

**APPENDIX A - SALARY SCALES  
(Biweekly Rates)**

**2014  
Effective 2013 December 29  
1.75%**

	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>
<b>A</b>	1,151.24	1,185.80	1,221.38	1,258.01
<b>B</b>	1,237.96	1,275.12	1,313.38	1,352.78
<b>C</b>	1,324.69	1,364.44	1,405.37	1,447.54
<b>D</b>	1,411.41	1,453.76	1,497.38	1,542.31
<b>E</b>	1,498.15	1,543.10	1,589.39	1,637.07
<b>F</b>	1,584.87	1,632.42	1,681.39	1,731.83
<b>G</b>	1,671.59	1,721.74	1,773.38	1,826.59
<b>H</b>	1,758.30	1,811.05	1,865.38	1,921.35
<b>I</b>	1,845.03	1,900.38	1,957.41	2,016.12
<b>J</b>	1,931.75	1,989.70	2,049.40	2,110.87
<b>K</b>	2,018.48	2,079.03	2,141.40	2,205.64
<b>L</b>	2,105.20	2,168.34	2,233.40	2,300.40

	<b>Effective Dec 29, 2013</b>
Temporary/Seasonal	12.00
Maintenance Worker I	21.42
Maintenance Worker II	21.98
Maintenance Worker III	23.41
Maintenance Worker IV	25.51

**2015**  
**Effective 2014 December 28**  
**1.75%**

	I	II	III	IV
<b>A</b>	1,171.39	1,206.56	1,242.75	1,280.02
<b>B</b>	1,259.63	1,297.44	1,336.36	1,376.45
<b>C</b>	1,347.88	1,388.31	1,429.96	1,472.87
<b>D</b>	1,436.11	1,479.20	1,523.59	1,569.30
<b>E</b>	1,524.36	1,570.10	1,617.20	1,665.71
<b>F</b>	1,612.60	1,660.98	1,710.81	1,762.13
<b>G</b>	1,700.84	1,751.87	1,804.41	1,858.55
<b>H</b>	1,789.07	1,842.74	1,898.03	1,954.97
<b>I</b>	1,877.32	1,933.64	1,991.66	2,051.40
<b>J</b>	1,965.56	2,024.52	2,085.26	2,147.82
<b>K</b>	2,053.80	2,115.41	2,178.87	2,244.24
<b>L</b>	2,142.04	2,206.29	2,272.49	2,340.66

**Effective Dec  
28, 2014**

Temporary/Seasonal	12.00
Maintenance Worker I	21.79
Maintenance Worker II	22.36
Maintenance Worker III	23.82
Maintenance Worker IV	25.96

**2016**  
**Effective 27 December 2015**  
**1.75%**

	I	II	III	IV
<b>A</b>	1,191.89	1,227.67	1,264.50	1,302.42
<b>B</b>	1,281.67	1,320.14	1,359.75	1,400.54
<b>C</b>	1,371.46	1,412.61	1,454.99	1,498.64
<b>D</b>	1,461.25	1,505.09	1,550.25	1,596.76
<b>E</b>	1,551.04	1,597.58	1,645.50	1,694.86
<b>F</b>	1,640.82	1,690.05	1,740.75	1,792.97
<b>G</b>	1,730.61	1,782.53	1,835.99	1,891.08
<b>H</b>	1,820.38	1,874.99	1,931.24	1,989.18
<b>I</b>	1,910.17	1,967.48	2,026.51	2,087.30
<b>J</b>	1,999.96	2,059.95	2,121.75	2,185.40
<b>K</b>	2,089.74	2,152.43	2,217.00	2,283.52
<b>L</b>	2,179.52	2,244.90	2,312.26	2,381.62

	<b>Effective Dec 27, 2015</b>
Temporary/Seasonal	12.00
Maintenance Worker I	22.17
Maintenance Worker II	22.75
Maintenance Worker III	24.24
Maintenance Worker IV	26.41

**2017**  
**Effective 26 December 2016**  
**2.5%**

	I	II	III	IV
<b>A</b>	1,221.68	1,258.36	1,296.11	1,334.98
<b>B</b>	1,313.71	1,353.14	1,393.74	1,435.55
<b>C</b>	1,405.75	1,447.93	1,491.36	1,536.11
<b>D</b>	1,497.78	1,542.72	1,589.01	1,636.68
<b>E</b>	1,589.82	1,637.52	1,686.64	1,737.24
<b>F</b>	1,681.84	1,732.30	1,784.27	1,837.79
<b>G</b>	1,773.87	1,827.09	1,881.89	1,938.35
<b>H</b>	1,865.89	1,921.86	1,979.52	2,038.91
<b>I</b>	1,957.93	2,016.67	2,077.18	2,139.48
<b>J</b>	2,049.96	2,111.45	2,174.80	2,240.04
<b>K</b>	2,141.98	2,206.24	2,272.43	2,340.61
<b>L</b>	2,234.01	2,301.02	2,370.06	2,441.16

**Effective Dec  
25, 2016**

Temporary/Seasonal	12.00
Maintenance Worker I	22.73
Maintenance Worker II	23.32
Maintenance Worker III	24.85
Maintenance Worker IV	27.07

**2018**  
**Effective 24 December 2017**  
**2.5%**

	I	II	III	IV
<b>A</b>	1,252.23	1,289.82	1,328.51	1,368.36
<b>B</b>	1,346.55	1,386.97	1,428.59	1,471.44
<b>C</b>	1,440.89	1,484.12	1,528.65	1,574.51
<b>D</b>	1,535.22	1,581.29	1,628.73	1,677.60
<b>E</b>	1,629.56	1,678.46	1,728.80	1,780.67
<b>F</b>	1,723.89	1,775.61	1,828.88	1,883.74
<b>G</b>	1,818.22	1,872.77	1,928.94	1,986.81
<b>H</b>	1,912.54	1,969.91	2,029.01	2,089.88
<b>I</b>	2,006.88	2,067.08	2,129.11	2,192.97
<b>J</b>	2,101.21	2,164.23	2,229.17	2,296.04
<b>K</b>	2,195.53	2,261.40	2,329.24	2,399.12
<b>L</b>	2,289.86	2,358.55	2,429.31	2,502.19

**Effective Dec  
24, 2017**

Temporary/Seasonal	12.00
Maintenance Worker I	23.30
Maintenance Worker II	23.91
Maintenance Worker III	25.47
Maintenance Worker IV	27.75

## APPENDIX B - CUPE LOCAL 1709 CLASSIFICATIONS AND POSITIONS

Classifications	Positions	Level
Communications Operator	Supervisor – Communications Centre	L
Unit Supervisor	Supervisor – Unit – Sportfield Maint	L
	Supervisor – Unit – Pool Maint	L
	Supervisor – Unit – Rink	L
Communications Operator II	Communications Op II	J
<b>Administrator</b>	<b>Administrator– Finance Operations</b>	<b>J</b>
Senior Clerk	Clerk - Senior – Finance	I
	Clerk - Senior – Police	I
	Clerk – Senior – Admin Support - Police	I
	Clerk – Senior – Purchasing Agent	I
	Clerk – Senior – Records	I
Communications Operator I	Communications Op I	I
Administrative Assistant	Administrative Assistant – City Clerk	H
	Administrative Assistant – <b>Growth and Community Services</b>	H
	Administrative Assistant – Eng & <b>Operations</b>	H
	Administrative Assistant – Finance	H
	Administrative Assistant – Fleet	H
	Administrative Assistant – <b>Parking Services</b>	H
	Administrative Assistant – Police	H
	Administrative Assistant – <b>Building Services</b>	H
	Administrative Assistant – Recreation <b>and Social Facilitation</b>	H
	Administrative Assistant – Real Estate	H
	Administrative Assistant – Tourism	H
	<b>Parking Operations Assistant – Parking</b>	<b>H</b>
Recreation Leader	Recreation Leader – <b>Aquatics</b>	H
Intermediate Clerk	Clerk – Intermediate – <b>Court Document Coordinator</b> – Police	G
	Clerk – Intermediate – Eng & <b>Operations</b>	G
	Clerk – Intermediate – Finance	G
	Clerk – Intermediate – Police	G
	Clerk – Intermediate – Fire	G
	<b>Clerk – Intermediate – IT</b>	G
	Clerk – Intermediate – Records	G
	Clerk – Intermediate – Stores & Purchasing - <b>Police</b>	G
	Clerk – Intermediate – Transit	G
Clerk	<b>Clerk – Admin Support - Police</b>	E
	Clerk – Finance	E
	Clerk – Parking Services	E
	<b>Clerk – Parking Services P/PT</b>	E
	<b>Clerk – Recreation and Social Facilitation</b>	E
Parking Bylaw Officer	Parking Bylaw Officer	D
Clerk	Assistant – Tourism Operations	D
Clerk/Receptionist	Clerk/Receptionist – Indoor Pool	C