2,688.00
	26.45	27.28	28.36	29.33	30.45	31.53	32.31	32.94	33.60

BEHAVIOUR COUNSLR	52,484	54,148	55,888	57,950	59,973	62,281	64,626	66,234	67,501	68,844
BHC	2,011.88	2,075.68	2,142.38	2,221.40	2,298.98	2,387.43	2,477.33	2,538.95	2,587.53	2,639.00
	27.75	28.63	29.55	30.64	31.71	32.93	34.17	35.02	35.69	36.40

DENTIST 3	104,400	108,883	113,535	118,547	123,673	129,138	132,373	135,096	137,801
DE3	4,002.00	4,173.83	4,352.18	4,544.30	4,740.78	4,950.30	5,074.28	5,178.68	5,282.35
	55.20	57.57	60.03	62.68	65.39	68.28	69.99	71.43	72.86

DIETICIAN 1	66,178	68,515	70,873	73,649	76,341	79,221	82,247	85,419	88,654	90,866	92,640	94,498
DI1	2,536.80	2,626.40	2,716.80	2,823.20	2,926.40	3,036.80	3,152.80	3,274.40	3,398.40	3,483.20	3,551.20	3,622.40
	31.71	32.83	33.96	35.29	36.58	37.96	39.41	40.93	42.48	43.54	44.39	45.28

 denotes 20 years
 denotes 25 years

LAB ASSISTANT 1	34,644	35,708	36,835	37,753	38,692	39,423	40,216			
LA1	1,328.00	1,368.80	1,412.00	1,447.20	1,483.20	1,511.20	1,541.60			
	16.60	17.11	17.65	18.09	18.54	18.89	19.27			
LAB ASSISTANT 2	39,569	40,696	41,718	43,075	44,223	45,663	46,790	47,666	48,605	
LA2	1,516.80	1,560.00	1,599.20	1,651.20	1,695.20	1,750.40	1,793.60	1,827.20	1,863.20	
	18.96	19.50	19.99	20.64	21.19	21.88	22.42	22.84	23.29	
MED EQUIP TECHN 1	45,297	46,715	48,285	49,798	51,519	53,165	54,489	55,604	56,701	
MQ1	1,736.38	1,790.75	1,850.93	1,908.93	1,974.90	2,037.98	2,088.73	2,131.50	2,173.55	
	23.95	24.70	25.53	26.33	27.24	28.11	28.81	29.40	29.98	
MED EQUIP TECHN 2	49,798	51,519	53,165	55,075	56,985	58,971	60,446	61,676	62,905	
MQ2	1,908.93	1,974.90	2,037.98	2,111.20	2,184.43	2,260.55	2,317.10	2,364.23	2,411.35	
	26.33	27.24	28.11	29.12	30.13	31.18	31.96	32.61	33.26	
MED EQUIP TECHN 3	53,165	55,075	56,985	58,971	61,165	63,378	64,947	66,290	67,614	
MQ3	2,037.98	2,111.20	2,184.43	2,260.55	2,344.65	2,429.48	2,489.65	2,541.13	2,591.88	
	28.11	29.12	30.13	31.18	32.34	33.51	34.34	35.05	35.75	
MED EXAMINER INVESTIGAT	80,056	82,998	86,024	89,218	92,724	96,271	99,903	102,428	104,494	106,581
MEI	3,068.80	3,181.60	3,297.60	3,420.00	3,554.40	3,690.40	3,829.60	3,926.40	4,005.60	4,085.60
	38.36	39.77	41.22	42.75	44.43	46.13	47.87	49.08	50.07	51.07
MED TECHNOLOGIST 1	72,063	75,360	78,804	82,518	86,379	90,386	92,640	94,498	96,397	
MG1	2,762.40	2,888.80	3,020.80	3,163.20	3,311.20	3,464.80	3,551.20	3,622.40	3,695.20	
	34.53	36.11	37.76	39.54	41.39	43.31	44.39	45.28	46.19	
MED TECHNOLOGIST 2	77,071	80,578	84,292	88,278	92,452	96,835	99,256	101,238	103,263	
MG2	2,954.40	3,088.80	3,231.20	3,384.00	3,544.00	3,712.00	3,804.80	3,880.80	3,958.40	
	36.93	38.61	40.39	42.30	44.30	46.40	47.56	48.51	49.48	

 denotes 20 years
 denotes 25 years

MED TECHNOLOGIST 3 MG3	82,351 3,156.80 39.46	86,108 3,300.80 41.26	90,115 3,454.40 43.18	94,247 3,612.80 45.16	98,651 3,781.60 47.27	103,409 3,964.00 49.55	108,355 4,153.60 51.92	111,068 4,257.60 53.22	113,280 4,342.40 54.28	115,534 4,428.80 55.36		
MED TECHNOLOGIST 4 MG4	90,616 3,473.60 43.42	94,769 3,632.80 45.41	99,110 3,799.20 47.49	103,680 3,974.40 49.68	108,522 4,160.00 52.00	113,760 4,360.80 54.51	119,145 4,567.20 57.09	122,129 4,681.60 58.52	124,592 4,776.00 59.70	127,075 4,871.20 60.89		
NURSING ATTENDANT 2 NA2	41,322 1,584.00 19.80	42,616 1,633.60 20.42	43,972 1,685.60 21.07	45,412 1,740.80 21.76	47,082 1,804.80 22.56	48,543 1,860.80 23.26	49,753 1,907.20 23.84	50,797 1,947.20 24.34	51,798 1,985.60 24.82			
OCCUP THERAPIST 1 OT1	66,026 2,530.98 34.91	68,465 2,624.50 36.20	71,075 2,724.55 37.58	73,572 2,820.25 38.90	76,522 2,933.35 40.46	78,451 3,007.30 41.48	79,984 3,066.03 42.29	81,591 3,127.65 43.14				
OCCUP THERAPIST 2 OT2	74,858 2,869.55 39.58	77,657 2,976.85 41.06	80,740 3,095.03 42.69	83,861 3,214.65 44.34	87,038 3,336.45 46.02	89,213 3,419.83 47.17	91,010 3,488.70 48.12	92,825 3,558.30 49.08				
PHARMACIST 1 PC1	103,341 3,961.40 54.64	106,443 4,080.30 56.28	109,715 4,205.73 58.01	113,081 4,334.78 59.79	116,542 4,467.45 61.62	120,306 4,611.73 63.61	124,145 4,758.90 65.64	128,136 4,911.88 67.75	131,332 5,034.40 69.44	133,961 5,135.18 70.83	136,647 5,238.13 72.25	
PHARMACIST 2 PC2	109,715 4,205.73 58.01	113,081 4,334.78 59.79	116,542 4,467.45 61.62	120,306 4,611.73 63.61	124,145 4,758.90 65.64	128,136 4,911.88 67.75	132,259 5,069.93 69.93	136,496 5,232.33 72.17	140,884 5,400.53 74.49	144,382 5,534.65 76.34	147,257 5,644.85 77.86	150,189 5,757.23 79.41
PHARMACY TECHNICIAN DIT	39,320 1,507.28 20.79	40,380 1,547.88 21.35	41,684 1,597.90 22.04	43,027 1,649.38 22.75	44,313 1,698.68 23.43	45,732 1,753.05 24.18	46,867 1,796.55 24.78	47,793 1,832.08 25.27	48,739 1,868.33 25.77			

 denotes 20 years
 denotes 25 years

PHYSIOTHERAPIST 1 PI1	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,536 2,550.55 35.18	68,995 2,644.80 36.48	71,454 2,739.05 37.78	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,246 3,037.75 41.90				
PHYSIOTHERAPIST 2 PI2	60,881 2,333.78 32.19	63,113 2,419.33 33.37	65,288 2,502.70 34.52	67,728 2,596.23 35.81	70,092 2,686.85 37.06	72,664 2,785.45 38.42	75,369 2,889.13 39.85	78,395 3,005.13 41.45	81,440 3,121.85 43.06	84,541 3,240.75 44.70	86,660 3,321.95 45.82	88,362 3,387.20 46.72	90,140 3,455.35 47.66
PSYCH NURSE ASST 1 SN1	40,404 1,548.80 19.36	41,739 1,600.00 20.00	42,929 1,645.60 20.57	44,244 1,696.00 21.20	45,642 1,749.60 21.87	46,769 1,792.80 22.41	47,750 1,830.40 22.88	48,689 1,866.40 23.33					
PSYCH NURSE ASST 2 SN2	42,929 1,645.60 20.57	44,244 1,696.00 21.20	45,642 1,749.60 21.87	47,186 1,808.80 22.61	48,626 1,864.00 23.30	50,442 1,933.60 24.17	52,049 1,995.20 24.94	53,322 2,044.00 25.55	54,386 2,084.80 26.06	55,471 2,126.40 26.58			
PSYCHOLOGIST 1 PY1	55,359 2,122.08 29.27	57,307 2,196.75 30.30	59,255 2,271.43 31.33	61,467 2,356.25 32.50	63,510 2,434.55 33.58	65,874 2,525.18 34.83	68,333 2,619.43 36.13	70,716 2,710.78 37.39	73,477 2,816.63 38.85	76,352 2,926.83 40.37	78,224 2,998.60 41.36	79,794 3,058.78 42.19	81,383 3,119.68 43.03
PSYCHOLOGIST 2 PY2	77,884 2,985.55 41.18	81,213 3,113.15 42.94	84,334 3,232.78 44.59	87,435 3,351.68 46.23	90,707 3,477.10 47.96	94,376 3,617.75 49.90	98,027 3,757.68 51.83	100,466 3,851.20 53.12	102,509 3,929.50 54.20	104,551 4,007.80 55.28			
PSYCHOLOGIST 3 PY3	100,901 3,867.88 53.35	104,684 4,012.88 55.35	108,656 4,165.13 57.45	113,025 4,332.60 59.76	117,394 4,500.08 62.07	122,254 4,686.40 64.64	127,323 4,880.70 67.32	130,500 5,002.50 69.00	133,091 5,101.83 70.37	135,758 5,204.05 71.78			
PSYCHOLOGIST 4 PY4	107,956 4,138.30 57.08	112,192 4,300.70 59.32	116,807 4,477.60 61.76	121,668 4,663.93 64.33	126,831 4,861.85 67.06	132,373 5,074.28 69.99	138,103 5,293.95 73.02	144,118 5,524.50 76.20	147,711 5,662.25 78.10	150,643 5,774.63 79.65	153,669 5,890.63 81.25		

 denotes 20 years
 denotes 25 years

VET MEDICAL OFF 1	89,510	92,765	96,271	100,216	104,035	108,251	110,964	113,197	115,451		
VT1	3,431.20	3,556.00	3,690.40	3,841.60	3,988.00	4,149.60	4,253.60	4,339.20	4,425.60		
	42.89	44.45	46.13	48.02	49.85	51.87	53.17	54.24	55.32		
VET MEDICAL OFF 2	97,732	101,531	105,517	109,545	114,178	118,957	121,941	124,341	126,825		
VT2	3,746.40	3,892.00	4,044.80	4,199.20	4,376.80	4,560.00	4,674.40	4,766.40	4,861.60		
	46.83	48.65	50.56	52.49	54.71	57.00	58.43	59.58	60.77		
VET MEDICAL OFF 3	101,531	105,517	109,545	114,178	118,957	123,965	127,054	129,642	132,251		
VT3	3,892.00	4,044.80	4,199.20	4,376.80	4,560.00	4,752.00	4,870.40	4,969.60	5,069.60		
	48.65	50.56	52.49	54.71	57.00	59.40	60.88	62.12	63.37		
VET MEDICAL OFF 4	113,259	117,767	122,275	127,367	132,752	138,303	144,272	147,861	150,783	153,809	
VT4	4,341.60	4,514.40	4,687.20	4,882.40	5,088.80	5,301.60	5,530.40	5,668.00	5,780.00	5,896.00	
	54.27	56.43	58.59	61.03	63.61	66.27	69.13	70.85	72.25	73.70	
VET MEDICAL OFF 5	117,725	122,233	127,263	132,668	138,240	144,230	150,532	156,939	160,884	164,119	167,416
VT5	4,512.80	4,685.60	4,878.40	5,085.60	5,299.20	5,528.80	5,770.40	6,016.00	6,167.20	6,291.20	6,417.60
	56.41	58.57	60.98	63.57	66.24	69.11	72.13	75.20	77.09	78.64	80.22

 denotes 20 years
 denotes 25 years

HEALTH COMPONENT-NURSES YEAR 3 SALARY SCHEDULE

Effective 2025 04 01 through 2026 03 31

CHIEF FLIGHT NURSE	94,213	97,488	100,925	104,443	108,143	111,904	115,846	118,171	120,557	124,155	
CFN	3,611.50	3,737.05	3,868.80	4,003.65	4,145.48	4,289.63	4,440.75	4,529.88	4,621.33	4,759.28	
	46.60	48.22	49.92	51.66	53.49	55.35	57.30	58.45	59.63	61.41	
LIC PRACTICAL NURSE	71,327	73,955	76,361	79,070	81,881	84,327	86,025	87,744	90,372		
LPN	2,734.20	2,834.95	2,927.18	3,031.03	3,138.75	3,232.53	3,297.63	3,363.50	3,464.25		
	35.28	36.58	37.77	39.11	40.50	41.71	42.55	43.40	44.70		
NORTHERN NURSE 1	96,720	100,097	103,473	107,011	110,448	114,026	116,311	118,636	121,001	123,428	127,127
NF1	3,707.60	3,837.03	3,966.45	4,102.08	4,233.83	4,371.00	4,458.58	4,547.70	4,638.38	4,731.38	4,873.20
	47.84	49.51	51.18	52.93	54.63	56.40	57.53	58.68	59.85	61.05	62.88
NORTHERN NURSE 2	100,400	103,776	107,314	110,771	113,966	117,463	121,062	123,488	125,955	128,462	132,323
NF2	3,848.65	3,978.08	4,113.70	4,246.23	4,368.68	4,502.75	4,640.70	4,733.70	4,828.25	4,924.35	5,072.38
	49.66	51.33	53.08	54.79	56.37	58.10	59.88	61.08	62.30	63.54	65.45
NORTHERN NURSE 3	106,950	110,913	114,875	119,202	124,155	128,947	134,203	139,662	142,452	145,303	149,670
NF3	4,099.75	4,251.65	4,403.55	4,569.40	4,759.28	4,942.95	5,144.45	5,353.70	5,460.65	5,569.93	5,737.33
	52.90	54.86	56.82	58.96	61.41	63.78	66.38	69.08	70.46	71.87	74.03
NURSE GRADUATE	77,089	78,626	80,203	82,608							
NIL	2,955.08	3,013.98	3,074.43	3,166.65							
	38.13	38.89	39.67	40.86							

Denotes LM15

Denotes LS20

Denotes LX25

NURSE 1	84,104	87,036	89,988	93,041	96,053	99,167	101,148	103,170	105,232	107,334	110,549
NN1	3,224.00	3,336.38	3,449.53	3,566.55	3,682.03	3,801.38	3,877.33	3,954.83	4,033.88	4,114.48	4,237.70
	41.60	43.05	44.51	46.02	47.51	49.05	50.03	51.03	52.05	53.09	54.68
NURSE 2	87,299	90,251	93,324	96,316	99,106	102,138	105,272	107,375	109,518	111,721	115,057
NN2	3,346.45	3,459.60	3,577.40	3,692.10	3,799.05	3,915.30	4,035.43	4,116.03	4,198.18	4,282.65	4,410.53
	43.18	44.64	46.16	47.64	49.02	50.52	52.07	53.11	54.17	55.26	56.91
NURSE 3	93,000	96,457	99,894	103,655	107,961	112,146	116,695	121,446	123,872	126,359	130,140
NN3	3,565.00	3,697.53	3,829.28	3,973.43	4,138.50	4,298.93	4,473.30	4,655.43	4,748.43	4,843.75	4,988.68
	46.00	47.71	49.41	51.27	53.40	55.47	57.72	60.07	61.27	62.50	64.37
NURSE PRACTITIONER	147,486	153,551	159,617	166,147	171,141	176,276	179,794	183,392	188,892		
NP	5,653.63	5,886.13	6,118.63	6,368.95	6,560.38	6,757.23	6,892.08	7,030.03	7,240.83		
	72.95	75.95	78.95	82.18	84.65	87.19	88.93	90.71	93.43		

 Denotes LM15
 Denotes LS20
 Denotes LX25

HEALTH COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

ACTIVITIES INSTR 1	42,136	43,388	44,807	46,226	47,687	49,503	50,734	51,652	52,696	
AI1	1,615.20	1,663.20	1,717.60	1,772.00	1,828.00	1,897.60	1,944.80	1,980.00	2,020.00	
	20.19	20.79	21.47	22.15	22.85	23.72	24.31	24.75	25.25	
ACTIVITIES INSTR 2	49,857	51,381	53,134	54,971	56,849	58,644	60,104	61,336	62,546	
AI2	1,911.20	1,969.60	2,036.80	2,107.20	2,179.20	2,248.00	2,304.00	2,351.20	2,397.60	
	23.89	24.62	25.46	26.34	27.24	28.10	28.80	29.39	29.97	
ACTIVITIES INSTR 3	52,320	54,052	55,972	57,892	59,875	61,899	63,464	64,717	65,990	
AI3	2,005.60	2,072.00	2,145.60	2,219.20	2,295.20	2,372.80	2,432.80	2,480.80	2,529.60	
	25.07	25.90	26.82	27.74	28.69	29.66	30.41	31.01	31.62	
ACTIVITIES INSTR 4	56,849	58,644	60,960	63,047	65,447	67,784	69,454	70,811	72,230	
AI4	2,179.20	2,248.00	2,336.80	2,416.80	2,508.80	2,598.40	2,662.40	2,714.40	2,768.80	
	27.24	28.10	29.21	30.21	31.36	32.48	33.28	33.93	34.61	
BEHAVIOUR COUNSLR	54,054	55,775	57,571	59,690	61,770	64,153	66,574	68,220	69,524	70,905
BHC	2,072.05	2,138.03	2,206.90	2,288.10	2,367.85	2,459.20	2,552.00	2,615.08	2,665.10	2,718.03
	28.58	29.49	30.44	31.56	32.66	33.92	35.20	36.07	36.76	37.49
DENTIST 3	107,540	112,155	116,940	122,103	127,380	133,016	136,344	139,144	141,943	
DE3	4,122.35	4,299.25	4,482.68	4,680.60	4,882.88	5,098.93	5,226.53	5,333.83	5,441.13	
	56.86	59.30	61.83	64.56	67.35	70.33	72.09	73.57	75.05	
DIETICIAN 1	68,160	70,560	73,002	75,861	78,637	81,600	84,710	87,986	91,305	93,600
DI1	2,612.80	2,704.80	2,798.40	2,908.00	3,014.40	3,128.00	3,247.20	3,372.80	3,500.00	3,588.00
	32.66	33.81	34.98	36.35	37.68	39.10	40.59	42.16	43.75	44.85
LAB ASSISTANT 1	35,687	36,772	37,941	38,880	39,861	40,612	41,426			
LA1	1,368.00	1,409.60	1,454.40	1,490.40	1,528.00	1,556.80	1,588.00			
	17.10	17.62	18.18	18.63	19.10	19.46	19.85			

 denotes 20 years
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Alternate formats available.

LAB ASSISTANT 2	40,758	41,927	42,971	44,369	45,558	47,040	48,188	49,106	50,066	
LA2	1,562.40	1,607.20	1,647.20	1,700.80	1,746.40	1,803.20	1,847.20	1,882.40	1,919.20	
	19.53	20.09	20.59	21.26	21.83	22.54	23.09	23.53	23.99	
MED EQUIP TECHN 1	46,659	48,115	49,741	51,292	53,070	54,753	56,115	57,269	58,404	
MQ1	1,788.58	1,844.40	1,906.75	1,966.20	2,034.35	2,098.88	2,151.08	2,195.30	2,238.80	
	24.67	25.44	26.30	27.12	28.06	28.95	29.67	30.28	30.88	
MED EQUIP TECHN 2	51,292	53,070	54,753	56,720	58,687	60,749	62,262	63,529	64,796	
MQ2	1,966.20	2,034.35	2,098.88	2,174.28	2,249.68	2,328.70	2,386.70	2,435.28	2,483.85	
	27.12	28.06	28.95	29.99	31.03	32.12	32.92	33.59	34.26	
MED EQUIP TECHN 3	54,753	56,720	58,687	60,749	63,000	65,288	66,896	68,276	69,638	
MQ3	2,098.88	2,174.28	2,249.68	2,328.70	2,414.98	2,502.70	2,564.33	2,617.25	2,669.45	
	28.95	29.99	31.03	32.12	33.31	34.52	35.37	36.10	36.82	
MED EXAMINER INVESTIGATOR	82,456	85,482	88,612	91,889	95,499	99,151	102,908	105,496	107,625	109,774
MEI	3,160.80	3,276.80	3,396.80	3,522.40	3,660.80	3,800.80	3,944.80	4,044.00	4,125.60	4,208.00
	39.51	40.96	42.46	44.03	45.76	47.51	49.31	50.55	51.57	52.60
MED TECHNOLOGIST 1	74,233	77,614	81,162	85,002	88,967	93,099	95,416	97,336	99,298	
MG1	2,845.60	2,975.20	3,111.20	3,258.40	3,410.40	3,568.80	3,657.60	3,731.20	3,806.40	
	35.57	37.19	38.89	40.73	42.63	44.61	45.72	46.64	47.58	
MED TECHNOLOGIST 2	79,388	82,998	86,818	90,929	95,228	99,736	102,240	104,285	106,351	
MG2	3,043.20	3,181.60	3,328.00	3,485.60	3,650.40	3,823.20	3,919.20	3,997.60	4,076.80	
	38.04	39.77	41.60	43.57	45.63	47.79	48.99	49.97	50.96	
MED TECHNOLOGIST 3	84,814	88,696	92,828	97,065	101,614	106,518	111,611	114,407	116,682	118,998
MG3	3,251.20	3,400.00	3,558.40	3,720.80	3,895.20	4,083.20	4,278.40	4,385.60	4,472.80	4,561.60
	40.64	42.50	44.48	46.51	48.69	51.04	53.48	54.82	55.91	57.02

denotes 20 years
denotes 25 years

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MED TECHNOLOGIST 4	93,329	97,607	102,073	106,790	111,778	117,183	122,713	125,802	128,327	130,894
MG4	3,577.60	3,741.60	3,912.80	4,093.60	4,284.80	4,492.00	4,704.00	4,822.40	4,919.20	5,017.60
	44.72	46.77	48.91	51.17	53.56	56.15	58.80	60.28	61.49	62.72

NURSING ATTENDANT 2	42,553	43,889	45,287	46,769	48,501	50,004	51,256	52,320	53,343
NA2	1,631.20	1,682.40	1,736.00	1,792.80	1,859.20	1,916.80	1,964.80	2,005.60	2,044.80
	20.39	21.03	21.70	22.41	23.24	23.96	24.56	25.07	25.56

OCCUP THERAPIST 1	68,011	70,527	73,213	75,785	78,811	80,797	82,385	84,031
OT1	2,607.10	2,703.53	2,806.48	2,905.08	3,021.08	3,097.20	3,158.10	3,221.18
	35.96	37.29	38.71	40.07	41.67	42.72	43.56	44.43

OCCUP THERAPIST 2	77,109	79,984	83,161	86,376	89,648	91,899	93,733	95,606
OT2	2,955.83	3,066.03	3,187.83	3,311.08	3,436.50	3,522.78	3,593.10	3,664.88
	40.77	42.29	43.97	45.67	47.40	48.59	49.56	50.55

PHARMACIST 1	106,443	109,639	113,006	116,467	120,041	123,918	127,871	131,975	135,266	137,971	140,751
PC1	4,080.30	4,202.83	4,331.88	4,464.55	4,601.58	4,750.20	4,901.73	5,059.05	5,185.20	5,288.88	5,395.45
	56.28	57.97	59.75	61.58	63.47	65.52	67.61	69.78	71.52	72.95	74.42

PHARMACIST 2	113,006	116,467	120,041	123,918	127,871	131,975	136,231	140,600	145,101	148,714	151,683	154,690
PC2	4,331.88	4,464.55	4,601.58	4,750.20	4,901.73	5,059.05	5,222.18	5,389.65	5,562.20	5,700.68	5,814.50	5,929.78
	59.75	61.58	63.47	65.52	67.61	69.78	72.03	74.34	76.72	78.63	80.20	81.79

PHARMACY TECHNICIAN	40,493	41,590	42,933	44,313	45,637	47,113	48,266	49,231	50,195
DIT	1,552.23	1,594.28	1,645.75	1,698.68	1,749.43	1,805.98	1,850.20	1,887.18	1,924.15
	21.41	21.99	22.70	23.43	24.13	24.91	25.52	26.03	26.54

PHYSIOTHERAPIST 1	63,624	66,026	68,541	71,057	73,591	76,541	78,470	80,021	81,629
PI1	2,438.90	2,530.98	2,627.40	2,723.83	2,820.98	2,934.08	3,008.03	3,067.48	3,129.10
	33.64	34.91	36.24	37.57	38.91	40.47	41.49	42.31	43.16

 denotes 20 years
 denotes 25 years

Alternate formats available.

PHYSIOTHERAPIST 2 PI2	62,716 2,404.10 33.16	65,004 2,491.83 34.37	67,255 2,578.10 35.56	69,751 2,673.80 36.88	72,191 2,767.33 38.17	74,839 2,868.83 39.57	77,638 2,976.13 41.05	80,740 3,095.03 42.69	83,880 3,215.38 44.35	87,076 3,337.90 46.04	89,251 3,421.28 47.19	91,010 3,488.70 48.12	92,844 3,559.03 49.09
PSYCH NURSE ASST 1 SN1	41,614 1,595.20 19.94	42,991 1,648.00 20.60	44,223 1,695.20 21.19	45,579 1,747.20 21.84	47,019 1,802.40 22.53	48,167 1,846.40 23.08	49,190 1,885.60 23.57	50,150 1,922.40 24.03					
PSYCH NURSE ASST 2 SN2	44,223 1,695.20 21.19	45,579 1,747.20 21.84	47,019 1,802.40 22.53	48,605 1,863.20 23.29	50,087 1,920.00 24.00	51,965 1,992.00 24.90	53,614 2,055.20 25.69	54,929 2,105.60 26.32	56,014 2,147.20 26.84	57,141 2,190.40 27.38			
PSYCHOLOGIST 1 PY1	57,023 2,185.88 30.15	59,028 2,262.73 31.21	61,033 2,339.58 32.27	63,321 2,427.30 33.48	65,420 2,507.78 34.59	67,841 2,600.58 35.87	70,376 2,697.73 37.21	72,834 2,791.98 38.51	75,690 2,901.45 40.02	78,641 3,014.55 41.58	80,570 3,088.50 42.60	82,196 3,150.85 43.46	83,823 3,213.20 44.32
PSYCHOLOGIST 2 PY2	80,229 3,075.45 42.42	83,653 3,206.68 44.23	86,868 3,329.93 45.93	90,064 3,452.45 47.62	93,431 3,581.50 49.40	97,213 3,726.50 51.40	100,958 3,870.05 53.38	103,474 3,966.48 54.71	105,592 4,047.68 55.83	107,691 4,128.15 56.94			
PSYCHOLOGIST 3 PY3	103,927 3,983.88 54.95	107,824 4,133.23 57.01	111,909 4,289.83 59.17	116,410 4,462.38 61.55	120,911 4,634.93 63.93	125,923 4,827.05 66.58	131,143 5,027.15 69.34	134,415 5,152.58 71.07	137,082 5,254.80 72.48	139,824 5,359.93 73.93			
PSYCHOLOGIST 4 PY4	111,190 4,262.28 58.79	115,559 4,429.75 61.10	120,306 4,611.73 63.61	125,318 4,803.85 66.26	130,633 5,007.58 69.07	136,344 5,226.53 72.09	142,245 5,452.73 75.21	148,449 5,690.53 78.49	152,137 5,831.90 80.44	155,163 5,947.90 82.04	158,284 6,067.53 83.69		
VET MEDICAL OFF 1 VT1	93,120 3,569.60 44.62	96,501 3,699.20 46.24	100,153 3,839.20 47.99	104,244 3,996.00 49.95	108,230 4,148.80 51.86	112,612 4,316.80 53.96	115,451 4,425.60 55.32	117,767 4,514.40 56.43	120,105 4,604.00 57.55				

denotes 20 years
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VET MEDICAL OFF 2	101,656	105,621	109,774	113,948	118,769	123,757	126,845	129,350	131,938		
VT2	3,896.80	4,048.80	4,208.00	4,368.00	4,552.80	4,744.00	4,862.40	4,958.40	5,057.60		
	48.71	50.61	52.60	54.60	56.91	59.30	60.78	61.98	63.22		
VET MEDICAL OFF 3	105,621	109,774	113,948	118,769	123,757	128,953	132,188	134,859	137,572		
VT3	4,048.80	4,208.00	4,368.00	4,552.80	4,744.00	4,943.20	5,067.20	5,169.60	5,273.60		
	50.61	52.60	54.60	56.91	59.30	61.79	63.34	64.62	65.92		
VET MEDICAL OFF 4	117,830	122,505	127,200	132,501	138,115	143,875	150,073	153,830	156,856	160,007	
VT4	4,516.80	4,696.00	4,876.00	5,079.20	5,294.40	5,515.20	5,752.80	5,896.80	6,012.80	6,133.60	
	56.46	58.70	60.95	63.49	66.18	68.94	71.91	73.71	75.16	76.67	
VET MEDICAL OFF 5	122,463	127,158	132,397	138,011	143,812	150,032	156,585	163,263	167,353	170,734	174,178
VT5	4,694.40	4,874.40	5,075.20	5,290.40	5,512.80	5,751.20	6,002.40	6,258.40	6,415.20	6,544.80	6,676.80
	58.68	60.93	63.44	66.13	68.91	71.89	75.03	78.23	80.19	81.81	83.46

 denotes 20 years
 denotes 25 years

Alternate formats available.

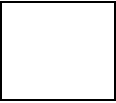
HEALTH COMPONENT - NURSE RATES
2026.04.01 to 2027.03.31

Effective 2026 04 01 through 2027 03 31

CHIEF FLIGHT NURSE	97,044	100,420	103,958	107,577	111,378	115,260	119,323	121,709	124,175	127,875	
CFN	3,720.00	3,849.43	3,985.05	4,123.78	4,269.48	4,418.28	4,574.05	4665.50	4760.05	4901.88	
	48.00	49.67	51.42	53.21	55.09	57.01	59.02	60.20	61.42	63.25	
LIC PRACTICAL NURSE	74,198	76,948	79,454	82,244	85,176	87,724	89,482	91,282	94,011		
LPN	2,844.25	2,949.65	3,045.75	3,152.70	3,265.08	3,362.73	3,430.15	3,499.13	3,603.75		
	36.70	38.06	39.30	40.68	42.13	43.39	44.26	45.15	46.50		
NORTHERN NURSE 1	99,611	103,089	106,586	110,225	113,764	117,443	119,788	122,194	124,641	127,127	130,948
NF1	3,818.43	3,951.73	4,085.80	4,225.30	4,360.93	4,501.98	4,591.88	4,684.10	4,777.88	4,873.20	5,019.68
	49.27	50.99	52.72	54.52	56.27	58.09	59.25	60.44	61.65	62.88	64.77
NORTHERN NURSE 2	103,412	106,890	110,529	114,087	117,382	120,981	124,701	127,188	129,735	132,323	136,286
NF2	3,964.13	4,097.43	4,236.93	4,373.33	4,499.65	4,637.60	4,780.20	4,875.53	4,973.18	5,072.38	5,224.28
	51.15	52.87	54.67	56.43	58.06	59.84	61.68	62.91	64.17	65.45	67.41
NORTHERN NURSE 3	110,165	114,249	118,333	122,781	127,875	132,828	138,227	143,847	146,738	149,670	154,158
NF3	4,222.98	4,379.53	4,536.08	4,706.58	4,901.88	5,091.75	5,298.68	5,514.13	5,624.95	5,737.33	5,909.38
	54.49	56.51	58.53	60.73	63.25	65.70	68.37	71.15	72.58	74.03	76.25
NURSE GRADUATE	79,394	80,991	82,608	85,095							
NIL	3043.43	3104.65	3166.65	3261.98							
	39.27	40.06	40.86	42.09							
NURSE 1	86,632	89,644	92,677	95,831	98,944	102,138	104,181	106,263	108,386	110,549	113,865
NN1	3,320.88	3,436.35	3,552.60	3,673.50	3,792.85	3,915.30	3,993.58	4,073.40	4,154.78	4,237.70	4,364.80
	42.85	44.34	45.84	47.40	48.94	50.52	51.53	52.56	53.61	54.68	56.32
NURSE 2	89,927	92,940	96,114	99,207	102,078	105,191	108,426	110,589	112,813	115,057	118,515
NN2	3,447.20	3,562.68	3,684.35	3,802.93	3,912.98	4,032.33	4,156.33	4,239.25	4,324.50	4,410.53	4,543.05
	44.48	45.97	47.54	49.07	50.49	52.03	53.63	54.70	55.80	56.91	58.62
NURSE 3	95,790	99,348	102,887	106,768	111,196	115,502	120,193	125,085	127,592	130,140	134,042
NN3	3,671.95	3,808.35	3,943.98	4,092.78	4,262.50	4,427.58	4,607.38	4,794.93	4,891.03	4,988.68	5,138.25
	47.38	49.14	50.89	52.81	55.00	57.13	59.45	61.87	63.11	64.37	66.30
NURSE PRACTITIONER	151,914	158,161	164,408	171,141	176,276	181,552	185,192	188,892	194,572		
NP	5,823.35	6,062.83	6,302.30	6,560.38	6,757.23	6,959.50	7,099.00	7,240.83	7,458.60		
	75.14	78.23	81.32	84.65	87.19	89.80	91.60	93.43	96.24		



Denotes LM15



Denotes LS20



Denotes LX25

LEGAL COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

APPRENTICESHIP TRAINING (	58,857	61,014	63,302	65,591	68,125	70,546	72,702	74,858	76,352
ATC	2,256.20	2,338.85	2,426.58	2,514.30	2,611.45	2,704.25	2,786.90	2,869.55	2,926.83
	31.12	32.26	33.47	34.68	36.02	37.30	38.44	39.58	40.37
ASSESSMENT OFF 1	42,290	43,538	45,108	46,602	48,134	49,741	50,725		
AS1	1,621.10	1,668.95	1,729.13	1,786.40	1,845.13	1,906.75	1,944.45		
	22.36	23.02	23.85	24.64	25.45	26.30	26.82		
ASSESSMENT OFF 2	49,420	50,876	52,692	54,602	56,418	58,423	59,633		
AS2	1,894.43	1,950.25	2,019.85	2,093.08	2,162.68	2,239.53	2,285.93		
	26.13	26.90	27.86	28.87	29.83	30.89	31.53		
ASSESSMENT OFF 3	57,382	59,425	61,657	63,926	66,215	68,749	70,187		
AS3	2,199.65	2,277.95	2,363.50	2,450.50	2,538.23	2,635.38	2,690.48		
	30.34	31.42	32.60	33.80	35.01	36.35	37.11		
ASSESSMENT OFF 4	65,042	67,312	69,808	72,418	75,180	78,073	79,681		
AS4	2,493.28	2,580.28	2,675.98	2,776.03	2,881.88	2,992.80	3,054.43		
	34.39	35.59	36.91	38.29	39.75	41.28	42.13		
ASSESSMENT OFF 5	71,510	74,253	77,014	79,927	83,142	86,338	89,818	91,615	
AS5	2,741.23	2,846.35	2,952.20	3,063.85	3,187.10	3,309.63	3,443.03	3,511.90	
	37.81	39.26	40.72	42.26	43.96	45.65	47.49	48.44	
ASST DIST REGISTRAR	54,791	56,683	58,801	61,051	63,283	65,572	66,896		
ADR	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,564.33		
	28.97	29.97	31.09	32.28	33.46	34.67	35.37		
ASST DIST REGISTRAR 2	54,791	56,683	58,801	61,051	63,283	65,572	67,993	69,317	
ADS	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,606.38	2,657.13	
	28.97	29.97	31.09	32.28	33.46	34.67	35.95	36.65	

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Effective 2023 03 25 through 2023 10 06

ASST FIRE COMMISNR 1	53,297	55,207	57,155	59,293	61,430	63,699	65,610	67,558	68,919
AF1	2,043.05	2,116.28	2,190.95	2,272.88	2,354.80	2,441.80	2,515.03	2,589.70	2,641.90
	28.18	29.19	30.22	31.35	32.48	33.68	34.69	35.72	36.44
ASST FIRE COMMISNR 2	58,839	61,051	63,302	65,610	68,144	70,546	72,702	74,858	76,352
AF2	2,255.48	2,340.30	2,426.58	2,515.03	2,612.18	2,704.25	2,786.90	2,869.55	2,926.83
	31.11	32.28	33.47	34.69	36.03	37.30	38.44	39.58	40.37
ASST FIRE COMMISNR 3	64,418	66,631	69,127	71,756	74,461	77,336	79,662	82,083	83,747
AF3	2,469.35	2,554.18	2,649.88	2,750.65	2,854.33	2,964.53	3,053.70	3,146.50	3,210.30
	34.06	35.23	36.55	37.94	39.37	40.89	42.12	43.40	44.28
CH INSPECTION SERV	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,443	
CIS	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,773.63	
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.05	
CLERK OF COURT 1	45,770	47,094	48,399	49,760	51,179	52,654	53,732		
CC1	1,754.50	1,805.25	1,855.28	1,907.48	1,961.85	2,018.40	2,059.73		
	24.20	24.90	25.59	26.31	27.06	27.84	28.41		
CLERK OF COURT 2	47,699	49,193	50,990	52,749	54,507	56,437	57,553		
CC2	1,828.45	1,885.73	1,954.60	2,022.03	2,089.45	2,163.40	2,206.18		
	25.22	26.01	26.96	27.89	28.82	29.84	30.43		
CLERK OF COURT 3	50,139	51,746	53,600	55,472	57,382	59,520	60,730		
CC3	1,921.98	1,983.60	2,054.65	2,126.43	2,199.65	2,281.58	2,327.98		
	26.51	27.36	28.34	29.33	30.34	31.47	32.11		
CLERK OF COURT 4	53,600	55,472	57,382	59,520	61,732	63,983	65,307		
CC4	2,054.65	2,126.43	2,199.65	2,281.58	2,366.40	2,452.68	2,503.43		
	28.34	29.33	30.34	31.47	32.64	33.83	34.53		
CLERK OF COURT 5	60,597	62,905	65,042	67,463	70,016	72,626	74,101		
CC5	2,322.90	2,411.35	2,493.28	2,586.08	2,683.95	2,784.00	2,840.55		
	32.04	33.26	34.39	35.67	37.02	38.40	39.18		

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Effective 2023 03 25 through 2023 10 06

COMPLIANCE OFF 1	47,774	49,496	51,217	52,919	54,791	56,683	57,817
CI1	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,216.33
	25.26	26.17	27.08	27.98	28.97	29.97	30.57
COMPLIANCE OFF 2	52,030	53,846	55,718	57,798	59,917	62,111	63,416
CI2	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,430.93
	27.51	28.47	29.46	30.56	31.68	32.84	33.53
COMPLIANCE OFF 3	59,879	62,092	64,342	66,669	69,127	71,908	73,326
CI3	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,810.83
	31.66	32.83	34.02	35.25	36.55	38.02	38.77
CONSUMER SERV OFF 1	58,366	60,560	62,886	65,193	67,520	70,224	71,605
FC1	2,237.35	2,321.45	2,410.63	2,499.08	2,588.25	2,691.93	2,744.85
	30.86	32.02	33.25	34.47	35.70	37.13	37.86
CONSUMER SERV OFF 2	66,234	68,654	71,208	74,064	76,957	79,889	81,459
FC2	2,538.95	2,631.75	2,729.63	2,839.10	2,950.03	3,062.40	3,122.58
	35.02	36.30	37.65	39.16	40.69	42.24	43.07
CONSUMER SERV OFF 3	72,853	75,482	78,319	81,383	84,598	87,832	91,558
FC3	2,792.70	2,893.48	3,002.23	3,119.68	3,242.93	3,366.90	3,509.73
	38.52	39.91	41.41	43.03	44.73	46.44	48.41
CONSUMER SERV OFF 4	78,319	81,383	84,598	87,832	91,558	95,379	99,445
FC4	3,002.23	3,119.68	3,242.93	3,366.90	3,509.73	3,656.18	3,812.05
	41.41	43.03	44.73	46.44	48.41	50.43	52.58
COURT COMMUN 1	46,299	47,774	49,496	51,217	52,919	54,791	55,888
CM1	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,142.38
	24.48	25.26	26.17	27.08	27.98	28.97	29.55
COURT COMMUN 2	49,496	51,217	52,919	54,791	56,683	58,801	59,973
CM2	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,298.98
	26.17	27.08	27.98	28.97	29.97	31.09	31.71

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Effective 2023 03 25 through 2023 10 06

COURT REPORTER 1 CR1	43,727 1,676.20 23.12	45,127 1,729.85 23.86	46,659 1,788.58 24.67	47,604 1,824.83 25.17					
COURT REPORTER 2 CR2	56,758 2,175.73 30.01	58,460 2,240.98 30.91	60,068 2,302.60 31.76	62,111 2,380.90 32.84	63,926 2,450.50 33.80	65,950 2,528.08 34.87	67,255 2,578.10 35.56		
COURT REPORTER 3 CR3	58,839 2,255.48 31.11	61,070 2,341.03 32.29	63,132 2,420.05 33.38	65,496 2,510.68 34.63	67,993 2,606.38 35.95	70,508 2,702.80 37.28	71,945 2,757.90 38.04		
COURT USHER CUS	33,684 1,291.23 17.81	34,743 1,331.83 18.37	35,689 1,368.08 18.87	36,729 1,407.95 19.42	37,959 1,455.08 20.07	39,169 1,501.48 20.71	39,869 1,528.30 21.08		
DIV SPVR DEPT LABOUR DLS	69,827 2,676.70 36.92	72,418 2,776.03 38.29	75,180 2,881.88 39.75	78,092 2,993.53 41.29	81,080 3,108.08 42.87	84,258 3,229.88 44.55	85,960 3,295.13 45.45		
DOCUMENT EXAMINER DEX	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	62,224 2,385.25 32.90		
EMPLOY STAND OFF 1 EP1	52,030 1,994.48 27.51	53,846 2,064.08 28.47	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	63,416 2,430.93 33.53		
EMPLOY STAND OFF 2 EP2	57,344 2,198.20 30.32	59,501 2,280.85 31.46	61,657 2,363.50 32.60	63,983 2,452.68 33.83	66,366 2,544.03 35.09	68,787 2,636.83 36.37	70,811 2,714.40 37.44	72,948 2,796.33 38.57	74,423 2,852.88 39.35
EMPLOY STAND OFF 3 EP3	62,886 2,410.63 33.25	64,985 2,491.10 34.36	67,406 2,583.90 35.64	69,903 2,679.60 36.96	72,588 2,782.55 38.38	75,388 2,889.85 39.86	77,695 2,978.30 41.08	80,002 3,066.75 42.30	81,572 3,126.93 43.13

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Effective 2023 03 25 through 2023 10 06

ESTATES OFFICER 1	47,245	48,701	50,403	52,238	53,978	55,926	57,099		
ES1	1,811.05	1,866.88	1,932.13	2,002.45	2,069.15	2,143.83	2,188.78		
	24.98	25.75	26.65	27.62	28.54	29.57	30.19		
ESTATES OFFICER 2	53,032	54,980	56,872	58,933	61,146	63,359	64,607		
ES2	2,032.90	2,107.58	2,180.08	2,259.10	2,343.93	2,428.75	2,476.60		
	28.04	29.07	30.07	31.16	32.33	33.50	34.16		
ESTATES OFFICER 3	59,973	62,224	64,399	66,820	69,298	71,908	73,326		
ES3	2,298.98	2,385.25	2,468.63	2,561.43	2,656.40	2,756.45	2,810.83		
	31.71	32.90	34.05	35.33	36.64	38.02	38.77		
ESTATES OFFICER 4	65,628	68,068	70,527	73,326	76,220	79,094	80,664		
ES4	2,515.75	2,609.28	2,703.53	2,810.83	2,921.75	3,031.95	3,092.13		
	34.70	35.99	37.29	38.77	40.30	41.82	42.65		
HUMAN RIGHTS OFF 1	56,683	58,801	61,051	63,283	65,572	68,182	69,524		
HO1	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10		
	29.97	31.09	32.28	33.46	34.67	36.05	36.76		
HUMAN RIGHTS OFF 2	64,342	66,669	69,127	71,908	74,707	77,525	79,094		
HO2	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,031.95		
	34.02	35.25	36.55	38.02	39.50	40.99	41.82		
INSP MECH, CODES & STAND	70,393	72,856	75,569	78,407	81,371	84,501	87,068	89,698	91,513
IMS	2,698.40	2,792.80	2,896.80	3,005.60	3,119.20	3,239.20	3,337.60	3,438.40	3,508.00
	33.73	34.91	36.21	37.57	38.99	40.49	41.72	42.98	43.85
MINES INSPECTOR 3	62,886	65,231	67,539	69,997	72,645	75,482	77,014		
MI3	2,410.63	2,500.53	2,588.98	2,683.23	2,784.73	2,893.48	2,952.20		
	33.25	34.49	35.71	37.01	38.41	39.91	40.72		
MINES INSPECTOR 4	68,787	71,340	74,026	76,938	79,851	82,972	85,449	88,040	89,761
MI4	2,636.83	2,734.70	2,837.65	2,949.30	3,060.95	3,180.58	3,275.55	3,374.88	3,440.85
	36.37	37.72	39.14	40.68	42.22	43.87	45.18	46.55	47.46

 denotes 20 years

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MINES INSPECTOR 5	70,432	73,118	75,879	78,754	81,894	85,052	88,457	91,218	93,015
MI5	2,699.90	2,802.85	2,908.70	3,018.90	3,139.25	3,260.33	3,390.83	3,496.68	3,565.55
	37.24	38.66	40.12	41.64	43.30	44.97	46.77	48.23	49.18
MOTOR CARRIER ENFORCEM	52,030	53,846	55,718	57,363	59,066	60,257			
MC1	1,994.48	2,064.08	2,135.85	2,198.93	2,264.18	2,309.85			
	27.51	28.47	29.46	30.33	31.23	31.86			
MOTOR CARRIER ENFORCEM	62,092	64,342	66,669	69,127	71,908	74,707	77,525	79,094	
MC2	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,031.95	
	32.83	34.02	35.25	36.55	38.02	39.50	40.99	41.82	
MOTOR CARRIER ENFORCEM	66,820	69,127	71,908	74,707	77,525	79,851	82,196	84,693	86,319
MC3	2,561.43	2,649.88	2,756.45	2,863.75	2,971.78	3,060.95	3,150.85	3,246.55	3,308.90
	35.33	36.55	38.02	39.50	40.99	42.22	43.46	44.78	45.64
PROPERTY APPRAIS 1	41,647	42,895	44,389	45,883	47,377	48,966	49,968		
PS1	1,596.45	1,644.30	1,701.58	1,758.85	1,816.13	1,877.03	1,915.45		
	22.02	22.68	23.47	24.26	25.05	25.89	26.42		
PROPERTY APPRAIS 2	56,512	58,498	60,673	62,943	65,250	67,766	69,071		
PS2	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,597.68	2,647.70		
	29.88	30.93	32.08	33.28	34.50	35.83	36.52		
PROPERTY APPRAIS 3	65,950	68,220	70,735	73,383	76,163	79,114	80,683		
PS3	2,528.08	2,615.08	2,711.50	2,813.00	2,919.58	3,032.68	3,092.85		
	34.87	36.07	37.40	38.80	40.27	41.83	42.66		
PROPERTY APPRAIS 4	73,780	76,655	79,435	82,442	85,809	89,081	92,693	94,565	
PS4	2,828.23	2,938.43	3,045.00	3,160.28	3,289.33	3,414.75	3,553.23	3,625.00	
	39.01	40.53	42.00	43.59	45.37	47.10	49.01	50.00	
PROPERTY APPRAIS 5	83,690	86,944	90,367	93,809	97,781	101,866	106,159	108,315	
PS5	3,208.13	3,332.83	3,464.05	3,596.00	3,748.25	3,904.85	4,069.43	4,152.08	
	44.25	45.97	47.78	49.60	51.70	53.86	56.13	57.27	

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Effective 2023 03 25 through 2023 10 06

RESOURCE OFFICER 1 RO1	43,617 1,672.00 20.90	44,849 1,719.20 21.49	46,143 1,768.80 22.11	47,103 1,805.60 22.57					
RESOURCE OFFICER 2 RO2	44,870 1,720.00 21.50	46,184 1,770.40 22.13	47,708 1,828.80 22.86	49,315 1,890.40 23.63	50,797 1,947.20 24.34	51,861 1,988.00 24.85			
RESOURCE OFFICER 3 RO3	63,757 2,444.00 30.55	65,698 2,518.40 31.48	67,910 2,603.20 32.54	70,602 2,706.40 33.83	73,002 2,798.40 34.98	75,694 2,901.60 36.27	77,197 2,959.20 36.99		
RESOURCE OFFICER 4 RO4	70,602 2,706.40 33.83	73,002 2,798.40 34.98	75,694 2,901.60 36.27	78,365 3,004.00 37.55	81,204 3,112.80 38.91	84,167 3,226.40 40.33	85,899 3,292.80 41.16		
RESOURCE OFFICER 5 RO5	81,308 3,116.80 38.96	84,292 3,231.20 40.39	87,548 3,356.00 41.95	90,971 3,487.20 43.59	94,435 3,620.00 45.25	98,108 3,760.80 47.01	100,070 3,836.00 47.95		
SAFETY HEALTH OFF 1 SI1	57,412 2,200.80 27.51	59,416 2,277.60 28.47	61,482 2,356.80 29.46	63,297 2,426.40 30.33	65,176 2,498.40 31.23	66,491 2,548.80 31.86			
SAFETY HEALTH OFF 2 SI2	63,777 2,444.80 30.56	66,115 2,534.40 31.68	68,536 2,627.20 32.84	71,165 2,728.00 34.10	73,732 2,826.40 35.33	76,278 2,924.00 36.55	78,658 3,015.20 37.69	81,037 3,106.40 38.83	82,644 3,168.00 39.60
SAFETY HEALTH OFF 3 SI3	67,388 2,583.20 32.29	69,663 2,670.40 33.38	72,271 2,770.40 34.63	75,026 2,876.00 35.95	77,802 2,982.40 37.28	80,786 3,096.80 38.71	83,249 3,191.20 39.89	85,795 3,288.80 41.11	87,485 3,353.60 41.92
SAFETY HEALTH OFF 4 SI4	71,165 2,728.00 34.10	73,732 2,826.40 35.33	76,278 2,924.00 36.55	79,346 3,041.60 38.02	82,435 3,160.00 39.50	85,544 3,279.20 40.99	88,111 3,377.60 42.22	90,699 3,476.80 43.46	92,557 3,548.00 44.35

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SHERIFF 1	56,853	58,857	60,900	63,132	65,458	67,936	69,978	71,340
SH1	2,179.35	2,256.20	2,334.50	2,420.05	2,509.23	2,604.20	2,682.50	2,734.70
	30.06	31.12	32.20	33.38	34.61	35.92	37.00	37.72
SHERIFF 2	59,103	61,373	63,624	65,969	68,409	70,886	73,004	74,480
SH2	2,265.63	2,352.63	2,438.90	2,528.80	2,622.33	2,717.30	2,798.50	2,855.05
	31.25	32.45	33.64	34.88	36.17	37.48	38.60	39.38
SHERIFF 3	63,624	65,969	68,409	70,886	73,383	76,314	78,584	80,135
SH3	2,438.90	2,528.80	2,622.33	2,717.30	2,813.00	2,925.38	3,012.38	3,071.83
	33.64	34.88	36.17	37.48	38.80	40.35	41.55	42.37
SHERIFFS OFFICER 1	45,543	47,113	48,644	50,082	51,122			
SO1	1,745.80	1,805.98	1,864.70	1,919.80	1,959.68			
	24.08	24.91	25.72	26.48	27.03			
SHERIFFS OFFICER 2	48,531	50,101	51,690	53,524	55,340	57,269	58,990	60,163
SO2	1,860.35	1,920.53	1,981.43	2,051.75	2,121.35	2,195.30	2,261.28	2,306.23
	25.66	26.49	27.33	28.30	29.26	30.28	31.19	31.81
SHERIFFS OFFICER 3	53,524	55,340	57,269	59,330	61,373	63,643	65,591	66,858
SO3	2,051.75	2,121.35	2,195.30	2,274.33	2,352.63	2,439.63	2,514.30	2,562.88
	28.30	29.26	30.28	31.37	32.45	33.65	34.68	35.35
SHERIFFS OFFICER 4	56,247	58,214	60,333	62,489	64,815	67,274	69,260	70,621
SO4	2,156.15	2,231.55	2,312.75	2,395.40	2,484.58	2,578.83	2,654.95	2,707.15
	29.74	30.78	31.90	33.04	34.27	35.57	36.62	37.34
SURVEY EXAMINER 4	61,694	64,021	66,234	68,654	71,246	74,083	75,558	
SE4	2,364.95	2,454.13	2,538.95	2,631.75	2,731.08	2,839.83	2,896.38	
	32.62	33.85	35.02	36.30	37.67	39.17	39.95	

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LEGAL COMPONENT YEAR 1 SALARY SCHEDULE

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	1	2	3	4	5	6	7	8	9	10
APPRENTICESHIP TRAINING (	58,857	61,014	63,302	65,591	68,125	70,546	72,702	74,858	76,730	78,262
ATC	2,256.20	2,338.85	2,426.58	2,514.30	2,611.45	2,704.25	2,786.90	2,869.55	2,941.33	3,000.05
	31.12	32.26	33.47	34.68	36.02	37.30	38.44	39.58	40.57	41.38
ASSESSMENT OFF 1	42,290	43,538	45,108	46,602	48,134	49,741	50,990	51,992		
AS1	1,621.10	1,668.95	1,729.13	1,786.40	1,845.13	1,906.75	1,954.60	1,993.03		
	22.36	23.02	23.85	24.64	25.45	26.30	26.96	27.49		
ASSESSMENT OFF 2	49,420	50,876	52,692	54,602	56,418	58,423	59,879	61,127		
AS2	1,894.43	1,950.25	2,019.85	2,093.08	2,162.68	2,239.53	2,295.35	2,343.20		
	26.13	26.90	27.86	28.87	29.83	30.89	31.66	32.32		
ASSESSMENT OFF 3	57,382	59,425	61,657	63,926	66,215	68,749	70,470	71,945		
AS3	2,199.65	2,277.95	2,363.50	2,450.50	2,538.23	2,635.38	2,701.35	2,757.90		
	30.34	31.42	32.60	33.80	35.01	36.35	37.26	38.04		
ASSESSMENT OFF 4	65,042	67,312	69,808	72,418	75,180	78,073	80,021	81,667		
AS4	2,493.28	2,580.28	2,675.98	2,776.03	2,881.88	2,992.80	3,067.48	3,130.55		
	34.39	35.59	36.91	38.29	39.75	41.28	42.31	43.18		
ASSESSMENT OFF 5	71,510	74,253	77,014	79,927	83,142	86,338	89,818	92,069	93,904	
AS5	2,741.23	2,846.35	2,952.20	3,063.85	3,187.10	3,309.63	3,443.03	3,529.30	3,599.63	
	37.81	39.26	40.72	42.26	43.96	45.65	47.49	48.68	49.65	
ASST DIST REGISTRAR	54,791	56,683	58,801	61,051	63,283	65,572	67,217	68,560		
ADR	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,576.65	2,628.13		
	28.97	29.97	31.09	32.28	33.46	34.67	35.54	36.25		
ASST DIST REGISTRAR 2	54,791	56,683	58,801	61,051	63,283	65,572	67,993	69,695	71,057	
ADS	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,606.38	2,671.63	2,723.83	
	28.97	29.97	31.09	32.28	33.46	34.67	35.95	36.85	37.57	

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ASST FIRE COMMISNR 1 AF1	53,297 2,043.05 28.18	55,207 2,116.28 29.19	57,155 2,190.95 30.22	59,293 2,272.88 31.35	61,430 2,354.80 32.48	63,699 2,441.80 33.68	65,610 2,515.03 34.69	67,558 2,589.70 35.72	69,241 2,654.23 36.61	70,640 2,707.88 37.35
ASST FIRE COMMISNR 2 AF2	58,839 2,255.48 31.11	61,051 2,340.30 32.28	63,302 2,426.58 33.47	65,610 2,515.03 34.69	68,144 2,612.18 36.03	70,546 2,704.25 37.30	72,702 2,786.90 38.44	74,858 2,869.55 39.58	76,730 2,941.33 40.57	78,262 3,000.05 41.38
ASST FIRE COMMISNR 3 AF3	64,418 2,469.35 34.06	66,631 2,554.18 35.23	69,127 2,649.88 36.55	71,756 2,750.65 37.94	74,461 2,854.33 39.37	77,336 2,964.53 40.89	79,662 3,053.70 42.12	82,083 3,146.50 43.40	84,144 3,225.53 44.49	85,847 3,290.78 45.39
CH INSPECTION SERV CIS	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,934 3,792.48 52.31	100,901 3,867.88 53.35	
CLERK OF COURT 1 CC1	45,770 1,754.50 24.20	47,094 1,805.25 24.90	48,399 1,855.28 25.59	49,760 1,907.48 26.31	51,179 1,961.85 27.06	52,654 2,018.40 27.84	53,978 2,069.15 28.54	55,075 2,111.20 29.12		
CLERK OF COURT 2 CC2	47,699 1,828.45 25.22	49,193 1,885.73 26.01	50,990 1,954.60 26.96	52,749 2,022.03 27.89	54,507 2,089.45 28.82	56,437 2,163.40 29.84	57,855 2,217.78 30.59	58,990 2,261.28 31.19		
CLERK OF COURT 3 CC3	50,139 1,921.98 26.51	51,746 1,983.60 27.36	53,600 2,054.65 28.34	55,472 2,126.43 29.33	57,382 2,199.65 30.34	59,520 2,281.58 31.47	61,014 2,338.85 32.26	62,243 2,385.98 32.91		
CLERK OF COURT 4 CC4	53,600 2,054.65 28.34	55,472 2,126.43 29.33	57,382 2,199.65 30.34	59,520 2,281.58 31.47	61,732 2,366.40 32.64	63,983 2,452.68 33.83	65,591 2,514.30 34.68	66,934 2,565.78 35.39		
CLERK OF COURT 5 CC5	60,597 2,322.90 32.04	62,905 2,411.35 33.26	65,042 2,493.28 34.39	67,463 2,586.08 35.67	70,016 2,683.95 37.02	72,626 2,784.00 38.40	74,442 2,853.60 39.36	75,955 2,911.60 40.16		

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COMPLIANCE OFF 1	47,774	49,496	51,217	52,919	54,791	56,683	58,101	59,255	
CI1	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,227.20	2,271.43	
	25.26	26.17	27.08	27.98	28.97	29.97	30.72	31.33	
COMPLIANCE OFF 2	52,030	53,846	55,718	57,798	59,917	62,111	63,661	65,004	
CI2	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,440.35	2,491.83	
	27.51	28.47	29.46	30.56	31.68	32.84	33.66	34.37	
COMPLIANCE OFF 3	59,879	62,092	64,342	66,669	69,127	71,908	73,704	75,161	
CI3	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,825.33	2,881.15	
	31.66	32.83	34.02	35.25	36.55	38.02	38.97	39.74	
CONSUMER SERV OFF 1	58,366	60,560	62,886	65,193	67,520	70,224	71,983	73,402	
FC1	2,237.35	2,321.45	2,410.63	2,499.08	2,588.25	2,691.93	2,759.35	2,813.73	
	30.86	32.02	33.25	34.47	35.70	37.13	38.06	38.81	
CONSUMER SERV OFF 2	66,234	68,654	71,208	74,064	76,957	79,889	81,894	83,501	
FC2	2,538.95	2,631.75	2,729.63	2,839.10	2,950.03	3,062.40	3,139.25	3,200.88	
	35.02	36.30	37.65	39.16	40.69	42.24	43.30	44.15	
CONSUMER SERV OFF 3	72,853	75,482	78,319	81,383	84,598	87,832	91,558	93,847	95,681
FC3	2,792.70	2,893.48	3,002.23	3,119.68	3,242.93	3,366.90	3,509.73	3,597.45	3,667.78
	38.52	39.91	41.41	43.03	44.73	46.44	48.41	49.62	50.59
CONSUMER SERV OFF 4	78,319	81,383	84,598	87,832	91,558	95,379	99,445	101,923	103,927
FC4	3,002.23	3,119.68	3,242.93	3,366.90	3,509.73	3,656.18	3,812.05	3,907.03	3,983.88
	41.41	43.03	44.73	46.44	48.41	50.43	52.58	53.89	54.95
COURT COMMUN 1	46,299	47,774	49,496	51,217	52,919	54,791	56,153	57,288	
CM1	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,152.53	2,196.03	
	24.48	25.26	26.17	27.08	27.98	28.97	29.69	30.29	
COURT COMMUN 2	49,496	51,217	52,919	54,791	56,683	58,801	60,276	61,467	
CM2	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,310.58	2,356.25	
	26.17	27.08	27.98	28.97	29.97	31.09	31.87	32.50	

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COURT REPORTER 1 CR1	43,727 1,676.20 23.12	45,127 1,729.85 23.86	46,659 1,788.58 24.67	47,831 1,833.53 25.29	48,796 1,870.50 25.80					
COURT REPORTER 2 CR2	56,758 2,175.73 30.01	58,460 2,240.98 30.91	60,068 2,302.60 31.76	62,111 2,380.90 32.84	63,926 2,450.50 33.80	65,950 2,528.08 34.87	67,595 2,591.15 35.74	68,938 2,642.63 36.45		
COURT REPORTER 3 CR3	58,839 2,255.48 31.11	61,070 2,341.03 32.29	63,132 2,420.05 33.38	65,496 2,510.68 34.63	67,993 2,606.38 35.95	70,508 2,702.80 37.28	72,267 2,770.23 38.21	73,742 2,826.78 38.99		
COURT USHER CUS	33,684 1,291.23 17.81	34,743 1,331.83 18.37	35,689 1,368.08 18.87	36,729 1,407.95 19.42	37,959 1,455.08 20.07	39,169 1,501.48 20.71	40,153 1,539.18 21.23	40,871 1,566.73 21.61		
DIV SPVR DEPT LABOUR DLS	69,827 2,676.70 36.92	72,418 2,776.03 38.29	75,180 2,881.88 39.75	78,092 2,993.53 41.29	81,080 3,108.08 42.87	84,258 3,229.88 44.55	86,357 3,310.35 45.66	88,116 3,377.78 46.59		
DOCUMENT EXAMINER DEX	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	62,583 2,399.03 33.09	63,775 2,444.70 33.72		
EMPLOY STAND OFF 1 EP1	52,030 1,994.48 27.51	53,846 2,064.08 28.47	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	63,661 2,440.35 33.66	65,004 2,491.83 34.37		
EMPLOY STAND OFF 2 EP2	57,344 2,198.20 30.32	59,501 2,280.85 31.46	61,657 2,363.50 32.60	63,983 2,452.68 33.83	66,366 2,544.03 35.09	68,787 2,636.83 36.37	70,811 2,714.40 37.44	72,948 2,796.33 38.57	74,764 2,865.93 39.53	76,277 2,923.93 40.33
EMPLOY STAND OFF 3 EP3	62,886 2,410.63 33.25	64,985 2,491.10 34.36	67,406 2,583.90 35.64	69,903 2,679.60 36.96	72,588 2,782.55 38.38	75,388 2,889.85 39.86	77,695 2,978.30 41.08	80,002 3,066.75 42.30	82,007 3,143.60 43.36	83,615 3,205.23 44.21

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ESTATES OFFICER 1	47,245	48,701	50,403	52,238	53,978	55,926	57,326	58,517		
ES1	1,811.05	1,866.88	1,932.13	2,002.45	2,069.15	2,143.83	2,197.48	2,243.15		
	24.98	25.75	26.65	27.62	28.54	29.57	30.31	30.94		
ESTATES OFFICER 2	53,032	54,980	56,872	58,933	61,146	63,359	64,947	66,215		
ES2	2,032.90	2,107.58	2,180.08	2,259.10	2,343.93	2,428.75	2,489.65	2,538.23		
	28.04	29.07	30.07	31.16	32.33	33.50	34.34	35.01		
ESTATES OFFICER 3	59,973	62,224	64,399	66,820	69,298	71,908	73,704	75,161		
ES3	2,298.98	2,385.25	2,468.63	2,561.43	2,656.40	2,756.45	2,825.33	2,881.15		
	31.71	32.90	34.05	35.33	36.64	38.02	38.97	39.74		
ESTATES OFFICER 4	65,628	68,068	70,527	73,326	76,220	79,094	81,080	82,688		
ES4	2,515.75	2,609.28	2,703.53	2,810.83	2,921.75	3,031.95	3,108.08	3,169.70		
	34.70	35.99	37.29	38.77	40.30	41.82	42.87	43.72		
HUMAN RIGHTS OFF 1	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264		
HO1	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80		
	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68		
HUMAN RIGHTS OFF 2	64,342	66,669	69,127	71,908	74,707	77,525	79,454	81,080		
HO2	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,045.73	3,108.08		
	34.02	35.25	36.55	38.02	39.50	40.99	42.01	42.87		
INSP MECH, CODES & STAND	70,393	72,856	75,569	78,407	81,371	84,501	87,068	89,698	91,931	93,809
IMS	2,698.40	2,792.80	2,896.80	3,005.60	3,119.20	3,239.20	3,337.60	3,438.40	3,524.00	3,596.00
	33.73	34.91	36.21	37.57	38.99	40.49	41.72	42.98	44.05	44.95
MINES INSPECTOR 3	62,886	65,231	67,539	69,997	72,645	75,482	77,374	78,943		
MI3	2,410.63	2,500.53	2,588.98	2,683.23	2,784.73	2,893.48	2,965.98	3,026.15		
	33.25	34.49	35.71	37.01	38.41	39.91	40.91	41.74		
MINES INSPECTOR 4	68,787	71,340	74,026	76,938	79,851	82,972	85,449	88,040	90,234	92,012
MI4	2,636.83	2,734.70	2,837.65	2,949.30	3,060.95	3,180.58	3,275.55	3,374.88	3,458.98	3,527.13
	36.37	37.72	39.14	40.68	42.22	43.87	45.18	46.55	47.71	48.65

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Effective 2023 10 07 through 2024 03 22

MINES INSPECTOR 5	70,432	73,118	75,879	78,754	81,894	85,052	88,457	91,218	93,506	95,341
MI5	2,699.90	2,802.85	2,908.70	3,018.90	3,139.25	3,260.33	3,390.83	3,496.68	3,584.40	3,654.73
	37.24	38.66	40.12	41.64	43.30	44.97	46.77	48.23	49.44	50.41
MOTOR CARRIER ENFORCEM	52,030	53,846	55,718	57,363	59,066	60,541	61,770			
MC1	1,994.48	2,064.08	2,135.85	2,198.93	2,264.18	2,320.73	2,367.85			
	27.51	28.47	29.46	30.33	31.23	32.01	32.66			
MOTOR CARRIER ENFORCEM	62,092	64,342	66,669	69,127	71,908	74,707	77,525	79,454	81,080	
MC2	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,045.73	3,108.08	
	32.83	34.02	35.25	36.55	38.02	39.50	40.99	42.01	42.87	
MOTOR CARRIER ENFORCEM	66,820	69,127	71,908	74,707	77,525	79,851	82,196	84,693	86,811	88,475
MC3	2,561.43	2,649.88	2,756.45	2,863.75	2,971.78	3,060.95	3,150.85	3,246.55	3,327.75	3,391.55
	35.33	36.55	38.02	39.50	40.99	42.22	43.46	44.78	45.90	46.78
PROPERTY APPRAIS 1	41,647	42,895	44,389	45,883	47,377	48,966	50,195	51,217		
PS1	1,596.45	1,644.30	1,701.58	1,758.85	1,816.13	1,877.03	1,924.15	1,963.30		
	22.02	22.68	23.47	24.26	25.05	25.89	26.54	27.08		
PROPERTY APPRAIS 2	56,512	58,498	60,673	62,943	65,250	67,766	69,468	70,792		
PS2	2,166.30	2,242.43	2,325.80	2,412.80	2,501.25	2,597.68	2,662.93	2,713.68		
	29.88	30.93	32.08	33.28	34.50	35.83	36.73	37.43		
PROPERTY APPRAIS 3	65,950	68,220	70,735	73,383	76,163	79,114	81,099	82,707		
PS3	2,528.08	2,615.08	2,711.50	2,813.00	2,919.58	3,032.68	3,108.80	3,170.43		
	34.87	36.07	37.40	38.80	40.27	41.83	42.88	43.73		
PROPERTY APPRAIS 4	73,780	76,655	79,435	82,442	85,809	89,081	92,693	95,019	96,930	
PS4	2,828.23	2,938.43	3,045.00	3,160.28	3,289.33	3,414.75	3,553.23	3,642.40	3,715.63	
	39.01	40.53	42.00	43.59	45.37	47.10	49.01	50.24	51.25	
PROPERTY APPRAIS 5	83,690	86,944	90,367	93,809	97,781	101,866	106,159	108,807	111,020	
PS5	3,208.13	3,332.83	3,464.05	3,596.00	3,748.25	3,904.85	4,069.43	4,170.93	4,255.75	
	44.25	45.97	47.78	49.60	51.70	53.86	56.13	57.53	58.70	

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Effective 2023 10 07 through 2024 03 22

RESOURCE OFFICER 1 RO1	43,617 1,672.00 20.90	44,849 1,719.20 21.49	46,143 1,768.80 22.11	47,291 1,812.80 22.66	48,271 1,850.40 23.13					
RESOURCE OFFICER 2 RO2	44,870 1,720.00 21.50	46,184 1,770.40 22.13	47,708 1,828.80 22.86	49,315 1,890.40 23.63	50,797 1,947.20 24.34	52,070 1,996.00 24.95	53,155 2,037.60 25.47			
RESOURCE OFFICER 3 RO3	63,757 2,444.00 30.55	65,698 2,518.40 31.48	67,910 2,603.20 32.54	70,602 2,706.40 33.83	73,002 2,798.40 34.98	75,694 2,901.60 36.27	77,593 2,974.40 37.18	79,117 3,032.80 37.91		
RESOURCE OFFICER 4 RO4	70,602 2,706.40 33.83	73,002 2,798.40 34.98	75,694 2,901.60 36.27	78,365 3,004.00 37.55	81,204 3,112.80 38.91	84,167 3,226.40 40.33	86,275 3,307.20 41.34	88,049 3,375.20 42.19		
RESOURCE OFFICER 5 RO5	81,308 3,116.80 38.96	84,292 3,231.20 40.39	87,548 3,356.00 41.95	90,971 3,487.20 43.59	94,435 3,620.00 45.25	98,108 3,760.80 47.01	100,571 3,855.20 48.19	102,574 3,932.00 49.15		
SAFETY HEALTH OFF 1 SI1	57,412 2,200.80 27.51	59,416 2,277.60 28.47	61,482 2,356.80 29.46	63,297 2,426.40 30.33	65,176 2,498.40 31.23	66,804 2,560.80 32.01	68,160 2,612.80 32.66			
SAFETY HEALTH OFF 2 SI2	63,777 2,444.80 30.56	66,115 2,534.40 31.68	68,536 2,627.20 32.84	71,165 2,728.00 34.10	73,732 2,826.40 35.33	76,278 2,924.00 36.55	78,658 3,015.20 37.69	81,037 3,106.40 38.83	83,061 3,184.00 39.80	84,710 3,247.20 40.59
SAFETY HEALTH OFF 3 SI3	67,388 2,583.20 32.29	69,663 2,670.40 33.38	72,271 2,770.40 34.63	75,026 2,876.00 35.95	77,802 2,982.40 37.28	80,786 3,096.80 38.71	83,249 3,191.20 39.89	85,795 3,288.80 41.11	87,944 3,371.20 42.14	89,677 3,437.60 42.97
SAFETY HEALTH OFF 4 SI4	71,165 2,728.00 34.10	73,732 2,826.40 35.33	76,278 2,924.00 36.55	79,346 3,041.60 38.02	82,435 3,160.00 39.50	85,544 3,279.20 40.99	88,111 3,377.60 42.22	90,699 3,476.80 43.46	92,974 3,564.00 44.55	94,873 3,636.80 45.46

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Effective 2023 10 07 through 2024 03 22

SHERIFF 1	56,853	58,857	60,900	63,132	65,458	67,936	69,978	71,737	73,118
SH1	2,179.35	2,256.20	2,334.50	2,420.05	2,509.23	2,604.20	2,682.50	2,749.93	2,802.85
	30.06	31.12	32.20	33.38	34.61	35.92	37.00	37.93	38.66
SHERIFF 2	59,103	61,373	63,624	65,969	68,409	70,886	73,004	74,839	76,333
SH2	2,265.63	2,352.63	2,438.90	2,528.80	2,622.33	2,717.30	2,798.50	2,868.83	2,926.10
	31.25	32.45	33.64	34.88	36.17	37.48	38.60	39.57	40.36
SHERIFF 3	63,624	65,969	68,409	70,886	73,383	76,314	78,584	80,551	82,140
SH3	2,438.90	2,528.80	2,622.33	2,717.30	2,813.00	2,925.38	3,012.38	3,087.78	3,148.68
	33.64	34.88	36.17	37.48	38.80	40.35	41.55	42.59	43.43
SHERIFFS OFFICER 1	45,543	47,113	48,644	50,082	51,330	52,408			
SO1	1,745.80	1,805.98	1,864.70	1,919.80	1,967.65	2,008.98			
	24.08	24.91	25.72	26.48	27.14	27.71			
SHERIFFS OFFICER 2	48,531	50,101	51,690	53,524	55,340	57,269	58,990	60,465	61,676
SO2	1,860.35	1,920.53	1,981.43	2,051.75	2,121.35	2,195.30	2,261.28	2,317.83	2,364.23
	25.66	26.49	27.33	28.30	29.26	30.28	31.19	31.97	32.61
SHERIFFS OFFICER 3	53,524	55,340	57,269	59,330	61,373	63,643	65,591	67,236	68,522
SO3	2,051.75	2,121.35	2,195.30	2,274.33	2,352.63	2,439.63	2,514.30	2,577.38	2,626.68
	28.30	29.26	30.28	31.37	32.45	33.65	34.68	35.55	36.23
SHERIFFS OFFICER 4	56,247	58,214	60,333	62,489	64,815	67,274	69,260	71,000	72,380
SO4	2,156.15	2,231.55	2,312.75	2,395.40	2,484.58	2,578.83	2,654.95	2,721.65	2,774.58
	29.74	30.78	31.90	33.04	34.27	35.57	36.62	37.54	38.27
SURVEY EXAMINER 4	61,694	64,021	66,234	68,654	71,246	74,083	75,936	77,449	
SE4	2,364.95	2,454.13	2,538.95	2,631.75	2,731.08	2,839.83	2,910.88	2,968.88	
	32.62	33.85	35.02	36.30	37.67	39.17	40.15	40.95	

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**LEGAL COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

APPRENTICESHIP TRAINING CO	60,484	62,697	65,042	67,387	69,997	72,494	74,707	76,920	78,849	80,418	82,026
ATC	2,318.55	2,403.38	2,493.28	2,583.18	2,683.23	2,778.93	2,863.75	2,948.58	3,022.53	3,082.70	3,144.33
	31.98	33.15	34.39	35.63	37.01	38.33	39.50	40.67	41.69	42.52	43.37
ASSESSMENT OFF 1	43,443	44,730	46,356	47,888	49,458	51,103	52,389	53,430	54,507		
AS1	1,665.33	1,714.63	1,776.98	1,835.70	1,895.88	1,958.95	2,008.25	2,048.13	2,089.45		
	22.97	23.65	24.51	25.32	26.15	27.02	27.70	28.25	28.82		
ASSESSMENT OFF 2	50,782	52,276	54,148	56,096	57,969	60,030	61,524	62,810	64,059		
AS2	1,946.63	2,003.90	2,075.68	2,150.35	2,222.13	2,301.15	2,358.43	2,407.73	2,455.58		
	26.85	27.64	28.63	29.66	30.65	31.74	32.53	33.21	33.87		
ASSESSMENT OFF 3	58,952	61,051	63,359	65,685	68,030	70,640	72,399	73,931	75,407		
AS3	2,259.83	2,340.30	2,428.75	2,517.93	2,607.83	2,707.88	2,775.30	2,834.03	2,890.58		
	31.17	32.28	33.50	34.73	35.97	37.35	38.28	39.09	39.87		
ASSESSMENT OFF 4	66,839	69,165	71,737	74,404	77,241	80,229	82,215	83,917	85,601		
AS4	2,562.15	2,651.33	2,749.93	2,852.15	2,960.90	3,075.45	3,151.58	3,216.83	3,281.35		
	35.34	36.57	37.93	39.34	40.84	42.42	43.47	44.37	45.26		
ASSESSMENT OFF 5	73,477	76,295	79,132	82,121	85,430	88,721	92,296	94,603	96,495	98,424	
AS5	2,816.63	2,924.65	3,033.40	3,147.95	3,274.83	3,400.98	3,538.00	3,626.45	3,698.95	3,772.90	
	38.85	40.34	41.84	43.42	45.17	46.91	48.80	50.02	51.02	52.04	
ASST DIST REGISTRAR	56,304	58,233	60,408	62,735	65,023	67,368	69,071	70,451	71,870		
ADR	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,647.70	2,700.63	2,755.00		
	29.77	30.79	31.94	33.17	34.38	35.62	36.52	37.25	38.00		

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ASST DIST REGISTRAR 2	56,304	58,233	60,408	62,735	65,023	67,368	69,865	71,605	73,004	74,461	
ADS	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,678.15	2,744.85	2,798.50	2,854.33	
	29.77	30.79	31.94	33.17	34.38	35.62	36.94	37.86	38.60	39.37	
ASST FIRE COMMISNR 1	56,399	58,423	60,484	62,754	65,004	67,425	69,430	71,491	73,288	74,764	76,258
AF1	2,161.95	2,239.53	2,318.55	2,405.55	2,491.83	2,584.63	2,661.48	2,740.50	2,809.38	2,865.93	2,923.20
	29.82	30.89	31.98	33.18	34.37	35.65	36.71	37.80	38.75	39.53	40.32
ASST FIRE COMMISNR 2	62,281	64,626	66,990	69,430	72,116	74,669	76,957	79,227	81,213	82,839	84,485
AF2	2,387.43	2,477.33	2,567.95	2,661.48	2,764.43	2,862.30	2,950.03	3,037.03	3,113.15	3,175.50	3,238.58
	32.93	34.17	35.42	36.71	38.13	39.48	40.69	41.89	42.94	43.80	44.67
ASST FIRE COMMISNR 3	68,182	70,527	73,175	75,936	78,792	81,837	84,314	86,868	89,043	90,858	92,674
AF3	2,613.63	2,703.53	2,805.03	2,910.88	3,020.35	3,137.08	3,232.05	3,329.93	3,413.30	3,482.90	3,552.50
	36.05	37.29	38.69	40.15	41.66	43.27	44.58	45.93	47.08	48.04	49.00
CH INSPECTION SERV	78,149	81,213	84,371	87,624	91,331	95,152	99,161	101,658	103,681	105,762	
CIS	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,896.88	3,974.45	4,054.20	
	41.32	42.94	44.61	46.33	48.29	50.31	52.43	53.75	54.82	55.92	
CLERK OF COURT 1	47,037	48,380	49,723	51,122	52,578	54,110	55,453	56,588	57,723		
CC1	1,803.08	1,854.55	1,906.03	1,959.68	2,015.50	2,074.23	2,125.70	2,169.20	2,212.70		
	24.87	25.58	26.29	27.03	27.80	28.61	29.32	29.92	30.52		
CLERK OF COURT 2	49,004	50,555	52,389	54,205	56,002	57,987	59,444	60,617	61,827		
CC2	1,878.48	1,937.93	2,008.25	2,077.85	2,146.73	2,222.85	2,278.68	2,323.63	2,370.03		
	25.91	26.73	27.70	28.66	29.61	30.66	31.43	32.05	32.69		
CLERK OF COURT 3	51,519	53,165	55,075	57,004	58,952	61,165	62,697	63,964	65,250		
CC3	1,974.90	2,037.98	2,111.20	2,185.15	2,259.83	2,344.65	2,403.38	2,451.95	2,501.25		
	27.24	28.11	29.12	30.14	31.17	32.34	33.15	33.82	34.50		

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CLERK OF COURT 4 CC4	55,075 2,111.20 29.12	57,004 2,185.15 30.14	58,952 2,259.83 31.17	61,165 2,344.65 32.34	63,434 2,431.65 33.54	65,742 2,520.10 34.76	67,387 2,583.18 35.63	68,768 2,636.10 36.36	70,149 2,689.03 37.09	
CLERK OF COURT 5 CC5	62,262 2,386.70 32.92	64,626 2,477.33 34.17	66,839 2,562.15 35.34	69,317 2,657.13 36.65	71,945 2,757.90 38.04	74,631 2,860.85 39.46	76,484 2,931.90 40.44	78,035 2,991.35 41.26	79,605 3,051.53 42.09	
COMPLIANCE OFF 1 CI1	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	59,690 2,288.10 31.56	60,881 2,333.78 32.19	62,092 2,380.18 32.83	
COMPLIANCE OFF 2 CI2	53,467 2,049.58 28.27	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,813 2,446.15 33.74	65,420 2,507.78 34.59	66,801 2,560.70 35.32	68,144 2,612.18 36.03	
COMPLIANCE OFF 3 CI3	61,524 2,358.43 32.53	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	73,894 2,832.58 39.07	75,728 2,902.90 40.04	77,222 2,960.18 40.83	78,773 3,019.63 41.65	
CONSUMER SERV OFF 1 FC1	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,607 2,476.60 34.16	66,990 2,567.95 35.42	69,373 2,659.30 36.68	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,938 2,949.30 40.68	
CONSUMER SERV OFF 2 FC2	68,049 2,608.55 35.98	70,546 2,704.25 37.30	73,175 2,805.03 38.69	76,106 2,917.40 40.24	79,076 3,031.23 41.81	82,083 3,146.50 43.40	84,144 3,225.53 44.49	85,790 3,288.60 45.36	87,511 3,354.58 46.27	
CONSUMER SERV OFF 3 FC3	74,858 2,869.55 39.58	77,563 2,973.23 41.01	80,475 3,084.88 42.55	83,615 3,205.23 44.21	86,924 3,332.10 45.96	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,419 3,696.05 50.98	98,310 3,768.55 51.98	100,277 3,843.95 53.02

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CONSUMER SERV OFF 4 FC4	80,475 3,084.88 42.55	83,615 3,205.23 44.21	86,924 3,332.10 45.96	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,187 3,917.18 54.03	104,722 4,014.33 55.37	106,783 4,093.35 56.46	108,921 4,175.28 57.59
COURT COMMUN 1 CM1	47,567 1,823.38 25.15	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	57,704 2,211.98 30.51	58,857 2,256.20 31.12	60,030 2,301.15 31.74	
COURT COMMUN 2 CM2	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	61,940 2,374.38 32.75	63,151 2,420.78 33.39	64,418 2,469.35 34.06	
COURT REPORTER 1 CR1	44,937 1,722.60 23.76	46,375 1,777.70 24.52	47,945 1,837.88 25.35	49,155 1,884.28 25.99	50,139 1,921.98 26.51	51,141 1,960.40 27.04				
COURT REPORTER 2 CR2	58,328 2,235.90 30.84	60,068 2,302.60 31.76	61,713 2,365.68 32.63	63,813 2,446.15 33.74	65,685 2,517.93 34.73	67,766 2,597.68 35.83	69,449 2,662.20 36.72	70,830 2,715.13 37.45	72,248 2,769.50 38.20	
COURT REPORTER 3 CR3	60,465 2,317.83 31.97	62,754 2,405.55 33.18	64,872 2,486.75 34.30	67,293 2,579.55 35.58	69,865 2,678.15 36.94	72,456 2,777.48 38.31	74,253 2,846.35 39.26	75,766 2,904.35 40.06	77,279 2,962.35 40.86	
COURT USHER CUS	34,611 1,326.75 18.30	35,708 1,368.80 18.88	36,673 1,405.78 19.39	37,732 1,446.38 19.95	38,999 1,494.95 20.62	40,247 1,542.80 21.28	41,250 1,581.23 21.81	41,987 1,609.50 22.20	42,819 1,641.40 22.64	
DIV SPVR DEPT LABOUR DLS	71,756 2,750.65 37.94	74,404 2,852.15 39.34	77,241 2,960.90 40.84	80,248 3,076.18 42.43	83,312 3,193.63 44.05	86,584 3,319.05 45.78	88,740 3,401.70 46.92	90,537 3,470.58 47.87	92,353 3,540.18 48.83	

 denotes 20 years
 denotes 25 years

DOCUMENT EXAMINER DEX	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	64,304 2,465.00 34.00	65,534 2,512.13 34.65	66,839 2,562.15 35.34		
EMPLOY STAND OFF 1 EP1	53,467 2,049.58 28.27	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,813 2,446.15 33.74	65,420 2,507.78 34.59	66,801 2,560.70 35.32	68,144 2,612.18 36.03		
EMPLOY STAND OFF 2 EP2	58,914 2,258.38 31.15	61,146 2,343.93 32.33	63,359 2,428.75 33.50	65,742 2,520.10 34.76	68,182 2,613.63 36.05	70,678 2,709.33 37.37	72,759 2,789.08 38.47	74,953 2,873.18 39.63	76,825 2,944.95 40.62	78,376 3,004.40 41.44	79,946 3,064.58 42.27
EMPLOY STAND OFF 3 EP3	64,607 2,476.60 34.16	66,763 2,559.25 35.30	69,260 2,654.95 36.62	71,832 2,753.55 37.98	74,593 2,859.40 39.44	77,468 2,969.60 40.96	79,832 3,060.23 42.21	82,196 3,150.85 43.46	84,258 3,229.88 44.55	85,922 3,293.68 45.43	87,643 3,359.65 46.34
ESTATES OFFICER 1 ES1	48,550 1,861.08 25.67	50,044 1,918.35 26.46	51,784 1,985.05 27.38	53,675 2,057.55 28.38	55,453 2,125.70 29.32	57,458 2,202.55 30.38	58,895 2,257.65 31.14	60,125 2,304.78 31.79	61,335 2,351.18 32.43		
ESTATES OFFICER 2 ES2	54,489 2,088.73 28.81	56,493 2,165.58 29.87	58,441 2,240.25 30.90	60,560 2,321.45 32.02	62,829 2,408.45 33.22	65,099 2,495.45 34.42	66,725 2,557.80 35.28	68,030 2,607.83 35.97	69,392 2,660.03 36.69		
ESTATES OFFICER 3 ES3	61,619 2,362.05 32.58	63,926 2,450.50 33.80	66,177 2,536.78 34.99	68,654 2,631.75 36.30	71,208 2,729.63 37.65	73,894 2,832.58 39.07	75,728 2,902.90 40.04	77,222 2,960.18 40.83	78,773 3,019.63 41.65		
ESTATES OFFICER 4 ES4	67,425 2,584.63 35.65	69,941 2,681.05 36.98	72,475 2,778.20 38.32	75,350 2,888.40 39.84	78,319 3,002.23 41.41	81,270 3,115.33 42.97	83,312 3,193.63 44.05	84,958 3,256.70 44.92	86,660 3,321.95 45.82		

 denotes 20 years
 denotes 25 years

HUMAN RIGHTS OFF 1	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688		
HO1	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03		
	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49		
HUMAN RIGHTS OFF 2	66,120	68,503	71,038	73,894	76,768	79,662	81,648	83,312	84,977		
HO2	2,534.60	2,625.95	2,723.10	2,832.58	2,942.78	3,053.70	3,129.83	3,193.63	3,257.43		
	34.96	36.22	37.56	39.07	40.59	42.12	43.17	44.05	44.93		
INSP MECH, CODES & STANDARDS	72,334	74,859	77,656	80,557	83,604	86,818	89,468	92,160	94,456	96,397	98,317
IMS	2,772.80	2,869.60	2,976.80	3,088.00	3,204.80	3,328.00	3,429.60	3,532.80	3,620.80	3,695.20	3,768.80
	34.66	35.87	37.21	38.60	40.06	41.60	42.87	44.16	45.26	46.19	47.11
MINES INSPECTOR 3	64,607	67,028	69,392	71,927	74,650	77,563	79,511	81,118	82,745		
MI3	2,476.60	2,569.40	2,660.03	2,757.18	2,861.58	2,973.23	3,047.90	3,109.53	3,171.88		
	34.16	35.44	36.69	38.03	39.47	41.01	42.04	42.89	43.75		
MINES INSPECTOR 4	70,678	73,307	76,068	79,057	82,045	85,260	87,794	90,461	92,712	94,547	96,438
MI4	2,709.33	2,810.10	2,915.95	3,030.50	3,145.05	3,268.30	3,365.45	3,467.68	3,553.95	3,624.28	3,696.78
	37.37	38.76	40.22	41.80	43.38	45.08	46.42	47.83	49.02	49.99	50.99
MINES INSPECTOR 5	72,361	75,123	77,960	80,929	84,144	87,397	90,896	93,733	96,078	97,970	99,937
MI5	2,773.85	2,879.70	2,988.45	3,102.28	3,225.53	3,350.23	3,484.35	3,593.10	3,683.00	3,755.50	3,830.90
	38.26	39.72	41.22	42.79	44.49	46.21	48.06	49.56	50.80	51.80	52.84
MOTOR CARRIER ENFORCEMENT	58,998	61,044	63,172	65,030	66,971	68,640	70,038	71,437			
MC1	2,261.60	2,340.00	2,421.60	2,492.80	2,567.20	2,631.20	2,684.80	2,738.40			
	28.27	29.25	30.27	31.16	32.09	32.89	33.56	34.23			
MOTOR CARRIER ENFORCEMENT	70,393	72,960	75,590	78,386	81,538	84,710	87,903	90,094	91,931	93,767	
MC2	2,698.40	2,796.80	2,897.60	3,004.80	3,125.60	3,247.20	3,369.60	3,453.60	3,524.00	3,594.40	
	33.73	34.96	36.22	37.56	39.07	40.59	42.12	43.17	44.05	44.93	

 denotes 20 years
 denotes 25 years

Effective 2024 03 23 through 2025 03 21

MOTOR CARRIER ENFORCEME	75,757	78,386	81,538	84,710	87,903	90,532	93,204	96,021	98,421	100,320	102,324
MC3	2,904.00	3,004.80	3,125.60	3,247.20	3,369.60	3,470.40	3,572.80	3,680.80	3,772.80	3,845.60	3,922.40
	36.30	37.56	39.07	40.59	42.12	43.38	44.66	46.01	47.16	48.07	49.03

Effective 2024 11 02 through 2025 03 21

MOTOR CARRIER ENFORCEME	80,181	83,103	86,233	89,614	93,099	96,689	100,779	103,305	105,329	107,437
MC4	3,073.60	3,185.60	3,305.60	3,435.20	3,568.80	3,706.40	3,863.20	3,960.00	4,037.60	4,118.40
	38.42	39.82	41.32	42.94	44.61	46.33	48.29	49.50	50.47	51.48

Effective 2024 03 23 through 2025 03 21

PROPERTY APPRAIS 1	42,800	44,067	45,618	47,150	48,682	50,309	51,576	52,616	53,675
PS1	1,640.68	1,689.25	1,748.70	1,807.43	1,866.15	1,928.50	1,977.08	2,016.95	2,057.55
	22.63	23.30	24.12	24.93	25.74	26.60	27.27	27.82	28.38

PROPERTY APPRAIS 2	58,063	60,106	62,337	64,683	67,047	69,638	71,378	72,740	74,196
PS2	2,225.75	2,304.05	2,389.60	2,479.50	2,570.13	2,669.45	2,736.15	2,788.35	2,844.18
	30.70	31.78	32.96	34.20	35.45	36.82	37.74	38.46	39.23

PROPERTY APPRAIS 3	67,766	70,092	72,683	75,407	78,262	81,288	83,331	84,977	86,679
PS3	2,597.68	2,686.85	2,786.18	2,890.58	3,000.05	3,116.05	3,194.35	3,257.43	3,322.68
	35.83	37.06	38.43	39.87	41.38	42.98	44.06	44.93	45.83

PROPERTY APPRAIS 4	75,804	78,754	81,629	84,712	88,173	91,539	95,246	97,629	99,596	101,582
PS4	2,905.80	3,018.90	3,129.10	3,247.28	3,379.95	3,509.00	3,651.10	3,742.45	3,817.85	3,893.98
	40.08	41.64	43.16	44.79	46.62	48.40	50.36	51.62	52.66	53.71

PROPERTY APPRAIS 5	85,998	89,327	92,844	96,381	100,466	104,665	109,072	111,795	114,065	116,353
PS5	3,296.58	3,424.18	3,559.03	3,694.60	3,851.20	4,012.15	4,181.08	4,285.48	4,372.48	4,460.20
	45.47	47.23	49.09	50.96	53.12	55.34	57.67	59.11	60.31	61.52

 denotes 20 years
 denotes 25 years

RESOURCE OFFICER 1 RO1	44,807 1,717.60 21.47	46,080 1,766.40 22.08	47,416 1,817.60 22.72	48,584 1,862.40 23.28	49,607 1,901.60 23.77	50,609 1,940.00 24.25						
RESOURCE OFFICER 2 RO2	46,101 1,767.20 22.09	47,457 1,819.20 22.74	49,023 1,879.20 23.49	50,671 1,942.40 24.28	52,195 2,000.80 25.01	53,510 2,051.20 25.64	54,616 2,093.60 26.17	55,701 2,135.20 26.69				
RESOURCE OFFICER 3 RO3	67,471 2,586.40 32.33	69,538 2,665.60 33.32	71,854 2,754.40 34.43	74,713 2,864.00 35.80	77,259 2,961.60 37.02	80,118 3,071.20 38.39	82,122 3,148.00 39.35	83,729 3,209.60 40.12	85,398 3,273.60 40.92			
RESOURCE OFFICER 4 RO4	74,713 2,864.00 35.80	77,259 2,961.60 37.02	80,118 3,071.20 38.39	82,936 3,179.20 39.74	85,941 3,294.40 41.18	89,071 3,414.40 42.68	91,305 3,500.00 43.75	93,183 3,572.00 44.65	95,040 3,643.20 45.54			
RESOURCE OFFICER 5 RO5	86,045 3,298.40 41.23	89,218 3,420.00 42.75	92,640 3,551.20 44.39	96,271 3,690.40 46.13	99,924 3,830.40 47.88	103,826 3,980.00 49.75	106,456 4,080.80 51.01	108,564 4,161.60 52.02	110,734 4,244.80 53.06			
SAFETY HEALTH OFF 1 SI1	58,998 2,261.60 28.27	61,044 2,340.00 29.25	63,172 2,421.60 30.27	65,030 2,492.80 31.16	66,971 2,567.20 32.09	68,640 2,631.20 32.89	70,038 2,684.80 33.56	71,437 2,738.40 34.23				
SAFETY HEALTH OFF 2 SI2	65,531 2,512.00 31.40	67,931 2,604.00 32.55	70,414 2,699.20 33.74	73,127 2,803.20 35.04	75,757 2,904.00 36.30	78,386 3,004.80 37.56	80,828 3,098.40 38.73	83,270 3,192.00 39.90	85,336 3,271.20 40.89	87,047 3,336.80 41.71	88,779 3,403.20 42.54	
SAFETY HEALTH OFF 3 SI3	69,245 2,654.40 33.18	71,583 2,744.00 34.30	74,254 2,846.40 35.58	77,092 2,955.20 36.94	79,951 3,064.80 38.31	82,998 3,181.60 39.77	85,544 3,279.20 40.99	88,153 3,379.20 42.24	90,365 3,464.00 43.30	92,139 3,532.00 44.15	93,976 3,602.40 45.03	

 denotes 20 years
 denotes 25 years

SAFETY HEALTH OFF 4 SI4	73,127 2,803.20 35.04	75,757 2,904.00 36.30	78,386 3,004.80 37.56	81,538 3,125.60 39.07	84,710 3,247.20 40.59	87,903 3,369.60 42.12	90,532 3,470.40 43.38	93,204 3,572.80 44.66	95,541 3,662.40 45.78	97,482 3,736.80 46.71	99,423 3,811.20 47.64
SHERIFF 1 SH1	58,423 2,239.53 30.89	60,484 2,318.55 31.98	62,583 2,399.03 33.09	64,872 2,486.75 34.30	67,255 2,578.10 35.56	69,808 2,675.98 36.91	71,908 2,756.45 38.02	73,704 2,825.33 38.97	75,123 2,879.70 39.72	76,617 2,936.98 40.51	
SHERIFF 2 SH2	60,730 2,327.98 32.11	63,056 2,417.15 33.34	65,383 2,506.33 34.57	67,784 2,598.40 35.84	70,281 2,694.10 37.16	72,834 2,791.98 38.51	75,009 2,875.35 39.66	76,901 2,947.85 40.66	78,433 3,006.58 41.47	80,002 3,066.75 42.30	
SHERIFF 3 SH3	65,383 2,506.33 34.57	67,784 2,598.40 35.84	70,281 2,694.10 37.16	72,834 2,791.98 38.51	75,407 2,890.58 39.87	78,414 3,005.85 41.46	80,740 3,095.03 42.69	82,764 3,172.60 43.76	84,390 3,234.95 44.62	86,074 3,299.48 45.51	
SHERIFFS OFFICER 1 SO1	46,791 1,793.65 24.74	48,417 1,856.00 25.60	49,987 1,916.18 26.43	51,463 1,972.73 27.21	52,749 2,022.03 27.89	53,846 2,064.08 28.47	54,924 2,105.40 29.04				
SHERIFFS OFFICER 2 SO2	49,874 1,911.83 26.37	51,481 1,973.45 27.22	53,108 2,035.80 28.08	54,999 2,108.30 29.08	56,853 2,179.35 30.06	58,839 2,255.48 31.11	60,617 2,323.63 32.05	62,130 2,381.63 32.85	63,378 2,429.48 33.51	64,645 2,478.05 34.18	
SHERIFFS OFFICER 3 SO3	54,999 2,108.30 29.08	56,853 2,179.35 30.06	58,839 2,255.48 31.11	60,957 2,336.68 32.23	63,056 2,417.15 33.34	65,401 2,507.05 34.58	67,387 2,583.18 35.63	69,090 2,648.43 36.53	70,414 2,699.18 37.23	71,813 2,752.83 37.97	
SHERIFFS OFFICER 4 SO4	57,798 2,215.60 30.56	59,822 2,293.18 31.63	61,997 2,376.55 32.78	64,210 2,461.38 33.95	66,593 2,552.73 35.21	69,127 2,649.88 36.55	71,170 2,728.18 37.63	72,948 2,796.33 38.57	74,366 2,850.70 39.32	75,860 2,907.98 40.11	
SURVEY EXAMINER 4 SE4	63,397 2,430.20 33.52	65,780 2,521.55 34.78	68,049 2,608.55 35.98	70,546 2,704.25 37.30	73,213 2,806.48 38.71	76,125 2,918.13 40.25	78,017 2,990.63 41.25	79,586 3,050.80 42.08	81,175 3,111.70 42.92		

 denotes 20 years
 denotes 25 years

**LEGAL COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

APPRENTICESHIP TRAINING	62,300	64,569	66,990	69,411	72,097	74,669	76,957	79,227	81,213	82,839	84,485
ATC	2,388.15	2,475.15	2,567.95	2,660.75	2,763.70	2,862.30	2,950.03	3,037.03	3,113.15	3,175.50	3,238.58
	32.94	34.14	35.42	36.70	38.12	39.48	40.69	41.89	42.94	43.80	44.67
ASSESSMENT OFF 1	44,748	46,072	47,756	49,325	50,933	52,635	53,959	55,037	56,134		
AS1	1,715.35	1,766.10	1,830.63	1,890.80	1,952.43	2,017.68	2,068.43	2,109.75	2,151.80		
	23.66	24.36	25.25	26.08	26.93	27.83	28.53	29.10	29.68		
ASSESSMENT OFF 2	52,314	53,846	55,775	57,780	59,709	61,827	63,378	64,702	65,988		
AS2	2,005.35	2,064.08	2,138.03	2,214.88	2,288.83	2,370.03	2,429.48	2,480.23	2,529.53		
	27.66	28.47	29.49	30.55	31.57	32.69	33.51	34.21	34.89		
ASSESSMENT OFF 3	60,730	62,886	65,269	67,652	70,073	72,759	74,574	76,144	77,676		
AS3	2,327.98	2,410.63	2,501.98	2,593.33	2,686.13	2,789.08	2,858.68	2,918.85	2,977.58		
	32.11	33.25	34.51	35.77	37.05	38.47	39.43	40.26	41.07		
ASSESSMENT OFF 4	68,844	71,246	73,894	76,636	79,567	82,631	84,674	86,433	88,173		
AS4	2,639.00	2,731.08	2,832.58	2,937.70	3,050.08	3,167.53	3,245.83	3,313.25	3,379.95		
	36.40	37.67	39.07	40.52	42.07	43.69	44.77	45.70	46.62		
ASSESSMENT OFF 5	75,690	78,584	81,515	84,579	88,003	91,388	95,057	97,440	99,388	101,374	
AS5	2,901.45	3,012.38	3,124.75	3,242.20	3,373.43	3,503.20	3,643.85	3,735.20	3,809.88	3,886.00	
	40.02	41.55	43.10	44.72	46.53	48.32	50.26	51.52	52.55	53.60	
ASST DIST REGISTRAR	57,987	59,973	62,224	64,626	66,971	69,392	71,151	72,570	74,026		
ADR	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,727.45	2,781.83	2,837.65		
	30.66	31.71	32.90	34.17	35.41	36.69	37.62	38.37	39.14		

 denotes 20 years
 denotes 25 years

ASST DIST REGISTRAR 2	57,987	59,973	62,224	64,626	66,971	69,392	71,964	73,761	75,198	76,693	
ADS	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,758.63	2,827.50	2,882.60	2,939.88	
	30.66	31.71	32.90	34.17	35.41	36.69	38.05	39.00	39.76	40.55	
ASST FIRE COMMISNR 1	58,082	60,181	62,300	64,645	66,952	69,449	71,510	73,629	75,482	77,014	78,546
AF1	2,226.48	2,306.95	2,388.15	2,478.05	2,566.50	2,662.20	2,741.23	2,822.43	2,893.48	2,952.20	3,010.93
	30.71	31.82	32.94	34.18	35.40	36.72	37.81	38.93	39.91	40.72	41.53
ASST FIRE COMMISNR 2	64,153	66,574	68,995	71,510	74,272	76,901	79,265	81,610	83,653	85,317	87,019
AF2	2,459.20	2,552.00	2,644.80	2,741.23	2,847.08	2,947.85	3,038.48	3,128.38	3,206.68	3,270.48	3,335.73
	33.92	35.20	36.48	37.81	39.27	40.66	41.91	43.15	44.23	45.11	46.01
ASST FIRE COMMISNR 3	70,224	72,645	75,369	78,206	81,156	84,296	86,849	89,478	91,710	93,582	95,454
AF3	2,691.93	2,784.73	2,889.13	2,997.88	3,110.98	3,231.33	3,329.20	3,429.98	3,515.53	3,587.30	3,659.08
	37.13	38.41	39.85	41.35	42.91	44.57	45.92	47.31	48.49	49.48	50.47
CH INSPECTION SERV	80,494	83,653	86,906	90,253	94,074	98,008	102,131	104,703	106,783	108,939	
CIS	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,013.60	4,093.35	4,176.00	
	42.56	44.23	45.95	47.72	49.74	51.82	54.00	55.36	56.46	57.60	
CLERK OF COURT 1	49,420	50,838	52,238	53,713	55,226	56,853	58,252	59,463	60,654		
CC1	1,894.43	1,948.80	2,002.45	2,059.00	2,117.00	2,179.35	2,233.00	2,279.40	2,325.08		
	26.13	26.88	27.62	28.40	29.20	30.06	30.80	31.44	32.07		
CLERK OF COURT 2	51,481	53,108	55,037	56,947	58,839	60,919	62,451	63,680	64,947		
CC2	1,973.45	2,035.80	2,109.75	2,182.98	2,255.48	2,335.23	2,393.95	2,441.08	2,489.65		
	27.22	28.08	29.10	30.11	31.11	32.21	33.02	33.67	34.34		
CLERK OF COURT 3	54,129	55,850	57,855	59,879	61,940	64,267	65,855	67,198	68,560		
CC3	2,074.95	2,140.93	2,217.78	2,295.35	2,374.38	2,463.55	2,524.45	2,575.93	2,628.13		
	28.62	29.53	30.59	31.66	32.75	33.98	34.82	35.53	36.25		

 denotes 20 years
 denotes 25 years

CLERK OF COURT 4	57,855	59,879	61,940	64,267	66,650	69,071	70,792	72,248	73,685	
CC4	2,217.78	2,295.35	2,374.38	2,463.55	2,554.90	2,647.70	2,713.68	2,769.50	2,824.60	
	30.59	31.66	32.75	33.98	35.24	36.52	37.43	38.20	38.96	
CLERK OF COURT 5	65,420	67,898	70,224	72,834	75,577	78,395	80,343	81,988	83,634	
CC5	2,507.78	2,602.75	2,691.93	2,791.98	2,897.10	3,005.13	3,079.80	3,142.88	3,205.95	
	34.59	35.90	37.13	38.51	39.96	41.45	42.48	43.35	44.22	
COMPLIANCE OFF 1	50,555	52,389	54,186	56,002	57,987	59,973	61,487	62,716	63,945	
CI1	1,937.93	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,356.98	2,404.10	2,451.23	
	26.73	27.70	28.65	29.61	30.66	31.71	32.51	33.16	33.81	
COMPLIANCE OFF 2	55,075	56,985	58,971	61,165	63,416	65,723	67,387	68,806	70,187	
CI2	2,111.20	2,184.43	2,260.55	2,344.65	2,430.93	2,519.38	2,583.18	2,637.55	2,690.48	
	29.12	30.13	31.18	32.34	33.53	34.75	35.63	36.38	37.11	
COMPLIANCE OFF 3	63,378	65,704	68,106	70,565	73,175	76,106	77,998	79,530	81,137	
CI3	2,429.48	2,518.65	2,610.73	2,704.98	2,805.03	2,917.40	2,989.90	3,048.63	3,110.25	
	33.51	34.74	36.01	37.31	38.69	40.24	41.24	42.05	42.90	
CONSUMER SERV OFF 1	61,770	64,097	66,536	68,995	71,454	74,310	76,182	77,695	79,246	
FC1	2,367.85	2,457.03	2,550.55	2,644.80	2,739.05	2,848.53	2,920.30	2,978.30	3,037.75	
	32.66	33.89	35.18	36.48	37.78	39.29	40.28	41.08	41.90	
CONSUMER SERV OFF 2	70,092	72,664	75,369	78,395	81,440	84,541	86,660	88,362	90,140	
FC2	2,686.85	2,785.45	2,889.13	3,005.13	3,121.85	3,240.75	3,321.95	3,387.20	3,455.35	
	37.06	38.42	39.85	41.45	43.06	44.70	45.82	46.72	47.66	
CONSUMER SERV OFF 3	77,109	79,889	82,896	86,130	89,534	92,958	96,892	99,313	101,261	103,284
FC3	2,955.83	3,062.40	3,177.68	3,301.65	3,432.15	3,563.38	3,714.18	3,806.98	3,881.65	3,959.23
	40.77	42.24	43.83	45.54	47.34	49.15	51.23	52.51	53.54	54.61

 denotes 20 years
 denotes 25 years

CONSUMER SERV OFF 4 FC4	82,896 3,177.68 43.83	86,130 3,301.65 45.54	89,534 3,432.15 47.34	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,251 4,034.63 55.65	107,861 4,134.68 57.03	109,980 4,215.88 58.15	112,192 4,300.70 59.32
COURT COMMUN 1 CM1	48,985 1,877.75 25.90	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,444 2,278.68 31.43	60,617 2,323.63 32.05	61,827 2,370.03 32.69	
COURT COMMUN 2 CM2	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	63,794 2,445.43 33.73	65,042 2,493.28 34.39	66,347 2,543.30 35.08	
COURT REPORTER 1 CR1	46,280 1,774.08 24.47	47,774 1,831.35 25.26	49,382 1,892.98 26.11	50,630 1,940.83 26.77	51,652 1,979.98 27.31	52,673 2,019.13 27.85				
COURT REPORTER 2 CR2	60,087 2,303.33 31.77	61,865 2,371.48 32.71	63,567 2,436.73 33.61	65,723 2,519.38 34.75	67,652 2,593.33 35.77	69,789 2,675.25 36.90	71,529 2,741.95 37.82	72,948 2,796.33 38.57	74,423 2,852.88 39.35	
COURT REPORTER 3 CR3	62,281 2,387.43 32.93	64,645 2,478.05 34.18	66,820 2,561.43 35.33	69,317 2,657.13 36.65	71,964 2,758.63 38.05	74,631 2,860.85 39.46	76,484 2,931.90 40.44	78,035 2,991.35 41.26	79,605 3,051.53 42.09	
COURT USHER CUS	35,651 1,366.63 18.85	36,786 1,410.13 19.45	37,770 1,447.83 19.97	38,866 1,489.88 20.55	40,171 1,539.90 21.24	41,457 1,589.20 21.92	42,479 1,628.35 22.46	43,254 1,658.08 22.87	44,105 1,690.70 23.32	
DIV SPVR DEPT LABOUR DLS	73,912 2,833.30 39.08	76,636 2,937.70 40.52	79,567 3,050.08 42.07	82,650 3,168.25 43.70	85,809 3,289.33 45.37	89,175 3,418.38 47.15	91,407 3,503.93 48.33	93,261 3,574.98 49.31	95,114 3,646.03 50.29	

 denotes 20 years
 denotes 25 years

DOCUMENT EXAMINER DEX	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,234 2,538.95 35.02	67,501 2,587.53 35.69	68,844 2,639.00 36.40		
EMPLOY STAND OFF 1 EP1	55,075 2,111.20 29.12	56,985 2,184.43 30.13	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,416 2,430.93 33.53	65,723 2,519.38 34.75	67,387 2,583.18 35.63	68,806 2,637.55 36.38	70,187 2,690.48 37.11		
EMPLOY STAND OFF 2 EP2	60,673 2,325.80 32.08	62,981 2,414.25 33.30	65,269 2,501.98 34.51	67,709 2,595.50 35.80	70,224 2,691.93 37.13	72,797 2,790.53 38.49	74,934 2,872.45 39.62	77,203 2,959.45 40.82	79,132 3,033.40 41.84	80,721 3,094.30 42.68	82,348 3,156.65 43.54
EMPLOY STAND OFF 3 EP3	66,536 2,550.55 35.18	68,768 2,636.10 36.36	71,340 2,734.70 37.72	73,988 2,836.20 39.12	76,825 2,944.95 40.62	79,794 3,058.78 42.19	82,234 3,152.30 43.48	84,655 3,245.10 44.76	86,792 3,327.03 45.89	88,494 3,392.28 46.79	90,272 3,460.43 47.73
ESTATES OFFICER 1 ES1	51,009 1,955.33 26.97	52,578 2,015.50 27.80	54,394 2,085.10 28.76	56,380 2,161.23 29.81	58,252 2,233.00 30.80	60,371 2,314.20 31.92	61,865 2,371.48 32.71	63,151 2,420.78 33.39	64,437 2,470.08 34.07		
ESTATES OFFICER 2 ES2	57,231 2,193.85 30.26	59,368 2,275.78 31.39	61,411 2,354.08 32.47	63,624 2,438.90 33.64	66,007 2,530.25 34.90	68,390 2,621.60 36.16	70,111 2,687.58 37.07	71,473 2,739.78 37.79	72,910 2,794.88 38.55		
ESTATES OFFICER 3 ES3	64,740 2,481.68 34.23	67,160 2,574.48 35.51	69,524 2,665.10 36.76	72,134 2,765.15 38.14	74,820 2,868.10 39.56	77,619 2,975.40 41.04	79,548 3,049.35 42.06	81,118 3,109.53 42.89	82,764 3,172.60 43.76		
ESTATES OFFICER 4 ES4	70,830 2,715.13 37.45	73,477 2,816.63 38.85	76,144 2,918.85 40.26	79,170 3,034.85 41.86	82,272 3,153.75 43.50	85,393 3,273.38 45.15	87,530 3,355.30 46.28	89,270 3,422.00 47.20	91,029 3,489.43 48.13		

 denotes 20 years
 denotes 25 years

HUMAN RIGHTS OFF 1 HO1	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67		
HUMAN RIGHTS OFF 2 HO2	68,106 2,610.73 36.01	70,565 2,704.98 37.31	73,175 2,805.03 38.69	76,106 2,917.40 40.24	79,076 3,031.23 41.81	82,045 3,145.05 43.38	84,107 3,224.08 44.47	85,809 3,289.33 45.37	87,530 3,355.30 46.28		
INSP MECH, CODES & STAND IMS	74,504 2,856.00 35.70	77,113 2,956.00 36.95	79,993 3,066.40 38.33	82,978 3,180.80 39.76	86,108 3,300.80 41.26	89,426 3,428.00 42.85	92,160 3,532.80 44.16	94,915 3,638.40 45.48	97,294 3,729.60 46.62	99,298 3,806.40 47.58	101,259 3,881.60 48.52
MINES INSPECTOR 3 MI3	66,536 2,550.55 35.18	69,033 2,646.25 36.50	71,473 2,739.78 37.79	74,083 2,839.83 39.17	76,882 2,947.13 40.65	79,889 3,062.40 42.24	81,894 3,139.25 43.30	83,558 3,203.05 44.18	85,222 3,266.85 45.06		
MINES INSPECTOR 4 MI4	72,797 2,790.53 38.49	75,501 2,894.20 39.92	78,357 3,003.68 41.43	81,421 3,121.13 43.05	84,504 3,239.30 44.68	87,814 3,366.18 46.43	90,424 3,466.23 47.81	93,166 3,571.35 49.26	95,492 3,660.53 50.49	97,384 3,733.03 51.49	99,331 3,807.70 52.52
MINES INSPECTOR 5 MI5	74,537 2,857.23 39.41	77,374 2,965.98 40.91	80,305 3,078.35 42.46	83,350 3,195.08 44.07	86,660 3,321.95 45.82	90,026 3,451.00 47.60	93,620 3,588.75 49.50	96,551 3,701.13 51.05	98,953 3,793.20 52.32	100,901 3,867.88 53.35	102,944 3,946.18 54.43
MOTOR CARRIER ENFORCEM MC1	60,772 2,329.60 29.12	62,880 2,410.40 30.13	65,071 2,494.40 31.18	66,971 2,567.20 32.09	68,974 2,644.00 33.05	70,706 2,710.40 33.88	72,146 2,765.60 34.57	73,586 2,820.80 35.26			
MOTOR CARRIER ENFORCEM MC2	72,501 2,779.20 34.74	75,151 2,880.80 36.01	77,864 2,984.80 37.31	80,744 3,095.20 38.69	83,979 3,219.20 40.24	87,256 3,344.80 41.81	90,532 3,470.40 43.38	92,807 3,557.60 44.47	94,685 3,629.60 45.37	96,585 3,702.40 46.28	

 denotes 20 years
 denotes 25 years

MOTOR CARRIER ENFORCEM MC3	78,031 2,991.20 37.39	80,744 3,095.20 38.69	83,979 3,219.20 40.24	87,256 3,344.80 41.81	90,532 3,470.40 43.38	93,245 3,574.40 44.68	96,000 3,680.00 46.00	98,901 3,791.20 47.39	101,364 3,885.60 48.57	103,325 3,960.80 49.51	105,391 4,040.00 50.50
MOTOR CARRIER ENFORCEM MC4	82,581 3,165.60 39.57	85,586 3,280.80 41.01	88,821 3,404.80 42.56	92,306 3,538.40 44.23	95,896 3,676.00 45.95	99,590 3,817.60 47.72	103,805 3,979.20 49.74	106,414 4,079.20 50.99	108,480 4,158.40 51.98	110,651 4,241.60 53.02	
PROPERTY APPRAIS 1 PS1	44,087 1,689.98 23.31	45,391 1,740.00 24.00	46,980 1,800.90 24.84	48,569 1,861.80 25.68	50,139 1,921.98 26.51	51,822 1,986.50 27.40	53,127 2,036.53 28.09	54,186 2,077.13 28.65	55,283 2,119.18 29.23		
PROPERTY APPRAIS 2 PS2	59,803 2,292.45 31.62	61,903 2,372.93 32.73	64,210 2,461.38 33.95	66,631 2,554.18 35.23	69,052 2,646.98 36.51	71,718 2,749.20 37.92	73,515 2,818.08 38.87	74,915 2,871.73 39.61	76,428 2,929.73 40.41		
PROPERTY APPRAIS 3 PS3	69,789 2,675.25 36.90	72,191 2,767.33 38.17	74,858 2,869.55 39.58	77,676 2,977.58 41.07	80,608 3,089.95 42.62	83,728 3,209.58 44.27	85,828 3,290.05 45.38	87,530 3,355.30 46.28	89,270 3,422.00 47.20		
PROPERTY APPRAIS 4 PS4	78,073 2,992.80 41.28	81,118 3,109.53 42.89	84,069 3,222.63 44.45	87,246 3,344.43 46.13	90,821 3,481.45 48.02	94,282 3,614.13 49.85	98,102 3,760.58 51.87	100,561 3,854.83 53.17	102,585 3,932.40 54.24	104,627 4,010.70 55.32	
PROPERTY APPRAIS 5 PS5	88,570 3,395.18 46.83	92,012 3,527.13 48.65	95,625 3,665.60 50.56	99,275 3,805.53 52.49	103,474 3,966.48 54.71	107,805 4,132.50 57.00	112,344 4,306.50 59.40	115,143 4,413.80 60.88	117,488 4,503.70 62.12	119,852 4,594.33 63.37	
RESOURCE OFFICER 1 RO1	46,143 1,768.80 22.11	47,457 1,819.20 22.74	48,835 1,872.00 23.40	50,045 1,918.40 23.98	51,089 1,958.40 24.48	52,132 1,998.40 24.98					

 denotes 20 years
 denotes 25 years

RESOURCE OFFICER 2 RO2	47,478 1,820.00 22.75	48,877 1,873.60 23.42	50,484 1,935.20 24.19	52,195 2,000.80 25.01	53,760 2,060.80 25.76	55,117 2,112.80 26.41	56,264 2,156.80 26.96	57,371 2,199.20 27.49			
RESOURCE OFFICER 3 RO3	69,496 2,664.00 33.30	71,624 2,745.60 34.32	74,004 2,836.80 35.46	76,946 2,949.60 36.87	79,576 3,050.40 38.13	82,518 3,163.20 39.54	84,584 3,242.40 40.53	86,233 3,305.60 41.32	87,965 3,372.00 42.15		
RESOURCE OFFICER 4 RO4	76,946 2,949.60 36.87	79,576 3,050.40 38.13	82,518 3,163.20 39.54	85,419 3,274.40 40.93	88,529 3,393.60 42.42	91,743 3,516.80 43.96	94,038 3,604.80 45.06	95,979 3,679.20 45.99	97,899 3,752.80 46.91		
RESOURCE OFFICER 5 RO5	88,633 3,397.60 42.47	91,889 3,522.40 44.03	95,416 3,657.60 45.72	99,151 3,800.80 47.51	102,929 3,945.60 49.32	106,936 4,099.20 51.24	109,649 4,203.20 52.54	111,819 4,286.40 53.58	114,052 4,372.00 54.65		
SAFETY HEALTH OFF 1 SI1	61,377 2,352.80 29.41	63,506 2,434.40 30.43	65,718 2,519.20 31.49	67,638 2,592.80 32.41	69,663 2,670.40 33.38	71,416 2,737.60 34.22	72,877 2,793.60 34.92	74,317 2,848.80 35.61			
SAFETY HEALTH OFF 2 SI2	68,160 2,612.80 32.66	70,685 2,709.60 33.87	73,252 2,808.00 35.10	76,070 2,916.00 36.45	78,804 3,020.80 37.76	81,558 3,126.40 39.08	84,084 3,223.20 40.29	86,630 3,320.80 41.51	88,779 3,403.20 42.54	90,553 3,471.20 43.39	92,369 3,540.80 44.26
SAFETY HEALTH OFF 3 SI3	72,042 2,761.60 34.52	74,463 2,854.40 35.68	77,259 2,961.60 37.02	80,202 3,074.40 38.43	83,165 3,188.00 39.85	86,338 3,309.60 41.37	88,988 3,411.20 42.64	91,722 3,516.00 43.95	94,018 3,604.00 45.05	95,833 3,673.60 45.92	97,753 3,747.20 46.84
SAFETY HEALTH OFF 4 SI4	76,070 2,916.00 36.45	78,804 3,020.80 37.76	81,558 3,126.40 39.08	84,814 3,251.20 40.64	88,132 3,378.40 42.23	91,430 3,504.80 43.81	94,185 3,610.40 45.13	96,960 3,716.80 46.46	99,381 3,809.60 47.62	101,405 3,887.20 48.59	103,430 3,964.80 49.56

 denotes 20 years
 denotes 25 years

SHERIFF 1	61,978	64,172	66,385	68,825	71,359	74,064	76,277	78,187	79,700	81,288
SH1	2,375.83	2,459.93	2,544.75	2,638.28	2,735.43	2,839.10	2,923.93	2,997.15	3,055.15	3,116.05
	32.77	33.93	35.10	36.39	37.73	39.16	40.33	41.34	42.14	42.98
SHERIFF 2	64,418	66,896	69,373	71,927	74,555	77,279	79,586	81,591	83,199	84,882
SH2	2,469.35	2,564.33	2,659.30	2,757.18	2,857.95	2,962.35	3,050.80	3,127.65	3,189.28	3,253.80
	34.06	35.37	36.68	38.03	39.42	40.86	42.08	43.14	43.99	44.88
SHERIFF 3	69,373	71,927	74,555	77,279	80,002	83,180	85,657	87,794	89,534	91,331
SH3	2,659.30	2,757.18	2,857.95	2,962.35	3,066.75	3,188.55	3,283.53	3,365.45	3,432.15	3,501.03
	36.68	38.03	39.42	40.86	42.30	43.98	45.29	46.42	47.34	48.29
SHERIFFS OFFICER 1	49,628	51,368	53,032	54,602	55,964	57,117	58,271			
SO1	1,902.40	1,969.10	2,032.90	2,093.08	2,145.28	2,189.50	2,233.73			
	26.24	27.16	28.04	28.87	29.59	30.20	30.81			
SHERIFFS OFFICER 2	52,900	54,621	56,342	58,347	60,314	62,413	64,304	65,931	67,255	68,598
SO2	2,027.83	2,093.80	2,159.78	2,236.63	2,312.03	2,392.50	2,465.00	2,527.35	2,578.10	2,629.58
	27.97	28.88	29.79	30.85	31.89	33.00	34.00	34.86	35.56	36.27
SHERIFFS OFFICER 3	58,347	60,314	62,413	64,683	66,896	69,392	71,491	73,307	74,707	76,182
SO3	2,236.63	2,312.03	2,392.50	2,479.50	2,564.33	2,660.03	2,740.50	2,810.10	2,863.75	2,920.30
	30.85	31.89	33.00	34.20	35.37	36.69	37.80	38.76	39.50	40.28
SHERIFFS OFFICER 4	61,316	63,472	65,761	68,125	70,659	73,345	75,501	77,392	78,905	80,475
SO4	2,350.45	2,433.10	2,520.83	2,611.45	2,708.60	2,811.55	2,894.20	2,966.70	3,024.70	3,084.88
	32.42	33.56	34.77	36.02	37.36	38.78	39.92	40.92	41.72	42.55
SURVEY EXAMINER 4	65,307	67,747	70,092	72,664	75,407	78,414	80,362	81,969	83,615	
SE4	2,503.43	2,596.95	2,686.85	2,785.45	2,890.58	3,005.85	3,080.53	3,142.15	3,205.23	
	34.53	35.82	37.06	38.42	39.87	41.46	42.49	43.34	44.21	

 denotes 20 years
 denotes 25 years

LEGAL COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

APPRENTICESHIP TRAINING ATC	64,172 2,459.93 33.93	66,498 2,549.10 35.16	68,995 2,644.80 36.48	71,491 2,740.50 37.80	74,253 2,846.35 39.26	76,901 2,947.85 40.66	79,265 3,038.48 41.91	81,610 3,128.38 43.15	83,653 3,206.68 44.23	85,317 3,270.48 45.11	87,019 3,335.73 46.01
ASSESSMENT OFF 1 AS1	47,340 1,814.68 25.03	48,739 1,868.33 25.77	50,517 1,936.48 26.71	52,181 2,000.28 27.59	53,883 2,065.53 28.49	55,661 2,133.68 29.43	57,080 2,188.05 30.18	58,214 2,231.55 30.78	59,387 2,276.50 31.40		
ASSESSMENT OFF 2 AS2	55,340 2,121.35 29.26	56,947 2,182.98 30.11	58,990 2,261.28 31.19	61,127 2,343.20 32.32	63,170 2,421.50 33.40	65,401 2,507.05 34.58	67,047 2,570.13 35.45	68,447 2,623.78 36.19	69,808 2,675.98 36.91		
ASSESSMENT OFF 3 AS3	64,229 2,462.10 33.96	66,517 2,549.83 35.17	69,052 2,646.98 36.51	71,548 2,742.68 37.83	74,120 2,841.28 39.19	76,957 2,950.03 40.69	78,887 3,023.98 41.71	80,551 3,087.78 42.59	82,158 3,149.40 43.44		
ASSESSMENT OFF 4 AS4	72,815 2,791.25 38.50	75,369 2,889.13 39.85	78,168 2,996.43 41.33	81,080 3,108.08 42.87	84,163 3,226.25 44.50	87,416 3,350.95 46.22	89,554 3,432.88 47.35	91,426 3,504.65 48.34	93,279 3,575.70 49.32		
ASSESSMENT OFF 5 AS5	80,059 3,068.93 42.33	83,142 3,187.10 43.96	86,225 3,305.28 45.59	89,459 3,429.25 47.30	93,090 3,568.45 49.22	96,665 3,705.48 51.11	100,561 3,854.83 53.17	103,076 3,951.25 54.50	105,138 4,030.28 55.59	107,237 4,110.75 56.70	
ASST DIST REGISTRAR ADR	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	73,288 2,809.38 38.75	74,744 2,865.20 39.52	76,239 2,922.48 40.31		
ASST DIST REGISTRAR 2 ADS	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,120 2,841.28 39.19	75,974 2,912.33 40.17	77,449 2,968.88 40.95	79,000 3,028.33 41.77	

 denotes 20 years
 denotes 25 years

Effective 2026 03 21 through 2027 03 19

ASST FIRE COMMISNR 1 AF1	59,822 2,293.18 31.63	61,978 2,375.83 32.77	64,172 2,459.93 33.93	66,593 2,552.73 35.21	68,957 2,643.35 36.46	71,529 2,741.95 37.82	73,648 2,823.15 38.94	75,841 2,907.25 40.10	77,752 2,980.48 41.11	79,321 3,040.65 41.94	80,910 3,101.55 42.78
ASST FIRE COMMISNR 2 AF2	66,082 2,533.15 34.94	68,579 2,628.85 36.26	71,057 2,723.83 37.57	73,648 2,823.15 38.94	76,504 2,932.63 40.45	79,208 3,036.30 41.88	81,648 3,129.83 43.17	84,050 3,221.90 44.44	86,168 3,303.10 45.56	87,870 3,368.35 46.46	89,629 3,435.78 47.39
ASST FIRE COMMISNR 3 AF3	72,324 2,772.40 38.24	74,820 2,868.10 39.56	77,638 2,976.13 41.05	80,551 3,087.78 42.59	83,596 3,204.50 44.20	86,830 3,328.48 45.91	89,459 3,429.25 47.30	92,164 3,532.93 48.73	94,452 3,620.65 49.94	96,381 3,694.60 50.96	98,310 3,768.55 51.98
CH INSPECTION SERV CIS	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	107,842 4,133.95 57.02	109,980 4,215.88 58.15	112,211 4,301.43 59.33	
CLERK OF COURT 1 CC1	50,895 1,950.98 26.91	52,370 2,007.53 27.69	53,808 2,062.63 28.45	55,321 2,120.63 29.25	56,891 2,180.80 30.08	58,555 2,244.60 30.96	59,992 2,299.70 31.72	61,241 2,347.55 32.38	62,470 2,394.68 33.03		
CLERK OF COURT 2 CC2	53,032 2,032.90 28.04	54,697 2,096.70 28.92	56,683 2,172.83 29.97	58,650 2,248.23 31.01	60,597 2,322.90 32.04	62,754 2,405.55 33.18	64,323 2,465.73 34.01	65,591 2,514.30 34.68	66,896 2,564.33 35.37		
CLERK OF COURT 3 CC3	55,756 2,137.30 29.48	57,534 2,205.45 30.42	59,595 2,284.48 31.51	61,676 2,364.23 32.61	63,794 2,445.43 33.73	66,196 2,537.50 35.00	67,822 2,599.85 35.86	69,222 2,653.50 36.60	70,621 2,707.15 37.34		
CLERK OF COURT 4 CC4	59,595 2,284.48 31.51	61,676 2,364.23 32.61	63,794 2,445.43 33.73	66,196 2,537.50 35.00	68,654 2,631.75 36.30	71,151 2,727.45 37.62	72,910 2,794.88 38.55	74,423 2,852.88 39.35	75,898 2,909.43 40.13		
CLERK OF COURT 5 CC5	67,387 2,583.18 35.63	69,941 2,681.05 36.98	72,324 2,772.40 38.24	75,028 2,876.08 39.67	77,846 2,984.10 41.16	80,740 3,095.03 42.69	82,745 3,171.88 43.75	84,447 3,237.13 44.65	86,149 3,302.38 45.55		

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COMPLIANCE OFF 1	52,068	53,959	55,813	57,685	59,727	61,770	63,340	64,588	65,855	
CI1	1,995.93	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,428.03	2,475.88	2,524.45	
	27.53	28.53	29.51	30.50	31.58	32.66	33.49	34.15	34.82	
COMPLIANCE OFF 2	56,720	58,687	60,749	63,000	65,326	67,690	69,411	70,867	72,286	
CI2	2,174.28	2,249.68	2,328.70	2,414.98	2,504.15	2,594.78	2,660.75	2,716.58	2,770.95	
	29.99	31.03	32.12	33.31	34.54	35.79	36.70	37.47	38.22	
COMPLIANCE OFF 3	65,288	67,671	70,149	72,683	75,369	78,395	80,343	81,913	83,577	
CI3	2,502.70	2,594.05	2,689.03	2,786.18	2,889.13	3,005.13	3,079.80	3,139.98	3,203.78	
	34.52	35.78	37.09	38.43	39.85	41.45	42.48	43.31	44.19	
CONSUMER SERV OFF 1	63,624	66,026	68,541	71,057	73,591	76,541	78,470	80,021	81,629	
FC1	2,438.90	2,530.98	2,627.40	2,723.83	2,820.98	2,934.08	3,008.03	3,067.48	3,129.10	
	33.64	34.91	36.24	37.57	38.91	40.47	41.49	42.31	43.16	
CONSUMER SERV OFF 2	72,191	74,839	77,638	80,740	83,880	87,076	89,251	91,010	92,844	
FC2	2,767.33	2,868.83	2,976.13	3,095.03	3,215.38	3,337.90	3,421.28	3,488.70	3,559.03	
	38.17	39.57	41.05	42.69	44.35	46.04	47.19	48.12	49.09	
CONSUMER SERV OFF 3	79,416	82,291	85,374	88,721	92,220	95,738	99,804	102,301	104,306	106,386
FC3	3,044.28	3,154.48	3,272.65	3,400.98	3,535.10	3,669.95	3,825.83	3,921.53	3,998.38	4,078.13
	41.99	43.51	45.14	46.91	48.76	50.62	52.77	54.09	55.15	56.25
CONSUMER SERV OFF 4	85,374	88,721	92,220	95,738	99,804	103,965	108,410	111,095	113,271	115,559
FC4	3,272.65	3,400.98	3,535.10	3,669.95	3,825.83	3,985.33	4,155.70	4,258.65	4,342.03	4,429.75
	45.14	46.91	48.76	50.62	52.77	54.97	57.32	58.74	59.89	61.10
COURT COMMUN 1	50,460	52,068	53,959	55,813	57,685	59,727	61,222	62,432	63,680	
CM1	1,934.30	1,995.93	2,068.43	2,139.48	2,211.25	2,289.55	2,346.83	2,393.23	2,441.08	
	26.68	27.53	28.53	29.51	30.50	31.58	32.37	33.01	33.67	
COURT COMMUN 2	53,959	55,813	57,685	59,727	61,770	64,097	65,704	66,990	68,333	
CM2	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,457.03	2,518.65	2,567.95	2,619.43	
	28.53	29.51	30.50	31.58	32.66	33.89	34.74	35.42	36.13	

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COURT REPORTER 1 CR1	47,661 1,827.00 25.20	49,212 1,886.45 26.02	50,857 1,949.53 26.89	52,143 1,998.83 27.57	53,203 2,039.43 28.13	54,262 2,080.03 28.69						
COURT REPORTER 2 CR2	61,884 2,372.20 32.72	63,718 2,442.53 33.69	65,477 2,509.95 34.62	67,690 2,594.78 35.79	69,676 2,670.90 36.84	71,889 2,755.73 38.01	73,667 2,823.88 38.95	75,142 2,880.43 39.73	76,655 2,938.43 40.53			
COURT REPORTER 3 CR3	64,153 2,459.20 33.92	66,593 2,552.73 35.21	68,825 2,638.28 36.39	71,397 2,736.88 37.75	74,120 2,841.28 39.19	76,863 2,946.40 40.64	78,773 3,019.63 41.65	80,381 3,081.25 42.50	81,988 3,142.88 43.35			
COURT USHER CUS	36,729 1,407.95 19.42	37,883 1,452.18 20.03	38,904 1,491.33 20.57	40,039 1,534.83 21.17	41,382 1,586.30 21.88	42,706 1,637.05 22.58	43,746 1,676.93 23.13	44,559 1,708.10 23.56	45,429 1,741.45 24.02			
DIV SPVR DEPT LABOUR DLS	76,125 2,918.13 40.25	78,943 3,026.15 41.74	81,950 3,141.43 43.33	85,128 3,263.23 45.01	88,381 3,387.93 46.73	91,842 3,520.60 48.56	94,149 3,609.05 49.78	96,060 3,682.28 50.79	97,970 3,755.50 51.80			
DOCUMENT EXAMINER DEX	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,220 2,615.08 36.07	69,524 2,665.10 36.76	70,905 2,718.03 37.49			
EMPLOY STAND OFF 1 EP1	56,720 2,174.28 29.99	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	69,411 2,660.75 36.70	70,867 2,716.58 37.47	72,286 2,770.95 38.22			
EMPLOY STAND OFF 2 EP2	62,489 2,395.40 33.04	64,872 2,486.75 34.30	67,236 2,577.38 35.55	69,733 2,673.08 36.87	72,324 2,772.40 38.24	74,971 2,873.90 39.64	77,184 2,958.73 40.81	79,511 3,047.90 42.04	81,515 3,124.75 43.10	83,142 3,187.10 43.96	84,825 3,251.63 44.85	
EMPLOY STAND OFF 3 EP3	68,541 2,627.40 36.24	70,830 2,715.13 37.45	73,477 2,816.63 38.85	76,201 2,921.03 40.29	79,132 3,033.40 41.84	82,196 3,150.85 43.46	84,693 3,246.55 44.78	87,189 3,342.25 46.10	89,402 3,427.08 47.27	91,142 3,493.78 48.19	92,977 3,564.10 49.16	

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ESTATES OFFICER 1 ES1	54,110 2,074.23 28.61	55,775 2,138.03 29.49	57,704 2,211.98 30.51	59,803 2,292.45 31.62	61,789 2,368.58 32.67	64,059 2,455.58 33.87	65,628 2,515.75 34.70	66,990 2,567.95 35.42	68,352 2,620.15 36.14		
ESTATES OFFICER 2 ES2	60,730 2,327.98 32.11	62,981 2,414.25 33.30	65,137 2,496.90 34.44	67,501 2,587.53 35.69	70,035 2,684.68 37.03	72,551 2,781.10 38.36	74,385 2,851.43 39.33	75,823 2,906.53 40.09	77,354 2,965.25 40.90		
ESTATES OFFICER 3 ES3	68,692 2,633.20 36.32	71,264 2,731.80 37.68	73,761 2,827.50 39.00	76,522 2,933.35 40.46	79,378 3,042.83 41.97	82,348 3,156.65 43.54	84,390 3,234.95 44.62	86,074 3,299.48 45.51	87,794 3,365.45 46.42		
ESTATES OFFICER 4 ES4	75,142 2,880.43 39.73	77,960 2,988.45 41.22	80,778 3,096.48 42.71	83,993 3,219.73 44.41	87,284 3,345.88 46.15	90,594 3,472.75 47.90	92,863 3,559.75 49.10	94,717 3,630.80 50.08	96,570 3,701.85 51.06		
HUMAN RIGHTS OFF 1 HO1	63,624 2,438.90 33.64	66,026 2,530.98 34.91	68,579 2,628.85 36.26	71,038 2,723.10 37.56	73,610 2,821.70 38.92	76,541 2,934.08 40.47	78,470 3,008.03 41.49	80,021 3,067.48 42.31	81,610 3,128.38 43.15		
HUMAN RIGHTS OFF 2 HO2	72,248 2,769.50 38.20	74,858 2,869.55 39.58	77,638 2,976.13 41.05	80,740 3,095.03 42.69	83,880 3,215.38 44.35	87,038 3,336.45 46.02	89,213 3,419.83 47.17	91,029 3,489.43 48.13	92,863 3,559.75 49.10		
INSP MECH, CODES & STAND IMS	76,738 2,941.60 36.77	79,430 3,044.80 38.06	82,393 3,158.40 39.48	85,461 3,276.00 40.95	88,696 3,400.00 42.50	92,118 3,531.20 44.14	94,915 3,638.40 45.48	97,753 3,747.20 46.84	100,216 3,841.60 48.02	102,282 3,920.80 49.01	104,306 3,998.40 49.98
MINES INSPECTOR 3 MI3	68,541 2,627.40 36.24	71,113 2,726.00 37.60	73,610 2,821.70 38.92	76,314 2,925.38 40.35	79,189 3,035.58 41.87	82,291 3,154.48 43.51	84,352 3,233.50 44.60	86,074 3,299.48 45.51	87,776 3,364.73 46.41		
MINES INSPECTOR 4 MI4	74,971 2,873.90 39.64	77,771 2,981.20 41.12	80,702 3,093.58 42.67	83,861 3,214.65 44.34	87,038 3,336.45 46.02	90,442 3,466.95 47.82	93,128 3,569.90 49.24	95,965 3,678.65 50.74	98,348 3,770.00 52.00	100,296 3,844.68 53.03	102,320 3,922.25 54.10

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MINES INSPECTOR 5	76,768	79,700	82,707	85,847	89,251	92,731	96,438	99,445	101,923	103,927	106,027
MI5	2,942.78	3,055.15	3,170.43	3,290.78	3,421.28	3,554.68	3,696.78	3,812.05	3,907.03	3,983.88	4,064.35
	40.59	42.14	43.73	45.39	47.19	49.03	50.99	52.58	53.89	54.95	56.06
MOTOR CARRIER ENFORCEM	62,588	64,758	67,033	68,974	71,040	72,835	74,317	75,798			
MC1	2,399.20	2,482.40	2,569.60	2,644.00	2,723.20	2,792.00	2,848.80	2,905.60			
	29.99	31.03	32.12	33.05	34.04	34.90	35.61	36.32			
MOTOR CARRIER ENFORCEM	74,671	77,405	80,202	83,165	86,504	89,864	93,245	95,583	97,524	99,485	
MC2	2,862.40	2,967.20	3,074.40	3,188.00	3,316.00	3,444.80	3,574.40	3,664.00	3,738.40	3,813.60	
	35.78	37.09	38.43	39.85	41.45	43.06	44.68	45.80	46.73	47.67	
MOTOR CARRIER ENFORCEM	80,369	83,165	86,504	89,864	93,245	96,042	98,880	101,865	104,411	106,435	108,564
MC3	3,080.80	3,188.00	3,316.00	3,444.80	3,574.40	3,681.60	3,790.40	3,904.80	4,002.40	4,080.00	4,161.60
	38.51	39.85	41.45	43.06	44.68	46.02	47.38	48.81	50.03	51.00	52.02
MOTOR CARRIER ENFORCEM	85,064	88,153	91,492	95,082	98,776	102,574	106,915	109,607	111,736	113,969	
MC4	3,260.80	3,379.20	3,507.20	3,644.80	3,786.40	3,932.00	4,098.40	4,201.60	4,283.20	4,368.80	
	40.76	42.24	43.84	45.56	47.33	49.15	51.23	52.52	53.54	54.61	
PROPERTY APPRAIS 1	45,410	46,753	48,399	50,025	51,652	53,373	54,716	55,813	56,947		
PS1	1,740.73	1,792.20	1,855.28	1,917.63	1,979.98	2,045.95	2,097.43	2,139.48	2,182.98		
	24.01	24.72	25.59	26.45	27.31	28.22	28.93	29.51	30.11		
PROPERTY APPRAIS 2	61,600	63,756	66,139	68,636	71,132	73,874	75,728	77,165	78,716		
PS2	2,361.33	2,443.98	2,535.33	2,631.03	2,726.73	2,831.85	2,902.90	2,958.00	3,017.45		
	32.57	33.71	34.97	36.29	37.61	39.06	40.04	40.80	41.62		
PROPERTY APPRAIS 3	71,889	74,366	77,109	80,002	83,028	86,244	88,400	90,159	91,955		
PS3	2,755.73	2,850.70	2,955.83	3,066.75	3,182.75	3,306.00	3,388.65	3,456.08	3,524.95		
	38.01	39.32	40.77	42.30	43.90	45.60	46.74	47.67	48.62		
PROPERTY APPRAIS 4	80,418	83,558	86,584	89,856	93,544	97,119	101,053	103,587	105,667	107,767	
PS4	3,082.70	3,203.05	3,319.05	3,444.48	3,585.85	3,722.88	3,873.68	3,970.83	4,050.58	4,131.05	
	42.52	44.18	45.78	47.51	49.46	51.35	53.43	54.77	55.87	56.98	

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PROPERTY APPRAIS 5	91,218	94,774	98,499	102,244	106,575	111,039	115,710	118,604	121,006	123,446	
PS5	3,496.68	3,632.98	3,775.80	3,919.35	4,085.38	4,256.48	4,435.55	4,546.48	4,638.55	4,732.08	
	48.23	50.11	52.08	54.06	56.35	58.71	61.18	62.71	63.98	65.27	
RESOURCE OFFICER 1	48,939	50,337	51,798	53,092	54,198	55,304					
RO1	1,876.00	1,929.60	1,985.60	2,035.20	2,077.60	2,120.00					
	23.45	24.12	24.82	25.44	25.97	26.50					
RESOURCE OFFICER 2	50,358	51,840	53,572	55,367	57,037	58,477	59,687	60,856			
RO2	1,930.40	1,987.20	2,053.60	2,122.40	2,186.40	2,241.60	2,288.00	2,332.80			
	24.13	24.84	25.67	26.53	27.33	28.02	28.60	29.16			
RESOURCE OFFICER 3	71,583	73,774	76,216	79,263	81,955	85,002	87,131	88,821	90,595		
RO3	2,744.00	2,828.00	2,921.60	3,038.40	3,141.60	3,258.40	3,340.00	3,404.80	3,472.80		
	34.30	35.35	36.52	37.98	39.27	40.73	41.75	42.56	43.41		
RESOURCE OFFICER 4	79,263	81,955	85,002	87,986	91,179	94,498	96,856	98,859	100,842		
RO4	3,038.40	3,141.60	3,258.40	3,372.80	3,495.20	3,622.40	3,712.80	3,789.60	3,865.60		
	37.98	39.27	40.73	42.16	43.69	45.28	46.41	47.37	48.32		
RESOURCE OFFICER 5	91,284	94,644	98,275	102,136	106,018	110,150	112,946	115,179	117,475		
RO5	3,499.20	3,628.00	3,767.20	3,915.20	4,064.00	4,222.40	4,329.60	4,415.20	4,503.20		
	43.74	45.35	47.09	48.94	50.80	52.78	54.12	55.19	56.29		
SAFETY HEALTH OFF 1	64,487	66,720	69,037	71,061	73,190	75,047	76,571	78,073			
SI1	2,472.00	2,557.60	2,646.40	2,724.00	2,805.60	2,876.80	2,935.20	2,992.80			
	30.90	31.97	33.08	34.05	35.07	35.96	36.69	37.41			
SAFETY HEALTH OFF 2	71,604	74,275	76,946	79,910	82,790	85,691	88,341	91,033	93,287	95,124	97,044
SI2	2,744.80	2,847.20	2,949.60	3,063.20	3,173.60	3,284.80	3,386.40	3,489.60	3,576.00	3,646.40	3,720.00
	34.31	35.59	36.87	38.29	39.67	41.06	42.33	43.62	44.70	45.58	46.50
SAFETY HEALTH OFF 3	75,694	78,240	81,162	84,251	87,381	90,699	93,496	96,376	98,776	100,696	102,720
SI3	2,901.60	2,999.20	3,111.20	3,229.60	3,349.60	3,476.80	3,584.00	3,694.40	3,786.40	3,860.00	3,937.60
	36.27	37.49	38.89	40.37	41.87	43.46	44.80	46.18	47.33	48.25	49.22

denotes 20 years
denotes 25 years

Effective 2026 03 21 through 2027 03 19

SAFETY HEALTH OFF 4 SI4	79,910 3,063.20 38.29	82,790 3,173.60 39.67	85,691 3,284.80 41.06	89,113 3,416.00 42.70	92,598 3,549.60 44.37	96,042 3,681.60 46.02	98,943 3,792.80 47.41	101,865 3,904.80 48.81	104,411 4,002.40 50.03	106,539 4,084.00 51.05	108,668 4,165.60 52.07
SHERIFF 1 SH1	63,832 2,446.88 33.75	66,101 2,533.88 34.95	68,371 2,620.88 36.15	70,886 2,717.30 37.48	73,496 2,817.35 38.86	76,277 2,923.93 40.33	78,565 3,011.65 41.54	80,532 3,087.05 42.58	82,083 3,146.50 43.40	83,728 3,209.58 44.27	
SHERIFF 2 SH2	66,347 2,543.30 35.08	68,900 2,641.18 36.43	71,454 2,739.05 37.78	74,083 2,839.83 39.17	76,787 2,943.50 40.60	79,605 3,051.53 42.09	81,969 3,142.15 43.34	84,031 3,221.18 44.43	85,695 3,284.98 45.31	87,435 3,351.68 46.23	
SHERIFF 3 SH3	71,454 2,739.05 37.78	74,083 2,839.83 39.17	76,787 2,943.50 40.60	79,605 3,051.53 42.09	82,404 3,158.83 43.57	85,676 3,284.25 45.30	88,230 3,382.13 46.65	90,424 3,466.23 47.81	92,220 3,535.10 48.76	94,074 3,606.15 49.74	
SHERIFFS OFFICER 1 SO1	51,122 1,959.68 27.03	52,900 2,027.83 27.97	54,621 2,093.80 28.88	56,247 2,156.15 29.74	57,647 2,209.80 30.48	58,839 2,255.48 31.11	60,011 2,300.43 31.73				
SHERIFFS OFFICER 2 SO2	54,489 2,088.73 28.81	56,267 2,156.88 29.75	58,025 2,224.30 30.68	60,106 2,304.05 31.78	62,130 2,381.63 32.85	64,286 2,464.28 33.99	66,234 2,538.95 35.02	67,917 2,603.48 35.91	69,279 2,655.68 36.63	70,659 2,708.60 37.36	
SHERIFFS OFFICER 3 SO3	60,106 2,304.05 31.78	62,130 2,381.63 32.85	64,286 2,464.28 33.99	66,631 2,554.18 35.23	68,900 2,641.18 36.43	71,473 2,739.78 37.79	73,629 2,822.43 38.93	75,501 2,894.20 39.92	76,957 2,950.03 40.69	78,470 3,008.03 41.49	
SHERIFFS OFFICER 4 SO4	63,151 2,420.78 33.39	65,383 2,506.33 34.57	67,728 2,596.23 35.81	70,168 2,689.75 37.10	72,778 2,789.80 38.48	75,539 2,895.65 39.94	77,771 2,981.20 41.12	79,719 3,055.88 42.15	81,270 3,115.33 42.97	82,896 3,177.68 43.83	
SURVEY EXAMINER 4 SE4	67,274 2,578.83 35.57	69,770 2,674.53 36.89	72,191 2,767.33 38.17	74,839 2,868.83 39.57	77,676 2,977.58 41.07	80,759 3,095.75 42.70	82,764 3,172.60 43.76	84,428 3,236.40 44.64	86,130 3,301.65 45.54		

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PHYSICAL COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

AG TECHNLGST 1	39,652	40,988	42,219	43,617	45,057	46,685	47,666			
AG1	1,520.00	1,571.20	1,618.40	1,672.00	1,727.20	1,789.60	1,827.20			
	19.00	19.64	20.23	20.90	21.59	22.37	22.84			
AG TECHNLGST 2	44,807	46,205	47,875	49,440	51,110	52,779	53,802			
AG2	1,717.60	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,062.40			
	21.47	22.14	22.94	23.69	24.49	25.29	25.78			
AG TECHNLGST 3	50,337	52,070	53,844	55,659	57,809	59,854	61,064			
AG3	1,929.60	1,996.00	2,064.00	2,133.60	2,216.00	2,294.40	2,340.80			
	24.12	24.95	25.80	26.67	27.70	28.68	29.26			
AG TECHNLGST 4	53,844	55,659	57,809	59,854	62,108	64,424	65,760			
AG4	2,064.00	2,133.60	2,216.00	2,294.40	2,380.80	2,469.60	2,520.80			
	25.80	26.67	27.70	28.68	29.76	30.87	31.51			
AG TECHNLGST 5	59,854	62,045	64,383	66,741	69,183	71,875	73,294			
AG5	2,294.40	2,378.40	2,468.00	2,558.40	2,652.00	2,755.20	2,809.60			
	28.68	29.73	30.85	31.98	33.15	34.44	35.12			
AG TECHNLGST 6	67,117	69,517	72,209	75,026	77,948	81,058	82,664			
AG6	2,572.80	2,664.80	2,768.00	2,876.00	2,988.00	3,107.20	3,168.80			
	32.16	33.31	34.60	35.95	37.35	38.84	39.61			
AGROLOGIST 1	52,675	54,386	56,452	58,393	60,647	62,797	65,113	67,680	70,059	71,416
G1	2,019.20	2,084.80	2,164.00	2,238.40	2,324.80	2,407.20	2,496.00	2,594.40	2,685.60	2,737.60
	25.24	26.06	27.05	27.98	29.06	30.09	31.20	32.43	33.57	34.22
AGROLOGIST 2	59,604	61,670	63,944	66,344	68,744	71,249	74,066	76,967	79,805	81,391
G2	2,284.80	2,364.00	2,451.20	2,543.20	2,635.20	2,731.20	2,839.20	2,950.40	3,059.20	3,120.00
	28.56	29.55	30.64	31.79	32.94	34.14	35.49	36.88	38.24	39.00
AGROLOGIST 3	72,814	75,464	78,386	81,308	84,710	87,861	91,638	94,268	96,230	
G3	2,791.20	2,892.80	3,004.80	3,116.80	3,247.20	3,368.00	3,512.80	3,613.60	3,688.80	
	34.89	36.16	37.56	38.96	40.59	42.10	43.91	45.17	46.11	

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AGROLOGIST 4 G4	78,386 3,004.80 37.56	81,308 3,116.80 38.96	84,710 3,247.20 40.59	87,861 3,368.00 42.10	91,638 3,512.80 43.91	95,249 3,651.20 45.64	99,465 3,812.80 47.66	101,447 3,888.80 48.61			
AGROLOGIST 5 G5	81,308 3,116.80 38.96	84,710 3,247.20 40.59	87,861 3,368.00 42.10	91,638 3,512.80 43.91	95,249 3,651.20 45.64	99,465 3,812.80 47.66	103,743 3,976.80 49.71	106,852 4,096.00 51.20	109,023 4,179.20 52.24		
AGROLOGIST 6 G6	85,294 3,269.60 40.87	88,967 3,410.40 42.63	92,515 3,546.40 44.33	96,585 3,702.40 46.28	100,758 3,862.40 48.28	105,078 4,028.00 50.35	109,607 4,201.60 52.52	111,757 4,284.00 53.55			
ARCHITECT 1 AR1	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76
ARCHITECT 2 AR2	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69			
ARCHITECT 3 AR3	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	94,490 3,622.10 49.96			
ARCHITECT 4 AR4	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	102,641 3,934.58 54.27			
BIOLOGIST 1 BL1	56,557 2,168.00 27.10	58,727 2,251.20 28.14	60,814 2,331.20 29.14	63,110 2,419.20 30.24	65,343 2,504.80 31.31	67,764 2,597.60 32.47	70,498 2,702.40 33.78	72,981 2,797.60 34.97	74,421 2,852.80 35.66		
BIOLOGIST 2 BL2	68,932 2,642.40 33.03	71,958 2,758.40 34.48	74,421 2,852.80 35.66	77,384 2,966.40 37.08	80,327 3,079.20 38.49	83,520 3,201.60 40.02	86,901 3,331.20 41.64	88,612 3,396.80 42.46			

 denotes 20 years
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Effective 2023 03 25 through 2023 10 06

BIOLOGIST 3	76,633	79,638	82,644	85,941	89,447	92,911	96,835	98,734
BL3	2,937.60	3,052.80	3,168.00	3,294.40	3,428.80	3,561.60	3,712.00	3,784.80
	36.72	38.16	39.60	41.18	42.86	44.52	46.40	47.31
BIOLOGIST 4	87,110	90,595	94,080	98,045	102,031	106,477	111,172	113,322
BL4	3,339.20	3,472.80	3,606.40	3,758.40	3,911.20	4,081.60	4,261.60	4,344.00
	41.74	43.41	45.08	46.98	48.89	51.02	53.27	54.30
DRAFTING TECHN 1	37,297	38,337	39,699	40,871	42,290	43,727	44,597	
DM1	1,429.70	1,469.58	1,521.78	1,566.73	1,621.10	1,676.20	1,709.55	
	19.72	20.27	20.99	21.61	22.36	23.12	23.58	
DRAFTING TECHN 2	44,805	46,299	47,774	49,496	51,217	52,919	53,978	
DM2	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,069.15	
	23.69	24.48	25.26	26.17	27.08	27.98	28.54	
DRAFTING TECHN 3	49,496	51,217	52,919	54,791	56,683	58,801	59,973	
DM3	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,298.98	
	26.17	27.08	27.98	28.97	29.97	31.09	31.71	
DRAFTING TECHN 4	52,919	54,791	56,683	58,801	61,051	63,283	64,531	
DM4	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,473.70	
	27.98	28.97	29.97	31.09	32.28	33.46	34.12	
DRAFTING TECHN 5	56,683	58,801	61,051	63,283	65,572	68,182	69,524	
DM5	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10	
	29.97	31.09	32.28	33.46	34.67	36.05	36.76	
ENGINEERING AID 1	39,297	40,508	41,781	43,137	44,494	46,122	47,082	
EA1	1,506.40	1,552.80	1,601.60	1,653.60	1,705.60	1,768.00	1,804.80	
	18.83	19.41	20.02	20.67	21.32	22.10	22.56	
ENGINEERING AID 2	45,830	47,332	48,751	50,484	52,237	53,969	55,096	
EA2	1,756.80	1,814.40	1,868.80	1,935.20	2,002.40	2,068.80	2,112.00	
	21.96	22.68	23.36	24.19	25.03	25.86	26.40	
ENGINEERING AID 3	51,131	52,925	54,699	56,640	58,581	60,772	61,941	
EA3	1,960.00	2,028.80	2,096.80	2,171.20	2,245.60	2,329.60	2,374.40	
	24.50	25.36	26.21	27.14	28.07	29.12	29.68	

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ENGINEERING AID 4	54,699	56,640	58,581	60,772	62,943	65,280	66,574			
EA4	2,096.80	2,171.20	2,245.60	2,329.60	2,412.80	2,502.40	2,552.00			
	26.21	27.14	28.07	29.12	30.16	31.28	31.90			
ENVIRONMENTAL OFF 1	47,983	49,647	51,273	53,032	54,980	56,853	58,933	61,127	63,472	64,702
EO1	1,839.33	1,903.13	1,965.48	2,032.90	2,107.58	2,179.35	2,259.10	2,343.20	2,433.10	2,480.23
	25.37	26.25	27.11	28.04	29.07	30.06	31.16	32.32	33.56	34.21
ENVIRONMENTAL OFF 2	54,980	56,853	58,933	61,127	63,321	65,628	68,068	70,527	73,288	74,782
EO2	2,107.58	2,179.35	2,259.10	2,343.20	2,427.30	2,515.75	2,609.28	2,703.53	2,809.38	2,866.65
	29.07	30.06	31.16	32.32	33.48	34.70	35.99	37.29	38.75	39.54
ENVIRONMENTAL OFF 3	63,321	65,628	68,409	71,057	73,685	76,466	79,530	82,631	85,979	87,681
EO3	2,427.30	2,515.75	2,622.33	2,723.83	2,824.60	2,931.18	3,048.63	3,167.53	3,295.85	3,361.10
	33.48	34.70	36.17	37.57	38.96	40.43	42.05	43.69	45.46	46.36
ENVIRONMENTAL OFF 4	65,628	68,409	71,057	73,685	76,466	79,530	82,631	85,979	89,516	91,350
EO4	2,515.75	2,622.33	2,723.83	2,824.60	2,931.18	3,048.63	3,167.53	3,295.85	3,431.43	3,501.75
	34.70	36.17	37.57	38.96	40.43	42.05	43.69	45.46	47.33	48.30
ENVIRONMENTAL OFF 5	72,172	74,801	77,544	80,627	83,804	87,019	90,650	94,509	98,443	100,391
EO5	2,766.60	2,867.38	2,972.50	3,090.68	3,212.48	3,335.73	3,474.93	3,622.83	3,773.63	3,848.30
	38.16	39.55	41.00	42.63	44.31	46.01	47.93	49.97	52.05	53.08
FORESTER 1	56,577	58,727	60,814	63,089	65,322	67,701	70,456	72,981	74,421	
FO1	2,168.80	2,251.20	2,331.20	2,418.40	2,504.00	2,595.20	2,700.80	2,797.60	2,852.80	
	27.11	28.14	29.14	30.23	31.30	32.44	33.76	34.97	35.66	
FORESTER 2	68,974	72,000	74,442	77,384	80,369	83,541	86,901	88,612		
FO2	2,644.00	2,760.00	2,853.60	2,966.40	3,080.80	3,202.40	3,331.20	3,396.80		
	33.05	34.50	35.67	37.08	38.51	40.03	41.64	42.46		
FORESTER 3	76,696	79,638	82,664	85,920	89,447	92,932	96,835	98,734		
FO3	2,940.00	3,052.80	3,168.80	3,293.60	3,428.80	3,562.40	3,712.00	3,784.80		
	36.75	38.16	39.61	41.17	42.86	44.53	46.40	47.31		
FORESTER 4	87,089	90,616	94,080	98,045	102,052	106,498	111,172	113,322		
FO4	3,338.40	3,473.60	3,606.40	3,758.40	3,912.00	4,082.40	4,261.60	4,344.00		
	41.73	43.42	45.08	46.98	48.90	51.03	53.27	54.30		

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GEOLOGIST 1	52,424	54,282	55,951	58,101	60,188	62,442	64,675	67,033	69,704	72,188	73,670
GE1	2,009.60	2,080.80	2,144.80	2,227.20	2,307.20	2,393.60	2,479.20	2,569.60	2,672.00	2,767.20	2,824.00
	25.12	26.01	26.81	27.84	28.84	29.92	30.99	32.12	33.40	34.59	35.30
GEOLOGIST 2	71,249	73,774	76,591	79,513	82,790	86,004	89,322	91,158			
GE2	2,731.20	2,828.00	2,936.00	3,048.00	3,173.60	3,296.80	3,424.00	3,494.40			
	34.14	35.35	36.70	38.10	39.67	41.21	42.80	43.68			
GEOLOGIST 3	80,703	83,791	87,235	90,491	94,310	98,129	102,428	104,473			
GE3	3,093.60	3,212.00	3,344.00	3,468.80	3,615.20	3,761.60	3,926.40	4,004.80			
	38.67	40.15	41.80	43.36	45.19	47.02	49.08	50.06			
GEOLOGIST 4	90,491	94,310	98,129	102,428	106,852	111,444	116,244	118,602			
GE4	3,468.80	3,615.20	3,761.60	3,926.40	4,096.00	4,272.00	4,456.00	4,546.40			
	43.36	45.19	47.02	49.08	51.20	53.40	55.70	56.83			
HATCHERY SUPT	43,617	44,494									
HAS	1,672.00	1,705.60									
	20.90	21.32									
HYDROMETEOROLOGIST	81,440	84,636	88,040	91,426	95,208	99,218	103,417	105,478			
HYD	3,121.85	3,244.38	3,374.88	3,504.65	3,649.65	3,803.35	3,964.30	4,043.33			
	43.06	44.75	46.55	48.34	50.34	52.46	54.68	55.77			
IND HYGIENIST 1	66,952	69,751	72,418	75,104	77,979	81,118	84,220	85,941			
IG1	2,566.50	2,673.80	2,776.03	2,878.98	2,989.18	3,109.53	3,228.43	3,294.40			
	35.40	36.88	38.29	39.71	41.23	42.89	44.53	45.44			
IND HYGIENIST 2	75,293	78,092	81,099	84,334	87,643	91,199	94,963	96,873			
IG2	2,886.23	2,993.53	3,108.80	3,232.78	3,359.65	3,495.95	3,640.23	3,713.45			
	39.81	41.29	42.88	44.59	46.34	48.22	50.21	51.22			
IND HYGIENIST 3	85,563	89,043	92,485	96,268	100,277	104,571	109,072	111,228			
IG3	3,279.90	3,413.30	3,545.25	3,690.25	3,843.95	4,008.53	4,181.08	4,263.73			
	45.24	47.08	48.90	50.90	53.02	55.29	57.67	58.81			
INTERIOR DESIGNER	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,524
IND	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.76

 denotes 20 years

 denotes 25 years

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LAB TECHNICIAN 1 (Formerly I LB1)	38,847 1,489.15 20.54	39,907 1,529.75 21.10	41,287 1,582.68 21.83	42,498 1,629.08 22.47	43,954 1,684.90 23.24	45,505 1,744.35 24.06	46,394 1,778.43 24.53
LAB TECHNICIAN 2 (Formerly I LB2)	45,278 1,735.65 23.94	46,848 1,795.83 24.77	48,304 1,851.65 25.54	49,987 1,916.18 26.43	51,822 1,986.50 27.40	53,581 2,053.93 28.33	54,621 2,093.80 28.88
LAB TECHNICIAN 3 (Formerly I LB3)	52,938 2,029.28 27.99	54,829 2,101.78 28.99	56,683 2,172.83 29.97	58,744 2,251.85 31.06	60,692 2,326.53 32.09	63,018 2,415.70 33.32	64,286 2,464.28 33.99
PARK PLANNER 1 KP1	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76
PARK PLANNER 2 KP2	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69
PARK PLANNER 3 KP3	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	90,631 3,474.20 47.92
PARK PLANNER 4 KP4	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,443 3,773.63 52.05
PLANNER 1 LP1	59,879 2,295.35 31.66	62,092 2,380.18 32.83	64,342 2,466.45 34.02	66,669 2,555.63 35.25	69,127 2,649.88 36.55	71,908 2,756.45 38.02	73,326 2,810.83 38.77
PLANNER 2 LP2	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69
PLANNER 3 LP3	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,443 3,773.63 52.05

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PLANNER 4	82,121	85,279	88,891	92,598	96,514	100,674	102,641
LP4	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,934.58
	43.42	45.09	47.00	48.96	51.03	53.23	54.27

PLANNER 5	83,728	87,133	90,650	94,584	98,651	102,868	104,930
LP5	3,209.58	3,340.08	3,474.93	3,625.73	3,781.60	3,943.28	4,022.30
	44.27	46.07	47.93	50.01	52.16	54.39	55.48

PLANNING ASST 1	44,805	46,299	47,774	49,496	51,217	52,919	53,978
AP1	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,069.15
	23.69	24.48	25.26	26.17	27.08	27.98	28.54

PLANNING ASST 2	52,030	53,846	55,718	57,798	59,917	62,111	63,416
AP2	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,430.93
	27.51	28.47	29.46	30.56	31.68	32.84	33.53

RESOURCE MGMT ASST 1	32,744	33,746	34,810	35,666	36,793	37,482
RE1	1,255.20	1,293.60	1,334.40	1,367.20	1,410.40	1,436.80
	15.69	16.17	16.68	17.09	17.63	17.96

RESOURCE MGMT ASST 2	34,810	35,666	36,793	37,857	39,047	39,798
RE2	1,334.40	1,367.20	1,410.40	1,451.20	1,496.80	1,525.60
	16.68	17.09	17.63	18.14	18.71	19.07

RESOURCE MGMT ASST 3	37,857	39,047	40,278	41,551	42,908	43,722
RE3	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,676.00
	18.14	18.71	19.30	19.91	20.56	20.95

RESOURCE MGMT ASST 4	40,278	41,551	42,908	44,473	45,871	46,831
RE4	1,544.00	1,592.80	1,644.80	1,704.80	1,758.40	1,795.20
	19.30	19.91	20.56	21.31	21.98	22.44

RESOURCE PLANNER 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,524
RP1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.76

RESOURCE PLANNER 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631
RP2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69

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RESOURCE PLANNER 3	69,638	72,229	74,971	77,998	80,986	84,277	87,794	89,516		
RP3	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,365.45	3,431.43		
	36.82	38.19	39.64	41.24	42.82	44.56	46.42	47.33		
RESOURCE PLANNER 4	79,038	82,121	85,279	88,891	92,598	96,514	100,674	102,641		
RP4	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,934.58		
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.27		
RESOURCE TECHN 1	42,073	43,430	44,807	46,205	47,875	49,440	50,442			
RS1	1,612.80	1,664.80	1,717.60	1,771.20	1,835.20	1,895.20	1,933.60			
	20.16	20.81	21.47	22.14	22.94	23.69	24.17			
RESOURCE TECHN 2	46,205	47,875	49,440	51,110	52,779	54,804	55,910			
RS2	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,100.80	2,143.20			
	22.14	22.94	23.69	24.49	25.29	26.26	26.79			
RESOURCE TECHN 3	50,504	52,216	53,864	55,868	57,871	60,021	61,252			
RS3	1,936.00	2,001.60	2,064.80	2,141.60	2,218.40	2,300.80	2,348.00			
	24.20	25.02	25.81	26.77	27.73	28.76	29.35			
RESOURCE TECHN 4	52,779	54,804	56,703	58,852	60,960	63,214	64,466			
RS4	2,023.20	2,100.80	2,173.60	2,256.00	2,336.80	2,423.20	2,471.20			
	25.29	26.26	27.17	28.20	29.21	30.29	30.89			
RESOURCE TECHN 5	58,852	61,002	63,193	65,614	67,889	70,539	71,958			
RS5	2,256.00	2,338.40	2,422.40	2,515.20	2,602.40	2,704.00	2,758.40			
	28.20	29.23	30.28	31.44	32.53	33.80	34.48			
RESOURCE TECHN 6	65,614	67,889	70,539	73,231	76,070	79,012	80,598			
RS6	2,515.20	2,602.40	2,704.00	2,807.20	2,916.00	3,028.80	3,089.60			
	31.44	32.53	33.80	35.09	36.45	37.86	38.62			
SCIENTIST 1	65,837	68,087	70,621	73,137	75,841	78,603	81,742	84,882	88,135	89,894
SX1	2,523.73	2,610.00	2,707.15	2,803.58	2,907.25	3,013.10	3,133.45	3,253.80	3,378.50	3,445.93
	34.81	36.00	37.34	38.67	40.10	41.56	43.22	44.88	46.60	47.53
SCIENTIST 2	80,400	83,426	86,527	89,818	93,355	97,005	101,015	103,057		
SX2	3,081.98	3,197.98	3,316.88	3,443.03	3,578.60	3,718.53	3,872.23	3,950.53		
	42.51	44.11	45.75	47.49	49.36	51.29	53.41	54.49		

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SCIENTIST 3	93,355	97,005	101,015	105,308	109,771	114,462	119,512	124,637	127,134
SX3	3,578.60	3,718.53	3,872.23	4,036.80	4,207.90	4,387.70	4,581.28	4,777.75	4,873.45
	49.36	51.29	53.41	55.68	58.04	60.52	63.19	65.90	67.22
SPACE & PLAN CONSUL	70,754	73,780	76,655	79,435	82,442	85,809	89,081	90,840	
SPC	2,712.23	2,828.23	2,938.43	3,045.00	3,160.28	3,289.33	3,414.75	3,482.18	
	37.41	39.01	40.53	42.00	43.59	45.37	47.10	48.03	
SURVEYOR 1	58,518	60,793	62,859	65,113	67,618	70,080	74,254	75,694	
SV1	2,243.20	2,330.40	2,409.60	2,496.00	2,592.00	2,686.40	2,846.40	2,901.60	
	28.04	29.13	30.12	31.20	32.40	33.58	35.58	36.27	
SURVEYOR 2	77,760	80,619	83,750	86,859	90,428	93,851	97,858	99,798	
SV2	2,980.80	3,090.40	3,210.40	3,329.60	3,466.40	3,597.60	3,751.20	3,825.60	
	37.26	38.63	40.13	41.62	43.33	44.97	46.89	47.82	
SURVEYOR 3	83,019	86,191	89,510	93,120	96,710	100,779	104,786	106,894	
SV3	3,182.40	3,304.00	3,431.20	3,569.60	3,707.20	3,863.20	4,016.80	4,097.60	
	39.78	41.30	42.89	44.62	46.34	48.29	50.21	51.22	
SURVEYOR 4	83,750	86,859	90,428	93,851	97,858	101,781	106,205	108,292	
SV4	3,210.40	3,329.60	3,466.40	3,597.60	3,751.20	3,901.60	4,071.20	4,151.20	
	40.13	41.62	43.33	44.97	46.89	48.77	50.89	51.89	
TECH ENG OFF 1	62,943	65,218	67,659	70,143	72,731	75,569	77,051		
TE1	2,412.80	2,500.00	2,593.60	2,688.80	2,788.00	2,896.80	2,953.60		
	30.16	31.25	32.42	33.61	34.85	36.21	36.92		
TECH ENG OFF 2	68,953	71,332	74,129	77,009	79,931	83,061	84,731		
TE2	2,643.20	2,734.40	2,841.60	2,952.00	3,064.00	3,184.00	3,248.00		
	33.04	34.18	35.52	36.90	38.30	39.80	40.60		
TECH ENG OFF 3	73,044	75,924	78,845	81,976	85,211	88,508	90,324		
TE3	2,800.00	2,910.40	3,022.40	3,142.40	3,266.40	3,392.80	3,462.40		
	35.00	36.38	37.78	39.28	40.83	42.41	43.28		

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PHYSICAL COMPONENT YEAR 1 SALARY SCHEDULE

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AG TECHNLGST 1	39,652	40,988	42,219	43,617	45,057	46,685	47,854	48,856				
AG1	1,520.00	1,571.20	1,618.40	1,672.00	1,727.20	1,789.60	1,834.40	1,872.80				
	19.00	19.64	20.23	20.90	21.59	22.37	22.93	23.41				
AG TECHNLGST 2	44,807	46,205	47,875	49,440	51,110	52,779	54,094	55,137				
AG2	1,717.60	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,073.60	2,113.60				
	21.47	22.14	22.94	23.69	24.49	25.29	25.92	26.42				
AG TECHNLGST 3	50,337	52,070	53,844	55,659	57,809	59,854	61,357	62,588				
AG3	1,929.60	1,996.00	2,064.00	2,133.60	2,216.00	2,294.40	2,352.00	2,399.20				
	24.12	24.95	25.80	26.67	27.70	28.68	29.40	29.99				
AG TECHNLGST 4	53,844	55,659	57,809	59,854	62,108	64,424	66,031	67,409				
AG4	2,064.00	2,133.60	2,216.00	2,294.40	2,380.80	2,469.60	2,531.20	2,584.00				
	25.80	26.67	27.70	28.68	29.76	30.87	31.64	32.30				
AG TECHNLGST 5	59,854	62,045	64,383	66,741	69,183	71,875	73,670	75,131				
AG5	2,294.40	2,378.40	2,468.00	2,558.40	2,652.00	2,755.20	2,824.00	2,880.00				
	28.68	29.73	30.85	31.98	33.15	34.44	35.30	36.00				
AG TECHNLGST 6	67,117	69,517	72,209	75,026	77,948	81,058	83,082	84,731				
AG6	2,572.80	2,664.80	2,768.00	2,876.00	2,988.00	3,107.20	3,184.80	3,248.00				
	32.16	33.31	34.60	35.95	37.35	38.84	39.81	40.60				
AGROLOGIST 1	52,675	54,386	56,452	58,393	60,647	62,797	65,113	67,680	70,059	71,812	73,211	
G1	2,019.20	2,084.80	2,164.00	2,238.40	2,324.80	2,407.20	2,496.00	2,594.40	2,685.60	2,752.80	2,806.40	
	25.24	26.06	27.05	27.98	29.06	30.09	31.20	32.43	33.57	34.41	35.08	
AGROLOGIST 2	59,604	61,670	63,944	66,344	68,744	71,249	74,066	76,967	79,805	81,809	83,437	
G2	2,284.80	2,364.00	2,451.20	2,543.20	2,635.20	2,731.20	2,839.20	2,950.40	3,059.20	3,136.00	3,198.40	
	28.56	29.55	30.64	31.79	32.94	34.14	35.49	36.88	38.24	39.20	39.98	
AGROLOGIST 3	72,814	75,464	78,386	81,308	84,710	87,861	91,638	94,268	96,626	98,630		
G3	2,791.20	2,892.80	3,004.80	3,116.80	3,247.20	3,368.00	3,512.80	3,613.60	3,704.00	3,780.80		
	34.89	36.16	37.56	38.96	40.59	42.10	43.91	45.17	46.30	47.26		

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AGROLOGIST 4	78,386	81,308	84,710	87,861	91,638	95,249	99,465	101,948	103,993			
G4	3,004.80	3,116.80	3,247.20	3,368.00	3,512.80	3,651.20	3,812.80	3,908.00	3,986.40			
	37.56	38.96	40.59	42.10	43.91	45.64	47.66	48.85	49.83			
AGROLOGIST 5	81,308	84,710	87,861	91,638	95,249	99,465	103,743	106,852	109,524	111,757		
G5	3,116.80	3,247.20	3,368.00	3,512.80	3,651.20	3,812.80	3,976.80	4,096.00	4,198.40	4,284.00		
	38.96	40.59	42.10	43.91	45.64	47.66	49.71	51.20	52.48	53.55		
AGROLOGIST 6	85,294	88,967	92,515	96,585	100,758	105,078	109,607	112,341	114,553			
G6	3,269.60	3,410.40	3,546.40	3,702.40	3,862.40	4,028.00	4,201.60	4,306.40	4,391.20			
	40.87	42.63	44.33	46.28	48.28	50.35	52.52	53.83	54.89			
ARCHITECT 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
AR1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68
ARCHITECT 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693			
AR2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78			
ARCHITECT 3	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,906	96,854			
AR3	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,638.05	3,712.73			
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	50.18	51.21			
ARCHITECT 4	79,038	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214			
AR4	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18			
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63			
BIOLOGIST 1	56,557	58,727	60,814	63,110	65,343	67,764	70,498	72,981	74,797	76,278		
BL1	2,168.00	2,251.20	2,331.20	2,419.20	2,504.80	2,597.60	2,702.40	2,797.60	2,867.20	2,924.00		
	27.10	28.14	29.14	30.24	31.31	32.47	33.78	34.97	35.84	36.55		
BIOLOGIST 2	68,932	71,958	74,421	77,384	80,327	83,520	86,901	89,071	90,824			
BL2	2,642.40	2,758.40	2,852.80	2,966.40	3,079.20	3,201.60	3,331.20	3,414.40	3,481.60			
	33.03	34.48	35.66	37.08	38.49	40.02	41.64	42.68	43.52			

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BIOLOGIST 3	76,633	79,638	82,644	85,941	89,447	92,911	96,835	99,256	101,197
BL3	2,937.60	3,052.80	3,168.00	3,294.40	3,428.80	3,561.60	3,712.00	3,804.80	3,879.20
	36.72	38.16	39.60	41.18	42.86	44.52	46.40	47.56	48.49
BIOLOGIST 4	87,110	90,595	94,080	98,045	102,031	106,477	111,172	113,948	116,160
BL4	3,339.20	3,472.80	3,606.40	3,758.40	3,911.20	4,081.60	4,261.60	4,368.00	4,452.80
	41.74	43.41	45.08	46.98	48.89	51.02	53.27	54.60	55.66
DRAFTING TECHN 1	37,297	38,337	39,699	40,871	42,290	43,727	44,824	45,713	
DM1	1,429.70	1,469.58	1,521.78	1,566.73	1,621.10	1,676.20	1,718.25	1,752.33	
	19.72	20.27	20.99	21.61	22.36	23.12	23.70	24.17	
DRAFTING TECHN 2	44,805	46,299	47,774	49,496	51,217	52,919	54,243	55,321	
DM2	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,079.30	2,120.63	
	23.69	24.48	25.26	26.17	27.08	27.98	28.68	29.25	
DRAFTING TECHN 3	49,496	51,217	52,919	54,791	56,683	58,801	60,276	61,467	
DM3	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,310.58	2,356.25	
	26.17	27.08	27.98	28.97	29.97	31.09	31.87	32.50	
DRAFTING TECHN 4	52,919	54,791	56,683	58,801	61,051	63,283	64,872	66,139	
DM4	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,486.75	2,535.33	
	27.98	28.97	29.97	31.09	32.28	33.46	34.30	34.97	
DRAFTING TECHN 5	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264	
DM5	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80	
	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68	
ENGINEERING AID 1	39,297	40,508	41,781	43,137	44,494	46,122	47,270	48,251	
EA1	1,506.40	1,552.80	1,601.60	1,653.60	1,705.60	1,768.00	1,812.00	1,849.60	
	18.83	19.41	20.02	20.67	21.32	22.10	22.65	23.12	
ENGINEERING AID 2	45,830	47,332	48,751	50,484	52,237	53,969	55,325	56,473	
EA2	1,756.80	1,814.40	1,868.80	1,935.20	2,002.40	2,068.80	2,120.80	2,164.80	
	21.96	22.68	23.36	24.19	25.03	25.86	26.51	27.06	
ENGINEERING AID 3	51,131	52,925	54,699	56,640	58,581	60,772	62,296	63,485	
EA3	1,960.00	2,028.80	2,096.80	2,171.20	2,245.60	2,329.60	2,388.00	2,433.60	
	24.50	25.36	26.21	27.14	28.07	29.12	29.85	30.42	

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ENGINEERING AID 4	54,699	56,640	58,581	60,772	62,943	65,280	66,908	68,244			
EA4	2,096.80	2,171.20	2,245.60	2,329.60	2,412.80	2,502.40	2,564.80	2,616.00			
	26.21	27.14	28.07	29.12	30.16	31.28	32.06	32.70			
ENVIRONMENTAL OFF 1	47,983	49,647	51,273	53,032	54,980	56,853	58,933	61,127	63,472	65,061	66,328
EO1	1,839.33	1,903.13	1,965.48	2,032.90	2,107.58	2,179.35	2,259.10	2,343.20	2,433.10	2,494.00	2,542.58
	25.37	26.25	27.11	28.04	29.07	30.06	31.16	32.32	33.56	34.40	35.07
ENVIRONMENTAL OFF 2	54,980	56,853	58,933	61,127	63,321	65,628	68,068	70,527	73,288	75,123	76,655
EO2	2,107.58	2,179.35	2,259.10	2,343.20	2,427.30	2,515.75	2,609.28	2,703.53	2,809.38	2,879.70	2,938.43
	29.07	30.06	31.16	32.32	33.48	34.70	35.99	37.29	38.75	39.72	40.53
ENVIRONMENTAL OFF 3	63,321	65,628	68,409	71,057	73,685	76,466	79,530	82,631	85,979	88,135	89,875
EO3	2,427.30	2,515.75	2,622.33	2,723.83	2,824.60	2,931.18	3,048.63	3,167.53	3,295.85	3,378.50	3,445.20
	33.48	34.70	36.17	37.57	38.96	40.43	42.05	43.69	45.46	46.60	47.52
ENVIRONMENTAL OFF 4	65,628	68,409	71,057	73,685	76,466	79,530	82,631	85,979	89,516	91,747	93,639
EO4	2,515.75	2,622.33	2,723.83	2,824.60	2,931.18	3,048.63	3,167.53	3,295.85	3,431.43	3,516.98	3,589.48
	34.70	36.17	37.57	38.96	40.43	42.05	43.69	45.46	47.33	48.51	49.51
ENVIRONMENTAL OFF 5	72,172	74,801	77,544	80,627	83,804	87,019	90,650	94,509	98,443	100,901	102,906
EO5	2,766.60	2,867.38	2,972.50	3,090.68	3,212.48	3,335.73	3,474.93	3,622.83	3,773.63	3,867.88	3,944.73
	38.16	39.55	41.00	42.63	44.31	46.01	47.93	49.97	52.05	53.35	54.41
FORESTER 1	56,577	58,727	60,814	63,089	65,322	67,701	70,456	72,981	74,797	76,278	
FO1	2,168.80	2,251.20	2,331.20	2,418.40	2,504.00	2,595.20	2,700.80	2,797.60	2,867.20	2,924.00	
	27.11	28.14	29.14	30.23	31.30	32.44	33.76	34.97	35.84	36.55	
FORESTER 2	68,974	72,000	74,442	77,384	80,369	83,541	86,901	89,071	90,824		
FO2	2,644.00	2,760.00	2,853.60	2,966.40	3,080.80	3,202.40	3,331.20	3,414.40	3,481.60		
	33.05	34.50	35.67	37.08	38.51	40.03	41.64	42.68	43.52		
FORESTER 3	76,696	79,638	82,664	85,920	89,447	92,932	96,835	99,256	101,197		
FO3	2,940.00	3,052.80	3,168.80	3,293.60	3,428.80	3,562.40	3,712.00	3,804.80	3,879.20		
	36.75	38.16	39.61	41.17	42.86	44.53	46.40	47.56	48.49		
FORESTER 4	87,089	90,616	94,080	98,045	102,052	106,498	111,172	113,948	116,160		
FO4	3,338.40	3,473.60	3,606.40	3,758.40	3,912.00	4,082.40	4,261.60	4,368.00	4,452.80		
	41.73	43.42	45.08	46.98	48.90	51.03	53.27	54.60	55.66		

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GEOLOGIST 1	52,424	54,282	55,951	58,101	60,188	62,442	64,675	67,033	69,704	72,188	73,983	75,506
GE1	2,009.60	2,080.80	2,144.80	2,227.20	2,307.20	2,393.60	2,479.20	2,569.60	2,672.00	2,767.20	2,836.00	2,894.40
	25.12	26.01	26.81	27.84	28.84	29.92	30.99	32.12	33.40	34.59	35.45	36.18
GEOLOGIST 2	71,249	73,774	76,591	79,513	82,790	86,004	89,322	91,555	93,433			
GE2	2,731.20	2,828.00	2,936.00	3,048.00	3,173.60	3,296.80	3,424.00	3,509.60	3,581.60			
	34.14	35.35	36.70	38.10	39.67	41.21	42.80	43.87	44.77			
GEOLOGIST 3	80,703	83,791	87,235	90,491	94,310	98,129	102,428	104,995	107,082			
GE3	3,093.60	3,212.00	3,344.00	3,468.80	3,615.20	3,761.60	3,926.40	4,024.80	4,104.80			
	38.67	40.15	41.80	43.36	45.19	47.02	49.08	50.31	51.31			
GEOLOGIST 4	90,491	94,310	98,129	102,428	106,852	111,444	116,244	119,145	121,565			
GE4	3,468.80	3,615.20	3,761.60	3,926.40	4,096.00	4,272.00	4,456.00	4,567.20	4,660.00			
	43.36	45.19	47.02	49.08	51.20	53.40	55.70	57.09	58.25			
HATCHERY SUPT	43,617	44,703	45,600									
HAS	1,672.00	1,713.60	1,748.00									
	20.90	21.42	21.85									
HYDROMETEOROLOGIST	81,440	84,636	88,040	91,426	95,208	99,218	103,417	106,008	108,107			
HYD	3,121.85	3,244.38	3,374.88	3,504.65	3,649.65	3,803.35	3,964.30	4,063.63	4,144.10			
	43.06	44.75	46.55	48.34	50.34	52.46	54.68	56.05	57.16			
IND HYGIENIST 1	66,952	69,751	72,418	75,104	77,979	81,118	84,220	86,319	88,097			
IG1	2,566.50	2,673.80	2,776.03	2,878.98	2,989.18	3,109.53	3,228.43	3,308.90	3,377.05			
	35.40	36.88	38.29	39.71	41.23	42.89	44.53	45.64	46.58			
IND HYGIENIST 2	75,293	78,092	81,099	84,334	87,643	91,199	94,963	97,346	99,294			
IG2	2,886.23	2,993.53	3,108.80	3,232.78	3,359.65	3,495.95	3,640.23	3,731.58	3,806.25			
	39.81	41.29	42.88	44.59	46.34	48.22	50.21	51.47	52.50			
IND HYGIENIST 3	85,563	89,043	92,485	96,268	100,277	104,571	109,072	111,795	114,008			
IG3	3,279.90	3,413.30	3,545.25	3,690.25	3,843.95	4,008.53	4,181.08	4,285.48	4,370.30			
	45.24	47.08	48.90	50.90	53.02	55.29	57.67	59.11	60.28			
INTERIOR DESIGNER	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
IND	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68

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LAB TECHNICIAN 1 (Formerly I LB1)	38,847 1,489.15 20.54	39,907 1,529.75 21.10	41,287 1,582.68 21.83	42,498 1,629.08 22.47	43,954 1,684.90 23.24	45,505 1,744.35 24.06	46,640 1,787.85 24.66	47,547 1,822.65 25.14
LAB TECHNICIAN 2 (Formerly I LB2)	45,278 1,735.65 23.94	46,848 1,795.83 24.77	48,304 1,851.65 25.54	49,987 1,916.18 26.43	51,822 1,986.50 27.40	53,581 2,053.93 28.33	54,924 2,105.40 29.04	55,983 2,146.00 29.60
LAB TECHNICIAN 3 (Formerly I LB3)	52,938 2,029.28 27.99	54,829 2,101.78 28.99	56,683 2,172.83 29.97	58,744 2,251.85 31.06	60,692 2,326.53 32.09	63,018 2,415.70 33.32	64,588 2,475.88 34.15	65,893 2,525.90 34.84
PARK PLANNER 1 KP1	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,884 2,678.88 36.95	71,264 2,731.80 37.68
PARK PLANNER 2 KP2	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	83,010 3,182.03 43.89	84,693 3,246.55 44.78
PARK PLANNER 3 KP3	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	91,123 3,493.05 48.18	92,901 3,561.20 49.12
PARK PLANNER 4 KP4	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,934 3,792.48 52.31	100,901 3,867.88 53.35
PLANNER 1 LP1	59,879 2,295.35 31.66	62,092 2,380.18 32.83	64,342 2,466.45 34.02	66,669 2,555.63 35.25	69,127 2,649.88 36.55	71,908 2,756.45 38.02	73,704 2,825.33 38.97	75,161 2,881.15 39.74
PLANNER 2 LP2	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	83,010 3,182.03 43.89	84,693 3,246.55 44.78
PLANNER 3 LP3	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,934 3,792.48 52.31	100,901 3,867.88 53.35

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PLANNER 4	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214
LP4	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18
	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63

PLANNER 5	83,728	87,133	90,650	94,584	98,651	102,868	105,441	107,559
LP5	3,209.58	3,340.08	3,474.93	3,625.73	3,781.60	3,943.28	4,041.88	4,123.08
	44.27	46.07	47.93	50.01	52.16	54.39	55.75	56.87

PLANNING ASST 1	44,805	46,299	47,774	49,496	51,217	52,919	54,243	55,321
AP1	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,028.55	2,079.30	2,120.63
	23.69	24.48	25.26	26.17	27.08	27.98	28.68	29.25

PLANNING ASST 2	52,030	53,846	55,718	57,798	59,917	62,111	63,661	65,004
AP2	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,440.35	2,491.83
	27.51	28.47	29.46	30.56	31.68	32.84	33.66	34.37

RESOURCE MGMT ASST 1	32,744	33,746	34,810	35,666	36,793	37,711	38,421
RE1	1,255.20	1,293.60	1,334.40	1,367.20	1,410.40	1,445.60	1,472.80
	15.69	16.17	16.68	17.09	17.63	18.07	18.41

RESOURCE MGMT ASST 2	34,810	35,666	36,793	37,857	39,047	40,028	40,800
RE2	1,334.40	1,367.20	1,410.40	1,451.20	1,496.80	1,534.40	1,564.00
	16.68	17.09	17.63	18.14	18.71	19.18	19.55

RESOURCE MGMT ASST 3	37,857	39,047	40,278	41,551	42,908	43,972	44,807
RE3	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,685.60	1,717.60
	18.14	18.71	19.30	19.91	20.56	21.07	21.47

RESOURCE MGMT ASST 4	40,278	41,551	42,908	44,473	45,871	47,019	48,000
RE4	1,544.00	1,592.80	1,644.80	1,704.80	1,758.40	1,802.40	1,840.00
	19.30	19.91	20.56	21.31	21.98	22.53	23.00

RESOURCE PLANNER 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
RP1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68

RESOURCE PLANNER 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
RP2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78

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RESOURCE PLANNER 3	69,638	72,229	74,971	77,998	80,986	84,277	87,794	89,988	91,747		
RP3	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,365.45	3,449.55	3,516.98		
	36.82	38.19	39.64	41.24	42.82	44.56	46.42	47.58	48.51		
RESOURCE PLANNER 4	79,038	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214		
RP4	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18		
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63		
RESOURCE TECHN 1	42,073	43,430	44,807	46,205	47,875	49,440	50,671	51,694			
RS1	1,612.80	1,664.80	1,717.60	1,771.20	1,835.20	1,895.20	1,942.40	1,981.60			
	20.16	20.81	21.47	22.14	22.94	23.69	24.28	24.77			
RESOURCE TECHN 2	46,205	47,875	49,440	51,110	52,779	54,804	56,181	57,308			
RS2	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,100.80	2,153.60	2,196.80			
	22.14	22.94	23.69	24.49	25.29	26.26	26.92	27.46			
RESOURCE TECHN 3	50,504	52,216	53,864	55,868	57,871	60,021	61,524	62,776			
RS3	1,936.00	2,001.60	2,064.80	2,141.60	2,218.40	2,300.80	2,358.40	2,406.40			
	24.20	25.02	25.81	26.77	27.73	28.76	29.48	30.08			
RESOURCE TECHN 4	52,779	54,804	56,703	58,852	60,960	63,214	64,800	66,073			
RS4	2,023.20	2,100.80	2,173.60	2,256.00	2,336.80	2,423.20	2,484.00	2,532.80			
	25.29	26.26	27.17	28.20	29.21	30.29	31.05	31.66			
RESOURCE TECHN 5	58,852	61,002	63,193	65,614	67,889	70,539	72,313	73,753			
RS5	2,256.00	2,338.40	2,422.40	2,515.20	2,602.40	2,704.00	2,772.00	2,827.20			
	28.20	29.23	30.28	31.44	32.53	33.80	34.65	35.34			
RESOURCE TECHN 6	65,614	67,889	70,539	73,231	76,070	79,012	80,995	82,623			
RS6	2,515.20	2,602.40	2,704.00	2,807.20	2,916.00	3,028.80	3,104.80	3,167.20			
	31.44	32.53	33.80	35.09	36.45	37.86	38.81	39.59			
SCIENTIST 1	65,837	68,087	70,621	73,137	75,841	78,603	81,742	84,882	88,135	90,348	92,145
SX1	2,523.73	2,610.00	2,707.15	2,803.58	2,907.25	3,013.10	3,133.45	3,253.80	3,378.50	3,463.33	3,532.20
	34.81	36.00	37.34	38.67	40.10	41.56	43.22	44.88	46.60	47.77	48.72
SCIENTIST 2	80,400	83,426	86,527	89,818	93,355	97,005	101,015	103,549	105,630		
SX2	3,081.98	3,197.98	3,316.88	3,443.03	3,578.60	3,718.53	3,872.23	3,969.38	4,049.13		
	42.51	44.11	45.75	47.49	49.36	51.29	53.41	54.75	55.85		

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SCIENTIST 3	93,355	97,005	101,015	105,308	109,771	114,462	119,512	124,637	127,758	130,311
SX3	3,578.60	3,718.53	3,872.23	4,036.80	4,207.90	4,387.70	4,581.28	4,777.75	4,897.38	4,995.25
	49.36	51.29	53.41	55.68	58.04	60.52	63.19	65.90	67.55	68.90
SPACE & PLAN CONSUL	70,754	73,780	76,655	79,435	82,442	85,809	89,081	91,312	93,109	
SPC	2,712.23	2,828.23	2,938.43	3,045.00	3,160.28	3,289.33	3,414.75	3,500.30	3,569.18	
	37.41	39.01	40.53	42.00	43.59	45.37	47.10	48.28	49.23	
SURVEYOR 1	58,518	60,793	62,859	65,113	67,618	70,080	74,254	76,111	77,593	
SV1	2,243.20	2,330.40	2,409.60	2,496.00	2,592.00	2,686.40	2,846.40	2,917.60	2,974.40	
	28.04	29.13	30.12	31.20	32.40	33.58	35.58	36.47	37.18	
SURVEYOR 2	77,760	80,619	83,750	86,859	90,428	93,851	97,858	100,299	102,303	
SV2	2,980.80	3,090.40	3,210.40	3,329.60	3,466.40	3,597.60	3,751.20	3,844.80	3,921.60	
	37.26	38.63	40.13	41.62	43.33	44.97	46.89	48.06	49.02	
SURVEYOR 3	83,019	86,191	89,510	93,120	96,710	100,779	104,786	107,416	109,565	
SV3	3,182.40	3,304.00	3,431.20	3,569.60	3,707.20	3,863.20	4,016.80	4,117.60	4,200.00	
	39.78	41.30	42.89	44.62	46.34	48.29	50.21	51.47	52.50	
SURVEYOR 4	83,750	86,859	90,428	93,851	97,858	101,781	106,205	108,856	111,005	
SV4	3,210.40	3,329.60	3,466.40	3,597.60	3,751.20	3,901.60	4,071.20	4,172.80	4,255.20	
	40.13	41.62	43.33	44.97	46.89	48.77	50.89	52.16	53.19	
TECH ENG OFF 1	62,943	65,218	67,659	70,143	72,731	75,569	77,468	78,971		
TE1	2,412.80	2,500.00	2,593.60	2,688.80	2,788.00	2,896.80	2,969.60	3,027.20		
	30.16	31.25	32.42	33.61	34.85	36.21	37.12	37.84		
TECH ENG OFF 2	68,953	71,332	74,129	77,009	79,931	83,061	85,148	86,859		
TE2	2,643.20	2,734.40	2,841.60	2,952.00	3,064.00	3,184.00	3,264.00	3,329.60		
	33.04	34.18	35.52	36.90	38.30	39.80	40.80	41.62		
TECH ENG OFF 3	73,044	75,924	78,845	81,976	85,211	88,508	90,720	92,578		
TE3	2,800.00	2,910.40	3,022.40	3,142.40	3,266.40	3,392.80	3,477.60	3,548.80		
	35.00	36.38	37.78	39.28	40.83	42.41	43.47	44.36		

 denotes 20 years

 denotes 25 years

**PHYSICAL COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

AG TECHNLGST 1	40,737	42,115	43,388	44,807	46,289	47,979	49,169	50,191	51,193			
AG1	1,561.60	1,614.40	1,663.20	1,717.60	1,774.40	1,839.20	1,884.80	1,924.00	1,962.40			
	19.52	20.18	20.79	21.47	22.18	22.99	23.56	24.05	24.53			
AG TECHNLGST 2	46,038	47,478	49,190	50,797	52,508	54,240	55,576	56,661	57,788			
AG2	1,764.80	1,820.00	1,885.60	1,947.20	2,012.80	2,079.20	2,130.40	2,172.00	2,215.20			
	22.06	22.75	23.57	24.34	25.16	25.99	26.63	27.15	27.69			
AG TECHNLGST 3	51,715	53,510	55,325	57,183	59,395	61,503	63,047	64,299	65,593			
AG3	1,982.40	2,051.20	2,120.80	2,192.00	2,276.80	2,357.60	2,416.80	2,464.80	2,514.40			
	24.78	25.64	26.51	27.40	28.46	29.47	30.21	30.81	31.43			
AG TECHNLGST 4	55,325	57,183	59,395	61,503	63,819	66,198	67,847	69,266	70,644			
AG4	2,120.80	2,192.00	2,276.80	2,357.60	2,446.40	2,537.60	2,600.80	2,655.20	2,708.00			
	26.51	27.40	28.46	29.47	30.58	31.72	32.51	33.19	33.85			
AG TECHNLGST 5	61,503	63,757	66,157	68,578	71,082	73,858	75,694	77,197	78,741			
AG5	2,357.60	2,444.00	2,536.00	2,628.80	2,724.80	2,831.20	2,901.60	2,959.20	3,018.40			
	29.47	30.55	31.70	32.86	34.06	35.39	36.27	36.99	37.73			
AG TECHNLGST 6	68,953	71,437	74,191	77,092	80,098	83,291	85,357	87,068	88,800			
AG6	2,643.20	2,738.40	2,844.00	2,955.20	3,070.40	3,192.80	3,272.00	3,337.60	3,404.00			
	33.04	34.23	35.55	36.94	38.38	39.91	40.90	41.72	42.55			
AGROLOGIST 1	54,115	55,889	57,997	60,000	62,317	64,529	66,908	69,538	71,979	73,795	75,214	76,717
G1	2,074.40	2,142.40	2,223.20	2,300.00	2,388.80	2,473.60	2,564.80	2,665.60	2,759.20	2,828.80	2,883.20	2,940.80
	25.93	26.78	27.79	28.75	29.86	30.92	32.06	33.32	34.49	35.36	36.04	36.76

 denotes 20 years
 denotes 25 years

AGROLOGIST 2	61,252	63,360	65,698	68,160	70,644	73,211	76,111	79,075	81,997	84,063	85,732	87,444	
G2	2,348.00	2,428.80	2,518.40	2,612.80	2,708.00	2,806.40	2,917.60	3,031.20	3,143.20	3,222.40	3,286.40	3,352.00	
	29.35	30.36	31.48	32.66	33.85	35.08	36.47	37.89	39.29	40.28	41.08	41.90	
AGROLOGIST 3	74,818	77,531	80,536	83,541	87,047	90,282	94,164	96,856	99,277	101,343	103,367		
G3	2,868.00	2,972.00	3,087.20	3,202.40	3,336.80	3,460.80	3,609.60	3,712.80	3,805.60	3,884.80	3,962.40		
	35.85	37.15	38.59	40.03	41.71	43.26	45.12	46.41	47.57	48.56	49.53		
AGROLOGIST 4	80,536	83,541	87,047	90,282	94,164	97,878	102,198	104,745	106,852	108,981			
G4	3,087.20	3,202.40	3,336.80	3,460.80	3,609.60	3,752.00	3,917.60	4,015.20	4,096.00	4,177.60			
	38.59	40.03	41.71	43.26	45.12	46.90	48.97	50.19	51.20	52.22			
AGROLOGIST 5	83,541	87,047	90,282	94,164	97,878	102,198	106,602	109,795	112,529	114,825	117,120		
G5	3,202.40	3,336.80	3,460.80	3,609.60	3,752.00	3,917.60	4,086.40	4,208.80	4,313.60	4,401.60	4,489.60		
	40.03	41.71	43.26	45.12	46.90	48.97	51.08	52.61	53.92	55.02	56.12		
AGROLOGIST 6	87,631	91,409	95,061	99,235	103,534	107,958	112,612	115,430	117,705	120,063			
G6	3,359.20	3,504.00	3,644.00	3,804.00	3,968.80	4,138.40	4,316.80	4,424.80	4,512.00	4,602.40			
	41.99	43.80	45.55	47.55	49.61	51.73	53.96	55.31	56.40	57.53			
ARCHITECT 1	50,857	52,616	54,375	56,304	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688
AR1	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03
	26.89	27.82	28.75	29.77	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49
ARCHITECT 2	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759			
AR2	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43			
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93			
ARCHITECT 3	75,312	78,149	81,213	84,371	87,624	91,331	95,152	97,516	99,521	101,507			
AR3	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,738.10	3,814.95	3,891.08			
	39.82	41.32	42.94	44.61	46.33	48.29	50.31	51.56	52.62	53.67			
ARCHITECT 4	81,213	84,371	87,624	91,331	95,152	99,161	103,436	106,027	108,107	110,263			
AR4	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,965.03	4,064.35	4,144.10	4,226.75			
	42.94	44.61	46.33	48.29	50.31	52.43	54.69	56.06	57.16	58.30			

 denotes 20 years
 denotes 25 years

BIOLOGIST 1	58,122	60,334	62,484	64,842	67,138	69,621	72,438	74,984	76,863	78,386	79,951
BL1	2,228.00	2,312.80	2,395.20	2,485.60	2,573.60	2,668.80	2,776.80	2,874.40	2,946.40	3,004.80	3,064.80
	27.85	28.91	29.94	31.07	32.17	33.36	34.71	35.93	36.83	37.56	38.31
BIOLOGIST 2	70,831	73,941	76,466	79,513	82,539	85,816	89,301	91,513	93,329	95,186	
BL2	2,715.20	2,834.40	2,931.20	3,048.00	3,164.00	3,289.60	3,423.20	3,508.00	3,577.60	3,648.80	
	33.94	35.43	36.64	38.10	39.55	41.12	42.79	43.85	44.72	45.61	
BIOLOGIST 3	78,741	81,830	84,918	88,299	91,910	95,458	99,506	101,990	103,972	106,059	
BL3	3,018.40	3,136.80	3,255.20	3,384.80	3,523.20	3,659.20	3,814.40	3,909.60	3,985.60	4,065.60	
	37.73	39.21	40.69	42.31	44.04	45.74	47.68	48.87	49.82	50.82	
BIOLOGIST 4	89,510	93,078	96,668	100,738	104,828	109,398	114,219	117,078	119,353	121,732	
BL4	3,431.20	3,568.00	3,705.60	3,861.60	4,018.40	4,193.60	4,378.40	4,488.00	4,575.20	4,666.40	
	42.89	44.60	46.32	48.27	50.23	52.42	54.73	56.10	57.19	58.33	
DRAFTING TECHN 1	38,318	39,396	40,796	41,987	43,443	44,937	46,053	46,961	47,907		
DM1	1,468.85	1,510.18	1,563.83	1,609.50	1,665.33	1,722.60	1,765.38	1,800.18	1,836.43		
	20.26	20.83	21.57	22.20	22.97	23.76	24.35	24.83	25.33		
DRAFTING TECHN 2	46,034	47,567	49,080	50,857	52,616	54,375	55,737	56,834	57,969		
DM2	1,764.65	1,823.38	1,881.38	1,949.53	2,016.95	2,084.38	2,136.58	2,178.63	2,222.13		
	24.34	25.15	25.95	26.89	27.82	28.75	29.47	30.05	30.65		
DRAFTING TECHN 3	50,857	52,616	54,375	56,304	58,233	60,408	61,940	63,151	64,418		
DM3	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,374.38	2,420.78	2,469.35		
	26.89	27.82	28.75	29.77	30.79	31.94	32.75	33.39	34.06		
DRAFTING TECHN 4	54,375	56,304	58,233	60,408	62,735	65,023	66,650	67,955	69,317		
DM4	2,084.38	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,554.90	2,604.93	2,657.13		
	28.75	29.77	30.79	31.94	33.17	34.38	35.24	35.93	36.65		
DRAFTING TECHN 5	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688		
DM5	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03		
	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49		

 denotes 20 years
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ENGINEERING AID 1	40,383	41,614	42,929	44,327	45,725	47,395	48,564	49,586	50,588
EA1	1,548.00	1,595.20	1,645.60	1,699.20	1,752.80	1,816.80	1,861.60	1,900.80	1,939.20
	19.35	19.94	20.57	21.24	21.91	22.71	23.27	23.76	24.24

ENGINEERING AID 2	47,082	48,626	50,087	51,882	53,677	55,451	56,849	58,017	59,186
EA2	1,804.80	1,864.00	1,920.00	1,988.80	2,057.60	2,125.60	2,179.20	2,224.00	2,268.80
	22.56	23.30	24.00	24.86	25.72	26.57	27.24	27.80	28.36

ENGINEERING AID 3	52,529	54,386	56,202	58,205	60,188	62,442	64,007	65,238	66,553
EA3	2,013.60	2,084.80	2,154.40	2,231.20	2,307.20	2,393.60	2,453.60	2,500.80	2,551.20
	25.17	26.06	26.93	27.89	28.84	29.92	30.67	31.26	31.89

ENGINEERING AID 4	56,202	58,205	60,188	62,442	64,675	67,075	68,744	70,122	71,520
EA4	2,154.40	2,231.20	2,307.20	2,393.60	2,479.20	2,571.20	2,635.20	2,688.00	2,741.60
	26.93	27.89	28.84	29.92	30.99	32.14	32.94	33.60	34.27

ENVIRONMENTAL OFF 1	50,290	52,030	53,751	55,586	57,628	59,595	61,770	64,059	66,517	68,201	69,506	70,905
EO1	1,927.78	1,994.48	2,060.45	2,130.78	2,209.08	2,284.48	2,367.85	2,455.58	2,549.83	2,614.35	2,664.38	2,718.03
	26.59	27.51	28.42	29.39	30.47	31.51	32.66	33.87	35.17	36.06	36.75	37.49

ENVIRONMENTAL OFF 2	57,628	59,595	61,770	64,059	66,366	68,768	71,340	73,931	76,825	78,735	80,324	81,931
EO2	2,209.08	2,284.48	2,367.85	2,455.58	2,544.03	2,636.10	2,734.70	2,834.03	2,944.95	3,018.18	3,079.08	3,140.70
	30.47	31.51	32.66	33.87	35.09	36.36	37.72	39.09	40.62	41.63	42.47	43.32

ENVIRONMENTAL OFF 3	66,366	68,768	71,681	74,461	77,222	80,135	83,350	86,603	90,102	92,371	94,206	96,097
EO3	2,544.03	2,636.10	2,747.75	2,854.33	2,960.18	3,071.83	3,195.08	3,319.78	3,453.90	3,540.90	3,611.23	3,683.73
	35.09	36.36	37.90	39.37	40.83	42.37	44.07	45.79	47.64	48.84	49.81	50.81

ENVIRONMENTAL OFF 4	68,768	71,681	74,461	77,222	80,135	83,350	86,603	90,102	93,809	96,154	98,140	100,107
EO4	2,636.10	2,747.75	2,854.33	2,960.18	3,071.83	3,195.08	3,319.78	3,453.90	3,596.00	3,685.90	3,762.03	3,837.43
	36.36	37.90	39.37	40.83	42.37	44.07	45.79	47.64	49.60	50.84	51.89	52.93

ENVIRONMENTAL OFF 5	75,634	78,395	81,270	84,504	87,832	91,218	95,019	99,048	103,171	105,762	107,861	110,017
EO5	2,899.28	3,005.13	3,115.33	3,239.30	3,366.90	3,496.68	3,642.40	3,796.83	3,954.88	4,054.20	4,134.68	4,217.33
	39.99	41.45	42.97	44.68	46.44	48.23	50.24	52.37	54.55	55.92	57.03	58.17

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FORESTER 1	58,143	60,334	62,484	64,821	67,117	69,558	72,397	74,984	76,863	78,386	79,951
FO1	2,228.80	2,312.80	2,395.20	2,484.80	2,572.80	2,666.40	2,775.20	2,874.40	2,946.40	3,004.80	3,064.80
	27.86	28.91	29.94	31.06	32.16	33.33	34.69	35.93	36.83	37.56	38.31
FORESTER 2	70,873	73,983	76,487	79,513	82,581	85,837	89,301	91,513	93,329	95,186	
FO2	2,716.80	2,836.00	2,932.00	3,048.00	3,165.60	3,290.40	3,423.20	3,508.00	3,577.60	3,648.80	
	33.96	35.45	36.65	38.10	39.57	41.13	42.79	43.85	44.72	45.61	
FORESTER 3	78,804	81,830	84,939	88,278	91,910	95,478	99,506	101,990	103,972	106,059	
FO3	3,020.80	3,136.80	3,256.00	3,384.00	3,523.20	3,660.00	3,814.40	3,909.60	3,985.60	4,065.60	
	37.76	39.21	40.70	42.30	44.04	45.75	47.68	48.87	49.82	50.82	
FORESTER 4	89,489	93,099	96,668	100,738	104,849	109,419	114,219	117,078	119,353	121,732	
FO4	3,430.40	3,568.80	3,705.60	3,861.60	4,019.20	4,194.40	4,378.40	4,488.00	4,575.20	4,666.40	
	42.88	44.61	46.32	48.27	50.24	52.43	54.73	56.10	57.19	58.33	
GEOLOGIST 1	53,864	55,784	57,496	59,708	61,837	64,153	66,449	68,870	71,624	74,171	76,007
GE1	2,064.80	2,138.40	2,204.00	2,288.80	2,370.40	2,459.20	2,547.20	2,640.00	2,745.60	2,843.20	2,913.60
	25.81	26.73	27.55	28.61	29.63	30.74	31.84	33.00	34.32	35.54	36.42
										77,572	79,117
										2,973.60	3,032.80
										37.17	37.91
GEOLOGIST 2	73,211	75,798	78,699	81,704	85,064	88,362	91,785	94,080	96,000	97,920	
GE2	2,806.40	2,905.60	3,016.80	3,132.00	3,260.80	3,387.20	3,518.40	3,606.40	3,680.00	3,753.60	
	35.08	36.32	37.71	39.15	40.76	42.34	43.98	45.08	46.00	46.92	
GEOLOGIST 3	82,915	86,087	89,635	92,974	96,898	100,821	105,245	107,875	110,025	112,216	
GE3	3,178.40	3,300.00	3,436.00	3,564.00	3,714.40	3,864.80	4,034.40	4,135.20	4,217.60	4,301.60	
	39.73	41.25	42.95	44.55	46.43	48.31	50.43	51.69	52.72	53.77	
GEOLOGIST 4	92,974	96,898	100,821	105,245	109,795	114,511	119,437	122,421	124,905	127,409	
GE4	3,564.00	3,714.40	3,864.80	4,034.40	4,208.80	4,389.60	4,578.40	4,692.80	4,788.00	4,884.00	
	44.55	46.43	48.31	50.43	52.61	54.87	57.23	58.66	59.85	61.05	
HATCHERY SUPT	44,807	45,934	46,852	47,791							
HAS	1,717.60	1,760.80	1,796.00	1,832.00							
	21.47	22.01	22.45	22.90							

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HYDROMETEOROLOGIST	83,671	86,962	90,461	93,941	97,818	101,941	106,254	108,921	111,077	113,289			
HYD	3,207.40	3,333.55	3,467.68	3,601.08	3,749.70	3,907.75	4,073.05	4,175.28	4,257.93	4,342.75			
	44.24	45.98	47.83	49.67	51.72	53.90	56.18	57.59	58.73	59.90			
IND HYGIENIST 1	68,787	71,662	74,404	77,165	80,116	83,350	86,527	88,702	90,518	92,334			
IG1	2,636.83	2,747.03	2,852.15	2,958.00	3,071.10	3,195.08	3,316.88	3,400.25	3,469.85	3,539.45			
	36.37	37.89	39.34	40.80	42.36	44.07	45.75	46.90	47.86	48.82			
IND HYGIENIST 2	77,354	80,248	83,331	86,660	90,045	93,714	97,573	100,031	102,017	104,060			
IG2	2,965.25	3,076.18	3,194.35	3,321.95	3,451.73	3,592.38	3,740.28	3,834.53	3,910.65	3,988.95			
	40.90	42.43	44.06	45.82	47.61	49.55	51.59	52.89	53.94	55.02			
IND HYGIENIST 3	87,908	91,483	95,019	98,915	103,038	107,445	112,079	114,878	117,148	119,493			
IG3	3,369.80	3,506.83	3,642.40	3,791.75	3,949.80	4,118.73	4,296.35	4,403.65	4,490.65	4,580.55			
	46.48	48.37	50.24	52.30	54.48	56.81	59.26	60.74	61.94	63.18			
INTERIOR DESIGNER	50,857	52,616	54,375	56,304	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688
IND	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03
	26.89	27.82	28.75	29.77	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49
LAB TECHNICIAN 1 (Formerly	39,907	41,004	42,422	43,670	45,164	46,753	47,926	48,853	49,836				
LB1	1,529.75	1,571.80	1,626.18	1,674.03	1,731.30	1,792.20	1,837.15	1,872.68	1,910.38				
	21.10	21.68	22.43	23.09	23.88	24.72	25.34	25.83	26.35				
LAB TECHNICIAN 2 (Formerly	46,526	48,134	49,628	51,368	53,240	55,056	56,437	57,515	58,668				
LB2	1,783.50	1,845.13	1,902.40	1,969.10	2,040.88	2,110.48	2,163.40	2,204.73	2,248.95				
	24.60	25.45	26.24	27.16	28.15	29.11	29.84	30.41	31.02				
LAB TECHNICIAN 3 (Formerly	54,394	56,342	58,233	60,352	62,357	64,758	66,366	67,709	69,071				
LB3	2,085.10	2,159.78	2,232.28	2,313.48	2,390.33	2,482.40	2,544.03	2,595.50	2,647.70				
	28.76	29.79	30.79	31.91	32.97	34.24	35.09	35.80	36.52				
PARK PLANNER 1	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688				
KP1	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03				
	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49				

 denotes 20 years
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PARK PLANNER 2	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759
KP2	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43
	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93
PARK PLANNER 3	75,312	78,149	81,213	84,371	87,624	91,331	93,620	95,454	97,365
KP3	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,588.75	3,659.08	3,732.30
	39.82	41.32	42.94	44.61	46.33	48.29	49.50	50.47	51.48
PARK PLANNER 4	81,213	84,371	87,624	91,331	95,152	99,161	101,658	103,681	105,762
KP4	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,896.88	3,974.45	4,054.20
	42.94	44.61	46.33	48.29	50.31	52.43	53.75	54.82	55.92
PLANNER 1	61,524	63,794	66,120	68,503	71,038	73,894	75,728	77,222	78,773
LP1	2,358.43	2,445.43	2,534.60	2,625.95	2,723.10	2,832.58	2,902.90	2,960.18	3,019.63
	32.53	33.73	34.96	36.22	37.56	39.07	40.04	40.83	41.65
PLANNER 2	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759
LP2	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43
	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93
PLANNER 3	81,213	84,371	87,624	91,331	95,152	99,161	101,658	103,681	105,762
LP3	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,896.88	3,974.45	4,054.20
	42.94	44.61	46.33	48.29	50.31	52.43	53.75	54.82	55.92
PLANNER 4	84,371	87,624	91,331	95,152	99,161	103,436	106,027	108,107	110,263
LP4	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,965.03	4,064.35	4,144.10	4,226.75
	44.61	46.33	48.29	50.31	52.43	54.69	56.06	57.16	58.30
PLANNER 5	86,036	89,534	93,147	97,194	101,355	105,705	108,334	110,509	112,722
LP5	3,298.03	3,432.15	3,570.63	3,725.78	3,885.28	4,052.03	4,152.80	4,236.18	4,321.00
	45.49	47.34	49.25	51.39	53.59	55.89	57.28	58.43	59.60
PLANNING ASST 1	46,034	47,567	49,080	50,857	52,616	54,375	55,737	56,834	57,969
AP1	1,764.65	1,823.38	1,881.38	1,949.53	2,016.95	2,084.38	2,136.58	2,178.63	2,222.13
	24.34	25.15	25.95	26.89	27.82	28.75	29.47	30.05	30.65

 denotes 20 years
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PLANNING ASST 2	53,467	55,321	57,250	59,387	61,562	63,813	65,420	66,801	68,144				
AP2	2,049.58	2,120.63	2,194.58	2,276.50	2,359.88	2,446.15	2,507.78	2,560.70	2,612.18				
	28.27	29.25	30.27	31.40	32.55	33.74	34.59	35.32	36.03				
RESOURCE MGMT ASST 1	33,642	34,664	35,770	36,647	37,795	38,755	39,485	40,278					
RE1	1,289.60	1,328.80	1,371.20	1,404.80	1,448.80	1,485.60	1,513.60	1,544.00					
	16.12	16.61	17.14	17.56	18.11	18.57	18.92	19.30					
RESOURCE MGMT ASST 2	35,770	36,647	37,795	38,901	40,111	41,134	41,927	42,762					
RE2	1,371.20	1,404.80	1,448.80	1,491.20	1,537.60	1,576.80	1,607.20	1,639.20					
	17.14	17.56	18.11	18.64	19.22	19.71	20.09	20.49					
RESOURCE MGMT ASST 3	38,901	40,111	41,384	42,699	44,097	45,183	46,038	46,957					
RE3	1,491.20	1,537.60	1,586.40	1,636.80	1,690.40	1,732.00	1,764.80	1,800.00					
	18.64	19.22	19.83	20.46	21.13	21.65	22.06	22.50					
RESOURCE MGMT ASST 4	41,384	42,699	44,097	45,704	47,124	48,313	49,315	50,296					
RE4	1,586.40	1,636.80	1,690.40	1,752.00	1,806.40	1,852.00	1,890.40	1,928.00					
	19.83	20.46	21.13	21.90	22.58	23.15	23.63	24.10					
RESOURCE PLANNER 1	50,857	52,616	54,375	56,304	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688
RP1	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03
	26.89	27.82	28.75	29.77	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49
RESOURCE PLANNER 2	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759			
RP2	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43			
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93			
RESOURCE PLANNER 3	71,548	74,215	77,033	80,135	83,218	86,603	90,215	92,466	94,263	96,154			
RP3	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,319.78	3,458.25	3,544.53	3,613.40	3,685.90			
	37.83	39.24	40.73	42.37	44.00	45.79	47.70	48.89	49.84	50.84			
RESOURCE PLANNER 4	81,213	84,371	87,624	91,331	95,152	99,161	103,436	106,027	108,107	110,263			
RP4	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,965.03	4,064.35	4,144.10	4,226.75			
	42.94	44.61	46.33	48.29	50.31	52.43	54.69	56.06	57.16	58.30			

 denotes 20 years
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RESOURCE TECHN 1 RS1	43,221 1,656.80 20.71	44,619 1,710.40 21.38	46,038 1,764.80 22.06	47,478 1,820.00 22.75	49,190 1,885.60 23.57	50,797 1,947.20 24.34	52,070 1,996.00 24.95	53,113 2,036.00 25.45	54,177 2,076.80 25.96			
RESOURCE TECHN 2 RS2	47,478 1,820.00 22.75	49,190 1,885.60 23.57	50,797 1,947.20 24.34	52,508 2,012.80 25.16	54,240 2,079.20 25.99	56,306 2,158.40 26.98	57,725 2,212.80 27.66	58,894 2,257.60 28.22	60,063 2,302.40 28.78			
RESOURCE TECHN 3 RS3	51,903 1,989.60 24.87	53,656 2,056.80 25.71	55,346 2,121.60 26.52	57,412 2,200.80 27.51	59,457 2,279.20 28.49	61,670 2,364.00 29.55	63,214 2,423.20 30.29	64,508 2,472.80 30.91	65,802 2,522.40 31.53			
RESOURCE TECHN 4 RS4	54,240 2,079.20 25.99	56,306 2,158.40 26.98	58,268 2,233.60 27.92	60,480 2,318.40 28.98	62,630 2,400.80 30.01	64,946 2,489.60 31.12	66,574 2,552.00 31.90	67,889 2,602.40 32.53	69,245 2,654.40 33.18			
RESOURCE TECHN 5 RS5	60,480 2,318.40 28.98	62,671 2,402.40 30.03	64,925 2,488.80 31.11	67,409 2,584.00 32.30	69,746 2,673.60 33.42	72,480 2,778.40 34.73	74,296 2,848.00 35.60	75,778 2,904.80 36.31	77,301 2,963.20 37.04			
RESOURCE TECHN 6 RS6	67,409 2,584.00 32.30	69,746 2,673.60 33.42	72,480 2,778.40 34.73	75,235 2,884.00 36.05	78,157 2,996.00 37.45	81,183 3,112.00 38.90	83,228 3,190.40 39.88	84,898 3,254.40 40.68	86,588 3,319.20 41.49			
SCIENTIST 1 SX1	67,652 2,593.33 35.77	69,960 2,681.78 36.99	72,570 2,781.83 38.37	75,142 2,880.43 39.73	77,922 2,987.00 41.20	80,759 3,095.75 42.70	83,993 3,219.73 44.41	87,208 3,342.98 46.11	90,556 3,471.30 47.88	92,825 3,558.30 49.08	94,679 3,629.35 50.06	96,570 3,701.85 51.06
SCIENTIST 2 SX2	82,612 3,166.80 43.68	85,714 3,285.70 45.32	88,910 3,408.23 47.01	92,296 3,538.00 48.80	95,927 3,677.20 50.72	99,672 3,820.75 52.70	103,795 3,978.80 54.88	106,405 4,078.85 56.26	108,542 4,160.78 57.39	110,717 4,244.15 58.54		
SCIENTIST 3 SX3	95,927 3,677.20 50.72	99,672 3,820.75 52.70	103,795 3,978.80 54.88	108,202 4,147.73 57.21	112,798 4,323.90 59.64	117,602 4,508.05 62.18	122,803 4,707.43 64.93	128,061 4,908.98 67.71	131,276 5,032.23 69.41	133,886 5,132.28 70.79	136,571 5,235.23 72.21	

 denotes 20 years
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SPACE & PLAN CONSUL	72,702	75,804	78,754	81,629	84,712	88,173	91,539	93,828	95,662	97,573
SPC	2,786.90	2,905.80	3,018.90	3,129.10	3,247.28	3,379.95	3,509.00	3,596.73	3,667.05	3,740.28
	38.44	40.08	41.64	43.16	44.79	46.62	48.40	49.61	50.58	51.59
SURVEYOR 1	60,125	62,463	64,591	66,908	69,475	72,000	76,299	78,198	79,722	81,308
SV1	2,304.80	2,394.40	2,476.00	2,564.80	2,663.20	2,760.00	2,924.80	2,997.60	3,056.00	3,116.80
	28.81	29.93	30.95	32.06	33.29	34.50	36.56	37.47	38.20	38.96
SURVEYOR 2	79,889	82,831	86,045	89,238	92,911	96,438	100,550	103,054	105,120	107,228
SV2	3,062.40	3,175.20	3,298.40	3,420.80	3,561.60	3,696.80	3,854.40	3,950.40	4,029.60	4,110.40
	38.28	39.69	41.23	42.76	44.52	46.21	48.18	49.38	50.37	51.38
SURVEYOR 3	85,294	88,571	91,972	95,687	99,360	103,555	107,666	110,379	112,571	114,825
SV3	3,269.60	3,395.20	3,525.60	3,668.00	3,808.80	3,969.60	4,127.20	4,231.20	4,315.20	4,401.60
	40.87	42.44	44.07	45.85	47.61	49.62	51.59	52.89	53.94	55.02
SURVEYOR 4	86,045	89,238	92,911	96,438	100,550	104,578	109,127	111,840	114,052	116,327
SV4	3,298.40	3,420.80	3,561.60	3,696.80	3,854.40	4,008.80	4,183.20	4,287.20	4,372.00	4,459.20
	41.23	42.76	44.52	46.21	48.18	50.11	52.29	53.59	54.65	55.74
TECH ENG OFF 1	64,675	67,012	69,517	72,063	74,734	77,656	79,597	81,141	82,769	
TE1	2,479.20	2,568.80	2,664.80	2,762.40	2,864.80	2,976.80	3,051.20	3,110.40	3,172.80	
	30.99	32.11	33.31	34.53	35.81	37.21	38.14	38.88	39.66	
TECH ENG OFF 2	70,852	73,294	76,174	79,117	82,122	85,336	87,485	89,238	91,033	
TE2	2,716.00	2,809.60	2,920.00	3,032.80	3,148.00	3,271.20	3,353.60	3,420.80	3,489.60	
	33.95	35.12	36.50	37.91	39.35	40.89	41.92	42.76	43.62	
TECH ENG OFF 3	75,047	78,011	81,016	84,230	87,548	90,950	93,225	95,124	97,023	
TE3	2,876.80	2,990.40	3,105.60	3,228.80	3,356.00	3,486.40	3,573.60	3,646.40	3,719.20	
	35.96	37.38	38.82	40.36	41.95	43.58	44.67	45.58	46.49	

 denotes 20 years
 denotes 25 years

**PHYSICAL COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

AG TECHNLGST 1	41,969	43,388	44,682	46,143	47,687	49,419	50,651	51,694	52,737			
AG1	1,608.80	1,663.20	1,712.80	1,768.80	1,828.00	1,894.40	1,941.60	1,981.60	2,021.60			
	20.11	20.79	21.41	22.11	22.85	23.68	24.27	24.77	25.27			
AG TECHNLGST 2	47,416	48,897	50,671	52,320	54,073	55,868	57,245	58,351	59,520			
AG2	1,817.60	1,874.40	1,942.40	2,005.60	2,072.80	2,141.60	2,194.40	2,236.80	2,281.60			
	22.72	23.43	24.28	25.07	25.91	26.77	27.43	27.96	28.52			
AG TECHNLGST 3	53,259	55,117	56,995	58,894	61,169	63,339	64,946	66,219	67,555			
AG3	2,041.60	2,112.80	2,184.80	2,257.60	2,344.80	2,428.00	2,489.60	2,538.40	2,589.60			
	25.52	26.41	27.31	28.22	29.31	30.35	31.12	31.73	32.37			
AG TECHNLGST 4	56,995	58,894	61,169	63,339	65,739	68,181	69,892	71,353	72,772			
AG4	2,184.80	2,257.60	2,344.80	2,428.00	2,520.00	2,613.60	2,679.20	2,735.20	2,789.60			
	27.31	28.22	29.31	30.35	31.50	32.67	33.49	34.19	34.87			
AG TECHNLGST 5	63,339	65,677	68,139	70,644	73,211	76,070	77,969	79,513	81,099			
AG5	2,428.00	2,517.60	2,612.00	2,708.00	2,806.40	2,916.00	2,988.80	3,048.00	3,108.80			
	30.35	31.47	32.65	33.85	35.08	36.45	37.36	38.10	38.86			
AG TECHNLGST 6	71,019	73,586	76,424	79,409	82,498	85,795	87,924	89,677	91,471			
AG6	2,722.40	2,820.80	2,929.60	3,044.00	3,162.40	3,288.80	3,370.40	3,437.60	3,506.40			
	34.03	35.26	36.62	38.05	39.53	41.11	42.13	42.97	43.83			
AGROLOGIST 1	55,743	57,558	59,729	61,795	64,195	66,470	68,911	71,624	74,129	76,007	77,468	79,012
G1	2,136.80	2,206.40	2,289.60	2,368.80	2,460.80	2,548.00	2,641.60	2,745.60	2,841.60	2,913.60	2,969.60	3,028.80
	26.71	27.58	28.62	29.61	30.76	31.85	33.02	34.32	35.52	36.42	37.12	37.86

 denotes 20 years
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AGROLOGIST 2	63,089	65,259	67,659	70,205	72,772	75,402	78,386	81,454	84,459	86,588	88,299	90,073	
G2	2,418.40	2,501.60	2,593.60	2,691.20	2,789.60	2,890.40	3,004.80	3,122.40	3,237.60	3,319.20	3,384.80	3,452.80	
	30.23	31.27	32.42	33.64	34.87	36.13	37.56	39.03	40.47	41.49	42.31	43.16	
AGROLOGIST 3	77,071	79,847	82,957	86,045	89,656	92,995	96,981	99,757	102,261	104,390	106,477		
G3	2,954.40	3,060.80	3,180.00	3,298.40	3,436.80	3,564.80	3,717.60	3,824.00	3,920.00	4,001.60	4,081.60		
	36.93	38.26	39.75	41.23	42.96	44.56	46.47	47.80	49.00	50.02	51.02		
AGROLOGIST 4	82,957	86,045	89,656	92,995	96,981	100,821	105,266	107,896	110,066	112,258			
G4	3,180.00	3,298.40	3,436.80	3,564.80	3,717.60	3,864.80	4,035.20	4,136.00	4,219.20	4,303.20			
	39.75	41.23	42.96	44.56	46.47	48.31	50.44	51.70	52.74	53.79			
AGROLOGIST 5	86,045	89,656	92,995	96,981	100,821	105,266	109,795	113,092	115,910	118,268	120,626		
G5	3,298.40	3,436.80	3,564.80	3,717.60	3,864.80	4,035.20	4,208.80	4,335.20	4,443.20	4,533.60	4,624.00		
	41.23	42.96	44.56	46.47	48.31	50.44	52.61	54.19	55.54	56.67	57.80		
AGROLOGIST 6	90,261	94,143	97,920	102,219	106,644	111,193	115,993	118,894	121,232	123,673			
G6	3,460.00	3,608.80	3,753.60	3,918.40	4,088.00	4,262.40	4,446.40	4,557.60	4,647.20	4,740.80			
	43.25	45.11	46.92	48.98	51.10	53.28	55.58	56.97	58.09	59.26			
ARCHITECT 1	52,389	54,186	56,002	57,987	59,973	62,224	64,626	66,971	69,392	72,154	73,969	75,425	76,920
AR1	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48	2,891.30	2,948.58
	27.70	28.65	29.61	30.66	31.71	32.90	34.17	35.41	36.69	38.15	39.11	39.88	40.67
ARCHITECT 2	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426			
AR2	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65			
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34			
ARCHITECT 3	77,563	80,494	83,653	86,906	90,253	94,074	98,008	100,447	102,509	104,551			
AR3	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,850.48	3,929.50	4,007.80			
	41.01	42.56	44.23	45.95	47.72	49.74	51.82	53.11	54.20	55.28			
ARCHITECT 4	83,653	86,906	90,253	94,074	98,008	102,131	106,537	109,204	111,341	113,573			
AR4	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,083.93	4,186.15	4,268.08	4,353.63			
	44.23	45.95	47.72	49.74	51.82	54.00	56.33	57.74	58.87	60.05			

 denotes 20 years
 denotes 25 years

BIOLOGIST 1	61,064	63,402	65,656	68,118	70,539	73,148	76,111	78,783	80,744	82,351	84,000
BL1	2,340.80	2,430.40	2,516.80	2,611.20	2,704.00	2,804.00	2,917.60	3,020.00	3,095.20	3,156.80	3,220.00
	29.26	30.38	31.46	32.64	33.80	35.05	36.47	37.75	38.69	39.46	40.25
BIOLOGIST 2	74,421	77,677	80,327	83,520	86,713	90,157	93,809	96,146	98,045	100,007	
BL2	2,852.80	2,977.60	3,079.20	3,201.60	3,324.00	3,456.00	3,596.00	3,685.60	3,758.40	3,833.60	
	35.66	37.22	38.49	40.02	41.55	43.20	44.95	46.07	46.98	47.92	
BIOLOGIST 3	82,727	85,983	89,218	92,765	96,564	100,278	104,536	107,165	109,231	111,423	
BL3	3,171.20	3,296.00	3,420.00	3,556.00	3,701.60	3,844.00	4,007.20	4,108.00	4,187.20	4,271.20	
	39.64	41.20	42.75	44.45	46.27	48.05	50.09	51.35	52.34	53.39	
BIOLOGIST 4	94,038	97,795	101,551	105,830	110,129	114,929	120,000	123,005	125,405	127,889	
BL4	3,604.80	3,748.80	3,892.80	4,056.80	4,221.60	4,405.60	4,600.00	4,715.20	4,807.20	4,902.40	
	45.06	46.86	48.66	50.71	52.77	55.07	57.50	58.94	60.09	61.28	
DRAFTING TECHN 1	39,472	40,569	42,025	43,254	44,748	46,280	47,434	48,361	49,344		
DM1	1,513.08	1,555.13	1,610.95	1,658.08	1,715.35	1,774.08	1,818.30	1,853.83	1,891.53		
	20.87	21.45	22.22	22.87	23.66	24.47	25.08	25.57	26.09		
DRAFTING TECHN 2	47,415	48,985	50,555	52,389	54,186	56,002	57,401	58,536	59,709		
DM2	1,817.58	1,877.75	1,937.93	2,008.25	2,077.13	2,146.73	2,200.38	2,243.88	2,288.83		
	25.07	25.90	26.73	27.70	28.65	29.61	30.35	30.95	31.57		
DRAFTING TECHN 3	52,389	54,186	56,002	57,987	59,973	62,224	63,794	65,042	66,347		
DM3	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,445.43	2,493.28	2,543.30		
	27.70	28.65	29.61	30.66	31.71	32.90	33.73	34.39	35.08		
DRAFTING TECHN 4	56,002	57,987	59,973	62,224	64,626	66,971	68,654	69,997	71,397		
DM4	2,146.73	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,631.75	2,683.23	2,736.88		
	29.61	30.66	31.71	32.90	34.17	35.41	36.30	37.01	37.75		
DRAFTING TECHN 5	59,973	62,224	64,626	66,971	69,392	72,154	73,969	75,425	76,920		
DM5	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48	2,891.30	2,948.58		
	31.71	32.90	34.17	35.41	36.69	38.15	39.11	39.88	40.67		

 denotes 20 years
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ENGINEERING AID 1	42,428	43,722	45,099	46,581	48,042	49,795	51,026	52,091	53,155			
EA1	1,626.40	1,676.00	1,728.80	1,785.60	1,841.60	1,908.80	1,956.00	1,996.80	2,037.60			
	20.33	20.95	21.61	22.32	23.02	23.86	24.45	24.96	25.47			
ENGINEERING AID 2	49,461	51,089	52,612	54,511	56,390	58,268	59,729	60,939	62,171			
EA2	1,896.00	1,958.40	2,016.80	2,089.60	2,161.60	2,233.60	2,289.60	2,336.00	2,383.20			
	23.70	24.48	25.21	26.12	27.02	27.92	28.62	29.20	29.79			
ENGINEERING AID 3	55,200	57,141	59,040	61,148	63,235	65,614	67,242	68,536	69,934			
EA3	2,116.00	2,190.40	2,263.20	2,344.00	2,424.00	2,515.20	2,577.60	2,627.20	2,680.80			
	26.45	27.38	28.29	29.30	30.30	31.44	32.22	32.84	33.51			
ENGINEERING AID 4	59,040	61,148	63,235	65,614	67,951	70,456	72,230	73,670	75,151			
EA4	2,263.20	2,344.00	2,424.00	2,515.20	2,604.80	2,700.80	2,768.80	2,824.00	2,880.80			
	28.29	29.30	30.30	31.44	32.56	33.76	34.61	35.30	36.01			
ENVIRONMENTAL OFF 1	51,803	53,600	55,359	57,231	59,368	61,392	63,624	65,988	68,503	70,243	71,586	73,024
EO1	1,985.78	2,054.65	2,122.08	2,193.85	2,275.78	2,353.35	2,438.90	2,529.53	2,625.95	2,692.65	2,744.13	2,799.23
	27.39	28.34	29.27	30.26	31.39	32.46	33.64	34.89	36.22	37.14	37.85	38.61
ENVIRONMENTAL OFF 2	59,368	61,392	63,624	65,988	68,352	70,830	73,477	76,144	79,114	81,080	82,745	84,371
EO2	2,275.78	2,353.35	2,438.90	2,529.53	2,620.15	2,715.13	2,816.63	2,918.85	3,032.68	3,108.08	3,171.88	3,234.23
	31.39	32.46	33.64	34.89	36.14	37.45	38.85	40.26	41.83	42.87	43.75	44.61
ENVIRONMENTAL OFF 3	68,352	70,830	73,837	76,711	79,530	82,556	85,865	89,194	92,807	95,152	97,024	98,972
EO3	2,620.15	2,715.13	2,830.40	2,940.60	3,048.63	3,164.63	3,291.50	3,419.10	3,557.58	3,647.48	3,719.25	3,793.93
	36.14	37.45	39.04	40.56	42.05	43.65	45.40	47.16	49.07	50.31	51.30	52.33
ENVIRONMENTAL OFF 4	70,830	73,837	76,711	79,530	82,556	85,865	89,194	92,807	96,627	99,048	101,091	103,114
EO4	2,715.13	2,830.40	2,940.60	3,048.63	3,164.63	3,291.50	3,419.10	3,557.58	3,704.03	3,796.83	3,875.13	3,952.70
	37.45	39.04	40.56	42.05	43.65	45.40	47.16	49.07	51.09	52.37	53.45	54.52
ENVIRONMENTAL OFF 5	77,922	80,759	83,709	87,019	90,480	93,941	97,856	102,017	106,254	108,921	111,095	113,308
EO5	2,987.00	3,095.75	3,208.85	3,335.73	3,468.40	3,601.08	3,751.15	3,910.65	4,073.05	4,175.28	4,258.65	4,343.48
	41.20	42.70	44.26	46.01	47.84	49.67	51.74	53.94	56.18	57.59	58.74	59.91

 denotes 20 years
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FORESTER 1	61,085	63,402	65,656	68,098	70,498	73,085	76,049	78,783	80,744	82,351	84,000
FO1	2,341.60	2,430.40	2,516.80	2,610.40	2,702.40	2,801.60	2,915.20	3,020.00	3,095.20	3,156.80	3,220.00
	29.27	30.38	31.46	32.63	33.78	35.02	36.44	37.75	38.69	39.46	40.25
FORESTER 2	74,463	77,718	80,369	83,520	86,776	90,178	93,809	96,146	98,045	100,007	
FO2	2,854.40	2,979.20	3,080.80	3,201.60	3,326.40	3,456.80	3,596.00	3,685.60	3,758.40	3,833.60	
	35.68	37.24	38.51	40.02	41.58	43.21	44.95	46.07	46.98	47.92	
FORESTER 3	82,790	85,983	89,238	92,745	96,564	100,299	104,536	107,165	109,231	111,423	
FO3	3,173.60	3,296.00	3,420.80	3,555.20	3,701.60	3,844.80	4,007.20	4,108.00	4,187.20	4,271.20	
	39.67	41.20	42.76	44.44	46.27	48.06	50.09	51.35	52.34	53.39	
FORESTER 4	94,018	97,816	101,551	105,830	110,171	114,950	120,000	123,005	125,405	127,889	
FO4	3,604.00	3,749.60	3,892.80	4,056.80	4,223.20	4,406.40	4,600.00	4,715.20	4,807.20	4,902.40	
	45.05	46.87	48.66	50.71	52.79	55.08	57.50	58.94	60.09	61.28	
GEOLOGIST 1	55,471	57,454	59,228	61,503	63,694	66,073	68,452	70,936	73,774	76,404	78,282
GE1	2,126.40	2,202.40	2,270.40	2,357.60	2,441.60	2,532.80	2,624.00	2,719.20	2,828.00	2,928.80	3,000.80
	26.58	27.53	28.38	29.47	30.52	31.66	32.80	33.99	35.35	36.61	37.51
											79,910
											81,496
											3,063.20
											39.05
GEOLOGIST 2	75,402	78,073	81,058	84,146	87,611	91,012	94,539	96,898	98,880	100,863	
GE2	2,890.40	2,992.80	3,107.20	3,225.60	3,358.40	3,488.80	3,624.00	3,714.40	3,790.40	3,866.40	
	36.13	37.41	38.84	40.32	41.98	43.61	45.30	46.43	47.38	48.33	
GEOLOGIST 3	85,398	88,675	92,327	95,771	99,798	103,847	108,397	111,110	113,322	115,576	
GE3	3,273.60	3,399.20	3,539.20	3,671.20	3,825.60	3,980.80	4,155.20	4,259.20	4,344.00	4,430.40	
	40.92	42.49	44.24	45.89	47.82	49.76	51.94	53.24	54.30	55.38	
GEOLOGIST 4	95,771	99,798	103,847	108,397	113,092	117,955	123,026	126,094	128,661	131,228	
GE4	3,671.20	3,825.60	3,980.80	4,155.20	4,335.20	4,521.60	4,716.00	4,833.60	4,932.00	5,030.40	
	45.89	47.82	49.76	51.94	54.19	56.52	58.95	60.42	61.65	62.88	
HATCHERY SUPT	46,143	47,311	48,251	49,231							
HAS	1,768.80	1,813.60	1,849.60	1,887.20							
	22.11	22.67	23.12	23.59							

 denotes 20 years
 denotes 25 years

HYDROMETEOROLOGIST HYD	86,187 3,303.83 45.57	89,572 3,433.60 47.36	93,166 3,571.35 49.26	96,759 3,709.10 51.16	100,750 3,862.08 53.27	105,005 4,025.20 55.52	109,450 4,195.58 57.87	112,192 4,300.70 59.32	114,405 4,385.53 60.49	116,694 4,473.25 61.70			
IND HYGIENIST 1 IG1	72,267 2,770.23 38.21	75,293 2,886.23 39.81	78,168 2,996.43 41.33	81,061 3,107.35 42.86	84,163 3,226.25 44.50	87,568 3,356.75 46.30	90,896 3,484.35 48.06	93,204 3,572.80 49.28	95,114 3,646.03 50.29	97,005 3,718.53 51.29			
IND HYGIENIST 2 IG2	81,270 3,115.33 42.97	84,296 3,231.33 44.57	87,549 3,356.03 46.29	91,029 3,489.43 48.13	94,603 3,626.45 50.02	98,461 3,774.35 52.06	102,509 3,929.50 54.20	105,100 4,028.83 55.57	107,181 4,108.58 56.67	109,318 4,190.50 57.80			
IND HYGIENIST 3 IG3	92,353 3,540.18 48.83	96,116 3,684.45 50.82	99,842 3,827.28 52.79	103,927 3,983.88 54.95	108,240 4,149.18 57.23	112,873 4,326.80 59.68	117,753 4,513.85 62.26	120,684 4,626.23 63.81	123,086 4,718.30 65.08	125,545 4,812.55 66.38			
INTERIOR DESIGNER IND	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67
LAB TECHNICIAN 1 (Formerly LB1	41,098 1,575.43 21.73	42,233 1,618.93 22.33	43,689 1,674.75 23.10	44,975 1,724.05 23.78	46,526 1,783.50 24.60	48,153 1,845.85 25.46	49,363 1,892.25 26.10	50,309 1,928.50 26.60	51,330 1,967.65 27.14				
LAB TECHNICIAN 2 (Formerly LB2	47,926 1,837.15 25.34	49,571 1,900.23 26.21	51,122 1,959.68 27.03	52,900 2,027.83 27.97	54,829 2,101.78 28.99	56,701 2,173.55 29.98	58,139 2,228.65 30.74	59,236 2,270.70 31.32	60,427 2,316.38 31.95				
LAB TECHNICIAN 3 (Formerly LB3	56,021 2,147.45 29.62	58,025 2,224.30 30.68	59,973 2,298.98 31.71	62,167 2,383.08 32.87	64,229 2,462.10 33.96	66,707 2,557.08 35.27	68,352 2,620.15 36.14	69,733 2,673.08 36.87	71,151 2,727.45 37.62				
PARK PLANNER 1 KP1	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67				

 denotes 20 years
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PARK PLANNER 2	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
KP2	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
PARK PLANNER 3	77,563	80,494	83,653	86,906	90,253	94,074	96,438	98,310	100,277
KP3	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,696.78	3,768.55	3,843.95
	41.01	42.56	44.23	45.95	47.72	49.74	50.99	51.98	53.02
PARK PLANNER 4	83,653	86,906	90,253	94,074	98,008	102,131	104,703	106,783	108,939
KP4	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,013.60	4,093.35	4,176.00
	44.23	45.95	47.72	49.74	51.82	54.00	55.36	56.46	57.60
PLANNER 1	63,378	65,704	68,106	70,565	73,175	76,106	77,998	79,530	81,137
LP1	2,429.48	2,518.65	2,610.73	2,704.98	2,805.03	2,917.40	2,989.90	3,048.63	3,110.25
	33.51	34.74	36.01	37.31	38.69	40.24	41.24	42.05	42.90
PLANNER 2	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
LP2	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
PLANNER 3	83,653	86,906	90,253	94,074	98,008	102,131	104,703	106,783	108,939
LP3	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,013.60	4,093.35	4,176.00
	44.23	45.95	47.72	49.74	51.82	54.00	55.36	56.46	57.60
PLANNER 4	86,906	90,253	94,074	98,008	102,131	106,537	109,204	111,341	113,573
LP4	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,083.93	4,186.15	4,268.08	4,353.63
	45.95	47.72	49.74	51.82	54.00	56.33	57.74	58.87	60.05
PLANNER 5	88,608	92,220	95,946	100,107	104,400	108,883	111,587	113,819	116,107
LP5	3,396.63	3,535.10	3,677.93	3,837.43	4,002.00	4,173.83	4,277.50	4,363.05	4,450.78
	46.85	48.76	50.73	52.93	55.20	57.57	59.00	60.18	61.39
PLANNING ASST 1	47,415	48,985	50,555	52,389	54,186	56,002	57,401	58,536	59,709
AP1	1,817.58	1,877.75	1,937.93	2,008.25	2,077.13	2,146.73	2,200.38	2,243.88	2,288.83
	25.07	25.90	26.73	27.70	28.65	29.61	30.35	30.95	31.57

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PLANNING ASST 2	55,075	56,985	58,971	61,165	63,416	65,723	67,387	68,806	70,187		
AP2	2,111.20	2,184.43	2,260.55	2,344.65	2,430.93	2,519.38	2,583.18	2,637.55	2,690.48		
	29.12	30.13	31.18	32.34	33.53	34.75	35.63	36.38	37.11		
RESOURCE MGMT ASST 1	34,644	35,708	36,835	37,753	38,922	39,924	40,675	41,489			
RE1	1,328.00	1,368.80	1,412.00	1,447.20	1,492.00	1,530.40	1,559.20	1,590.40			
	16.60	17.11	17.65	18.09	18.65	19.13	19.49	19.88			
RESOURCE MGMT ASST 2	36,835	37,753	38,922	40,070	41,322	42,365	43,179	44,035			
RE2	1,412.00	1,447.20	1,492.00	1,536.00	1,584.00	1,624.00	1,655.20	1,688.00			
	17.65	18.09	18.65	19.20	19.80	20.30	20.69	21.10			
RESOURCE MGMT ASST 3	40,070	41,322	42,616	43,972	45,412	46,539	47,416	48,376			
RE3	1,536.00	1,584.00	1,633.60	1,685.60	1,740.80	1,784.00	1,817.60	1,854.40			
	19.20	19.80	20.42	21.07	21.76	22.30	22.72	23.18			
RESOURCE MGMT ASST 4	42,616	43,972	45,412	47,082	48,543	49,753	50,797	51,798			
RE4	1,633.60	1,685.60	1,740.80	1,804.80	1,860.80	1,907.20	1,947.20	1,985.60			
	20.42	21.07	21.76	22.56	23.26	23.84	24.34	24.82			
RESOURCE PLANNER 1	52,389	54,186	56,002	57,987	59,973	62,224	64,626	66,971	69,392	72,154	73,969
RP1	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48
	27.70	28.65	29.61	30.66	31.71	32.90	34.17	35.41	36.69	38.15	39.11
										75,425	76,920
										2,891.30	2,948.58
										39.88	40.67
RESOURCE PLANNER 2	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426	
RP2	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65	
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34	
RESOURCE PLANNER 3	73,685	76,447	79,340	82,537	85,714	89,194	92,920	95,246	97,100	99,048	
RP3	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,419.10	3,561.93	3,651.10	3,722.15	3,796.83	
	38.96	40.42	41.95	43.64	45.32	47.16	49.13	50.36	51.34	52.37	
RESOURCE PLANNER 4	83,653	86,906	90,253	94,074	98,008	102,131	106,537	109,204	111,341	113,573	
RP4	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,083.93	4,186.15	4,268.08	4,353.63	
	44.23	45.95	47.72	49.74	51.82	54.00	56.33	57.74	58.87	60.05	

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RESOURCE TECHN 1 RS1	44,515 1,706.40 21.33	45,955 1,761.60 22.02	47,416 1,817.60 22.72	48,897 1,874.40 23.43	50,671 1,942.40 24.28	52,320 2,005.60 25.07	53,635 2,056.00 25.70	54,699 2,096.80 26.21	55,805 2,139.20 26.74			
RESOURCE TECHN 2 RS2	48,897 1,874.40 23.43	50,671 1,942.40 24.28	52,320 2,005.60 25.07	54,073 2,072.80 25.91	55,868 2,141.60 26.77	57,997 2,223.20 27.79	59,457 2,279.20 28.49	60,668 2,325.60 29.07	61,857 2,371.20 29.64			
RESOURCE TECHN 3 RS3	53,468 2,049.60 25.62	55,263 2,118.40 26.48	57,016 2,185.60 27.32	59,144 2,267.20 28.34	61,231 2,347.20 29.34	63,527 2,435.20 30.44	65,113 2,496.00 31.20	66,449 2,547.20 31.84	67,784 2,598.40 32.48			
RESOURCE TECHN 4 RS4	55,868 2,141.60 26.77	57,997 2,223.20 27.79	60,021 2,300.80 28.76	62,296 2,388.00 29.85	64,508 2,472.80 30.91	66,887 2,564.00 32.05	68,578 2,628.80 32.86	69,934 2,680.80 33.51	71,332 2,734.40 34.18			
RESOURCE TECHN 5 RS5	62,296 2,388.00 29.85	64,550 2,474.40 30.93	66,866 2,563.20 32.04	69,433 2,661.60 33.27	71,833 2,753.60 34.42	74,651 2,861.60 35.77	76,529 2,933.60 36.67	78,052 2,992.00 37.40	79,618 3,052.00 38.15			
RESOURCE TECHN 6 RS6	69,433 2,661.60 33.27	71,833 2,753.60 34.42	74,651 2,861.60 35.77	77,489 2,970.40 37.13	80,494 3,085.60 38.57	83,624 3,205.60 40.07	85,732 3,286.40 41.08	87,444 3,352.00 41.90	89,176 3,418.40 42.73			
SCIENTIST 1 SX1	69,676 2,670.90 36.84	72,059 2,762.25 38.10	74,744 2,865.20 39.52	77,392 2,966.70 40.92	80,267 3,076.90 42.44	83,180 3,188.55 43.98	86,508 3,316.15 45.74	89,818 3,443.03 47.49	93,279 3,575.70 49.32	95,606 3,664.88 50.55	97,516 3,738.10 51.56	99,464 3,812.78 52.59
SCIENTIST 2 SX2	85,090 3,261.78 44.99	88,286 3,384.30 46.68	91,577 3,510.45 48.42	95,057 3,643.85 50.26	98,802 3,787.40 52.24	102,660 3,935.30 54.28	106,916 4,098.43 56.53	109,601 4,201.38 57.95	111,795 4,285.48 59.11	114,046 4,371.75 60.30		
SCIENTIST 3 SX3	98,802 3,787.40 52.24	102,660 3,935.30 54.28	106,916 4,098.43 56.53	111,455 4,272.43 58.93	116,183 4,453.68 61.43	121,138 4,643.63 64.05	126,491 4,848.80 66.88	131,900 5,056.15 69.74	135,210 5,183.03 71.49	137,895 5,285.98 72.91	140,675 5,392.55 74.38	

 denotes 20 years
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SPACE & PLAN CONSUL	74,877	78,073	81,118	84,069	87,246	90,821	94,282	96,646	98,537	100,504
SPC	2,870.28	2,992.80	3,109.53	3,222.63	3,344.43	3,481.45	3,614.13	3,704.75	3,777.25	3,852.65
	39.59	41.28	42.89	44.45	46.13	48.02	49.85	51.10	52.10	53.14
SURVEYOR 1	61,920	64,341	66,532	68,911	71,562	74,171	78,595	80,536	82,122	83,750
SV1	2,373.60	2,466.40	2,550.40	2,641.60	2,743.20	2,843.20	3,012.80	3,087.20	3,148.00	3,210.40
	29.67	30.83	31.88	33.02	34.29	35.54	37.66	38.59	39.35	40.13
SURVEYOR 2	82,289	85,315	88,633	91,910	95,708	99,339	103,576	106,143	108,271	110,442
SV2	3,154.40	3,270.40	3,397.60	3,523.20	3,668.80	3,808.00	3,970.40	4,068.80	4,150.40	4,233.60
	39.43	40.88	42.47	44.04	45.86	47.60	49.63	50.86	51.88	52.92
SURVEYOR 3	87,861	91,221	94,727	98,567	102,345	106,665	110,901	113,698	115,951	118,268
SV3	3,368.00	3,496.80	3,631.20	3,778.40	3,923.20	4,088.80	4,251.20	4,358.40	4,444.80	4,533.60
	42.10	43.71	45.39	47.23	49.04	51.11	53.14	54.48	55.56	56.67
SURVEYOR 4	88,633	91,910	95,708	99,339	103,576	107,708	112,404	115,200	117,475	119,812
SV4	3,397.60	3,523.20	3,668.80	3,808.00	3,970.40	4,128.80	4,308.80	4,416.00	4,503.20	4,592.80
	42.47	44.04	45.86	47.60	49.63	51.61	53.86	55.20	56.29	57.41
TECH ENG OFF 1	67,951	70,393	73,044	75,715	78,511	81,600	83,624	85,252	86,964	
TE1	2,604.80	2,698.40	2,800.00	2,902.40	3,009.60	3,128.00	3,205.60	3,268.00	3,333.60	
	32.56	33.73	35.00	36.28	37.62	39.10	40.07	40.85	41.67	
TECH ENG OFF 2	74,442	76,988	80,035	83,124	86,275	89,656	91,910	93,746	95,645	
TE2	2,853.60	2,951.20	3,068.00	3,186.40	3,307.20	3,436.80	3,523.20	3,593.60	3,666.40	
	35.67	36.89	38.35	39.83	41.34	42.96	44.04	44.92	45.83	
TECH ENG OFF 3	78,845	81,955	85,106	88,487	91,972	95,562	97,941	99,945	101,927	
TE3	3,022.40	3,141.60	3,262.40	3,392.00	3,525.60	3,663.20	3,754.40	3,831.20	3,907.20	
	37.78	39.27	40.78	42.40	44.07	45.79	46.93	47.89	48.84	

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PHYSICAL COMPONENT YEAR 4 SALARY SCHEDULE

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AG TECHNLGST 1	44,515	46,017	47,395	48,939	50,609	52,424	53,739	54,845	55,951			
AG1	1,706.40	1,764.00	1,816.80	1,876.00	1,940.00	2,009.60	2,060.00	2,102.40	2,144.80			
	21.33	22.05	22.71	23.45	24.25	25.12	25.75	26.28	26.81			
AG TECHNLGST 2	50,296	51,861	53,760	55,492	57,371	59,270	60,731	61,899	63,151			
AG2	1,928.00	1,988.00	2,060.80	2,127.20	2,199.20	2,272.00	2,328.00	2,372.80	2,420.80			
	24.10	24.85	25.76	26.59	27.49	28.40	29.10	29.66	30.26			
AG TECHNLGST 3	56,515	58,477	60,459	62,484	64,904	67,200	68,891	70,247	71,666			
AG3	2,166.40	2,241.60	2,317.60	2,395.20	2,488.00	2,576.00	2,640.80	2,692.80	2,747.20			
	27.08	28.02	28.97	29.94	31.10	32.20	33.01	33.66	34.34			
AG TECHNLGST 4	60,459	62,484	64,904	67,200	69,746	72,334	74,129	75,715	77,218			
AG4	2,317.60	2,395.20	2,488.00	2,576.00	2,673.60	2,772.80	2,841.60	2,902.40	2,960.00			
	28.97	29.94	31.10	32.20	33.42	34.66	35.52	36.28	37.00			
AG TECHNLGST 5	67,200	69,663	72,292	74,964	77,656	80,703	82,706	84,355	86,045			
AG5	2,576.00	2,670.40	2,771.20	2,873.60	2,976.80	3,093.60	3,170.40	3,233.60	3,298.40			
	32.20	33.38	34.64	35.92	37.21	38.67	39.63	40.42	41.23			
AG TECHNLGST 6	75,339	78,073	81,078	84,251	87,527	91,012	93,266	95,145	97,023			
AG6	2,888.00	2,992.80	3,108.00	3,229.60	3,355.20	3,488.80	3,575.20	3,647.20	3,719.20			
	36.10	37.41	38.85	40.37	41.94	43.61	44.69	45.59	46.49			
AGROLOGIST 1	59,144	61,064	63,360	65,572	68,098	70,518	73,106	75,986	78,658	80,640	82,184	83,833
G1	2,267.20	2,340.80	2,428.80	2,513.60	2,610.40	2,703.20	2,802.40	2,912.80	3,015.20	3,091.20	3,150.40	3,213.60
	28.34	29.26	30.36	31.42	32.63	33.79	35.03	36.41	37.69	38.64	39.38	40.17
AGROLOGIST 2	66,929	69,245	71,771	74,484	77,218	79,993	83,165	86,421	89,593	91,847	93,684	95,541
G2	2,565.60	2,654.40	2,751.20	2,855.20	2,960.00	3,066.40	3,188.00	3,312.80	3,434.40	3,520.80	3,591.20	3,662.40
	32.07	33.18	34.39	35.69	37.00	38.33	39.85	41.41	42.93	44.01	44.89	45.78
AGROLOGIST 3	81,767	84,710	88,007	91,284	95,124	98,671	102,887	105,830	108,480	110,755	112,967	
G3	3,134.40	3,247.20	3,373.60	3,499.20	3,646.40	3,782.40	3,944.00	4,056.80	4,158.40	4,245.60	4,330.40	
	39.18	40.59	42.17	43.74	45.58	47.28	49.30	50.71	51.98	53.07	54.13	

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Alternate formats available.

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AGROLOGIST 4	88,007	91,284	95,124	98,671	102,887	106,957	111,673	114,470	116,765	119,082			
G4	3,373.60	3,499.20	3,646.40	3,782.40	3,944.00	4,100.00	4,280.80	4,388.00	4,476.00	4,564.80			
	42.17	43.74	45.58	47.28	49.30	51.25	53.51	54.85	55.95	57.06			
AGROLOGIST 5	91,284	95,124	98,671	102,887	106,957	111,673	116,494	119,979	122,985	125,468	127,972		
G5	3,499.20	3,646.40	3,782.40	3,944.00	4,100.00	4,280.80	4,465.60	4,599.20	4,714.40	4,809.60	4,905.60		
	43.74	45.58	47.28	49.30	51.25	53.51	55.82	57.49	58.93	60.12	61.32		
AGROLOGIST 6	95,771	99,861	103,889	108,438	113,134	117,976	123,068	126,136	128,598	131,207			
G6	3,671.20	3,828.00	3,982.40	4,156.80	4,336.80	4,522.40	4,717.60	4,835.20	4,929.60	5,029.60			
	45.89	47.85	49.78	51.96	54.21	56.53	58.97	60.44	61.62	62.87			
ARCHITECT 1	55,586	57,496	59,425	61,524	63,624	66,026	68,579	71,038	73,610	76,541	78,470	80,021	81,610
AR1	2,130.78	2,204.00	2,277.95	2,358.43	2,438.90	2,530.98	2,628.85	2,723.10	2,821.70	2,934.08	3,008.03	3,067.48	3,128.38
	29.39	30.40	31.42	32.53	33.64	34.91	36.26	37.56	38.92	40.47	41.49	42.31	43.15
ARCHITECT 2	72,248	75,350	78,168	81,099	84,182	87,568	90,934	93,204	95,076	96,986			
AR2	2,769.50	2,888.40	2,996.43	3,108.80	3,226.98	3,356.75	3,485.80	3,572.80	3,644.58	3,717.80			
	38.20	39.84	41.33	42.88	44.51	46.30	48.08	49.28	50.27	51.28			
ARCHITECT 3	82,291	85,411	88,759	92,201	95,738	99,804	103,965	106,556	108,750	110,925			
AR3	3,154.48	3,274.10	3,402.43	3,534.38	3,669.95	3,825.83	3,985.33	4,084.65	4,168.75	4,252.13			
	43.51	45.16	46.93	48.75	50.62	52.77	54.97	56.34	57.50	58.65			
ARCHITECT 4	88,759	92,201	95,738	99,804	103,965	108,353	113,025	115,843	118,131	120,495			
AR4	3,402.43	3,534.38	3,669.95	3,825.83	3,985.33	4,153.53	4,332.60	4,440.63	4,528.35	4,618.98			
	46.93	48.75	50.62	52.77	54.97	57.29	59.76	61.25	62.46	63.71			
BIOLOGIST 1	62,901	65,301	67,618	70,164	72,647	75,339	78,386	81,141	83,165	84,814	86,525		
BL1	2,411.20	2,503.20	2,592.00	2,689.60	2,784.80	2,888.00	3,004.80	3,110.40	3,188.00	3,251.20	3,316.80		
	30.14	31.29	32.40	33.62	34.81	36.10	37.56	38.88	39.85	40.64	41.46		
BIOLOGIST 2	76,654	80,014	82,727	86,024	89,322	92,870	96,626	99,026	100,988	103,012			
BL2	2,938.40	3,067.20	3,171.20	3,297.60	3,424.00	3,560.00	3,704.00	3,796.00	3,871.20	3,948.80			
	36.73	38.34	39.64	41.22	42.80	44.50	46.30	47.45	48.39	49.36			

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BIOLOGIST 3	85,211	88,571	91,889	95,541	99,465	103,284	107,666	110,379	112,508	114,762
BL3	3,266.40	3,395.20	3,522.40	3,662.40	3,812.80	3,959.20	4,127.20	4,231.20	4,312.80	4,399.20
	40.83	42.44	44.03	45.78	47.66	49.49	51.59	52.89	53.91	54.99
BIOLOGIST 4	96,856	100,738	104,598	109,002	113,426	118,372	123,611	126,699	129,162	131,729
BL4	3,712.80	3,861.60	4,009.60	4,178.40	4,348.00	4,537.60	4,738.40	4,856.80	4,951.20	5,049.60
	46.41	48.27	50.12	52.23	54.35	56.72	59.23	60.71	61.89	63.12
DRAFTING TECHN 1	40,663	41,779	43,292	44,559	46,091	47,661	48,853	49,817	50,820	
DM1	1,558.75	1,601.53	1,659.53	1,708.10	1,766.83	1,827.00	1,872.68	1,909.65	1,948.08	
	21.50	22.09	22.89	23.56	24.37	25.20	25.83	26.34	26.87	
DRAFTING TECHN 2	48,834	50,460	52,068	53,959	55,813	57,685	59,122	60,295	61,505	
DM2	1,871.95	1,934.30	1,995.93	2,068.43	2,139.48	2,211.25	2,266.35	2,311.30	2,357.70	
	25.82	26.68	27.53	28.53	29.51	30.50	31.26	31.88	32.52	
DRAFTING TECHN 3	53,959	55,813	57,685	59,727	61,770	64,097	65,704	66,990	68,333	
DM3	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,457.03	2,518.65	2,567.95	2,619.43	
	28.53	29.51	30.50	31.58	32.66	33.89	34.74	35.42	36.13	
DRAFTING TECHN 4	57,685	59,727	61,770	64,097	66,574	68,976	70,716	72,097	73,534	
DM4	2,211.25	2,289.55	2,367.85	2,457.03	2,552.00	2,644.08	2,710.78	2,763.70	2,818.80	
	30.50	31.58	32.66	33.89	35.20	36.47	37.39	38.12	38.88	
DRAFTING TECHN 5	61,770	64,097	66,574	68,976	71,473	74,310	76,182	77,695	79,227	
DM5	2,367.85	2,457.03	2,552.00	2,644.08	2,739.78	2,848.53	2,920.30	2,978.30	3,037.03	
	32.66	33.89	35.20	36.47	37.79	39.29	40.28	41.08	41.89	
ENGINEERING AID 1	43,701	45,037	46,456	47,979	49,482	51,297	52,550	53,656	54,741	
EA1	1,675.20	1,726.40	1,780.80	1,839.20	1,896.80	1,966.40	2,014.40	2,056.80	2,098.40	
	20.94	21.58	22.26	22.99	23.71	24.58	25.18	25.71	26.23	
ENGINEERING AID 2	50,943	52,612	54,198	56,139	58,080	60,021	61,524	62,776	64,028	
EA2	1,952.80	2,016.80	2,077.60	2,152.00	2,226.40	2,300.80	2,358.40	2,406.40	2,454.40	
	24.41	25.21	25.97	26.90	27.83	28.76	29.48	30.08	30.68	
ENGINEERING AID 3	56,849	58,852	60,814	62,984	65,134	67,576	69,266	70,602	72,042	
EA3	2,179.20	2,256.00	2,331.20	2,414.40	2,496.80	2,590.40	2,655.20	2,706.40	2,761.60	
	27.24	28.20	29.14	30.18	31.21	32.38	33.19	33.83	34.52	

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ENGINEERING AID 4	60,814	62,984	65,134	67,576	69,997	72,564	74,400	75,882	77,405			
EA4	2,331.20	2,414.40	2,496.80	2,590.40	2,683.20	2,781.60	2,852.00	2,908.80	2,967.20			
	29.14	30.18	31.21	32.38	33.54	34.77	35.65	36.36	37.09			
ENVIRONMENTAL OFF 1	53,354	55,207	57,023	58,952	61,146	63,227	65,534	67,974	70,565	72,343	73,742	75,217
EO1	2,045.23	2,116.28	2,185.88	2,259.83	2,343.93	2,423.68	2,512.13	2,605.65	2,704.98	2,773.13	2,826.78	2,883.33
	28.21	29.19	30.15	31.17	32.33	33.43	34.65	35.94	37.31	38.25	38.99	39.77
ENVIRONMENTAL OFF 2	61,146	63,227	65,534	67,974	70,394	72,948	75,690	78,433	81,478	83,520	85,222	86,906
EO2	2,343.93	2,423.68	2,512.13	2,605.65	2,698.45	2,796.33	2,901.45	3,006.58	3,123.30	3,201.60	3,266.85	3,331.38
	32.33	33.43	34.65	35.94	37.22	38.57	40.02	41.47	43.08	44.16	45.06	45.95
ENVIRONMENTAL OFF 3	70,394	72,948	76,050	79,019	81,913	85,033	88,438	91,861	95,587	98,008	99,937	101,941
EO3	2,698.45	2,796.33	2,915.23	3,029.05	3,139.98	3,259.60	3,390.10	3,521.33	3,664.15	3,756.95	3,830.90	3,907.75
	37.22	38.57	40.21	41.78	43.31	44.96	46.76	48.57	50.54	51.82	52.84	53.90
ENVIRONMENTAL OFF 4	72,948	76,050	79,019	81,913	85,033	88,438	91,861	95,587	99,521	102,017	104,117	106,216
EO4	2,796.33	2,915.23	3,029.05	3,139.98	3,259.60	3,390.10	3,521.33	3,664.15	3,814.95	3,910.65	3,991.13	4,071.60
	38.57	40.21	41.78	43.31	44.96	46.76	48.57	50.54	52.62	53.94	55.05	56.16
ENVIRONMENTAL OFF 5	80,267	83,180	86,225	89,629	93,204	96,759	100,788	105,081	109,450	112,192	114,424	116,713
EO5	3,076.90	3,188.55	3,305.28	3,435.78	3,572.80	3,709.10	3,863.53	4,028.10	4,195.58	4,300.70	4,386.25	4,473.98
	42.44	43.98	45.59	47.39	49.28	51.16	53.29	55.56	57.87	59.32	60.50	61.71
FORESTER 1	62,922	65,301	67,618	70,143	72,605	75,277	78,324	81,141	83,165	84,814	86,525	
FO1	2,412.00	2,503.20	2,592.00	2,688.80	2,783.20	2,885.60	3,002.40	3,110.40	3,188.00	3,251.20	3,316.80	
	30.15	31.29	32.40	33.61	34.79	36.07	37.53	38.88	39.85	40.64	41.46	
FORESTER 2	76,696	80,056	82,790	86,024	89,384	92,891	96,626	99,026	100,988	103,012		
FO2	2,940.00	3,068.80	3,173.60	3,297.60	3,426.40	3,560.80	3,704.00	3,796.00	3,871.20	3,948.80		
	36.75	38.36	39.67	41.22	42.83	44.51	46.30	47.45	48.39	49.36		
FORESTER 3	85,273	88,571	91,910	95,520	99,465	103,305	107,666	110,379	112,508	114,762		
FO3	3,268.80	3,395.20	3,523.20	3,661.60	3,812.80	3,960.00	4,127.20	4,231.20	4,312.80	4,399.20		
	40.86	42.44	44.04	45.77	47.66	49.50	51.59	52.89	53.91	54.99		
FORESTER 4	96,835	100,758	104,598	109,002	113,468	118,393	123,611	126,699	129,162	131,729		
FO4	3,712.00	3,862.40	4,009.60	4,178.40	4,349.60	4,538.40	4,738.40	4,856.80	4,951.20	5,049.60		
	46.40	48.28	50.12	52.23	54.37	56.73	59.23	60.71	61.89	63.12		

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GEOLOGIST 1	57,141	59,186	61,002	63,339	65,614	68,056	70,498	73,064	75,986	78,699	80,640	82,310	83,938
GE1	2,190.40	2,268.80	2,338.40	2,428.00	2,515.20	2,608.80	2,702.40	2,800.80	2,912.80	3,016.80	3,091.20	3,155.20	3,217.60
	27.38	28.36	29.23	30.35	31.44	32.61	33.78	35.01	36.41	37.71	38.64	39.44	40.22
GEOLOGIST 2	77,656	80,411	83,499	86,671	90,240	93,746	97,378	99,798	101,844	103,889			
GE2	2,976.80	3,082.40	3,200.80	3,322.40	3,459.20	3,593.60	3,732.80	3,825.60	3,904.00	3,982.40			
	37.21	38.53	40.01	41.53	43.24	44.92	46.66	47.82	48.80	49.78			
GEOLOGIST 3	87,965	91,325	95,103	98,651	102,783	106,957	111,652	114,449	116,724	119,040			
GE3	3,372.00	3,500.80	3,645.60	3,781.60	3,940.00	4,100.00	4,280.00	4,387.20	4,474.40	4,563.20			
	42.15	43.76	45.57	47.27	49.25	51.25	53.50	54.84	55.93	57.04			
GEOLOGIST 4	98,651	102,783	106,957	111,652	116,494	121,503	126,720	129,872	132,522	135,172			
GE4	3,781.60	3,940.00	4,100.00	4,280.00	4,465.60	4,657.60	4,857.60	4,978.40	5,080.00	5,181.60			
	47.27	49.25	51.25	53.50	55.82	58.22	60.72	62.23	63.50	64.77			
HATCHERY SUPT	47,520	48,731	49,691	50,713									
HAS	1,821.60	1,868.00	1,904.80	1,944.00									
	22.77	23.35	23.81	24.30									
HYDROMETEOROLOGIST	88,778	92,258	95,965	99,653	103,776	108,164	112,741	115,559	117,828	120,193			
HYD	3,403.15	3,536.55	3,678.65	3,820.03	3,978.08	4,146.28	4,321.73	4,429.75	4,516.75	4,607.38			
	46.94	48.78	50.74	52.69	54.87	57.19	59.61	61.10	62.30	63.55			
IND HYGIENIST 1	75,180	78,319	81,326	84,334	87,568	91,104	94,565	96,967	98,953	100,920			
IG1	2,881.88	3,002.23	3,117.50	3,232.78	3,356.75	3,492.33	3,625.00	3,717.08	3,793.20	3,868.60			
	39.75	41.41	43.00	44.59	46.30	48.17	50.00	51.27	52.32	53.36			
IND HYGIENIST 2	84,541	87,700	91,085	94,698	98,424	102,433	106,651	109,337	111,493	113,724			
IG2	3,240.75	3,361.83	3,491.60	3,630.08	3,772.90	3,926.60	4,088.28	4,191.23	4,273.88	4,359.43			
	44.70	46.37	48.16	50.07	52.04	54.16	56.39	57.81	58.95	60.13			
IND HYGIENIST 3	96,060	99,975	103,852	108,126	112,608	117,412	122,500	125,545	128,042	130,595			
IG3	3,682.28	3,832.35	3,980.98	4,144.83	4,316.65	4,500.80	4,695.83	4,812.55	4,908.25	5,006.13			
	50.79	52.86	54.91	57.17	59.54	62.08	64.77	66.38	67.70	69.05			
INTERIOR DESIGNER	53,959	55,813	57,685	59,727	61,770	64,097	66,574	68,976	71,473	74,310	76,182	77,695	79,227
IND	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,457.03	2,552.00	2,644.08	2,739.78	2,848.53	2,920.30	2,978.30	3,037.03
	28.53	29.51	30.50	31.58	32.66	33.89	35.20	36.47	37.79	39.29	40.28	41.08	41.89

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LAB TECHNICIAN 1 (Formerly I LB1)	42,327 1,622.55 22.38	43,500 1,667.50 23.00	44,994 1,724.78 23.79	46,318 1,775.53 24.49	47,926 1,837.15 25.34	49,590 1,900.95 26.22	50,838 1,948.80 26.88	51,822 1,986.50 27.40	52,862 2,026.38 27.95
LAB TECHNICIAN 2 (Formerly I LB2)	49,363 1,892.25 26.10	51,065 1,957.50 27.00	52,654 2,018.40 27.84	54,489 2,088.73 28.81	56,474 2,164.85 29.86	58,404 2,238.80 30.88	59,879 2,295.35 31.66	61,014 2,338.85 32.26	62,243 2,385.98 32.91
LAB TECHNICIAN 3 (Formerly I LB3)	57,704 2,211.98 30.51	59,765 2,291.00 31.60	61,770 2,367.85 32.66	64,040 2,454.85 33.86	66,158 2,536.05 34.98	68,711 2,633.93 36.33	70,394 2,698.45 37.22	71,832 2,753.55 37.98	73,288 2,809.38 38.75
PARK PLANNER 1 KP1	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89
PARK PLANNER 2 KP2	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79
PARK PLANNER 3 KP3	79,889 3,062.40 42.24	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	99,331 3,807.70 52.52	101,261 3,881.65 53.54	103,284 3,959.23 54.61
PARK PLANNER 4 KP4	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	107,842 4,133.95 57.02	109,980 4,215.88 58.15	112,211 4,301.43 59.33
PLANNER 1 LP1	65,288 2,502.70 34.52	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	80,343 3,079.80 42.48	81,913 3,139.98 43.31	83,577 3,203.78 44.19
PLANNER 2 LP2	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79
PLANNER 3 LP3	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	107,842 4,133.95 57.02	109,980 4,215.88 58.15	112,211 4,301.43 59.33

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PLANNER 4	89,516	92,958	96,892	100,939	105,195	109,734	112,476	114,689	116,977
LP4	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,206.45	4,311.58	4,396.40	4,484.13
	47.33	49.15	51.23	53.37	55.62	58.02	59.47	60.64	61.85

PLANNER 5	91,274	94,981	98,821	103,114	107,540	112,155	114,935	117,242	119,588
LP5	3,498.85	3,640.95	3,788.13	3,952.70	4,122.35	4,299.25	4,405.83	4,494.28	4,584.18
	48.26	50.22	52.25	54.52	56.86	59.30	60.77	61.99	63.23

PLANNING ASST 1	48,834	50,460	52,068	53,959	55,813	57,685	59,122	60,295	61,505
AP1	1,871.95	1,934.30	1,995.93	2,068.43	2,139.48	2,211.25	2,266.35	2,311.30	2,357.70
	25.82	26.68	27.53	28.53	29.51	30.50	31.26	31.88	32.52

PLANNING ASST 2	56,720	58,687	60,749	63,000	65,326	67,690	69,411	70,867	72,286
AP2	2,174.28	2,249.68	2,328.70	2,414.98	2,504.15	2,594.78	2,660.75	2,716.58	2,770.95
	29.99	31.03	32.12	33.31	34.54	35.79	36.70	37.47	38.22

RESOURCE MGMT ASST 1	35,687	36,772	37,941	38,880	40,091	41,113	41,885	42,741
RE1	1,368.00	1,409.60	1,454.40	1,490.40	1,536.80	1,576.00	1,605.60	1,638.40
	17.10	17.62	18.18	18.63	19.21	19.70	20.07	20.48

RESOURCE MGMT ASST 2	37,941	38,880	40,091	41,280	42,553	43,638	44,473	45,350
RE2	1,454.40	1,490.40	1,536.80	1,582.40	1,631.20	1,672.80	1,704.80	1,738.40
	18.18	18.63	19.21	19.78	20.39	20.91	21.31	21.73

RESOURCE MGMT ASST 3	41,280	42,553	43,889	45,287	46,769	47,937	48,835	49,837
RE3	1,582.40	1,631.20	1,682.40	1,736.00	1,792.80	1,837.60	1,872.00	1,910.40
	19.78	20.39	21.03	21.70	22.41	22.97	23.40	23.88

RESOURCE MGMT ASST 4	43,889	45,287	46,769	48,501	50,004	51,256	52,320	53,343
RE4	1,682.40	1,736.00	1,792.80	1,859.20	1,916.80	1,964.80	2,005.60	2,044.80
	21.03	21.70	22.41	23.24	23.96	24.56	25.07	25.56

RESOURCE PLANNER 1	53,959	55,813	57,685	59,727	61,770	64,097	66,574	68,976	71,473	74,310	76,182	77,695	79,227
RP1	2,068.43	2,139.48	2,211.25	2,289.55	2,367.85	2,457.03	2,552.00	2,644.08	2,739.78	2,848.53	2,920.30	2,978.30	3,037.03
	28.53	29.51	30.50	31.58	32.66	33.89	35.20	36.47	37.79	39.29	40.28	41.08	41.89

RESOURCE PLANNER 2	70,149	73,156	75,898	78,735	81,724	85,014	88,286	90,480	92,315	94,168
RP2	2,689.03	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,468.40	3,538.73	3,609.78
	37.09	38.68	40.13	41.63	43.21	44.95	46.68	47.84	48.81	49.79

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RESOURCE PLANNER 3	75,898	78,735	81,724	85,014	88,286	91,861	95,700	98,102	100,012	102,017
RP3	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,521.33	3,668.50	3,760.58	3,833.80	3,910.65
	40.13	41.63	43.21	44.95	46.68	48.57	50.60	51.87	52.88	53.94
RESOURCE PLANNER 4	86,168	89,516	92,958	96,892	100,939	105,195	109,734	112,476	114,689	116,977
RP4	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,206.45	4,311.58	4,396.40	4,484.13
	45.56	47.33	49.15	51.23	53.37	55.62	58.02	59.47	60.64	61.85
RESOURCE TECHN 1	47,228	48,751	50,296	51,861	53,760	55,492	56,891	58,038	59,207	
RS1	1,810.40	1,868.80	1,928.00	1,988.00	2,060.80	2,127.20	2,180.80	2,224.80	2,269.60	
	22.63	23.36	24.10	24.85	25.76	26.59	27.26	27.81	28.37	
RESOURCE TECHN 2	51,861	53,760	55,492	57,371	59,270	61,524	63,068	64,362	65,635	
RS2	1,988.00	2,060.80	2,127.20	2,199.20	2,272.00	2,358.40	2,417.60	2,467.20	2,516.00	
	24.85	25.76	26.59	27.49	28.40	29.48	30.22	30.84	31.45	
RESOURCE TECHN 3	56,724	58,623	60,480	62,755	64,967	67,388	69,078	70,498	71,896	
RS3	2,174.40	2,247.20	2,318.40	2,405.60	2,490.40	2,583.20	2,648.00	2,702.40	2,756.00	
	27.18	28.09	28.98	30.07	31.13	32.29	33.10	33.78	34.45	
RESOURCE TECHN 4	59,270	61,524	63,673	66,094	68,452	70,957	72,772	74,212	75,694	
RS4	2,272.00	2,358.40	2,440.80	2,533.60	2,624.00	2,720.00	2,789.60	2,844.80	2,901.60	
	28.40	29.48	30.51	31.67	32.80	34.00	34.87	35.56	36.27	
RESOURCE TECHN 5	66,094	68,494	70,936	73,670	76,195	79,200	81,183	82,811	84,459	
RS5	2,533.60	2,625.60	2,719.20	2,824.00	2,920.80	3,036.00	3,112.00	3,174.40	3,237.60	
	31.67	32.82	33.99	35.30	36.51	37.95	38.90	39.68	40.47	
RESOURCE TECHN 6	73,670	76,195	79,200	82,205	85,398	88,717	90,950	92,765	94,602	
RS6	2,824.00	2,920.80	3,036.00	3,151.20	3,273.60	3,400.80	3,486.40	3,556.00	3,626.40	
	35.30	36.51	37.95	39.39	40.92	42.51	43.58	44.45	45.33	
SCIENTIST 1	71,775	74,215	76,995	79,719	82,669	85,676	89,100	92,504	96,078	98,481
SX1	2,751.38	2,844.90	2,951.48	3,055.88	3,168.98	3,284.25	3,415.48	3,545.98	3,683.00	3,775.08
	37.95	39.24	40.71	42.15	43.71	45.30	47.11	48.91	50.80	52.07
SCIENTIST 2	87,643	90,934	94,320	97,913	101,771	105,743	110,131	112,892	115,143	117,469
SX2	3,359.65	3,485.80	3,615.58	3,753.33	3,901.23	4,053.48	4,221.68	4,327.53	4,413.80	4,502.98
	46.34	48.08	49.87	51.77	53.81	55.91	58.23	59.69	60.88	62.11

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SCIENTIST 3	101,771	105,743	110,131	114,802	119,663	124,770	130,292	135,853	139,257	142,037	144,893
SX3	3,901.23	4,053.48	4,221.68	4,400.75	4,587.08	4,782.83	4,994.53	5,207.68	5,338.18	5,444.75	5,554.23
	53.81	55.91	58.23	60.70	63.27	65.97	68.89	71.83	73.63	75.10	76.61
SPACE & PLAN CONSUL	77,128	80,418	83,558	86,584	89,856	93,544	97,119	99,540	101,488	103,511	
SPC	2,956.55	3,082.70	3,203.05	3,319.05	3,444.48	3,585.85	3,722.88	3,815.68	3,890.35	3,967.93	
	40.78	42.52	44.18	45.78	47.51	49.46	51.35	52.63	53.66	54.73	
SURVEYOR 1	63,777	66,261	68,536	70,978	73,711	76,404	80,953	82,957	84,584	86,254	
SV1	2,444.80	2,540.00	2,627.20	2,720.80	2,825.60	2,928.80	3,103.20	3,180.00	3,242.40	3,306.40	
	30.56	31.75	32.84	34.01	35.32	36.61	38.79	39.75	40.53	41.33	
SURVEYOR 2	84,751	87,882	91,284	94,665	98,588	102,324	106,685	109,336	111,527	113,760	
SV2	3,248.80	3,368.80	3,499.20	3,628.80	3,779.20	3,922.40	4,089.60	4,191.20	4,275.20	4,360.80	
	40.61	42.11	43.74	45.36	47.24	49.03	51.12	52.39	53.44	54.51	
SURVEYOR 3	90,491	93,955	97,565	101,531	105,412	109,858	114,219	117,099	119,437	121,816	
SV3	3,468.80	3,601.60	3,740.00	3,892.00	4,040.80	4,211.20	4,378.40	4,488.80	4,578.40	4,669.60	
	43.36	45.02	46.75	48.65	50.51	52.64	54.73	56.11	57.23	58.37	
SURVEYOR 4	91,284	94,665	98,588	102,324	106,685	110,943	115,785	118,665	121,002	123,402	
SV4	3,499.20	3,628.80	3,779.20	3,922.40	4,089.60	4,252.80	4,438.40	4,548.80	4,638.40	4,730.40	
	43.74	45.36	47.24	49.03	51.12	53.16	55.48	56.86	57.98	59.13	
TECH ENG OFF 1	69,997	72,501	75,235	77,990	80,870	84,042	86,129	87,819	89,572		
TE1	2,683.20	2,779.20	2,884.00	2,989.60	3,100.00	3,221.60	3,301.60	3,366.40	3,433.60		
	33.54	34.74	36.05	37.37	38.75	40.27	41.27	42.08	42.92		
TECH ENG OFF 2	76,675	79,304	82,435	85,607	88,863	92,348	94,665	96,564	98,505		
TE2	2,939.20	3,040.00	3,160.00	3,281.60	3,406.40	3,540.00	3,628.80	3,701.60	3,776.00		
	36.74	38.00	39.50	41.02	42.58	44.25	45.36	46.27	47.20		
TECH ENG OFF 3	81,204	84,418	87,652	91,138	94,727	98,421	100,884	102,950	104,995		
TE3	3,112.80	3,236.00	3,360.00	3,493.60	3,631.20	3,772.80	3,867.20	3,946.40	4,024.80		
	38.91	40.45	42.00	43.67	45.39	47.16	48.34	49.33	50.31		

 denotes 20 years
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SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

AGENCY REL COORD 1 AD1	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	94,490 3,622.10 49.96
AGENCY REL COORD 2 AD2	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	102,641 3,934.58 54.27
CH PHOTOGRAPHER CPO	55,718 2,135.85 29.46	57,798 2,215.60 30.56	59,917 2,296.80 31.68	62,111 2,380.90 32.84	64,494 2,472.25 34.10	66,820 2,561.43 35.33	68,182 2,613.63 36.05	
SPIRITUAL CARE PROVIDER CHN	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69
COMM CORR WORKER CWC	50,859 1,949.60 24.37	52,654 2,018.40 25.23	54,470 2,088.00 26.10	56,390 2,161.60 27.02	58,310 2,235.20 27.94	60,376 2,314.40 28.93	61,565 2,360.00 29.50	
CON VISUAL/HEAR ED 1 VH1	64,872 2,486.75 34.30	67,350 2,581.73 35.61	69,884 2,678.88 36.95	72,513 2,779.65 38.34	75,085 2,878.25 39.70	78,073 2,992.80 41.28	79,662 3,053.70 42.12	
CON VISUAL/HEAR ED 2 VH2	73,837 2,830.40 39.04	76,541 2,934.08 40.47	79,303 3,039.93 41.93	82,234 3,152.30 43.48	85,544 3,279.18 45.23	88,854 3,406.05 46.98	92,239 3,535.83 48.77	94,036 3,604.70 49.72
CON VISUAL/HEAR ED 3 VH3	76,598 2,936.25 40.50	79,832 3,060.23 42.21	82,934 3,179.13 43.85	85,979 3,295.85 45.46	89,232 3,420.55 47.18	92,807 3,557.58 49.07	96,400 3,695.33 50.97	98,329 3,769.28 51.99

 denotes 20 years
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Effective 2023 03 25 through 2023 10 06

CORRESP TEACHER 4 DC4	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76				
ECO DEV CONSULTANT 1 IC1	55,869 2,141.65 29.54	57,912 2,219.95 30.62	59,879 2,295.35 31.66	62,092 2,380.18 32.83	64,342 2,466.45 34.02	66,669 2,555.63 35.25	69,127 2,649.88 36.55	70,527 2,703.53 37.29			
ECO DEV CONSULTANT 2 IC2	70,716 2,710.78 37.39	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	90,631 3,474.20 47.92			
ECO DEV CONSULTANT 3 IC3	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	98,443 3,773.63 52.05			
ECO DEV CONSULTANT 4 IC4	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	105,081 4,028.10 55.56	109,601 4,201.38 57.95	111,814 4,286.20 59.12		
ECON RES ANALYST 1 ER1	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76
ECON RES ANALYST 2 ER2	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69			
ECON RES ANALYST 3 ER3	70,716 2,710.78 37.39	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	90,631 3,474.20 47.92			
ECON RES ANALYST 4 ER4	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	102,641 3,934.58 54.27				
EDUCATION CONSULTANT EDC	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69			

 denotes 20 years

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Effective 2023 03 25 through 2023 10 06

EDUCATIONAL ASST 1	42,800	44,143	45,637	47,113	48,682	50,233	51,254			
LS1	1,640.68	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,964.75			
	22.63	23.34	24.13	24.91	25.74	26.56	27.10			
EDUCATIONAL ASST 2	47,774	49,496	51,217	52,919	54,791	56,683	57,817			
LS2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,216.33			
	25.26	26.17	27.08	27.98	28.97	29.97	30.57			
EDUCATIONAL ASST 3	50,233	52,030	53,846	55,718	57,798	59,917	61,146			
LS3	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,343.93			
	26.56	27.51	28.47	29.46	30.56	31.68	32.33			
FIELD WORKER 1 NA	44,143	45,637	47,113	48,682	50,233	52,030	53,051			
FW1	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,994.48	2,033.63			
	23.34	24.13	24.91	25.74	26.56	27.51	28.05			
FIELD WORKER 2 NA	49,496	51,217	52,919	54,791	56,683	58,801	61,051	62,224		
FW2	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,385.25		
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	32.90		
FIELD WORKER 3 NA	55,869	57,912	59,879	62,092	64,342	66,669	69,127	71,908	73,326	
FW3	2,141.65	2,219.95	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,810.83	
	29.54	30.62	31.66	32.83	34.02	35.25	36.55	38.02	38.77	
FIELD WORKER 4 NA	62,092	64,342	67,104	69,468	72,229	74,971	77,998	80,986	84,277	85,979
FW4	2,380.18	2,466.45	2,572.30	2,662.93	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,295.85
	32.83	34.02	35.48	36.73	38.19	39.64	41.24	42.82	44.56	45.46
GUIDANCE OFF	69,581	72,551	75,274	78,111	81,080	84,334	87,587	89,308		
GOF	2,667.28	2,781.10	2,885.50	2,994.25	3,108.08	3,232.78	3,357.48	3,423.45		
	36.79	38.36	39.80	41.30	42.87	44.59	46.31	47.22		
HERITAGE RES OFF 1	52,711	54,489	56,456	58,366	59,576					
HR1	2,020.58	2,088.73	2,164.13	2,237.35	2,283.75					
	27.87	28.81	29.85	30.86	31.50					
HERITAGE RES OFF 2	54,489	56,456	58,366	60,560	62,886	65,193	67,520	70,224	71,605	
HR2	2,088.73	2,164.13	2,237.35	2,321.45	2,410.63	2,499.08	2,588.25	2,691.93	2,744.85	
	28.81	29.85	30.86	32.02	33.25	34.47	35.70	37.13	37.86	

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Effective 2023 03 25 through 2023 10 06

HERITAGE RES OFF 3 HR3	69,090 2,648.43 36.53	71,756 2,750.65 37.94	74,404 2,852.15 39.34	77,203 2,959.45 40.82	80,343 3,079.80 42.48	83,426 3,197.98 44.11	85,109 3,262.50 45.00				
HERITAGE RES OFF 4 HR4	75,482 2,893.48 39.91	78,319 3,002.23 41.41	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44	91,558 3,509.73 48.41	93,355 3,578.60 49.36				
HERITAGE RES OFF 5 HR5	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44	91,558 3,509.73 48.41	95,379 3,656.18 50.43	99,445 3,812.05 52.58	101,393 3,886.73 53.61				
HLTH SOC DEV SPEC 1 HS1	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	55,888 2,142.38 29.55				
HLTH SOC DEV SPEC 2 HS2	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	59,973 2,298.98 31.71				
HLTH SOC DEV SPEC 3 HS3	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76		
HLTH SOC DEV SPEC 4 HS4	55,869 2,141.65 29.54	57,912 2,219.95 30.62	59,879 2,295.35 31.66	62,092 2,380.18 32.83	64,342 2,466.45 34.02	66,669 2,555.63 35.25	69,127 2,649.88 36.55	71,908 2,756.45 38.02	74,707 2,863.75 39.50	77,525 2,971.78 40.99	79,094 3,031.95 41.82
HLTH SOC DEV SPEC 5 HS5	62,092 2,380.18 32.83	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,468 2,662.93 36.73	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	84,277 3,230.60 44.56	85,979 3,295.85 45.46	
HLTH SOC DEV SPEC 6 HS6	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	94,490 3,622.10 49.96				
HOME ADVISOR 1 HV1	42,063 1,612.40 22.24	43,406 1,663.88 22.95	44,805 1,717.53 23.69	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	50,403 1,932.13 26.65				

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Alternate formats available.

Effective 2023 03 25 through 2023 10 06

HOME ADVISOR 2	46,053	47,472	48,947	50,441	52,181	53,808	54,848				
HV2	1,765.38	1,819.75	1,876.30	1,933.58	2,000.28	2,062.63	2,102.50				
	24.35	25.10	25.88	26.67	27.59	28.45	29.00				
ILLUSTRATOR 1	42,800	44,143	45,637	47,113	48,682	50,233	51,254				
IL1	1,640.68	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,964.75				
	22.63	23.34	24.13	24.91	25.74	26.56	27.10				
ILLUSTRATOR 2	50,233	52,030	53,846	55,718	57,798	59,917	61,146				
IL2	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,343.93				
	26.56	27.51	28.47	29.46	30.56	31.68	32.33				
ILLUSTRATOR 3	53,846	55,718	57,798	59,917	62,111	64,494	65,837				
IL3	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,472.25	2,523.73				
	28.47	29.46	30.56	31.68	32.84	34.10	34.81				
INFORM WRITER 1	47,774	49,496	51,217	52,919	54,791	56,683	57,817				
IW1	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,216.33				
	25.26	26.17	27.08	27.98	28.97	29.97	30.57				
INFORM WRITER 2	61,070	63,132	65,496	67,993	70,508	73,213	74,707				
IW2	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,806.48	2,863.75				
	32.29	33.38	34.63	35.95	37.28	38.71	39.50				
JURILINGUIST	82,121	85,279	88,891	92,598	96,514	100,674	105,081	109,601	111,814		
JUR	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	4,028.10	4,201.38	4,286.20		
	43.42	45.09	47.00	48.96	51.03	53.23	55.56	57.95	59.12		
LANGUAGE SPEC 1	54,545	56,474	58,366	60,522	62,546	64,929	67,312	69,808	72,286	75,198	76,693
LG1	2,090.90	2,164.85	2,237.35	2,320.00	2,397.58	2,488.93	2,580.28	2,675.98	2,770.95	2,882.60	2,939.88
	28.84	29.86	30.86	32.00	33.07	34.33	35.59	36.91	38.22	39.76	40.55
LANGUAGE SPEC 2	63,907	66,044	68,503	71,019	73,553	76,314	79,303	82,423	85,544	87,303	
LG2	2,449.78	2,531.70	2,625.95	2,722.38	2,819.53	2,925.38	3,039.93	3,159.55	3,279.18	3,346.60	
	33.79	34.92	36.22	37.55	38.89	40.35	41.93	43.58	45.23	46.16	
LANGUAGE SPEC 3	74,537	77,676	80,664	83,653	86,811	90,310	93,790	95,681			
LG3	2,857.23	2,977.58	3,092.13	3,206.68	3,327.75	3,461.88	3,595.28	3,667.78			
	39.41	41.07	42.65	44.23	45.90	47.75	49.59	50.59			

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LIBRARIAN 1 LN1	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	59,973 2,298.98 31.71	
LIBRARIAN 2 LN2	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76
LIBRARIAN 3 LN3	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	71,473 2,739.78 37.79	74,801 2,867.38 39.55	76,314 2,925.38 40.35	
LIBRARIAN 4 LN4	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69
LIBRARY TECHNICIAN 1 LY1	45,070 1,727.68 23.83	46,224 1,771.90 24.44	47,453 1,819.03 25.09	48,739 1,868.33 25.77	50,139 1,921.98 26.51	51,690 1,981.43 27.33	52,692 2,019.85 27.86	
LIBRARY TECHNICIAN 2 LY2	51,084 1,958.23 27.01	52,389 2,008.25 27.70	53,808 2,062.63 28.45	55,302 2,119.90 29.24	56,758 2,175.73 30.01	58,385 2,238.08 30.87	59,595 2,284.48 31.51	
LIBRARY TECHNICIAN 3 LY3	52,900 2,027.83 27.97	54,394 2,085.10 28.76	56,040 2,148.18 29.63	57,685 2,211.25 30.50	59,538 2,282.30 31.48	61,335 2,351.18 32.43	62,583 2,399.03 33.09	
MEDIA SPECIALIST 1 MS1	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	82,631 3,167.53 43.69	
MEDIA SPECIALIST 2 MS2	70,716 2,710.78 37.39	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	90,631 3,474.20 47.92
MEDIA TECHNICIAN 1 TA1	43,406 1,663.88 22.95	44,805 1,717.53 23.69	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,238 2,002.45 27.62	

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MEDIA TECHNICIAN 2	47,774	49,496	51,217	52,919	54,791	56,683	57,817				
TA2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,216.33				
	25.26	26.17	27.08	27.98	28.97	29.97	30.57				
MEDIA TECHNICIAN 3	52,030	53,846	55,718	57,798	59,917	62,111	63,416				
TA3	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,430.93				
	27.51	28.47	29.46	30.56	31.68	32.84	33.53				
PLANNING PROG AN 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,524
PM1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.76
PLANNING PROG AN 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	82,631			
PM2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.69			
PLANNING PROG AN 3	70,716	73,288	76,050	79,038	82,121	85,279	88,891	90,631			
PM3	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,474.20			
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	47.92			
PLANNING PROG AN 4	79,038	82,121	85,279	88,891	92,598	96,514	100,674	102,641			
PM4	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,934.58			
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.27			
PROBATION OFFICER 1	53,165	55,075	56,872	58,971	60,957	63,227	64,437				
PB1	2,037.98	2,111.20	2,180.08	2,260.55	2,336.68	2,423.68	2,470.08				
	28.11	29.12	30.07	31.18	32.23	33.43	34.07				
PROBATION OFFICER 2	57,004	59,047	61,070	63,340	65,780	68,201	70,621	73,440	74,896		
PB2	2,185.15	2,263.45	2,341.03	2,428.03	2,521.55	2,614.35	2,707.15	2,815.18	2,871.00		
	30.14	31.22	32.29	33.49	34.78	36.06	37.34	38.83	39.60		
PROBATION OFFICER 3	60,635	62,886	64,985	67,425	69,865	72,380	75,085	78,054	81,118	84,163	85,865
PB3	2,324.35	2,410.63	2,491.10	2,584.63	2,678.15	2,774.58	2,878.25	2,992.08	3,109.53	3,226.25	3,291.50
	32.06	33.25	34.36	35.65	36.94	38.27	39.70	41.27	42.89	44.50	45.40
RECREATION CONSULT 1	46,413	47,774	49,496	51,217	52,919	54,791	55,888				
RR1	1,779.15	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,142.38				
	24.54	25.26	26.17	27.08	27.98	28.97	29.55				

 denotes 20 years

 denotes 25 years

Effective 2023 03 25 through 2023 10 06

RECREATION CONSULT 2	56,683	58,801	61,051	63,283	65,572	68,182	69,524
RR2	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,665.10
	29.97	31.09	32.28	33.46	34.67	36.05	36.76
RECREATION CONSULT 3	64,342	66,669	69,127	71,908	74,707	77,525	79,094
RR3	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,031.95
	34.02	35.25	36.55	38.02	39.50	40.99	41.82
RECREATION CONSULT 4	69,638	72,229	74,971	77,998	80,986	84,277	85,979
RR4	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,295.85
	36.82	38.19	39.64	41.24	42.82	44.56	45.46
RESEARCH ASSIST 1	42,063	43,406	44,805	46,299	47,774	49,496	50,403
RH1	1,612.40	1,663.88	1,717.53	1,774.80	1,831.35	1,897.33	1,932.13
	22.24	22.95	23.69	24.48	25.26	26.17	26.65
RESEARCH ASSIST 2	47,774	49,496	51,217	52,919	54,791	56,683	57,817
RH2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,216.33
	25.26	26.17	27.08	27.98	28.97	29.97	30.57
RESIDENCE COUNSELR	51,633	53,032	54,489	56,077	57,628	59,425	60,560
RCR	1,979.25	2,032.90	2,088.73	2,149.63	2,209.08	2,277.95	2,321.45
	27.30	28.04	28.81	29.65	30.47	31.42	32.02
RESOURCE EXT OFF 1	52,919	54,791	56,683	58,801	61,051	63,283	64,531
RX1	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,473.70
	27.98	28.97	29.97	31.09	32.28	33.46	34.12
RESOURCE EXT OFF 2	59,879	62,092	64,342	66,669	69,127	71,908	73,326
RX2	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,810.83
	31.66	32.83	34.02	35.25	36.55	38.02	38.77
RESOURCE EXT OFF 3	67,104	69,638	72,229	74,971	77,998	80,986	82,631
RX3	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,167.53
	35.48	36.82	38.19	39.64	41.24	42.82	43.69
RESOURCE EXT OFF 4	76,050	79,038	82,121	85,279	88,891	92,598	94,490
RX4	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,622.10
	40.21	41.79	43.42	45.09	47.00	48.96	49.96

 denotes 20 years

 denotes 25 years

Effective 2023 03 25 through 2023 10 06

SOCIAL SERVICES WKR 1 SP1	47,964 1,838.60 25.36	49,363 1,892.25 26.10	50,933 1,952.43 26.93	52,503 2,012.60 27.76	54,224 2,078.58 28.67	55,964 2,145.28 29.59	57,117 2,189.50 30.20				
SOCIAL SERVICES WKR 2 SP2	50,403 1,932.13 26.65	52,219 2,001.73 27.61	53,978 2,069.15 28.54	55,888 2,142.38 29.55	57,855 2,217.78 30.59	59,954 2,298.25 31.70	61,184 2,345.38 32.35				
SOCIAL SERVICES WKR 3 SP3	55,056 2,110.48 29.11	57,061 2,187.33 30.17	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,472 2,433.10 33.56	65,855 2,524.45 34.82	68,201 2,614.35 36.06	70,867 2,716.58 37.47	72,286 2,770.95 38.22		
SOCIAL SERVICES WKR 4 SP4	60,673 2,325.80 32.08	62,905 2,411.35 33.26	65,042 2,493.28 34.39	67,425 2,584.63 35.65	69,903 2,679.60 36.96	72,418 2,776.03 38.29	75,104 2,878.98 39.71	78,111 2,994.25 41.30	81,137 3,110.25 42.90	84,182 3,226.98 44.51	85,903 3,292.95 45.42
SOCIAL SERVICES WKR 5 SP5	70,092 2,686.85 37.06	72,683 2,786.18 38.43	75,747 2,903.63 40.05	78,433 3,006.58 41.47	81,478 3,123.30 43.08	84,655 3,245.10 44.76	88,078 3,376.33 46.57	91,407 3,503.93 48.33	95,152 3,647.48 50.31	97,024 3,719.25 51.30	
SOCIAL SERVICES WKR 6 SP6	84,693 3,246.55 44.78	87,946 3,371.25 46.50	91,407 3,503.93 48.33	95,019 3,642.40 50.24	98,897 3,791.03 52.29	103,038 3,949.80 54.48	105,100 4,028.83 55.57				
SPVR INMATE TR CORR SIT	61,827 2,370.03 32.69	64,002 2,453.40 33.84	66,253 2,539.68 35.03	68,692 2,633.20 36.32	71,208 2,729.63 37.65	73,837 2,830.40 39.04	76,787 2,943.50 40.60	79,775 3,058.05 42.18	82,801 3,174.05 43.78	84,428 3,236.40 44.64	
SPVR INSTIT PR HDGY SIH	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	84,277 3,230.60 44.56	85,979 3,295.85 45.46				
SENIOR RSRCH ANALYST SER	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	105,081 4,028.10 55.56	109,601 4,201.38 57.95	111,814 4,286.20 59.12		
STATISTICAL ANAL 1 SS1	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,524 2,665.10 36.76				

 denotes 20 years

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Effective 2023 03 25 through 2023 10 06

STATISTICAL ANAL 2	67,104	69,638	72,229	74,971	77,998	80,986	84,277	85,979		
SS2	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,295.85		
	35.48	36.82	38.19	39.64	41.24	42.82	44.56	45.46		
STATISTICAL ANAL 3	73,288	76,050	79,038	82,121	85,279	88,891	90,631			
SS3	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,474.20			
	38.75	40.21	41.79	43.42	45.09	47.00	47.92			
TEACHER INSTITUT 1	53,997	55,831	57,817	59,822	61,959	64,059	65,307			
TN1	2,069.88	2,140.20	2,216.33	2,293.18	2,375.10	2,455.58	2,503.43			
	28.55	29.52	30.57	31.63	32.76	33.87	34.53			
TEACHER INSTITUT 2	60,560	62,678	64,853	67,160	69,619	72,248	75,009	77,695	80,551	82,140
TN2	2,321.45	2,402.65	2,486.03	2,574.48	2,668.73	2,769.50	2,875.35	2,978.30	3,087.78	3,148.68
	32.02	33.14	34.29	35.51	36.81	38.20	39.66	41.08	42.59	43.43
TEACHER INSTITUT 3	72,361	75,104	77,808	80,664	83,596	86,887	90,140	91,918		
TN3	2,773.85	2,878.98	2,982.65	3,092.13	3,204.50	3,330.65	3,455.35	3,523.50		
	38.26	39.71	41.14	42.65	44.20	45.94	47.66	48.60		
TEACHER OF DEAF 1	67,350	69,865	72,361	75,028	77,771	80,834	82,442			
TF1	2,581.73	2,678.15	2,773.85	2,876.08	2,981.20	3,098.65	3,160.28			
	35.61	36.94	38.26	39.67	41.12	42.74	43.59			
TEACHER OF DEAF 2	69,865	72,361	75,028	77,771	80,834	83,993	87,170	88,910		
TF2	2,678.15	2,773.85	2,876.08	2,981.20	3,098.65	3,219.73	3,341.53	3,408.23		
	36.94	38.26	39.67	41.12	42.74	44.41	46.09	47.01		
TEACHER OF DEAF 3	72,361	75,388	78,244	81,270	84,296	87,719	91,067	92,863		
TF3	2,773.85	2,889.85	2,999.33	3,115.33	3,231.33	3,362.55	3,490.88	3,559.75		
	38.26	39.86	41.37	42.97	44.57	46.38	48.15	49.10		
TRANSLATOR 1	61,070	63,132	65,496	67,993	70,508	73,213	76,239	77,771		
TS1	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,806.48	2,922.48	2,981.20		
	32.29	33.38	34.63	35.95	37.28	38.71	40.31	41.12		
TRANSLATOR 2	76,314	79,114	82,158	85,430	88,797	92,466	96,324	98,272		
TS2	2,925.38	3,032.68	3,149.40	3,274.83	3,403.88	3,544.53	3,692.43	3,767.10		
	40.35	41.83	43.44	45.17	46.95	48.89	50.93	51.96		

 denotes 20 years

 denotes 25 years

Effective 2023 03 25 through 2023 10 06

TRANSLATOR 3	79,511	82,385	85,695	89,081	92,504	96,324	100,391	102,414
TS3	3,047.90	3,158.10	3,284.98	3,414.75	3,545.98	3,692.43	3,848.30	3,925.88
	42.04	43.56	45.31	47.10	48.91	50.93	53.08	54.15

denotes 20 years

denotes 25 years

SOCIAL SCIENCES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

AGENCY REL COORD 1	73,288	76,050	79,038	82,121	85,279	88,891	92,598	94,906	96,854
AD1	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,638.05	3,712.73
	38.75	40.21	41.79	43.42	45.09	47.00	48.96	50.18	51.21
AGENCY REL COORD 2	79,038	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214
AD2	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63
CH PHOTOGRAPHER	55,718	57,798	59,917	62,111	64,494	66,820	68,484	69,884	
CPO	2,135.85	2,215.60	2,296.80	2,380.90	2,472.25	2,561.43	2,625.23	2,678.88	
	29.46	30.56	31.68	32.84	34.10	35.33	36.21	36.95	
SPIRITUAL CARE PROVIDER	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
CHN	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78
COMM CORR WORKER	50,859	52,654	54,470	56,390	58,310	60,376	61,878	63,110	
CWC	1,949.60	2,018.40	2,088.00	2,161.60	2,235.20	2,314.40	2,372.00	2,419.20	
	24.37	25.23	26.10	27.02	27.94	28.93	29.65	30.24	
CON VISUAL/HEAR ED 1	64,872	67,350	69,884	72,513	75,085	78,073	80,021	81,648	
VH1	2,486.75	2,581.73	2,678.88	2,779.65	2,878.25	2,992.80	3,067.48	3,129.83	
	34.30	35.61	36.95	38.34	39.70	41.28	42.31	43.17	
CON VISUAL/HEAR ED 2	73,837	76,541	79,303	82,234	85,544	88,854	92,239	94,547	96,381
VH2	2,830.40	2,934.08	3,039.93	3,152.30	3,279.18	3,406.05	3,535.83	3,624.28	3,694.60
	39.04	40.47	41.93	43.48	45.23	46.98	48.77	49.99	50.96
CON VISUAL/HEAR ED 3	76,598	79,832	82,934	85,979	89,232	92,807	96,400	98,802	100,788
VH3	2,936.25	3,060.23	3,179.13	3,295.85	3,420.55	3,557.58	3,695.33	3,787.40	3,863.53
	40.50	42.21	43.85	45.46	47.18	49.07	50.97	52.24	53.29

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

CORRESP TEACHER 4	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264				
DC4	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80				
	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68				
ECO DEV CONSULTANT 1	55,869	57,912	59,879	62,092	64,342	66,669	69,127	70,848	72,286			
IC1	2,141.65	2,219.95	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,715.85	2,770.95			
	29.54	30.62	31.66	32.83	34.02	35.25	36.55	37.46	38.22			
ECO DEV CONSULTANT 2	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901			
IC2	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20			
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12			
ECO DEV CONSULTANT 3	76,050	79,038	82,121	85,279	88,891	92,598	96,514	98,934	100,901			
IC3	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,792.48	3,867.88			
	40.21	41.79	43.42	45.09	47.00	48.96	51.03	52.31	53.35			
ECO DEV CONSULTANT 4	82,121	85,279	88,891	92,598	96,514	100,674	105,081	109,601	112,344	114,613		
IC4	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	4,028.10	4,201.38	4,306.50	4,393.50		
	43.42	45.09	47.00	48.96	51.03	53.23	55.56	57.95	59.40	60.60		
ECON RES ANALYST 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
ER1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68
ECON RES ANALYST 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693			
ER2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78			
ECON RES ANALYST 3	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901			
ER3	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20			
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12			
ECON RES ANALYST 4	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214				
ER4	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18				
	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63				
EDUCATION CONSULTANT	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693			
EDC	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78			

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

EDUCATIONAL ASST 1	42,800	44,143	45,637	47,113	48,682	50,233	51,481	52,541			
LS1	1,640.68	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,973.45	2,014.05			
	22.63	23.34	24.13	24.91	25.74	26.56	27.22	27.78			
EDUCATIONAL ASST 2	47,774	49,496	51,217	52,919	54,791	56,683	58,101	59,255			
LS2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,227.20	2,271.43			
	25.26	26.17	27.08	27.98	28.97	29.97	30.72	31.33			
EDUCATIONAL ASST 3	50,233	52,030	53,846	55,718	57,798	59,917	61,411	62,678			
LS3	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,354.08	2,402.65			
	26.56	27.51	28.47	29.46	30.56	31.68	32.47	33.14			
FIELD WORKER 1 NA	44,143	45,637	47,113	48,682	50,233	52,030	53,335	54,375			
FW1	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,994.48	2,044.50	2,084.38			
	23.34	24.13	24.91	25.74	26.56	27.51	28.20	28.75			
FIELD WORKER 2 NA	49,496	51,217	52,919	54,791	56,683	58,801	61,051	62,583	63,775		
FW2	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,399.03	2,444.70		
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.09	33.72		
FIELD WORKER 3 NA	55,869	57,912	59,879	62,092	64,342	66,669	69,127	71,908	73,704	75,161	
FW3	2,141.65	2,219.95	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,825.33	2,881.15	
	29.54	30.62	31.66	32.83	34.02	35.25	36.55	38.02	38.97	39.74	
FIELD WORKER 4 NA	62,092	64,342	67,104	69,468	72,229	74,971	77,998	80,986	84,277	86,376	88,135
FW4	2,380.18	2,466.45	2,572.30	2,662.93	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,311.08	3,378.50
	32.83	34.02	35.48	36.73	38.19	39.64	41.24	42.82	44.56	45.67	46.60
GUIDANCE OFF	69,581	72,551	75,274	78,111	81,080	84,334	87,587	89,780	91,539		
GOF	2,667.28	2,781.10	2,885.50	2,994.25	3,108.08	3,232.78	3,357.48	3,441.58	3,509.00		
	36.79	38.36	39.80	41.30	42.87	44.59	46.31	47.47	48.40		
HERITAGE RES OFF 1	52,711	54,489	56,456	58,366	59,822	61,070					
HR1	2,020.58	2,088.73	2,164.13	2,237.35	2,293.18	2,341.03					
	27.87	28.81	29.85	30.86	31.63	32.29					
HERITAGE RES OFF 2	54,489	56,456	58,366	60,560	62,886	65,193	67,520	70,224	71,983	73,402	
HR2	2,088.73	2,164.13	2,237.35	2,321.45	2,410.63	2,499.08	2,588.25	2,691.93	2,759.35	2,813.73	
	28.81	29.85	30.86	32.02	33.25	34.47	35.70	37.13	38.06	38.81	

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

HERITAGE RES OFF 3 HR3	69,090 2,648.43 36.53	71,756 2,750.65 37.94	74,404 2,852.15 39.34	77,203 2,959.45 40.82	80,343 3,079.80 42.48	83,426 3,197.98 44.11	85,506 3,277.73 45.21	87,246 3,344.43 46.13				
HERITAGE RES OFF 4 HR4	75,482 2,893.48 39.91	78,319 3,002.23 41.41	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44	91,558 3,509.73 48.41	93,847 3,597.45 49.62	95,681 3,667.78 50.59				
HERITAGE RES OFF 5 HR5	81,383 3,119.68 43.03	84,598 3,242.93 44.73	87,832 3,366.90 46.44	91,558 3,509.73 48.41	95,379 3,656.18 50.43	99,445 3,812.05 52.58	101,923 3,907.03 53.89	103,927 3,983.88 54.95				
HLTH SOC DEV SPEC 1 HS1	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,153 2,152.53 29.69	57,288 2,196.03 30.29				
HLTH SOC DEV SPEC 2 HS2	49,496 1,897.33 26.17	51,217 1,963.30 27.08	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	60,276 2,310.58 31.87	61,467 2,356.25 32.50				
HLTH SOC DEV SPEC 3 HS3	52,919 2,028.55 27.98	54,791 2,100.33 28.97	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,884 2,678.88 36.95	71,264 2,731.80 37.68		
HLTH SOC DEV SPEC 4 HS4	55,869 2,141.65 29.54	57,912 2,219.95 30.62	59,879 2,295.35 31.66	62,092 2,380.18 32.83	64,342 2,466.45 34.02	66,669 2,555.63 35.25	69,127 2,649.88 36.55	71,908 2,756.45 38.02	74,707 2,863.75 39.50	77,525 2,971.78 40.99	79,454 3,045.73 42.01	81,080 3,108.08 42.87
HLTH SOC DEV SPEC 5 HS5	62,092 2,380.18 32.83	64,342 2,466.45 34.02	67,104 2,572.30 35.48	69,468 2,662.93 36.73	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	84,277 3,230.60 44.56	86,376 3,311.08 45.67	88,135 3,378.50 46.60	
HLTH SOC DEV SPEC 6 HS6	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	94,906 3,638.05 50.18	96,854 3,712.73 51.21				
HOME ADVISOR 1 HV1	42,063 1,612.40 22.24	43,406 1,663.88 22.95	44,805 1,717.53 23.69	46,299 1,774.80 24.48	47,774 1,831.35 25.26	49,496 1,897.33 26.17	50,725 1,944.45 26.82	51,671 1,980.70 27.32				

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Effective 2023 10 07 through 2024 03 22

HOME ADVISOR 2	46,053	47,472	48,947	50,441	52,181	53,808	55,151	56,229				
HV2	1,765.38	1,819.75	1,876.30	1,933.58	2,000.28	2,062.63	2,114.10	2,155.43				
	24.35	25.10	25.88	26.67	27.59	28.45	29.16	29.73				
ILLUSTRATOR 1	42,800	44,143	45,637	47,113	48,682	50,233	51,481	52,541				
IL1	1,640.68	1,692.15	1,749.43	1,805.98	1,866.15	1,925.60	1,973.45	2,014.05				
	22.63	23.34	24.13	24.91	25.74	26.56	27.22	27.78				
ILLUSTRATOR 2	50,233	52,030	53,846	55,718	57,798	59,917	61,411	62,678				
IL2	1,925.60	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,354.08	2,402.65				
	26.56	27.51	28.47	29.46	30.56	31.68	32.47	33.14				
ILLUSTRATOR 3	53,846	55,718	57,798	59,917	62,111	64,494	66,101	67,482				
IL3	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,472.25	2,533.88	2,586.80				
	28.47	29.46	30.56	31.68	32.84	34.10	34.95	35.68				
INFORM WRITER 1	47,774	49,496	51,217	52,919	54,791	56,683	58,101	59,255				
IW1	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,227.20	2,271.43				
	25.26	26.17	27.08	27.98	28.97	29.97	30.72	31.33				
INFORM WRITER 2	61,070	63,132	65,496	67,993	70,508	73,213	75,047	76,579				
IW2	2,341.03	2,420.05	2,510.68	2,606.38	2,702.80	2,806.48	2,876.80	2,935.53				
	32.29	33.38	34.63	35.95	37.28	38.71	39.68	40.49				
JURILINGUIST	82,121	85,279	88,891	92,598	96,514	100,674	105,081	109,601	112,344	114,613		
JUR	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	4,028.10	4,201.38	4,306.50	4,393.50		
	43.42	45.09	47.00	48.96	51.03	53.23	55.56	57.95	59.40	60.60		
LANGUAGE SPEC 1	54,545	56,474	58,366	60,522	62,546	64,929	67,312	69,808	72,286	75,198	77,071	78,603
LG1	2,090.90	2,164.85	2,237.35	2,320.00	2,397.58	2,488.93	2,580.28	2,675.98	2,770.95	2,882.60	2,954.38	3,013.10
	28.84	29.86	30.86	32.00	33.07	34.33	35.59	36.91	38.22	39.76	40.75	41.56
LANGUAGE SPEC 2	63,907	66,044	68,503	71,019	73,553	76,314	79,303	82,423	85,544	87,681	89,478	
LG2	2,449.78	2,531.70	2,625.95	2,722.38	2,819.53	2,925.38	3,039.93	3,159.55	3,279.18	3,361.10	3,429.98	
	33.79	34.92	36.22	37.55	38.89	40.35	41.93	43.58	45.23	46.36	47.31	
LANGUAGE SPEC 3	74,537	77,676	80,664	83,653	86,811	90,310	93,790	96,135	98,064			
LG3	2,857.23	2,977.58	3,092.13	3,206.68	3,327.75	3,461.88	3,595.28	3,685.18	3,759.13			
	39.41	41.07	42.65	44.23	45.90	47.75	49.59	50.83	51.85			

 denotes 20 years

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LIBRARIAN 1	49,496	51,217	52,919	54,791	56,683	58,801	60,276	61,467	
LN1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,310.58	2,356.25	
	26.17	27.08	27.98	28.97	29.97	31.09	31.87	32.50	
LIBRARIAN 2	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
LN2	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68
LIBRARIAN 3	61,051	63,283	65,572	68,182	71,473	74,801	76,674	78,224	
LN3	2,340.30	2,425.85	2,513.58	2,613.63	2,739.78	2,867.38	2,939.15	2,998.60	
	32.28	33.46	34.67	36.05	37.79	39.55	40.54	41.36	
LIBRARIAN 4	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
LN4	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78
LIBRARY TECHNICIAN 1	45,070	46,224	47,453	48,739	50,139	51,690	52,976	54,016	
LY1	1,727.68	1,771.90	1,819.03	1,868.33	1,921.98	1,981.43	2,030.73	2,070.60	
	23.83	24.44	25.09	25.77	26.51	27.33	28.01	28.56	
LIBRARY TECHNICIAN 2	51,084	52,389	53,808	55,302	56,758	58,385	59,841	61,089	
LY2	1,958.23	2,008.25	2,062.63	2,119.90	2,175.73	2,238.08	2,293.90	2,341.75	
	27.01	27.70	28.45	29.24	30.01	30.87	31.64	32.30	
LIBRARY TECHNICIAN 3	52,900	54,394	56,040	57,685	59,538	61,335	62,867	64,153	
LY3	2,027.83	2,085.10	2,148.18	2,211.25	2,282.30	2,351.18	2,409.90	2,459.20	
	27.97	28.76	29.63	30.50	31.48	32.43	33.24	33.92	
MEDIA SPECIALIST 1	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693	
MS1	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55	
	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78	
MEDIA SPECIALIST 2	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901
MS2	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12
MEDIA TECHNICIAN 1	43,406	44,805	46,299	47,774	49,496	51,217	52,503	53,543	
TA1	1,663.88	1,717.53	1,774.80	1,831.35	1,897.33	1,963.30	2,012.60	2,052.48	
	22.95	23.69	24.48	25.26	26.17	27.08	27.76	28.31	

 denotes 20 years

 denotes 25 years

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MEDIA TECHNICIAN 2	47,774	49,496	51,217	52,919	54,791	56,683	58,101	59,255				
TA2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,227.20	2,271.43				
	25.26	26.17	27.08	27.98	28.97	29.97	30.72	31.33				
MEDIA TECHNICIAN 3	52,030	53,846	55,718	57,798	59,917	62,111	63,661	65,004				
TA3	1,994.48	2,064.08	2,135.85	2,215.60	2,296.80	2,380.90	2,440.35	2,491.83				
	27.51	28.47	29.46	30.56	31.68	32.84	33.66	34.37				
PLANNING PROG AN 1	49,496	51,217	52,919	54,791	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
PM1	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	26.17	27.08	27.98	28.97	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68
PLANNING PROG AN 2	64,342	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693			
PM2	2,466.45	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55			
	34.02	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78			
PLANNING PROG AN 3	70,716	73,288	76,050	79,038	82,121	85,279	88,891	91,123	92,901			
PM3	2,710.78	2,809.38	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,493.05	3,561.20			
	37.39	38.75	40.21	41.79	43.42	45.09	47.00	48.18	49.12			
PLANNING PROG AN 4	79,038	82,121	85,279	88,891	92,598	96,514	100,674	103,190	105,214			
PM4	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,699.68	3,859.18	3,955.60	4,033.18			
	41.79	43.42	45.09	47.00	48.96	51.03	53.23	54.56	55.63			
PROBATION OFFICER 1	53,165	55,075	56,872	58,971	60,957	63,227	64,815	66,044				
PB1	2,037.98	2,111.20	2,180.08	2,260.55	2,336.68	2,423.68	2,484.58	2,531.70				
	28.11	29.12	30.07	31.18	32.23	33.43	34.27	34.92				
PROBATION OFFICER 2	57,004	59,047	61,070	63,340	65,780	68,201	70,621	73,440	75,274	76,768		
PB2	2,185.15	2,263.45	2,341.03	2,428.03	2,521.55	2,614.35	2,707.15	2,815.18	2,885.50	2,942.78		
	30.14	31.22	32.29	33.49	34.78	36.06	37.34	38.83	39.80	40.59		
PROBATION OFFICER 3	60,635	62,886	64,985	67,425	69,865	72,380	75,085	78,054	81,118	84,163	86,263	88,021
PB3	2,324.35	2,410.63	2,491.10	2,584.63	2,678.15	2,774.58	2,878.25	2,992.08	3,109.53	3,226.25	3,306.73	3,374.15
	32.06	33.25	34.36	35.65	36.94	38.27	39.70	41.27	42.89	44.50	45.61	46.54
RECREATION CONSULT 1	46,413	47,774	49,496	51,217	52,919	54,791	56,153	57,288				
RR1	1,779.15	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,152.53	2,196.03				
	24.54	25.26	26.17	27.08	27.98	28.97	29.69	30.29				

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RECREATION CONSULT 2	56,683	58,801	61,051	63,283	65,572	68,182	69,884	71,264
RR2	2,172.83	2,254.03	2,340.30	2,425.85	2,513.58	2,613.63	2,678.88	2,731.80
	29.97	31.09	32.28	33.46	34.67	36.05	36.95	37.68
RECREATION CONSULT 3	64,342	66,669	69,127	71,908	74,707	77,525	79,454	81,080
RR3	2,466.45	2,555.63	2,649.88	2,756.45	2,863.75	2,971.78	3,045.73	3,108.08
	34.02	35.25	36.55	38.02	39.50	40.99	42.01	42.87
RECREATION CONSULT 4	69,638	72,229	74,971	77,998	80,986	84,277	86,376	88,135
RR4	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,230.60	3,311.08	3,378.50
	36.82	38.19	39.64	41.24	42.82	44.56	45.67	46.60
RESEARCH ASSIST 1	42,063	43,406	44,805	46,299	47,774	49,496	50,725	51,671
RH1	1,612.40	1,663.88	1,717.53	1,774.80	1,831.35	1,897.33	1,944.45	1,980.70
	22.24	22.95	23.69	24.48	25.26	26.17	26.82	27.32
RESEARCH ASSIST 2	47,774	49,496	51,217	52,919	54,791	56,683	58,101	59,255
RH2	1,831.35	1,897.33	1,963.30	2,028.55	2,100.33	2,172.83	2,227.20	2,271.43
	25.26	26.17	27.08	27.98	28.97	29.97	30.72	31.33
RESIDENCE COUNSELR	51,633	53,032	54,489	56,077	57,628	59,425	60,919	62,073
RCR	1,979.25	2,032.90	2,088.73	2,149.63	2,209.08	2,277.95	2,335.23	2,379.45
	27.30	28.04	28.81	29.65	30.47	31.42	32.21	32.82
RESOURCE EXT OFF 1	52,919	54,791	56,683	58,801	61,051	63,283	64,872	66,139
RX1	2,028.55	2,100.33	2,172.83	2,254.03	2,340.30	2,425.85	2,486.75	2,535.33
	27.98	28.97	29.97	31.09	32.28	33.46	34.30	34.97
RESOURCE EXT OFF 2	59,879	62,092	64,342	66,669	69,127	71,908	73,704	75,161
RX2	2,295.35	2,380.18	2,466.45	2,555.63	2,649.88	2,756.45	2,825.33	2,881.15
	31.66	32.83	34.02	35.25	36.55	38.02	38.97	39.74
RESOURCE EXT OFF 3	67,104	69,638	72,229	74,971	77,998	80,986	83,010	84,693
RX3	2,572.30	2,669.45	2,768.78	2,873.90	2,989.90	3,104.45	3,182.03	3,246.55
	35.48	36.82	38.19	39.64	41.24	42.82	43.89	44.78
RESOURCE EXT OFF 4	76,050	79,038	82,121	85,279	88,891	92,598	94,906	96,854
RX4	2,915.23	3,029.78	3,147.95	3,269.03	3,407.50	3,549.60	3,638.05	3,712.73
	40.21	41.79	43.42	45.09	47.00	48.96	50.18	51.21

 denotes 20 years

 denotes 25 years

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SOCIAL SERVICES WKR 1 SP1	47,964 1,838.60 25.36	49,363 1,892.25 26.10	50,933 1,952.43 26.93	52,503 2,012.60 27.76	54,224 2,078.58 28.67	55,964 2,145.28 29.59	57,363 2,198.93 30.33	58,555 2,244.60 30.96				
SOCIAL SERVICES WKR 2 SP2	50,403 1,932.13 26.65	52,219 2,001.73 27.61	53,978 2,069.15 28.54	55,888 2,142.38 29.55	57,855 2,217.78 30.59	59,954 2,298.25 31.70	61,449 2,355.53 32.49	62,716 2,404.10 33.16				
SOCIAL SERVICES WKR 3 SP3	55,056 2,110.48 29.11	57,061 2,187.33 30.17	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,472 2,433.10 33.56	65,855 2,524.45 34.82	68,201 2,614.35 36.06	70,867 2,716.58 37.47	72,645 2,784.73 38.41	74,101 2,840.55 39.18		
SOCIAL SERVICES WKR 4 SP4	60,673 2,325.80 32.08	62,905 2,411.35 33.26	65,042 2,493.28 34.39	67,425 2,584.63 35.65	69,903 2,679.60 36.96	72,418 2,776.03 38.29	75,104 2,878.98 39.71	78,111 2,994.25 41.30	81,137 3,110.25 42.90	84,182 3,226.98 44.51	86,281 3,307.45 45.62	88,059 3,375.60 46.56
SOCIAL SERVICES WKR 5 SP5	70,092 2,686.85 37.06	72,683 2,786.18 38.43	75,747 2,903.63 40.05	78,433 3,006.58 41.47	81,478 3,123.30 43.08	84,655 3,245.10 44.76	88,078 3,376.33 46.57	91,407 3,503.93 48.33	95,152 3,647.48 50.31	97,535 3,738.83 51.57	99,445 3,812.05 52.58	
SOCIAL SERVICES WKR 6 SP6	84,693 3,246.55 44.78	87,946 3,371.25 46.50	91,407 3,503.93 48.33	95,019 3,642.40 50.24	98,897 3,791.03 52.29	103,038 3,949.80 54.48	105,611 4,048.40 55.84	107,729 4,129.60 56.96				
SPVR INMATE TR CORR SIT	61,827 2,370.03 32.69	64,002 2,453.40 33.84	66,253 2,539.68 35.03	68,692 2,633.20 36.32	71,208 2,729.63 37.65	73,837 2,830.40 39.04	76,787 2,943.50 40.60	79,775 3,058.05 42.18	82,801 3,174.05 43.78	84,863 3,253.08 44.87	86,546 3,317.60 45.76	
SPVR INSTIT PR HDGY SIH	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	84,277 3,230.60 44.56	86,376 3,311.08 45.67	88,135 3,378.50 46.60				
SENIOR RSRCH ANALYST SER	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	92,598 3,549.60 48.96	96,514 3,699.68 51.03	100,674 3,859.18 53.23	105,081 4,028.10 55.56	109,601 4,201.38 57.95	112,344 4,306.50 59.40	114,613 4,393.50 60.60		
STATISTICAL ANAL 1 SS1	56,683 2,172.83 29.97	58,801 2,254.03 31.09	61,051 2,340.30 32.28	63,283 2,425.85 33.46	65,572 2,513.58 34.67	68,182 2,613.63 36.05	69,884 2,678.88 36.95	71,264 2,731.80 37.68				

 denotes 20 years
 denotes 25 years

Effective 2023 10 07 through 2024 03 22

STATISTICAL ANAL 2 SS2	67,104 2,572.30 35.48	69,638 2,669.45 36.82	72,229 2,768.78 38.19	74,971 2,873.90 39.64	77,998 2,989.90 41.24	80,986 3,104.45 42.82	84,277 3,230.60 44.56	86,376 3,311.08 45.67	88,135 3,378.50 46.60		
STATISTICAL ANAL 3 SS3	73,288 2,809.38 38.75	76,050 2,915.23 40.21	79,038 3,029.78 41.79	82,121 3,147.95 43.42	85,279 3,269.03 45.09	88,891 3,407.50 47.00	91,123 3,493.05 48.18	92,901 3,561.20 49.12			
TEACHER INSTITUT 1 TN1	53,997 2,069.88 28.55	55,831 2,140.20 29.52	57,817 2,216.33 30.57	59,822 2,293.18 31.63	61,959 2,375.10 32.76	64,059 2,455.58 33.87	65,666 2,517.20 34.72	66,934 2,565.78 35.39			
TEACHER INSTITUT 2 TN2	60,560 2,321.45 32.02	62,678 2,402.65 33.14	64,853 2,486.03 34.29	67,160 2,574.48 35.51	69,619 2,668.73 36.81	72,248 2,769.50 38.20	75,009 2,875.35 39.66	77,695 2,978.30 41.08	80,551 3,087.78 42.59	82,556 3,164.63 43.65	84,201 3,227.70 44.52
TEACHER INSTITUT 3 TN3	72,361 2,773.85 38.26	75,104 2,878.98 39.71	77,808 2,982.65 41.14	80,664 3,092.13 42.65	83,596 3,204.50 44.20	86,887 3,330.65 45.94	90,140 3,455.35 47.66	92,391 3,541.63 48.85	94,225 3,611.95 49.82		
TEACHER OF DEAF 1 TF1	67,350 2,581.73 35.61	69,865 2,678.15 36.94	72,361 2,773.85 38.26	75,028 2,876.08 39.67	77,771 2,981.20 41.12	80,834 3,098.65 42.74	82,858 3,176.23 43.81	84,504 3,239.30 44.68			
TEACHER OF DEAF 2 TF2	69,865 2,678.15 36.94	72,361 2,773.85 38.26	75,028 2,876.08 39.67	77,771 2,981.20 41.12	80,834 3,098.65 42.74	83,993 3,219.73 44.41	87,170 3,341.53 46.09	89,345 3,424.90 47.24	91,142 3,493.78 48.19		
TEACHER OF DEAF 3 TF3	72,361 2,773.85 38.26	75,388 2,889.85 39.86	78,244 2,999.33 41.37	81,270 3,115.33 42.97	84,296 3,231.33 44.57	87,719 3,362.55 46.38	91,067 3,490.88 48.15	93,336 3,577.88 49.35	95,190 3,648.93 50.33		
TRANSLATOR 1 TS1	61,070 2,341.03 32.29	63,132 2,420.05 33.38	65,496 2,510.68 34.63	67,993 2,606.38 35.95	70,508 2,702.80 37.28	73,213 2,806.48 38.71	76,239 2,922.48 40.31	78,149 2,995.70 41.32	79,719 3,055.88 42.15		
TRANSLATOR 2 TS2	76,314 2,925.38 40.35	79,114 3,032.68 41.83	82,158 3,149.40 43.44	85,430 3,274.83 45.17	88,797 3,403.88 46.95	92,466 3,544.53 48.89	96,324 3,692.43 50.93	98,726 3,784.50 52.20	100,731 3,861.35 53.26		

 denotes 20 years

 denotes 25 years

Effective 2023 10 07 through 2024 03 22

TRANSLATOR 3	79,511	82,385	85,695	89,081	92,504	96,324	100,391	102,906	104,968
TS3	3,047.90	3,158.10	3,284.98	3,414.75	3,545.98	3,692.43	3,848.30	3,944.73	4,023.75
	42.04	43.56	45.31	47.10	48.91	50.93	53.08	54.41	55.50

denotes 20 years

denotes 25 years

**SOCIAL SCIENCES COMPONENT
YEAR 2 SALARY SCHEDULE**

Effective 2024 03 23 through 2025 03 21

AGENCY REL COORD 1	75,312	78,149	81,213	84,371	87,624	91,331	95,152	97,516	99,521	101,507
AD1	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,738.10	3,814.95	3,891.08
	39.82	41.32	42.94	44.61	46.33	48.29	50.31	51.56	52.62	53.67
AGENCY REL COORD 2	81,213	84,371	87,624	91,331	95,152	99,161	103,436	106,027	108,107	110,263
AD2	3,113.15	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,965.03	4,064.35	4,144.10	4,226.75
	42.94	44.61	46.33	48.29	50.31	52.43	54.69	56.06	57.16	58.30
CH PHOTOGRAPHER	57,250	59,387	61,562	63,813	66,271	68,654	70,376	71,813	73,250	
CPO	2,194.58	2,276.50	2,359.88	2,446.15	2,540.40	2,631.75	2,697.73	2,752.83	2,807.93	
	30.27	31.40	32.55	33.74	35.04	36.30	37.21	37.97	38.73	
SPIRITUAL CARE PROVIDER	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759
CHN	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93
COMM CORR WORKER	52,257	54,094	55,972	57,934	59,917	62,045	63,590	64,842	66,136	
CWC	2,003.20	2,073.60	2,145.60	2,220.80	2,296.80	2,378.40	2,437.60	2,485.60	2,535.20	
	25.04	25.92	26.82	27.76	28.71	29.73	30.47	31.07	31.69	
CON VISUAL/HEAR ED 1	66,650	69,203	71,813	74,499	77,147	80,229	82,215	83,898	85,582	
VH1	2,554.90	2,652.78	2,752.83	2,855.78	2,957.28	3,075.45	3,151.58	3,216.10	3,280.63	
	35.24	36.59	37.97	39.39	40.79	42.42	43.47	44.36	45.25	
CON VISUAL/HEAR ED 2	75,860	78,641	81,478	84,504	87,889	91,294	94,774	97,138	99,029	101,015
VH2	2,907.98	3,014.55	3,123.30	3,239.30	3,369.08	3,499.58	3,632.98	3,723.60	3,796.10	3,872.23
	40.11	41.58	43.08	44.68	46.47	48.27	50.11	51.36	52.36	53.41

 denotes 20 years
 denotes 25 years

CON VISUAL/HEAR ED 3 VH3	78,697 3,016.73 41.61	82,026 3,144.33 43.37	85,222 3,266.85 45.06	88,343 3,386.48 46.71	91,691 3,514.80 48.48	95,360 3,655.45 50.42	99,048 3,796.83 52.37	101,525 3,891.80 53.68	103,568 3,970.10 54.76	105,648 4,049.85 55.86			
CORRESP TEACHER 4 DC4	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	67,368 2,582.45 35.62	70,054 2,685.40 37.04	71,813 2,752.83 37.97	73,231 2,807.20 38.72	74,688 2,863.03 39.49				
ECO DEV CONSULTANT 1 IC1	57,401 2,200.38 30.35	59,501 2,280.85 31.46	61,524 2,358.43 32.53	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	72,797 2,790.53 38.49	74,272 2,847.08 39.27	75,766 2,904.35 40.06			
ECO DEV CONSULTANT 2 IC2	72,664 2,785.45 38.42	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	93,620 3,588.75 49.50	95,454 3,659.08 50.47	97,365 3,732.30 51.48			
ECO DEV CONSULTANT 3 IC3	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	101,658 3,896.88 53.75	103,681 3,974.45 54.82	105,762 4,054.20 55.92			
ECO DEV CONSULTANT 4 IC4	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	103,436 3,965.03 54.69	107,975 4,139.03 57.09	112,608 4,316.65 59.54	115,427 4,424.68 61.03	117,772 4,514.58 62.27	120,136 4,605.20 63.52		
ECON RES ANALYST 1 ER1	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	67,368 2,582.45 35.62	70,054 2,685.40 37.04	71,813 2,752.83 37.97	73,231 2,807.20 38.72	74,688 2,863.03 39.49
ECON RES ANALYST 2 ER2	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93			
ECON RES ANALYST 3 ER3	72,664 2,785.45 38.42	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	93,620 3,588.75 49.50	95,454 3,659.08 50.47	97,365 3,732.30 51.48			

 denotes 20 years
 denotes 25 years

ECON RES ANALYST 4 ER4	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	103,436 3,965.03 54.69	106,027 4,064.35 56.06	108,107 4,144.10 57.16	110,263 4,226.75 58.30			
EDUCATION CONSULTANT EDC	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93		
EDUCATIONAL ASST 1 LS1	43,973 1,685.63 23.25	45,354 1,738.55 23.98	46,886 1,797.28 24.79	48,417 1,856.00 25.60	50,025 1,917.63 26.45	51,614 1,978.53 27.29	52,900 2,027.83 27.97	53,978 2,069.15 28.54	55,056 2,110.48 29.11			
EDUCATIONAL ASST 2 LS2	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	59,690 2,288.10 31.56	60,881 2,333.78 32.19	62,092 2,380.18 32.83			
EDUCATIONAL ASST 3 LS3	51,614 1,978.53 27.29	53,467 2,049.58 28.27	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,094 2,418.60 33.36	64,399 2,468.63 34.05	65,685 2,517.93 34.73			
FIELD WORKER 1 NA FW1	45,354 1,738.55 23.98	46,886 1,797.28 24.79	48,417 1,856.00 25.60	50,025 1,917.63 26.45	51,614 1,978.53 27.29	53,467 2,049.58 28.27	54,810 2,101.05 28.98	55,869 2,141.65 29.54	56,985 2,184.43 30.13			
FIELD WORKER 2 NA FW2	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	64,304 2,465.00 34.00	65,534 2,512.13 34.65	66,839 2,562.15 35.34		
FIELD WORKER 3 NA FW3	57,401 2,200.38 30.35	59,501 2,280.85 31.46	61,524 2,358.43 32.53	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	73,894 2,832.58 39.07	75,728 2,902.90 40.04	77,222 2,960.18 40.83	78,773 3,019.63 41.65	
FIELD WORKER 4 NA FW4	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,378 2,736.15 37.74	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	86,603 3,319.78 45.79	88,759 3,402.43 46.93	90,556 3,471.30 47.88	92,371 3,540.90 48.84

 denotes 20 years
 denotes 25 years

GUIDANCE OFF	71,491	74,537	77,336	80,267	83,312	86,660	89,988	92,258	94,055	95,927	
GOF	2,740.50	2,857.23	2,964.53	3,076.90	3,193.63	3,321.95	3,449.55	3,536.55	3,605.43	3,677.20	
	37.80	39.41	40.89	42.44	44.05	45.82	47.58	48.78	49.73	50.72	
HERITAGE RES OFF 1	54,167	55,983	58,007	59,973	61,467	62,754	64,002				
HR1	2,076.40	2,146.00	2,223.58	2,298.98	2,356.25	2,405.55	2,453.40				
	28.64	29.60	30.67	31.71	32.50	33.18	33.84				
HERITAGE RES OFF 2	55,983	58,007	59,973	62,224	64,607	66,990	69,373	72,154	73,969	75,425	76,938
HR2	2,146.00	2,223.58	2,298.98	2,385.25	2,476.60	2,567.95	2,659.30	2,765.88	2,835.48	2,891.30	2,949.30
	29.60	30.67	31.71	32.90	34.16	35.42	36.68	38.15	39.11	39.88	40.68
HERITAGE RES OFF 3	70,981	73,723	76,447	79,321	82,556	85,714	87,851	89,648	91,445		
HR3	2,720.93	2,826.05	2,930.45	3,040.65	3,164.63	3,285.70	3,367.63	3,436.50	3,505.38		
	37.53	38.98	40.42	41.94	43.65	45.32	46.45	47.40	48.35		
HERITAGE RES OFF 4	77,563	80,475	83,615	86,924	90,253	94,074	96,419	98,310	100,277		
HR4	2,973.23	3,084.88	3,205.23	3,332.10	3,459.70	3,606.15	3,696.05	3,768.55	3,843.95		
	41.01	42.55	44.21	45.96	47.72	49.74	50.98	51.98	53.02		
HERITAGE RES OFF 5	83,615	86,924	90,253	94,074	98,008	102,187	104,722	106,783	108,921		
HR5	3,205.23	3,332.10	3,459.70	3,606.15	3,756.95	3,917.18	4,014.33	4,093.35	4,175.28		
	44.21	45.96	47.72	49.74	51.82	54.03	55.37	56.46	57.59		
HLTH SOC DEV SPEC 1	47,567	49,080	50,857	52,616	54,375	56,304	57,704	58,857	60,030		
HS1	1,823.38	1,881.38	1,949.53	2,016.95	2,084.38	2,158.33	2,211.98	2,256.20	2,301.15		
	25.15	25.95	26.89	27.82	28.75	29.77	30.51	31.12	31.74		
HLTH SOC DEV SPEC 2	50,857	52,616	54,375	56,304	58,233	60,408	61,940	63,151	64,418		
HS2	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,374.38	2,420.78	2,469.35		
	26.89	27.82	28.75	29.77	30.79	31.94	32.75	33.39	34.06		
HLTH SOC DEV SPEC 3	54,375	56,304	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688
HS3	2,084.38	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03
	28.75	29.77	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49

 denotes 20 years
 denotes 25 years

HLTH SOC DEV SPEC 4 HS4	57,401 2,200.38 30.35	59,501 2,280.85 31.46	61,524 2,358.43 32.53	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	73,894 2,832.58 39.07	76,768 2,942.78 40.59	79,662 3,053.70 42.12	81,648 3,129.83 43.17	83,312 3,193.63 44.05	84,977 3,257.43 44.93
HLTH SOC DEV SPEC 5 HS5	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,378 2,736.15 37.74	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	86,603 3,319.78 45.79	88,759 3,402.43 46.93	90,556 3,471.30 47.88	92,371 3,540.90 48.84	
HLTH SOC DEV SPEC 6 HS6	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	97,516 3,738.10 51.56	99,521 3,814.95 52.62	101,507 3,891.08 53.67				
HOME ADVISOR 1 HV1	43,217 1,656.63 22.85	44,597 1,709.55 23.58	46,034 1,764.65 24.34	47,567 1,823.38 25.15	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,124 1,998.10 27.56	53,089 2,035.08 28.07	54,148 2,075.68 28.63				
HOME ADVISOR 2 HV2	47,321 1,813.95 25.02	48,777 1,869.78 25.79	50,290 1,927.78 26.59	51,822 1,986.50 27.40	53,619 2,055.38 28.35	55,283 2,119.18 29.23	56,664 2,172.10 29.96	57,780 2,214.88 30.55	58,933 2,259.10 31.16				
ILLUSTRATOR 1 IL1	43,973 1,685.63 23.25	45,354 1,738.55 23.98	46,886 1,797.28 24.79	48,417 1,856.00 25.60	50,025 1,917.63 26.45	51,614 1,978.53 27.29	52,900 2,027.83 27.97	53,978 2,069.15 28.54	55,056 2,110.48 29.11				
ILLUSTRATOR 2 IL2	51,614 1,978.53 27.29	53,467 2,049.58 28.27	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,094 2,418.60 33.36	64,399 2,468.63 34.05	65,685 2,517.93 34.73				
ILLUSTRATOR 3 IL3	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,813 2,446.15 33.74	66,271 2,540.40 35.04	67,917 2,603.48 35.91	69,335 2,657.85 36.66	70,716 2,710.78 37.39				
INFORM WRITER 1 IW1	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	59,690 2,288.10 31.56	60,881 2,333.78 32.19	62,092 2,380.18 32.83				

 denotes 20 years
 denotes 25 years

INFORM WRITER 2	62,754	64,872	67,293	69,865	72,456	75,217	77,109	78,678	80,248				
IW2	2,405.55	2,486.75	2,579.55	2,678.15	2,777.48	2,883.33	2,955.83	3,016.00	3,076.18				
	33.18	34.30	35.58	36.94	38.31	39.77	40.77	41.60	42.43				
JURILINGUIST	84,371	87,624	91,331	95,152	99,161	103,436	107,975	112,608	115,427	117,772	120,136		
JUR	3,234.23	3,358.93	3,501.03	3,647.48	3,801.18	3,965.03	4,139.03	4,316.65	4,424.68	4,514.58	4,605.20		
	44.61	46.33	48.29	50.31	52.43	54.69	57.09	59.54	61.03	62.27	63.52		
LANGUAGE SPEC 1	56,040	58,025	59,973	62,186	64,267	66,707	69,165	71,737	74,272	77,260	79,189	80,759	82,367
LG1	2,148.18	2,224.30	2,298.98	2,383.80	2,463.55	2,557.08	2,651.33	2,749.93	2,847.08	2,961.63	3,035.58	3,095.75	3,157.38
	29.63	30.68	31.71	32.88	33.98	35.27	36.57	37.93	39.27	40.85	41.87	42.70	43.55
LANGUAGE SPEC 2	65,666	67,860	70,394	72,967	75,577	78,414	81,478	84,693	87,889	90,083	91,937	93,771	
LG2	2,517.20	2,601.30	2,698.45	2,797.05	2,897.10	3,005.85	3,123.30	3,246.55	3,369.08	3,453.18	3,524.23	3,594.55	
	34.72	35.88	37.22	38.58	39.96	41.46	43.08	44.78	46.47	47.63	48.61	49.58	
LANGUAGE SPEC 3	76,579	79,813	82,877	85,960	89,194	92,788	96,362	98,783	100,769	102,793			
LG3	2,935.53	3,059.50	3,176.95	3,295.13	3,419.10	3,556.85	3,693.88	3,786.68	3,862.80	3,940.38			
	40.49	42.20	43.82	45.45	47.16	49.06	50.95	52.23	53.28	54.35			
LIBRARIAN 1	50,857	52,616	54,375	56,304	58,233	60,408	61,940	63,151	64,418				
LN1	1,949.53	2,016.95	2,084.38	2,158.33	2,232.28	2,315.65	2,374.38	2,420.78	2,469.35				
	26.89	27.82	28.75	29.77	30.79	31.94	32.75	33.39	34.06				
LIBRARIAN 2	56,304	58,233	60,408	62,735	65,023	67,368	70,054	71,813	73,231	74,688			
LN2	2,158.33	2,232.28	2,315.65	2,404.83	2,492.55	2,582.45	2,685.40	2,752.83	2,807.20	2,863.03			
	29.77	30.79	31.94	33.17	34.38	35.62	37.04	37.97	38.72	39.49			
LIBRARIAN 3	62,735	65,023	67,368	70,054	73,440	76,863	78,773	80,381	81,988				
LN3	2,404.83	2,492.55	2,582.45	2,685.40	2,815.18	2,946.40	3,019.63	3,081.25	3,142.88				
	33.17	34.38	35.62	37.04	38.83	40.64	41.65	42.50	43.35				
LIBRARIAN 4	66,120	68,957	71,548	74,215	77,033	80,135	83,218	85,298	87,019	88,759			
LN4	2,534.60	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,269.75	3,335.73	3,402.43			
	34.96	36.46	37.83	39.24	40.73	42.37	44.00	45.10	46.01	46.93			

 denotes 20 years
 denotes 25 years

LIBRARY TECHNICIAN 1 LY1	46,318 1,775.53 24.49	47,491 1,820.48 25.11	48,758 1,869.05 25.78	50,082 1,919.80 26.48	51,519 1,974.90 27.24	53,108 2,035.80 28.08	54,432 2,086.55 28.78	55,510 2,127.88 29.35	56,626 2,170.65 29.94				
LIBRARY TECHNICIAN 2 LY2	52,484 2,011.88 27.75	53,827 2,063.35 28.46	55,283 2,119.18 29.23	56,815 2,177.90 30.04	58,328 2,235.90 30.84	59,992 2,299.70 31.72	61,487 2,356.98 32.51	62,773 2,406.28 33.19	64,021 2,454.13 33.85				
LIBRARY TECHNICIAN 3 LY3	54,356 2,083.65 28.74	55,888 2,142.38 29.55	57,571 2,206.90 30.44	59,274 2,272.15 31.34	61,184 2,345.38 32.35	63,018 2,415.70 33.32	64,588 2,475.88 34.15	65,912 2,526.63 34.85	67,236 2,577.38 35.55				
MEDIA SPECIALIST 1 MS1	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93				
MEDIA SPECIALIST 2 MS2	72,664 2,785.45 38.42	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	93,620 3,588.75 49.50	95,454 3,659.08 50.47	97,365 3,732.30 51.48			
MEDIA TECHNICIAN 1 TA1	44,597 1,709.55 23.58	46,034 1,764.65 24.34	47,567 1,823.38 25.15	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	53,940 2,067.70 28.52	55,018 2,109.03 29.09	56,115 2,151.08 29.67				
MEDIA TECHNICIAN 2 TA2	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	59,690 2,288.10 31.56	60,881 2,333.78 32.19	62,092 2,380.18 32.83				
MEDIA TECHNICIAN 3 TA3	53,467 2,049.58 28.27	55,321 2,120.63 29.25	57,250 2,194.58 30.27	59,387 2,276.50 31.40	61,562 2,359.88 32.55	63,813 2,446.15 33.74	65,420 2,507.78 34.59	66,801 2,560.70 35.32	68,144 2,612.18 36.03				
PLANNING PROG AN 1 PM1	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	67,368 2,582.45 35.62	70,054 2,685.40 37.04	71,813 2,752.83 37.97	73,231 2,807.20 38.72	74,688 2,863.03 39.49

 denotes 20 years
 denotes 25 years

PLANNING PROG AN 2 PM2	66,120 2,534.60 34.96	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93			
PLANNING PROG AN 3 PM3	72,664 2,785.45 38.42	75,312 2,886.95 39.82	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	93,620 3,588.75 49.50	95,454 3,659.08 50.47	97,365 3,732.30 51.48			
PLANNING PROG AN 4 PM4	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	103,436 3,965.03 54.69	106,027 4,064.35 56.06	108,107 4,144.10 57.16	110,263 4,226.75 58.30			
PROBATION OFFICER 1 PB1	54,621 2,093.80 28.88	56,588 2,169.20 29.92	58,441 2,240.25 30.90	60,597 2,322.90 32.04	62,640 2,401.20 33.12	64,967 2,490.38 34.35	66,593 2,552.73 35.21	67,860 2,601.30 35.88	69,222 2,653.50 36.60				
PROBATION OFFICER 2 PB2	58,574 2,245.33 30.97	60,673 2,325.80 32.08	62,754 2,405.55 33.18	65,080 2,494.73 34.41	67,595 2,591.15 35.74	70,073 2,686.13 37.05	72,570 2,781.83 38.37	75,463 2,892.75 39.90	77,336 2,964.53 40.89	78,887 3,023.98 41.71	80,456 3,084.15 42.54		
PROBATION OFFICER 3 PB3	62,300 2,388.15 32.94	64,607 2,476.60 34.16	66,763 2,559.25 35.30	69,279 2,655.68 36.63	71,794 2,752.10 37.96	74,366 2,850.70 39.32	77,147 2,957.28 40.79	80,191 3,074.00 42.40	83,350 3,195.08 44.07	86,471 3,314.70 45.72	88,627 3,397.35 46.86	90,442 3,466.95 47.82	92,258 3,536.55 48.78
RECREATION CONSULT 1 RR1	47,680 1,827.73 25.21	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	57,704 2,211.98 30.51	58,857 2,256.20 31.12	60,030 2,301.15 31.74				
RECREATION CONSULT 2 RR2	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	67,368 2,582.45 35.62	70,054 2,685.40 37.04	71,813 2,752.83 37.97	73,231 2,807.20 38.72	74,688 2,863.03 39.49				
RECREATION CONSULT 3 RR3	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	73,894 2,832.58 39.07	76,768 2,942.78 40.59	79,662 3,053.70 42.12	81,648 3,129.83 43.17	83,312 3,193.63 44.05	84,977 3,257.43 44.93				

 denotes 20 years
 denotes 25 years

RECREATION CONSULT 4 RR4	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	86,603 3,319.78 45.79	88,759 3,402.43 46.93	90,556 3,471.30 47.88	92,371 3,540.90 48.84
RESEARCH ASSIST 1 RH1	43,217 1,656.63 22.85	44,597 1,709.55 23.58	46,034 1,764.65 24.34	47,567 1,823.38 25.15	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,124 1,998.10 27.56	53,089 2,035.08 28.07	54,148 2,075.68 28.63
RESEARCH ASSIST 2 RH2	49,080 1,881.38 25.95	50,857 1,949.53 26.89	52,616 2,016.95 27.82	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	59,690 2,288.10 31.56	60,881 2,333.78 32.19	62,092 2,380.18 32.83
RESIDENCE COUNSELR RCR	53,051 2,033.63 28.05	54,489 2,088.73 28.81	55,983 2,146.00 29.60	57,628 2,209.08 30.47	59,217 2,269.98 31.31	61,051 2,340.30 32.28	62,602 2,399.75 33.10	63,775 2,444.70 33.72	65,042 2,493.28 34.39
RESOURCE EXT OFF 1 RX1	54,375 2,084.38 28.75	56,304 2,158.33 29.77	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	66,650 2,554.90 35.24	67,955 2,604.93 35.93	69,317 2,657.13 36.65
RESOURCE EXT OFF 2 RX2	61,524 2,358.43 32.53	63,794 2,445.43 33.73	66,120 2,534.60 34.96	68,503 2,625.95 36.22	71,038 2,723.10 37.56	73,894 2,832.58 39.07	75,728 2,902.90 40.04	77,222 2,960.18 40.83	78,773 3,019.63 41.65
RESOURCE EXT OFF 3 RX3	68,957 2,643.35 36.46	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	85,298 3,269.75 45.10	87,019 3,335.73 46.01	88,759 3,402.43 46.93
RESOURCE EXT OFF 4 RX4	78,149 2,995.70 41.32	81,213 3,113.15 42.94	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	97,516 3,738.10 51.56	99,521 3,814.95 52.62	101,507 3,891.08 53.67
SOCIAL SERVICES WKR 1 SP1	49,287 1,889.35 26.06	50,725 1,944.45 26.82	52,333 2,006.08 27.67	53,940 2,067.70 28.52	55,718 2,135.85 29.46	57,496 2,204.00 30.40	58,933 2,259.10 31.16	60,163 2,306.23 31.81	61,373 2,352.63 32.45

 denotes 20 years
 denotes 25 years

SOCIAL SERVICES WKR 2 SP2	51,784 1,985.05 27.38	53,657 2,056.83 28.37	55,453 2,125.70 29.32	57,420 2,201.10 30.36	59,444 2,278.68 31.43	61,600 2,361.33 32.57	63,132 2,420.05 33.38	64,437 2,470.08 34.07	65,723 2,519.38 34.75				
SOCIAL SERVICES WKR 3 SP3	56,569 2,168.48 29.91	58,631 2,247.50 31.00	60,597 2,322.90 32.04	62,848 2,409.18 33.23	65,212 2,499.80 34.48	67,671 2,594.05 35.78	70,073 2,686.13 37.05	72,815 2,791.25 38.50	74,650 2,861.58 39.47	76,144 2,918.85 40.26	77,676 2,977.58 41.07		
SOCIAL SERVICES WKR 4 SP4	62,337 2,389.60 32.96	64,626 2,477.33 34.17	66,839 2,562.15 35.34	69,279 2,655.68 36.63	71,832 2,753.55 37.98	74,404 2,852.15 39.34	77,165 2,958.00 40.80	80,267 3,076.90 42.44	83,369 3,195.80 44.08	86,490 3,315.43 45.73	88,646 3,398.08 46.87	90,480 3,468.40 47.84	92,296 3,538.00 48.80
SOCIAL SERVICES WKR 5 SP5	72,021 2,760.80 38.08	74,688 2,863.03 39.49	77,827 2,983.38 41.15	80,589 3,089.23 42.61	83,709 3,208.85 44.26	86,981 3,334.28 45.99	90,499 3,469.13 47.85	93,922 3,600.35 49.66	97,762 3,747.53 51.69	100,221 3,841.78 52.99	102,187 3,917.18 54.03	104,230 3,995.48 55.11	
SOCIAL SERVICES WKR 6 SP6	87,019 3,335.73 46.01	90,367 3,464.05 47.78	93,922 3,600.35 49.66	97,629 3,742.45 51.62	101,620 3,895.43 53.73	105,875 4,058.55 55.98	108,523 4,160.05 57.38	110,698 4,243.43 58.53	112,911 4,328.25 59.70				
SPVR INMATE TR CORR SIT	63,529 2,435.28 33.59	65,761 2,520.83 34.77	68,068 2,609.28 35.99	70,584 2,705.70 37.32	73,175 2,805.03 38.69	75,860 2,907.98 40.11	78,905 3,024.70 41.72	81,969 3,142.15 43.34	85,071 3,261.05 44.98	87,189 3,342.25 46.10	88,929 3,408.95 47.02	90,707 3,477.10 47.96	
SPVR INSTIT PR HDGY SIH	71,548 2,742.68 37.83	74,215 2,844.90 39.24	77,033 2,952.93 40.73	80,135 3,071.83 42.37	83,218 3,190.00 44.00	86,603 3,319.78 45.79	88,759 3,402.43 46.93	90,556 3,471.30 47.88	92,371 3,540.90 48.84				
SENIOR RSRCH ANALYST SER	84,371 3,234.23 44.61	87,624 3,358.93 46.33	91,331 3,501.03 48.29	95,152 3,647.48 50.31	99,161 3,801.18 52.43	103,436 3,965.03 54.69	107,975 4,139.03 57.09	112,608 4,316.65 59.54	115,427 4,424.68 61.03	117,772 4,514.58 62.27	120,136 4,605.20 63.52		
STATISTICAL ANAL 1 SS1	58,233 2,232.28 30.79	60,408 2,315.65 31.94	62,735 2,404.83 33.17	65,023 2,492.55 34.38	67,368 2,582.45 35.62	70,054 2,685.40 37.04	71,813 2,752.83 37.97	73,231 2,807.20 38.72	74,688 2,863.03 39.49				

 denotes 20 years
 denotes 25 years

STATISTICAL ANAL 2	68,957	71,548	74,215	77,033	80,135	83,218	86,603	88,759	90,556	92,371
SS2	2,643.35	2,742.68	2,844.90	2,952.93	3,071.83	3,190.00	3,319.78	3,402.43	3,471.30	3,540.90
	36.46	37.83	39.24	40.73	42.37	44.00	45.79	46.93	47.88	48.84
STATISTICAL ANAL 3	75,312	78,149	81,213	84,371	87,624	91,331	93,620	95,454	97,365	
SS3	2,886.95	2,995.70	3,113.15	3,234.23	3,358.93	3,501.03	3,588.75	3,659.08	3,732.30	
	39.82	41.32	42.94	44.61	46.33	48.29	49.50	50.47	51.48	

Effective 2024 03 23 through 2025 09 06

TEACHER INSTITUT 1	58,007	59,973	62,111	64,267	66,555	68,806	70,527	71,889	73,326	
TN1	2,223.58	2,298.98	2,380.90	2,463.55	2,551.28	2,637.55	2,703.53	2,755.73	2,810.83	
	30.67	31.71	32.84	33.98	35.19	36.38	37.29	38.01	38.77	

TEACHER INSTITUT 2	67,614	69,978	72,418	74,990	77,714	80,664	83,747	86,754	89,932	92,182	93,998	95,871
TN2	2,591.88	2,682.50	2,776.03	2,874.63	2,979.03	3,092.13	3,210.30	3,325.58	3,447.38	3,533.65	3,603.25	3,675.03
	35.75	37.00	38.29	39.65	41.09	42.65	44.28	45.87	47.55	48.74	49.70	50.69

TEACHER INSTITUT 3	76,579	79,473	82,348	85,355	88,475	91,955	95,398	97,781	99,729	101,715	
TN3	2,935.53	3,046.45	3,156.65	3,271.93	3,391.55	3,524.95	3,656.90	3,748.25	3,822.93	3,899.05	
	40.49	42.02	43.54	45.13	46.78	48.62	50.44	51.70	52.73	53.78	

TEACHER INSTITUT 1	59,747	61,770	63,983	66,196	68,560	70,867	72,645	74,045	75,520	
TN1	2,290.28	2,367.85	2,452.68	2,537.50	2,628.13	2,716.58	2,784.73	2,838.38	2,894.93	
	31.59	32.66	33.83	35.00	36.25	37.47	38.41	39.15	39.93	

TEACHER INSTITUT 2	69,638	72,078	74,593	77,241	80,040	83,085	86,263	89,364	92,636	94,944	96,816	98,745
TN2	2,669.45	2,762.98	2,859.40	2,960.90	3,068.20	3,184.93	3,306.73	3,425.63	3,551.05	3,639.50	3,711.28	3,785.23
	36.82	38.11	39.44	40.84	42.32	43.93	45.61	47.25	48.98	50.20	51.19	52.21

TEACHER INSTITUT 3	78,868	81,856	84,825	87,908	91,123	94,717	98,254	100,712	102,717	104,760	
TN3	3,023.25	3,137.80	3,251.63	3,369.80	3,493.05	3,630.80	3,766.38	3,860.63	3,937.48	4,015.78	
	41.70	43.28	44.85	46.48	48.18	50.08	51.95	53.25	54.31	55.39	

 denotes 20 years
 denotes 25 years

Effective 2024 03 23 through 2025 03 21

TEACHER OF DEAF 1	71,284	73,950	76,579	79,397	82,310	85,563	87,681	89,440	91,218	
TF1	2,732.53	2,834.75	2,935.53	3,043.55	3,155.20	3,279.90	3,361.10	3,428.53	3,496.68	
	37.69	39.10	40.49	41.98	43.52	45.24	46.36	47.29	48.23	
TEACHER OF DEAF 2	73,950	76,579	79,397	82,310	85,563	88,891	92,258	94,565	96,476	98,405
TF2	2,834.75	2,935.53	3,043.55	3,155.20	3,279.90	3,407.50	3,536.55	3,625.00	3,698.23	3,772.18
	39.10	40.49	41.98	43.52	45.24	47.00	48.78	50.00	51.01	52.03
TEACHER OF DEAF 3	76,579	79,794	82,820	85,998	89,213	92,844	96,362	98,783	100,731	102,736
TF3	2,935.53	3,058.78	3,174.78	3,296.58	3,419.83	3,559.03	3,693.88	3,786.68	3,861.35	3,938.20
	40.49	42.19	43.79	45.47	47.17	49.09	50.95	52.23	53.26	54.32
TRANSLATOR 1	62,754	64,872	67,293	69,865	72,456	75,217	78,338	80,305	81,913	83,558
TS1	2,405.55	2,486.75	2,579.55	2,678.15	2,777.48	2,883.33	3,002.95	3,078.35	3,139.98	3,203.05
	33.18	34.30	35.58	36.94	38.31	39.77	41.42	42.46	43.31	44.18
TRANSLATOR 2	78,414	81,288	84,409	87,776	91,237	95,001	98,972	101,450	103,492	105,554
TS2	3,005.85	3,116.05	3,235.68	3,364.73	3,497.40	3,641.68	3,793.93	3,888.90	3,967.20	4,046.23
	41.46	42.98	44.63	46.41	48.24	50.23	52.33	53.64	54.72	55.81
TRANSLATOR 3	81,704	84,655	88,059	91,539	95,057	98,972	103,152	105,743	107,861	110,017
TS3	3,132.00	3,245.10	3,375.60	3,509.00	3,643.85	3,793.93	3,954.15	4,053.48	4,134.68	4,217.33
	43.20	44.76	46.56	48.40	50.26	52.33	54.54	55.91	57.03	58.17

 denotes 20 years
 denotes 25 years

**SOCIAL SCIENCES COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

AGENCY REL COORD 1	77,563	80,494	83,653	86,906	90,253	94,074	98,008	100,447	102,509	104,551
AD1	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,850.48	3,929.50	4,007.80
	41.01	42.56	44.23	45.95	47.72	49.74	51.82	53.11	54.20	55.28
AGENCY REL COORD 2	83,653	86,906	90,253	94,074	98,008	102,131	106,537	109,204	111,341	113,573
AD2	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,083.93	4,186.15	4,268.08	4,353.63
	44.23	45.95	47.72	49.74	51.82	54.00	56.33	57.74	58.87	60.05
CH PHOTOGRAPHER	58,971	61,165	63,416	65,723	68,257	70,716	72,494	73,969	75,444	
CPO	2,260.55	2,344.65	2,430.93	2,519.38	2,616.53	2,710.78	2,778.93	2,835.48	2,892.03	
	31.18	32.34	33.53	34.75	36.09	37.39	38.33	39.11	39.89	
SPIRITUAL CARE PROVIDER	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
CHN	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
COMM CORR WORKER	53,823	55,722	57,642	59,666	61,711	63,903	65,489	66,783	68,118	
CWC	2,063.20	2,136.00	2,209.60	2,287.20	2,365.60	2,449.60	2,510.40	2,560.00	2,611.20	
	25.79	26.70	27.62	28.59	29.57	30.62	31.38	32.00	32.64	
CON VISUAL/HEAR ED 1	70,035	72,702	75,444	78,262	81,043	84,277	86,376	88,135	89,913	
VH1	2,684.68	2,786.90	2,892.03	3,000.05	3,106.63	3,230.60	3,311.08	3,378.50	3,446.65	
	37.03	38.44	39.89	41.38	42.85	44.56	45.67	46.60	47.54	
CON VISUAL/HEAR ED 2	79,700	82,631	85,601	88,778	92,334	95,908	99,558	102,055	104,041	106,121
VH2	3,055.15	3,167.53	3,281.35	3,403.15	3,539.45	3,676.48	3,816.40	3,912.10	3,988.23	4,067.98
	42.14	43.69	45.26	46.94	48.82	50.71	52.64	53.96	55.01	56.11

 denotes 20 years
 denotes 25 years

CON VISUAL/HEAR ED 3 VH3	82,688 3,169.70 43.72	86,168 3,303.10 45.56	89,535 3,432.15 47.34	92,807 3,557.58 49.07	96,324 3,692.43 50.93	100,183 3,840.33 52.97	104,060 3,988.95 55.02	106,670 4,089.00 56.40	108,807 4,170.93 57.53	111,001 4,255.03 58.69			
CORRESP TEACHER 4 DC4	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67				
ECO DEV CONSULTANT 1 IC1	59,122 2,266.35 31.26	61,278 2,349.00 32.40	63,378 2,429.48 33.51	65,704 2,518.65 34.74	68,106 2,610.73 36.01	70,565 2,704.98 37.31	73,175 2,805.03 38.69	74,971 2,873.90 39.64	76,504 2,932.63 40.45	78,035 2,991.35 41.26			
ECO DEV CONSULTANT 2 IC2	74,839 2,868.83 39.57	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,438 3,696.78 50.99	98,310 3,768.55 51.98	100,277 3,843.95 53.02			
ECO DEV CONSULTANT 3 IC3	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,131 3,915.00 54.00	104,703 4,013.60 55.36	106,783 4,093.35 56.46	108,939 4,176.00 57.60			
ECO DEV CONSULTANT 4 IC4	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,131 3,915.00 54.00	106,537 4,083.93 56.33	111,209 4,263.00 58.80	115,994 4,446.43 61.33	118,888 4,557.35 62.86	121,308 4,650.15 64.14	123,748 4,743.68 65.43		
ECON RES ANALYST 1 ER1	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67
ECON RES ANALYST 2 ER2	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,685 2,824.60 38.96	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,629 3,435.78 47.39	91,426 3,504.65 48.34			
ECON RES ANALYST 3 ER3	74,839 2,868.83 39.57	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,438 3,696.78 50.99	98,310 3,768.55 51.98	100,277 3,843.95 53.02			

 denotes 20 years
 denotes 25 years

ECON RES ANALYST 4 ER4	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,131 3,915.00 54.00	106,537 4,083.93 56.33	109,204 4,186.15 57.74	111,341 4,268.08 58.87	113,573 4,353.63 60.05			
EDUCATION CONSULTANT EDC	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,685 2,824.60 38.96	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,629 3,435.78 47.39	91,426 3,504.65 48.34		
EDUCATIONAL ASST 1 LS1	45,297 1,736.38 23.95	46,715 1,790.75 24.70	48,285 1,850.93 25.53	49,874 1,911.83 26.37	51,519 1,974.90 27.24	53,165 2,037.98 28.11	54,489 2,088.73 28.81	55,604 2,131.50 29.40	56,701 2,173.55 29.98			
EDUCATIONAL ASST 2 LS2	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	61,487 2,356.98 32.51	62,716 2,404.10 33.16	63,945 2,451.23 33.81			
EDUCATIONAL ASST 3 LS3	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,985 2,184.43 30.13	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,416 2,430.93 33.53	64,985 2,491.10 34.36	66,328 2,542.58 35.07	67,652 2,593.33 35.77			
FIELD WORKER 1 NA FW1	46,715 1,790.75 24.70	48,285 1,850.93 25.53	49,874 1,911.83 26.37	51,519 1,974.90 27.24	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,456 2,164.13 29.85	57,553 2,206.18 30.43	58,687 2,249.68 31.03			
FIELD WORKER 2 NA FW2	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,234 2,538.95 35.02	67,501 2,587.53 35.69	68,844 2,639.00 36.40		
FIELD WORKER 3 NA FW3	59,122 2,266.35 31.26	61,278 2,349.00 32.40	63,378 2,429.48 33.51	65,704 2,518.65 34.74	68,106 2,610.73 36.01	70,565 2,704.98 37.31	73,175 2,805.03 38.69	76,106 2,917.40 40.24	77,998 2,989.90 41.24	79,530 3,048.63 42.05	81,137 3,110.25 42.90	
FIELD WORKER 4 NA FW4	65,704 2,518.65 34.74	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,515 2,818.08 38.87	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	89,194 3,419.10 47.16	91,426 3,504.65 48.34	93,279 3,575.70 49.32	95,152 3,647.48 50.31

 denotes 20 years
 denotes 25 years

GUIDANCE OFF	73,629	76,768	79,662	82,669	85,809	89,251	92,693	95,019	96,873	98,802	
GOF	2,822.43	2,942.78	3,053.70	3,168.98	3,289.33	3,421.28	3,553.23	3,642.40	3,713.45	3,787.40	
	38.93	40.59	42.12	43.71	45.37	47.19	49.01	50.24	51.22	52.24	
HERITAGE RES OFF 1	55,794	57,666	59,747	61,770	63,321	64,645	65,931				
HR1	2,138.75	2,210.53	2,290.28	2,367.85	2,427.30	2,478.05	2,527.35				
	29.50	30.49	31.59	32.66	33.48	34.18	34.86				
HERITAGE RES OFF 2	57,666	59,747	61,770	64,097	66,536	68,995	71,454	74,310	76,182	77,695	79,246
HR2	2,210.53	2,290.28	2,367.85	2,457.03	2,550.55	2,644.80	2,739.05	2,848.53	2,920.30	2,978.30	3,037.75
	30.49	31.59	32.66	33.89	35.18	36.48	37.78	39.29	40.28	41.08	41.90
HERITAGE RES OFF 3	73,118	75,936	78,735	81,704	85,033	88,286	90,480	92,334	94,187		
HR3	2,802.85	2,910.88	3,018.18	3,132.00	3,259.60	3,384.30	3,468.40	3,539.45	3,610.50		
	38.66	40.15	41.63	43.20	44.96	46.68	47.84	48.82	49.80		
HERITAGE RES OFF 4	79,889	82,896	86,130	89,534	92,958	96,892	99,313	101,261	103,284		
HR4	3,062.40	3,177.68	3,301.65	3,432.15	3,563.38	3,714.18	3,806.98	3,881.65	3,959.23		
	42.24	43.83	45.54	47.34	49.15	51.23	52.51	53.54	54.61		
HERITAGE RES OFF 5	86,130	89,534	92,958	96,892	100,939	105,251	107,861	109,980	112,192		
HR5	3,301.65	3,432.15	3,563.38	3,714.18	3,869.33	4,034.63	4,134.68	4,215.88	4,300.70		
	45.54	47.34	49.15	51.23	53.37	55.65	57.03	58.15	59.32		
HLTH SOC DEV SPEC 1	48,985	50,555	52,389	54,186	56,002	57,987	59,444	60,617	61,827		
HS1	1,877.75	1,937.93	2,008.25	2,077.13	2,146.73	2,222.85	2,278.68	2,323.63	2,370.03		
	25.90	26.73	27.70	28.65	29.61	30.66	31.43	32.05	32.69		
HLTH SOC DEV SPEC 2	52,389	54,186	56,002	57,987	59,973	62,224	63,794	65,042	66,347		
HS2	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,445.43	2,493.28	2,543.30		
	27.70	28.65	29.61	30.66	31.71	32.90	33.73	34.39	35.08		
HLTH SOC DEV SPEC 3	56,002	57,987	59,973	62,224	64,626	66,971	69,392	72,154	73,969	75,425	76,920
HS3	2,146.73	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48	2,891.30	2,948.58
	29.61	30.66	31.71	32.90	34.17	35.41	36.69	38.15	39.11	39.88	40.67

 denotes 20 years
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HLTH SOC DEV SPEC 4 HS4	59,122 2,266.35 31.26	61,278 2,349.00 32.40	63,378 2,429.48 33.51	65,704 2,518.65 34.74	68,106 2,610.73 36.01	70,565 2,704.98 37.31	73,175 2,805.03 38.69	76,106 2,917.40 40.24	79,076 3,031.23 41.81	82,045 3,145.05 43.38	84,107 3,224.08 44.47	85,809 3,289.33 45.37	87,530 3,355.30 46.28
HLTH SOC DEV SPEC 5 HS5	65,704 2,518.65 34.74	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,515 2,818.08 38.87	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	89,194 3,419.10 47.16	91,426 3,504.65 48.34	93,279 3,575.70 49.32	95,152 3,647.48 50.31	
HLTH SOC DEV SPEC 6 HS6	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	100,447 3,850.48 53.11	102,509 3,929.50 54.20	104,551 4,007.80 55.28				
HOME ADVISOR 1 HV1	44,521 1,706.65 23.54	45,940 1,761.03 24.29	47,415 1,817.58 25.07	48,985 1,877.75 25.90	50,555 1,937.93 26.73	52,389 2,008.25 27.70	53,694 2,058.28 28.39	54,678 2,095.98 28.91	55,775 2,138.03 29.49				
HOME ADVISOR 2 HV2	48,739 1,868.33 25.77	50,233 1,925.60 26.56	51,803 1,985.78 27.39	53,373 2,045.95 28.22	55,226 2,117.00 29.20	56,947 2,182.98 30.11	58,366 2,237.35 30.86	59,520 2,281.58 31.47	60,692 2,326.53 32.09				
ILLUSTRATOR 1 IL1	45,297 1,736.38 23.95	46,715 1,790.75 24.70	48,285 1,850.93 25.53	49,874 1,911.83 26.37	51,519 1,974.90 27.24	53,165 2,037.98 28.11	54,489 2,088.73 28.81	55,604 2,131.50 29.40	56,701 2,173.55 29.98				
ILLUSTRATOR 2 IL2	53,165 2,037.98 28.11	55,075 2,111.20 29.12	56,985 2,184.43 30.13	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,416 2,430.93 33.53	64,985 2,491.10 34.36	66,328 2,542.58 35.07	67,652 2,593.33 35.77				
ILLUSTRATOR 3 IL3	56,985 2,184.43 30.13	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,416 2,430.93 33.53	65,723 2,519.38 34.75	68,257 2,616.53 36.09	69,960 2,681.78 36.99	71,416 2,737.60 37.76	72,834 2,791.98 38.51				
INFORM WRITER 1 IW1	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	61,487 2,356.98 32.51	62,716 2,404.10 33.16	63,945 2,451.23 33.81				

 denotes 20 years
 denotes 25 years

INFORM WRITER 2	64,645	66,820	69,317	71,964	74,631	77,468	79,416	81,043	82,650					
IW2	2,478.05	2,561.43	2,657.13	2,758.63	2,860.85	2,969.60	3,044.28	3,106.63	3,168.25					
	34.18	35.33	36.65	38.05	39.46	40.96	41.99	42.85	43.70					
JURILINGUIST	89,516	92,958	96,892	100,939	105,195	109,734	114,538	119,474	122,462	124,940	127,455			
JUR	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,206.45	4,390.60	4,579.83	4,694.38	4,789.35	4,885.78			
	47.33	49.15	51.23	53.37	55.62	58.02	60.56	63.17	64.75	66.06	67.39			
LANGUAGE SPEC 1	57,723	59,765	61,770	64,059	66,196	68,711	71,246	73,894	76,504	79,586	81,572	83,180	84,844	
LG1	2,212.70	2,291.00	2,367.85	2,455.58	2,537.50	2,633.93	2,731.08	2,832.58	2,932.63	3,050.80	3,126.93	3,188.55	3,252.35	
	30.52	31.60	32.66	33.87	35.00	36.33	37.67	39.07	40.45	42.08	43.13	43.98	44.86	
LANGUAGE SPEC 2	67,633	69,903	72,513	75,161	77,846	80,759	83,917	87,227	90,518	92,788	94,698	96,589		
LG2	2,592.60	2,679.60	2,779.65	2,881.15	2,984.10	3,095.75	3,216.83	3,343.70	3,469.85	3,556.85	3,630.08	3,702.58		
	35.76	36.96	38.34	39.74	41.16	42.70	44.37	46.12	47.86	49.06	50.07	51.07		
LANGUAGE SPEC 3	78,868	82,215	85,355	88,532	91,861	95,568	99,256	101,752	103,795	105,875				
LG3	3,023.25	3,151.58	3,271.93	3,393.73	3,521.33	3,663.43	3,804.80	3,900.50	3,978.80	4,058.55				
	41.70	43.47	45.13	46.81	48.57	50.53	52.48	53.80	54.88	55.98				
LIBRARIAN 1	52,389	54,186	56,002	57,987	59,973	62,224	63,794	65,042	66,347					
LN1	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,385.25	2,445.43	2,493.28	2,543.30					
	27.70	28.65	29.61	30.66	31.71	32.90	33.73	34.39	35.08					
LIBRARIAN 2	57,987	59,973	62,224	64,626	66,971	69,392	72,154	73,969	75,425	76,920				
LN2	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48	2,891.30	2,948.58				
	30.66	31.71	32.90	34.17	35.41	36.69	38.15	39.11	39.88	40.67				
LIBRARIAN 3	64,626	66,971	69,392	72,154	75,634	79,170	81,137	82,801	84,447					
LN3	2,477.33	2,567.23	2,660.03	2,765.88	2,899.28	3,034.85	3,110.25	3,174.05	3,237.13					
	34.17	35.41	36.69	38.15	39.99	41.86	42.90	43.78	44.65					
LIBRARIAN 4	68,106	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426				
LN4	2,610.73	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65				
	36.01	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34				

 denotes 20 years
 denotes 25 years

LIBRARY TECHNICIAN 1 LY1	47,699 1,828.45 25.22	48,909 1,874.85 25.86	50,214 1,924.88 26.55	51,576 1,977.08 27.27	53,070 2,034.35 28.06	54,697 2,096.70 28.92	56,058 2,148.90 29.64	57,174 2,191.68 30.23	58,328 2,235.90 30.84				
LIBRARY TECHNICIAN 2 LY2	54,054 2,072.05 28.58	55,434 2,124.98 29.31	56,947 2,182.98 30.11	58,517 2,243.15 30.94	60,087 2,303.33 31.77	61,789 2,368.58 32.67	63,340 2,428.03 33.49	64,664 2,478.78 34.19	65,950 2,528.08 34.87				
LIBRARY TECHNICIAN 3 LY3	55,983 2,146.00 29.60	57,571 2,206.90 30.44	59,293 2,272.88 31.35	61,051 2,340.30 32.28	63,018 2,415.70 33.32	64,910 2,488.20 34.32	66,517 2,549.83 35.17	67,898 2,602.75 35.90	69,260 2,654.95 36.62				
MEDIA SPECIALIST 1 MS1	71,019 2,722.38 37.55	73,685 2,824.60 38.96	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,629 3,435.78 47.39	91,426 3,504.65 48.34				
MEDIA SPECIALIST 2 MS2	74,839 2,868.83 39.57	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,438 3,696.78 50.99	98,310 3,768.55 51.98	100,277 3,843.95 53.02			
MEDIA TECHNICIAN 1 TA1	45,940 1,761.03 24.29	47,415 1,817.58 25.07	48,985 1,877.75 25.90	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	55,567 2,130.05 29.38	56,664 2,172.10 29.96	57,798 2,215.60 30.56				
MEDIA TECHNICIAN 2 TA2	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	61,487 2,356.98 32.51	62,716 2,404.10 33.16	63,945 2,451.23 33.81				
MEDIA TECHNICIAN 3 TA3	55,075 2,111.20 29.12	56,985 2,184.43 30.13	58,971 2,260.55 31.18	61,165 2,344.65 32.34	63,416 2,430.93 33.53	65,723 2,519.38 34.75	67,387 2,583.18 35.63	68,806 2,637.55 36.38	70,187 2,690.48 37.11				
PLANNING PROG AN 1 PM1	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67

 denotes 20 years
 denotes 25 years

PLANNING PROG AN 2 PM2	68,106 2,610.73 36.01	71,019 2,722.38 37.55	73,685 2,824.60 38.96	76,447 2,930.45 40.42	79,340 3,041.38 41.95	82,537 3,163.90 43.64	85,714 3,285.70 45.32	87,851 3,367.63 46.45	89,629 3,435.78 47.39	91,426 3,504.65 48.34			
PLANNING PROG AN 3 PM3	74,839 2,868.83 39.57	77,563 2,973.23 41.01	80,494 3,085.60 42.56	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	96,438 3,696.78 50.99	98,310 3,768.55 51.98	100,277 3,843.95 53.02			
PLANNING PROG AN 4 PM4	83,653 3,206.68 44.23	86,906 3,331.38 45.95	90,253 3,459.70 47.72	94,074 3,606.15 49.74	98,008 3,756.95 51.82	102,131 3,915.00 54.00	106,537 4,083.93 56.33	109,204 4,186.15 57.74	111,341 4,268.08 58.87	113,573 4,353.63 60.05			
PROBATION OFFICER 1 PB1	56,267 2,156.88 29.75	58,290 2,234.45 30.82	60,200 2,307.68 31.83	62,413 2,392.50 33.00	64,513 2,472.98 34.11	66,914 2,565.05 35.38	68,598 2,629.58 36.27	69,903 2,679.60 36.96	71,302 2,733.25 37.70				
PROBATION OFFICER 2 PB2	60,333 2,312.75 31.90	62,489 2,395.40 33.04	64,645 2,478.05 34.18	67,028 2,569.40 35.44	69,619 2,668.73 36.81	72,172 2,766.60 38.16	74,744 2,865.20 39.52	77,733 2,979.75 41.10	79,662 3,053.70 42.12	81,251 3,114.60 42.96	82,877 3,176.95 43.82		
PROBATION OFFICER 3 PB3	64,172 2,459.93 33.93	66,536 2,550.55 35.18	68,768 2,636.10 36.36	71,359 2,735.43 37.73	73,950 2,834.75 39.10	76,598 2,936.25 40.50	79,454 3,045.73 42.01	82,594 3,166.08 43.67	85,847 3,290.78 45.39	89,062 3,414.03 47.09	91,294 3,499.58 48.27	93,147 3,570.63 49.25	95,019 3,642.40 50.24
RECREATION CONSULT 1 RR1	49,117 1,882.83 25.97	50,555 1,937.93 26.73	52,389 2,008.25 27.70	54,186 2,077.13 28.65	56,002 2,146.73 29.61	57,987 2,222.85 30.66	59,444 2,278.68 31.43	60,617 2,323.63 32.05	61,827 2,370.03 32.69				
RECREATION CONSULT 2 RR2	59,973 2,298.98 31.71	62,224 2,385.25 32.90	64,626 2,477.33 34.17	66,971 2,567.23 35.41	69,392 2,660.03 36.69	72,154 2,765.88 38.15	73,969 2,835.48 39.11	75,425 2,891.30 39.88	76,920 2,948.58 40.67				
RECREATION CONSULT 3 RR3	68,106 2,610.73 36.01	70,565 2,704.98 37.31	73,175 2,805.03 38.69	76,106 2,917.40 40.24	79,076 3,031.23 41.81	82,045 3,145.05 43.38	84,107 3,224.08 44.47	85,809 3,289.33 45.37	87,530 3,355.30 46.28				

 denotes 20 years
 denotes 25 years

RECREATION CONSULT 4	73,685	76,447	79,340	82,537	85,714	89,194	91,426	93,279	95,152
RR4	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,419.10	3,504.65	3,575.70	3,647.48
	38.96	40.42	41.95	43.64	45.32	47.16	48.34	49.32	50.31
RESEARCH ASSIST 1	44,521	45,940	47,415	48,985	50,555	52,389	53,694	54,678	55,775
RH1	1,706.65	1,761.03	1,817.58	1,877.75	1,937.93	2,008.25	2,058.28	2,095.98	2,138.03
	23.54	24.29	25.07	25.90	26.73	27.70	28.39	28.91	29.49
RESEARCH ASSIST 2	50,555	52,389	54,186	56,002	57,987	59,973	61,487	62,716	63,945
RH2	1,937.93	2,008.25	2,077.13	2,146.73	2,222.85	2,298.98	2,356.98	2,404.10	2,451.23
	26.73	27.70	28.65	29.61	30.66	31.71	32.51	33.16	33.81
RESIDENCE COUNSELR	54,640	56,115	57,666	59,349	60,995	62,886	64,475	65,685	66,990
RCR	2,094.53	2,151.08	2,210.53	2,275.05	2,338.13	2,410.63	2,471.53	2,517.93	2,567.95
	28.89	29.67	30.49	31.38	32.25	33.25	34.09	34.73	35.42
RESOURCE EXT OFF 1	56,002	57,987	59,973	62,224	64,626	66,971	68,654	69,997	71,397
RX1	2,146.73	2,222.85	2,298.98	2,385.25	2,477.33	2,567.23	2,631.75	2,683.23	2,736.88
	29.61	30.66	31.71	32.90	34.17	35.41	36.30	37.01	37.75
RESOURCE EXT OFF 2	63,378	65,704	68,106	70,565	73,175	76,106	77,998	79,530	81,137
RX2	2,429.48	2,518.65	2,610.73	2,704.98	2,805.03	2,917.40	2,989.90	3,048.63	3,110.25
	33.51	34.74	36.01	37.31	38.69	40.24	41.24	42.05	42.90
RESOURCE EXT OFF 3	71,019	73,685	76,447	79,340	82,537	85,714	87,851	89,629	91,426
RX3	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,367.63	3,435.78	3,504.65
	37.55	38.96	40.42	41.95	43.64	45.32	46.45	47.39	48.34
RESOURCE EXT OFF 4	80,494	83,653	86,906	90,253	94,074	98,008	100,447	102,509	104,551
RX4	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,756.95	3,850.48	3,929.50	4,007.80
	42.56	44.23	45.95	47.72	49.74	51.82	53.11	54.20	55.28
SOCIAL SERVICES WKR 1	50,763	52,238	53,902	55,567	57,382	59,217	60,692	61,959	63,207
SP1	1,945.90	2,002.45	2,066.25	2,130.05	2,199.65	2,269.98	2,326.53	2,375.10	2,422.95
	26.84	27.62	28.50	29.38	30.34	31.31	32.09	32.76	33.42

 denotes 20 years
 denotes 25 years

SOCIAL SERVICES WKR 2	53,335	55,264	57,117	59,141	61,222	63,453	65,023	66,366	67,690				
SP2	2,044.50	2,118.45	2,189.50	2,267.08	2,346.83	2,432.38	2,492.55	2,544.03	2,594.78				
	28.20	29.22	30.20	31.27	32.37	33.55	34.38	35.09	35.79				
SOCIAL SERVICES WKR 3	58,271	60,390	62,413	64,740	67,160	69,695	72,172	75,009	76,882	78,433	80,002		
SP3	2,233.73	2,314.93	2,392.50	2,481.68	2,574.48	2,671.63	2,766.60	2,875.35	2,947.13	3,006.58	3,066.75		
	30.81	31.93	33.00	34.23	35.51	36.85	38.16	39.66	40.65	41.47	42.30		
SOCIAL SERVICES WKR 4	64,210	66,574	68,844	71,359	73,988	76,636	79,473	82,669	85,865	89,081	91,312	93,204	95,057
SP4	2,461.38	2,552.00	2,639.00	2,735.43	2,836.20	2,937.70	3,046.45	3,168.98	3,291.50	3,414.75	3,500.30	3,572.80	3,643.85
	33.95	35.20	36.40	37.73	39.12	40.52	42.02	43.71	45.40	47.10	48.28	49.28	50.26
SOCIAL SERVICES WKR 5	74,177	76,920	80,154	83,010	86,225	89,591	93,223	96,741	100,693	103,228	105,251	107,351	
SP5	2,843.45	2,948.58	3,072.55	3,182.03	3,305.28	3,434.33	3,573.53	3,708.38	3,859.90	3,957.05	4,034.63	4,115.10	
	39.22	40.67	42.38	43.89	45.59	47.37	49.29	51.15	53.24	54.58	55.65	56.76	
SOCIAL SERVICES WKR 6	89,629	93,071	96,741	100,561	104,665	109,053	111,776	114,027	116,297				
SP6	3,435.78	3,567.73	3,708.38	3,854.83	4,012.15	4,180.35	4,284.75	4,371.03	4,458.03				
	47.39	49.21	51.15	53.17	55.34	57.66	59.10	60.29	61.49				
SPVR INMATE TR CORR	65,439	67,728	70,111	72,702	75,369	78,130	81,270	84,428	87,624	89,799	91,596	93,431	
SIT	2,508.50	2,596.23	2,687.58	2,786.90	2,889.13	2,994.98	3,115.33	3,236.40	3,358.93	3,442.30	3,511.18	3,581.50	
	34.60	35.81	37.07	38.44	39.85	41.31	42.97	44.64	46.33	47.48	48.43	49.40	
SPVR INSTIT PR HDGY	73,685	76,447	79,340	82,537	85,714	89,194	91,426	93,279	95,152				
SIH	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,419.10	3,504.65	3,575.70	3,647.48				
	38.96	40.42	41.95	43.64	45.32	47.16	48.34	49.32	50.31				
SENIOR RSRCH ANALYST	86,906	90,253	94,074	98,008	102,131	106,537	111,209	115,994	118,888	121,308	123,748		
SER	3,331.38	3,459.70	3,606.15	3,756.95	3,915.00	4,083.93	4,263.00	4,446.43	4,557.35	4,650.15	4,743.68		
	45.95	47.72	49.74	51.82	54.00	56.33	58.80	61.33	62.86	64.14	65.43		
STATISTICAL ANAL 1	59,973	62,224	64,626	66,971	69,392	72,154	73,969	75,425	76,920				
SS1	2,298.98	2,385.25	2,477.33	2,567.23	2,660.03	2,765.88	2,835.48	2,891.30	2,948.58				
	31.71	32.90	34.17	35.41	36.69	38.15	39.11	39.88	40.67				

 denotes 20 years
 denotes 25 years

STATISTICAL ANAL 2	71,019	73,685	76,447	79,340	82,537	85,714	89,194	91,426	93,279	95,152
SS2	2,722.38	2,824.60	2,930.45	3,041.38	3,163.90	3,285.70	3,419.10	3,504.65	3,575.70	3,647.48
	37.55	38.96	40.42	41.95	43.64	45.32	47.16	48.34	49.32	50.31
STATISTICAL ANAL 3	77,563	80,494	83,653	86,906	90,253	94,074	96,438	98,310	100,277	
SS3	2,973.23	3,085.60	3,206.68	3,331.38	3,459.70	3,606.15	3,696.78	3,768.55	3,843.95	
	41.01	42.56	44.23	45.95	47.72	49.74	50.99	51.98	53.02	

Effective 2025 03 22 through 2025 09 05

TEACHER INSTITUT 1	61,543	63,624	65,893	68,182	70,621	72,986	74,820	76,258	77,790	
TN1	2,359.15	2,438.90	2,525.90	2,613.63	2,707.15	2,797.78	2,868.10	2,923.20	2,981.93	
	32.54	33.64	34.84	36.05	37.34	38.59	39.56	40.32	41.13	
TEACHER INSTITUT 2	71,718	74,234	76,825	79,567	82,442	85,582	88,854	92,050	95,417	97,800
TN2	2,749.20	2,845.63	2,944.95	3,050.08	3,160.28	3,280.63	3,406.05	3,528.58	3,657.63	3,748.98
	37.92	39.25	40.62	42.07	43.59	45.25	46.98	48.67	50.45	51.71
									99,729	101,715
									3,822.93	3,899.05
									52.73	53.78
TEACHER INSTITUT 3	81,232	84,314	87,378	90,537	93,866	97,554	101,204	103,738	105,800	107,899
TN3	3,113.88	3,232.05	3,349.50	3,470.58	3,598.18	3,739.55	3,879.48	3,976.63	4,055.65	4,136.13
	42.95	44.58	46.20	47.87	49.63	51.58	53.51	54.85	55.94	57.05
TEACHER INSTITUT 1	63,397	65,534	67,879	70,224	72,740	75,180	77,071	78,546	80,116	
TN1	2,430.20	2,512.13	2,602.03	2,691.93	2,788.35	2,881.88	2,954.38	3,010.93	3,071.10	
	33.52	34.65	35.89	37.13	38.46	39.75	40.75	41.53	42.36	
TEACHER INSTITUT 2	73,874	76,466	79,132	81,950	84,920	88,154	91,521	94,811	98,272	100,731
TN2	2,831.85	2,931.18	3,033.40	3,141.43	3,255.25	3,379.23	3,508.28	3,634.43	3,767.10	3,861.35
	39.06	40.43	41.84	43.33	44.90	46.61	48.39	50.13	51.96	53.26
									102,717	104,760
									3,937.48	4,015.78
									54.31	55.39
TEACHER INSTITUT 3	83,671	86,849	90,007	93,261	96,684	100,485	104,249	106,859	108,977	111,133
TN3	3,207.40	3,329.20	3,450.28	3,574.98	3,706.20	3,851.93	3,996.20	4,096.25	4,177.45	4,260.10
	44.24	45.92	47.59	49.31	51.12	53.13	55.12	56.50	57.62	58.76

Effective 2026 02 07 through 2026 03 20

TEACHER INSTITUT 1 TN1	64,040 2,454.85 33.86	66,196 2,537.50 35.00	68,560 2,628.13 36.25	70,924 2,718.75 37.50	73,458 2,815.90 38.84	75,936 2,910.88 40.15	77,846 2,984.10 41.16	79,340 3,041.38 41.95	80,910 3,101.55 42.78			
TEACHER INSTITUT 2 TN2	74,612 2,860.13 39.45	77,222 2,960.18 40.83	79,927 3,063.85 42.26	82,764 3,172.60 43.76	85,771 3,287.88 45.35	89,043 3,413.30 47.08	92,428 3,543.08 48.87	95,757 3,670.68 50.63	99,256 3,804.80 52.48	101,734 3,899.78 53.79	103,738 3,976.63 54.85	105,800 4,055.65 55.94
TEACHER INSTITUT 3 TN3	84,504 3,239.30 44.68	87,719 3,362.55 46.38	90,915 3,485.08 48.07	94,187 3,610.50 49.80	97,648 3,743.18 51.63	101,488 3,890.35 53.66	105,289 4,036.08 55.67	107,937 4,137.58 57.07	110,074 4,219.50 58.20	112,249 4,302.88 59.35		
TEACHER OF DEAF 1 TF1	73,421 2,814.45 38.82	76,163 2,919.58 40.27	78,868 3,023.25 41.70	81,780 3,134.90 43.24	84,787 3,250.18 44.83	88,135 3,378.50 46.60	90,310 3,461.88 47.75	92,126 3,531.48 48.71	93,960 3,601.80 49.68			
TEACHER OF DEAF 2 TF2	76,163 2,919.58 40.27	78,868 3,023.25 41.70	81,780 3,134.90 43.24	84,787 3,250.18 44.83	88,135 3,378.50 46.60	91,558 3,509.73 48.41	95,019 3,642.40 50.24	97,402 3,733.75 51.50	99,369 3,809.15 52.54	101,355 3,885.28 53.59		
TEACHER OF DEAF 3 TF3	78,868 3,023.25 41.70	82,196 3,150.85 43.46	85,298 3,269.75 45.10	88,570 3,395.18 46.83	91,899 3,522.78 48.59	95,625 3,665.60 50.56	99,256 3,804.80 52.48	101,752 3,900.50 53.80	103,757 3,977.35 54.86	105,819 4,056.38 55.95		
TRANSLATOR 1 TS1	64,645 2,478.05 34.18	66,820 2,561.43 35.33	69,317 2,657.13 36.65	71,964 2,758.63 38.05	74,631 2,860.85 39.46	77,468 2,969.60 40.96	80,683 3,092.85 42.66	82,707 3,170.43 43.73	84,371 3,234.23 44.61	86,074 3,299.48 45.51		
TRANSLATOR 2 TS2	80,759 3,095.75 42.70	83,728 3,209.58 44.27	86,944 3,332.83 45.97	90,404 3,465.50 47.80	93,979 3,602.53 49.69	97,856 3,751.15 51.74	101,941 3,907.75 53.90	104,495 4,005.63 55.25	106,594 4,086.10 56.36	108,712 4,167.30 57.48		
TRANSLATOR 3 TS3	84,163 3,226.25 44.50	87,189 3,342.25 46.10	90,707 3,477.10 47.96	94,282 3,614.13 49.85	97,913 3,753.33 51.77	101,941 3,907.75 53.90	106,254 4,073.05 56.18	108,921 4,175.28 57.59	111,095 4,258.65 58.74	113,327 4,344.20 59.92		

 denotes 20 years
 denotes 25 years

SOCIAL SCIENCES COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

AGENCY REL COORD 1	79,889	82,915	86,168	89,516	92,958	96,892	100,939	103,455	105,592	107,691
AD1	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	3,965.75	4,047.68	4,128.15
	42.24	43.84	45.56	47.33	49.15	51.23	53.37	54.70	55.83	56.94
AGENCY REL COORD 2	86,168	89,516	92,958	96,892	100,939	105,195	109,734	112,476	114,689	116,977
AD2	3,303.10	3,431.43	3,563.38	3,714.18	3,869.33	4,032.45	4,206.45	4,311.58	4,396.40	4,484.13
	45.56	47.33	49.15	51.23	53.37	55.62	58.02	59.47	60.64	61.85
CH PHOTOGRAPHER	60,749	63,000	65,326	67,690	70,300	72,834	74,669	76,182	77,714	
CPO	2,328.70	2,414.98	2,504.15	2,594.78	2,694.83	2,791.98	2,862.30	2,920.30	2,979.03	
	32.12	33.31	34.54	35.79	37.17	38.51	39.48	40.28	41.09	
SPIRITUAL CARE PROVIDER	70,149	73,156	75,898	78,735	81,724	85,014	88,286	90,480	92,315	94,168
CHN	2,689.03	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,468.40	3,538.73	3,609.78
	37.09	38.68	40.13	41.63	43.21	44.95	46.68	47.84	48.81	49.79
COMM CORR WORKER	57,099	59,124	61,148	63,297	65,468	67,805	69,475	70,852	72,271	
CWC	2,188.80	2,266.40	2,344.00	2,426.40	2,509.60	2,599.20	2,663.20	2,716.00	2,770.40	
	27.36	28.33	29.30	30.33	31.37	32.49	33.29	33.95	34.63	
CON VISUAL/HEAR ED 1	72,134	74,877	77,714	80,608	83,482	86,811	88,967	90,783	92,617	
VH1	2,765.15	2,870.28	2,979.03	3,089.95	3,200.15	3,327.75	3,410.40	3,480.00	3,550.33	
	38.14	39.59	41.09	42.62	44.14	45.90	47.04	48.00	48.97	
CON VISUAL/HEAR ED 2	82,083	85,109	88,173	91,445	95,095	98,783	102,547	105,119	107,161	109,299
VH2	3,146.50	3,262.50	3,379.95	3,505.38	3,645.30	3,786.68	3,930.95	4,029.55	4,107.85	4,189.78
	43.40	45.00	46.62	48.35	50.28	52.23	54.22	55.58	56.66	57.79
CON VISUAL/HEAR ED 3	85,166	88,759	92,220	95,587	99,218	103,190	107,181	109,866	112,079	114,330
VH3	3,264.68	3,402.43	3,535.10	3,664.15	3,803.35	3,955.60	4,108.58	4,211.53	4,296.35	4,382.63
	45.03	46.93	48.76	50.54	52.46	54.56	56.67	58.09	59.26	60.45



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CORRESP TEACHER 4 DC4	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89				
ECO DEV CONSULTANT 1 IC1	60,900 2,334.50 32.20	63,113 2,419.33 33.37	65,288 2,502.70 34.52	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	77,222 2,960.18 40.83	78,792 3,020.35 41.66	80,381 3,081.25 42.50			
ECO DEV CONSULTANT 2 IC2	77,090 2,955.10 40.76	79,889 3,062.40 42.24	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	99,331 3,807.70 52.52	101,261 3,881.65 53.54	103,284 3,959.23 54.61			
ECO DEV CONSULTANT 3 IC3	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	107,842 4,133.95 57.02	109,980 4,215.88 58.15	112,211 4,301.43 59.33			
ECO DEV CONSULTANT 4 IC4	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	109,734 4,206.45 58.02	114,538 4,390.60 60.56	119,474 4,579.83 63.17	122,462 4,694.38 64.75	124,940 4,789.35 66.06	127,455 4,885.78 67.39		
ECON RES ANALYST 1 ER1	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89
ECON RES ANALYST 2 ER2	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79			
ECON RES ANALYST 3 ER3	77,090 2,955.10 40.76	79,889 3,062.40 42.24	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	99,331 3,807.70 52.52	101,261 3,881.65 53.54	103,284 3,959.23 54.61			
ECON RES ANALYST 4 ER4	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	109,734 4,206.45 58.02	112,476 4,311.58 59.47	114,689 4,396.40 60.64	116,977 4,484.13 61.85				
EDUCATION CONSULTANT EDC	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79			



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EDUCATIONAL ASST 1 LS1	48,058 1,842.23 25.41	49,552 1,899.50 26.20	51,236 1,964.03 27.09	52,900 2,027.83 27.97	54,659 2,095.25 28.90	56,399 2,161.95 29.82	57,798 2,215.60 30.56	58,990 2,261.28 31.19	60,163 2,306.23 31.81			
EDUCATIONAL ASST 2 LS2	53,637 2,056.10 28.36	55,586 2,130.78 29.39	57,496 2,204.00 30.40	59,425 2,277.95 31.42	61,524 2,358.43 32.53	63,624 2,438.90 33.64	65,231 2,500.53 34.49	66,517 2,549.83 35.17	67,822 2,599.85 35.86			
EDUCATIONAL ASST 3 LS3	56,399 2,161.95 29.82	58,423 2,239.53 30.89	60,446 2,317.10 31.96	62,564 2,398.30 33.08	64,891 2,487.48 34.31	67,293 2,579.55 35.58	68,938 2,642.63 36.45	70,357 2,697.00 37.20	71,775 2,751.38 37.95			
FIELD WORKER 1 NA FW1	48,115 1,844.40 25.44	49,741 1,906.75 26.30	51,368 1,969.10 27.16	53,070 2,034.35 28.06	54,753 2,098.88 28.95	56,720 2,174.28 29.99	58,158 2,229.38 30.75	59,274 2,272.15 31.34	60,446 2,317.10 31.96			
FIELD WORKER 2 NA FW2	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,220 2,615.08 36.07	69,524 2,665.10 36.76	70,905 2,718.03 37.49		
FIELD WORKER 3 NA FW3	60,900 2,334.50 32.20	63,113 2,419.33 33.37	65,288 2,502.70 34.52	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	80,343 3,079.80 42.48	81,913 3,139.98 43.31	83,577 3,203.78 44.19	
FIELD WORKER 4 NA FW4	67,671 2,594.05 35.78	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,728 2,902.90 40.04	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	91,861 3,521.33 48.57	94,168 3,609.78 49.79	96,078 3,683.00 50.80	98,008 3,756.95 51.82
GUIDANCE OFF GOF	75,841 2,907.25 40.10	79,076 3,031.23 41.81	82,045 3,145.05 43.38	85,147 3,263.95 45.02	88,381 3,387.93 46.73	91,937 3,524.23 48.61	95,473 3,659.80 50.48	97,875 3,751.88 51.75	99,785 3,825.10 52.76	101,771 3,901.23 53.81		
HERITAGE RES OFF 1 HR1	59,198 2,269.25 31.30	61,165 2,344.65 32.34	63,397 2,430.20 33.52	65,534 2,512.13 34.65	67,160 2,574.48 35.51	68,598 2,629.58 36.27	69,960 2,681.78 36.99					
HERITAGE RES OFF 2 HR2	61,165 2,344.65 32.34	63,397 2,430.20 33.52	65,534 2,512.13 34.65	68,011 2,607.10 35.96	70,603 2,706.43 37.33	73,194 2,805.75 38.70	75,804 2,905.80 40.08	78,830 3,021.80 41.68	80,816 3,097.93 42.73	82,423 3,159.55 43.58	84,069 3,222.63 44.45	



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HERITAGE RES OFF 3 HR3	77,563 2,973.23 41.01	80,551 3,087.78 42.59	83,539 3,202.33 44.17	86,698 3,323.40 45.84	90,215 3,458.25 47.70	93,658 3,590.20 49.52	96,003 3,680.10 50.76	97,951 3,754.78 51.79	99,918 3,830.18 52.83				
HERITAGE RES OFF 4 HR4	84,768 3,249.45 44.82	87,927 3,370.53 46.49	91,388 3,503.20 48.32	94,981 3,640.95 50.22	98,613 3,780.15 52.14	102,793 3,940.38 54.35	105,365 4,038.98 55.71	107,426 4,118.00 56.80	109,582 4,200.65 57.94				
HERITAGE RES OFF 5 HR5	91,388 3,503.20 48.32	94,981 3,640.95 50.22	98,613 3,780.15 52.14	102,793 3,940.38 54.35	107,086 4,104.95 56.62	111,663 4,280.40 59.04	114,424 4,386.25 60.50	116,675 4,472.53 61.69	119,020 4,562.43 62.93				
HLTH SOC DEV SPEC 1 HS1	50,460 1,934.30 26.68	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,222 2,346.83 32.37	62,432 2,393.23 33.01	63,680 2,441.08 33.67				
HLTH SOC DEV SPEC 2 HS2	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	65,704 2,518.65 34.74	66,990 2,567.95 35.42	68,333 2,619.43 36.13				
HLTH SOC DEV SPEC 3 HS3	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89		
HLTH SOC DEV SPEC 4 HS4	60,900 2,334.50 32.20	63,113 2,419.33 33.37	65,288 2,502.70 34.52	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	81,440 3,121.85 43.06	84,504 3,239.30 44.68	86,622 3,320.50 45.80	88,381 3,387.93 46.73	90,159 3,456.08 47.67
HLTH SOC DEV SPEC 5 HS5	67,671 2,594.05 35.78	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,728 2,902.90 40.04	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	91,861 3,521.33 48.57	94,168 3,609.78 49.79	96,078 3,683.00 50.80	98,008 3,756.95 51.82	
HLTH SOC DEV SPEC 6 HS6	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	103,455 3,965.75 54.70	105,592 4,047.68 55.83	107,691 4,128.15 56.94				
HOME ADVISOR 1 HV1	45,864 1,758.13 24.25	47,321 1,813.95 25.02	48,834 1,871.95 25.82	50,460 1,934.30 26.68	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,302 2,119.90 29.24	56,323 2,159.05 29.78	57,439 2,201.83 30.37				



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HOME ADVISOR 2 HV2	50,195 1,924.15 26.54	51,746 1,983.60 27.36	53,354 2,045.23 28.21	54,980 2,107.58 29.07	56,891 2,180.80 30.08	58,650 2,248.23 31.01	60,125 2,304.78 31.79	61,297 2,349.73 32.41	62,508 2,396.13 33.05				
ILLUSTRATOR 1 IL1	46,659 1,788.58 24.67	48,115 1,844.40 25.44	49,741 1,906.75 26.30	51,368 1,969.10 27.16	53,070 2,034.35 28.06	54,753 2,098.88 28.95	56,115 2,151.08 29.67	57,269 2,195.30 30.28	58,404 2,238.80 30.88				
ILLUSTRATOR 2 IL2	54,753 2,098.88 28.95	56,720 2,174.28 29.99	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	66,934 2,565.78 35.39	68,314 2,618.70 36.12	69,676 2,670.90 36.84				
ILLUSTRATOR 3 IL3	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	70,300 2,694.83 37.17	72,059 2,762.25 38.10	73,553 2,819.53 38.89	75,028 2,876.08 39.67				
INFORM WRITER 1 IW1	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	63,340 2,428.03 33.49	64,588 2,475.88 34.15	65,855 2,524.45 34.82				
INFORM WRITER 2 IW2	66,593 2,552.73 35.21	68,825 2,638.28 36.39	71,397 2,736.88 37.75	74,120 2,841.28 39.19	76,863 2,946.40 40.64	79,794 3,058.78 42.19	81,799 3,135.63 43.25	83,482 3,200.15 44.14	85,128 3,263.23 45.01				
JURILINGUIST JUR	93,128 3,569.90 49.24	96,703 3,706.93 51.13	100,807 3,864.25 53.30	105,005 4,025.20 55.52	109,431 4,194.85 57.86	114,159 4,376.10 60.36	119,152 4,567.50 63.00	124,297 4,764.70 65.72	127,398 4,883.60 67.36	129,971 4,982.20 68.72	132,581 5,082.25 70.10		
LANGUAGE SPEC 1 LG1	61,241 2,347.55 32.38	63,416 2,430.93 33.53	65,534 2,512.13 34.65	67,974 2,605.65 35.94	70,224 2,691.93 37.13	72,891 2,794.15 38.54	75,577 2,897.10 39.96	78,395 3,005.13 41.45	81,156 3,110.98 42.91	84,428 3,236.40 44.64	86,527 3,316.88 45.75	88,248 3,382.85 46.66	90,026 3,451.00 47.60
LANGUAGE SPEC 2 LG2	71,737 2,749.93 37.93	74,158 2,842.73 39.21	76,920 2,948.58 40.67	79,738 3,056.60 42.16	82,574 3,165.35 43.66	85,676 3,284.25 45.30	89,024 3,412.58 47.07	92,542 3,547.43 48.93	96,041 3,681.55 50.78	98,443 3,773.63 52.05	100,466 3,851.20 53.12	102,471 3,928.05 54.18	
LANGUAGE SPEC 3 LG3	83,671 3,207.40 44.24	87,208 3,342.98 46.11	90,537 3,470.58 47.87	93,922 3,600.35 49.66	97,459 3,735.93 51.53	101,393 3,886.73 53.61	105,289 4,036.08 55.67	107,937 4,137.58 57.07	110,131 4,221.68 58.23	112,325 4,305.78 59.39			



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LIBRARIAN 1	55,586	57,496	59,425	61,524	63,624	66,026	67,671	68,995	70,376	
LN1	2,130.78	2,204.00	2,277.95	2,358.43	2,438.90	2,530.98	2,594.05	2,644.80	2,697.73	
	29.39	30.40	31.42	32.53	33.64	34.91	35.78	36.48	37.21	
LIBRARIAN 2	61,524	63,624	66,026	68,579	71,038	73,610	76,541	78,470	80,021	81,610
LN2	2,358.43	2,438.90	2,530.98	2,628.85	2,723.10	2,821.70	2,934.08	3,008.03	3,067.48	3,128.38
	32.53	33.64	34.91	36.26	37.56	38.92	40.47	41.49	42.31	43.15
LIBRARIAN 3	68,579	71,038	73,610	76,541	80,248	83,993	86,092	87,832	89,591	
LN3	2,628.85	2,723.10	2,821.70	2,934.08	3,076.18	3,219.73	3,300.20	3,366.90	3,434.33	
	36.26	37.56	38.92	40.47	42.43	44.41	45.52	46.44	47.37	
LIBRARIAN 4	72,248	75,350	78,168	81,099	84,182	87,568	90,934	93,204	95,076	96,986
LN4	2,769.50	2,888.40	2,996.43	3,108.80	3,226.98	3,356.75	3,485.80	3,572.80	3,644.58	3,717.80
	38.20	39.84	41.33	42.88	44.51	46.30	48.08	49.28	50.27	51.28
LIBRARY TECHNICIAN 1	49,136	50,384	51,727	53,127	54,659	56,342	57,742	58,895	60,087	
LY1	1,883.55	1,931.40	1,982.88	2,036.53	2,095.25	2,159.78	2,213.43	2,257.65	2,303.33	
	25.98	26.64	27.35	28.09	28.90	29.79	30.53	31.14	31.77	
LIBRARY TECHNICIAN 2	55,680	57,099	58,650	60,276	61,884	63,643	65,231	66,612	67,936	
LY2	2,134.40	2,188.78	2,248.23	2,310.58	2,372.20	2,439.63	2,500.53	2,553.45	2,604.20	
	29.44	30.19	31.01	31.87	32.72	33.65	34.49	35.22	35.92	
LIBRARY TECHNICIAN 3	57,666	59,293	61,070	62,886	64,910	66,858	68,522	69,941	71,340	
LY3	2,210.53	2,272.88	2,341.03	2,410.63	2,488.20	2,562.88	2,626.68	2,681.05	2,734.70	
	30.49	31.35	32.29	33.25	34.32	35.35	36.23	36.98	37.72	
MEDIA SPECIALIST 1	73,156	75,898	78,735	81,724	85,014	88,286	90,480	92,315	94,168	
MS1	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,468.40	3,538.73	3,609.78	
	38.68	40.13	41.63	43.21	44.95	46.68	47.84	48.81	49.79	
MEDIA SPECIALIST 2	77,090	79,889	82,915	86,168	89,516	92,958	96,892	99,331	101,261	103,284
MS2	2,955.10	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,807.70	3,881.65	3,959.23
	40.76	42.24	43.84	45.56	47.33	49.15	51.23	52.52	53.54	54.61
MEDIA TECHNICIAN 1	47,321	48,834	50,460	52,068	53,959	55,813	57,231	58,366	59,538	
TA1	1,813.95	1,871.95	1,934.30	1,995.93	2,068.43	2,139.48	2,193.85	2,237.35	2,282.30	
	25.02	25.82	26.68	27.53	28.53	29.51	30.26	30.86	31.48	



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MEDIA TECHNICIAN 2 TA2	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	63,340 2,428.03 33.49	64,588 2,475.88 34.15	65,855 2,524.45 34.82				
MEDIA TECHNICIAN 3 TA3	56,720 2,174.28 29.99	58,687 2,249.68 31.03	60,749 2,328.70 32.12	63,000 2,414.98 33.31	65,326 2,504.15 34.54	67,690 2,594.78 35.79	69,411 2,660.75 36.70	70,867 2,716.58 37.47	72,286 2,770.95 38.22				
PLANNING PROG AN 1 PM1	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89
PLANNING PROG AN 2 PM2	70,149 2,689.03 37.09	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79			
PLANNING PROG AN 3 PM3	77,090 2,955.10 40.76	79,889 3,062.40 42.24	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	99,331 3,807.70 52.52	101,261 3,881.65 53.54	103,284 3,959.23 54.61			
PLANNING PROG AN 4 PM4	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	109,734 4,206.45 58.02	112,476 4,311.58 59.47	114,689 4,396.40 60.64	116,977 4,484.13 61.85			
PROBATION OFFICER 1 PB1	57,950 2,221.40 30.64	60,030 2,301.15 31.74	61,997 2,376.55 32.78	64,286 2,464.28 33.99	66,442 2,546.93 35.13	68,919 2,641.90 36.44	70,659 2,708.60 37.36	72,002 2,760.08 38.07	73,440 2,815.18 38.83				
PROBATION OFFICER 2 PB2	62,148 2,382.35 32.86	64,361 2,467.18 34.03	66,593 2,552.73 35.21	69,033 2,646.25 36.50	71,700 2,748.48 37.91	74,328 2,849.25 39.30	76,995 2,951.48 40.71	80,059 3,068.93 42.33	82,045 3,145.05 43.38	83,690 3,208.13 44.25	85,355 3,271.93 45.13		
PROBATION OFFICER 3 PB3	66,101 2,533.88 34.95	68,541 2,627.40 36.24	70,830 2,715.13 37.45	73,496 2,817.35 38.86	76,163 2,919.58 40.27	78,905 3,024.70 41.72	81,837 3,137.08 43.27	85,071 3,261.05 44.98	88,419 3,389.38 46.75	91,728 3,516.25 48.50	94,036 3,604.70 49.72	95,946 3,677.93 50.73	97,875 3,751.88 51.75
RECREATION CONSULT 1 RR1	50,593 1,939.38 26.75	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,222 2,346.83 32.37	62,432 2,393.23 33.01	63,680 2,441.08 33.67				



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RECREATION CONSULT 2 RR2	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89
RECREATION CONSULT 3 RR3	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	81,440 3,121.85 43.06	84,504 3,239.30 44.68	86,622 3,320.50 45.80	88,381 3,387.93 46.73	90,159 3,456.08 47.67
RECREATION CONSULT 4 RR4	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	91,861 3,521.33 48.57	94,168 3,609.78 49.79	96,078 3,683.00 50.80	98,008 3,756.95 51.82
RESEARCH ASSIST 1 RH1	45,864 1,758.13 24.25	47,321 1,813.95 25.02	48,834 1,871.95 25.82	50,460 1,934.30 26.68	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,302 2,119.90 29.24	56,323 2,159.05 29.78	57,439 2,201.83 30.37
RESEARCH ASSIST 2 RH2	52,068 1,995.93 27.53	53,959 2,068.43 28.53	55,813 2,139.48 29.51	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	63,340 2,428.03 33.49	64,588 2,475.88 34.15	65,855 2,524.45 34.82
RESIDENCE COUNSEL R RCR	56,285 2,157.60 29.76	57,798 2,215.60 30.56	59,387 2,276.50 31.40	61,127 2,343.20 32.32	62,829 2,408.45 33.22	64,777 2,483.13 34.25	66,404 2,545.48 35.11	67,652 2,593.33 35.77	68,995 2,644.80 36.48
RESOURCE EXT OFF 1 RX1	57,685 2,211.25 30.50	59,727 2,289.55 31.58	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	70,716 2,710.78 37.39	72,097 2,763.70 38.12	73,534 2,818.80 38.88
RESOURCE EXT OFF 2 RX2	65,288 2,502.70 34.52	67,671 2,594.05 35.78	70,149 2,689.03 37.09	72,683 2,786.18 38.43	75,369 2,889.13 39.85	78,395 3,005.13 41.45	80,343 3,079.80 42.48	81,913 3,139.98 43.31	83,577 3,203.78 44.19
RESOURCE EXT OFF 3 RX3	73,156 2,804.30 38.68	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	90,480 3,468.40 47.84	92,315 3,538.73 48.81	94,168 3,609.78 49.79
RESOURCE EXT OFF 4 RX4	82,915 3,178.40 43.84	86,168 3,303.10 45.56	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	103,455 3,965.75 54.70	105,592 4,047.68 55.83	107,691 4,128.15 56.94



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SOCIAL SERVICES WKR 1 SP1	52,295 2,004.63 27.65	53,808 2,062.63 28.45	55,529 2,128.60 29.36	57,231 2,193.85 30.26	59,103 2,265.63 31.25	60,995 2,338.13 32.25	62,508 2,396.13 33.05	63,813 2,446.15 33.74	65,099 2,495.45 34.42				
SOCIAL SERVICES WKR 2 SP2	54,943 2,106.13 29.05	56,928 2,182.25 30.10	58,839 2,255.48 31.11	60,919 2,335.23 32.21	63,056 2,417.15 33.34	65,364 2,505.60 34.56	66,971 2,567.23 35.41	68,352 2,620.15 36.14	69,714 2,672.35 36.86				
SOCIAL SERVICES WKR 3 SP3	60,011 2,300.43 31.73	62,205 2,384.53 32.89	64,286 2,464.28 33.99	66,688 2,556.35 35.26	69,184 2,652.05 36.58	71,794 2,752.10 37.96	74,328 2,849.25 39.30	77,260 2,961.63 40.85	79,189 3,035.58 41.87	80,778 3,096.48 42.71	82,404 3,158.83 43.57		
SOCIAL SERVICES WKR 4 SP4	66,139 2,535.33 34.97	68,579 2,628.85 36.26	70,905 2,718.03 37.49	73,496 2,817.35 38.86	76,201 2,921.03 40.29	78,943 3,026.15 41.74	81,856 3,137.80 43.28	85,147 3,263.95 45.02	88,438 3,390.10 46.76	91,747 3,516.98 48.51	94,055 3,605.43 49.73	96,003 3,680.10 50.76	97,913 3,753.33 51.77
SOCIAL SERVICES WKR 5 SP5	76,409 2,929.00 40.40	79,227 3,037.03 41.89	82,556 3,164.63 43.65	85,506 3,277.73 45.21	88,816 3,404.60 46.96	92,277 3,537.28 48.79	96,022 3,680.83 50.77	99,634 3,819.30 52.68	103,719 3,975.90 54.84	106,329 4,075.95 56.22	108,410 4,155.70 57.32	110,566 4,238.35 58.46	
SOCIAL SERVICES WKR 6 SP6	92,315 3,538.73 48.81	95,871 3,675.03 50.69	99,634 3,819.30 52.68	103,587 3,970.83 54.77	107,805 4,132.50 57.00	112,325 4,305.78 59.39	115,124 4,413.08 60.87	117,450 4,502.25 62.10	119,777 4,591.43 63.33				
SPVR INMATE TR CORR SIT	67,406 2,583.90 35.64	69,751 2,673.80 36.88	72,210 2,768.05 38.18	74,877 2,870.28 39.59	77,638 2,976.13 41.05	80,475 3,084.88 42.55	83,709 3,208.85 44.26	86,962 3,333.55 45.98	90,253 3,459.70 47.72	92,485 3,545.25 48.90	94,338 3,616.30 49.88	96,230 3,688.80 50.88	
SPVR INSTITUTE PR HDGY SIH	75,898 2,909.43 40.13	78,735 3,018.18 41.63	81,724 3,132.73 43.21	85,014 3,258.88 44.95	88,286 3,384.30 46.68	91,861 3,521.33 48.57	94,168 3,609.78 49.79	96,078 3,683.00 50.80	98,008 3,756.95 51.82				
SENIOR RSRCH ANALYST SER	89,516 3,431.43 47.33	92,958 3,563.38 49.15	96,892 3,714.18 51.23	100,939 3,869.33 53.37	105,195 4,032.45 55.62	109,734 4,206.45 58.02	114,538 4,390.60 60.56	119,474 4,579.83 63.17	122,462 4,694.38 64.75	124,940 4,789.35 66.06	127,455 4,885.78 67.39		
STATISTICAL ANAL 1 SS1	61,770 2,367.85 32.66	64,097 2,457.03 33.89	66,574 2,552.00 35.20	68,976 2,644.08 36.47	71,473 2,739.78 37.79	74,310 2,848.53 39.29	76,182 2,920.30 40.28	77,695 2,978.30 41.08	79,227 3,037.03 41.89				



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STATISTICAL ANAL 2	73,156	75,898	78,735	81,724	85,014	88,286	91,861	94,168	96,078	98,008
SS2	2,804.30	2,909.43	3,018.18	3,132.73	3,258.88	3,384.30	3,521.33	3,609.78	3,683.00	3,756.95
	38.68	40.13	41.63	43.21	44.95	46.68	48.57	49.79	50.80	51.82
STATISTICAL ANAL 3	79,889	82,915	86,168	89,516	92,958	96,892	99,331	101,261	103,284	
SS3	3,062.40	3,178.40	3,303.10	3,431.43	3,563.38	3,714.18	3,807.70	3,881.65	3,959.23	
	42.24	43.84	45.56	47.33	49.15	51.23	52.52	53.54	54.61	

Effective 2025 03 21 through 2026 07 10

TEACHER INSTITUT 1	65,969	68,182	70,621	73,061	75,671	78,206	80,173	81,724	83,331	
TN1	2,528.80	2,613.63	2,707.15	2,800.68	2,900.73	2,997.88	3,073.28	3,132.73	3,194.35	
	34.88	36.05	37.34	38.63	40.01	41.35	42.39	43.21	44.06	
TEACHER INSTITUT 2	76,844	79,530	82,329	85,241	88,343	91,710	95,208	98,632	102,225	104,778
TN2	2,945.68	3,048.63	3,155.93	3,267.58	3,386.48	3,515.53	3,649.65	3,780.88	3,918.63	4,016.50
	40.63	42.05	43.53	45.07	46.71	48.49	50.34	52.15	54.05	55.40
TEACHER INSTITUT 3	87,038	90,348	93,639	97,005	100,580	104,533	108,448	111,171	113,384	115,616
TN3	3,336.45	3,463.33	3,589.48	3,718.53	3,855.55	4,007.08	4,157.15	4,261.55	4,346.38	4,431.93
	46.02	47.77	49.51	51.29	53.18	55.27	57.34	58.78	59.95	61.13

Effective 2025 07 11 through 2027 03 19

TEACHER INSTITUT 1	66,914	69,165	71,624	74,101	76,749	79,321	81,326	82,896	84,523	
TN1	2,565.05	2,651.33	2,745.58	2,840.55	2,942.05	3,040.65	3,117.50	3,177.68	3,240.03	
	35.38	36.57	37.87	39.18	40.58	41.94	43.00	43.83	44.69	
TEACHER INSTITUT 2	77,941	80,664	83,501	86,452	89,610	93,015	96,570	100,050	103,681	106,273
TN2	2,987.73	3,092.13	3,200.88	3,313.98	3,435.05	3,565.55	3,701.85	3,835.25	3,974.45	4,073.78
	41.21	42.65	44.15	45.71	47.38	49.18	51.06	52.90	54.82	56.19
TEACHER INSTITUT 3	88,286	91,634	94,981	98,386	102,017	106,027	109,998	112,760	115,011	117,261
TN3	3,384.30	3,512.63	3,640.95	3,771.45	3,910.65	4,064.35	4,216.60	4,322.45	4,408.73	4,495.00
	46.68	48.45	50.22	52.02	53.94	56.06	58.16	59.62	60.81	62.00



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TEACHER OF DEAF 1	75,614	78,451	81,232	84,239	87,322	90,783	93,015	94,887	96,778	
TF1	2,898.55	3,007.30	3,113.88	3,229.15	3,347.33	3,480.00	3,565.55	3,637.33	3,709.83	
	39.98	41.48	42.95	44.54	46.17	48.00	49.18	50.17	51.17	
TEACHER OF DEAF 2	78,451	81,232	84,239	87,322	90,783	94,301	97,875	100,334	102,358	104,400
TF2	3,007.30	3,113.88	3,229.15	3,347.33	3,480.00	3,614.85	3,751.88	3,846.13	3,923.70	4,002.00
	41.48	42.95	44.54	46.17	48.00	49.86	51.75	53.05	54.12	55.20
TEACHER OF DEAF 3	81,232	84,655	87,851	91,218	94,660	98,499	102,225	104,797	106,878	108,996
TF3	3,113.88	3,245.10	3,367.63	3,496.68	3,628.63	3,775.80	3,918.63	4,017.23	4,096.98	4,178.18
	42.95	44.76	46.45	48.23	50.05	52.08	54.05	55.41	56.51	57.63
TRANSLATOR 1	66,593	68,825	71,397	74,120	76,863	79,794	83,104	85,184	86,906	88,664
TS1	2,552.73	2,638.28	2,736.88	2,841.28	2,946.40	3,058.78	3,185.65	3,265.40	3,331.38	3,398.80
	35.21	36.39	37.75	39.19	40.64	42.19	43.94	45.04	45.95	46.88
TRANSLATOR 2	83,180	86,244	89,554	93,109	96,797	100,788	105,005	107,634	109,791	111,965
TS2	3,188.55	3,306.00	3,432.88	3,569.18	3,710.55	3,863.53	4,025.20	4,125.98	4,208.63	4,292.00
	43.98	45.60	47.35	49.23	51.18	53.29	55.52	56.91	58.05	59.20
TRANSLATOR 3	86,698	89,799	93,431	97,119	100,845	105,005	109,450	112,192	114,424	116,731
TS3	3,323.40	3,442.30	3,581.50	3,722.88	3,865.70	4,025.20	4,195.58	4,300.70	4,386.25	4,474.70
	45.84	47.48	49.40	51.35	53.32	55.52	57.87	59.32	60.50	61.72



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TRADES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 03 25 through 2023 10 06

AIR MECHANIC	46,205	47,875	49,440	51,110	52,779	54,804	55,910
AME	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,100.80	2,143.20
	22.14	22.94	23.69	24.49	25.29	26.26	26.79
AIRPORT EQUIP OP 1	41,802	43,033	44,244	45,704	47,165	48,605	49,670
AQ1	1,602.40	1,649.60	1,696.00	1,752.00	1,808.00	1,863.20	1,904.00
	20.03	20.62	21.20	21.90	22.60	23.29	23.80
AIRPORT EQUIP OP 2	46,456	47,958	49,503	50,964	52,779	54,574	55,576
AQ2	1,780.80	1,838.40	1,897.60	1,953.60	2,023.20	2,092.00	2,130.40
	22.26	22.98	23.72	24.42	25.29	26.15	26.63
AIRPORT MANAGER 1	53,677	55,325	57,371	59,270	61,315	63,485	64,779
RM1	2,057.60	2,120.80	2,199.20	2,272.00	2,350.40	2,433.60	2,483.20
	25.72	26.51	27.49	28.40	29.38	30.42	31.04
AIRPORT MANAGER 2	60,230	62,358	64,550	66,950	69,454	72,000	73,378
RM2	2,308.80	2,390.40	2,474.40	2,566.40	2,662.40	2,760.00	2,812.80
	28.86	29.88	30.93	32.08	33.28	34.50	35.16
AIRPORT MANAGER 3	68,202	70,748	73,127	75,903	78,720	81,684	83,332
RM3	2,614.40	2,712.00	2,803.20	2,909.60	3,017.60	3,131.20	3,194.40
	32.68	33.90	35.04	36.37	37.72	39.14	39.93
AREA WORKS SPVR	56,369	58,226	60,251	62,525	64,737	66,031	
ARS	2,160.80	2,232.00	2,309.60	2,396.80	2,481.60	2,531.20	
	27.01	27.90	28.87	29.96	31.02	31.64	
ASST POWR ENG 1ST CL	61,231	63,256	65,614	67,972	70,310	72,814	74,275
A0E	2,347.20	2,424.80	2,515.20	2,605.60	2,695.20	2,791.20	2,847.20
	29.34	30.31	31.44	32.57	33.69	34.89	35.59

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ASST POWR ENG 2ND CL	54,824	56,682	58,685	60,731	62,817	65,030	66,344		
A2E	2,101.60	2,172.80	2,249.60	2,328.00	2,408.00	2,492.80	2,543.20		
	26.27	27.16	28.12	29.10	30.10	31.16	31.79		
ASST WORKS SPVR	49,920	51,777	53,343	55,764	57,517	58,581			
AWS	1,913.60	1,984.80	2,044.80	2,137.60	2,204.80	2,245.60			
	23.92	24.81	25.56	26.72	27.56	28.07			
AUTO EQUIP MECH	54,971	56,786	58,685	60,835	61,983				
AEM	2,107.20	2,176.80	2,249.60	2,332.00	2,376.00				
	26.34	27.21	28.12	29.15	29.70				
AUTO EQUIP MECH SRT	54,261	56,077	58,059	60,188	61,398				
AMS	2,080.00	2,149.60	2,225.60	2,307.20	2,353.60				
	26.00	26.87	27.82	28.84	29.42				
AVIONICS TECHNIC 1	55,951	58,059	60,125	62,358	64,571	66,950	68,932	71,144	72,605
AT1	2,144.80	2,225.60	2,304.80	2,390.40	2,475.20	2,566.40	2,642.40	2,727.20	2,783.20
	26.81	27.82	28.81	29.88	30.94	32.08	33.03	34.09	34.79
AVIONICS TECHNIC 2	69,517	72,209	75,026	77,948	81,058	84,230	86,797	89,343	91,158
AT2	2,664.80	2,768.00	2,876.00	2,988.00	3,107.20	3,228.80	3,327.20	3,424.80	3,494.40
	33.31	34.60	35.95	37.35	38.84	40.36	41.59	42.81	43.68
BOAT MATE	41,405	42,804	44,202	45,642	47,019	48,647	49,607		
BMT	1,587.20	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,901.60		
	19.84	20.51	21.18	21.87	22.53	23.31	23.77		
BUILDING SER WRKR 1	36,793	37,857	39,047	40,278	41,551	42,908	43,722		
BW1	1,410.40	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,676.00		
	17.63	18.14	18.71	19.30	19.91	20.56	20.95		
BUILDING SER WRKR 2	37,857	39,047	40,278	41,551	42,908	44,473	45,412		
BW2	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,704.80	1,740.80		
	18.14	18.71	19.30	19.91	20.56	21.31	21.76		

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Effective 2023 03 25 through 2023 10 06

BUILDING SER WRKR 3	39,652	40,988	42,219	43,617	45,057	46,685	47,666
BW3	1,520.00	1,571.20	1,618.40	1,672.00	1,727.20	1,789.60	1,827.20
	19.00	19.64	20.23	20.90	21.59	22.37	22.84
CAMP COOK 1	38,379	39,464	41,051	41,844			
CA1	1,471.20	1,512.80	1,573.60	1,604.00			
	18.39	18.91	19.67	20.05			
CAMP COOK 2	42,219	43,638	45,057	45,913			
CA2	1,618.40	1,672.80	1,727.20	1,760.00			
	20.23	20.91	21.59	22.00			

Effective 2023 03 25 through 2023 03 31

CASUAL NURSERY WRKR	29,113	30,157	30,783
CNW	1,116.00	1,156.00	1,180.00
	13.95	14.45	14.75

Effective 2023 04 01 through 2023 09 30

CASUAL NURSERY WRKR	29,530	30,157	30,783
CNW	1,132.00	1,156.00	1,180.00
	14.15	14.45	14.75

Effective 2023 10 01 through 2023 10 06

CASUAL NURSERY WRKR	31,930	31,930	31,930
CNW	1,224.00	1,224.00	1,224.00
	15.30	15.30	15.30

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Alternate formats available.

Effective 2023 03 25 through 2023 10 06

CH POWER ENG 1ST	90,866	94,372	98,025	101,844	104,828	108,063	110,212
C1E	3,483.20	3,617.60	3,757.60	3,904.00	4,018.40	4,142.40	4,224.80
	43.54	45.22	46.97	48.80	50.23	51.78	52.81
CH POWER ENG 2ND CL	86,191	89,343	92,640	96,292	99,172	101,134	
C2E	3,304.00	3,424.80	3,551.20	3,691.20	3,801.60	3,876.80	
	41.30	42.81	44.39	46.14	47.52	48.46	
CH POWER ENG 3RD CL	68,786	71,249	73,878	76,758	78,324		
C3E	2,636.80	2,731.20	2,832.00	2,942.40	3,002.40		
	32.96	34.14	35.40	36.78	37.53		
CONSTRUCTION SPVR 1	62,212	64,404	66,804	69,350	71,979	73,357	
CU1	2,384.80	2,468.80	2,560.80	2,658.40	2,759.20	2,812.00	
	29.81	30.86	32.01	33.23	34.49	35.15	
CONSTRUCTION SPVR 2	68,807	71,249	74,066	76,925	79,868	81,475	
CU2	2,637.60	2,731.20	2,839.20	2,948.80	3,061.60	3,123.20	
	32.97	34.14	35.49	36.86	38.27	39.04	
CONSTRUCTION WKR LH	45,496	47,019	48,480	49,461			
CLH	1,744.00	1,802.40	1,858.40	1,896.00			
	21.80	22.53	23.23	23.70			
CONSTRUCTION WORKER	42,637	44,097	45,558	47,019	48,000		
CWR	1,634.40	1,690.40	1,746.40	1,802.40	1,840.00		
	20.43	21.13	21.83	22.53	23.00		
COOK 1	42,741	43,889	44,995	46,205	47,708	49,085	50,087
CK1	1,638.40	1,682.40	1,724.80	1,771.20	1,828.80	1,881.60	1,920.00
	20.48	21.03	21.56	22.14	22.86	23.52	24.00
COOK 2	47,270	48,438	49,691	51,047	52,424	53,864	54,950
CK2	1,812.00	1,856.80	1,904.80	1,956.80	2,009.60	2,064.80	2,106.40
	22.65	23.21	23.81	24.46	25.12	25.81	26.33

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Effective 2023 03 25 through 2023 10 06

COOK 3	50,692	52,007	53,364	54,783	56,202	57,725	58,873			
CK3	1,943.20	1,993.60	2,045.60	2,100.00	2,154.40	2,212.80	2,256.80			
	24.29	24.92	25.57	26.25	26.93	27.66	28.21			
DEP CH POWER ENG 1ST	81,579	84,647	87,965	91,158	93,871	95,771				
DOE	3,127.20	3,244.80	3,372.00	3,494.40	3,598.40	3,671.20				
	39.09	40.56	42.15	43.68	44.98	45.89				
DEP CH POWER ENG 2ND	67,576	70,018	72,564	75,277	76,800					
D2E	2,590.40	2,684.00	2,781.60	2,885.60	2,944.00					
	32.38	33.55	34.77	36.07	36.80					
DEP CH POWER ENG 3RD	67,388	69,684	72,251	74,922	76,424					
D3E	2,583.20	2,671.20	2,769.60	2,872.00	2,929.60					
	32.29	33.39	34.62	35.90	36.62					
FACILITY MANAGER 1	42,073	43,451	46,038	47,583	49,023	50,671	52,445	54,094	55,659	56,786
FM1	1,612.80	1,665.60	1,764.80	1,824.00	1,879.20	1,942.40	2,010.40	2,073.60	2,133.60	
	20.16	20.82	22.06	22.80	23.49	24.28	25.13	25.92	26.67	
FACILITY MANAGER 2	49,023	50,671	52,445	54,240	55,972	58,205	59,917	61,691	62,943	
FM2	1,879.20	1,942.40	2,010.40	2,079.20	2,145.60	2,231.20	2,296.80	2,364.80	2,412.80	
	23.49	24.28	25.13	25.99	26.82	27.89	28.71	29.56	30.16	
FACILITY MANAGER 3	55,972	58,205	60,856	63,485	65,885	68,369	70,310	72,522	73,983	
FM3	2,145.60	2,231.20	2,332.80	2,433.60	2,525.60	2,620.80	2,695.20	2,780.00	2,836.00	
	26.82	27.89	29.16	30.42	31.57	32.76	33.69	34.75	35.45	
FACILITY MANAGER 4	64,132	66,511	69,016	71,645	75,506	78,491	81,496	83,917	86,484	88,258
FM4	2,458.40	2,549.60	2,645.60	2,746.40	2,894.40	3,008.80	3,124.00	3,216.80	3,315.20	
	30.73	31.87	33.07	34.33	36.18	37.61	39.05	40.21	41.44	
FIRE RANGER 1	37,148	38,024	39,256	40,070						
FR1	1,424.00	1,457.60	1,504.80	1,536.00						
	17.80	18.22	18.81	19.20						

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Effective 2023 03 25 through 2023 10 06

FIRE RANGER 2	40,884	42,094	43,701	44,577			
FR2	1,567.20	1,613.60	1,675.20	1,708.80			
	19.59	20.17	20.94	21.36			
FIRE RANGER 3	43,033	44,348	45,704	46,602			
FR3	1,649.60	1,700.00	1,752.00	1,786.40			
	20.62	21.25	21.90	22.33			
FIRE RANGER 4	45,704	47,457	48,918	49,920			
FR4	1,752.00	1,819.20	1,875.20	1,913.60			
	21.90	22.74	23.44	23.92			
FOOD SERVICES SPVR	49,440	51,110	52,779	54,804	56,703	58,852	60,042
CK5	1,895.20	1,959.20	2,023.20	2,100.80	2,173.60	2,256.00	2,301.60
	23.69	24.49	25.29	26.26	27.17	28.20	28.77
GARAGE WORKS SPVR	62,129	64,424	66,741	69,329	71,812	73,231	
GWS	2,381.60	2,469.60	2,558.40	2,657.60	2,752.80	2,807.20	
	29.77	30.87	31.98	33.22	34.41	35.09	
GARDENER 1	41,405	42,804	44,202	45,642	47,019	48,647	49,607
GR1	1,587.20	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,901.60
	19.84	20.51	21.18	21.87	22.53	23.31	23.77
GARDENER 2	42,804	44,202	45,642	47,019	48,647	50,337	51,339
GR2	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,929.60	1,968.00
	20.51	21.18	21.87	22.53	23.31	24.12	24.60
GARDENER 3	45,642	47,019	48,647	50,337	52,070	53,844	54,929
GR3	1,749.60	1,802.40	1,864.80	1,929.60	1,996.00	2,064.00	2,105.60
	21.87	22.53	23.31	24.12	24.95	25.80	26.32
GARDENER 4	56,703	58,852	60,960	63,214	65,739	68,035	69,391
GR4	2,173.60	2,256.00	2,336.80	2,423.20	2,520.00	2,608.00	2,660.00
	27.17	28.20	29.21	30.29	31.50	32.60	33.25

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Effective 2023 03 25 through 2023 10 06

HATCHERY ASSISTANT HA	39,047 1,496.80 18.71	40,278 1,544.00 19.30	41,447 1,588.80 19.86	42,240 1,619.20 20.24			
HATCHERY HELPER HH	37,857 1,451.20 18.14	39,047 1,496.80 18.71	39,798 1,525.60 19.07				
HIGHWYS EQUIP PAINT HEP	42,804 1,640.80 20.51	44,202 1,694.40 21.18	45,642 1,749.60 21.87	47,019 1,802.40 22.53	48,647 1,864.80 23.31	50,337 1,929.60 24.12	51,339 1,968.00 24.60
LABOURER/MAINT WRKR 1 LAB/MW1	38,880 1,490.40 18.63	40,111 1,537.60 19.22	41,635 1,596.00 19.95	42,470 1,628.00 20.35			
MACHINIST MC	59,562 2,283.20 28.54	61,565 2,360.00 29.50	63,694 2,441.60 30.52	66,073 2,532.80 31.66	68,098 2,610.40 32.63	70,059 2,685.60 33.57	71,416 2,737.60 34.22
MACHINIST SRT SMC	61,565 2,360.00 29.50	63,694 2,441.60 30.52	66,073 2,532.80 31.66	68,473 2,624.80 32.81	70,602 2,706.40 33.83	72,689 2,786.40 34.83	74,087 2,840.00 35.50
MAINT ASSISTANT MAN	44,244 1,696.00 21.20	45,621 1,748.80 21.86	47,061 1,804.00 22.55	48,584 1,862.40 23.28	50,233 1,925.60 24.07	51,986 1,992.80 24.91	53,009 2,032.00 25.40
MAINT TRADES 1 SRT SM1	55,430 2,124.80 26.56	57,496 2,204.00 27.55	59,395 2,276.80 28.46	61,440 2,355.20 29.44	63,339 2,428.00 30.35	64,612 2,476.80 30.96	
MAINT TRADES 2 SRT SM2	59,395 2,276.80 28.46	61,440 2,355.20 29.44	63,694 2,441.60 30.52	66,031 2,531.20 31.64	68,077 2,609.60 32.62	69,433 2,661.60 33.27	

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Effective 2023 03 25 through 2023 10 06

MAINT TRADES 3 SRT	66,031	68,473	71,186	73,649	75,944	78,136	79,722
SM3	2,531.20	2,624.80	2,728.80	2,823.20	2,911.20	2,995.20	3,056.00
	31.64	32.81	34.11	35.29	36.39	37.44	38.20
MAINT TRADESPERSN 1	53,614	55,430	57,496	59,395	61,211	62,400	
MM1	2,055.20	2,124.80	2,204.00	2,276.80	2,346.40	2,392.00	
	25.69	26.56	27.55	28.46	29.33	29.90	
MAINT TRADESPERSN 2	57,496	59,395	61,440	63,694	65,739	66,971	
MM2	2,204.00	2,276.80	2,355.20	2,441.60	2,520.00	2,567.20	
	27.55	28.46	29.44	30.52	31.50	32.09	
MAINT TRADESPERSN 3	64,988	67,325	69,871	72,626	74,755	77,009	78,553
MM3	2,491.20	2,580.80	2,678.40	2,784.00	2,865.60	2,952.00	3,011.20
	31.14	32.26	33.48	34.80	35.82	36.90	37.64
MECH EQ MECH 2 SRT	61,565	63,694	66,073	68,473	70,602	72,689	74,087
M2S	2,360.00	2,441.60	2,532.80	2,624.80	2,706.40	2,786.40	2,840.00
	29.50	30.52	31.66	32.81	33.83	34.83	35.50
MECH EQUIP MECH 1	51,924	53,614	55,492	57,350	59,061	60,793	61,962
ME1	1,990.40	2,055.20	2,127.20	2,198.40	2,264.00	2,330.40	2,375.20
	24.88	25.69	26.59	27.48	28.30	29.13	29.69
MECH EQUIP MECH 2	59,562	61,565	63,694	66,073	68,098	70,059	71,416
ME2	2,283.20	2,360.00	2,441.60	2,532.80	2,610.40	2,685.60	2,737.60
	28.54	29.50	30.52	31.66	32.63	33.57	34.22
MECH SUPERVISOR	61,962	64,132	66,511	68,995	71,645	74,317	75,778
MSR	2,375.20	2,458.40	2,549.60	2,644.80	2,746.40	2,848.80	2,904.80
	29.69	30.73	31.87	33.06	34.33	35.61	36.31
MECHANIC 1	48,104	49,607	51,214	53,051	54,804	55,910	
MH1	1,844.00	1,901.60	1,963.20	2,033.60	2,100.80	2,143.20	
	23.05	23.77	24.54	25.42	26.26	26.79	

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Effective 2023 03 25 through 2023 10 06

MECHANIC 2	50,379	52,111	53,885	55,889	57,725	58,873
MH2	1,931.20	1,997.60	2,065.60	2,142.40	2,212.80	2,256.80
	24.14	24.97	25.82	26.78	27.66	28.21
MOBILE SUPPORT SPVR	43,430	44,807	46,205	47,875	49,440	51,110
MPS	1,664.80	1,717.60	1,771.20	1,835.20	1,895.20	1,959.20
	20.81	21.47	22.14	22.94	23.69	24.49
OPERATOR 1/MAINT WRKR 2	42,073	43,012	43,826			
OR1/MW2	1,612.80	1,648.80	1,680.00			
	20.16	20.61	21.00			
OPERATOR 2/MAINT WRKR 2	44,369	45,329	46,122			
OR2/MW2	1,700.80	1,737.60	1,768.00			
	21.26	21.72	22.10			
OPERATOR 3/MAINT WRKR 3	47,541	48,459	49,440			
OR3/MW3	1,822.40	1,857.60	1,895.20			
	22.78	23.22	23.69			
OPERATOR 4/MAINT WRKR 3	49,273	50,254	51,235			
OR4/MW3	1,888.80	1,926.40	1,964.00			
	23.61	24.08	24.55			
OPERATOR 5	51,172	52,237	53,259			
OR5	1,961.60	2,002.40	2,041.60			
	24.52	25.03	25.52			
PARK ATTENDANT 1	33,809	34,748	35,896	36,710	37,899	38,671
KA1	1,296.00	1,332.00	1,376.00	1,407.20	1,452.80	1,482.40
	16.20	16.65	17.20	17.59	18.16	18.53
PARK ATTENDANT 2	35,896	36,710	37,899	39,047	40,216	41,030
KA2	1,376.00	1,407.20	1,452.80	1,496.80	1,541.60	1,572.80
	17.20	17.59	18.16	18.71	19.27	19.66

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PARK ATTENDANT 3 KA3	39,047 1,496.80 18.71	40,216 1,541.60 19.27	41,468 1,589.60 19.87	42,866 1,643.20 20.54	44,139 1,692.00 21.15	45,057 1,727.20 21.59	
PARK ATTENDANT 4 KA4	41,468 1,589.60 19.87	42,866 1,643.20 20.54	44,139 1,692.00 21.15	45,809 1,756.00 21.95	47,270 1,812.00 22.65	48,230 1,848.80 23.11	
PARK WORKS SPVR 1 PK1	44,223 1,695.20 21.19	45,684 1,751.20 21.89	47,103 1,805.60 22.57	48,647 1,864.80 23.31	50,296 1,928.00 24.10	52,028 1,994.40 24.93	53,051 2,033.60 25.42
PARK WORKS SPVR 2 PK2	45,684 1,751.20 21.89	47,103 1,805.60 22.57	48,647 1,864.80 23.31	50,296 1,928.00 24.10	52,028 1,994.40 24.93	53,802 2,062.40 25.78	54,887 2,104.00 26.30
PARK WORKS SPVR 3 PK3	48,522 1,860.00 23.25	50,108 1,920.80 24.01	51,777 1,984.80 24.81	53,593 2,054.40 25.68	55,409 2,124.00 26.55	57,412 2,200.80 27.51	58,539 2,244.00 28.05
POWER ENG 1ST CL PL O1E	78,845 3,022.40 37.78	81,558 3,126.40 39.08	84,605 3,243.20 40.54	87,944 3,371.20 42.14	90,491 3,468.80 43.36	92,327 3,539.20 44.24	
POWER ENG 2ND CL PL O2E	69,892 2,679.20 33.49	72,480 2,778.40 34.73	75,068 2,877.60 35.97	77,885 2,985.60 37.32	79,451 3,045.60 38.07		
POWER ENG 3RD CL PL O3E	60,397 2,315.20 28.94	62,504 2,396.00 29.95	64,612 2,476.80 30.96	67,054 2,570.40 32.13	68,390 2,621.60 32.77		
POWER ENG 5TH CL O5E	47,833 1,833.60 22.92	49,419 1,894.40 23.68	50,880 1,950.40 24.38	52,633 2,017.60 25.22	53,697 2,058.40 25.73		

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PROJECT WORKS SPVR	50,817	52,675	54,699	56,452	57,600		
PWS	1,948.00	2,019.20	2,096.80	2,164.00	2,208.00		
	24.35	25.24	26.21	27.05	27.60		
RADIO TECHNICIAN 1	46,205	47,875	49,440	51,110	52,779	54,804	55,910
RT1	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,100.80	2,143.20
	22.14	22.94	23.69	24.49	25.29	26.26	26.79
RADIO TECHNICIAN 2	52,070	53,844	55,659	57,809	59,854	62,108	63,318
RT2	1,996.00	2,064.00	2,133.60	2,216.00	2,294.40	2,380.80	2,427.20
	24.95	25.80	26.67	27.70	28.68	29.76	30.34
RADIO TECHNICIAN 3	54,804	56,703	58,852	60,960	63,214	65,739	66,971
RT3	2,100.80	2,173.60	2,256.00	2,336.80	2,423.20	2,520.00	2,567.20
	26.26	27.17	28.20	29.21	30.29	31.50	32.09
SECURITY OFFICER 1	40,842	42,052	43,346	44,724	46,164	47,562	48,501
BG	1,565.60	1,612.00	1,661.60	1,714.40	1,769.60	1,823.20	1,859.20
	19.57	20.15	20.77	21.43	22.12	22.79	23.24
SECURITY OFFICER 2	43,805	45,183	46,664	48,146	49,691	51,318	52,320
HGG	1,679.20	1,732.00	1,788.80	1,845.60	1,904.80	1,967.20	2,005.60
	20.99	21.65	22.36	23.07	23.81	24.59	25.07
SERVICE WORKER 1	36,730	37,711	38,776	39,840	40,925	41,697	
SK1	1,408.00	1,445.60	1,486.40	1,527.20	1,568.80	1,598.40	
	17.60	18.07	18.58	19.09	19.61	19.98	
SERVICE WORKER 2	42,491	43,638	44,765	46,080	47,353	48,626	49,586
SK2	1,628.80	1,672.80	1,716.00	1,766.40	1,815.20	1,864.00	1,900.80
	20.36	20.91	21.45	22.08	22.69	23.30	23.76
SERVICE WORKER 3	44,494	45,579	47,082	48,501	50,004	51,506	52,550
SK3	1,705.60	1,747.20	1,804.80	1,859.20	1,916.80	1,974.40	2,014.40
	21.32	21.84	22.56	23.24	23.96	24.68	25.18

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Effective 2023 03 25 through 2023 10 06

SERVICE WORKER 4 SK4	46,435 1,780.00 22.25	47,833 1,833.60 22.92	49,398 1,893.60 23.67	50,922 1,952.00 24.40	52,675 2,019.20 25.24	54,491 2,088.80 26.11	55,534 2,128.80 26.61
SIGNALS TECH 1 SG1	68,098 2,610.40 32.63	70,518 2,703.20 33.79	73,127 2,803.20 35.04	76,070 2,916.00 36.45	77,593 2,974.40 37.18		
SIGNALS TECH 2 SG2	70,518 2,703.20 33.79	73,127 2,803.20 35.04	76,070 2,916.00 36.45	78,741 3,018.40 37.73	80,306 3,078.40 38.48		
SPVRING MECHANIC SVM	52,779 2,023.20 25.29	54,804 2,100.80 26.26	56,703 2,173.60 27.17	58,852 2,256.00 28.20	60,042 2,301.60 28.77		
TRADES HELPER TRH	40,571 1,555.20 19.44	41,906 1,606.40 20.08	43,284 1,659.20 20.74	44,619 1,710.40 21.38	46,038 1,764.80 22.06	47,562 1,823.20 22.79	48,480 1,858.40 23.23
TRADES HELPER LH TRL	41,906 1,606.40 20.08	43,284 1,659.20 20.74	44,619 1,710.40 21.38	46,038 1,764.80 22.06	47,562 1,823.20 22.79	49,294 1,889.60 23.62	50,275 1,927.20 24.09
WELDER WL	59,562 2,283.20 28.54	61,565 2,360.00 29.50	63,694 2,441.60 30.52	66,073 2,532.80 31.66	68,098 2,610.40 32.63	70,059 2,685.60 33.57	71,416 2,737.60 34.22
WELDER SRT SWL	58,811 2,254.40 28.18	60,877 2,333.60 29.17	63,110 2,419.20 30.24	65,426 2,508.00 31.35	67,388 2,583.20 32.29	69,412 2,660.80 33.26	70,790 2,713.60 33.92
WORKS SPVR WKS	52,278 2,004.00 25.05	54,157 2,076.00 25.95	56,327 2,159.20 26.99	58,435 2,240.00 28.00	59,604 2,284.80 28.56		

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Effective 2023 03 25 through 2023 10 06

WORKS SUPT 1	50,337	52,070	53,844	55,659	57,809	59,854	61,064
WT1	1,929.60	1,996.00	2,064.00	2,133.60	2,216.00	2,294.40	2,340.80
	24.12	24.95	25.80	26.67	27.70	28.68	29.26
WORKS SUPT 2	53,844	55,659	57,809	59,854	62,108	64,424	65,760
WT2	2,064.00	2,133.60	2,216.00	2,294.40	2,380.80	2,469.60	2,520.80
	25.80	26.67	27.70	28.68	29.76	30.87	31.51
WR SUPERVISOR	54,720	56,557	58,518	60,731	62,859	64,111	
WRS	2,097.60	2,168.00	2,243.20	2,328.00	2,409.60	2,457.60	
	26.22	27.10	28.04	29.10	30.12	30.72	

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TRADES COMPONENT YEAR 1 SALARY SCHEDULE

Effective 2023 10 07 through 2024 03 22

AIR MECHANIC	46,205	47,875	49,440	51,110	52,779	54,804	56,181	57,308
AME	1,771.20	1,835.20	1,895.20	1,959.20	2,023.20	2,100.80	2,153.60	2,196.80
	22.14	22.94	23.69	24.49	25.29	26.26	26.92	27.46
AIRPORT EQUIP OP 1	41,802	43,033	44,244	45,704	47,165	48,605	49,816	50,922
AQ1	1,602.40	1,649.60	1,696.00	1,752.00	1,808.00	1,863.20	1,909.60	1,952.00
	20.03	20.62	21.20	21.90	22.60	23.29	23.87	24.40
AIRPORT EQUIP OP 2	46,456	47,958	49,503	50,964	52,779	54,574	55,931	56,974
AQ2	1,780.80	1,838.40	1,897.60	1,953.60	2,023.20	2,092.00	2,144.00	2,184.00
	22.26	22.98	23.72	24.42	25.29	26.15	26.80	27.30
AIRPORT MANAGER 1	53,677	55,325	57,371	59,270	61,315	63,485	65,071	66,407
RM1	2,057.60	2,120.80	2,199.20	2,272.00	2,350.40	2,433.60	2,494.40	2,545.60
	25.72	26.51	27.49	28.40	29.38	30.42	31.18	31.82
AIRPORT MANAGER 2	60,230	62,358	64,550	66,950	69,454	72,000	73,795	75,214
RM2	2,308.80	2,390.40	2,474.40	2,566.40	2,662.40	2,760.00	2,828.80	2,883.20
	28.86	29.88	30.93	32.08	33.28	34.50	35.36	36.04
AIRPORT MANAGER 3	68,202	70,748	73,127	75,903	78,720	81,684	83,729	85,419
RM3	2,614.40	2,712.00	2,803.20	2,909.60	3,017.60	3,131.20	3,209.60	3,274.40
	32.68	33.90	35.04	36.37	37.72	39.14	40.12	40.93
AREA WORKS SPVR	56,369	58,226	60,251	62,525	64,737	66,365	67,680	
ARS	2,160.80	2,232.00	2,309.60	2,396.80	2,481.60	2,544.00	2,594.40	
	27.01	27.90	28.87	29.96	31.02	31.80	32.43	
ASST POWR ENG 1ST CL	61,231	63,256	65,614	67,972	70,310	72,814	74,630	76,132
A0E	2,347.20	2,424.80	2,515.20	2,605.60	2,695.20	2,791.20	2,860.80	2,918.40
	29.34	30.31	31.44	32.57	33.69	34.89	35.76	36.48

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ASST POWR ENG 2ND CL	54,824	56,682	58,685	60,731	62,817	65,030	66,658	67,993		
A2E	2,101.60	2,172.80	2,249.60	2,328.00	2,408.00	2,492.80	2,555.20	2,606.40		
	26.27	27.16	28.12	29.10	30.10	31.16	31.94	32.58		
ASST WORKS SPVR	49,920	51,777	53,343	55,764	57,517	58,957	60,042			
AWS	1,913.60	1,984.80	2,044.80	2,137.60	2,204.80	2,260.00	2,301.60			
	23.92	24.81	25.56	26.72	27.56	28.25	28.77			
AUTO EQUIP MECH	54,971	56,786	58,685	60,835	62,358	63,527				
AEM	2,107.20	2,176.80	2,249.60	2,332.00	2,390.40	2,435.20				
	26.34	27.21	28.12	29.15	29.88	30.44				
AUTO EQUIP MECH SRT	54,261	56,077	58,059	60,188	61,691	62,943				
AMS	2,080.00	2,149.60	2,225.60	2,307.20	2,364.80	2,412.80				
	26.00	26.87	27.82	28.84	29.56	30.16				
AVIONICS TECHNIC 1	55,951	58,059	60,125	62,358	64,571	66,950	68,932	71,144	72,918	74,421
AT1	2,144.80	2,225.60	2,304.80	2,390.40	2,475.20	2,566.40	2,642.40	2,727.20	2,795.20	2,852.80
	26.81	27.82	28.81	29.88	30.94	32.08	33.03	34.09	34.94	35.66
AVIONICS TECHNIC 2	69,517	72,209	75,026	77,948	81,058	84,230	86,797	89,343	91,576	93,433
AT2	2,664.80	2,768.00	2,876.00	2,988.00	3,107.20	3,228.80	3,327.20	3,424.80	3,510.40	3,581.60
	33.31	34.60	35.95	37.35	38.84	40.36	41.59	42.81	43.88	44.77
BOAT MATE	41,405	42,804	44,202	45,642	47,019	48,647	49,857	50,838		
BMT	1,587.20	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,911.20	1,948.80		
	19.84	20.51	21.18	21.87	22.53	23.31	23.89	24.36		
BUILDING SER WRKR 1	36,793	37,857	39,047	40,278	41,551	42,908	43,972	44,807		
BW1	1,410.40	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,685.60	1,717.60		
	17.63	18.14	18.71	19.30	19.91	20.56	21.07	21.47		
BUILDING SER WRKR 2	37,857	39,047	40,278	41,551	42,908	44,473	45,579	46,539		
BW2	1,451.20	1,496.80	1,544.00	1,592.80	1,644.80	1,704.80	1,747.20	1,784.00		
	18.14	18.71	19.30	19.91	20.56	21.31	21.84	22.30		

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BUILDING SER WRKR 3 BW3	39,652 1,520.00 19.00	40,988 1,571.20 19.64	42,219 1,618.40 20.23	43,617 1,672.00 20.90	45,057 1,727.20 21.59	46,685 1,789.60 22.37	47,854 1,834.40 22.93	48,856 1,872.80 23.41
CAMP COOK 1 CA1	38,379 1,471.20 18.39	39,464 1,512.80 18.91	41,051 1,573.60 19.67	42,073 1,612.80 20.16	42,887 1,644.00 20.55			
CAMP COOK 2 CA2	42,219 1,618.40 20.23	43,638 1,672.80 20.91	45,057 1,727.20 21.59	46,184 1,770.40 22.13	47,061 1,804.00 22.55			
CASUAL NURSERY WRKR CNW	31,930 1,224.00 15.30	31,930 1,224.00 15.30	32,724 1,254.40 15.68	32,724 1,254.40 15.68				
CH POWER ENG 1ST C1E	90,866 3,483.20 43.54	94,372 3,617.60 45.22	98,025 3,757.60 46.97	101,844 3,904.00 48.80	104,828 4,018.40 50.23	108,063 4,142.40 51.78	110,755 4,245.60 53.07	112,967 4,330.40 54.13
CH POWER ENG 2ND CL C2E	86,191 3,304.00 41.30	89,343 3,424.80 42.81	92,640 3,551.20 44.39	96,292 3,691.20 46.14	99,172 3,801.60 47.52	101,656 3,896.80 48.71	103,659 3,973.60 49.67	
CH POWER ENG 3RD CL C3E	68,786 2,636.80 32.96	71,249 2,731.20 34.14	73,878 2,832.00 35.40	76,758 2,942.40 36.78	78,678 3,016.00 37.70	80,285 3,077.60 38.47		
CONSTRUCTION SPVR 1 CU1	62,212 2,384.80 29.81	64,404 2,468.80 30.86	66,804 2,560.80 32.01	69,350 2,658.40 33.23	71,979 2,759.20 34.49	73,774 2,828.00 35.35	75,193 2,882.40 36.03	
CONSTRUCTION SPVR 2 CU2	68,807 2,637.60 32.97	71,249 2,731.20 34.14	74,066 2,839.20 35.49	76,925 2,948.80 36.86	79,868 3,061.60 38.27	81,871 3,138.40 39.23	83,520 3,201.60 40.02	

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CONSTRUCTION WKR LH CLH	45,496 1,744.00 21.80	47,019 1,802.40 22.53	48,480 1,858.40 23.23	49,691 1,904.80 23.81	50,692 1,943.20 24.29						
CONSTRUCTION WORKER CWR	42,637 1,634.40 20.43	44,097 1,690.40 21.13	45,558 1,746.40 21.83	47,019 1,802.40 22.53	48,188 1,847.20 23.09	49,211 1,886.40 23.58					
COOK 1 CK1	42,741 1,638.40 20.48	43,889 1,682.40 21.03	44,995 1,724.80 21.56	46,205 1,771.20 22.14	47,708 1,828.80 22.86	49,085 1,881.60 23.52	50,317 1,928.80 24.11	51,339 1,968.00 24.60			
COOK 2 CK2	47,270 1,812.00 22.65	48,438 1,856.80 23.21	49,691 1,904.80 23.81	51,047 1,956.80 24.46	52,424 2,009.60 25.12	53,864 2,064.80 25.81	55,221 2,116.80 26.46	56,327 2,159.20 26.99			
COOK 3 CK3	50,692 1,943.20 24.29	52,007 1,993.60 24.92	53,364 2,045.60 25.57	54,783 2,100.00 26.25	56,202 2,154.40 26.93	57,725 2,212.80 27.66	59,165 2,268.00 28.35	60,355 2,313.60 28.92			
DEP CH POWER ENG 1ST DOE	81,579 3,127.20 39.09	84,647 3,244.80 40.56	87,965 3,372.00 42.15	91,158 3,494.40 43.68	93,871 3,598.40 44.98	96,209 3,688.00 46.10	98,171 3,763.20 47.04				
DEP CH POWER ENG 2ND D2E	67,576 2,590.40 32.38	70,018 2,684.00 33.55	72,564 2,781.60 34.77	75,277 2,885.60 36.07	77,155 2,957.60 36.97	78,720 3,017.60 37.72					
DEP CH POWER ENG 3RD D3E	67,388 2,583.20 32.29	69,684 2,671.20 33.39	72,251 2,769.60 34.62	74,922 2,872.00 35.90	76,800 2,944.00 36.80	78,344 3,003.20 37.54					
FACILITY MANAGER 1 FM1	42,073 1,612.80 20.16	43,451 1,665.60 20.82	46,038 1,764.80 22.06	47,583 1,824.00 22.80	49,023 1,879.20 23.49	50,671 1,942.40 24.28	52,445 2,010.40 25.13	54,094 2,073.60 25.92	55,659 2,133.60 26.67	57,057 2,187.20 27.34	58,205 2,231.20 27.89

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FACILITY MANAGER 2	49,023	50,671	52,445	54,240	55,972	58,205	59,917	61,691	63,235	64,508	
FM2	1,879.20	1,942.40	2,010.40	2,079.20	2,145.60	2,231.20	2,296.80	2,364.80	2,424.00	2,472.80	
	23.49	24.28	25.13	25.99	26.82	27.89	28.71	29.56	30.30	30.91	
FACILITY MANAGER 3	55,972	58,205	60,856	63,485	65,885	68,369	70,310	72,522	74,338	75,840	
FM3	2,145.60	2,231.20	2,332.80	2,433.60	2,525.60	2,620.80	2,695.20	2,780.00	2,849.60	2,907.20	
	26.82	27.89	29.16	30.42	31.57	32.76	33.69	34.75	35.62	36.34	
FACILITY MANAGER 4	64,132	66,511	69,016	71,645	75,506	78,491	81,496	83,917	86,484	88,654	90,470
FM4	2,458.40	2,549.60	2,645.60	2,746.40	2,894.40	3,008.80	3,124.00	3,216.80	3,315.20	3,398.40	3,468.00
	30.73	31.87	33.07	34.33	36.18	37.61	39.05	40.21	41.44	42.48	43.35
FIRE RANGER 1	37,148	38,024	39,256	40,237	41,071						
FR1	1,424.00	1,457.60	1,504.80	1,542.40	1,574.40						
	17.80	18.22	18.81	19.28	19.68						
FIRE RANGER 2	40,884	42,094	43,701	44,786	45,684						
FR2	1,567.20	1,613.60	1,675.20	1,716.80	1,751.20						
	19.59	20.17	20.94	21.46	21.89						
FIRE RANGER 3	43,033	44,348	45,704	46,852	47,771						
FR3	1,649.60	1,700.00	1,752.00	1,796.00	1,831.20						
	20.62	21.25	21.90	22.45	22.89						
FIRE RANGER 4	45,704	47,457	48,918	50,150	51,172						
FR4	1,752.00	1,819.20	1,875.20	1,922.40	1,961.60						
	21.90	22.74	23.44	24.03	24.52						
FOOD SERVICES SPVR	49,440	51,110	52,779	54,804	56,703	58,852	60,334	61,544			
CK5	1,895.20	1,959.20	2,023.20	2,100.80	2,173.60	2,256.00	2,312.80	2,359.20			
	23.69	24.49	25.29	26.26	27.17	28.20	28.91	29.49			
GARAGE WORKS SPVR	62,129	64,424	66,741	69,329	71,812	73,607	75,068				
GWS	2,381.60	2,469.60	2,558.40	2,657.60	2,752.80	2,821.60	2,877.60				
	29.77	30.87	31.98	33.22	34.41	35.27	35.97				

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GARDENER 1	41,405	42,804	44,202	45,642	47,019	48,647	49,857	50,838
GR1	1,587.20	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,911.20	1,948.80
	19.84	20.51	21.18	21.87	22.53	23.31	23.89	24.36
GARDENER 2	42,804	44,202	45,642	47,019	48,647	50,337	51,590	52,633
GR2	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,929.60	1,977.60	2,017.60
	20.51	21.18	21.87	22.53	23.31	24.12	24.72	25.22
GARDENER 3	45,642	47,019	48,647	50,337	52,070	53,844	55,200	56,306
GR3	1,749.60	1,802.40	1,864.80	1,929.60	1,996.00	2,064.00	2,116.00	2,158.40
	21.87	22.53	23.31	24.12	24.95	25.80	26.45	26.98
GARDENER 4	56,703	58,852	60,960	63,214	65,739	68,035	69,746	71,124
GR4	2,173.60	2,256.00	2,336.80	2,423.20	2,520.00	2,608.00	2,673.60	2,726.40
	27.17	28.20	29.21	30.29	31.50	32.60	33.42	34.08
HATCHERY ASSISTANT	39,047	40,278	41,447	42,491	43,304			
HA	1,496.80	1,544.00	1,588.80	1,628.80	1,660.00			
	18.71	19.30	19.86	20.36	20.75			
HATCHERY HELPER	37,857	39,047	40,028	40,800				
HH	1,451.20	1,496.80	1,534.40	1,564.00				
	18.14	18.71	19.18	19.55				
HIGHWYS EQUIP PAINT	42,804	44,202	45,642	47,019	48,647	50,337	51,590	52,633
HEP	1,640.80	1,694.40	1,749.60	1,802.40	1,864.80	1,929.60	1,977.60	2,017.60
	20.51	21.18	21.87	22.53	23.31	24.12	24.72	25.22
LABOURER/MAINT WRKR 1	38,880	40,111	41,635	42,678	43,534			
LAB/MW1	1,490.40	1,537.60	1,596.00	1,636.00	1,668.80			
	18.63	19.22	19.95	20.45	20.86			
MACHINIST	59,562	61,565	63,694	66,073	68,098	70,059	71,812	73,211
MC	2,283.20	2,360.00	2,441.60	2,532.80	2,610.40	2,685.60	2,752.80	2,806.40
	28.54	29.50	30.52	31.66	32.63	33.57	34.41	35.08

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MACHINIST SRT	61,565	63,694	66,073	68,473	70,602	72,689	74,504	75,944
SMC	2,360.00	2,441.60	2,532.80	2,624.80	2,706.40	2,786.40	2,856.00	2,911.20
	29.50	30.52	31.66	32.81	33.83	34.83	35.70	36.39
MAINT ASSISTANT	44,244	45,621	47,061	48,584	50,233	51,986	53,280	54,344
MAN	1,696.00	1,748.80	1,804.00	1,862.40	1,925.60	1,992.80	2,042.40	2,083.20
	21.20	21.86	22.55	23.28	24.07	24.91	25.53	26.04
MAINT TRADES 1 SRT	55,430	57,496	59,395	61,440	63,339	64,925	66,219	
SM1	2,124.80	2,204.00	2,276.80	2,355.20	2,428.00	2,488.80	2,538.40	
	26.56	27.55	28.46	29.44	30.35	31.11	31.73	
MAINT TRADES 2 SRT	59,395	61,440	63,694	66,031	68,077	69,788	71,165	
SM2	2,276.80	2,355.20	2,441.60	2,531.20	2,609.60	2,675.20	2,728.00	
	28.46	29.44	30.52	31.64	32.62	33.44	34.10	
MAINT TRADES 3 SRT	66,031	68,473	71,186	73,649	75,944	78,136	80,098	81,725
SM3	2,531.20	2,624.80	2,728.80	2,823.20	2,911.20	2,995.20	3,070.40	3,132.80
	31.64	32.81	34.11	35.29	36.39	37.44	38.38	39.16
MAINT TRADESPERSN 1	53,614	55,430	57,496	59,395	61,211	62,734	63,965	
MM1	2,055.20	2,124.80	2,204.00	2,276.80	2,346.40	2,404.80	2,452.00	
	25.69	26.56	27.55	28.46	29.33	30.06	30.65	
MAINT TRADESPERSN 2	57,496	59,395	61,440	63,694	65,739	67,388	68,640	
MM2	2,204.00	2,276.80	2,355.20	2,441.60	2,520.00	2,583.20	2,631.20	
	27.55	28.46	29.44	30.52	31.50	32.29	32.89	
MAINT TRADESPERSN 3	64,988	67,325	69,871	72,626	74,755	77,009	78,929	80,515
MM3	2,491.20	2,580.80	2,678.40	2,784.00	2,865.60	2,952.00	3,025.60	3,086.40
	31.14	32.26	33.48	34.80	35.82	36.90	37.82	38.58
MECH EQ MECH 2 SRT	61,565	63,694	66,073	68,473	70,602	72,689	74,504	75,944
M2S	2,360.00	2,441.60	2,532.80	2,624.80	2,706.40	2,786.40	2,856.00	2,911.20
	29.50	30.52	31.66	32.81	33.83	34.83	35.70	36.39

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MECH EQUIP MECH 1	51,924	53,614	55,492	57,350	59,061	60,793	62,317	63,506
ME1	1,990.40	2,055.20	2,127.20	2,198.40	2,264.00	2,330.40	2,388.80	2,434.40
	24.88	25.69	26.59	27.48	28.30	29.13	29.86	30.43
MECH EQUIP MECH 2	59,562	61,565	63,694	66,073	68,098	70,059	71,812	73,211
ME2	2,283.20	2,360.00	2,441.60	2,532.80	2,610.40	2,685.60	2,752.80	2,806.40
	28.54	29.50	30.52	31.66	32.63	33.57	34.41	35.08
MECH SUPERVISOR	61,962	64,132	66,511	68,995	71,645	74,317	76,174	77,677
MSR	2,375.20	2,458.40	2,549.60	2,644.80	2,746.40	2,848.80	2,920.00	2,977.60
	29.69	30.73	31.87	33.06	34.33	35.61	36.50	37.22
MECHANIC 1	48,104	49,607	51,214	53,051	54,804	56,181	57,308	
MH1	1,844.00	1,901.60	1,963.20	2,033.60	2,100.80	2,153.60	2,196.80	
	23.05	23.77	24.54	25.42	26.26	26.92	27.46	
MECHANIC 2	50,379	52,111	53,885	55,889	57,725	59,165	60,355	
MH2	1,931.20	1,997.60	2,065.60	2,142.40	2,212.80	2,268.00	2,313.60	
	24.14	24.97	25.82	26.78	27.66	28.35	28.92	
MOBILE SUPPORT SPVR	43,430	44,807	46,205	47,875	49,440	51,110	52,383	53,447
MPS	1,664.80	1,717.60	1,771.20	1,835.20	1,895.20	1,959.20	2,008.00	2,048.80
	20.81	21.47	22.14	22.94	23.69	24.49	25.10	25.61
OPERATOR 1/MAINT WRKR 2	42,073	43,012	44,097	44,932				
OR1/MW2	1,612.80	1,648.80	1,690.40	1,722.40				
	20.16	20.61	21.13	21.53				
OPERATOR 2/MAINT WRKR 2	44,369	45,329	46,456	47,270				
OR2/MW2	1,700.80	1,737.60	1,780.80	1,812.00				
	21.26	21.72	22.26	22.65				
OPERATOR 3/MAINT WRKR 3	47,541	48,459	49,670	50,671				
OR3/MW3	1,822.40	1,857.60	1,904.00	1,942.40				
	22.78	23.22	23.80	24.28				

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Effective 2023 10 07 through 2024 03 22

OPERATOR 4/MAINT WRKR 3 OR4/MW3	49,273 1,888.80 23.61	50,254 1,926.40 24.08	51,506 1,974.40 24.68	52,508 2,012.80 25.16				
OPERATOR 5 OR5	51,172 1,961.60 24.52	52,237 2,002.40 25.03	53,551 2,052.80 25.66	54,595 2,092.80 26.16				
PARK ATTENDANT 1 KA1	33,809 1,296.00 16.20	34,748 1,332.00 16.65	35,896 1,376.00 17.20	36,710 1,407.20 17.59	37,899 1,452.80 18.16	38,838 1,488.80 18.61	39,631 1,519.20 18.99	
PARK ATTENDANT 2 KA2	35,896 1,376.00 17.20	36,710 1,407.20 17.59	37,899 1,452.80 18.16	39,047 1,496.80 18.71	40,216 1,541.60 19.27	41,217 1,580.00 19.75	42,052 1,612.00 20.15	
PARK ATTENDANT 3 KA3	39,047 1,496.80 18.71	40,216 1,541.60 19.27	41,468 1,589.60 19.87	42,866 1,643.20 20.54	44,139 1,692.00 21.15	45,245 1,734.40 21.68	46,184 1,770.40 22.13	
PARK ATTENDANT 4 KA4	41,468 1,589.60 19.87	42,866 1,643.20 20.54	44,139 1,692.00 21.15	45,809 1,756.00 21.95	47,270 1,812.00 22.65	48,459 1,857.60 23.22	49,440 1,895.20 23.69	
PARK WORKS SPVR 1 PK1	44,223 1,695.20 21.19	45,684 1,751.20 21.89	47,103 1,805.60 22.57	48,647 1,864.80 23.31	50,296 1,928.00 24.10	52,028 1,994.40 24.93	53,322 2,044.00 25.55	54,386 2,084.80 26.06
PARK WORKS SPVR 2 PK2	45,684 1,751.20 21.89	47,103 1,805.60 22.57	48,647 1,864.80 23.31	50,296 1,928.00 24.10	52,028 1,994.40 24.93	53,802 2,062.40 25.78	55,137 2,113.60 26.42	56,264 2,156.80 26.96
PARK WORKS SPVR 3 PK3	48,522 1,860.00 23.25	50,108 1,920.80 24.01	51,777 1,984.80 24.81	53,593 2,054.40 25.68	55,409 2,124.00 26.55	57,412 2,200.80 27.51	58,852 2,256.00 28.20	60,000 2,300.00 28.75

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POWER ENG 1ST CL PL O1E	78,845 3,022.40 37.78	81,558 3,126.40 39.08	84,605 3,243.20 40.54	87,944 3,371.20 42.14	90,491 3,468.80 43.36	92,745 3,555.20 44.44	94,644 3,628.00 45.35	
POWER ENG 2ND CL PL O2E	69,892 2,679.20 33.49	72,480 2,778.40 34.73	75,068 2,877.60 35.97	77,885 2,985.60 37.32	79,826 3,060.00 38.25	81,433 3,121.60 39.02		
POWER ENG 3RD CL PL O3E	60,397 2,315.20 28.94	62,504 2,396.00 29.95	64,612 2,476.80 30.96	67,054 2,570.40 32.13	68,724 2,634.40 32.93	70,101 2,687.20 33.59		
POWER ENG 5TH CL O5E	47,833 1,833.60 22.92	49,419 1,894.40 23.68	50,880 1,950.40 24.38	52,633 2,017.60 25.22	53,948 2,068.00 25.85	55,033 2,109.60 26.37		
PROJECT WORKS SPVR PWS	50,817 1,948.00 24.35	52,675 2,019.20 25.24	54,699 2,096.80 26.21	56,452 2,164.00 27.05	57,871 2,218.40 27.73	59,040 2,263.20 28.29		
RADIO TECHNICIAN 1 RT1	46,205 1,771.20 22.14	47,875 1,835.20 22.94	49,440 1,895.20 23.69	51,110 1,959.20 24.49	52,779 2,023.20 25.29	54,804 2,100.80 26.26	56,181 2,153.60 26.92	57,308 2,196.80 27.46
RADIO TECHNICIAN 2 RT2	52,070 1,996.00 24.95	53,844 2,064.00 25.80	55,659 2,133.60 26.67	57,809 2,216.00 27.70	59,854 2,294.40 28.68	62,108 2,380.80 29.76	63,652 2,440.00 30.50	64,904 2,488.00 31.10
RADIO TECHNICIAN 3 RT3	54,804 2,100.80 26.26	56,703 2,173.60 27.17	58,852 2,256.00 28.20	60,960 2,336.80 29.21	63,214 2,423.20 30.29	65,739 2,520.00 31.50	67,388 2,583.20 32.29	68,640 2,631.20 32.89
SECURITY OFFICER 1 BG	40,842 1,565.60 19.57	42,052 1,612.00 20.15	43,346 1,661.60 20.77	44,724 1,714.40 21.43	46,164 1,769.60 22.12	47,562 1,823.20 22.79	48,751 1,868.80 23.36	49,711 1,905.60 23.82

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SECURITY OFFICER 2	43,805	45,183	46,664	48,146	49,691	51,318	52,591	53,635
HGG	1,679.20	1,732.00	1,788.80	1,845.60	1,904.80	1,967.20	2,016.00	2,056.00
	20.99	21.65	22.36	23.07	23.81	24.59	25.20	25.70
SERVICE WORKER 1	36,730	37,711	38,776	39,840	40,925	41,948	42,741	
SK1	1,408.00	1,445.60	1,486.40	1,527.20	1,568.80	1,608.00	1,638.40	
	17.60	18.07	18.58	19.09	19.61	20.10	20.48	
SERVICE WORKER 2	42,491	43,638	44,765	46,080	47,353	48,626	49,837	50,817
SK2	1,628.80	1,672.80	1,716.00	1,766.40	1,815.20	1,864.00	1,910.40	1,948.00
	20.36	20.91	21.45	22.08	22.69	23.30	23.88	24.35
SERVICE WORKER 3	44,494	45,579	47,082	48,501	50,004	51,506	52,800	53,864
SK3	1,705.60	1,747.20	1,804.80	1,859.20	1,916.80	1,974.40	2,024.00	2,064.80
	21.32	21.84	22.56	23.24	23.96	24.68	25.30	25.81
SERVICE WORKER 4	46,435	47,833	49,398	50,922	52,675	54,491	55,847	56,932
SK4	1,780.00	1,833.60	1,893.60	1,952.00	2,019.20	2,088.80	2,140.80	2,182.40
	22.25	22.92	23.67	24.40	25.24	26.11	26.76	27.28
SIGNALS TECH 1	68,098	70,518	73,127	76,070	77,969	79,534		
SG1	2,610.40	2,703.20	2,803.20	2,916.00	2,988.80	3,048.80		
	32.63	33.79	35.04	36.45	37.36	38.11		
SIGNALS TECH 2	70,518	73,127	76,070	78,741	80,703	82,310		
SG2	2,703.20	2,803.20	2,916.00	3,018.40	3,093.60	3,155.20		
	33.79	35.04	36.45	37.73	38.67	39.44		
SPVRING MECHANIC	52,779	54,804	56,703	58,852	60,334	61,544		
SVM	2,023.20	2,100.80	2,173.60	2,256.00	2,312.80	2,359.20		
	25.29	26.26	27.17	28.20	28.91	29.49		
TRADES HELPER	40,571	41,906	43,284	44,619	46,038	47,562	48,751	49,691
TRH	1,555.20	1,606.40	1,659.20	1,710.40	1,764.80	1,823.20	1,868.80	1,904.80
	19.44	20.08	20.74	21.38	22.06	22.79	23.36	23.81

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TRADES HELPER LH	41,906	43,284	44,619	46,038	47,562	49,294	50,525	51,527
TRL	1,606.40	1,659.20	1,710.40	1,764.80	1,823.20	1,889.60	1,936.80	1,975.20
	20.08	20.74	21.38	22.06	22.79	23.62	24.21	24.69
WELDER	59,562	61,565	63,694	66,073	68,098	70,059	71,812	73,211
WL	2,283.20	2,360.00	2,441.60	2,532.80	2,610.40	2,685.60	2,752.80	2,806.40
	28.54	29.50	30.52	31.66	32.63	33.57	34.41	35.08
WELDER SRT	58,811	60,877	63,110	65,426	67,388	69,412	71,144	72,564
SWL	2,254.40	2,333.60	2,419.20	2,508.00	2,583.20	2,660.80	2,727.20	2,781.60
	28.18	29.17	30.24	31.35	32.29	33.26	34.09	34.77
WORKS SPVR	52,278	54,157	56,327	58,435	59,896	61,085		
WKS	2,004.00	2,076.00	2,159.20	2,240.00	2,296.00	2,341.60		
	25.05	25.95	26.99	28.00	28.70	29.27		
WORKS SUPT 1	50,337	52,070	53,844	55,659	57,809	59,854	61,357	62,588
WT1	1,929.60	1,996.00	2,064.00	2,133.60	2,216.00	2,294.40	2,352.00	2,399.20
	24.12	24.95	25.80	26.67	27.70	28.68	29.40	29.99
WORKS SUPT 2	53,844	55,659	57,809	59,854	62,108	64,424	66,031	67,409
WT2	2,064.00	2,133.60	2,216.00	2,294.40	2,380.80	2,469.60	2,531.20	2,584.00
	25.80	26.67	27.70	28.68	29.76	30.87	31.64	32.30
WR SUPERVISOR	54,720	56,557	58,518	60,731	62,859	64,424	65,718	
WRS	2,097.60	2,168.00	2,243.20	2,328.00	2,409.60	2,469.60	2,519.20	
	26.22	27.10	28.04	29.10	30.12	30.87	31.49	

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**TRADES COMPONENT
YEAR 2 SALARY SCHEDULE**

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AIR MECHANIC	47,478	49,190	50,797	52,508	54,240	56,306	57,725	58,894	60,063
AME	1,820.00	1,885.60	1,947.20	2,012.80	2,079.20	2,158.40	2,212.80	2,257.60	2,302.40
	22.75	23.57	24.34	25.16	25.99	26.98	27.66	28.22	28.78
AIRPORT EQUIP OP 1	44,244	45,558	46,811	48,376	49,920	51,444	52,737	53,885	54,971
AQ1	1,696.00	1,746.40	1,794.40	1,854.40	1,913.60	1,972.00	2,021.60	2,065.60	2,107.20
	21.20	21.83	22.43	23.18	23.92	24.65	25.27	25.82	26.34
AIRPORT EQUIP OP 2	49,169	50,755	52,383	53,927	55,868	57,767	59,207	60,292	61,503
AQ2	1,884.80	1,945.60	2,008.00	2,067.20	2,141.60	2,214.40	2,269.60	2,311.20	2,357.60
	23.56	24.32	25.10	25.84	26.77	27.68	28.37	28.89	29.47
AIRPORT MANAGER 1	55,158	56,849	58,957	60,897	63,005	65,238	66,866	68,244	69,600
RM1	2,114.40	2,179.20	2,260.00	2,334.40	2,415.20	2,500.80	2,563.20	2,616.00	2,668.00
	26.43	27.24	28.25	29.18	30.19	31.26	32.04	32.70	33.35
AIRPORT MANAGER 2	61,878	64,070	66,324	68,786	71,374	73,983	75,819	77,280	78,824
RM2	2,372.00	2,456.00	2,542.40	2,636.80	2,736.00	2,836.00	2,906.40	2,962.40	3,021.60
	29.65	30.70	31.78	32.96	34.20	35.45	36.33	37.03	37.77
AIRPORT MANAGER 3	70,080	72,689	75,131	77,990	80,891	83,938	86,024	87,778	89,531
RM3	2,686.40	2,786.40	2,880.00	2,989.60	3,100.80	3,217.60	3,297.60	3,364.80	3,432.00
	33.58	34.83	36.00	37.37	38.76	40.22	41.22	42.06	42.90
AREA WORKS SPVR	57,913	59,833	61,899	64,237	66,511	68,181	69,538	70,936	
ARS	2,220.00	2,293.60	2,372.80	2,462.40	2,549.60	2,613.60	2,665.60	2,719.20	
	27.75	28.67	29.66	30.78	31.87	32.67	33.32	33.99	
ASST POWR ENG 1ST CL	64,800	66,929	69,433	71,938	74,421	77,071	78,971	80,557	82,184
A0E	2,484.00	2,565.60	2,661.60	2,757.60	2,852.80	2,954.40	3,027.20	3,088.00	3,150.40
	31.05	32.07	33.27	34.47	35.66	36.93	37.84	38.60	39.38

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ASST POWR ENG 2ND CL	58,017	60,000	62,108	64,278	66,491	68,828	70,539	71,958	73,398		
A2E	2,224.00	2,300.00	2,380.80	2,464.00	2,548.80	2,638.40	2,704.00	2,758.40	2,813.60		
	27.80	28.75	29.76	30.80	31.86	32.98	33.80	34.48	35.17		
ASST WORKS SPVR	51,297	53,197	54,804	57,287	59,103	60,584	61,691	62,922			
AWS	1,966.40	2,039.20	2,100.80	2,196.00	2,265.60	2,322.40	2,364.80	2,412.00			
	24.58	25.49	26.26	27.45	28.32	29.03	29.56	30.15			
AUTO EQUIP MECH	58,164	60,104	62,108	64,383	65,990	67,242	68,598				
AEM	2,229.60	2,304.00	2,380.80	2,468.00	2,529.60	2,577.60	2,629.60				
	27.87	28.80	29.76	30.85	31.62	32.22	32.87				
AUTO EQUIP MECH SRT	55,764	57,621	59,666	61,837	63,381	64,675	65,969				
AMS	2,137.60	2,208.80	2,287.20	2,370.40	2,429.60	2,479.20	2,528.80				
	26.72	27.61	28.59	29.63	30.37	30.99	31.61				
AVIONICS TECHNIC 1	57,496	59,666	61,774	64,070	66,344	68,786	70,831	73,106	74,922	76,466	77,990
AT1	2,204.00	2,287.20	2,368.00	2,456.00	2,543.20	2,636.80	2,715.20	2,802.40	2,872.00	2,931.20	2,989.60
	27.55	28.59	29.60	30.70	31.79	32.96	33.94	35.03	35.90	36.64	37.37
AVIONICS TECHNIC 2	71,437	74,191	77,092	80,098	83,291	86,546	89,176	91,805	94,101	96,000	97,920
AT2	2,738.40	2,844.00	2,955.20	3,070.40	3,192.80	3,317.60	3,418.40	3,519.20	3,607.20	3,680.00	3,753.60
	34.23	35.55	36.94	38.38	39.91	41.47	42.73	43.99	45.09	46.00	46.92
BOAT MATE	42,553	43,972	45,412	46,894	48,313	49,983	51,235	52,237	53,280		
BMT	1,631.20	1,685.60	1,740.80	1,797.60	1,852.00	1,916.00	1,964.00	2,002.40	2,042.40		
	20.39	21.07	21.76	22.47	23.15	23.95	24.55	25.03	25.53		
BUILDING SER WRKR 1	37,795	38,901	40,111	41,384	42,699	44,097	45,183	46,038	46,957		
BW1	1,448.80	1,491.20	1,537.60	1,586.40	1,636.80	1,690.40	1,732.00	1,764.80	1,800.00		
	18.11	18.64	19.22	19.83	20.46	21.13	21.65	22.06	22.50		
BUILDING SER WRKR 2	38,901	40,111	41,384	42,699	44,097	45,704	46,831	47,812	48,772		
BW2	1,491.20	1,537.60	1,586.40	1,636.80	1,690.40	1,752.00	1,795.20	1,832.80	1,869.60		
	18.64	19.22	19.83	20.46	21.13	21.90	22.44	22.91	23.37		

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BUILDING SER WRKR 3	40,737	42,115	43,388	44,807	46,289	47,979	49,169	50,191	51,193
BW3	1,561.60	1,614.40	1,663.20	1,717.60	1,774.40	1,839.20	1,884.80	1,924.00	1,962.40
	19.52	20.18	20.79	21.47	22.18	22.99	23.56	24.05	24.53

CAMP COOK 1	39,444	40,550	42,177	43,221	44,077	44,953
CA1	1,512.00	1,554.40	1,616.80	1,656.80	1,689.60	1,723.20
	18.90	19.43	20.21	20.71	21.12	21.54

CAMP COOK 2	43,388	44,849	46,289	47,457	48,355	49,315
CA2	1,663.20	1,719.20	1,774.40	1,819.20	1,853.60	1,890.40
	20.79	21.49	22.18	22.74	23.17	23.63

CASUAL NURSERY WRKR	32,807	32,807	33,621	33,621	34,289
CNW	1,257.60	1,257.60	1,288.80	1,288.80	1,314.40
	15.72	15.72	16.11	16.11	16.43

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CASUAL NURSERY WRKR	32,974	32,974
CNW	1,264.00	1,264.00
	15.80	15.80

Effective 2024 03 23 through 2025 03 21

CH POWER ENG 1ST	93,371	96,960	100,717	104,640	107,708	111,026	113,802	116,077	118,393
C1E	3,579.20	3,716.80	3,860.80	4,011.20	4,128.80	4,256.00	4,362.40	4,449.60	4,538.40
	44.74	46.46	48.26	50.14	51.61	53.20	54.53	55.62	56.73

CH POWER ENG 2ND CL	88,571	91,805	95,186	98,943	101,906	104,452	106,518	108,647
C2E	3,395.20	3,519.20	3,648.80	3,792.80	3,906.40	4,004.00	4,083.20	4,164.80
	42.44	43.99	45.61	47.41	48.83	50.05	51.04	52.06

CH POWER ENG 3RD CL	70,685	73,211	75,903	78,866	80,849	82,498	84,146
C3E	2,709.60	2,806.40	2,909.60	3,023.20	3,099.20	3,162.40	3,225.60
	33.87	35.08	36.37	37.79	38.74	39.53	40.32

CONSTRUCTION SPVR 1	63,924	66,178	68,640	71,249	73,962	75,798	77,259	78,804
CU1	2,450.40	2,536.80	2,631.20	2,731.20	2,835.20	2,905.60	2,961.60	3,020.80
	30.63	31.71	32.89	34.14	35.44	36.32	37.02	37.76
CONSTRUCTION SPVR 2	70,706	73,211	76,111	79,033	82,059	84,125	85,816	87,527
CU2	2,710.40	2,806.40	2,917.60	3,029.60	3,145.60	3,224.80	3,289.60	3,355.20
	33.88	35.08	36.47	37.87	39.32	40.31	41.12	41.94
CONSTRUCTION WKR LH	46,748	48,313	49,816	51,047	52,091	53,134		
CLH	1,792.00	1,852.00	1,909.60	1,956.80	1,996.80	2,036.80		
	22.40	23.15	23.87	24.46	24.96	25.46		
CONSTRUCTION WORKER	43,805	45,308	46,811	48,313	49,503	50,567	51,569	
CWR	1,679.20	1,736.80	1,794.40	1,852.00	1,897.60	1,938.40	1,976.80	
	20.99	21.71	22.43	23.15	23.72	24.23	24.71	
COOK 1	43,910	45,099	46,226	47,478	49,023	50,442	51,694	52,758
CK1	1,683.20	1,728.80	1,772.00	1,820.00	1,879.20	1,933.60	1,981.60	2,022.40
	21.04	21.61	22.15	22.75	23.49	24.17	24.77	25.28
COOK 2	48,564	49,774	51,047	52,445	53,864	55,346	56,744	57,871
CK2	1,861.60	1,908.00	1,956.80	2,010.40	2,064.80	2,121.60	2,175.20	2,218.40
	23.27	23.85	24.46	25.13	25.81	26.52	27.19	27.73
COOK 3	52,091	53,447	54,824	56,285	57,746	59,311	60,793	62,024
CK3	1,996.80	2,048.80	2,101.60	2,157.60	2,213.60	2,273.60	2,330.40	2,377.60
	24.96	25.61	26.27	26.97	27.67	28.42	29.13	29.72
DEP CH POWER ENG 1ST	83,812	86,984	90,386	93,663	96,459	98,859	100,863	102,887
DOE	3,212.80	3,334.40	3,464.80	3,590.40	3,697.60	3,789.60	3,866.40	3,944.00
	40.16	41.68	43.31	44.88	46.22	47.37	48.33	49.30
DEP CH POWER ENG 2ND	69,433	71,938	74,567	77,343	79,284	80,891	82,518	
D2E	2,661.60	2,757.60	2,858.40	2,964.80	3,039.20	3,100.80	3,163.20	
	33.27	34.47	35.73	37.06	37.99	38.76	39.54	

 denotes 20 years
 denotes 25 years

DEP CH POWER ENG 3RD D3E	69,245 2,654.40 33.18	71,604 2,744.80 34.31	74,233 2,845.60 35.57	76,988 2,951.20 36.89	78,908 3,024.80 37.81	80,494 3,085.60 38.57	82,101 3,147.20 39.34						
FACILITY MANAGER 1 FM1	43,221 1,656.80 20.71	44,640 1,711.20 21.39	47,311 1,813.60 22.67	48,897 1,874.40 23.43	50,379 1,931.20 24.14	52,070 1,996.00 24.95	53,885 2,065.60 25.82	55,576 2,130.40 26.63	57,183 2,192.00 27.40	58,623 2,247.20 28.09	59,812 2,292.80 28.66	61,002 2,338.40 29.23	
FACILITY MANAGER 2 FM2	50,379 1,931.20 24.14	52,070 1,996.00 24.95	53,885 2,065.60 25.82	55,722 2,136.00 26.70	57,517 2,204.80 27.56	59,812 2,292.80 28.66	61,565 2,360.00 29.50	63,381 2,429.60 30.37	64,967 2,490.40 31.13	66,282 2,540.80 31.76	67,618 2,592.00 32.40		
FACILITY MANAGER 3 FM3	57,517 2,204.80 27.56	59,812 2,292.80 28.66	62,525 2,396.80 29.96	65,238 2,500.80 31.26	67,701 2,595.20 32.44	70,247 2,692.80 33.66	72,251 2,769.60 34.62	74,525 2,856.80 35.71	76,383 2,928.00 36.60	77,927 2,987.20 37.34	79,492 3,047.20 38.09		
FACILITY MANAGER 4 FM4	65,906 2,526.40 31.58	68,348 2,620.00 32.75	70,915 2,718.40 33.98	73,607 2,821.60 35.27	77,572 2,973.60 37.17	80,640 3,091.20 38.64	83,729 3,209.60 40.12	86,233 3,305.60 41.32	88,863 3,406.40 42.58	91,096 3,492.00 43.65	92,953 3,563.20 44.54	94,811 3,634.40 45.43	
FIRE RANGER 1 FR1	39,318 1,507.20 18.84	40,237 1,542.40 19.28	41,551 1,592.80 19.91	42,574 1,632.00 20.40	43,471 1,666.40 20.83	44,327 1,699.20 21.24							
FIRE RANGER 2 FR2	43,263 1,658.40 20.73	44,536 1,707.20 21.34	46,268 1,773.60 22.17	47,395 1,816.80 22.71	48,334 1,852.80 23.16	49,315 1,890.40 23.63							
FIRE RANGER 3 FR3	45,558 1,746.40 21.83	46,915 1,798.40 22.48	48,376 1,854.40 23.18	49,586 1,900.80 23.76	50,567 1,938.40 24.23	51,569 1,976.80 24.71							
FIRE RANGER 4 FR4	48,376 1,854.40 23.18	50,233 1,925.60 24.07	51,757 1,984.00 24.80	53,071 2,034.40 25.43	54,157 2,076.00 25.95	55,221 2,116.80 26.46							

 denotes 20 years
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FOOD SERVICES SPVR	50,797	52,508	54,240	56,306	58,268	60,480	62,004	63,235	64,508
CK5	1,947.20	2,012.80	2,079.20	2,158.40	2,233.60	2,318.40	2,376.80	2,424.00	2,472.80
	24.34	25.16	25.99	26.98	27.92	28.98	29.71	30.30	30.91
GARAGE WORKS SPVR	63,840	66,198	68,578	71,228	73,795	75,631	77,134	78,678	
GWS	2,447.20	2,537.60	2,628.80	2,730.40	2,828.80	2,899.20	2,956.80	3,016.00	
	30.59	31.72	32.86	34.13	35.36	36.24	36.96	37.70	
GARDENER 1	42,553	43,972	45,412	46,894	48,313	49,983	51,235	52,237	53,280
GR1	1,631.20	1,685.60	1,740.80	1,797.60	1,852.00	1,916.00	1,964.00	2,002.40	2,042.40
	20.39	21.07	21.76	22.47	23.15	23.95	24.55	25.03	25.53
GARDENER 2	43,972	45,412	46,894	48,313	49,983	51,715	53,009	54,073	55,158
GR2	1,685.60	1,740.80	1,797.60	1,852.00	1,916.00	1,982.40	2,032.00	2,072.80	2,114.40
	21.07	21.76	22.47	23.15	23.95	24.78	25.40	25.91	26.43
GARDENER 3	46,894	48,313	49,983	51,715	53,510	55,325	56,724	57,851	58,998
GR3	1,797.60	1,852.00	1,916.00	1,982.40	2,051.20	2,120.80	2,174.40	2,217.60	2,261.60
	22.47	23.15	23.95	24.78	25.64	26.51	27.18	27.72	28.27
GARDENER 4	58,268	60,480	62,630	64,946	67,555	69,913	71,666	73,085	74,546
GR4	2,233.60	2,318.40	2,400.80	2,489.60	2,589.60	2,680.00	2,747.20	2,801.60	2,857.60
	27.92	28.98	30.01	31.12	32.37	33.50	34.34	35.02	35.72
HATCHERY ASSISTANT	40,111	41,384	42,595	43,659	44,494	45,391			
HA	1,537.60	1,586.40	1,632.80	1,673.60	1,705.60	1,740.00			
	19.22	19.83	20.41	20.92	21.32	21.75			
HATCHERY HELPER	38,901	40,111	41,134	41,927	42,762				
HH	1,491.20	1,537.60	1,576.80	1,607.20	1,639.20				
	18.64	19.22	19.71	20.09	20.49				
HIGHWYS EQUIP PAINT	43,972	45,412	46,894	48,313	49,983	51,715	53,009	54,073	55,158
HEP	1,685.60	1,740.80	1,797.60	1,852.00	1,916.00	1,982.40	2,032.00	2,072.80	2,114.40
	21.07	21.76	22.47	23.15	23.95	24.78	25.40	25.91	26.43

 denotes 20 years
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LABOURER/MAINT WRKR 1	39,944	41,217	42,783	43,847	44,724	45,621			
LAB/MW1	1,531.20	1,580.00	1,640.00	1,680.80	1,714.40	1,748.80			
	19.14	19.75	20.50	21.01	21.43	21.86			
MACHINIST	61,190	63,256	65,447	67,889	69,976	71,979	73,795	75,214	76,717
MC	2,345.60	2,424.80	2,508.80	2,602.40	2,682.40	2,759.20	2,828.80	2,883.20	2,940.80
	29.32	30.31	31.36	32.53	33.53	34.49	35.36	36.04	36.76
MACHINIST SRT	63,256	65,447	67,889	70,351	72,543	74,692	76,550	78,031	79,597
SMC	2,424.80	2,508.80	2,602.40	2,696.80	2,780.80	2,863.20	2,934.40	2,991.20	3,051.20
	30.31	31.36	32.53	33.71	34.76	35.79	36.68	37.39	38.14
MAINT ASSISTANT	46,811	48,271	49,816	51,423	53,155	55,033	56,390	57,517	58,685
MAN	1,794.40	1,850.40	1,909.60	1,971.20	2,037.60	2,109.60	2,161.60	2,204.80	2,249.60
	22.43	23.13	23.87	24.64	25.47	26.37	27.02	27.56	28.12
MAINT TRADES 1 SRT	56,953	59,082	61,023	63,131	65,071	66,720	68,035	69,391	
SM1	2,183.20	2,264.80	2,339.20	2,420.00	2,494.40	2,557.60	2,608.00	2,660.00	
	27.29	28.31	29.24	30.25	31.18	31.97	32.60	33.25	
MAINT TRADES 2 SRT	61,023	63,131	65,447	67,847	69,955	71,708	73,127	74,588	
SM2	2,339.20	2,420.00	2,508.80	2,600.80	2,681.60	2,748.80	2,803.20	2,859.20	
	29.24	30.25	31.36	32.51	33.52	34.36	35.04	35.74	
MAINT TRADES 3 SRT	67,847	70,351	73,148	75,673	78,031	80,285	82,310	83,979	85,649
SM3	2,600.80	2,696.80	2,804.00	2,900.80	2,991.20	3,077.60	3,155.20	3,219.20	3,283.20
	32.51	33.71	35.05	36.26	37.39	38.47	39.44	40.24	41.04
MAINT TRADESPERSN 1	55,096	56,953	59,082	61,023	62,901	64,466	65,718	67,033	
MM1	2,112.00	2,183.20	2,264.80	2,339.20	2,411.20	2,471.20	2,519.20	2,569.60	
	26.40	27.29	28.31	29.24	30.14	30.89	31.49	32.12	
MAINT TRADESPERSN 2	59,082	61,023	63,131	65,447	67,555	69,245	70,518	71,938	
MM2	2,264.80	2,339.20	2,420.00	2,508.80	2,589.60	2,654.40	2,703.20	2,757.60	
	28.31	29.24	30.25	31.36	32.37	33.18	33.79	34.47	

 denotes 20 years
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MAINT TRADESPERSN 3	66,783	69,183	71,791	74,630	76,821	79,117	81,099	82,727	84,376
MM3	2,560.00	2,652.00	2,752.00	2,860.80	2,944.80	3,032.80	3,108.80	3,171.20	3,234.40
	32.00	33.15	34.40	35.76	36.81	37.91	38.86	39.64	40.43
MECH EQ MECH 2 SRT	65,155	67,409	69,934	72,459	74,713	76,925	78,845	80,369	81,976
M2S	2,497.60	2,584.00	2,680.80	2,777.60	2,864.00	2,948.80	3,022.40	3,080.80	3,142.40
	31.22	32.30	33.51	34.72	35.80	36.86	37.78	38.51	39.28
MECH EQUIP MECH 1	54,950	56,744	58,727	60,710	62,504	64,341	65,948	67,221	68,578
ME1	2,106.40	2,175.20	2,251.20	2,327.20	2,396.00	2,466.40	2,528.00	2,576.80	2,628.80
	26.33	27.19	28.14	29.09	29.95	30.83	31.60	32.21	32.86
MECH EQUIP MECH 2	63,026	65,155	67,409	69,934	72,084	74,129	76,007	77,468	79,012
ME2	2,416.00	2,497.60	2,584.00	2,680.80	2,763.20	2,841.60	2,913.60	2,969.60	3,028.80
	30.20	31.22	32.30	33.51	34.54	35.52	36.42	37.12	37.86
MECH SUPERVISOR	63,673	65,906	68,348	70,894	73,607	76,362	78,261	79,805	81,391
MSR	2,440.80	2,526.40	2,620.00	2,717.60	2,821.60	2,927.20	3,000.00	3,059.20	3,120.00
	30.51	31.58	32.75	33.97	35.27	36.59	37.50	38.24	39.00
MECHANIC 1	50,901	52,487	54,198	56,139	57,997	59,457	60,668	61,857	
MH1	1,951.20	2,012.00	2,077.60	2,152.00	2,223.20	2,279.20	2,325.60	2,371.20	
	24.39	25.15	25.97	26.90	27.79	28.49	29.07	29.64	
MECHANIC 2	53,301	55,158	57,037	59,165	61,085	62,609	63,882	65,155	
MH2	2,043.20	2,114.40	2,186.40	2,268.00	2,341.60	2,400.00	2,448.80	2,497.60	
	25.54	26.43	27.33	28.35	29.27	30.00	30.61	31.22	
MOBILE SUPPORT SPVR	44,619	46,038	47,478	49,190	50,797	52,508	53,823	54,908	56,014
MPS	1,710.40	1,764.80	1,820.00	1,885.60	1,947.20	2,012.80	2,063.20	2,104.80	2,147.20
	21.38	22.06	22.75	23.57	24.34	25.16	25.79	26.31	26.84
OPERATOR 1/MAINT WRKR 2	44,515	45,537	46,664	47,541	48,501				
OR1/MW2	1,706.40	1,745.60	1,788.80	1,822.40	1,859.20				
	21.33	21.82	22.36	22.78	23.24				

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OPERATOR 2/MAINT WRKR 2	46,957	47,979	49,169	50,024	51,026
OR2/MW2	1,800.00	1,839.20	1,884.80	1,917.60	1,956.00
	22.50	22.99	23.56	23.97	24.45

OPERATOR 3/MAINT WRKR 3	50,317	51,297	52,550	53,635	54,699
OR3/MW3	1,928.80	1,966.40	2,014.40	2,056.00	2,096.80
	24.11	24.58	25.18	25.70	26.21

OPERATOR 4/MAINT WRKR 3	52,153	53,176	54,511	55,576	56,682
OR4/MW3	1,999.20	2,038.40	2,089.60	2,130.40	2,172.80
	24.99	25.48	26.12	26.63	27.16

OPERATOR 5	54,157	55,284	56,682	57,788	58,936
OR5	2,076.00	2,119.20	2,172.80	2,215.20	2,259.20
	25.95	26.49	27.16	27.69	28.24

PARK ATTENDANT 1	34,748	35,708	36,877	37,711	38,943	39,903	40,717	41,531
KA1	1,332.00	1,368.80	1,413.60	1,445.60	1,492.80	1,529.60	1,560.80	1,592.00
	16.65	17.11	17.67	18.07	18.66	19.12	19.51	19.90

PARK ATTENDANT 2	36,877	37,711	38,943	40,111	41,322	42,344	43,200	44,056
KA2	1,413.60	1,445.60	1,492.80	1,537.60	1,584.00	1,623.20	1,656.00	1,688.80
	17.67	18.07	18.66	19.22	19.80	20.29	20.70	21.11

PARK ATTENDANT 3	40,111	41,322	42,616	44,035	45,350	46,497	47,457	48,397
KA3	1,537.60	1,584.00	1,633.60	1,688.00	1,738.40	1,782.40	1,819.20	1,855.20
	19.22	19.80	20.42	21.10	21.73	22.28	22.74	23.19

PARK ATTENDANT 4	42,616	44,035	45,350	47,061	48,564	49,795	50,797	51,819
KA4	1,633.60	1,688.00	1,738.40	1,804.00	1,861.60	1,908.80	1,947.20	1,986.40
	20.42	21.10	21.73	22.55	23.27	23.86	24.34	24.83

PARK WORKS SPVR 1	45,433	46,936	48,397	49,983	51,673	53,468	54,783	55,889	57,016
PK1	1,741.60	1,799.20	1,855.20	1,916.00	1,980.80	2,049.60	2,100.00	2,142.40	2,185.60
	21.77	22.49	23.19	23.95	24.76	25.62	26.25	26.78	27.32

 denotes 20 years
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PARK WORKS SPVR 2 PK2	46,936 1,799.20 22.49	48,397 1,855.20 23.19	49,983 1,916.00 23.95	51,673 1,980.80 24.76	53,468 2,049.60 25.62	55,284 2,119.20 26.49	56,661 2,172.00 27.15	57,809 2,216.00 27.70	58,957 2,260.00 28.25
PARK WORKS SPVR 3 PK3	49,857 1,911.20 23.89	51,485 1,973.60 24.67	53,197 2,039.20 25.49	55,075 2,111.20 26.39	56,932 2,182.40 27.28	58,998 2,261.60 28.27	60,480 2,318.40 28.98	61,649 2,363.20 29.54	62,880 2,410.40 30.13
POWER ENG 1ST CL PL O1E	81,016 3,105.60 38.82	83,791 3,212.00 40.15	86,922 3,332.00 41.65	90,365 3,464.00 43.30	92,974 3,564.00 44.55	95,291 3,652.80 45.66	97,252 3,728.00 46.60	99,193 3,802.40 47.53	
POWER ENG 2ND CL PL O2E	71,812 2,752.80 34.41	74,484 2,855.20 35.69	77,134 2,956.80 36.96	80,035 3,068.00 38.35	82,018 3,144.00 39.30	83,666 3,207.20 40.09	85,336 3,271.20 40.89		
POWER ENG 3RD CL PL O3E	62,066 2,379.20 29.74	64,216 2,461.60 30.77	66,386 2,544.80 31.81	68,891 2,640.80 33.01	70,623 2,707.20 33.84	72,021 2,760.80 34.51	73,461 2,816.00 35.20		
POWER ENG 5TH CL O5E	49,148 1,884.00 23.55	50,776 1,946.40 24.33	52,278 2,004.00 25.05	54,073 2,072.80 25.91	55,430 2,124.80 26.56	56,557 2,168.00 27.10	57,684 2,211.20 27.64		
PROJECT WORKS SPVR PWS	52,216 2,001.60 25.02	54,115 2,074.40 25.93	56,202 2,154.40 26.93	57,997 2,223.20 27.79	59,457 2,279.20 28.49	60,668 2,325.60 29.07	61,878 2,372.00 29.65		
RADIO TECHNICIAN 1 RT1	47,478 1,820.00 22.75	49,190 1,885.60 23.57	50,797 1,947.20 24.34	52,508 2,012.80 25.16	54,240 2,079.20 25.99	56,306 2,158.40 26.98	57,725 2,212.80 27.66	58,894 2,257.60 28.22	60,063 2,302.40 28.78
RADIO TECHNICIAN 2 RT2	53,510 2,051.20 25.64	55,325 2,120.80 26.51	57,183 2,192.00 27.40	59,395 2,276.80 28.46	61,503 2,357.60 29.47	63,819 2,446.40 30.58	65,405 2,507.20 31.34	66,699 2,556.80 31.96	68,035 2,608.00 32.60

 denotes 20 years
 denotes 25 years

RADIO TECHNICIAN 3	56,306	58,268	60,480	62,630	64,946	67,555	69,245	70,518	71,938
RT3	2,158.40	2,233.60	2,318.40	2,400.80	2,489.60	2,589.60	2,654.40	2,703.20	2,757.60
	26.98	27.92	28.98	30.01	31.12	32.37	33.18	33.79	34.47
SECURITY OFFICER 1	42,804	44,056	45,433	46,873	48,376	49,857	51,089	52,111	53,155
BG	1,640.80	1,688.80	1,741.60	1,796.80	1,854.40	1,911.20	1,958.40	1,997.60	2,037.60
	20.51	21.11	21.77	22.46	23.18	23.89	24.48	24.97	25.47
SECURITY OFFICER 2	45,913	47,374	48,897	50,442	52,070	53,802	55,117	56,223	57,350
HGG	1,760.00	1,816.00	1,874.40	1,933.60	1,996.00	2,062.40	2,112.80	2,155.20	2,198.40
	22.00	22.70	23.43	24.17	24.95	25.78	26.41	26.94	27.48
SERVICE WORKER 1	37,732	38,755	39,840	40,925	42,052	43,096	43,910	44,786	
SK1	1,446.40	1,485.60	1,527.20	1,568.80	1,612.00	1,652.00	1,683.20	1,716.80	
	18.08	18.57	19.09	19.61	20.15	20.65	21.04	21.46	
SERVICE WORKER 2	43,659	44,849	45,997	47,353	48,647	49,962	51,214	52,216	53,259
SK2	1,673.60	1,719.20	1,763.20	1,815.20	1,864.80	1,915.20	1,963.20	2,001.60	2,041.60
	20.92	21.49	22.04	22.69	23.31	23.94	24.54	25.02	25.52
SERVICE WORKER 3	45,725	46,831	48,376	49,837	51,381	52,925	54,261	55,346	56,452
SK3	1,752.80	1,795.20	1,854.40	1,910.40	1,969.60	2,028.80	2,080.00	2,121.60	2,164.00
	21.91	22.44	23.18	23.88	24.62	25.36	26.00	26.52	27.05
SERVICE WORKER 4	47,708	49,148	50,755	52,320	54,115	55,993	57,391	58,497	59,666
SK4	1,828.80	1,884.00	1,945.60	2,005.60	2,074.40	2,146.40	2,200.00	2,242.40	2,287.20
	22.86	23.55	24.32	25.07	25.93	26.83	27.50	28.03	28.59
SIGNALS TECH 1	69,976	72,459	75,131	78,157	80,118	81,725	83,353		
SG1	2,682.40	2,777.60	2,880.00	2,996.00	3,071.20	3,132.80	3,195.20		
	33.53	34.72	36.00	37.45	38.39	39.16	39.94		
SIGNALS TECH 2	72,459	75,131	78,157	80,911	82,915	84,564	86,254		
SG2	2,777.60	2,880.00	2,996.00	3,101.60	3,178.40	3,241.60	3,306.40		
	34.72	36.00	37.45	38.77	39.73	40.52	41.33		

 denotes 20 years
 denotes 25 years

SPVRING MECHANIC	54,240	56,306	58,268	60,480	62,004	63,235	64,508		
SVM	2,079.20	2,158.40	2,233.60	2,318.40	2,376.80	2,424.00	2,472.80		
	25.99	26.98	27.92	28.98	29.71	30.30	30.91		
TRADES HELPER	41,677	43,054	44,473	45,851	47,311	48,877	50,087	51,047	52,070
TRH	1,597.60	1,650.40	1,704.80	1,757.60	1,813.60	1,873.60	1,920.00	1,956.80	1,996.00
	19.97	20.63	21.31	21.97	22.67	23.42	24.00	24.46	24.95
TRADES HELPER LH	43,054	44,473	45,851	47,311	48,877	50,651	51,924	52,946	54,011
TRL	1,650.40	1,704.80	1,757.60	1,813.60	1,873.60	1,941.60	1,990.40	2,029.60	2,070.40
	20.63	21.31	21.97	22.67	23.42	24.27	24.88	25.37	25.88
WELDER	63,026	65,155	67,409	69,934	72,084	74,129	76,007	77,468	79,012
WL	2,416.00	2,497.60	2,584.00	2,680.80	2,763.20	2,841.60	2,913.60	2,969.60	3,028.80
	30.20	31.22	32.30	33.51	34.54	35.52	36.42	37.12	37.86
WELDER SRT	62,233	64,424	66,783	69,245	71,332	73,461	75,298	76,800	78,324
SWL	2,385.60	2,469.60	2,560.00	2,654.40	2,734.40	2,816.00	2,886.40	2,944.00	3,002.40
	29.82	30.87	32.00	33.18	34.18	35.20	36.08	36.80	37.53
WORKS SPVR	53,718	55,638	57,871	60,042	61,544	62,755	64,007		
WKS	2,059.20	2,132.80	2,218.40	2,301.60	2,359.20	2,405.60	2,453.60		
	25.74	26.66	27.73	28.77	29.49	30.07	30.67		
WORKS SUPT 1	51,715	53,510	55,325	57,183	59,395	61,503	63,047	64,299	65,593
WT1	1,982.40	2,051.20	2,120.80	2,192.00	2,276.80	2,357.60	2,416.80	2,464.80	2,514.40
	24.78	25.64	26.51	27.40	28.46	29.47	30.21	30.81	31.43
WORKS SUPT 2	55,325	57,183	59,395	61,503	63,819	66,198	67,847	69,266	70,644
WT2	2,120.80	2,192.00	2,276.80	2,357.60	2,446.40	2,537.60	2,600.80	2,655.20	2,708.00
	26.51	27.40	28.46	29.47	30.58	31.72	32.51	33.19	33.85
WR SUPERVISOR	56,223	58,122	60,125	62,400	64,591	66,198	67,534	68,891	
WRS	2,155.20	2,228.00	2,304.80	2,392.00	2,476.00	2,537.60	2,588.80	2,640.80	
	26.94	27.85	28.81	29.90	30.95	31.72	32.36	33.01	

 denotes 20 years
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**TRADES COMPONENT
YEAR 3 SALARY SCHEDULE**

Effective 2025 03 22 through 2026 03 20

AIR MECHANIC	48,897	50,671	52,320	54,073	55,868	57,997	59,457	60,668	61,857
AME	1,874.40	1,942.40	2,005.60	2,072.80	2,141.60	2,223.20	2,279.20	2,325.60	2,371.20
	23.43	24.28	25.07	25.91	26.77	27.79	28.49	29.07	29.64
AIRPORT EQUIP OP 1	45,579	46,915	48,209	49,837	51,423	52,988	54,324	55,492	56,619
AQ1	1,747.20	1,798.40	1,848.00	1,910.40	1,971.20	2,031.20	2,082.40	2,127.20	2,170.40
	21.84	22.48	23.10	23.88	24.64	25.39	26.03	26.59	27.13
AIRPORT EQUIP OP 2	50,651	52,278	53,948	55,555	57,537	59,499	60,981	62,108	63,339
AQ2	1,941.60	2,004.00	2,068.00	2,129.60	2,205.60	2,280.80	2,337.60	2,380.80	2,428.00
	24.27	25.05	25.85	26.62	27.57	28.51	29.22	29.76	30.35
AIRPORT MANAGER 1	56,807	58,560	60,731	62,734	64,904	67,200	68,870	70,289	71,687
RM1	2,177.60	2,244.80	2,328.00	2,404.80	2,488.00	2,576.00	2,640.00	2,694.40	2,748.00
	27.22	28.06	29.10	30.06	31.10	32.20	33.00	33.68	34.35
AIRPORT MANAGER 2	63,736	65,990	68,306	70,852	73,524	76,195	78,094	79,597	81,183
RM2	2,443.20	2,529.60	2,618.40	2,716.00	2,818.40	2,920.80	2,993.60	3,051.20	3,112.00
	30.54	31.62	32.73	33.95	35.23	36.51	37.42	38.14	38.90
AIRPORT MANAGER 3	72,188	74,859	77,384	80,327	83,311	86,463	88,612	90,407	92,223
RM3	2,767.20	2,869.60	2,966.40	3,079.20	3,193.60	3,314.40	3,396.80	3,465.60	3,535.20
	34.59	35.87	37.08	38.49	39.92	41.43	42.46	43.32	44.19
AREA WORKS SPVR	59,645	61,628	63,757	66,157	68,515	70,226	71,624	73,064	
ARS	2,286.40	2,362.40	2,444.00	2,536.00	2,626.40	2,692.00	2,745.60	2,800.80	
	28.58	29.53	30.55	31.70	32.83	33.65	34.32	35.01	

 denotes 20 years
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ASST POWR ENG 1ST CL A0E	66,741 2,558.40 31.98	68,932 2,642.40 33.03	71,520 2,741.60 34.27	74,087 2,840.00 35.50	76,654 2,938.40 36.73	79,388 3,043.20 38.04	81,350 3,118.40 38.98	82,978 3,180.80 39.76	84,647 3,244.80 40.56		
ASST POWR ENG 2ND CL A2E	59,750 2,290.40 28.63	61,795 2,368.80 29.61	63,965 2,452.00 30.65	66,198 2,537.60 31.72	68,494 2,625.60 32.82	70,894 2,717.60 33.97	72,647 2,784.80 34.81	74,108 2,840.80 35.51	75,611 2,898.40 36.23		
ASST WORKS SPVR AWS	52,842 2,025.60 25.32	54,783 2,100.00 26.25	56,452 2,164.00 27.05	58,998 2,261.60 28.27	60,877 2,333.60 29.17	62,400 2,392.00 29.90	63,548 2,436.00 30.45	64,800 2,484.00 31.05			
AUTO EQUIP MECH AEM	59,917 2,296.80 28.71	61,899 2,372.80 29.66	63,965 2,452.00 30.65	66,324 2,542.40 31.78	67,972 2,605.60 32.57	69,266 2,655.20 33.19	70,664 2,708.80 33.86				
AUTO EQUIP MECH SRT AMS	57,433 2,201.60 27.52	59,353 2,275.20 28.44	61,461 2,356.00 29.45	63,694 2,441.60 30.52	65,280 2,502.40 31.28	66,616 2,553.60 31.92	67,951 2,604.80 32.56				
AVIONICS TECHNIC 1 AT1	59,228 2,270.40 28.38	61,461 2,356.00 29.45	63,631 2,439.20 30.49	65,990 2,529.60 31.62	68,327 2,619.20 32.74	70,852 2,716.00 33.95	72,960 2,796.80 34.96	75,298 2,886.40 36.08	77,176 2,958.40 36.98	78,762 3,019.20 37.74	80,327 3,079.20 38.49
AVIONICS TECHNIC 2 AT2	73,586 2,820.80 35.26	76,424 2,929.60 36.62	79,409 3,044.00 38.05	82,498 3,162.40 39.53	85,795 3,288.80 41.11	89,134 3,416.80 42.71	91,847 3,520.80 44.01	94,560 3,624.80 45.31	96,918 3,715.20 46.44	98,880 3,790.40 47.38	100,863 3,866.40 48.33
BOAT MATE BMT	43,826 1,680.00 21.00	45,287 1,736.00 21.70	46,769 1,792.80 22.41	48,292 1,851.20 23.14	49,753 1,907.20 23.84	51,485 1,973.60 24.67	52,779 2,023.20 25.29	53,802 2,062.40 25.78	54,887 2,104.00 26.30		
BUILDING SER WRKR 1 BW1	38,922 1,492.00 18.65	40,070 1,536.00 19.20	41,322 1,584.00 19.80	42,616 1,633.60 20.42	43,972 1,685.60 21.07	45,412 1,740.80 21.76	46,539 1,784.00 22.30	47,416 1,817.60 22.72	48,376 1,854.40 23.18		

 denotes 20 years
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BUILDING SER WRKR 2 BW2	40,070 1,536.00 19.20	41,322 1,584.00 19.80	42,616 1,633.60 20.42	43,972 1,685.60 21.07	45,412 1,740.80 21.76	47,082 1,804.80 22.56	48,230 1,848.80 23.11	49,252 1,888.00 23.60	50,233 1,925.60 24.07
BUILDING SER WRKR 3 BW3	41,969 1,608.80 20.11	43,388 1,663.20 20.79	44,682 1,712.80 21.41	46,143 1,768.80 22.11	47,687 1,828.00 22.85	49,419 1,894.40 23.68	50,651 1,941.60 24.27	51,694 1,981.60 24.77	52,737 2,021.60 25.27
CAMP COOK 1 CA1	40,633 1,557.60 19.47	41,760 1,600.80 20.01	43,451 1,665.60 20.82	44,515 1,706.40 21.33	45,391 1,740.00 21.75	46,310 1,775.20 22.19			
CAMP COOK 2 CA2	44,682 1,712.80 21.41	46,184 1,770.40 22.13	47,687 1,828.00 22.85	48,877 1,873.60 23.42	49,816 1,909.60 23.87	50,797 1,947.20 24.34			
CASUAL NURSERY WRKR CNW	33,955 1,301.60 16.27	33,955 1,301.60 16.27	34,623 1,327.20 16.59	34,623 1,327.20 16.59	35,311 1,353.60 16.92				
CH POWER ENG 1ST C1E	96,167 3,686.40 46.08	99,861 3,828.00 47.85	103,743 3,976.80 49.71	107,771 4,131.20 51.64	110,943 4,252.80 53.16	114,365 4,384.00 54.80	117,225 4,493.60 56.17	119,562 4,583.20 57.29	121,941 4,674.40 58.43
CH POWER ENG 2ND CL C2E	91,221 3,496.80 43.71	94,560 3,624.80 45.31	98,045 3,758.40 46.98	101,906 3,906.40 48.83	104,953 4,023.20 50.29	107,583 4,124.00 51.55	109,711 4,205.60 52.57	111,903 4,289.60 53.62	
CH POWER ENG 3RD CL C3E	72,814 2,791.20 34.89	75,402 2,890.40 36.13	78,178 2,996.80 37.46	81,224 3,113.60 38.92	83,270 3,192.00 39.90	84,981 3,257.60 40.72	86,671 3,322.40 41.53		
CONSTRUCTION SPVR 1 CU1	67,826 2,600.00 32.50	70,205 2,691.20 33.64	72,835 2,792.00 34.90	75,569 2,896.80 36.21	78,470 3,008.00 37.60	80,411 3,082.40 38.53	81,955 3,141.60 39.27	83,604 3,204.80 40.06	

 denotes 20 years
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CONSTRUCTION SPVR 2	75,026	77,656	80,744	83,854	87,068	89,259	91,033	92,870	
CU2	2,876.00	2,976.80	3,095.20	3,214.40	3,337.60	3,421.60	3,489.60	3,560.00	
	35.95	37.21	38.69	40.18	41.72	42.77	43.62	44.50	
CONSTRUCTION WKR LH	49,586	51,256	52,863	54,157	55,263	56,369			
CLH	1,900.80	1,964.80	2,026.40	2,076.00	2,118.40	2,160.80			
	23.76	24.56	25.33	25.95	26.48	27.01			
CONSTRUCTION WORKER	46,477	48,063	49,649	51,256	52,508	53,656	54,699		
CWR	1,781.60	1,842.40	1,903.20	1,964.80	2,012.80	2,056.80	2,096.80		
	22.27	23.03	23.79	24.56	25.16	25.71	26.21		
COOK 1	45,224	46,456	47,604	48,897	50,484	51,965	53,238	54,344	55,430
CK1	1,733.60	1,780.80	1,824.80	1,874.40	1,935.20	1,992.00	2,040.80	2,083.20	2,124.80
	21.67	22.26	22.81	23.43	24.19	24.90	25.51	26.04	26.56
COOK 2	50,024	51,277	52,571	54,011	55,471	57,016	58,456	59,604	60,793
CK2	1,917.60	1,965.60	2,015.20	2,070.40	2,126.40	2,185.60	2,240.80	2,284.80	2,330.40
	23.97	24.57	25.19	25.88	26.58	27.32	28.01	28.56	29.13
COOK 3	53,656	55,054	56,473	57,976	59,478	61,085	62,609	63,882	65,155
CK3	2,056.80	2,110.40	2,164.80	2,222.40	2,280.00	2,341.60	2,400.00	2,448.80	2,497.60
	25.71	26.38	27.06	27.78	28.50	29.27	30.00	30.61	31.22
DEP CH POWER ENG 1ST	86,317	89,593	93,099	96,480	99,360	101,823	103,889	105,976	
DOE	3,308.80	3,434.40	3,568.80	3,698.40	3,808.80	3,903.20	3,982.40	4,062.40	
	41.36	42.93	44.61	46.23	47.61	48.79	49.78	50.78	
DEP CH POWER ENG 2ND	71,520	74,087	76,800	79,659	81,663	83,311	85,002		
D2E	2,741.60	2,840.00	2,944.00	3,053.60	3,130.40	3,193.60	3,258.40		
	34.27	35.50	36.80	38.17	39.13	39.92	40.73		
DEP CH POWER ENG 3RD	71,332	73,753	76,466	79,304	81,266	82,915	84,564		
D3E	2,734.40	2,827.20	2,931.20	3,040.00	3,115.20	3,178.40	3,241.60		
	34.18	35.34	36.64	38.00	38.94	39.73	40.52		

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FACILITY MANAGER 1 FM1	44,515 1,706.40 21.33	45,976 1,762.40 22.03	48,731 1,868.00 23.35	50,358 1,930.40 24.13	51,882 1,988.80 24.86	53,635 2,056.00 25.70	55,492 2,127.20 26.59	57,245 2,194.40 27.43	58,894 2,257.60 28.22	60,376 2,314.40 28.93	61,607 2,361.60 29.52	62,838 2,408.80 30.11
FACILITY MANAGER 2 FM2	51,882 1,988.80 24.86	53,635 2,056.00 25.70	55,492 2,127.20 26.59	57,391 2,200.00 27.50	59,249 2,271.20 28.39	61,607 2,361.60 29.52	63,423 2,431.20 30.39	65,280 2,502.40 31.28	66,908 2,564.80 32.06	68,264 2,616.80 32.71	69,642 2,669.60 33.37	
FACILITY MANAGER 3 FM3	59,249 2,271.20 28.39	61,607 2,361.60 29.52	64,404 2,468.80 30.86	67,200 2,576.00 32.20	69,725 2,672.80 33.41	72,355 2,773.60 34.67	74,421 2,852.80 35.66	76,758 2,942.40 36.78	78,678 3,016.00 37.70	80,264 3,076.80 38.46	81,871 3,138.40 39.23	
FACILITY MANAGER 4 FM4	67,889 2,602.40 32.53	70,393 2,698.40 33.73	73,044 2,800.00 35.00	75,819 2,906.40 36.33	79,910 3,063.20 38.29	83,061 3,184.00 39.80	86,233 3,305.60 41.32	88,821 3,404.80 42.56	91,534 3,508.80 43.86	93,830 3,596.80 44.96	95,750 3,670.40 45.88	97,649 3,743.20 46.79
FIRE RANGER 1 FR1	40,508 1,552.80 19.41	41,447 1,588.80 19.86	42,804 1,640.80 20.51	43,847 1,680.80 21.01	44,765 1,716.00 21.45	45,663 1,750.40 21.88						
FIRE RANGER 2 FR2	44,557 1,708.00 21.35	45,871 1,758.40 21.98	47,666 1,827.20 22.84	48,814 1,871.20 23.39	49,774 1,908.00 23.85	50,797 1,947.20 24.34						
FIRE RANGER 3 FR3	46,915 1,798.40 22.48	48,313 1,852.00 23.15	49,837 1,910.40 23.88	51,068 1,957.60 24.47	52,091 1,996.80 24.96	53,113 2,036.00 25.45						
FIRE RANGER 4 FR4	49,837 1,910.40 23.88	51,736 1,983.20 24.79	53,301 2,043.20 25.54	54,657 2,095.20 26.19	55,784 2,138.40 26.73	56,870 2,180.00 27.25						
FOOD SERVICES SPVR CK5	52,320 2,005.60 25.07	54,073 2,072.80 25.91	55,868 2,141.60 26.77	57,997 2,223.20 27.79	60,021 2,300.80 28.76	62,296 2,388.00 29.85	63,861 2,448.00 30.60	65,134 2,496.80 31.21	66,449 2,547.20 31.84			

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GARAGE WORKS SPVR	67,743	70,226	72,772	75,548	78,282	80,244	81,830	83,458	
GWS	2,596.80	2,692.00	2,789.60	2,896.00	3,000.80	3,076.00	3,136.80	3,199.20	
	32.46	33.65	34.87	36.20	37.51	38.45	39.21	39.99	
GARDENER 1	43,826	45,287	46,769	48,292	49,753	51,485	52,779	53,802	54,887
GR1	1,680.00	1,736.00	1,792.80	1,851.20	1,907.20	1,973.60	2,023.20	2,062.40	2,104.00
	21.00	21.70	22.41	23.14	23.84	24.67	25.29	25.78	26.30
GARDENER 2	45,287	46,769	48,292	49,753	51,485	53,259	54,595	55,701	56,807
GR2	1,736.00	1,792.80	1,851.20	1,907.20	1,973.60	2,041.60	2,092.80	2,135.20	2,177.60
	21.70	22.41	23.14	23.84	24.67	25.52	26.16	26.69	27.22
GARDENER 3	48,292	49,753	51,485	53,259	55,117	56,995	58,435	59,583	60,772
GR3	1,851.20	1,907.20	1,973.60	2,041.60	2,112.80	2,184.80	2,240.00	2,284.00	2,329.60
	23.14	23.84	24.67	25.52	26.41	27.31	28.00	28.55	29.12
GARDENER 4	60,021	62,296	64,508	66,887	69,579	72,021	73,816	75,277	76,779
GR4	2,300.80	2,388.00	2,472.80	2,564.00	2,667.20	2,760.80	2,829.60	2,885.60	2,943.20
	28.76	29.85	30.91	32.05	33.34	34.51	35.37	36.07	36.79
HATCHERY ASSISTANT	41,322	42,616	43,868	44,974	45,830	46,748			
HA	1,584.00	1,633.60	1,681.60	1,724.00	1,756.80	1,792.00			
	19.80	20.42	21.02	21.55	21.96	22.40			
HATCHERY HELPER	40,070	41,322	42,365	43,179	44,035				
HH	1,536.00	1,584.00	1,624.00	1,655.20	1,688.00				
	19.20	19.80	20.30	20.69	21.10				
HIGHWYS EQUIP PAINT	45,287	46,769	48,292	49,753	51,485	53,259	54,595	55,701	56,807
HEP	1,736.00	1,792.80	1,851.20	1,907.20	1,973.60	2,041.60	2,092.80	2,135.20	2,177.60
	21.70	22.41	23.14	23.84	24.67	25.52	26.16	26.69	27.22
LABOURER/MAINT WRKR 1	41,134	42,449	44,077	45,162	46,059	46,998			
LAB/MW1	1,576.80	1,627.20	1,689.60	1,731.20	1,765.60	1,801.60			
	19.71	20.34	21.12	21.64	22.07	22.52			

 denotes 20 years
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MACHINIST	63,026	65,155	67,409	69,934	72,084	74,129	76,007	77,468	79,012
MC	2,416.00	2,497.60	2,584.00	2,680.80	2,763.20	2,841.60	2,913.60	2,969.60	3,028.80
	30.20	31.22	32.30	33.51	34.54	35.52	36.42	37.12	37.86
MACHINIST SRT	65,155	67,409	69,934	72,459	74,713	76,925	78,845	80,369	81,976
SMC	2,497.60	2,584.00	2,680.80	2,777.60	2,864.00	2,948.80	3,022.40	3,080.80	3,142.40
	31.22	32.30	33.51	34.72	35.80	36.86	37.78	38.51	39.28
MAINT ASSISTANT	48,209	49,711	51,318	52,967	54,741	56,682	58,080	59,249	60,438
MAN	1,848.00	1,905.60	1,967.20	2,030.40	2,098.40	2,172.80	2,226.40	2,271.20	2,316.80
	23.10	23.82	24.59	25.38	26.23	27.16	27.83	28.39	28.96
MAINT TRADES 1 SRT	60,417	62,671	64,738	66,971	69,037	70,790	72,188	73,628	
SM1	2,316.00	2,402.40	2,481.60	2,567.20	2,646.40	2,713.60	2,767.20	2,822.40	
	28.95	30.03	31.02	32.09	33.08	33.92	34.59	35.28	
MAINT TRADES 2 SRT	64,738	66,971	69,433	71,979	74,233	76,070	77,572	79,117	
SM2	2,481.60	2,567.20	2,661.60	2,759.20	2,845.60	2,916.00	2,973.60	3,032.80	
	31.02	32.09	33.27	34.49	35.57	36.45	37.17	37.91	
MAINT TRADES 3 SRT	71,979	74,630	77,593	80,285	82,790	85,169	87,318	89,092	90,866
SM3	2,759.20	2,860.80	2,974.40	3,077.60	3,173.60	3,264.80	3,347.20	3,415.20	3,483.20
	34.49	35.76	37.18	38.47	39.67	40.81	41.84	42.69	43.54
MAINT TRADESPERSN 1	58,456	60,417	62,671	64,738	66,720	68,390	69,704	71,103	
MM1	2,240.80	2,316.00	2,402.40	2,481.60	2,557.60	2,621.60	2,672.00	2,725.60	
	28.01	28.95	30.03	31.02	31.97	32.77	33.40	34.07	
MAINT TRADESPERSN 2	62,671	64,738	66,971	69,433	71,666	73,482	74,797	76,320	
MM2	2,402.40	2,481.60	2,567.20	2,661.60	2,747.20	2,816.80	2,867.20	2,925.60	
	30.03	31.02	32.09	33.27	34.34	35.21	35.84	36.57	
MAINT TRADESPERSN 3	70,852	73,378	76,153	79,158	81,496	83,938	86,045	87,757	89,510
MM3	2,716.00	2,812.80	2,919.20	3,034.40	3,124.00	3,217.60	3,298.40	3,364.00	3,431.20
	33.95	35.16	36.49	37.93	39.05	40.22	41.23	42.05	42.89

 denotes 20 years
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MECH EQ MECH 2 SRT M2S	67,117 2,572.80 32.16	69,433 2,661.60 33.27	72,042 2,761.60 34.52	74,630 2,860.80 35.76	76,946 2,949.60 36.87	79,242 3,037.60 37.97	81,204 3,112.80 38.91	82,790 3,173.60 39.67	84,438 3,236.80 40.46
MECH EQUIP MECH 1 ME1	56,598 2,169.60 27.12	58,456 2,240.80 28.01	60,480 2,318.40 28.98	62,525 2,396.80 29.96	64,383 2,468.00 30.85	66,261 2,540.00 31.75	67,931 2,604.00 32.55	69,245 2,654.40 33.18	70,644 2,708.00 33.85
MECH EQUIP MECH 2 ME2	64,925 2,488.80 31.11	67,117 2,572.80 32.16	69,433 2,661.60 33.27	72,042 2,761.60 34.52	74,254 2,846.40 35.58	76,362 2,927.20 36.59	78,282 3,000.80 37.51	79,784 3,058.40 38.23	81,391 3,120.00 39.00
MECH SUPERVISOR MSR	65,593 2,514.40 31.43	67,889 2,602.40 32.53	70,393 2,698.40 33.73	73,023 2,799.20 34.99	75,819 2,906.40 36.33	78,658 3,015.20 37.69	80,619 3,090.40 38.63	82,205 3,151.20 39.39	83,833 3,213.60 40.17
MECHANIC 1 MH1	52,424 2,009.60 25.12	54,052 2,072.00 25.90	55,826 2,140.00 26.75	57,830 2,216.80 27.71	59,729 2,289.60 28.62	61,231 2,347.20 29.34	62,484 2,395.20 29.94	63,715 2,442.40 30.53	
MECHANIC 2 MH2	54,908 2,104.80 26.31	56,807 2,177.60 27.22	58,748 2,252.00 28.15	60,939 2,336.00 29.20	62,922 2,412.00 30.15	64,487 2,472.00 30.90	65,802 2,522.40 31.53	67,117 2,572.80 32.16	
MOBILE SUPPORT SPVR MPS	45,955 1,761.60 22.02	47,416 1,817.60 22.72	48,897 1,874.40 23.43	50,671 1,942.40 24.28	52,320 2,005.60 25.07	54,073 2,072.80 25.91	55,430 2,124.80 26.56	56,557 2,168.00 27.10	57,704 2,212.00 27.65
OPERATOR 1/MAINT WRKR 2 OR1/MW2	45,851 1,757.60 21.97	46,894 1,797.60 22.47	48,063 1,842.40 23.03	48,960 1,876.80 23.46	49,962 1,915.20 23.94				
OPERATOR 2/MAINT WRKR 2 OR2/MW2	48,376 1,854.40 23.18	49,419 1,894.40 23.68	50,651 1,941.60 24.27	51,527 1,975.20 24.69	52,550 2,014.40 25.18				

 denotes 20 years
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OPERATOR 3/MAINT WRKR 3	51,819	52,842	54,136	55,242	56,348
OR3/MW3	1,986.40	2,025.60	2,075.20	2,117.60	2,160.00
	24.83	25.32	25.94	26.47	27.00

OPERATOR 4/MAINT WRKR 3	53,718	54,762	56,139	57,245	58,372
OR4/MW3	2,059.20	2,099.20	2,152.00	2,194.40	2,237.60
	25.74	26.24	26.90	27.43	27.97

OPERATOR 5	55,784	56,932	58,372	59,520	60,710
OR5	2,138.40	2,182.40	2,237.60	2,281.60	2,327.20
	26.73	27.28	27.97	28.52	29.09

PARK ATTENDANT 1	35,791	36,772	37,983	38,838	40,111	41,092	41,948	42,783
KA1	1,372.00	1,409.60	1,456.00	1,488.80	1,537.60	1,575.20	1,608.00	1,640.00
	17.15	17.62	18.20	18.61	19.22	19.69	20.10	20.50

PARK ATTENDANT 2	37,983	38,838	40,111	41,322	42,553	43,617	44,494	45,371
KA2	1,456.00	1,488.80	1,537.60	1,584.00	1,631.20	1,672.00	1,705.60	1,739.20
	18.20	18.61	19.22	19.80	20.39	20.90	21.32	21.74

PARK ATTENDANT 3	41,322	42,553	43,889	45,350	46,706	47,896	48,877	49,857
KA3	1,584.00	1,631.20	1,682.40	1,738.40	1,790.40	1,836.00	1,873.60	1,911.20
	19.80	20.39	21.03	21.73	22.38	22.95	23.42	23.89

PARK ATTENDANT 4	43,889	45,350	46,706	48,480	50,024	51,297	52,320	53,364
KA4	1,682.40	1,738.40	1,790.40	1,858.40	1,917.60	1,966.40	2,005.60	2,045.60
	21.03	21.73	22.38	23.23	23.97	24.58	25.07	25.57

PARK WORKS SPVR 1	46,790	48,334	49,857	51,485	53,217	55,075	56,431	57,558	58,727
PK1	1,793.60	1,852.80	1,911.20	1,973.60	2,040.00	2,111.20	2,163.20	2,206.40	2,251.20
	22.42	23.16	23.89	24.67	25.50	26.39	27.04	27.58	28.14

PARK WORKS SPVR 2	48,334	49,857	51,485	53,217	55,075	56,932	58,351	59,541	60,731
PK2	1,852.80	1,911.20	1,973.60	2,040.00	2,111.20	2,182.40	2,236.80	2,282.40	2,328.00
	23.16	23.89	24.67	25.50	26.39	27.28	27.96	28.53	29.10

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PARK WORKS SPVR 3 PK3	51,360 1,968.80 24.61	53,030 2,032.80 25.41	54,783 2,100.00 26.25	56,724 2,174.40 27.18	58,644 2,248.00 28.10	60,772 2,329.60 29.12	62,296 2,388.00 29.85	63,506 2,434.40 30.43	64,758 2,482.40 31.03
POWER ENG 1ST CL PL O1E	83,437 3,198.40 39.98	86,296 3,308.00 41.35	89,531 3,432.00 42.90	93,078 3,568.00 44.60	95,771 3,671.20 45.89	98,150 3,762.40 47.03	100,174 3,840.00 48.00	102,178 3,916.80 48.96	
POWER ENG 2ND CL PL O2E	73,962 2,835.20 35.44	76,717 2,940.80 36.76	79,451 3,045.60 38.07	82,435 3,160.00 39.50	84,480 3,238.40 40.48	86,171 3,303.20 41.29	87,903 3,369.60 42.12		
POWER ENG 3RD CL PL O3E	63,924 2,450.40 30.63	66,136 2,535.20 31.69	68,369 2,620.80 32.76	70,957 2,720.00 34.00	72,751 2,788.80 34.86	74,191 2,844.00 35.55	75,673 2,900.80 36.26		
POWER ENG 5TH CL O5E	50,630 1,940.80 24.26	52,299 2,004.80 25.06	53,844 2,064.00 25.80	55,701 2,135.20 26.69	57,099 2,188.80 27.36	58,247 2,232.80 27.91	59,416 2,277.60 28.47		
PROJECT WORKS SPVR PWS	53,781 2,061.60 25.77	55,743 2,136.80 26.71	57,892 2,219.20 27.74	59,729 2,289.60 28.62	61,231 2,347.20 29.34	62,484 2,395.20 29.94	63,736 2,443.20 30.54		
RADIO TECHNICIAN 1 RT1	48,897 1,874.40 23.43	50,671 1,942.40 24.28	52,320 2,005.60 25.07	54,073 2,072.80 25.91	55,868 2,141.60 26.77	57,997 2,223.20 27.79	59,457 2,279.20 28.49	60,668 2,325.60 29.07	61,857 2,371.20 29.64
RADIO TECHNICIAN 2 RT2	55,117 2,112.80 26.41	56,995 2,184.80 27.31	58,894 2,257.60 28.22	61,169 2,344.80 29.31	63,339 2,428.00 30.35	65,739 2,520.00 31.50	67,367 2,582.40 32.28	68,703 2,633.60 32.92	70,080 2,686.40 33.58
RADIO TECHNICIAN 3 RT3	57,997 2,223.20 27.79	60,021 2,300.80 28.76	62,296 2,388.00 29.85	64,508 2,472.80 30.91	66,887 2,564.00 32.05	69,579 2,667.20 33.34	71,332 2,734.40 34.18	72,626 2,784.00 34.80	74,087 2,840.00 35.50

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SECURITY OFFICER 1 BG	44,974 1,724.00 21.55	46,268 1,773.60 22.17	47,729 1,829.60 22.87	49,231 1,887.20 23.59	50,838 1,948.80 24.36	52,383 2,008.00 25.10	53,656 2,056.80 25.71	54,741 2,098.40 26.23	55,826 2,140.00 26.75
SECURITY OFFICER 2 HGG	48,230 1,848.80 23.11	49,774 1,908.00 23.85	51,360 1,968.80 24.61	53,009 2,032.00 25.40	54,699 2,096.80 26.21	56,515 2,166.40 27.08	57,892 2,219.20 27.74	59,082 2,264.80 28.31	60,251 2,309.60 28.87
SERVICE WORKER 1 SK1	38,859 1,489.60 18.62	39,924 1,530.40 19.13	41,030 1,572.80 19.66	42,157 1,616.00 20.20	43,304 1,660.00 20.75	44,390 1,701.60 21.27	45,224 1,733.60 21.67	46,122 1,768.00 22.10	
SERVICE WORKER 2 SK2	44,974 1,724.00 21.55	46,184 1,770.40 22.13	47,374 1,816.00 22.70	48,772 1,869.60 23.37	50,108 1,920.80 24.01	51,464 1,972.80 24.66	52,758 2,022.40 25.28	53,781 2,061.60 25.77	54,866 2,103.20 26.29
SERVICE WORKER 3 SK3	47,103 1,805.60 22.57	48,230 1,848.80 23.11	49,837 1,910.40 23.88	51,339 1,968.00 24.60	52,925 2,028.80 25.36	54,511 2,089.60 26.12	55,889 2,142.40 26.78	57,016 2,185.60 27.32	58,143 2,228.80 27.86
SERVICE WORKER 4 SK4	49,148 1,884.00 23.55	50,630 1,940.80 24.26	52,278 2,004.00 25.05	53,885 2,065.60 25.82	55,743 2,136.80 26.71	57,663 2,210.40 27.63	59,124 2,266.40 28.33	60,251 2,309.60 28.87	61,461 2,356.00 29.45
SIGNALS TECH 1 SG1	73,524 2,818.40 35.23	76,132 2,918.40 36.48	78,929 3,025.60 37.82	82,101 3,147.20 39.34	84,167 3,226.40 40.33	85,858 3,291.20 41.14	87,569 3,356.80 41.96		
SIGNALS TECH 2 SG2	76,132 2,918.40 36.48	78,929 3,025.60 37.82	82,101 3,147.20 39.34	85,002 3,258.40 40.73	87,110 3,339.20 41.74	88,842 3,405.60 42.57	90,616 3,473.60 43.42		
SPVRING MECHANIC SVM	55,868 2,141.60 26.77	57,997 2,223.20 27.79	60,021 2,300.80 28.76	62,296 2,388.00 29.85	63,861 2,448.00 30.60	65,134 2,496.80 31.21	66,449 2,547.20 31.84		

 denotes 20 years
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TRADES HELPER	42,929	44,348	45,809	47,228	48,731	50,337	51,590	52,571	53,635
TRH	1,645.60	1,700.00	1,756.00	1,810.40	1,868.00	1,929.60	1,977.60	2,015.20	2,056.00
	20.57	21.25	21.95	22.63	23.35	24.12	24.72	25.19	25.70
TRADES HELPER LH	44,348	45,809	47,228	48,731	50,337	52,174	53,489	54,532	55,638
TRL	1,700.00	1,756.00	1,810.40	1,868.00	1,929.60	2,000.00	2,050.40	2,090.40	2,132.80
	21.25	21.95	22.63	23.35	24.12	25.00	25.63	26.13	26.66
WELDER	64,925	67,117	69,433	72,042	74,254	76,362	78,282	79,784	81,391
WL	2,488.80	2,572.80	2,661.60	2,761.60	2,846.40	2,927.20	3,000.80	3,058.40	3,120.00
	31.11	32.16	33.27	34.52	35.58	36.59	37.51	38.23	39.00
WELDER SRT	64,091	66,365	68,786	71,332	73,482	75,673	77,551	79,096	80,682
SWL	2,456.80	2,544.00	2,636.80	2,734.40	2,816.80	2,900.80	2,972.80	3,032.00	3,092.80
	30.71	31.80	32.96	34.18	35.21	36.26	37.16	37.90	38.66
WORKS SPVR	55,325	57,308	59,604	61,837	63,381	64,633	65,927		
WKS	2,120.80	2,196.80	2,284.80	2,370.40	2,429.60	2,477.60	2,527.20		
	26.51	27.46	28.56	29.63	30.37	30.97	31.59		
WORKS SUPT 1	53,259	55,117	56,995	58,894	61,169	63,339	64,946	66,219	67,555
WT1	2,041.60	2,112.80	2,184.80	2,257.60	2,344.80	2,428.00	2,489.60	2,538.40	2,589.60
	25.52	26.41	27.31	28.22	29.31	30.35	31.12	31.73	32.37
WORKS SUPT 2	56,995	58,894	61,169	63,339	65,739	68,181	69,892	71,353	72,772
WT2	2,184.80	2,257.60	2,344.80	2,428.00	2,520.00	2,613.60	2,679.20	2,735.20	2,789.60
	27.31	28.22	29.31	30.35	31.50	32.67	33.49	34.19	34.87
WR SUPERVISOR	57,913	59,875	61,920	64,278	66,532	68,181	69,558	70,957	
WRS	2,220.00	2,295.20	2,373.60	2,464.00	2,550.40	2,613.60	2,666.40	2,720.00	
	27.75	28.69	29.67	30.80	31.88	32.67	33.33	34.00	

 denotes 20 years
 denotes 25 years

TRADES COMPONENT YEAR 4 SALARY SCHEDULE

Effective 2026 03 21 through 2027 03 19

AIR MECHANIC	50,358	52,195	53,885	55,701	57,537	59,729	61,231	62,484	63,715
AME	1,930.40	2,000.80	2,065.60	2,135.20	2,205.60	2,289.60	2,347.20	2,395.20	2,442.40
	24.13	25.01	25.82	26.69	27.57	28.62	29.34	29.94	30.53
AIRPORT EQUIP OP 1	46,957	48,313	49,649	51,339	52,967	54,574	55,951	57,162	58,310
AQ1	1,800.00	1,852.00	1,903.20	1,968.00	2,030.40	2,092.00	2,144.80	2,191.20	2,235.20
	22.50	23.15	23.79	24.60	25.38	26.15	26.81	27.39	27.94
AIRPORT EQUIP OP 2	52,174	53,844	55,576	57,224	59,270	61,294	62,817	63,965	65,238
AQ2	2,000.00	2,064.00	2,130.40	2,193.60	2,272.00	2,349.60	2,408.00	2,452.00	2,500.80
	25.00	25.80	26.63	27.42	28.40	29.37	30.10	30.65	31.26
AIRPORT MANAGER 1	58,518	60,313	62,546	64,612	66,845	69,224	70,936	72,397	73,837
RM1	2,243.20	2,312.00	2,397.60	2,476.80	2,562.40	2,653.60	2,719.20	2,775.20	2,830.40
	28.04	28.90	29.97	30.96	32.03	33.17	33.99	34.69	35.38
AIRPORT MANAGER 2	65,656	67,972	70,351	72,981	75,736	78,491	80,431	81,976	83,624
RM2	2,516.80	2,605.60	2,696.80	2,797.60	2,903.20	3,008.80	3,083.20	3,142.40	3,205.60
	31.46	32.57	33.71	34.97	36.29	37.61	38.54	39.28	40.07
AIRPORT MANAGER 3	74,358	77,113	79,701	82,727	85,816	89,051	91,263	93,120	94,998
RM3	2,850.40	2,956.00	3,055.20	3,171.20	3,289.60	3,413.60	3,498.40	3,569.60	3,641.60
	35.63	36.95	38.19	39.64	41.12	42.67	43.73	44.62	45.52
AREA WORKS SPVR	63,277	65,384	67,638	70,184	72,668	74,504	75,986	77,510	
ARS	2,425.60	2,506.40	2,592.80	2,690.40	2,785.60	2,856.00	2,912.80	2,971.20	
	30.32	31.33	32.41	33.63	34.82	35.70	36.41	37.14	
ASST POWR ENG 1ST CL	69,433	71,708	74,400	77,092	79,743	82,581	84,626	86,317	88,070
A0E	2,661.60	2,748.80	2,852.00	2,955.20	3,056.80	3,165.60	3,244.00	3,308.80	3,376.00
	33.27	34.36	35.65	36.94	38.21	39.57	40.55	41.36	42.20



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ASST POWR ENG 2ND CL A2E	62,150 2,382.40 29.78	64,299 2,464.80 30.81	66,553 2,551.20 31.89	68,870 2,640.00 33.00	71,249 2,731.20 34.14	73,753 2,827.20 35.34	75,569 2,896.80 36.21	77,113 2,956.00 36.95	78,658 3,015.20 37.69		
ASST WORKS SPVR AWS	56,056 2,148.80 26.86	58,122 2,228.00 27.85	59,896 2,296.00 28.70	62,588 2,399.20 29.99	64,591 2,476.00 30.95	66,198 2,537.60 31.72	67,409 2,584.00 32.30	68,744 2,635.20 32.94			
AUTO EQUIP MECH AEM	61,711 2,365.60 29.57	63,757 2,444.00 30.55	65,885 2,525.60 31.57	68,306 2,618.40 32.73	70,018 2,684.00 33.55	71,353 2,735.20 34.19	72,793 2,790.40 34.88				
AUTO EQUIP MECH SRT AMS	59,165 2,268.00 28.35	61,127 2,343.20 29.29	63,297 2,426.40 30.33	65,614 2,515.20 31.44	67,242 2,577.60 32.22	68,619 2,630.40 32.88	69,997 2,683.20 33.54				
AVIONICS TECHNIC 1 AT1	61,002 2,338.40 29.23	63,297 2,426.40 30.33	65,531 2,512.00 31.40	67,972 2,605.60 32.57	70,372 2,697.60 33.72	72,981 2,797.60 34.97	75,151 2,880.80 36.01	77,551 2,972.80 37.16	79,492 3,047.20 38.09	81,120 3,109.60 38.87	82,727 3,171.20 39.64
AVIONICS TECHNIC 2 AT2	75,798 2,905.60 36.32	78,720 3,017.60 37.72	81,788 3,135.20 39.19	84,981 3,257.60 40.72	88,362 3,387.20 42.34	91,805 3,519.20 43.99	94,602 3,626.40 45.33	97,398 3,733.60 46.67	99,819 3,826.40 47.83	101,844 3,904.00 48.80	103,889 3,982.40 49.78
BOAT MATE BMT	45,141 1,730.40 21.63	46,644 1,788.00 22.35	48,167 1,846.40 23.08	49,732 1,906.40 23.83	51,256 1,964.80 24.56	53,030 2,032.80 25.41	54,365 2,084.00 26.05	55,409 2,124.00 26.55	56,536 2,167.20 27.09		
BUILDING SER WRKR 1 BW1	40,091 1,536.80 19.21	41,280 1,582.40 19.78	42,553 1,631.20 20.39	43,889 1,682.40 21.03	45,287 1,736.00 21.70	46,769 1,792.80 22.41	47,937 1,837.60 22.97	48,835 1,872.00 23.40	49,837 1,910.40 23.88		
BUILDING SER WRKR 2 BW2	41,280 1,582.40 19.78	42,553 1,631.20 20.39	43,889 1,682.40 21.03	45,287 1,736.00 21.70	46,769 1,792.80 22.41	48,501 1,859.20 23.24	49,670 1,904.00 23.80	50,734 1,944.80 24.31	51,736 1,983.20 24.79		



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BUILDING SER WRKR 3 BW3	43,221 1,656.80 20.71	44,682 1,712.80 21.41	46,017 1,764.00 22.05	47,520 1,821.60 22.77	49,127 1,883.20 23.54	50,901 1,951.20 24.39	52,174 2,000.00 25.00	53,238 2,040.80 25.51	54,324 2,082.40 26.03
CAMP COOK 1 CA1	41,844 1,604.00 20.05	43,012 1,648.80 20.61	44,744 1,715.20 21.44	45,851 1,757.60 21.97	46,748 1,792.00 22.40	47,708 1,828.80 22.86			
CAMP COOK 2 CA2	46,017 1,764.00 22.05	47,562 1,823.20 22.79	49,127 1,883.20 23.54	50,337 1,929.60 24.12	51,318 1,967.20 24.59	52,320 2,005.60 25.07			
CASUAL NURSERY WRKR CNW	34,977 1,340.80 16.76	36,250 1,389.60 17.37	37,148 1,424.00 17.80	37,899 1,452.80 18.16	38,650 1,481.60 18.52				
CH POWER ENG 1ST C1E	100,028 3,834.40 47.93	103,889 3,982.40 49.78	107,917 4,136.80 51.71	112,111 4,297.60 53.72	115,409 4,424.00 55.30	118,957 4,560.00 57.00	121,962 4,675.20 58.44	124,383 4,768.00 59.60	126,845 4,862.40 60.78
CH POWER ENG 2ND CL C2E	94,894 3,637.60 45.47	98,379 3,771.20 47.14	101,990 3,909.60 48.87	105,997 4,063.20 50.79	109,190 4,185.60 52.32	111,924 4,290.40 53.63	114,136 4,375.20 54.69	116,411 4,462.40 55.78	
CH POWER ENG 3RD CL C3E	75,757 2,904.00 36.30	78,428 3,006.40 37.58	81,329 3,117.60 38.97	84,501 3,239.20 40.49	86,630 3,320.80 41.51	88,404 3,388.80 42.36	90,178 3,456.80 43.21		
CONSTRUCTION SPVR 1 CU1	69,871 2,678.40 33.48	72,313 2,772.00 34.65	75,026 2,876.00 35.95	77,844 2,984.00 37.30	80,828 3,098.40 38.73	82,831 3,175.20 39.69	84,418 3,236.00 40.45	86,108 3,300.80 41.26	
CONSTRUCTION SPVR 2 CU2	77,280 2,962.40 37.03	79,993 3,066.40 38.33	83,165 3,188.00 39.85	86,379 3,311.20 41.39	89,677 3,437.60 42.97	91,931 3,524.00 44.05	93,767 3,594.40 44.93	95,666 3,667.20 45.84	



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CONSTRUCTION WKR LH CLH	51,068 1,957.60 24.47	52,800 2,024.00 25.30	54,449 2,087.20 26.09	55,784 2,138.40 26.73	56,911 2,181.60 27.27	58,059 2,225.60 27.82						
CONSTRUCTION WORKER CWR	47,875 1,835.20 22.94	49,503 1,897.60 23.72	51,131 1,960.00 24.50	52,800 2,024.00 25.30	54,073 2,072.80 25.91	55,263 2,118.40 26.48	56,348 2,160.00 27.00					
COOK 1 CK1	46,581 1,785.60 22.32	47,854 1,834.40 22.93	49,023 1,879.20 23.49	50,358 1,930.40 24.13	52,007 1,993.60 24.92	53,531 2,052.00 25.65	54,845 2,102.40 26.28	55,972 2,145.60 26.82	57,099 2,188.80 27.36			
COOK 2 CK2	51,527 1,975.20 24.69	52,821 2,024.80 25.31	54,157 2,076.00 25.95	55,638 2,132.80 26.66	57,141 2,190.40 27.38	58,727 2,251.20 28.14	60,209 2,308.00 28.85	61,398 2,353.60 29.42	62,609 2,400.00 30.00			
COOK 3 CK3	55,263 2,118.40 26.48	56,703 2,173.60 27.17	58,164 2,229.60 27.87	59,708 2,288.80 28.61	61,273 2,348.80 29.36	62,922 2,412.00 30.15	64,487 2,472.00 30.90	65,802 2,522.40 31.53	67,117 2,572.80 32.16			
DEP CH POWER ENG 1ST DOE	89,802 3,442.40 43.03	93,204 3,572.80 44.66	96,856 3,712.80 46.41	100,383 3,848.00 48.10	103,367 3,962.40 49.53	105,913 4,060.00 50.75	108,063 4,142.40 51.78	110,233 4,225.60 52.82				
DEP CH POWER ENG 2ND D2E	74,400 2,852.00 35.65	77,092 2,955.20 36.94	79,889 3,062.40 38.28	82,873 3,176.80 39.71	84,939 3,256.00 40.70	86,671 3,322.40 41.53	88,424 3,389.60 42.37					
DEP CH POWER ENG 3RD D3E	74,212 2,844.80 35.56	76,717 2,940.80 36.76	79,555 3,049.60 38.12	82,498 3,162.40 39.53	84,543 3,240.80 40.51	86,254 3,306.40 41.33	87,986 3,372.80 42.16					
FACILITY MANAGER 1 FM1	45,851 1,757.60 21.97	47,353 1,815.20 22.69	50,191 1,924.00 24.05	51,861 1,988.00 24.85	53,447 2,048.80 25.61	55,242 2,117.60 26.47	57,162 2,191.20 27.39	58,957 2,260.00 28.25	60,668 2,325.60 29.07	62,191 2,384.00 29.80	63,464 2,432.80 30.41	64,717 2,480.80 31.01



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FACILITY MANAGER 2 FM2	53,447 2,048.80 25.61	55,242 2,117.60 26.47	57,162 2,191.20 27.39	59,124 2,266.40 28.33	61,023 2,339.20 29.24	63,464 2,432.80 30.41	65,322 2,504.00 31.30	67,242 2,577.60 32.22	68,911 2,641.60 33.02	70,310 2,695.20 33.69	71,729 2,749.60 34.37	
FACILITY MANAGER 3 FM3	61,023 2,339.20 29.24	63,464 2,432.80 30.41	66,344 2,543.20 31.79	69,224 2,653.60 33.17	71,812 2,752.80 34.41	74,525 2,856.80 35.71	76,654 2,938.40 36.73	79,054 3,030.40 37.88	81,037 3,106.40 38.83	82,664 3,168.80 39.61	84,334 3,232.80 40.41	
FACILITY MANAGER 4 FM4	69,934 2,680.80 33.51	72,501 2,779.20 34.74	75,235 2,884.00 36.05	78,094 2,993.60 37.42	82,310 3,155.20 39.44	85,544 3,279.20 40.99	88,821 3,404.80 42.56	91,492 3,507.20 43.84	94,289 3,614.40 45.18	96,647 3,704.80 46.31	98,630 3,780.80 47.26	100,571 3,855.20 48.19
FIRE RANGER 1 FR1	42,553 1,631.20 20.39	43,555 1,669.60 20.87	44,974 1,724.00 21.55	46,059 1,765.60 22.07	47,019 1,802.40 22.53	47,979 1,839.20 22.99						
FIRE RANGER 2 FR2	46,811 1,794.40 22.43	48,188 1,847.20 23.09	50,087 1,920.00 24.00	51,277 1,965.60 24.57	52,299 2,004.80 25.06	53,364 2,045.60 25.57						
FIRE RANGER 3 FR3	49,273 1,888.80 23.61	50,755 1,945.60 24.32	52,362 2,007.20 25.09	53,635 2,056.00 25.70	54,720 2,097.60 26.22	55,784 2,138.40 26.73						
FIRE RANGER 4 FR4	52,362 2,007.20 25.09	54,344 2,083.20 26.04	56,014 2,147.20 26.84	57,433 2,201.60 27.52	58,602 2,246.40 28.08	59,750 2,290.40 28.63						
FOOD SERVICES SPVR CK5	53,885 2,065.60 25.82	55,701 2,135.20 26.69	57,537 2,205.60 27.57	59,729 2,289.60 28.62	61,816 2,369.60 29.62	64,174 2,460.00 30.75	65,781 2,521.60 31.52	67,096 2,572.00 32.15	68,452 2,624.00 32.80			
GARAGE WORKS SPVR GWS	69,767 2,674.40 33.43	72,334 2,772.80 34.66	74,964 2,873.60 35.92	77,823 2,983.20 37.29	80,640 3,091.20 38.64	82,644 3,168.00 39.60	84,292 3,231.20 40.39	85,962 3,295.20 41.19				



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GARDENER 1	45,141	46,644	48,167	49,732	51,256	53,030	54,365	55,409	56,536
GR1	1,730.40	1,788.00	1,846.40	1,906.40	1,964.80	2,032.80	2,084.00	2,124.00	2,167.20
	21.63	22.35	23.08	23.83	24.56	25.41	26.05	26.55	27.09
GARDENER 2	46,644	48,167	49,732	51,256	53,030	54,866	56,223	57,371	58,518
GR2	1,788.00	1,846.40	1,906.40	1,964.80	2,032.80	2,103.20	2,155.20	2,199.20	2,243.20
	22.35	23.08	23.83	24.56	25.41	26.29	26.94	27.49	28.04
GARDENER 3	49,732	51,256	53,030	54,866	56,765	58,706	60,188	61,377	62,588
GR3	1,906.40	1,964.80	2,032.80	2,103.20	2,176.00	2,250.40	2,307.20	2,352.80	2,399.20
	23.83	24.56	25.41	26.29	27.20	28.13	28.84	29.41	29.99
GARDENER 4	61,816	64,174	66,449	68,891	71,666	74,191	76,028	77,531	79,075
GR4	2,369.60	2,460.00	2,547.20	2,640.80	2,747.20	2,844.00	2,914.40	2,972.00	3,031.20
	29.62	30.75	31.84	33.01	34.34	35.55	36.43	37.15	37.89
HATCHERY ASSISTANT	42,553	43,889	45,183	46,331	47,207	48,146			
HA	1,631.20	1,682.40	1,732.00	1,776.00	1,809.60	1,845.60			
	20.39	21.03	21.65	22.20	22.62	23.07			
HATCHERY HELPER	41,280	42,553	43,638	44,473	45,350				
HH	1,582.40	1,631.20	1,672.80	1,704.80	1,738.40				
	19.78	20.39	20.91	21.31	21.73				
HIGHWYS EQUIP PAINT	46,644	48,167	49,732	51,256	53,030	54,866	56,223	57,371	58,518
HEP	1,788.00	1,846.40	1,906.40	1,964.80	2,032.80	2,103.20	2,155.20	2,199.20	2,243.20
	22.35	23.08	23.83	24.56	25.41	26.29	26.94	27.49	28.04
LABOURER/MAINT WRKR 1	42,365	43,722	45,391	46,518	47,437	48,417			
LAB/MW1	1,624.00	1,676.00	1,740.00	1,783.20	1,818.40	1,856.00			
	20.30	20.95	21.75	22.29	22.73	23.20			
MACHINIST	64,925	67,117	69,433	72,042	74,254	76,362	78,282	79,784	81,391
MC	2,488.80	2,572.80	2,661.60	2,761.60	2,846.40	2,927.20	3,000.80	3,058.40	3,120.00
	31.11	32.16	33.27	34.52	35.58	36.59	37.51	38.23	39.00



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MACHINIST SRT	67,117	69,433	72,042	74,630	76,946	79,242	81,204	82,790	84,438
SMC	2,572.80	2,661.60	2,761.60	2,860.80	2,949.60	3,037.60	3,112.80	3,173.60	3,236.80
	32.16	33.27	34.52	35.76	36.87	37.97	38.91	39.67	40.46
MAINT ASSISTANT	49,649	51,193	52,863	54,553	56,390	58,372	59,812	61,023	62,254
MAN	1,903.20	1,962.40	2,026.40	2,091.20	2,161.60	2,237.60	2,292.80	2,339.20	2,386.40
	23.79	24.53	25.33	26.14	27.02	27.97	28.66	29.24	29.83
MAINT TRADES 1 SRT	62,233	64,550	66,678	68,974	71,103	72,918	74,358	75,840	
SM1	2,385.60	2,474.40	2,556.00	2,644.00	2,725.60	2,795.20	2,850.40	2,907.20	
	29.82	30.93	31.95	33.05	34.07	34.94	35.63	36.34	
MAINT TRADES 2 SRT	66,678	68,974	71,520	74,129	76,466	78,344	79,910	81,496	
SM2	2,556.00	2,644.00	2,741.60	2,841.60	2,931.20	3,003.20	3,063.20	3,124.00	
	31.95	33.05	34.27	35.52	36.64	37.54	38.29	39.05	
MAINT TRADES 3 SRT	74,129	76,863	79,931	82,685	85,273	87,715	89,948	91,764	93,600
SM3	2,841.60	2,946.40	3,064.00	3,169.60	3,268.80	3,362.40	3,448.00	3,517.60	3,588.00
	35.52	36.83	38.30	39.62	40.86	42.03	43.10	43.97	44.85
MAINT TRADESPERSN 1	60,209	62,233	64,550	66,678	68,724	70,435	71,791	73,231	
MM1	2,308.00	2,385.60	2,474.40	2,556.00	2,634.40	2,700.00	2,752.00	2,807.20	
	28.85	29.82	30.93	31.95	32.93	33.75	34.40	35.09	
MAINT TRADESPERSN 2	64,550	66,678	68,974	71,520	73,816	75,694	77,051	78,616	
MM2	2,474.40	2,556.00	2,644.00	2,741.60	2,829.60	2,901.60	2,953.60	3,013.60	
	30.93	31.95	33.05	34.27	35.37	36.27	36.92	37.67	
MAINT TRADESPERSN 3	72,981	75,569	78,428	81,538	83,938	86,463	88,633	90,386	92,202
MM3	2,797.60	2,896.80	3,006.40	3,125.60	3,217.60	3,314.40	3,397.60	3,464.80	3,534.40
	34.97	36.21	37.58	39.07	40.22	41.43	42.47	43.31	44.18
MECH EQ MECH 2 SRT	69,120	71,520	74,212	76,863	79,263	81,621	83,645	85,273	86,964
M2S	2,649.60	2,741.60	2,844.80	2,946.40	3,038.40	3,128.80	3,206.40	3,268.80	3,333.60
	33.12	34.27	35.56	36.83	37.98	39.11	40.08	40.86	41.67



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MECH EQUIP MECH 1	58,289	60,209	62,296	64,404	66,324	68,244	69,976	71,332	72,772
ME1	2,234.40	2,308.00	2,388.00	2,468.80	2,542.40	2,616.00	2,682.40	2,734.40	2,789.60
	27.93	28.85	29.85	30.86	31.78	32.70	33.53	34.18	34.87
MECH EQUIP MECH 2	66,866	69,120	71,520	74,212	76,487	78,658	80,640	82,184	83,833
ME2	2,563.20	2,649.60	2,741.60	2,844.80	2,932.00	3,015.20	3,091.20	3,150.40	3,213.60
	32.04	33.12	34.27	35.56	36.65	37.69	38.64	39.38	40.17
MECH SUPERVISOR	69,579	72,042	74,671	77,468	80,431	83,437	85,524	87,214	88,946
MSR	2,667.20	2,761.60	2,862.40	2,969.60	3,083.20	3,198.40	3,278.40	3,343.20	3,409.60
	33.34	34.52	35.78	37.12	38.54	39.98	40.98	41.79	42.62
MECHANIC 1	53,990	55,680	57,496	59,562	61,524	63,068	64,362	65,635	
MH1	2,069.60	2,134.40	2,204.00	2,283.20	2,358.40	2,417.60	2,467.20	2,516.00	
	25.87	26.68	27.55	28.54	29.48	30.22	30.84	31.45	
MECHANIC 2	56,557	58,518	60,501	62,776	64,800	66,428	67,784	69,120	
MH2	2,168.00	2,243.20	2,319.20	2,406.40	2,484.00	2,546.40	2,598.40	2,649.60	
	27.10	28.04	28.99	30.08	31.05	31.83	32.48	33.12	
MOBILE SUPPORT SPVR	47,332	48,835	50,358	52,195	53,885	55,701	57,099	58,247	59,437
MPS	1,814.40	1,872.00	1,930.40	2,000.80	2,065.60	2,135.20	2,188.80	2,232.80	2,278.40
	22.68	23.40	24.13	25.01	25.82	26.69	27.36	27.91	28.48
OPERATOR 1/MAINT WRKR 2	48,647	49,732	50,984	51,924	53,009				
OR1/MW2	1,864.80	1,906.40	1,954.40	1,990.40	2,032.00				
	23.31	23.83	24.43	24.88	25.40				
OPERATOR 2/MAINT WRKR 2	51,339	52,424	53,739	54,657	55,764				
OR2/MW2	1,968.00	2,009.60	2,060.00	2,095.20	2,137.60				
	24.60	25.12	25.75	26.19	26.72				
OPERATOR 3/MAINT WRKR 3	54,971	56,056	57,433	58,602	59,771				
OR3/MW3	2,107.20	2,148.80	2,201.60	2,246.40	2,291.20				
	26.34	26.86	27.52	28.08	28.64				



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OPERATOR 4/MAINT WRKR 3 OR4/MW3	56,995 2,184.80 27.31	58,101 2,227.20 27.84	59,562 2,283.20 28.54	60,731 2,328.00 29.10	61,920 2,373.60 29.67				
OPERATOR 5 OR5	59,186 2,268.80 28.36	60,397 2,315.20 28.94	61,920 2,373.60 29.67	63,151 2,420.80 30.26	64,404 2,468.80 30.86				
PARK ATTENDANT 1 KA1	36,856 1,412.80 17.66	37,878 1,452.00 18.15	39,131 1,500.00 18.75	40,007 1,533.60 19.17	41,322 1,584.00 19.80	42,324 1,622.40 20.28	43,200 1,656.00 20.70	44,077 1,689.60 21.12	
PARK ATTENDANT 2 KA2	39,131 1,500.00 18.75	40,007 1,533.60 19.17	41,322 1,584.00 19.80	42,553 1,631.20 20.39	43,826 1,680.00 21.00	44,932 1,722.40 21.53	45,830 1,756.80 21.96	46,727 1,791.20 22.39	
PARK ATTENDANT 3 KA3	42,553 1,631.20 20.39	43,826 1,680.00 21.00	45,204 1,732.80 21.66	46,706 1,790.40 22.38	48,104 1,844.00 23.05	49,336 1,891.20 23.64	50,337 1,929.60 24.12	51,360 1,968.80 24.61	
PARK ATTENDANT 4 KA4	45,204 1,732.80 21.66	46,706 1,790.40 22.38	48,104 1,844.00 23.05	49,941 1,914.40 23.93	51,527 1,975.20 24.69	52,842 2,025.60 25.32	53,885 2,065.60 25.82	54,971 2,107.20 26.34	
PARK WORKS SPVR 1 PK1	49,628 1,902.40 23.78	51,277 1,965.60 24.57	52,904 2,028.00 25.35	54,616 2,093.60 26.17	56,473 2,164.80 27.06	58,435 2,240.00 28.00	59,875 2,295.20 28.69	61,064 2,340.80 29.26	62,296 2,388.00 29.85
PARK WORKS SPVR 2 PK2	51,277 1,965.60 24.57	52,904 2,028.00 25.35	54,616 2,093.60 26.17	56,473 2,164.80 27.06	58,435 2,240.00 28.00	60,397 2,315.20 28.94	61,899 2,372.80 29.66	63,172 2,421.60 30.27	64,424 2,469.60 30.87
PARK WORKS SPVR 3 PK3	54,491 2,088.80 26.11	56,264 2,156.80 26.96	58,122 2,228.00 27.85	60,188 2,307.20 28.84	62,212 2,384.80 29.81	64,466 2,471.20 30.89	66,094 2,533.60 31.67	67,367 2,582.40 32.28	68,703 2,633.60 32.92



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POWER ENG 1ST CL PL O1E	86,797 3,327.20 41.59	89,781 3,441.60 43.02	93,141 3,570.40 44.63	96,835 3,712.00 46.40	99,631 3,819.20 47.74	102,094 3,913.60 48.92	104,202 3,994.40 49.93	106,289 4,074.40 50.93	
POWER ENG 2ND CL PL O2E	76,946 2,949.60 36.87	79,805 3,059.20 38.24	82,644 3,168.00 39.60	85,774 3,288.00 41.10	87,882 3,368.80 42.11	89,656 3,436.80 42.96	91,430 3,504.80 43.81		
POWER ENG 3RD CL PL O3E	66,511 2,549.60 31.87	68,807 2,637.60 32.97	71,124 2,726.40 34.08	73,816 2,829.60 35.37	75,694 2,901.60 36.27	77,197 2,959.20 36.99	78,720 3,017.60 37.72		
POWER ENG 5TH CL O5E	52,675 2,019.20 25.24	54,407 2,085.60 26.07	56,014 2,147.20 26.84	57,934 2,220.80 27.76	59,395 2,276.80 28.46	60,605 2,323.20 29.04	61,795 2,368.80 29.61		
PROJECT WORKS SPVR PWS	57,057 2,187.20 27.34	59,144 2,267.20 28.34	61,419 2,354.40 29.43	63,360 2,428.80 30.36	64,967 2,490.40 31.13	66,303 2,541.60 31.77	67,618 2,592.00 32.40		
RADIO TECHNICIAN 1 RT1	50,358 1,930.40 24.13	52,195 2,000.80 25.01	53,885 2,065.60 25.82	55,701 2,135.20 26.69	57,537 2,205.60 27.57	59,729 2,289.60 28.62	61,231 2,347.20 29.34	62,484 2,395.20 29.94	63,715 2,442.40 30.53
RADIO TECHNICIAN 2 RT2	56,765 2,176.00 27.20	58,706 2,250.40 28.13	60,668 2,325.60 29.07	63,005 2,415.20 30.19	65,238 2,500.80 31.26	67,722 2,596.00 32.45	69,391 2,660.00 33.25	70,769 2,712.80 33.91	72,188 2,767.20 34.59
RADIO TECHNICIAN 3 RT3	59,729 2,289.60 28.62	61,816 2,369.60 29.62	64,174 2,460.00 30.75	66,449 2,547.20 31.84	68,891 2,640.80 33.01	71,666 2,747.20 34.34	73,482 2,816.80 35.21	74,797 2,867.20 35.84	76,320 2,925.60 36.57
SECURITY OFFICER 1 BG	46,331 1,776.00 22.20	47,666 1,827.20 22.84	49,169 1,884.80 23.56	50,713 1,944.00 24.30	52,362 2,007.20 25.09	53,948 2,068.00 25.85	55,263 2,118.40 26.48	56,390 2,161.60 27.02	57,496 2,204.00 27.55



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SECURITY OFFICER 2 HGG	49,670 1,904.00 23.80	51,277 1,965.60 24.57	52,904 2,028.00 25.35	54,595 2,092.80 26.16	56,348 2,160.00 27.00	58,205 2,231.20 27.89	59,624 2,285.60 28.57	60,856 2,332.80 29.16	62,066 2,379.20 29.74
SERVICE WORKER 1 SK1	40,028 1,534.40 19.18	41,113 1,576.00 19.70	42,261 1,620.00 20.25	43,430 1,664.80 20.81	44,598 1,709.60 21.37	45,725 1,752.80 21.91	46,581 1,785.60 22.32	47,499 1,820.80 22.76	
SERVICE WORKER 2 SK2	46,331 1,776.00 22.20	47,562 1,823.20 22.79	48,793 1,870.40 23.38	50,233 1,925.60 24.07	51,611 1,978.40 24.73	53,009 2,032.00 25.40	54,344 2,083.20 26.04	55,388 2,123.20 26.54	56,515 2,166.40 27.08
SERVICE WORKER 3 SK3	48,522 1,860.00 23.25	49,670 1,904.00 23.80	51,339 1,968.00 24.60	52,884 2,027.20 25.34	54,511 2,089.60 26.12	56,139 2,152.00 26.90	57,558 2,206.40 27.58	58,727 2,251.20 28.14	59,896 2,296.00 28.70
SERVICE WORKER 4 SK4	50,630 1,940.80 24.26	52,153 1,999.20 24.99	53,844 2,064.00 25.80	55,492 2,127.20 26.59	57,412 2,200.80 27.51	59,395 2,276.80 28.46	60,897 2,334.40 29.18	62,066 2,379.20 29.74	63,297 2,426.40 30.33
SIGNALS TECH 1 SG1	75,736 2,903.20 36.29	78,407 3,005.60 37.57	81,287 3,116.00 38.95	84,564 3,241.60 40.52	86,692 3,323.20 41.54	88,424 3,389.60 42.37	90,198 3,457.60 43.22		
SIGNALS TECH 2 SG2	78,407 3,005.60 37.57	81,287 3,116.00 38.95	84,564 3,241.60 40.52	87,548 3,356.00 41.95	89,718 3,439.20 42.99	91,513 3,508.00 43.85	93,329 3,577.60 44.72		
SPVRING MECHANIC SVM	57,537 2,205.60 27.57	59,729 2,289.60 28.62	61,816 2,369.60 29.62	64,174 2,460.00 30.75	65,781 2,521.60 31.52	67,096 2,572.00 32.15	68,452 2,624.00 32.80		
TRADES HELPER TRH	44,223 1,695.20 21.19	45,684 1,751.20 21.89	47,186 1,808.80 22.61	48,647 1,864.80 23.31	50,191 1,924.00 24.05	51,840 1,987.20 24.84	53,134 2,036.80 25.46	54,157 2,076.00 25.95	55,242 2,117.60 26.47



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TRADES HELPER LH	45,684	47,186	48,647	50,191	51,840	53,739	55,096	56,160	57,308
TRL	1,751.20	1,808.80	1,864.80	1,924.00	1,987.20	2,060.00	2,112.00	2,152.80	2,196.80
	21.89	22.61	23.31	24.05	24.84	25.75	26.40	26.91	27.46
WELDER	66,866	69,120	71,520	74,212	76,487	78,658	80,640	82,184	83,833
WL	2,563.20	2,649.60	2,741.60	2,844.80	2,932.00	3,015.20	3,091.20	3,150.40	3,213.60
	32.04	33.12	34.27	35.56	36.65	37.69	38.64	39.38	40.17
WELDER SRT	66,011	68,348	70,852	73,482	75,694	77,948	79,868	81,475	83,103
SWL	2,530.40	2,620.00	2,716.00	2,816.80	2,901.60	2,988.00	3,061.60	3,123.20	3,185.60
	31.63	32.75	33.95	35.21	36.27	37.35	38.27	39.04	39.82
WORKS SPVR	56,995	59,019	61,398	63,694	65,280	66,574	67,910		
WKS	2,184.80	2,262.40	2,353.60	2,441.60	2,502.40	2,552.00	2,603.20		
	27.31	28.28	29.42	30.52	31.28	31.90	32.54		
WORKS SUPT 1	54,866	56,765	58,706	60,668	63,005	65,238	66,887	68,202	69,579
WT1	2,103.20	2,176.00	2,250.40	2,325.60	2,415.20	2,500.80	2,564.00	2,614.40	2,667.20
	26.29	27.20	28.13	29.07	30.19	31.26	32.05	32.68	33.34
WORKS SUPT 2	58,706	60,668	63,005	65,238	67,722	70,226	71,979	73,503	74,964
WT2	2,250.40	2,325.60	2,415.20	2,500.80	2,596.00	2,692.00	2,759.20	2,817.60	2,873.60
	28.13	29.07	30.19	31.26	32.45	33.65	34.49	35.22	35.92
WR SUPERVISOR	59,645	61,670	63,777	66,198	68,536	70,226	71,645	73,085	
WRS	2,286.40	2,364.00	2,444.80	2,537.60	2,627.20	2,692.00	2,746.40	2,801.60	
	28.58	29.55	30.56	31.72	32.84	33.65	34.33	35.02	



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