

SCHEDULE OF WAGES

December 21, 2008 to December 18, 2010

In Order of Classification

Pages 1 to 48 - 33.75 hours

Pages 49 to 96 - 40.00 hours



2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
9-1-1 Operator							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Accountant							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195
Accountant (OC)(S)¹							
December 21, 2008 - December 19, 2009	A	50,252.72	52,891.82	55,368.53	57,734.68		
	B	1,925.39	2,024.57	2,119.37	2,209.94		
	H	28.524	29.994	31.398	32.740		
December 20, 2009 - December 18, 2010	A	52,514.09	55,271.95	57,860.11	60,332.74		
	B	2,012.03	2,115.68	2,214.74	2,309.39		
	H	29.808	31.344	32.811	34.213		
Accounting Assistant							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21.796	22.771	23.984	24.996	26.166	27.353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22.777	23.796	25.063	26.121	27.343	28.584
Administrative Assistant I							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Architectural Technologist I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,156.68	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8
	H	31,344	32,811	34,213	35,907	37,467	39,161
Architectural Technologist II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	22,099.5	23,193.5	24,201.5	25,295.5	26,608.8	27,863.8
	H	32,740	34,361	35,854	37,475	39,421	41,280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	23,094.0	24,237.2	25,290.6	26,433.8	27,806.2	29,117.7
	H	34,213	35,907	37,467	39,161	41,195	43,138
Archivist I							
December 21, 2008 - December 19, 2009	A	47,739.72	49,713.30	52,114.00	54,365.58	56,952.23	59,927.32
	B	18,291.1	19,047.2	19,967.0	20,829.8	21,820.7	22,960.6
	H	27,098	28,218	29,581	30,859	32,327	34,016
December 20, 2009 - December 18, 2010	A	49,888.01	51,950.40	54,459.13	56,812.03	59,515.08	62,624.05
	B	19,114.2	19,904.3	20,865.5	21,767.1	22,802.6	23,993.8
	H	28,317	29,488	30,912	32,248	33,782	35,547
Archivist II							
December 21, 2008 - December 19, 2009	A	53,176.28	55,696.64	56,685.27	60,115.11	63,357.16	66,437.20
	B	20,374.1	21,339.7	21,718.5	23,032.6	24,274.8	25,454.8
	H	30,184	31,614	32,176	34,122	35,963	37,711
December 20, 2009 - December 18, 2010	A	55,569.21	58,202.99	59,236.11	62,820.29	66,208.23	69,426.87
	B	21,290.9	22,300.0	22,695.8	24,069.1	25,367.2	26,600.3
	H	31,542	33,037	33,624	35,657	37,581	39,408
Assessor Assistant							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	16,189.0	16,872.6	17,661.9	18,463.2	19,253.9	20,245.7
	H	23,984	24,996	26,166	27,353	28,524	29,994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	16,917.5	17,631.9	18,456.7	19,294.0	20,120.3	21,156.68
	H	25,063	26,121	27,343	28,584	29,808	31,344

2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Assessor I							
December 21, 2008 - December 19, 2009	A	56,952.23	59,927.32	62,593.14	65,678.70	68,688.78	71,768.82
	B	2,182.07	2,296.06	2,398.20	2,516.42	2,631.76	2,749.76
	H	32.327	34.016	35.529	37.280	38.989	40.737
December 20, 2009 - December 18, 2010	A	59,515.08	62,624.05	65,409.83	68,634.24	71,779.78	74,998.42
	B	2,280.26	2,399.38	2,506.12	2,629.66	2,750.19	2,873.50
	H	33.782	35.547	37.128	38.958	40.744	42.570
Assessor I - OC (Q)¹							
December 21, 2008 - December 19, 2009	A	44,250.96	46,119.61	48,063.74	50,094.39	52,206.05	54,409.76
	B	1,695.44	1,767.03	1,841.52	1,919.33	2,000.23	2,084.67
	H	25.118	26.178	27.282	28.434	29.633	30.884
December 20, 2009 - December 18, 2010	A	46,242.25	48,194.99	50,226.61	52,348.64	54,555.32	56,858.20
	B	1,771.74	1,846.55	1,924.39	2,005.70	2,090.24	2,178.48
	H	26.248	27.356	28.510	29.714	30.966	32.274
Assessor II							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127
Assessor II - OC (Q)¹							
December 21, 2008 - December 19, 2009	A	54,483.41	55,315.55	56,160.58	57,016.66	57,887.47	58,767.48
	B	2,087.49	2,119.37	2,151.75	2,184.55	2,217.91	2,251.63
	H	30.926	31.398	31.878	32.364	32.858	33.357
December 20, 2009 - December 18, 2010	A	56,935.16	57,804.75	58,687.81	59,582.41	60,492.41	61,412.02
	B	2,181.43	2,214.74	2,248.58	2,282.86	2,317.72	2,352.95
	H	32.318	32.811	33.313	33.820	34.337	34.858
Assessor III							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Audio-Visual Technician I							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Audio-Visual Technician II							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Audio-Visual Technician III							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Automation & Program Support							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Biological Sciences Tech Asst							
December 21, 2008 - December 19, 2009	A	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41
	B	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26
	H	19.960	20.868	21.796	22.771	23.984	24.996
December 20, 2009 - December 18, 2010	A	36,746.01	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09
	B	1,407.90	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19
	H	20.858	21.807	22.777	23.796	25.063	26.121

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Biological Sciences Tech I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,119.37	22,099.95	23,193.35	24,201.15	25,295.55
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,115.68	22,114.74	23,094.40	24,237.72	25,290.06	26,433.38
	H	31,344	32,811	34,213	35,907	37,467	39,161
* Buildg Sfty Codes Officer I²							
December 21, 2008 - December 19, 2009	A	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	23,193.35	24,201.15	25,295.55	26,608.88	27,863.38	29,148.99
	H	34,361	35,854	37,475	39,421	41,280	43,184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	24,237.72	25,290.05	26,433.38	27,806.62	29,117.77	30,460.06
	H	35,907	37,467	39,161	41,195	43,138	45,127
* Buil Sfty Codes Officer I - (OC) (V)^{1,2}							
December 21, 2008 - December 19, 2009	A			51,697.93	54,365.58	56,952.23	59,927.32
	B			1,980.77	2,082.98	2,182.08	2,296.06
	H			29,345	30,859	32,327	34,016
December 20, 2009 - December 18, 2010	A			54,024.33	56,812.03	59,515.08	62,624.05
	B			2,069.90	2,176.71	2,280.27	2,399.39
	H			30,666	32,248	33,782	35,547
* Buildg Sfty Codes Officer II²							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	24,638.1	25,630.05	26,798.6	28,185.4	29,527.7	30,900.3
	H	36,501	37,971	39,702	41,756	43,745	45,778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.93	73,091.87	76,874.20	80,535.34	84,279.19
	B	25,746.68	26,783.39	28,004.6	29,453.38	30,856.65	32,290.9
	H	38,144	39,680	41,489	43,635	45,714	47,838
Building & Facility Proj Ofcr							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	25,164.42	26,273.1	27,513.9	28,914.7	30,302.9	32,111.5
	H	41,654	43,332	45,307	47,651	49,921	52,241
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	26,296.66	27,454.54	28,752.0	30,215.9	31,666.65	33,355.65
	H	43,528	45,282	47,346	49,795	52,167	54,592

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

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CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Building Inspector I							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.01	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.39	2,423.72	2,529.05	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Business Process Analyst							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404
Business Prcss Analyst (OC) (S) ¹							
December 21, 2008 - December 19, 2009	A	46,022.04	48,800.15	51,697.93	54,365.58	56,952.23	59,927.32
	B	1,763.30	1,869.73	1,980.77	2,082.98	2,182.07	2,296.06
	H	26.123	27.700	29.345	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A	48,093.03	50,996.16	54,024.34	56,812.03	59,515.08	62,624.05
	B	1,842.65	1,953.87	2,069.91	2,176.71	2,280.26	2,399.38
	H	27.299	28.947	30.666	32.248	33.782	35.547
Business Tax Collector							
December 21, 2008 - December 19, 2009	A	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43
	B	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95
	H	26.166	27.353	28.524	29.994	31.398	32.740
December 20, 2009 - December 18, 2010	A	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00
	B	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40
	H	27.343	28.584	29.808	31.344	32.811	34.213
Bylaw Prosecution Assistant							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Cartographic Technician							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195
Children Service Consultant I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Children Service Consultant II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Civic Agencies Coordinator							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Clerical Assistant							
December 21, 2008 - December 19, 2009	A	26,096.59	27,355.84	28,344.48	29,752.86	30,932.96	32,308.21
	B	999.87	1,048.11	1,086.00	1,139.96	1,185.18	1,237.87
	H	14.813	15.528	16.089	16.888	17.558	18.339
December 20, 2009 - December 18, 2010	A	27,270.94	28,586.85	29,619.98	31,091.74	32,324.94	33,762.08
	B	1,044.86	1,095.28	1,134.87	1,191.26	1,238.51	1,293.57
	H	15.480	16.227	16.813	17.648	18.348	19.164

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Clerk I							
December 21, 2008 - December 19, 2009	A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
	B	1,139.96	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57
	H	16.888	17.558	18.339	19.137	19.960	20.868
December 20, 2009 - December 18, 2010	A	31,091.74	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87
	B	1,191.26	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96
	H	17.648	18.348	19.164	19.998	20.858	21.807
Clerk II							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Clerk III							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Clerk IV							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Clerk Stenographer I							
December 21, 2008 - December 19, 2009	A	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34
	B	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20
	H	17.558	18.339	19.137	19.960	20.868	21.796
December 20, 2009 - December 18, 2010	A	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27
	B	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40
	H	18.348	19.164	19.998	20.858	21.807	22.777

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Clerk Stenographer II							
December 21, 2008 - December 19, 2009	A	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45
	B	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90
	H	19.137	19.960	20.868	21.796	22.771	23.984
December 20, 2009 - December 18, 2010	A	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23	44,154.86
	B	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19	1,691.75
	H	19.998	20.858	21.807	22.777	23.796	25.063
Clerk Stenographer III							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Client Relations Specialist							
December 21, 2008 - December 19, 2009	A	51,123.53	53,176.28	55,696.64	58,286.98	60,996.96	64,115.67
	B	1,958.76	2,037.41	2,133.97	2,233.22	2,337.05	2,456.54
	H	29.019	30.184	31.614	33.085	34.623	36.393
December 20, 2009 - December 18, 2010	A	53,424.09	55,569.21	58,202.99	60,909.89	63,741.82	67,000.88
	B	2,046.90	2,129.09	2,230.00	2,333.72	2,442.22	2,567.08
	H	30.325	31.542	33.037	34.574	36.181	38.031
Coin Processing Administrator							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Coin Processing Technician							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Communication Analyst (EDP)							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Community Service Worker							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Composing Equipment Operator							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Computer Facilities Supervisor							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404
Computer Operator IV							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Computer Support Technician							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Computer Support Tech-(OC)(Q)¹							
December 21, 2008 - December 19, 2009	A	40,117.85	42,255.30				
	B	1,537.08	1,618.98				
	H	22.772	23.985				
December 20, 2009 - December 18, 2010	A	41,923.15	44,156.79				
	B	1,606.25	1,691.83				
	H	23.797	25.064				
Construction Safety & Training Officer							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Construction Technician I							
December 21, 2008 - December 19, 2009	A			57,679.43	60,534.86	63,165.69	66,021.14
	B			2,209.95	2,319.35	2,420.15	2,529.55
	H			32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A			60,275.00	63,258.93	66,008.15	68,992.09
	B			2,309.40	2,423.72	2,529.06	2,643.38
	H			34.213	35.907	37.467	39.161
Construction Technician II							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
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4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Contract Administrator							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
* Courier³							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
CPIC Information Operator I							
December 21, 2008 - December 19, 2009	A	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45
	B	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90
	H	19.137	19.960	20.868	21.796	22.771	23.984
December 20, 2009 - December 18, 2010	A	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23	44,154.86
	B	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19	1,691.75
	H	19.998	20.858	21.807	22.777	23.796	25.063
CPIC Information Operator II							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Criminal Intelligence Analyst							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
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2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
** Criminal Intelligence Analyst (OC)							
December 21, 2008 - December 19, 2009	A		48,188.93	50,252.72	52,841.21	55,433.37	57,679.43
	B		1,846.32	1,925.39	2,024.57	2,123.89	2,209.95
	H		27.350	28.520	29.990	31.460	32.740
December 20, 2009 - December 18, 2010	A		50,357.43	52,514.09	55,219.06	57,927.87	60,275.00
	B		1,929.40	2,012.03	2,115.68	2,219.47	2,309.40
	H		28.581	29.803	31.340	32.876	34.213
** Criminal Intelligence Supvr							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714
Data Storage Operator							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
** DATS Service Specialist							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Delivery Driver							
December 21, 2008 - December 19, 2009	A						36,770.90
	B						1,408.85
	H						20.872
December 20, 2009 - December 18, 2010	A						38,425.59
	B						1,472.25
	H						21.811

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Desktop Support Supervisor							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,119.37	22,099.5	23,193.5	24,201.5	25,295.5
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,115.68	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8
	H	31,344	32,811	34,213	35,907	37,467	39,161
Development Control Officer							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	23,982.0	25,164.2	26,273.1	27,513.9	28,914.7	30,302.9
	H	35,529	37,280	38,923	40,761	42,837	44,893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	25,061.2	26,296.6	27,455.4	28,752.0	30,215.9	31,665.5
	H	37,128	38,958	40,675	42,595	44,765	46,913
Development Cntrl Offcr (OC 1) (Q)¹							
December 21, 2008 - December 19, 2009	A					41,065.99	43,468.53
	B					15,734.1	16,654.6
	H					23,310	24,673
December 20, 2009 - December 18, 2010	A					42,913.96	45,424.61
	B					16,442.1	17,404.1
	H					24,359	25,783
Development Cntrl Offcr (OC 2) (S)¹							
December 21, 2008 - December 19, 2009	A	46,022.04	48,800.15	51,697.93	54,365.58	56,952.23	59,927.32
	B	17,633.0	18,697.3	19,807.7	20,829.8	21,820.7	22,960.6
	H	26,123	27,700	29,345	30,859	32,327	34,016
December 20, 2009 - December 18, 2010	A	48,093.03	50,996.16	54,024.34	56,812.03	59,515.08	62,624.05
	B	18,426.5	19,538.7	20,699.1	21,767.1	22,802.6	23,993.8
	H	27,299	28,947	30,666	32,248	33,782	35,547
Document Server I							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	14,712.0	15,370.2	16,189.0	1,687.26	1,766.19	1,846.32
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	15,374.0	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22,777	23,796	25,063	26,121	27,343	28,584

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Drafting Technical Assistant							
December 21, 2008 - December 19, 2009	A	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34
	B	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20
	H	17.558	18.339	19.137	19.960	20.868	21.796
December 20, 2009 - December 18, 2010	A	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27
	B	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40
	H	18.348	19.164	19.998	20.858	21.807	22.777
Drafting Technician I							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Drafting Technician I (OC 1)(S)¹							
December 21, 2008 - December 19, 2009	A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H		21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A		40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B		1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H		22.777	23.796	25.063	26.121	27.343
Drafting Technician II							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195
Drafting Technician III							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Economist II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Economist III							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404
Electronic Surveillance Monitor							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Engineering Technologist I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Engineering Tech I (OC 1) (S)¹							
December 21, 2008 - December 19, 2009	A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H		21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A		40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B		1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H		22.777	23.796	25.063	26.121	27.343

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Engineering Technologist II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Engineering Technologist III							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Env. Protection Asst							
December 21, 2008 - December 19, 2009	A	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43
	B	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95
	H	26.166	27.353	28.524	29.994	31.398	32.740
December 20, 2009 - December 18, 2010	A	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00
	B	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40
	H	27.343	28.584	29.808	31.344	32.811	34.213
Env. Protection Coordinator							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714
Env Protection Officer							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Env. Protection Tech							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,156.8	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8
	H	31,344	32,811	34,213	35,907	37,467	39,161
ERP Software Suppt Technician							
December 21, 2008 - December 19, 2009	A	51,123.53	53,176.28	55,696.64	58,286.98	60,996.96	64,115.67
	B	1,958.76	2,037.41	2,133.97	2,233.22	2,337.05	2,456.54
	H	29,019	30,184	31,614	33,085	34,623	36,393
December 20, 2009 - December 18, 2010	A	53,424.09	55,569.21	58,202.99	60,909.89	63,741.82	67,000.88
	B	2,046.90	2,129.09	2,230.00	2,333.72	2,442.22	2,567.08
	H	30,325	31,542	33,037	34,574	36,181	38,031
ESC Representative							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22,777	23,796	25,063	26,121	27,343	28,584
** ESC Team Lead/ Specialist							
December 21, 2008 - December 19, 2009	A	51,123.53	53,176.28	55,696.64	58,286.98	60,996.96	64,115.67
	B	1,958.76	2,037.41	2,133.97	2,233.22	2,337.05	2,456.54
	H	29,019	30,184	31,614	33,085	34,623	36,393
December 20, 2009 - December 18, 2010	A	53,424.09	55,569.21	58,202.99	60,909.89	63,741.83	67,000.88
	B	2,046.90	2,129.09	2,230.00	2,333.71	2,442.22	2,567.09
	H	30,325	31,542	33,037	34,574	36,181	38,031
Financial Integration Analyst							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35,529	37,280	38,923	40,761	42,837	44,893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37,128	38,958	40,675	42,595	44,765	46,913

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Fingerprint Technician I							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21.796	22.771	23.984	24.996	26.166	27.353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22.777	23.796	25.063	26.121	27.343	28.584
Fingerprint Technician I (OC)(S)¹							
December 21, 2008 - December 19, 2009	A	35,163.65	36,763.51	38,398.34			
	B	1,347.27	1,408.57	1,471.20			
	H	19.960	20.868	21.796			
December 20, 2009 - December 18, 2010	A	36,746.01	38,417.87	40,126.27			
	B	1,407.90	1,471.96	1,537.40			
	H	20.858	21.807	22.777			
Fingerprint Technician II							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Fleet Safety Instructor I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Forecasting Assistant II							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Forecasting Assistant III							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Graphic Designer I							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Graphic Designer II							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
* Heat/Vent Saf Cds Off I²							
December 21, 2008 - December 19, 2009	A	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.05	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127
* Heat/Vent Saf Cds Off I (OC)(V)^{1,2}							
December 21, 2008 - December 19, 2009	A			51,697.93	54,365.58	56,952.23	59,927.32
	B			1,980.77	2,082.98	2,182.08	2,296.06
	H			29.345	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A			54,024.33	56,812.03	59,515.08	62,624.05
	B			2,069.90	2,176.71	2,280.27	2,399.39
	H			30.666	32.248	33.782	35.547

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

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4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
* Heat/Vent Saf Cds Off II²							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	2,463.81	2,563.05	2,679.86	2,818.54	2,952.77	3,090.03
	H	36.501	37.971	39.702	41.756	43.745	45.778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.93	73,091.87	76,874.20	80,535.34	84,279.19
	B	2,574.68	2,678.39	2,800.46	2,945.38	3,085.65	3,229.09
	H	38.144	39.680	41.489	43.635	45.714	47.838
** Investment Analyst							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714
Lab Assistant							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Laboratory Scientist I							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127
Laboratory Scientist II							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Laboratory Supervisor							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	25,164.2	26,273.1	27,513.9	28,914.7	30,302.9	32,111.5
	H	37,280	38,923	40,761	42,837	44,893	47,573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	26,296.6	27,455.4	28,752.0	30,215.9	31,666.5	33,556.5
	H	38,958	40,675	42,595	44,765	46,913	49,714
Laboratory Technician I							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	16,872.6	17,661.9	18,463.2	19,253.9	20,245.7	21,193.7
	H	24,996	26,166	27,353	28,524	29,994	31,398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	17,631.9	18,456.7	19,294.0	20,120.3	21,115.68	22,147.4
	H	26,121	27,343	28,584	29,808	31,344	32,811
Laboratory Technician II							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	18,463.2	19,253.9	20,245.7	21,193.7	22,099.5	23,193.5
	H	27,353	28,524	29,994	31,398	32,740	34,361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	19,294.0	20,120.3	21,115.68	22,147.4	23,094.0	24,237.2
	H	28,584	29,808	31,344	32,811	34,213	35,907
Laboratory Technician III							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5	26,608.8
	H	31,398	32,740	34,361	35,854	37,475	39,421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8	27,806.2
	H	32,811	34,213	35,907	37,467	39,161	41,195
Landlord & Tenant Consult I							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	14,712.0	15,370.2	16,189.0	16,872.6	17,661.9	18,463.2
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	15,374.0	16,061.9	16,917.5	17,631.9	18,456.7	19,294.0
	H	22,777	23,796	25,063	26,121	27,343	28,584

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Landlord & Tenant Consult II							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Landscape Architect II							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714
Landscape Technician I							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Landscape Technician II							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Landscape Technician III							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Legal Secretary II							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Librarian							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Library Technician I							
December 21, 2008 - December 19, 2009	A	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41
	B	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26
	H	19.960	20.868	21.796	22.771	23.984	24.996
December 20, 2009 - December 18, 2010	A	36,746.01	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09
	B	1,407.90	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19
	H	20.858	21.807	22.777	23.796	25.063	26.121
Library Technician II							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Loss Prevention Coordinator							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195

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APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Market Planner I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,156.8	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8
	H	31,344	32,811	34,213	35,907	37,467	39,161
Market Planner II							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	24,638.1	25,630.5	26,798.6	28,185.4	29,527.7	30,900.3
	H	36,501	37,971	39,702	41,756	43,745	45,778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.92	73,091.87	76,874.20	80,535.34	84,279.19
	B	25,746.8	26,783.9	28,004.5	29,453.7	30,856.5	32,290.8
	H	38,144	39,680	41,489	43,635	45,714	47,838
* Materials Mgt Specialist²							
December 21, 2008 - December 19, 2009	A	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43
	B	17,661.9	18,463.2	19,253.9	20,245.7	21,193.8	22,099.5
	H	26,166	27,353	28,524	29,994	31,398	32,740
December 20, 2009 - December 18, 2010	A	48,171.91	50,357.43	52,514.10	55,219.06	57,804.75	60,275.01
	B	18,456.6	19,294.0	20,120.4	21,156.8	22,147.5	23,093.9
	H	27,343	28,584	29,808	31,344	32,811	34,213
** Materials Management Specialist (OC)⁴							
December 21, 2008 - December 19, 2009	A	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41
	B	13,472.7	14,085.7	14,712.0	15,370.2	1,618.90	1,687.26
	H	19,960	20,868	21,796	22,771	23,984	24,996
December 20, 2009 - December 18, 2010	A	36,746.02	38,417.87	40,126.26	41,921.24	44,154.85	46,019.09
	B	14,078.9	14,719.5	15,374.1	1,606.18	1,691.76	1,763.18
	H	20,858	21,807	22,777	23,796	25,063	26,121
Materials Planning Tech I							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24,996	26,166	27,353	28,524	29,994	31,398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26,121	27,343	28,584	29,808	31,344	32,811

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

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4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Materials Planning Technician I (OC2) (S) ¹							
December 21, 2008 - December 19, 2009	A		35,697.54	37,262.42	38,956.17	41,018.12	42,767.10
	B		1,367.73	1,427.68	1,492.57	1,571.58	1,638.59
	H		20.263	21.151	22.112	23.283	24.275
December 20, 2009 - December 18, 2010	A		37,303.93	38,939.23	40,709.20	42,863.94	44,691.62
	B		1,429.28	1,491.93	1,559.74	1,642.30	1,712.33
	H		21.175	22.103	23.107	24.331	25.367
Materials Planning Technician II							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
* Materials Tech Asst ²							
December 21, 2008 - December 19, 2009	A	36,746.02	38,417.87	40,126.26	41,921.24	44,154.85	46,019.09
	B	1,407.89	1,471.95	1,537.41	1,606.18	1,691.76	1,763.18
	H	20.858	21.807	22.777	23.796	25.063	26.121
December 20, 2009 - December 18, 2010	A	38,399.59	40,146.67	41,931.94	43,807.69	46,141.82	48,089.95
	B	1,471.25	1,538.19	1,606.59	1,678.46	1,767.88	1,842.53
	H	21.797	22.788	23.802	24.867	26.191	27.296
Methods Analyst I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Methods Analyst I (OC) (S) ¹							
December 21, 2008 - December 19, 2009	A			44,037.41	46,097.52	48,188.93	50,252.72
	B			1,687.26	1,766.19	1,846.32	1,925.39
	H			24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A			46,019.09	48,171.91	50,357.43	52,514.09
	B			1,763.19	1,845.67	1,929.40	2,012.03
	H			26.121	27.343	28.584	29.808

1 Notes for All Opportunity Classes

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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Methods Analyst II							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	23,982.00	25,164.42	26,273.31	27,751.39	28,891.47	30,302.29
	H	35,529	37,280	38,923	40,761	42,837	44,893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	25,061.2	26,296.66	27,455.4	28,752.0	30,021.59	31,666.65
	H	37,128	38,958	40,675	42,595	44,765	46,913
Microfilm Operator I							
December 21, 2008 - December 19, 2009	A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
	B	11,399.6	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57
	H	16,888	17,558	18,339	19,137	19,960	20,868
December 20, 2009 - December 18, 2010	A	31,091.74	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87
	B	1,191.26	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96
	H	17,648	18,348	19,164	19,998	20,858	21,807
Municipal Enforcement Off I							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20,868	21,796	22,771	23,984	24,996	26,166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21,807	22,777	23,796	25,063	26,121	27,343
Municipal Enforcement Off II							
December 21, 2008 - December 19, 2009	A	51,123.53	53,176.28	55,696.64	58,286.98	60,996.96	64,115.67
	B	1,958.76	2,037.41	2,133.97	2,233.22	2,337.05	2,456.54
	H	29,019	30,184	31,614	33,085	34,623	36,393
December 20, 2009 - December 18, 2010	A	53,424.09	55,569.21	58,202.99	60,909.89	63,741.82	67,000.88
	B	2,046.90	2,129.09	2,230.00	2,333.72	2,442.22	2,567.08
	H	30,325	31,542	33,037	34,574	36,181	38,031
Municipal Enforcement Off III							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31,398	32,740	34,361	35,854	37,475	39,421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32,811	34,213	35,907	37,467	39,161	41,195

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Museologist I							
December 21, 2008 - December 19, 2009	A	47,739.72	49,713.30	52,114.00	54,365.58	56,952.23	59,927.32
	B	1,829.11	1,904.72	1,996.70	2,082.98	2,182.07	2,296.06
	H	27.098	28.218	29.581	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A	49,888.01	51,950.40	54,459.13	56,812.03	59,515.08	62,624.05
	B	1,911.42	1,990.43	2,086.55	2,176.71	2,280.26	2,399.38
	H	28.317	29.488	30.912	32.248	33.782	35.547
Museologist II							
December 21, 2008 - December 19, 2009	A	53,176.28	55,696.64	56,685.27	60,115.11	63,357.16	66,437.20
	B	2,037.41	2,133.97	2,171.85	2,303.26	2,427.48	2,545.48
	H	30.184	31.614	32.176	34.122	35.963	37.711
December 20, 2009 - December 18, 2010	A	55,569.21	58,202.99	59,236.11	62,820.29	66,208.23	69,426.87
	B	2,129.09	2,230.00	2,269.58	2,406.91	2,536.72	2,660.03
	H	31.542	33.037	33.624	35.657	37.581	39.408
Offset Equipment Operator I							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Offset Equipment Operator III							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Operation Support Technician							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913

2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Paralegal I							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Paralegal II							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Parts Technician I							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Parts Technician II							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Photo Laboratory Technician I							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21.796	22.771	23.984	24.996	26.166	27.353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22.777	23.796	25.063	26.121	27.343	28.584

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Photo Laboratory Technician II							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Planner I							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Planner I (OC 1)(Q)¹							
December 21, 2008 - December 19, 2009	A					41,065.99	43,468.53
	B					1,573.41	1,665.46
	H					23.310	24.673
December 20, 2009 - December 18, 2010	A					42,913.96	45,424.61
	B					1,644.21	1,740.41
	H					24.359	25.783
Planner I (OC 2)(Q)¹							
December 21, 2008 - December 19, 2009	A	46,022.04	48,800.15	51,697.93	54,365.58	56,952.23	59,927.32
	B	1,763.30	1,869.73	1,980.77	2,082.98	2,182.07	2,296.06
	H	26.123	27.700	29.345	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A	48,093.03	50,996.16	54,024.34	56,812.03	59,515.08	62,624.05
	B	1,842.65	1,953.87	2,069.91	2,176.71	2,280.26	2,399.38
	H	27.299	28.947	30.666	32.248	33.782	35.547
Planner II							
December 21, 2008 - December 19, 2009	A	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60	83,811.00
	B	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
	H	37.280	38.923	40.761	42.837	44.893	47.573
December 20, 2009 - December 18, 2010	A	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68	87,582.50
	B	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
	H	38.958	40.675	42.595	44.765	46.913	49.714

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Planning Technician I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Planning Technician II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
* Plumbing/Gas Saf Cds Off I²							
December 21, 2008 - December 19, 2009	A	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.05	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127
* Plumbing/Gas Saf Cds Off I (OC)(V)^{1,2}							
December 21, 2008 - December 19, 2009	A			51,697.93	54,365.58	56,952.23	59,927.32
	B			1,980.77	2,082.98	2,182.08	2,296.06
	H			29.345	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A			54,024.33	56,812.03	59,515.08	62,624.05
	B			2,069.90	2,176.71	2,280.27	2,399.39
	H			30.666	32.248	33.782	35.547
* Plumbing/Gas Saf Cds Off II²							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	2,463.81	2,563.05	2,679.86	2,818.54	2,952.77	3,090.03
	H	36.501	37.971	39.702	41.756	43.745	45.778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.93	73,091.87	76,874.20	80,535.34	84,279.19
	B	2,574.68	2,678.39	2,800.46	2,945.38	3,085.65	3,229.09
	H	38.144	39.680	41.489	43.635	45.714	47.838

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Police Armourer							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Police Report Classifier							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21.796	22.771	23.984	24.996	26.166	27.353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22.777	23.796	25.063	26.121	27.343	28.584
Print Operator							
December 21, 2008 - December 19, 2009	A	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45
	B	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90
	H	19.137	19.960	20.868	21.796	22.771	23.984
December 20, 2009 - December 18, 2010	A	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23	44,154.86
	B	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19	1,691.75
	H	19.998	20.858	21.807	22.777	23.796	25.063
Process Control Specialist							
December 21, 2008 - December 19, 2009	A	71,801.96	75,469.29	79,062.98	83,801.79	87,574.05	91,517.54
	B	2,751.04	2,891.55	3,029.24	3,210.79	3,355.33	3,506.42
	H	40.756	42.838	44.878	47.567	49.709	51.947
December 20, 2009 - December 18, 2010	A	75,033.05	78,865.41	82,620.81	87,572.87	91,514.88	95,635.83
	B	2,874.84	3,021.67	3,165.56	3,355.28	3,506.32	3,664.21
	H	42.590	44.766	46.898	49.708	51.946	54.285
Project Management Officer							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
	H	34.361	35.854	37.475	39.421	41.280	43.184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77	3,046.06
	H	35.907	37.467	39.161	41.195	43.138	45.127

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Property & Exhibit Tech I							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21.796	22.771	23.984	24.996	26.166	27.353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22.777	23.796	25.063	26.121	27.343	28.584
Property & Exhibit Tech 1 (OC)(Q) ¹							
December 21, 2008 - December 19, 2009	A	35,163.65	36,763.51	38,398.34			
	B	1,347.27	1,408.57	1,471.20			
	H	19.960	20.868	21.796			
December 20, 2009 - December 18, 2010	A	36,746.01	38,417.87	40,126.27			
	B	1,407.90	1,471.96	1,537.40			
	H	20.858	21.807	22.777			
Property & Exhibit Tech II							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Property Agent I							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.87	63,165.69	66,021.14	69,449.13
	B	2,119.38	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.01	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.75	2,309.39	2,423.72	2,529.05	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195
Property Agent II							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	2,463.81	2,563.05	2,679.86	2,818.54	2,952.77	3,090.03
	H	36.501	37.971	39.702	41.756	43.745	45.778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.92	73,091.87	76,874.20	80,535.34	84,279.19
	B	2,574.68	2,678.39	2,800.45	2,945.37	3,085.65	3,229.08
	H	38.144	39.680	41.489	43.635	45.714	47.838

1 Notes for All Opportunity Classes
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4 New Pay Grade, and new Job Code effective 22-Jun-08

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CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Property Agent III							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.46	2,945.38	3,085.65	3,229.09	3,378.57	3,537.28
	H	41.489	43.635	45.714	47.838	50.053	52.404
Property Management Officer							
December 21, 2008 - December 19, 2009	A	63,447.37	66,588.35	69,482.27	72,623.25	76,394.05	79,996.75
	B	2,430.93	2,551.27	2,662.16	2,782.50	2,926.97	3,065.01
	H	36.014	37.797	39.439	41.222	43.362	45.407
December 20, 2009 - December 18, 2010	A	66,302.51	69,584.83	72,608.97	75,891.29	79,831.78	83,596.60
	B	2,540.32	2,666.08	2,781.96	2,907.71	3,058.69	3,202.93
	H	37.635	39.498	41.214	43.077	45.313	47.450
Property Rental Technician							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Property Sales Technician							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Property Sales & Mktg Offc I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Property Sales & Mktg Off II							
December 21, 2008 - December 19, 2009	A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
	B	2,463.81	2,563.05	2,679.86	2,818.54	2,952.77	3,090.03
	H	36.501	37.971	39.702	41.756	43.745	45.778
December 20, 2009 - December 18, 2010	A	67,199.04	69,905.92	73,091.87	76,874.20	80,535.34	84,279.19
	B	2,574.68	2,678.39	2,800.45	2,945.37	3,085.65	3,229.08
	H	38.144	39.680	41.489	43.635	45.714	47.838
Public Information Officer I							
December 21, 2008 - December 19, 2009	A	46,366.31	48,686.01	51,123.53	53,176.28	55,696.64	58,286.98
	B	1,776.49	1,865.37	1,958.76	2,037.41	2,133.97	2,233.22
	H	26.318	27.635	29.019	30.184	31.614	33.085
December 20, 2009 - December 18, 2010	A	48,452.79	50,876.88	53,424.09	55,569.21	58,202.99	60,909.89
	B	1,856.43	1,949.31	2,046.90	2,129.09	2,230.00	2,333.72
	H	27.502	28.879	30.325	31.542	33.037	34.574
Public Information Officer II							
December 21, 2008 - December 19, 2009	A	59,229.58	62,324.34	65,096.94	68,305.85	71,435.59	74,638.99
	B	2,269.33	2,387.91	2,494.13	2,617.09	2,737.00	2,859.74
	H	33.620	35.376	36.950	38.772	40.548	42.366
December 20, 2009 - December 18, 2010	A	61,894.91	65,128.94	68,026.30	71,379.61	74,650.19	77,997.75
	B	2,371.45	2,495.37	2,606.37	2,734.86	2,860.17	2,988.43
	H	35.133	36.968	38.613	40.517	42.373	44.272
Public Information Officer III							
December 21, 2008 - December 19, 2009	A	63,561.52	66,324.91	69,322.09	72,921.31	76,360.34	79,882.23
	B	2,435.31	2,541.19	2,656.02	2,793.92	2,925.69	3,060.63
	H	36.079	37.647	39.348	41.391	43.343	45.343
December 20, 2009 - December 18, 2010	A	66,421.79	69,309.53	72,441.58	76,202.77	79,796.56	83,476.93
	B	2,544.90	2,655.54	2,775.54	2,919.65	3,057.35	3,198.36
	H	37.703	39.341	41.119	43.254	45.293	47.383
Public Information Technician							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808

2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Public Relations Clerk							
December 21, 2008 - December 19, 2009	A	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34
	B	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20
	H	17.558	18.339	19.137	19.960	20.868	21.796
December 20, 2009 - December 18, 2010	A	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27
	B	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40
	H	18.348	19.164	19.998	20.858	21.807	22.777
Public Service Rep I							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343
Public Service Rep II							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Rates Analyst							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Rec Facility Attendant I							
December 21, 2008 - December 19, 2009	A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
	B	1,139.96	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57
	H	16.888	17.558	18.339	19.137	19.960	20.868
December 20, 2009 - December 18, 2010	A	31,091.74	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87
	B	1,191.26	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96
	H	17.648	18.348	19.164	19.998	20.858	21.807

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Rec Facility Attendant II							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Records Mgmt Administrator I							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55
	H	29.994	31.398	32.740	34.361	35.854	37.475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38
	H	31.344	32.811	34.213	35.907	37.467	39.161
Records Mgmt Administrator II							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Recreation Officer I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Recreation Officer II							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195

2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Recreation Officer III							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	23,193.35	24,201.15	25,295.55	26,608.88	27,866.38	29,148.89
	H	34,361	35,854	37,475	39,421	41,280	43,184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	24,237.72	25,290.06	26,433.38	27,806.62	29,117.77	30,460.06
	H	35,907	37,467	39,161	41,195	43,138	45,127
Recreation Technician I							
December 21, 2008 - December 19, 2009	A	26,096.59	27,355.84	28,344.48	29,752.86	30,932.96	32,308.21
	B	9,998.7	10,481.11	10,860.00	11,399.6	11,851.8	12,378.7
	H	14,813	15,528	16,089	16,888	17,558	18,339
December 20, 2009 - December 18, 2010	A	27,270.94	28,586.85	29,619.98	31,091.74	32,324.94	33,762.08
	B	10,448.6	10,952.8	11,348.7	11,912.6	12,385.1	12,935.7
	H	15,480	16,227	16,813	17,648	18,348	19,164
Recreation Technician II							
December 21, 2008 - December 19, 2009	A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
	B	11,399.6	11,851.8	12,378.7	12,917.6	13,472.7	14,085.7
	H	16,888	17,558	18,339	19,137	19,960	20,868
December 20, 2009 - December 18, 2010	A	31,091.74	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87
	B	11,912.6	12,385.1	12,935.7	13,498.9	14,079.0	14,719.6
	H	17,648	18,348	19,164	19,998	20,858	21,807
Recreation Technician III							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	14,712.0	15,370.2	16,189.0	16,872.6	17,661.9	18,463.2
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	15,374.0	16,061.9	16,917.5	17,631.9	18,456.7	19,294.0
	H	22,777	23,796	25,063	26,121	27,343	28,584
Research Assistant							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	15,370.2	16,189.0	16,872.6	17,661.9	18,463.2	19,253.9
	H	22,771	23,984	24,996	26,166	27,353	28,524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	16,061.9	16,917.5	17,631.9	18,456.7	19,294.0	20,120.3
	H	23,796	25,063	26,121	27,343	28,584	29,808

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Risk Management Consultant I							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Risk Management Consultant II							
December 21, 2008 - December 19, 2009	A			59,927.32	62,593.14	65,678.70	68,688.78
	B			2,296.06	2,398.20	2,516.42	2,631.76
	H			34.016	35.529	37.280	38.989
December 20, 2009 - December 18, 2010	A			62,624.05	65,409.83	68,634.24	71,779.78
	B			2,399.38	2,506.12	2,629.66	2,750.19
	H			35.547	37.128	38.958	40.744
Risk Management Consultant III							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Safety Assistant							
December 21, 2008 - December 19, 2009	A	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
	B	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.37
	H	24.996	26.166	27.353	28.524	29.994	31.398
December 20, 2009 - December 18, 2010	A	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75
	B	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68	2,214.74
	H	26.121	27.343	28.584	29.808	31.344	32.811
Security Administrator							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Seized Vehicle Technician							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Senior Accountant							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404
Senior Accounting Assistant							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86
	B	1,846.32	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35
	H	27.353	28.524	29.994	31.398	32.740	34.361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93
	B	1,929.40	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72
	H	28.584	29.808	31.344	32.811	34.213	35.907
Senior Financial Analyst							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404
Senior Print Operator							
December 21, 2008 - December 19, 2009	A	46,366.31	48,686.01	51,123.53	53,176.28	55,696.64	58,286.98
	B	1,776.49	1,865.37	1,958.76	2,037.41	2,133.97	2,233.22
	H	26.318	27.635	29.019	30.184	31.614	33.085
December 20, 2009 - December 18, 2010	A	48,452.79	50,876.88	53,424.09	55,569.21	58,202.99	60,909.89
	B	1,856.43	1,949.31	2,046.90	2,129.09	2,230.00	2,333.72
	H	27.502	28.879	30.325	31.542	33.037	34.574

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Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Social Planner							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Social Worker							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	2,119.37	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
	H	31.398	32.740	34.361	35.854	37.475	39.421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	2,214.74	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62
	H	32.811	34.213	35.907	37.467	39.161	41.195
Social Worker II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Software Analyst I							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Sr Development Control Ofcr							
December 21, 2008 - December 19, 2009	A	69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
	B	2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
	H	39.702	41.756	43.745	45.778	47.898	50.147
December 20, 2009 - December 18, 2010	A	73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
	B	2,800.45	2,945.37	3,085.65	3,229.08	3,378.57	3,537.27
	H	41.489	43.635	45.714	47.838	50.053	52.404

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CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Sr Materials Mgt Specialist							
December 21, 2008 - December 19, 2009	A	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
	B	23,193.35	24,201.15	25,295.55	26,608.88	27,866.38	29,148.89
	H	34,361	35,854	37,475	39,421	41,280	43,184
December 20, 2009 - December 18, 2010	A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
	B	24,237.72	25,290.06	26,433.38	27,806.62	29,117.77	30,460.06
	H	35,907	37,467	39,161	41,195	43,138	45,127
Sr Materials Mgt Spclst (OC 1)(S)							
December 21, 2008 - December 19, 2009	A		40,116.15	42,253.38	44,037.41	46,097.45	48,188.86
	B		1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H		22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A		41,921.38	44,154.78	46,019.09	48,171.84	50,357.36
	B		1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H		23,796	25,063	26,121	27,343	28,584
Sr Materials Mgt Spclst (OC 2)(S)¹							
December 21, 2008 - December 19, 2009	A		48,188.93	50,252.72	52,841.21	55,433.37	57,679.43
	B		1,846.32	1,925.39	2,024.57	2,123.89	2,209.95
	H		27,353	28,524	29,994	31,465	32,740
December 20, 2009 - December 18, 2010	A		50,357.43	52,514.09	55,219.06	57,927.87	60,275.00
	B		1,929.40	2,012.03	2,115.68	2,219.47	2,309.40
	H		28,584	29,808	31,344	32,881	34,213
Storeman I							
December 21, 2008 - December 19, 2009	A	36,763.57	38,398.41	40,116.15	42,253.38	44,037.41	46,097.45
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20,868	21,796	22,771	23,984	24,996	26,166
December 20, 2009 - December 18, 2010	A	38,417.93	40,126.34	41,921.38	44,154.78	46,019.09	48,171.84
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21,807	22,777	23,796	25,063	26,121	27,343
Storeman II							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40
	H	22,777	23,796	25,063	26,121	27,343	28,584

¹ Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
² Regraded during the term of the 2006 – 2008 Collective Agreement
³ Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
⁴ New Pay Grade, and new Job Code effective 22-Jun-08

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CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Storeman III							
December 21, 2008 - December 19, 2009	A	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
	B	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
	H	23.984	24.996	26.166	27.353	28.524	29.994
December 20, 2009 - December 18, 2010	A	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09	55,219.06
	B	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03	2,115.68
	H	25.063	26.121	27.343	28.584	29.808	31.344
Survey Technical Assistant I							
December 21, 2008 - December 19, 2009	A	36,422.91	38,054.06	39,663.12	41,487.59	43,733.64	45,635.42
	B	1,395.51	1,458.02	1,519.66	1,589.56	1,675.62	1,748.48
	H	20.674	21.600	22.513	23.549	24.824	25.903
December 20, 2009 - December 18, 2010	A	38,061.94	39,766.49	41,447.96	43,354.53	45,701.65	47,689.01
	B	1,458.31	1,523.63	1,588.05	1,661.09	1,751.02	1,827.16
	H	21.604	22.572	23.526	24.609	25.941	27.069
Survey Technical Assistant II							
December 21, 2008 - December 19, 2009	A	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
	B	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
	H	22.771	23.984	24.996	26.166	27.353	28.524
December 20, 2009 - December 18, 2010	A	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43	52,514.09
	B	1,606.19	1,691.75	1,763.19	1,845.67	1,929.40	2,012.03
	H	23.796	25.063	26.121	27.343	28.584	29.808
Survey Technician I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Survey Technician I (OC)(S)¹							
December 21, 2008 - December 19, 2009	A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H		21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A		40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B		1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H		22.777	23.796	25.063	26.121	27.343

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Survey Technician II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Systems Analyst I							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913
Systems Analyst I (OC 1)(Q)¹							
December 21, 2008 - December 19, 2009	A					41,065.99	43,468.53
	B					1,573.41	1,665.46
	H					23.310	24.673
December 20, 2009 - December 18, 2010	A					42,913.96	45,424.61
	B					1,644.21	1,740.41
	H					24.359	25.783
Systems Analyst I (OC 2)(Q)¹							
December 21, 2008 - December 19, 2009	A	46,022.04	48,800.15	51,697.93	54,365.58	56,952.23	59,927.32
	B	1,763.30	1,869.73	1,980.77	2,082.98	2,182.07	2,296.06
	H	26.123	27.700	29.345	30.859	32.327	34.016
December 20, 2009 - December 18, 2010	A	48,093.03	50,996.16	54,024.34	56,812.03	59,515.08	62,624.05
	B	1,842.65	1,953.87	2,069.91	2,176.71	2,280.26	2,399.38
	H	27.299	28.947	30.666	32.248	33.782	35.547
Systems Analyst II							
December 21, 2008 - December 19, 2009	A	71,801.96	75,469.29	79,062.98	83,801.79	87,574.05	91,517.54
	B	2,751.04	2,891.55	3,029.24	3,210.79	3,355.33	3,506.42
	H	40.756	42.838	44.878	47.567	49.709	51.947
December 20, 2009 - December 18, 2010	A	75,033.05	78,865.41	82,620.81	87,572.87	91,514.88	95,635.83
	B	2,874.84	3,021.67	3,165.56	3,355.28	3,506.32	3,664.21
	H	42.590	44.766	46.898	49.708	51.946	54.285

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Systems Analyst III							
December 21, 2008 - December 19, 2009	A	76,662.28	80,644.43	84,479.28	88,397.00	92,484.08	96,830.75
	B	29,372.25	30,899.82	32,366.75	3,386.86	3,543.45	3,709.99
	H	43,515	45,775	47,952	50,176	52,496	54,963
December 20, 2009 - December 18, 2010	A	80,112.08	84,273.43	88,280.85	92,374.87	96,645.86	101,188.13
	B	30,694.3	32,288.86	33,824.0	3,539.27	3,702.91	3,876.94
	H	45,473	47,835	50,110	52,434	54,858	57,436
** Telecommunication Systems Coordinator I							
December 21, 2008 - December 19, 2009	A	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.87
	B	18,463.2	19,253.9	20,245.7	2,119.38	2,209.95	2,319.35
	H	27,353	28,524	29,994	31,398	32,740	34,361
December 20, 2009 - December 18, 2010	A	50,357.43	52,514.10	55,219.06	57,804.75	60,275.01	63,258.93
	B	19,294.0	20,120.4	21,156.8	2,214.75	2,309.39	2,423.72
	H	28,584	29,808	31,344	32,811	34,213	35,907
** Telecommunication Systems Coordinator II							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.87	63,165.69	66,021.14
	B	20,245.7	21,193.8	22,099.5	2,319.35	2,420.15	2,529.55
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.01	63,258.93	66,008.15	68,992.09
	B	21,156.8	22,147.5	23,093.9	2,423.72	2,529.05	2,643.38
	H	31,344	32,811	34,213	35,907	37,467	39,161
** TIPS Administrator							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	14,712.0	15,370.2	16,189.0	1,687.26	1,766.19	1,846.32
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	15,374.0	16,061.9	16,917.5	1,763.19	1,845.67	1,929.40
	H	22,777	23,796	25,063	26,121	27,343	28,584
Transportation Tech Asst I							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	12,378.7	12,917.6	13,472.7	1,408.57	1,471.20	1,537.02
	H	18,339	19,137	19,960	20,868	21,796	22,771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	12,935.7	13,498.9	14,079.0	1,471.96	1,537.40	1,606.19
	H	19,164	19,998	20,858	21,807	22,777	23,796

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Transportation Tech Asst II							
December 21, 2008 - December 19, 2009	A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H		21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A		40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B		1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H		22.777	23.796	25.063	26.121	27.343
Transportation Technician I							
December 21, 2008 - December 19, 2009	A	50,252.72	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69
	B	1,925.39	2,024.57	2,119.37	2,209.95	2,319.35	2,420.15
	H	28.524	29.994	31.398	32.740	34.361	35.854
December 20, 2009 - December 18, 2010	A	52,514.09	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15
	B	2,012.03	2,115.68	2,214.74	2,309.40	2,423.72	2,529.06
	H	29.808	31.344	32.811	34.213	35.907	37.467
Transportation Tech I (OC)(S)¹							
December 21, 2008 - December 19, 2009	A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H		21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A		40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B		1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H		22.777	23.796	25.063	26.121	27.343
Transportation Technician II							
December 21, 2008 - December 19, 2009	A	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13	72,724.32
	B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
	H	32.740	34.361	35.854	37.475	39.421	41.280
December 20, 2009 - December 18, 2010	A	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
	B	2,309.40	2,423.72	2,529.06	2,643.38	2,780.62	2,911.77
	H	34.213	35.907	37.467	39.161	41.195	43.138
Transportation Technician III							
December 21, 2008 - December 19, 2009	A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.45	79,090.60
	B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
	H	35.529	37.280	38.923	40.761	42.837	44.893
December 20, 2009 - December 18, 2010	A	65,409.83	68,634.24	71,658.58	75,042.67	78,863.49	82,649.68
	B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
	H	37.128	38.958	40.675	42.595	44.765	46.913

1 Notes for All Opportunity Classes
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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Vehicle Equip & Serv Tech							
December 21, 2008 - December 19, 2009	A	52,841.21	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14
	B	20,245.7	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5
	H	29,994	31,398	32,740	34,361	35,854	37,475
December 20, 2009 - December 18, 2010	A	55,219.06	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09
	B	21,156.8	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8
	H	31,344	32,811	34,213	35,907	37,467	39,161
Warehouse Administrator							
December 21, 2008 - December 19, 2009	A	55,315.55	57,679.43	60,534.86	63,165.69	66,021.14	69,449.13
	B	21,193.7	22,099.5	23,193.5	24,201.5	25,295.5	26,608.8
	H	31,398	32,740	34,361	35,854	37,475	39,421
December 20, 2009 - December 18, 2010	A	57,804.75	60,275.00	63,258.93	66,008.15	68,992.09	72,574.34
	B	22,147.4	23,094.0	24,237.2	25,290.6	26,433.8	27,806.2
	H	32,811	34,213	35,907	37,467	39,161	41,195
Warehouse Technician I							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	14,085.7	14,712.0	15,370.2	16,189.0	16,872.6	17,661.9
	H	20,868	21,796	22,771	23,984	24,996	26,166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	14,719.6	15,374.0	16,061.9	16,917.5	17,631.9	18,456.7
	H	21,807	22,777	23,796	25,063	26,121	27,343
Warehouse Technician II							
December 21, 2008 - December 19, 2009	A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
	B	14,712.0	15,370.2	16,189.0	16,872.6	17,661.9	18,463.2
	H	21,796	22,771	23,984	24,996	26,166	27,353
December 20, 2009 - December 18, 2010	A	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91	50,357.43
	B	15,374.0	16,061.9	16,917.5	17,631.9	18,456.7	19,294.0
	H	22,777	23,796	25,063	26,121	27,343	28,584
Web Topic Coordinator							
December 21, 2008 - December 19, 2009	A	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43
	B	17,661.9	18,463.2	19,253.9	20,245.7	21,193.7	22,099.5
	H	26,166	27,353	28,524	29,994	31,398	32,740
December 20, 2009 - December 18, 2010	A	48,171.91	50,357.43	52,514.09	55,219.06	57,804.75	60,275.00
	B	18,456.7	19,294.0	20,120.3	21,156.8	22,147.4	23,094.0
	H	27,343	28,584	29,808	31,344	32,811	34,213

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21A and 21M (33.75 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
Word/Data Processing Clerk I							
December 21, 2008 - December 19, 2009	A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
	B	1,139.96	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57
	H	16.888	17.558	18.339	19.137	19.960	20.868
December 20, 2009 - December 18, 2010	A	31,091.74	32,324.94	33,762.08	35,231.92	36,746.01	38,417.87
	B	1,191.26	1,238.51	1,293.57	1,349.89	1,407.90	1,471.96
	H	17.648	18.348	19.164	19.998	20.858	21.807
Word/Data Processing Clerk II							
December 21, 2008 - December 19, 2009	A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
	B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
	H	18.339	19.137	19.960	20.868	21.796	22.771
December 20, 2009 - December 18, 2010	A	33,762.08	35,231.92	36,746.01	38,417.87	40,126.27	41,921.23
	B	1,293.57	1,349.89	1,407.90	1,471.96	1,537.40	1,606.19
	H	19.164	19.998	20.858	21.807	22.777	23.796
Word/Data Processing Clerk III							
December 21, 2008 - December 19, 2009	A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
	B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
	H	20.868	21.796	22.771	23.984	24.996	26.166
December 20, 2009 - December 18, 2010	A	38,417.87	40,126.27	41,921.23	44,154.86	46,019.09	48,171.91
	B	1,471.96	1,537.40	1,606.19	1,691.75	1,763.19	1,845.67
	H	21.807	22.777	23.796	25.063	26.121	27.343

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
9-1-1 Operator - 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
Accountant - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Accountant (OC) (S) - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.06	59,182.15	64,600.96	70,745.58		
	B	2,156.44	2,267.52	2,475.13	2,710.56		
	H	26.955	28.344	30.939	33.882		
December 20, 2009 - December 18, 2010	A	58,815.80	61,845.34	67,508.01	73,929.13		
	B	2,253.48	2,369.55	2,586.51	2,832.53		
	H	28.168	29.619	32.331	35.407		
Accounting Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Administrative Assistant I- 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Architectural Technologist I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Architectural Technologist II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Archivist I - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,468.39	55,678.71	58,367.70	60,889.51	63,786.33	67,118.46
	B	2,048.60	2,133.28	2,236.31	2,332.93	2,443.92	2,571.59
	H	25.608	26.666	27.954	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	55,874.46	58,184.25	60,994.25	63,629.53	66,656.72	70,138.79
	B	2,140.78	2,229.28	2,336.94	2,437.91	2,553.90	2,687.31
	H	26.760	27.866	29.212	30.474	31.925	33.592
Archivist II - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,557.41	62,380.32	63,487.67	67,329.02	70,960.07	74,409.48
	B	2,281.89	2,390.05	2,432.48	2,579.66	2,718.78	2,850.94
	H	28.523	29.876	30.406	32.246	33.984	35.637
December 20, 2009 - December 18, 2010	A	62,237.50	65,187.44	66,344.61	70,358.82	74,153.27	77,757.90
	B	2,384.58	2,497.60	2,541.94	2,695.74	2,841.12	2,979.23
	H	29.807	31.220	31.774	33.697	35.513	37.241
Assessor I - 8 hrs							
December 21, 2008 - December 19, 2009	A	63,786.33	67,118.46	70,104.19	73,560.14	76,931.54	80,380.95
	B	2,443.92	2,571.59	2,685.98	2,818.40	2,947.57	3,079.73
	H	30.550	32.145	33.575	35.230	36.845	38.497
December 20, 2009 - December 18, 2010	A	66,656.72	70,138.79	73,258.88	76,870.35	80,393.46	83,998.09
	B	2,553.90	2,687.31	2,806.85	2,945.22	3,080.21	3,218.32
	H	31.925	33.592	35.086	36.815	38.503	40.229

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assessor I (OC) (Q) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A	49,561.04	51,653.82	53,831.41	56,105.83	58,470.80	60,939.14
	B	1,898.89	1,979.07	2,062.51	2,149.65	2,240.26	2,334.83
	H	23.736	24.738	25.781	26.871	28.003	29.186
December 20, 2009 - December 18, 2010	A	51,791.28	53,978.24	56,253.82	58,630.59	61,101.99	63,681.41
	B	1,984.34	2,068.13	2,155.32	2,246.38	2,341.07	2,439.90
	H	24.804	25.851	26.941	28.080	29.263	30.499
Assessor II - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.010	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.765	42.644
Assessor II (OC) (Q) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A	61,021.51	61,953.48	62,899.91	63,858.87	64,833.94	65,819.64
	B	2,337.99	2,373.70	2,409.96	2,446.70	2,484.06	2,521.83
	H	29.224	29.672	30.124	30.584	31.051	31.522
December 20, 2009 - December 18, 2010	A	63,767.48	64,741.39	65,730.41	66,732.52	67,751.47	68,781.52
	B	2,443.20	2,480.51	2,518.41	2,556.80	2,595.84	2,635.31
	H	30.539	31.007	31.480	31.960	32.448	32.940
Assessor III - 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.481	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.303	44.333	46.979
Audio-Visual Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169

¹ Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

² Regraded during the term of the 2006 – 2008 Collective Agreement

³ Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

⁴ New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Audio-Visual Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.345	29.672	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.621	31.007	32.331	33.932
Audio-Visual Technician III - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.345	29.672	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.621	31.007	32.331	33.932	35.407	37.008
Assessor Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.344
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.619
Automation & Program Support - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Biological Sciences Tech Asst- 8 hrs							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85
	B	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73
	H	18.862	19.720	20.597	21.519	22.665	23.621
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33
	B	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76
	H	19.711	20.607	21.524	22.487	23.685	24.684

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Biological Sciences Tech I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.345	29.672	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.621	31.007	32.331	33.932	35.407	37.008
* Buildg Sfty Codes Offic I - 8 hrs ²							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.470	33.880	35.410	37.250	39.010	40.810
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.931	35.405	37.003	38.926	40.765	42.646
* Buildg Saf Codes Off I (OC)(V)-8 hrs ^{1, 2}							
December 21, 2008 - December 19, 2009	A			57,901.85	60,889.51	63,786.33	67,118.46
	B			2,218.46	2,332.93	2,443.92	2,571.59
	H			27.730	29.160	30.550	32.150
December 20, 2009 - December 18, 2010	A			60,507.43	63,629.54	66,656.72	70,138.79
	B			2,318.29	2,437.91	2,553.90	2,687.31
	H			28.978	30.472	31.925	33.597
* Buildg Sfty Codes Off II - 8 hrs ²							
December 21, 2008 - December 19, 2009	A	72,022.13	74,923.05	78,337.82	82,391.62	86,315.34	90,327.96
	B	2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
	H	34.490	35.880	37.520	39.460	41.340	43.260
December 20, 2009 - December 18, 2010	A	75,263.13	78,294.59	81,863.02	86,099.24	90,199.53	94,392.72
	B	2,883.65	2,999.80	3,136.52	3,298.83	3,455.92	3,616.58
	H	36.042	37.495	39.208	41.236	43.200	45.207
Building & Facility Proj Ofcr - 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.481	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.303	44.333	46.979

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Building Inspector I – 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48
	B	2,475.13	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.940	32.470	33.880	35.410	37.250	39.010
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.18	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.51	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.332	33.931	35.405	37.003	38.926	40.765
Business Process Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Business Prcss Analyst (OC) (S) - 8 hrs							
December 21, 2008 - December 19, 2009	A	51,544.72	54,656.19	57,901.85	60,889.51	63,786.33	67,118.46
	B	1,974.89	2,094.11	2,218.46	2,332.93	2,443.92	2,571.59
	H	24.686	26.176	27.731	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	53,864.23	57,115.71	60,507.43	63,629.53	66,656.72	70,138.79
	B	2,063.76	2,188.34	2,318.29	2,437.91	2,553.90	2,687.31
	H	25.797	27.354	28.979	30.474	31.925	33.592
Business Tax Collector - 8 hrs							
December 21, 2008 - December 19, 2009	A	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02
	B	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14
	H	24.727	25.848	26.956	28.345	29.672	30.939
December 20, 2009 - December 18, 2010	A	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07
	B	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52
	H	25.840	27.011	28.169	29.621	31.007	32.331
Bylaw Prosecution Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.345
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.621

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Cartographic Technician - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Children Service Consultant I - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Children Service Consultant II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Civic Agencies Coordinator - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Clerical Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	29,228.17	30,638.53	31,745.88	33,323.17	34,645.16	36,185.35
	B	1,119.85	1,173.89	1,216.32	1,276.75	1,327.40	1,386.41
	H	13.998	14.674	15.204	15.959	16.593	17.330
December 20, 2009 - December 18, 2010	A	30,543.44	32,017.27	33,174.44	34,822.71	36,204.19	37,813.69
	B	1,170.25	1,226.72	1,271.05	1,334.20	1,387.13	1,448.80
	H	14.628	15.334	15.888	16.677	17.340	18.110

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Clerk I - 8 hrs							
December 21, 2008 - December 19, 2009	A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
	B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60
	H	15.959	16.593	17.330	18.085	18.862	19.720
December 20, 2009 - December 18, 2010	A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11
	B	1,334.20	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59
	H	16.677	17.340	18.110	18.899	19.711	20.607
Clerk II - 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
Clerk III - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Clerk IV - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Clerk Stenographer I - 8 hrs							
December 21, 2008 - December 19, 2009	A	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16
	B	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75
	H	16.593	17.330	18.085	18.862	19.720	20.597
December 20, 2009 - December 18, 2010	A	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44
	B	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90
	H	17.340	18.110	18.899	19.711	20.607	21.524

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Clerk Stenographer II - 8 hrs							
December 21, 2008 - December 19, 2009	A	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71
	B	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17
	H	18.085	18.862	19.720	20.597	21.519	22.665
December 20, 2009 - December 18, 2010	A	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28
	B	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76
	H	18.899	19.711	20.607	21.524	22.487	23.685
Clerk Stenographer III - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Client Relations Specialist - 8 hrs							
December 21, 2008 - December 19, 2009	A	57,258.45	59,557.41	62,380.32	65,281.52	68,316.62	71,809.67
	B	2,193.81	2,281.89	2,390.05	2,501.21	2,617.50	2,751.33
	H	27.423	28.523	29.876	31.265	32.719	34.392
December 20, 2009 - December 18, 2010	A	59,835.08	62,237.50	65,187.44	68,219.18	71,390.87	75,041.11
	B	2,292.53	2,384.58	2,497.60	2,613.76	2,735.28	2,875.14
	H	28.657	29.807	31.220	32.672	34.191	35.940
Coin Processing Admin - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Coin Processing Tech - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Communication Analyst (EDP)-8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Community Service Worker-8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Composing Equipment Oper - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Computer Facilities Sup- 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.519	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.207	41.235	43.199	45.208	47.300	49.523
Computer Operator IV - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407

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APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Computer Support Technician-8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Computer Support Tech (OC) (Q)- 8 hrs¹							
December 21, 2008 - December 19, 2009	A	44,932.01	47,325.90				
	B	1,721.53	1,813.25				
	H	21.520	22.666				
December 20, 2009 - December 18, 2010	A	46,953.95	49,455.56				
	B	1,799.00	1,894.85				
	H	22.488	23.686				
Construction Safety & Training Officer- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.345	29.672	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.621	31.007	32.331	33.932	35.407	37.008
Construction Technician I-8 hrs							
December 21, 2008 - December 19, 2009	A			64,601.02	67,799.22	70,745.69	73,943.63
	B			2,475.14	2,597.67	2,710.56	2,833.09
	H			30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A			67,508.07	70,850.19	73,929.24	77,271.09
	B			2,586.52	2,714.57	2,832.54	2,960.58
	H			32.331	33.932	35.407	37.008
Construction Technician II- 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Contract Administrator- 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
* Courier - 8 hrs³							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
CPIC Information Operator I- 8 hrs							
December 21, 2008 - December 19, 2009	A	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71
	B	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17
	H	18.085	18.862	19.720	20.597	21.519	22.665
December 20, 2009 - December 18, 2010	A	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28
	B	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76
	H	18.899	19.711	20.607	21.524	22.487	23.685
CPIC Information Operator II - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Criminal Intelligence Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
** Criminal Intelligence Analyst (OC) - 8 hrs							
December 21, 2008 - December 19, 2009	A		53,971.60	56,283.11	59,182.39	62,085.49	64,601.02
	B		2,067.88	2,156.44	2,267.52	2,378.75	2,475.13
	H		25.850	26.960	28.340	29.730	30.940
December 20, 2009 - December 18, 2010	A		56,400.32	58,815.85	61,845.60	64,879.34	67,508.07
	B		2,160.94	2,253.48	2,369.56	2,485.79	2,586.51
	H		27.013	28.173	29.615	31.068	32.332
Criminal Intelligence Supvr- 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.480	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.302	44.333	46.979
Data Storage Operator - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
** DATS Service Specialist - 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.344
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.619
Delivery Driver - 8 hrs							
December 21, 2008 - December 19, 2009	A						41,183.41
	B						1,577.91
	H						19.724
December 20, 2009 - December 18, 2010	A						43,036.66
	B						1,648.91
	H						20.612

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Desktop Support Supervisor- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Dev Control Officer- 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Dev Control Officer (OC 1)-8 hrs							
December 21, 2008 - December 19, 2009	A					45,994.08	48,684.71
	B					1,762.23	1,865.32
	H					22.028	23.316
December 20, 2009 - December 18, 2010	A					48,063.81	50,875.52
	B					1,841.53	1,949.25
	H					23.019	24.365
Dev Control Officer (OC 2)-8 hrs							
December 21, 2008 - December 19, 2009	A	51,544.72	54,656.19	57,901.85	60,889.51	63,786.33	67,118.46
	B	1,974.89	2,094.11	2,218.46	2,332.93	2,443.92	2,571.59
	H	24.686	26.176	27.731	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	53,864.23	57,115.71	60,507.43	63,629.53	66,656.72	70,138.79
	B	2,063.76	2,188.34	2,318.29	2,437.91	2,553.90	2,687.31
	H	25.797	27.354	28.979	30.474	31.925	33.592
Document Server I - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Drafting Technical Asst - 8 hrs							
December 21, 2008 - December 19, 2009	A	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16
	B	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75
	H	16.593	17.330	18.085	18.862	19.720	20.597
December 20, 2009 - December 18, 2010	A	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44
	B	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90
	H	17.340	18.110	18.899	19.711	20.607	21.524
Drafting Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.344	29.671	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.619	31.006	32.331	33.932
Drafting Tech I (OC 1) (S) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H		20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B		1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H		21.524	22.487	23.685	24.684	25.840
Drafting Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Drafting Technician III - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

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4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Economist II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Economist III- 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.519	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.207	41.235	43.199	45.208	47.300	49.523
Electronic Surveillance Monitor - 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.344
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.619
Engineering Technologist I-8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Engineering Tech I (OC 1) (S)-8 hrs ¹							
December 21, 2008 - December 19, 2009	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H		20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B		1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H		21.524	22.487	23.685	24.684	25.840

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Engineering Technologist II-8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Engineering Tech III - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Env Protection Asst- 8 hrs							
December 21, 2008 - December 19, 2009	A	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02
	B	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14
	H	24.727	25.848	26.956	28.344	29.671	30.939
December 20, 2009 - December 18, 2010	A	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07
	B	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52
	H	25.840	27.011	28.169	29.619	31.006	32.331
Env Protection Coord- 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.480	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.82	38.44	40.25	42.30	44.33	46.98
Env Protection Officer - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

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2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Env Protect. Tech - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
ERP Software Suppt Tch - 8 hrs							
December 21, 2008 - December 19, 2009	A	57,258.45	59,557.41	62,380.32	65,281.52	68,316.62	71,809.67
	B	2,193.81	2,281.89	2,390.05	2,501.21	2,617.50	2,751.33
	H	27.423	28.523	29.876	31.265	32.719	34.392
December 20, 2009 - December 18, 2010	A	59,835.08	62,237.50	65,187.44	68,219.18	71,390.87	75,041.11
	B	2,292.53	2,384.58	2,497.60	2,613.76	2,735.28	2,875.14
	H	28.657	29.807	31.220	32.672	34.191	35.940
ESC Representative - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
** ESC Team Lead / Specialist - 8 hrs							
December 21, 2008 - December 19, 2009	A	57,258.45	59,557.41	62,380.32	65,281.52	68,316.62	71,809.67
	B	2,193.81	2,281.89	2,390.05	2,501.21	2,617.50	2,751.33
	H	27.423	28.523	29.876	31.265	32.719	34.392
December 20, 2009 - December 18, 2010	A	59,835.08	62,237.50	65,187.44	68,219.18	71,390.87	75,041.11
	B	2,292.53	2,384.58	2,497.60	2,613.76	2,735.28	2,875.14
	H	28.657	29.807	31.220	32.672	34.191	35.940
Financial Integration Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333

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2009 – 2010 Civic Service Union 52 Collective Agreement
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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Fingerprint Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Fingerprint Tech I (OC) (S)- 8 hrs ¹							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16			
	B	1,508.94	1,577.60	1,647.75			
	H	18.862	19.720	20.597			
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.11	44,941.44			
	B	1,576.84	1,648.59	1,721.90			
	H	19.711	20.607	21.524			
Fingerprint Technician II- 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Fleet Safety Instructor I- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Forecasting Assistant II - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840

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CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Forecasting Assistant III- 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.345
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.621
Graphic Designer I - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.344	29.671	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.619	31.006	32.331	33.932
Graphic Designer II - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Heat/Vent Saf Cds Off I- 8hr							
* December 21, 2008 - December 19, 2009 ²	A	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.470	33.880	35.410	37.250	39.010	40.810
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.931	35.405	37.003	38.926	40.765	42.646
* Heat/Vent Saf Cds Off I (OC)(V)- 8 hrs 1, 2							
December 21, 2008 - December 19, 2009	A			57,901.85	60,889.51	63,786.33	67,118.46
	B			2,218.46	2,332.93	2,443.92	2,571.59
	H			27.730	29.160	30.550	32.150
December 20, 2009 - December 18, 2010	A			60,507.43	63,629.54	66,656.72	70,138.79
	B			2,318.29	2,437.91	2,553.90	2,687.31
	H			28.978	30.472	31.925	33.597

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Heat/Vent Saf Cds Off II - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Investment Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Lab Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Laboratory Scientist I - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Laboratory Scientist II - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Laboratory Supervisor - 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.480	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.302	44.333	46.979
Laboratory Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Laboratory Technician II- 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.344	29.671	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.619	31.006	32.331	33.932
Laboratory Technician III- 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Landlord & Tenant Consult I- 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Landlord & Tenant Consult II- 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.345
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.621
Landscape Architect II - 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.480	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.302	44.333	46.979
Landscape Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Landscape Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Landscape Technician III - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Legal Secretary II- 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Librarian - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Library Technician I- 8 hrs							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85
	B	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73
	H	18.862	19.720	20.597	21.519	22.665	23.621
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33
	B	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76
	H	19.711	20.607	21.524	22.487	23.685	24.684
Library Technician II- 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Loss Prevention Coordinator- 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.672	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.007	32.331	33.932	35.407	37.008	38.928

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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Market Planner I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Market Planner II - 8 hrs							
December 21, 2008 - December 19, 2009	A	72,022.13	74,923.05	78,337.82	82,391.63	86,315.34	90,327.96
	B	2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
	H	34.493	35.883	37.518	39.459	41.339	43.261
December 20, 2009 - December 18, 2010	A	75,263.13	78,294.59	81,863.02	86,099.25	90,199.53	94,392.72
	B	2,883.65	2,999.79	3,136.51	3,298.82	3,455.92	3,616.58
	H	36.045	37.498	39.206	41.235	43.199	45.208
* Materials Mgt Specialist - 8 hrs ²							
December 21, 2008 - December 19, 2009	A	51,629.27	53,971.60	56,283.11	59,182.39	61,953.48	64,601.02
	B	1,978.13	2,067.88	2,156.44	2,267.52	2,373.70	2,475.13
	H	24.730	25.850	26.960	28.340	29.670	30.940
December 20, 2009 - December 18, 2010	A	53,952.59	56,400.32	58,815.85	61,845.60	64,741.39	67,508.07
	B	2,067.15	2,160.93	2,253.48	2,369.56	2,480.52	2,586.51
	H	25.840	27.010	28.170	29.620	31.010	32.330
** Materials Management Specialist (OC) - 8 hrs ⁴							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85
	B	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73
	H	18.862	19.720	20.597	21.519	22.665	23.621
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33
	B	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76
	H	19.711	20.607	21.524	22.487	23.685	24.684
Materials Planning Tech I - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

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CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Materials Plng Tech I (OC 2)(S)-8 hrs ¹							
December 21, 2008 - December 19, 2009	A		66,292.04	67,487.75	71,549.74	75,426.27	79,096.59
	B		2,539.93	2,585.74	2,741.37	2,889.90	3,030.52
	H		31.749	32.322	34.268	36.124	37.881
December 20, 2009 - December 18, 2010	A		69,275.18	70,524.70	74,769.48	78,820.45	82,655.94
	B		2,654.22	2,702.10	2,864.73	3,019.94	3,166.89
	H		33.178	33.776	35.810	37.750	39.586
Materials Planning Tech II- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
* Materials Tech Asst - 8 hrs ²							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85
	B	1,508.94	1,577.59	1,647.75	1,721.46	1,813.17	1,889.73
	H	18.860	19.720	20.600	21.520	22.670	23.620
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.12	44,941.44	46,951.95	49,453.28	51,541.33
	B	1,576.84	1,648.58	1,721.90	1,798.93	1,894.76	1,974.77
	H	19.709	20.607	21.527	22.488	23.690	24.683
Methods Analyst I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Methods Analyst I (OC) (S)- 8 hrs ¹							
December 21, 2008 - December 19, 2009	A			49,321.85	51,629.27	53,971.60	56,283.12
	B			1,889.73	1,978.13	2,067.88	2,156.44
	H			23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A			51,541.33	53,952.59	56,400.32	58,815.86
	B			1,974.76	2,067.15	2,160.93	2,253.48
	H			24.684	25.840	27.011	28.169

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Methods Analyst II - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Microfilm Operator I - 8 hrs							
December 21, 2008 - December 19, 2009	A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
	B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60
	H	15.959	16.593	17.330	18.085	18.862	19.720
December 20, 2009 - December 18, 2010	A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11
	B	1,334.20	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59
	H	16.677	17.340	18.110	18.899	19.711	20.607
Municipal Enforcement Off I- 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Municipal Enforcement Off II- 8 hrs							
December 21, 2008 - December 19, 2009	A	57,258.45	59,557.41	62,380.32	65,281.52	68,316.62	71,809.67
	B	2,193.81	2,281.89	2,390.05	2,501.21	2,617.50	2,751.33
	H	27.423	28.523	29.876	31.265	32.719	34.392
December 20, 2009 - December 18, 2010	A	59,835.08	62,237.50	65,187.44	68,219.18	71,390.87	75,041.11
	B	2,292.53	2,384.58	2,497.60	2,613.76	2,735.28	2,875.14
	H	28.657	29.807	31.220	32.672	34.191	35.940
Municipal Enforcement Off III- 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Museologist I- 8 hrs							
December 21, 2008 - December 19, 2009	A	53,468.39	55,678.71	58,367.70	60,889.51	63,786.33	67,118.46
	B	2,048.60	2,133.28	2,236.31	2,332.93	2,443.92	2,571.59
	H	25.608	26.666	27.954	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	55,874.46	58,184.25	60,994.25	63,629.53	66,656.72	70,138.79
	B	2,140.78	2,229.28	2,336.94	2,437.91	2,553.90	2,687.31
	H	26.760	27.866	29.212	30.474	31.925	33.592
Museologist II- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,557.41	62,380.32	63,487.67	67,329.02	70,960.07	74,409.48
	B	2,281.89	2,390.05	2,432.48	2,579.66	2,718.78	2,850.94
	H	28.523	29.876	30.406	32.246	33.984	35.637
December 20, 2009 - December 18, 2010	A	62,237.50	65,187.44	66,344.61	70,358.82	74,153.27	77,757.90
	B	2,384.58	2,497.60	2,541.94	2,695.74	2,841.12	2,979.23
	H	29.807	31.220	31.774	33.697	35.513	37.241
Offset Equipment Oper I- 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
Offset Equipment Oper III-8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Operation Support Technician - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Paralegal I- 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.345	29.672	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.621	31.007	32.331	33.932
Paralegal II- 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.35	29.67	30.94	32.47	33.88	35.41
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.621	31.007	32.331	33.932	35.407	37.008
Parts Technician I- 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Parts Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Photo Laboratory Tech I - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetical

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Photo Laboratory Tech II- 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.344
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.619
Planner I - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Planner I (OC 1) (Q)- 8 hrs ¹							
December 21, 2008 - December 19, 2009	A					45,994.08	48,684.71
	B					1,762.23	1,865.32
	H					22.028	23.316
December 20, 2009 - December 18, 2010	A					48,063.81	50,875.52
	B					1,841.53	1,949.25
	H					23.019	24.365
Planner I (OC 2) (Q)- 8 hrs ¹							
December 21, 2008 - December 19, 2009	A	51,544.72	54,656.19	57,901.85	60,889.51	63,786.33	67,118.46
	B	1,974.89	2,094.11	2,218.46	2,332.93	2,443.92	2,571.59
	H	24.686	26.176	27.731	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	53,864.23	57,115.71	60,507.43	63,629.53	66,656.72	70,138.79
	B	2,063.76	2,188.34	2,318.29	2,437.91	2,553.90	2,687.31
	H	25.797	27.354	28.979	30.474	31.925	33.592
Planner II - 8 hrs							
December 21, 2008 - December 19, 2009	A	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
	B	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
	H	35.230	36.782	38.520	40.481	42.424	44.956
December 20, 2009 - December 18, 2010	A	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75	98,092.26
	B	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
	H	36.815	38.437	40.253	42.303	44.333	46.979

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3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
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CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Planning Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Planning Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.010
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.765
* Plumbing/Gas Saf Cds Off I - 8 hrs²							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.470	33.880	35.410	37.250	39.010	40.810
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.931	35.405	37.003	38.926	40.765	42.646
* Plumbing/Gas Saf Cds Off I (OC)(V) - 8 hrs^{1,2}							
December 21, 2008 - December 19, 2009	A			57,901.85	60,889.51	63,786.33	67,118.46
	B			2,218.46	2,332.93	2,443.92	2,571.59
	H			27.730	29.160	30.550	32.150
December 20, 2009 - December 18, 2010	A			60,507.43	63,629.54	66,656.72	70,138.79
	B			2,318.29	2,437.91	2,553.90	2,687.31
	H			28.978	30.472	31.925	33.597
* Plumbing/Gas Saf Cds Off II - 8 hrs²							
December 21, 2008 - December 19, 2009	A	72,022.13	74,923.05	78,337.82	82,391.62	86,315.34	90,327.96
	B	2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
	H	34.490	35.880	37.520	39.460	41.340	43.260
December 20, 2009 - December 18, 2010	A	75,263.13	78,294.59	81,863.02	86,099.24	90,199.53	94,392.72
	B	2,883.65	2,999.80	3,136.52	3,298.83	3,455.92	3,616.58
	H	36.042	37.495	39.208	41.236	43.200	45.207

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2009 – 2010 Civic Service Union 52 Collective Agreement
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CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Police Armourer - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.344	29.671	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.619	31.006	32.331	33.932
Police Report Classifier - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Print Operator - 8 hrs							
December 21, 2008 - December 19, 2009	A	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71
	B	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17
	H	18.085	18.862	19.720	20.597	21.519	22.665
December 20, 2009 - December 18, 2010	A	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28
	B	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76
	H	18.899	19.711	20.607	21.524	22.487	23.685
Process Control Specialist - 8 hrs							
December 21, 2008 - December 19, 2009	A	80,418.32	84,525.59	88,550.48	93,857.83	98,082.92	102,499.76
	B	3,081.16	3,238.53	3,392.74	3,596.09	3,757.97	3,927.19
	H	38.515	40.481	42.409	44.951	46.975	49.090
December 20, 2009 - December 18, 2010	A	84,037.14	88,329.24	92,535.25	98,081.43	102,496.65	107,112.24
	B	3,219.81	3,384.26	3,545.41	3,757.91	3,927.07	4,103.92
	H	40.248	42.303	44.317	46.974	49.089	51.299
Project Management Officer - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.010	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.765	42.644

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Property & Exhibit Tech I - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Property & Exhibit Tech I (OC) (Q) - 8 hrs¹							
December 21, 2008 - December 19, 2009	A	39,383.29	41,175.23	43,006.16			
	B	1,508.94	1,577.60	1,647.75			
	H	18.862	19.720	20.597			
December 20, 2009 - December 18, 2010	A	41,155.54	43,028.11	44,941.44			
	B	1,576.84	1,648.59	1,721.90			
	H	19.711	20.607	21.524			
Property & Exhibit Tech II - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Property Agent I - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.68	73,943.63	77,783.06
	B	2,373.70	2,475.13	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.670	30.940	32.470	33.880	35.410	37.250
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.18	73,929.24	77,271.09	81,283.30
	B	2,480.52	2,586.51	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.005	32.332	33.931	35.405	37.003	38.926
Property Agent II - 8 hrs							
December 21, 2008 - December 19, 2009	A	72,022.13	74,923.05	78,337.82	82,391.63	86,315.34	90,327.96
	B	2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
	H	34.493	35.883	37.519	39.459	41.339	43.261
December 20, 2009 - December 18, 2010	A	75,263.13	78,294.59	81,863.02	86,099.25	90,199.53	94,392.72
	B	2,883.65	2,999.79	3,136.51	3,298.82	3,455.92	3,616.58
	H	36.045	37.498	39.207	41.235	43.199	45.208

1 Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
2 Regraded during the term of the 2006 – 2008 Collective Agreement
3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Property Agent III - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.62	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.520	39.460	41.340	43.260	45.260	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.24	90,199.53	94,392.72	98,762.33	103,401.59
	B	3,136.52	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.208	41.236	43.200	45.207	47.297	49.523
Property Management Officer - 8 hrs							
December 21, 2008 - December 19, 2009	A	71,061.07	74,578.95	77,820.15	81,338.01	85,561.34	89,596.38
	B	2,722.64	2,857.43	2,981.62	3,116.40	3,278.22	3,432.82
	H	34.034	35.718	37.270	38.956	40.978	42.910
December 20, 2009 - December 18, 2010	A	74,258.81	77,935.01	81,322.05	84,998.23	89,411.60	93,628.21
	B	2,845.16	2,986.01	3,115.79	3,256.64	3,425.74	3,587.29
	H	35.566	37.325	38.947	40.709	42.822	44.841
Property Rental Technician - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.345	29.672
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.621	31.007
Property Sales Technician - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.345	29.672
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.621	31.007
Property Sales & Mrktg Off I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008

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APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Prop Sales & Mrktg Off II - 8 hrs							
December 21, 2008 - December 19, 2009	A	72,022.13	74,923.05	78,337.82	82,391.63	86,315.34	90,327.96
	B	2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
	H	34.493	35.883	37.518	39.459	41.339	43.261
December 20, 2009 - December 18, 2010	A	75,263.13	78,294.59	81,863.02	86,099.25	90,199.53	94,392.72
	B	2,883.65	2,999.79	3,136.51	3,298.82	3,455.92	3,616.58
	H	36.045	37.498	39.206	41.235	43.199	45.208
Public Info Officer I - 8 hrs							
December 21, 2008 - December 19, 2009	A	51,930.38	54,528.27	57,258.45	59,557.41	62,380.32	65,281.52
	B	1,989.67	2,089.21	2,193.81	2,281.89	2,390.05	2,501.21
	H	24.871	26.116	27.423	28.523	29.876	31.265
December 20, 2009 - December 18, 2010	A	54,267.24	56,982.04	59,835.08	62,237.50	65,187.44	68,219.18
	B	2,079.21	2,183.22	2,292.53	2,384.58	2,497.60	2,613.76
	H	25.990	27.291	28.657	29.807	31.220	32.672
Public Info Officer II - 8 hrs							
December 21, 2008 - December 19, 2009	A	66,337.04	69,803.36	72,908.55	76,502.79	80,008.11	83,595.80
	B	2,541.65	2,674.46	2,793.43	2,931.14	3,065.45	3,202.90
	H	31.771	33.431	34.918	36.640	38.318	40.036
December 20, 2009 - December 18, 2010	A	69,322.21	72,944.51	76,189.44	79,945.41	83,608.47	87,357.61
	B	2,656.02	2,794.81	2,919.14	3,063.04	3,203.39	3,347.04
	H	33.201	34.935	36.489	38.289	40.042	41.838
Public Info Officer III - 8 hrs							
December 21, 2008 - December 19, 2009	A	71,188.90	74,284.01	77,640.96	81,671.85	85,523.56	89,468.27
	B	2,727.54	2,846.13	2,974.75	3,129.19	3,276.77	3,427.90
	H	34.094	35.577	37.184	39.115	40.960	42.849
December 20, 2009 - December 18, 2010	A	74,392.40	77,626.79	81,134.80	85,347.08	89,372.12	93,494.34
	B	2,850.28	2,974.21	3,108.61	3,270.00	3,424.22	3,582.16
	H	35.628	37.178	38.857	40.875	42.803	44.777
Public Information Tech - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Public Relations Clerk - 8 hrs							
December 21, 2008 - December 19, 2009	A	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16
	B	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75
	H	16.593	17.330	18.085	18.862	19.720	20.597
December 20, 2009 - December 18, 2010	A	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44
	B	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90
	H	17.340	18.110	18.899	19.711	20.607	21.524
Public Service Rep I - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Public Service Rep II - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Rates Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.345	29.672	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.621	31.007	32.331	33.932	35.407	37.008
Rec Facility Attendant I - 8 hrs							
December 21, 2008 - December 19, 2009	A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
	B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60
	H	15.959	16.593	17.330	18.085	18.862	19.720
December 20, 2009 - December 18, 2010	A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11
	B	1,334.20	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59
	H	16.677	17.340	18.110	18.899	19.711	20.607

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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Rec Facility Attendant II - 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
Records Mgmt Admin I - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Records Mgmt Admin II - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Recreation Officer I - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Recreation Officer II - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928

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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Recreation Officer III - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644
Recreation Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	29,228.17	30,638.53	31,745.88	33,323.17	34,645.16	36,185.35
	B	1,119.85	1,173.89	1,216.32	1,276.75	1,327.40	1,386.41
	H	13.998	14.674	15.204	15.959	16.593	17.330
December 20, 2009 - December 18, 2010	A	30,543.44	32,017.27	33,174.44	34,822.71	36,204.19	37,813.69
	B	1,170.25	1,226.72	1,271.05	1,334.20	1,387.13	1,448.80
	H	14.628	15.334	15.888	16.677	17.340	18.110
Recreation Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
	B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60
	H	15.959	16.593	17.330	18.085	18.862	19.720
December 20, 2009 - December 18, 2010	A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11
	B	1,334.20	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59
	H	16.677	17.340	18.110	18.899	19.711	20.607
Recreation Technician III - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Research Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Risk Mgmt Consultant I - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.345	29.672	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.621	31.007	32.331	33.932
Risk Mgmt Consultant II - 8 hrs							
December 21, 2008 - December 19, 2009	A			67,118.46	70,104.19	73,560.14	76,931.54
	B			2,571.59	2,685.98	2,818.40	2,947.57
	H			32.145	33.575	35.230	36.845
December 20, 2009 - December 18, 2010	A			70,138.79	73,258.88	76,870.35	80,393.46
	B			2,687.31	2,806.85	2,945.22	3,080.21
	H			33.592	35.086	36.815	38.503
Risk Mgmt Consultant III - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Safety Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48
	B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70
	H	23.621	24.727	25.848	26.956	28.344	29.671
December 20, 2009 - December 18, 2010	A	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39
	B	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51
	H	24.684	25.840	27.011	28.169	29.619	31.006
Security Administrator - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Seized Vehicle Technician - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Senior Accountant - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Senior Accounting Assistant - 8 hrs							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67
	H	25.848	26.956	28.344	29.671	30.939	32.471
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57
	H	27.011	28.169	29.619	31.006	32.331	33.932
Senior Financial Analyst - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523
Senior Print Operator - 8 hrs							
December 21, 2008 - December 19, 2009	A	51,930.38	54,528.27	57,258.45	59,557.41	62,380.32	65,281.52
	B	1,989.67	2,089.21	2,193.81	2,281.89	2,390.05	2,501.21
	H	24.871	26.116	27.423	28.523	29.876	31.265
December 20, 2009 - December 18, 2010	A	54,267.24	56,982.04	59,835.08	62,237.50	65,187.44	68,219.18
	B	2,079.21	2,183.22	2,292.53	2,384.58	2,497.60	2,613.76
	H	25.990	27.291	28.657	29.807	31.220	32.672

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Social Planner - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Social Worker - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Social Worker II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Software Analyst I - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Sr. Dvlpmnt Control Ofcr - 8 hrs							
December 21, 2008 - December 19, 2009	A	78,337.82	82,391.63	86,315.34	90,327.96	94,509.41	98,948.89
	B	3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
	H	37.518	39.459	41.339	43.261	45.263	47.390
December 20, 2009 - December 18, 2010	A	81,863.02	86,099.25	90,199.53	94,392.72	98,762.34	103,401.59
	B	3,136.51	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
	H	39.206	41.235	43.199	45.208	47.300	49.523

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Sr Materials Mgt Specialist - 8 hrs							
December 21, 2008 - December 19, 2009	A	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48	85,207.99
	B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
	H	32.471	33.882	35.414	37.252	39.009	40.808
December 20, 2009 - December 18, 2010	A	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
	B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
	H	33.932	35.407	37.008	38.928	40.764	42.644
Sr Materials Mgt Spclst (OC1) (S) - 8 hrs¹							
December 21, 2008 - December 19, 2009	A		44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B		1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H		21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A		46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B		1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H		22.487	23.685	24.684	25.840	27.011
Sr Material Mgt Spclst (OC 2) (S) - 8 hrs¹							
December 21, 2008 - December 19, 2009	A		53,971.60	56,283.12	59,182.39	62,085.49	64,601.02
	B		2,067.88	2,156.44	2,267.53	2,378.75	2,475.14
	H		25.848	26.956	28.344	29.734	30.939
December 20, 2009 - December 18, 2010	A		56,400.32	58,815.86	61,845.60	64,879.34	67,508.07
	B		2,160.93	2,253.48	2,369.56	2,485.80	2,586.52
	H		27.011	28.169	29.619	31.072	32.331
Storeman I - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Storeman II - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Storeman III - 8 hrs							
December 21, 2008 - December 19, 2009	A	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12	59,182.39
	B	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.53
	H	22.665	23.621	24.727	25.848	26.956	28.345
December 20, 2009 - December 18, 2010	A	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86	61,845.60
	B	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48	2,369.56
	H	23.685	24.684	25.840	27.011	28.169	29.621
Survey Technical Asst I - 8 hrs							
December 21, 2008 - December 19, 2009	A	40,793.66	42,620.77	44,422.79	46,465.93	48,981.73	51,111.60
	B	1,562.98	1,632.98	1,702.02	1,780.30	1,876.70	1,958.30
	H	19.537	20.412	21.275	22.254	23.458	24.479
December 20, 2009 - December 18, 2010	A	42,629.37	44,538.71	46,421.82	48,556.89	51,185.91	53,411.62
	B	1,633.31	1,706.46	1,778.61	1,860.42	1,961.15	2,046.42
	H	20.416	21.331	22.232	23.255	24.514	25.581
Survey Technical Asst II - 8 hrs							
December 21, 2008 - December 19, 2009	A	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.12
	B	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
	H	21.519	22.665	23.621	24.727	25.848	26.956
December 20, 2009 - December 18, 2010	A	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.86
	B	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93	2,253.48
	H	22.487	23.685	24.684	25.840	27.011	28.169
Survey Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Survey Technician I (OC) (S) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H		20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B		1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H		21.524	22.487	23.685	24.684	25.840

¹ Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
² Regraded during the term of the 2006 – 2008 Collective Agreement
³ Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
⁴ New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Survey Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Systems Analyst I - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333
Systems Analyst I (OC 1) (Q) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A					45,994.08	48,684.71
	B					1,762.23	1,865.32
	H					22.028	23.316
December 20, 2009 - December 18, 2010	A					48,063.81	50,875.52
	B					1,841.53	1,949.25
	H					23.019	24.365
Systems Analyst I (OC 2) (Q) - 8 hrs ¹							
December 21, 2008 - December 19, 2009	A	51,544.72	54,656.19	57,901.85	60,889.51	63,786.33	67,118.46
	B	1,974.89	2,094.11	2,218.46	2,332.93	2,443.92	2,571.59
	H	24.686	26.176	27.731	29.162	30.550	32.145
December 20, 2009 - December 18, 2010	A	53,864.23	57,115.71	60,507.43	63,629.53	66,656.72	70,138.79
	B	2,063.76	2,188.34	2,318.29	2,437.91	2,553.90	2,687.31
	H	25.797	27.354	28.979	30.474	31.925	33.592
Systems Analyst II - 8 hrs							
December 21, 2008 - December 19, 2009	A	80,418.32	84,525.59	88,550.48	93,857.83	98,082.92	102,499.76
	B	3,081.16	3,238.53	3,392.74	3,596.09	3,757.97	3,927.19
	H	38.515	40.481	42.409	44.951	46.975	49.090
December 20, 2009 - December 18, 2010	A	84,037.14	88,329.24	92,535.25	98,081.43	102,496.65	107,112.24
	B	3,219.81	3,384.26	3,545.41	3,757.91	3,927.07	4,103.92
	H	40.248	42.303	44.317	46.974	49.089	51.299

¹ Notes for All Opportunity Classes
Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements
² Regraded during the term of the 2006 – 2008 Collective Agreement
³ Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected
⁴ New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Systems Analyst III - 8 hrs							
December 21, 2008 - December 19, 2009	A	85,861.77	90,321.69	94,616.61	99,004.52	103,582.01	108,450.51
	B	3,289.72	3,460.60	3,625.16	3,793.28	3,968.66	4,155.19
	H	41.122	43.258	45.314	47.416	49.608	51.940
December 20, 2009 - December 18, 2010	A	89,725.55	94,386.17	98,874.36	103,459.73	108,243.20	113,330.78
	B	3,437.76	3,616.33	3,788.29	3,963.97	4,147.25	4,342.18
	H	42.972	45.205	47.353	49.550	51.840	54.277
** Telecommunication Systems Coordinator I							
December 21, 2008 - December 19, 2009	A	53,971.60	56,283.11	59,182.39	61,953.48	64,601.02	67,799.22
	B	2,067.88	2,156.44	2,267.52	2,373.70	2,475.13	2,597.67
	H	25.850	26.960	28.340	29.670	30.940	32.470
December 20, 2009 - December 18, 2010	A	56,400.32	58,815.85	61,845.60	64,741.39	67,508.07	70,850.19
	B	2,160.94	2,253.48	2,369.56	2,480.52	2,586.51	2,714.57
	H	27.013	28.173	29.615	31.005	32.332	33.931
** Telecommunication Systems Coordinator II							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.68	73,943.63
	B	2,267.52	2,373.70	2,475.13	2,597.67	2,710.56	2,833.09
	H	28.340	29.670	30.940	32.470	33.880	35.410
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.52	2,586.51	2,714.57	2,832.54	2,960.58
	H	29.615	31.005	32.332	33.931	35.405	37.003
TIPS Administrator - 8 Hour							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Transp Tech Asst I - 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487

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Salary Admin Plans 21B and 21C (40.0 hrs) – Alphabetic

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Transp Tech Asst II - 8 hrs							
December 21, 2008 - December 19, 2009	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H		20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B		1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H		21.524	22.487	23.685	24.684	25.840
Transportation Tech I - 8 hrs							
December 21, 2008 - December 19, 2009	A	56,283.12	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69
	B	2,156.44	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56
	H	26.956	28.344	29.671	30.939	32.471	33.882
December 20, 2009 - December 18, 2010	A	58,815.86	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24
	B	2,253.48	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54
	H	28.169	29.619	31.006	32.331	33.932	35.407
Transportation Tech I (OC) (S) - 8 hrs 1							
December 21, 2008 - December 19, 2009	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H		20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B		1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H		21.524	22.487	23.685	24.684	25.840
Transportation Tech II - 8 hrs							
December 21, 2008 - December 19, 2009	A	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06	81,451.48
	B	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
	H	30.939	32.471	33.882	35.414	37.252	39.009
December 20, 2009 - December 18, 2010	A	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30	85,116.80
	B	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
	H	32.331	33.932	35.407	37.008	38.928	40.764
Transportation Tech III - 8 hrs							
December 21, 2008 - December 19, 2009	A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
	B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
	H	33.575	35.230	36.782	38.520	40.480	42.424
December 20, 2009 - December 18, 2010	A	73,258.88	76,870.35	80,257.51	84,047.98	88,327.24	92,567.75
	B	2,806.85	2,945.22	3,075.00	3,220.23	3,384.19	3,546.66
	H	35.086	36.815	38.437	40.253	42.302	44.333

1 Notes for All Opportunity Classes

Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements

2 Regraded during the term of the 2006 – 2008 Collective Agreement

3 Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

4 New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52 Collective Agreement
APPENDIX I: Schedule of Wages
Salary Admin Plans 21B and 21C (40.0 hrs) – Alphanumeric

CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Vehicle Equip & Serv Tech - 8 hrs							
December 21, 2008 - December 19, 2009	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63
	B	2,267.53	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09
	H	28.344	29.671	30.939	32.471	33.882	35.414
December 20, 2009 - December 18, 2010	A	61,845.60	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09
	B	2,369.56	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58
	H	29.619	31.006	32.331	33.932	35.407	37.008
Warehouse Administrator - 8 hrs							
December 21, 2008 - December 19, 2009	A	61,953.48	64,601.02	67,799.22	70,745.69	73,943.63	77,783.06
	B	2,373.70	2,475.14	2,597.67	2,710.56	2,833.09	2,980.19
	H	29.671	30.939	32.471	33.882	35.414	37.252
December 20, 2009 - December 18, 2010	A	64,741.39	67,508.07	70,850.19	73,929.24	77,271.09	81,283.30
	B	2,480.51	2,586.52	2,714.57	2,832.54	2,960.58	3,114.30
	H	31.006	32.331	33.932	35.407	37.008	38.928
Warehouse Technician I - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840
Warehouse Technician II - 8 hrs							
December 21, 2008 - December 19, 2009	A	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
	B	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
	H	20.597	21.519	22.665	23.621	24.727	25.848
December 20, 2009 - December 18, 2010	A	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
	B	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15	2,160.93
	H	21.524	22.487	23.685	24.684	25.840	27.011
Web Topic Coordinator - 8 hrs							
December 21, 2008 - December 19, 2009	A	51,629.27	53,971.60	56,283.12	59,182.39	61,953.48	64,601.02
	B	1,978.13	2,067.88	2,156.44	2,267.53	2,373.70	2,475.14
	H	24.727	25.848	26.956	28.345	29.672	30.939
December 20, 2009 - December 18, 2010	A	53,952.59	56,400.32	58,815.86	61,845.60	64,741.39	67,508.07
	B	2,067.15	2,160.93	2,253.48	2,369.56	2,480.51	2,586.52
	H	25.840	27.011	28.169	29.621	31.007	32.331

2009 – 2010 Civic Service Union 52 Collective Agreement
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CLASSIFICATION	Rate Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Word/Data Pro Clerk I - 8 hrs							
December 21, 2008 - December 19, 2009	A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
	B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.60
	H	15.959	16.593	17.330	18.085	18.862	19.720
December 20, 2009 - December 18, 2010	A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.11
	B	1,334.20	1,387.13	1,448.80	1,511.88	1,576.84	1,648.59
	H	16.677	17.340	18.110	18.899	19.711	20.607
Word/Data Pro Clerk II - 8 hrs							
December 21, 2008 - December 19, 2009	A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
	B	1,386.41	1,446.77	1,508.94	1,577.60	1,647.75	1,721.46
	H	17.330	18.085	18.862	19.720	20.597	21.519
December 20, 2009 - December 18, 2010	A	37,813.69	39,459.96	41,155.54	43,028.11	44,941.44	46,951.95
	B	1,448.80	1,511.88	1,576.84	1,648.59	1,721.90	1,798.93
	H	18.110	18.899	19.711	20.607	21.524	22.487
Word/Data Pro Clerk III - 8 hrs							
December 21, 2008 - December 19, 2009	A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
	B	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
	H	19.720	20.597	21.519	22.665	23.621	24.727
December 20, 2009 - December 18, 2010	A	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
	B	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	2,067.15
	H	20.607	21.524	22.487	23.685	24.684	25.840