

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

Expired Rates

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 15.181 | | | | | | | 15.484 |
| | | Monthly | 2,549.143 | | | | | | | 2,600.022 |
| | | Annual | 30,589.715 | | | | | | | 31,200.260 |
| Dietary Aide 1 | 2015 | Hourly | 15.516 | 15.982 | 16.461 | 16.955 | 17.464 | 17.988 | | 18.347 |
| | | Monthly | 2,605.395 | 2,683.644 | 2,764.076 | 2,847.027 | 2,932.497 | 3,020.485 | | 3,080.767 |
| | | Annual | 31,264.740 | 32,203.730 | 33,168.915 | 34,164.325 | 35,189.960 | 36,245.820 | | 36,969.205 |
| Housekeeping Aide | 2015 | Hourly | 15.516 | 15.982 | 16.461 | 16.955 | 17.464 | 17.988 | | 18.347 |
| | | Monthly | 2,605.395 | 2,683.644 | 2,764.076 | 2,847.027 | 2,932.497 | 3,020.485 | | 3,080.767 |
| | | Annual | 31,264.740 | 32,203.730 | 33,168.915 | 34,164.325 | 35,189.960 | 36,245.820 | | 36,969.205 |
| Laundry Aide | 2015 | Hourly | 15.516 | 15.982 | 16.461 | 16.955 | 17.464 | 17.988 | | 18.347 |
| | | Monthly | 2,605.395 | 2,683.644 | 2,764.076 | 2,847.027 | 2,932.497 | 3,020.485 | | 3,080.767 |
| | | Annual | 31,264.740 | 32,203.730 | 33,168.915 | 34,164.325 | 35,189.960 | 36,245.820 | | 36,969.205 |
| Porter | 2015 | Hourly | 15.516 | 15.982 | 16.461 | 16.955 | 17.464 | 17.988 | | 18.347 |
| | | Monthly | 2,605.395 | 2,683.644 | 2,764.076 | 2,847.027 | 2,932.497 | 3,020.485 | | 3,080.767 |
| | | Annual | 31,264.740 | 32,203.730 | 33,168.915 | 34,164.325 | 35,189.960 | 36,245.820 | | 36,969.205 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 16.547 | 17.043 | 17.555 | 18.081 | 18.624 | 19.183 | | 19.566 |
| | | Monthly | 2,778.517 | 2,861.804 | 2,947.777 | 3,036.101 | 3,127.280 | 3,221.145 | | 3,285.458 |
| | | Annual | 33,342.205 | 34,341.645 | 35,373.325 | 36,433.215 | 37,527.360 | 38,653.745 | | 39,425.490 |
| Housekeeping Aide 2 | 2015 | Hourly | 16.603 | 17.101 | 17.614 | 18.143 | 18.687 | 19.248 | | 19.633 |
| | | Monthly | 2,787.920 | 2,871.543 | 2,957.684 | 3,046.512 | 3,137.859 | 3,232.060 | | 3,296.708 |
| | | Annual | 33,455.045 | 34,458.515 | 35,492.210 | 36,558.145 | 37,654.305 | 38,784.720 | | 39,560.495 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 16.664 | 17.164 | 17.679 | 18.209 | 18.755 | 19.318 | | 19.704 |
| | | Monthly | 2,798.163 | 2,882.122 | 2,968.599 | 3,057.595 | 3,149.277 | 3,243.814 | | 3,308.630 |
| | | Annual | 33,577.960 | 34,585.460 | 35,623.185 | 36,691.135 | 37,791.325 | 38,925.770 | | 39,703.560 |
| Receptionist | 2015 | Hourly | 16.664 | 17.164 | 17.679 | 18.209 | 18.755 | 19.318 | | 19.704 |
| | | Monthly | 2,798.163 | 2,882.122 | 2,968.599 | 3,057.595 | 3,149.277 | 3,243.814 | | 3,308.630 |
| | | Annual | 33,577.960 | 34,585.460 | 35,623.185 | 36,691.135 | 37,791.325 | 38,925.770 | | 39,703.560 |
| Maintenance 2 | 2015 | Hourly | 16.831 | 17.336 | 17.856 | 18.392 | 18.943 | 19.512 | | 19.902 |
| | | Monthly | 2,826.205 | 2,911.003 | 2,998.320 | 3,088.323 | 3,180.845 | 3,276.390 | | 3,341.878 |
| | | Annual | 33,914.465 | 34,932.040 | 35,979.840 | 37,059.880 | 38,170.145 | 39,316.680 | | 40,102.530 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 16.831 | 17.336 | 17.856 | 18.392 | 18.943 | 19.512 | | 19.902 |
| | | Monthly | 2,826.205 | 2,911.003 | 2,998.320 | 3,088.323 | 3,180.845 | 3,276.390 | | 3,341.878 |
| | | Annual | 33,914.465 | 34,932.040 | 35,979.840 | 37,059.880 | 38,170.145 | 39,316.680 | | 40,102.530 |
| Painter / Labourer | 2015 | Hourly | 16.831 | 17.336 | 17.856 | 18.392 | 18.943 | 19.512 | | 19.902 |
| | | Monthly | 2,826.205 | 2,911.003 | 2,998.320 | 3,088.323 | 3,180.845 | 3,276.390 | | 3,341.878 |
| | | Annual | 33,914.465 | 34,932.040 | 35,979.840 | 37,059.880 | 38,170.145 | 39,316.680 | | 40,102.530 |
| Regional Courier Driver | 2015 | Hourly | 16.831 | 17.336 | 17.856 | 18.392 | 18.943 | 19.512 | | 19.902 |
| | | Monthly | 2,826.205 | 2,911.003 | 2,998.320 | 3,088.323 | 3,180.845 | 3,276.390 | | 3,341.878 |
| | | Annual | 33,914.465 | 34,932.040 | 35,979.840 | 37,059.880 | 38,170.145 | 39,316.680 | | 40,102.530 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 16.964 | 17.466 | 18.003 | 18.517 | 19.053 | 19.512 | | 19.902 |
| | | Monthly | 2,848.538 | 2,932.833 | 3,023.004 | 3,109.313 | 3,199.316 | 3,276.390 | | 3,341.878 |
| | | Annual | 34,182.460 | 35,193.990 | 36,276.045 | 37,311.755 | 38,391.795 | 39,316.680 | | 40,102.530 |
| Painter / Labourer - PIO | 2015 | Hourly | 16.964 | 17.466 | 18.003 | 18.517 | 19.053 | 19.512 | | 19.902 |
| | | Monthly | 2,848.538 | 2,932.833 | 3,023.004 | 3,109.313 | 3,199.316 | 3,276.390 | | 3,341.878 |
| | | Annual | 34,182.460 | 35,193.990 | 36,276.045 | 37,311.755 | 38,391.795 | 39,316.680 | | 40,102.530 |

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver / Courier | 2015 | Hourly | 17.040 | 17.551 | 18.078 | 18.620 | 19.179 | 19.754 | | 20.149 |
| | | Monthly | 2,861.300 | 2,947.105 | 3,035.598 | 3,126.608 | 3,220.474 | 3,317.026 | | 3,383.353 |
| | | Annual | 34,335.600 | 35,365.265 | 36,427.170 | 37,519.300 | 38,645.685 | 39,804.310 | | 40,600.235 |
| Material Porter | 2015 | Hourly | 17.268 | 17.786 | 18.320 | 18.869 | 19.435 | 20.018 | | 20.419 |
| | | Monthly | 2,899.585 | 2,986.566 | 3,076.233 | 3,168.420 | 3,263.460 | 3,361.356 | | 3,428.690 |
| | | Annual | 34,795.020 | 35,838.790 | 36,914.800 | 38,021.035 | 39,161.525 | 40,336.270 | | 41,144.285 |
| Dietary Clerk | 2015 | Hourly | 17.309 | 17.828 | 18.363 | 18.914 | 19.481 | 20.066 | | 20.467 |
| | | Monthly | 2,906.470 | 2,993.618 | 3,083.454 | 3,175.976 | 3,271.185 | 3,369.416 | | 3,436.750 |
| | | Annual | 34,877.635 | 35,923.420 | 37,001.445 | 38,111.710 | 39,254.215 | 40,432.990 | | 41,241.005 |
| Receptionist / Clerk | 2015 | Hourly | 17.309 | 17.828 | 18.363 | 18.914 | 19.481 | 20.066 | | 20.467 |
| | | Monthly | 2,906.470 | 2,993.618 | 3,083.454 | 3,175.976 | 3,271.185 | 3,369.416 | | 3,436.750 |
| | | Annual | 34,877.635 | 35,923.420 | 37,001.445 | 38,111.710 | 39,254.215 | 40,432.990 | | 41,241.005 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 17.558 | 18.085 | 18.627 | 19.186 | 19.762 | 20.354 | | 20.761 |
| | | Monthly | 2,948.281 | 3,036.773 | 3,127.784 | 3,221.649 | 3,318.369 | 3,417.776 | | 3,486.118 |
| | | Annual | 35,379.370 | 36,441.275 | 37,533.405 | 38,659.790 | 39,820.430 | 41,013.310 | | 41,833.415 |
| Supervisor / Lead Hand | 2015 | Hourly | 17.558 | 18.085 | 18.627 | 19.186 | 19.762 | 20.354 | | 20.761 |
| | | Monthly | 2,948.281 | 3,036.773 | 3,127.784 | 3,221.649 | 3,318.369 | 3,417.776 | | 3,486.118 |
| | | Annual | 35,379.370 | 36,441.275 | 37,533.405 | 38,659.790 | 39,820.430 | 41,013.310 | | 41,833.415 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 17.558 | 18.085 | 18.627 | 19.186 | 19.762 | 20.354 | | 20.761 |
| | | Monthly | 2,948.281 | 3,036.773 | 3,127.784 | 3,221.649 | 3,318.369 | 3,417.776 | | 3,486.118 |
| | | Annual | 35,379.370 | 36,441.275 | 37,533.405 | 38,659.790 | 39,820.430 | 41,013.310 | | 41,833.415 |
| Medical Records Clerk | 2015 | Hourly | 17.967 | 18.506 | 19.061 | 19.633 | 20.222 | 20.829 | | 21.245 |
| | | Monthly | 3,016.959 | 3,107.466 | 3,200.660 | 3,296.708 | 3,395.611 | 3,497.536 | | 3,567.390 |
| | | Annual | 36,203.505 | 37,289.590 | 38,407.915 | 39,560.495 | 40,747.330 | 41,970.435 | | 42,808.675 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 17.967 | 18.506 | 19.061 | 19.633 | 20.222 | 20.829 | | 21.245 |
| | | Monthly | 3,016.959 | 3,107.466 | 3,200.660 | 3,296.708 | 3,395.611 | 3,497.536 | | 3,567.390 |
| | | Annual | 36,203.505 | 37,289.590 | 38,407.915 | 39,560.495 | 40,747.330 | 41,970.435 | | 42,808.675 |
| Material Management Tech (Certified) | 1950 | Hourly | 18.128 | 18.672 | 19.232 | 19.809 | 20.404 | 21.016 | | 21.436 |
| | | Monthly | 2,945.800 | 3,034.200 | 3,125.200 | 3,218.963 | 3,315.650 | 3,415.100 | | 3,483.350 |
| | | Annual | 35,349.600 | 36,410.400 | 37,502.400 | 38,627.550 | 39,787.800 | 40,981.200 | | 41,800.200 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 18.265 | 18.813 | 19.377 | 19.958 | 20.557 | 21.174 | | 21.597 |
| | | Monthly | 2,968.063 | 3,057.113 | 3,148.763 | 3,243.175 | 3,340.513 | 3,440.775 | | 3,509.513 |
| | | Annual | 35,616.750 | 36,685.350 | 37,785.150 | 38,918.100 | 40,086.150 | 41,289.300 | | 42,114.150 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 18.265 | 18.813 | 19.377 | 19.958 | 20.557 | 21.174 | | 21.597 |
| | | Monthly | 3,066.998 | 3,159.016 | 3,253.721 | 3,351.281 | 3,451.863 | 3,555.468 | | 3,626.496 |
| | | Annual | 36,803.975 | 37,908.195 | 39,044.655 | 40,215.370 | 41,422.355 | 42,665.610 | | 43,517.955 |
| Unit Clerk | 2015 | Hourly | 18.265 | 18.813 | 19.377 | 19.958 | 20.557 | 21.174 | | 21.597 |
| | | Monthly | 3,066.998 | 3,159.016 | 3,253.721 | 3,351.281 | 3,451.863 | 3,555.468 | | 3,626.496 |
| | | Annual | 36,803.975 | 37,908.195 | 39,044.655 | 40,215.370 | 41,422.355 | 42,665.610 | | 43,517.955 |
| Ward Clerk | 2015 | Hourly | 18.265 | 18.813 | 19.377 | 19.958 | 20.557 | 21.174 | | 21.597 |
| | | Monthly | 3,066.998 | 3,159.016 | 3,253.721 | 3,351.281 | 3,451.863 | 3,555.468 | | 3,626.496 |
| | | Annual | 36,803.975 | 37,908.195 | 39,044.655 | 40,215.370 | 41,422.355 | 42,665.610 | | 43,517.955 |
| Maintenance 1 | 2015 | Hourly | 18.522 | 19.078 | 19.650 | 20.239 | 20.847 | 21.472 | | 21.901 |
| | | Monthly | 3,110.153 | 3,203.514 | 3,299.563 | 3,398.465 | 3,500.559 | 3,605.507 | | 3,677.543 |
| | | Annual | 37,321.830 | 38,442.170 | 39,594.750 | 40,781.585 | 42,006.705 | 43,266.080 | | 44,130.515 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 18.522 | 19.078 | 19.650 | 20.239 | 20.847 | 21.472 | | 21.901 |
| | | Monthly | 3,110.153 | 3,203.514 | 3,299.563 | 3,398.465 | 3,500.559 | 3,605.507 | | 3,677.543 |
| | | Annual | 37,321.830 | 38,442.170 | 39,594.750 | 40,781.585 | 42,006.705 | 43,266.080 | | 44,130.515 |

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Transcriptionist | 2015 | Hourly | 18.582 | 19.139 | 19.713 | 20.305 | 20.914 | 21.541 | | 21.972 |
| | | Monthly | 3,120.228 | 3,213.757 | 3,310.141 | 3,409.548 | 3,511.809 | 3,617.093 | | 3,689.465 |
| | | Annual | 37,442.730 | 38,565.085 | 39,721.695 | 40,914.575 | 42,141.710 | 43,405.115 | | 44,273.580 |
| Admitting Clerk | 2015 | Hourly | 18.649 | 19.209 | 19.785 | 20.379 | 20.990 | 21.620 | | 22.052 |
| | | Monthly | 3,131.478 | 3,225.511 | 3,322.231 | 3,421.974 | 3,524.571 | 3,630.358 | | 3,702.898 |
| | | Annual | 37,577.735 | 38,706.135 | 39,866.775 | 41,063.685 | 42,294.850 | 43,564.300 | | 44,434.780 |
| Clerk 4 | 1950 | Hourly | 18.649 | 19.209 | 19.785 | 20.379 | 20.990 | 21.620 | | 22.052 |
| | | Monthly | 3,030.463 | 3,121.463 | 3,215.063 | 3,311.588 | 3,410.875 | 3,513.250 | | 3,583.450 |
| | | Annual | 36,365.550 | 37,457.550 | 38,580.750 | 39,739.050 | 40,930.500 | 42,159.000 | | 43,001.400 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 18.649 | 19.209 | 19.785 | 20.379 | 20.990 | 21.620 | | 22.052 |
| | | Monthly | 3,131.478 | 3,225.511 | 3,322.231 | 3,421.974 | 3,524.571 | 3,630.358 | | 3,702.898 |
| | | Annual | 37,577.735 | 38,706.135 | 39,866.775 | 41,063.685 | 42,294.850 | 43,564.300 | | 44,434.780 |
| Lab Assistant 2 | 2015 | Hourly | 18.649 | 19.209 | 19.785 | 20.379 | 20.990 | 21.620 | | 22.052 |
| | | Monthly | 3,131.478 | 3,225.511 | 3,322.231 | 3,421.974 | 3,524.571 | 3,630.358 | | 3,702.898 |
| | | Annual | 37,577.735 | 38,706.135 | 39,866.775 | 41,063.685 | 42,294.850 | 43,564.300 | | 44,434.780 |
| Admin Secretary | 2015 | Hourly | 18.722 | 19.283 | 19.862 | 20.458 | 21.072 | 21.704 | | 22.138 |
| | | Monthly | 3,143.736 | 3,237.937 | 3,335.161 | 3,435.239 | 3,538.340 | 3,644.463 | | 3,717.339 |
| | | Annual | 37,724.830 | 38,855.245 | 40,021.930 | 41,222.870 | 42,460.080 | 43,733.560 | | 44,608.070 |
| Secretary / Ward Clerk | 2015 | Hourly | 18.722 | 19.283 | 19.862 | 20.458 | 21.072 | 21.704 | | 22.138 |
| | | Monthly | 3,143.736 | 3,237.937 | 3,335.161 | 3,435.239 | 3,538.340 | 3,644.463 | | 3,717.339 |
| | | Annual | 37,724.830 | 38,855.245 | 40,021.930 | 41,222.870 | 42,460.080 | 43,733.560 | | 44,608.070 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 18.761 | 19.143 | 19.535 | 19.932 | 20.338 | | | 20.745 |
| | | Monthly | 3,150.285 | 3,214.429 | 3,280.252 | 3,346.915 | 3,415.089 | | | 3,483.431 |
| | | Annual | 37,803.415 | 38,573.145 | 39,363.025 | 40,162.980 | 40,981.070 | | | 41,801.175 |
| Cook 1 | 2015 | Hourly | 19.095 | 19.667 | 20.257 | 20.865 | 21.491 | 22.136 | | 22.579 |
| | | Monthly | 3,206.369 | 3,302.417 | 3,401.488 | 3,503.581 | 3,608.697 | 3,717.003 | | 3,791.390 |
| | | Annual | 38,476.425 | 39,629.005 | 40,817.855 | 42,042.975 | 43,304.365 | 44,604.040 | | 45,996.685 |
| Slating Clerk | 2015 | Hourly | 19.095 | 19.667 | 20.257 | 20.865 | 21.491 | 22.136 | | 22.579 |
| | | Monthly | 3,206.369 | 3,302.417 | 3,401.488 | 3,503.581 | 3,608.697 | 3,717.003 | | 3,791.390 |
| | | Annual | 38,476.425 | 39,629.005 | 40,817.855 | 42,042.975 | 43,304.365 | 44,604.040 | | 45,996.685 |
| Cook - Ville Youville | 2015 | Hourly | 19.095 | 19.667 | 20.257 | 20.865 | 21.491 | 22.136 | | 22.579 |
| | | Monthly | 3,206.369 | 3,302.417 | 3,401.488 | 3,503.581 | 3,608.697 | 3,717.003 | | 3,791.390 |
| | | Annual | 38,476.425 | 39,629.005 | 40,817.855 | 42,042.975 | 43,304.365 | 44,604.040 | | 45,996.685 |
| Maintenance Worker - PIO | 2015 | Hourly | 19.303 | 19.737 | 20.170 | 20.604 | 21.038 | 21.472 | | 21.901 |
| | | Monthly | 3,241.295 | 3,314.171 | 3,386.879 | 3,459.755 | 3,532.631 | 3,605.507 | | 3,677.543 |
| | | Annual | 38,895.545 | 39,770.055 | 40,642.550 | 41,517.060 | 42,391.570 | 43,266.080 | | 44,130.515 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 19.303 | 19.737 | 20.170 | 20.604 | 21.038 | 21.472 | | 21.901 |
| | | Monthly | 3,241.295 | 3,314.171 | 3,386.879 | 3,459.755 | 3,532.631 | 3,605.507 | | 3,677.543 |
| | | Annual | 38,895.545 | 39,770.055 | 40,642.550 | 41,517.060 | 42,391.570 | 43,266.080 | | 44,130.515 |
| Clerk 5 | 1950 | Hourly | 19.357 | 19.938 | 20.536 | 21.152 | 21.787 | 22.441 | | 22.889 |
| | | Monthly | 3,145.513 | 3,239.925 | 3,337.100 | 3,437.200 | 3,540.388 | 3,646.663 | | 3,719.463 |
| | | Annual | 37,746.150 | 38,879.100 | 40,045.200 | 41,246.400 | 42,484.650 | 43,759.950 | | 44,633.550 |
| Secretary 1 - PIO | 1950 | Hourly | 19.385 | 19.781 | 20.183 | 20.595 | 21.016 | | | 21.436 |
| | | Monthly | 3,150.063 | 3,214.413 | 3,279.738 | 3,346.688 | 3,415.100 | | | 3,483.350 |
| | | Annual | 37,800.750 | 38,572.950 | 39,356.850 | 40,160.250 | 40,981.200 | | | 41,800.200 |
| Staffing Clerk | 2015 | Hourly | 19.460 | 20.044 | 20.645 | 21.265 | 21.903 | 22.560 | | 23.011 |
| | | Monthly | 3,267.658 | 3,365.722 | 3,466.640 | 3,570.748 | 3,677.879 | 3,788.200 | | 3,863.930 |
| | | Annual | 39,211.900 | 40,388.660 | 41,599.675 | 42,848.975 | 44,134.545 | 45,458.400 | | 46,367.165 |

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Food Services Supervisor | 2015 | Hourly | 19.515 | 20.101 | 20.704 | 21.325 | 21.965 | 22.623 | | 23.076 | |
| | | Monthly | 3,276.894 | 3,375.293 | 3,476.547 | 3,580.823 | 3,688.290 | 3,798.779 | | 3,874.845 | |
| | | Annual | 39,322.725 | 40,503.515 | 41,718.560 | 42,969.875 | 44,259.475 | 45,585.345 | | 46,498.140 | |
| Health Records Technician - PIO (Carman) | 1950 | Hourly | 19.626 | 20.313 | 21.001 | 21.676 | 22.507 | 23.260 | | 23.725 | |
| | | Monthly | 3,189.225 | 3,300.863 | 3,412.663 | 3,522.350 | 3,657.388 | 3,779.750 | | 3,855.313 | |
| | | Annual | 38,270.700 | 39,610.350 | 40,951.950 | 42,268.200 | 43,888.650 | 45,357.000 | | 46,263.750 | |
| Accounting Clerk | 2015 | Hourly | 19.763 | 20.356 | 20.967 | 21.596 | 22.243 | 22.911 | | 23.369 | |
| | | Monthly | 3,318.537 | 3,418.112 | 3,520.709 | 3,626.328 | 3,734.970 | 3,847.139 | | 3,924.045 | |
| | | Annual | 39,822.445 | 41,017.340 | 42,248.505 | 43,515.940 | 44,819.645 | 46,165.665 | | 47,088.535 | |
| Clerical Support / Accounts Receivable | 2015 | Hourly | 19.763 | 20.356 | 20.967 | 21.596 | 22.243 | 22.911 | | 23.369 | |
| | | Monthly | 3,318.537 | 3,418.112 | 3,520.709 | 3,626.328 | 3,734.970 | 3,847.139 | | 3,924.045 | |
| | | Annual | 39,822.445 | 41,017.340 | 42,248.505 | 43,515.940 | 44,819.645 | 46,165.665 | | 47,088.535 | |
| Health Records Technician | 2015 | Hourly | 19.868 | 20.464 | 21.078 | 21.710 | 22.362 | 23.033 | | 23.493 | |
| | | Monthly | 3,336.168 | 3,436.247 | 3,539.348 | 3,645.471 | 3,754.953 | 3,867.625 | | 3,944.866 | |
| | | Annual | 40,034.020 | 41,234.960 | 42,472.170 | 43,745.650 | 45,059.430 | 46,411.495 | | 47,338.395 | |
| Medical Records Technician | 2015 | Hourly | 19.868 | 20.464 | 21.078 | 21.710 | 22.362 | 23.033 | | 23.493 | |
| | | Monthly | 3,336.168 | 3,436.247 | 3,539.348 | 3,645.471 | 3,754.953 | 3,867.625 | | 3,944.866 | |
| | | Annual | 40,034.020 | 41,234.960 | 42,472.170 | 43,745.650 | 45,059.430 | 46,411.495 | | 47,338.395 | |
| Cook 2 | 2015 | Hourly | 19.928 | 20.526 | 21.141 | 21.776 | 22.429 | 23.102 | | 23.564 | |
| | | Monthly | 3,346.243 | 3,446.658 | 3,549.926 | 3,656.553 | 3,766.203 | 3,879.211 | | 3,956.788 | |
| | | Annual | 40,154.920 | 41,359.890 | 42,599.115 | 43,878.640 | 45,194.435 | 46,550.530 | | 47,481.460 | |
| Payroll Clerk | 2015 | Hourly | 20.332 | 20.942 | 21.570 | 22.217 | 22.884 | 23.570 | | 24.042 | |
| | | Monthly | 3,414.082 | 3,516.511 | 3,621.963 | 3,730.605 | 3,842.605 | 3,957.796 | | 4,037.053 | |
| | | Annual | 40,968.980 | 42,198.130 | 43,463.550 | 44,767.255 | 46,111.260 | 47,493.550 | | 48,444.630 | |
| Material Management Assistant | 2015 | Hourly | 20.499 | 21.114 | 21.748 | 22.400 | 23.072 | 23.764 | | 24.239 | |
| | | Monthly | 3,442.124 | 3,545.393 | 3,651.852 | 3,761.333 | 3,874.173 | 3,990.372 | | 4,070.132 | |
| | | Annual | 41,305.485 | 42,544.710 | 43,822.220 | 45,136.000 | 46,490.080 | 47,884.460 | | 48,841.585 | |
| Health Records Analyst | 1950 | Hourly | 20.517 | 21.132 | 21.766 | 22.419 | 23.092 | 23.784 | | 24.260 | |
| | | Monthly | 3,334.013 | 3,433.950 | 3,536.975 | 3,643.088 | 3,752.450 | 3,864.900 | | 3,942.250 | |
| | | Annual | 40,008.150 | 41,207.400 | 42,443.700 | 43,717.050 | 45,029.400 | 46,378.800 | | 47,307.000 | |
| Health Records Technician - PIO (Altona) | 1950 | Hourly | 21.032 | 21.747 | 22.452 | 23.317 | 24.106 | 24.986 | 25.905 | | 26.423 |
| | | Monthly | 3,417.700 | 3,533.888 | 3,648.450 | 3,789.013 | 3,917.225 | 4,060.225 | 4,209.563 | | 4,293.738 |
| | | Annual | 41,012.400 | 42,406.650 | 43,781.400 | 45,468.150 | 47,006.700 | 48,722.700 | 50,514.750 | | 51,524.850 |
| CSR Supervisor - MDR Supervisor | 2015 | Hourly | 21.066 | 21.698 | 22.349 | 23.019 | 23.710 | 24.421 | | 24.910 | |
| | | Monthly | 3,537.333 | 3,643.456 | 3,752.770 | 3,865.274 | 3,981.304 | 4,100.693 | | 4,182.804 | |
| | | Annual | 42,447.990 | 43,721.470 | 45,033.235 | 46,383.285 | 47,775.650 | 49,208.315 | | 50,193.650 | |
| Clerk 5 - PIO (BTHC) | 1950 | Hourly | 21.189 | 21.764 | 22.335 | 22.951 | 23.556 | 24.215 | | 24.699 | |
| | | Monthly | 3,443.213 | 3,536.650 | 3,629.438 | 3,729.538 | 3,827.850 | 3,934.938 | | 4,013.588 | |
| | | Annual | 41,318.550 | 42,439.800 | 43,553.250 | 44,754.450 | 45,934.200 | 47,219.250 | | 48,163.050 | |
| Clerk 4 - PIO (BTHC) | 1950 | Hourly | 21.777 | 22.365 | 22.982 | 23.599 | 24.231 | 24.907 | | 25.406 | |
| | | Monthly | 3,538.763 | 3,634.313 | 3,734.575 | 3,834.838 | 3,937.538 | 4,047.388 | | 4,128.475 | |
| | | Annual | 42,465.150 | 43,611.750 | 44,814.900 | 46,018.050 | 47,250.450 | 48,568.650 | | 49,541.700 | |
| Engineer - PIO (Notre Dame) | 2015 | Hourly | 22.277 | 23.394 | 24.403 | 25.330 | | | | 25.837 | |
| | | Monthly | 3,740.680 | 3,928.243 | 4,097.670 | 4,253.329 | | | | 4,338.463 | |
| | | Annual | 44,888.155 | 47,138.910 | 49,172.045 | 51,039.950 | | | | 52,061.555 | |
| Engineer 5th Class (Maintenance I) | 2015 | Hourly | 22.584 | | | | | | | 23.036 | |
| | | Monthly | 3,792.230 | | | | | | | 3,868.128 | |
| | | Annual | 45,506.760 | | | | | | | 46,417.540 | |

| Classification | Annual Hours | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 22.584 | | | | | | | | 23.036 |
| | | Monthly | 3,792.230 | | | | | | | | 3,868.128 |
| | | Annual | 45,506.760 | | | | | | | | 46,417.540 |
| Chief Engineer - PIO | 2015 | Hourly | 24.652 | | | | | | | | 25.145 |
| | | Monthly | 4,139.482 | | | | | | | | 4,222.265 |
| | | Annual | 49,673.780 | | | | | | | | 50,667.175 |
| 4th Class Power Engineer | 2015 | Hourly | 26.691 | 28.174 | 29.658 | | | | | | 30.251 |
| | | Monthly | 4,481.864 | 4,730.884 | 4,980.073 | | | | | | 5,079.647 |
| | | Annual | 53,782.365 | 56,770.610 | 59,760.870 | | | | | | 60,955.765 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 27.179 | | | | | | | | 27.722 |
| | | Monthly | 4,563.807 | | | | | | | | 4,654.986 |
| | | Annual | 54,765.685 | | | | | | | | 55,859.830 |
| Engineer 3rd Class | 2015 | Hourly | 28.770 | 30.368 | 31.967 | | | | | | 32.606 |
| | | Monthly | 4,830.963 | 5,099.293 | 5,367.792 | | | | | | 5,475.091 |
| | | Annual | 57,971.550 | 61,191.520 | 64,413.505 | | | | | | 65,701.090 |
| Carpenter | 2015 | Hourly | 30.807 | | | | | | | | 31.423 |
| | | Monthly | 5,173.009 | | | | | | | | 5,276.445 |
| | | Annual | 62,076.105 | | | | | | | | 63,317.345 |
| Maintenance Worker (certified) | 2015 | Hourly | 30.807 | | | | | | | | 31.423 |
| | | Monthly | 5,173.009 | | | | | | | | 5,276.445 |
| | | Annual | 62,076.105 | | | | | | | | 63,317.345 |
| Electrician | 2015 | Hourly | 34.645 | | | | | | | | 35.338 |
| | | Monthly | 5,817.473 | | | | | | | | 5,933.839 |
| | | Annual | 69,809.675 | | | | | | | | 71,206.070 |
| Clerk 1 * | 1885 | Hourly | 15.118 | 15.535 | 15.951 | 16.413 | | | | | |
| | | Monthly | 2,374.786 | 2,440.290 | 2,505.636 | 2,578.209 | | | | | |
| | | Annual | 28,497.430 | 29,283.475 | 30,067.635 | 30,938.505 | | | | | |
| Supportive Housing Companion * | 2080 | Hourly | 15.964 | 16.284 | 16.610 | 16.941 | 17.280 | | | | |
| | | Monthly | 2,767.093 | 2,822.560 | 2,879.067 | 2,936.440 | 2,995.200 | | | | |
| | | Annual | 33,205.120 | 33,870.720 | 34,548.800 | 35,237.280 | 35,942.400 | | | | |
| Home Support Worker * | 2080 | Hourly | 12.939 | 13.216 | 13.433 | 13.758 | 13.987 | | | | |
| | | Monthly | 2,242.760 | 2,290.773 | 2,328.387 | 2,384.720 | 2,424.413 | | | | |
| | | Annual | 26,913.120 | 27,489.280 | 27,940.640 | 28,616.640 | 29,092.960 | | | | |
| Clerk 1 * | 1950 | Hourly | 16.664 | 17.164 | 17.679 | 18.209 | 18.755 | 19.318 | | | 19.704 |
| | | Monthly | 2,707.900 | 2,789.150 | 2,872.838 | 2,958.963 | 3,047.688 | 3,139.175 | | | 3,201.900 |
| | | Annual | 32,494.800 | 33,469.800 | 34,474.050 | 35,507.550 | 36,572.250 | 37,670.100 | | | 38,422.800 |
| Admin Secretary 1 * | 1885 | Hourly | 16.773 | 17.146 | 17.637 | 18.115 | 18.606 | | | | |
| | | Monthly | 2,634.759 | 2,693.351 | 2,770.479 | 2,845.565 | 2,922.693 | | | | |
| | | Annual | 31,617.105 | 32,320.210 | 33,245.745 | 34,146.775 | 35,072.310 | | | | |
| Clerk 2 * | 1950 | Hourly | 17.309 | 17.828 | 18.363 | 18.914 | 19.481 | 20.066 | | | 20.467 |
| | | Monthly | 2,812.713 | 2,897.050 | 2,983.988 | 3,073.525 | 3,165.663 | 3,260.725 | | | 3,325.888 |
| | | Annual | 33,752.550 | 34,764.600 | 35,807.850 | 36,882.300 | 37,987.950 | 39,128.700 | | | 39,910.650 |
| Clerk 2 - PIO (Altona) * | 1950 | Hourly | 17.432 | 18.346 | 19.259 | 20.219 | | | | | 20.623 |
| | | Monthly | 2,832.700 | 2,981.225 | 3,129.588 | 3,285.588 | | | | | 3,351.238 |
| | | Annual | 33,992.400 | 35,774.700 | 37,555.050 | 39,427.050 | | | | | 40,214.850 |
| Clerk 2 * | 1885 | Hourly | 17.907 | 18.336 | 18.799 | 19.335 | 19.830 | 20.408 | | | |
| | | Monthly | 2,812.891 | 2,880.280 | 2,953.010 | 3,037.206 | 3,114.963 | 3,205.757 | | | |
| | | Annual | 33,754.695 | 34,563.360 | 35,436.115 | 36,446.475 | 37,379.550 | 38,469.080 | | | |

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Clerk 3 * | 1950 | Hourly | 17.967 | 18.506 | 19.061 | 19.633 | 20.222 | 20.829 | | 21.245 | |
| | | Monthly | 2,919.638 | 3,007.225 | 3,097.413 | 3,190.363 | 3,286.075 | 3,384.713 | | 3,452.313 | |
| | | Annual | 35,035.650 | 36,086.700 | 37,168.950 | 38,284.350 | 39,432.900 | 40,616.550 | | 41,427.750 | |
| Admin Secretary 2 * | 1885 | Hourly | 18.980 | 19.412 | 19.902 | 20.408 | 20.992 | 21.526 | | | |
| | | Monthly | 2,981.442 | 3,049.302 | 3,126.273 | 3,205.757 | 3,297.493 | 3,381.376 | | | |
| | | Annual | 35,777.300 | 36,591.620 | 37,515.270 | 38,469.080 | 39,569.920 | 40,576.510 | | | |
| Community Wellness & Housing Support Worker * | 1885 | Hourly | 20.097 | 20.720 | 21.433 | 22.168 | 22.915 | 23.650 | | 24.124 | |
| | | Monthly | 3,156.904 | 3,254.767 | 3,366.767 | 3,482.223 | 3,599.565 | 3,715.021 | | 3,789.478 | |
| | | Annual | 37,882.845 | 39,057.200 | 40,401.205 | 41,786.680 | 43,194.775 | 44,580.250 | | 45,473.740 | |
| Admin Secretary 3 * | 1885 | Hourly | 21.676 | 22.260 | 22.872 | 23.482 | 24.124 | 24.794 | | | |
| | | Monthly | 3,404.938 | 3,496.675 | 3,592.810 | 3,688.631 | 3,789.478 | 3,894.724 | | | |
| | | Annual | 40,859.260 | 41,960.100 | 43,113.720 | 44,263.570 | 45,473.740 | 46,736.690 | | | |
| Clerk 3 * | 1885 | Hourly | 21.736 | 22.304 | 22.899 | 23.527 | 24.168 | 24.927 | | | |
| | | Monthly | 3,414.363 | 3,503.587 | 3,597.051 | 3,695.700 | 3,796.390 | 3,915.616 | | | |
| | | Annual | 40,972.360 | 42,043.040 | 43,164.615 | 44,348.395 | 45,556.680 | 46,987.395 | | | |
| Accounting Clerk * | 1885 | Hourly | 22.423 | 23.019 | 23.646 | 24.257 | 24.956 | 25.659 | | | |
| | | Monthly | 3,522.280 | 3,615.901 | 3,714.393 | 3,810.370 | 3,920.172 | 4,030.601 | | | |
| | | Annual | 42,267.355 | 43,390.815 | 44,572.710 | 45,724.445 | 47,042.060 | 48,367.215 | | | |
| Community Health Assessment Program Asst * | 1885 | Hourly | 24.427 | 25.305 | 26.150 | 27.101 | 28.035 | 29.061 | | 29.642 | |
| | | Monthly | 3,837.075 | 3,974.994 | 4,107.729 | 4,257.115 | 4,403.831 | 4,564.999 | | 4,656.264 | |
| | | Annual | 46,044.895 | 47,699.925 | 49,292.750 | 51,085.385 | 52,845.975 | 54,779.985 | | 55,875.170 | |
| Home Care Resource Coordinator * | 1885 | Hourly | 24.777 | 25.631 | 26.552 | 27.434 | 28.451 | 29.425 | 30.483 | 31.418 | 32.046 |
| | | Monthly | 3,892.054 | 4,026.203 | 4,170.877 | 4,309.424 | 4,469.178 | 4,622.177 | 4,788.371 | 4,935.244 | 5,033.893 |
| | | Annual | 46,704.645 | 48,314.435 | 50,050.520 | 51,713.090 | 53,630.135 | 55,466.125 | 57,460.455 | 59,222.930 | 60,406.710 |
| Mental Health Resource Coordinator * | 1885 | Hourly | 24.777 | 25.631 | 26.552 | 27.434 | 28.451 | 29.425 | 30.483 | 31.418 | 32.046 |
| | | Monthly | 3,892.054 | 4,026.203 | 4,170.877 | 4,309.424 | 4,469.178 | 4,622.177 | 4,788.371 | 4,935.244 | 5,033.893 |
| | | Annual | 46,704.645 | 48,314.435 | 50,050.520 | 51,713.090 | 53,630.135 | 55,466.125 | 57,460.455 | 59,222.930 | 60,406.710 |
| Resource Coordinator * | 1885 | Hourly | 24.779 | 25.639 | 26.550 | 27.436 | 28.450 | 29.425 | 30.479 | 31.429 | 32.057 |
| | | Monthly | 3,892.368 | 4,027.460 | 4,170.563 | 4,309.738 | 4,469.021 | 4,622.177 | 4,787.743 | 4,936.972 | 5,035.620 |
| | | Annual | 46,708.415 | 48,329.515 | 50,046.750 | 51,716.860 | 53,628.250 | 55,466.125 | 57,452.915 | 59,243.665 | 60,427.445 |
| Finance Officer * | 1885 | Hourly | 24.981 | 25.731 | 26.503 | 27.298 | 28.117 | 28.960 | | | |
| | | Monthly | 3,924.099 | 4,041.911 | 4,163.180 | 4,288.061 | 4,416.712 | 4,549.133 | | | |
| | | Annual | 47,089.185 | 48,502.935 | 49,958.155 | 51,456.730 | 53,000.545 | 54,589.600 | | | |
| Clerk 4 * | 1885 | Hourly | 25.511 | 26.136 | 26.836 | 27.539 | 28.282 | 29.043 | | | |
| | | Monthly | 4,007.353 | 4,105.530 | 4,215.488 | 4,325.918 | 4,442.631 | 4,562.171 | | | |
| | | Annual | 48,088.235 | 49,266.360 | 50,585.860 | 51,911.015 | 53,311.570 | 54,746.055 | | | |
| Community Addictions Worker 1 - AFM ** | 1885 | Hourly | 29.510 | 30.570 | 31.670 | 32.860 | 34.080 | 35.420 | | | |
| | | Monthly | 4,635.529 | 4,802.038 | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | | | |
| | | Annual | 55,626.350 | 57,624.450 | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | | | |
| Rehabilitation Councillor - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Prevention Education Counsellant - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 15.516 | 15.982 | 16.461 | 16.955 | 17.464 | 17.988 | | 18.347 | |
| | | Monthly | 2,605.395 | 2,683.644 | 2,764.076 | 2,847.027 | 2,932.497 | 3,020.485 | | 3,080.767 | |
| | | Annual | 31,264.740 | 32,203.730 | 33,168.915 | 34,164.325 | 35,189.960 | 36,245.820 | | 36,969.205 | |

| Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Custodian 2 *** | 2015 | Hourly | 16.603 | 17.101 | 17.614 | 18.143 | 18.687 | 19.248 | | 19.633 |
| | | Monthly | 2,787.920 | 2,871.543 | 2,957.684 | 3,046.512 | 3,137.859 | 3,232.060 | | 3,296.708 |
| | | Annual | 33,455.045 | 34,458.515 | 35,492.210 | 36,558.145 | 37,654.305 | 38,784.720 | | 39,560.495 |
| CSR Aide *** | 2015 | Hourly | 16.664 | 17.164 | 17.679 | 18.209 | 18.755 | 19.318 | | 19.704 |
| | | Monthly | 2,798.163 | 2,882.122 | 2,968.599 | 3,057.595 | 3,149.277 | 3,243.814 | | 3,308.630 |
| | | Annual | 33,577.960 | 34,585.460 | 35,623.185 | 36,691.135 | 37,791.325 | 38,925.770 | | 39,703.560 |
| Maintenance Worker *** | 2015 | Hourly | 18.522 | 19.078 | 19.650 | 20.239 | 20.847 | 21.472 | | 21.901 |
| | | Monthly | 3,110.153 | 3,203.514 | 3,299.563 | 3,398.465 | 3,500.559 | 3,605.507 | | 3,677.543 |
| | | Annual | 37,321.830 | 38,442.170 | 39,594.750 | 40,781.585 | 42,006.705 | 43,266.080 | | 44,130.515 |
| Maintenance Worker 2 *** | 2015 | Hourly | 18.522 | 19.078 | 19.650 | 20.239 | 20.847 | 21.472 | | 21.901 |
| | | Monthly | 3,110.153 | 3,203.514 | 3,299.563 | 3,398.465 | 3,500.559 | 3,605.507 | | 3,677.543 |
| | | Annual | 37,321.830 | 38,442.170 | 39,594.750 | 40,781.585 | 42,006.705 | 43,266.080 | | 44,130.515 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 19.095 | 19.667 | 20.257 | 20.865 | 21.491 | 22.136 | | 22.579 |
| | | Monthly | 3,206.369 | 3,302.417 | 3,401.488 | 3,503.581 | 3,608.697 | 3,717.003 | | 3,791.390 |
| | | Annual | 38,476.425 | 39,629.005 | 40,817.855 | 42,042.975 | 43,304.365 | 44,604.040 | | 45,496.685 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 19.515 | 20.101 | 20.704 | 21.325 | 21.965 | 22.623 | | 23.076 |
| | | Monthly | 3,276.894 | 3,375.293 | 3,476.547 | 3,580.823 | 3,688.290 | 3,798.779 | | 3,874.845 |
| | | Annual | 39,322.725 | 40,503.515 | 41,718.560 | 42,969.875 | 44,259.475 | 45,585.345 | | 46,498.140 |

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 15.371 | | | | | | | 15.678 |
| | | Monthly | 2,581.047 | | | | | | | 2,632.598 |
| | | Annual | 30,972.565 | | | | | | | 31,591.170 |
| Dietary Aide 1 | 2015 | Hourly | 15.710 | 16.182 | 16.667 | 17.167 | 17.682 | 18.213 | | 18.576 |
| | | Monthly | 2,637.971 | 2,717.228 | 2,798.667 | 2,882.625 | 2,969.103 | 3,058.266 | | 3,119.220 |
| | | Annual | 31,655.650 | 32,606.730 | 33,584.005 | 34,591.505 | 35,629.230 | 36,699.195 | | 37,430.640 |
| Housekeeping Aide | 2015 | Hourly | 15.710 | 16.182 | 16.667 | 17.167 | 17.682 | 18.213 | | 18.576 |
| | | Monthly | 2,637.971 | 2,717.228 | 2,798.667 | 2,882.625 | 2,969.103 | 3,058.266 | | 3,119.220 |
| | | Annual | 31,655.650 | 32,606.730 | 33,584.005 | 34,591.505 | 35,629.230 | 36,699.195 | | 37,430.640 |
| Laundry Aide | 2015 | Hourly | 15.710 | 16.182 | 16.667 | 17.167 | 17.682 | 18.213 | | 18.576 |
| | | Monthly | 2,637.971 | 2,717.228 | 2,798.667 | 2,882.625 | 2,969.103 | 3,058.266 | | 3,119.220 |
| | | Annual | 31,655.650 | 32,606.730 | 33,584.005 | 34,591.505 | 35,629.230 | 36,699.195 | | 37,430.640 |
| Porter | 2015 | Hourly | 15.710 | 16.182 | 16.667 | 17.167 | 17.682 | 18.213 | | 18.576 |
| | | Monthly | 2,637.971 | 2,717.228 | 2,798.667 | 2,882.625 | 2,969.103 | 3,058.266 | | 3,119.220 |
| | | Annual | 31,655.650 | 32,606.730 | 33,584.005 | 34,591.505 | 35,629.230 | 36,699.195 | | 37,430.640 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 16.754 | 17.256 | 17.774 | 18.307 | 18.857 | 19.423 | | 19.811 |
| | | Monthly | 2,813.276 | 2,897.570 | 2,984.551 | 3,074.050 | 3,166.405 | 3,261.445 | | 3,326.597 |
| | | Annual | 33,759.310 | 34,770.840 | 35,814.610 | 36,888.605 | 37,996.855 | 39,137.345 | | 39,919.165 |
| Housekeeping Aide 2 | 2015 | Hourly | 16.811 | 17.315 | 17.834 | 18.370 | 18.921 | 19.489 | | 19.878 |
| | | Monthly | 2,822.847 | 2,907.477 | 2,994.626 | 3,084.629 | 3,177.151 | 3,272.528 | | 3,337.848 |
| | | Annual | 33,874.165 | 34,889.725 | 35,935.510 | 37,015.550 | 38,125.815 | 39,270.335 | | 40,054.170 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 16.872 | 17.379 | 17.900 | 18.437 | 18.989 | 19.559 | | 19.950 |
| | | Monthly | 2,833.090 | 2,918.224 | 3,005.708 | 3,095.880 | 3,188.570 | 3,284.282 | | 3,349.938 |
| | | Annual | 33,997.080 | 35,018.685 | 36,068.500 | 37,150.555 | 38,262.835 | 39,411.385 | | 40,199.250 |
| Receptionist | 2015 | Hourly | 16.872 | 17.379 | 17.900 | 18.437 | 18.989 | 19.559 | | 19.950 |
| | | Monthly | 2,833.090 | 2,918.224 | 3,005.708 | 3,095.880 | 3,188.570 | 3,284.282 | | 3,349.938 |
| | | Annual | 33,997.080 | 35,018.685 | 36,068.500 | 37,150.555 | 38,262.835 | 39,411.385 | | 40,199.250 |
| Maintenance 2 | 2015 | Hourly | 17.041 | 17.553 | 18.079 | 18.622 | 19.180 | 19.756 | | 20.151 |
| | | Monthly | 2,861.468 | 2,947.441 | 3,035.765 | 3,126.944 | 3,220.642 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,337.615 | 35,369.295 | 36,429.185 | 37,523.330 | 38,647.700 | 39,808.340 | | 40,604.265 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 17.041 | 17.553 | 18.079 | 18.622 | 19.180 | 19.756 | | 20.151 |
| | | Monthly | 2,861.468 | 2,947.441 | 3,035.765 | 3,126.944 | 3,220.642 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,337.615 | 35,369.295 | 36,429.185 | 37,523.330 | 38,647.700 | 39,808.340 | | 40,604.265 |
| Painter / Labourer | 2015 | Hourly | 17.041 | 17.553 | 18.079 | 18.622 | 19.180 | 19.756 | | 20.151 |
| | | Monthly | 2,861.468 | 2,947.441 | 3,035.765 | 3,126.944 | 3,220.642 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,337.615 | 35,369.295 | 36,429.185 | 37,523.330 | 38,647.700 | 39,808.340 | | 40,604.265 |
| Regional Courier Driver | 2015 | Hourly | 17.041 | 17.553 | 18.079 | 18.622 | 19.180 | 19.756 | | 20.151 |
| | | Monthly | 2,861.468 | 2,947.441 | 3,035.765 | 3,126.944 | 3,220.642 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,337.615 | 35,369.295 | 36,429.185 | 37,523.330 | 38,647.700 | 39,808.340 | | 40,604.265 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 17.176 | 17.684 | 18.228 | 18.748 | 19.291 | 19.756 | | 20.151 |
| | | Monthly | 2,884.137 | 2,969.438 | 3,060.785 | 3,148.102 | 3,239.280 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,609.640 | 35,633.260 | 36,729.420 | 37,777.220 | 38,871.365 | 39,808.340 | | 40,604.265 |
| Painter / Labourer - PIO | 2015 | Hourly | 17.176 | 17.684 | 18.228 | 18.748 | 19.291 | 19.756 | | 20.151 |
| | | Monthly | 2,884.137 | 2,969.438 | 3,060.785 | 3,148.102 | 3,239.280 | 3,317.362 | | 3,383.689 |
| | | Annual | 34,609.640 | 35,633.260 | 36,729.420 | 37,777.220 | 38,871.365 | 39,808.340 | | 40,604.265 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Handivan Driver / Courier | 2015 | Hourly | 17.253 | 17.770 | 18.304 | 18.853 | 19.419 | 20.001 | | 20.401 |
| | | Monthly | 2,897.066 | 2,983.879 | 3,073.547 | 3,165.733 | 3,260.774 | 3,358.501 | | 3,425.668 |
| | | Annual | 34,764.795 | 35,806.550 | 36,882.560 | 37,988.795 | 39,129.285 | 40,302.015 | | 41,108.015 |
| Material Porter | 2015 | Hourly | 17.484 | 18.008 | 18.549 | 19.105 | 19.678 | 20.268 | | 20.674 |
| | | Monthly | 2,935.855 | 3,023.843 | 3,114.686 | 3,208.048 | 3,304.264 | 3,403.335 | | 3,471.509 |
| | | Annual | 35,230.260 | 36,286.120 | 37,376.235 | 38,496.575 | 39,651.170 | 40,840.020 | | 41,658.110 |
| Dietary Clerk | 2015 | Hourly | 17.525 | 18.051 | 18.593 | 19.150 | 19.725 | 20.317 | | 20.723 |
| | | Monthly | 2,942.740 | 3,031.064 | 3,122.075 | 3,215.604 | 3,312.156 | 3,411.563 | | 3,479.737 |
| | | Annual | 35,312.875 | 36,372.765 | 37,464.895 | 38,587.250 | 39,745.875 | 40,938.755 | | 41,756.845 |
| Receptionist / Clerk | 2015 | Hourly | 17.525 | 18.051 | 18.593 | 19.150 | 19.725 | 20.317 | | 20.723 |
| | | Monthly | 2,942.740 | 3,031.064 | 3,122.075 | 3,215.604 | 3,312.156 | 3,411.563 | | 3,479.737 |
| | | Annual | 35,312.875 | 36,372.765 | 37,464.895 | 38,587.250 | 39,745.875 | 40,938.755 | | 41,756.845 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 17.777 | 18.311 | 18.860 | 19.426 | 20.009 | 20.608 | | 21.021 |
| | | Monthly | 2,985.055 | 3,074.722 | 3,166.908 | 3,261.949 | 3,359.845 | 3,460.427 | | 3,529.776 |
| | | Annual | 35,820.655 | 36,896.665 | 38,002.900 | 39,143.390 | 40,318.135 | 41,525.120 | | 42,357.315 |
| Supervisor / Lead Hand | 2015 | Hourly | 17.777 | 18.311 | 18.860 | 19.426 | 20.009 | 20.608 | | 21.021 |
| | | Monthly | 2,985.055 | 3,074.722 | 3,166.908 | 3,261.949 | 3,359.845 | 3,460.427 | | 3,529.776 |
| | | Annual | 35,820.655 | 36,896.665 | 38,002.900 | 39,143.390 | 40,318.135 | 41,525.120 | | 42,357.315 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 17.777 | 18.311 | 18.860 | 19.426 | 20.009 | 20.608 | | 21.021 |
| | | Monthly | 2,985.055 | 3,074.722 | 3,166.908 | 3,261.949 | 3,359.845 | 3,460.427 | | 3,529.776 |
| | | Annual | 35,820.655 | 36,896.665 | 38,002.900 | 39,143.390 | 40,318.135 | 41,525.120 | | 42,357.315 |
| Medical Records Clerk | 2015 | Hourly | 18.192 | 18.737 | 19.299 | 19.878 | 20.475 | 21.089 | | 21.511 |
| | | Monthly | 3,054.740 | 3,146.255 | 3,240.624 | 3,337.848 | 3,438.094 | 3,541.195 | | 3,612.055 |
| | | Annual | 36,656.880 | 37,755.055 | 38,887.485 | 40,054.170 | 41,257.125 | 42,494.335 | | 43,344.665 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 18.192 | 18.737 | 19.299 | 19.878 | 20.475 | 21.089 | | 21.511 |
| | | Monthly | 3,054.740 | 3,146.255 | 3,240.624 | 3,337.848 | 3,438.094 | 3,541.195 | | 3,612.055 |
| | | Annual | 36,656.880 | 37,755.055 | 38,887.485 | 40,054.170 | 41,257.125 | 42,494.335 | | 43,344.665 |
| Material Management Tech (Certified) | 1950 | Hourly | 18.355 | 18.905 | 19.472 | 20.057 | 20.659 | 21.279 | | 21.704 |
| | | Monthly | 2,982.688 | 3,072.063 | 3,164.200 | 3,259.263 | 3,357.088 | 3,457.838 | | 3,526.900 |
| | | Annual | 35,792.250 | 36,864.750 | 37,970.400 | 39,111.150 | 40,285.050 | 41,494.050 | | 42,322.800 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 18.493 | 19.048 | 19.619 | 20.207 | 20.814 | 21.439 | | 21.867 |
| | | Monthly | 3,005.113 | 3,095.300 | 3,188.088 | 3,283.638 | 3,382.275 | 3,483.838 | | 3,553.388 |
| | | Annual | 36,061.350 | 37,143.600 | 38,257.050 | 39,403.650 | 40,587.300 | 41,806.050 | | 42,640.650 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 18.493 | 19.048 | 19.619 | 20.207 | 20.814 | 21.439 | | 21.867 |
| | | Monthly | 3,105.283 | 3,198.477 | 3,294.357 | 3,393.092 | 3,495.018 | 3,599.965 | | 3,671.834 |
| | | Annual | 37,263.395 | 38,381.720 | 39,532.285 | 40,717.105 | 41,940.210 | 43,199.585 | | 44,062.005 |
| Unit Clerk | 2015 | Hourly | 18.493 | 19.048 | 19.619 | 20.207 | 20.814 | 21.439 | | 21.867 |
| | | Monthly | 3,105.283 | 3,198.477 | 3,294.357 | 3,393.092 | 3,495.018 | 3,599.965 | | 3,671.834 |
| | | Annual | 37,263.395 | 38,381.720 | 39,532.285 | 40,717.105 | 41,940.210 | 43,199.585 | | 44,062.005 |
| Ward Clerk | 2015 | Hourly | 18.493 | 19.048 | 19.619 | 20.207 | 20.814 | 21.439 | | 21.867 |
| | | Monthly | 3,105.283 | 3,198.477 | 3,294.357 | 3,393.092 | 3,495.018 | 3,599.965 | | 3,671.834 |
| | | Annual | 37,263.395 | 38,381.720 | 39,532.285 | 40,717.105 | 41,940.210 | 43,199.585 | | 44,062.005 |
| Maintenance 1 | 2015 | Hourly | 18.754 | 19.316 | 19.896 | 20.492 | 21.108 | 21.740 | | 22.175 |
| | | Monthly | 3,149.109 | 3,243.478 | 3,340.870 | 3,440.948 | 3,544.385 | 3,650.508 | | 3,723.552 |
| | | Annual | 37,789.310 | 38,921.740 | 40,090.440 | 41,291.380 | 42,532.620 | 43,806.100 | | 44,682.625 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 18.754 | 19.316 | 19.896 | 20.492 | 21.108 | 21.740 | | 22.175 |
| | | Monthly | 3,149.109 | 3,243.478 | 3,340.870 | 3,440.948 | 3,544.385 | 3,650.508 | | 3,723.552 |
| | | Annual | 37,789.310 | 38,921.740 | 40,090.440 | 41,291.380 | 42,532.620 | 43,806.100 | | 44,682.625 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Transcriptionist | 2015 | Hourly | 18.814 | 19.378 | 19.959 | 20.559 | 21.175 | 21.810 | | 22.247 |
| | | Monthly | 3,159.184 | 3,253.889 | 3,351.449 | 3,452.199 | 3,555.635 | 3,662.263 | | 3,735.642 |
| | | Annual | 37,910.210 | 39,046.670 | 40,217.385 | 41,426.385 | 42,667.625 | 43,947.150 | | 44,827.705 |
| Admitting Clerk | 2015 | Hourly | 18.882 | 19.449 | 20.032 | 20.634 | 21.252 | 21.890 | | 22.328 |
| | | Monthly | 3,170.603 | 3,265.811 | 3,363.707 | 3,464.793 | 3,568.565 | 3,675.696 | | 3,749.243 |
| | | Annual | 38,047.230 | 39,189.735 | 40,364.480 | 41,577.510 | 42,822.780 | 44,108.350 | | 44,990.920 |
| Clerk 4 | 1950 | Hourly | 18.882 | 19.449 | 20.032 | 20.634 | 21.252 | 21.890 | | 22.328 |
| | | Monthly | 3,068.325 | 3,160.463 | 3,255.200 | 3,353.025 | 3,453.450 | 3,557.125 | | 3,628.300 |
| | | Annual | 36,819.900 | 37,925.550 | 39,062.400 | 40,236.300 | 41,441.400 | 42,685.500 | | 43,539.600 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 18.882 | 19.449 | 20.032 | 20.634 | 21.252 | 21.890 | | 22.328 |
| | | Monthly | 3,170.603 | 3,265.811 | 3,363.707 | 3,464.793 | 3,568.565 | 3,675.696 | | 3,749.243 |
| | | Annual | 38,047.230 | 39,189.735 | 40,364.480 | 41,577.510 | 42,822.780 | 44,108.350 | | 44,990.920 |
| Lab Assistant 2 | 2015 | Hourly | 18.882 | 19.449 | 20.032 | 20.634 | 21.252 | 21.890 | | 22.328 |
| | | Monthly | 3,170.603 | 3,265.811 | 3,363.707 | 3,464.793 | 3,568.565 | 3,675.696 | | 3,749.243 |
| | | Annual | 38,047.230 | 39,189.735 | 40,364.480 | 41,577.510 | 42,822.780 | 44,108.350 | | 44,990.920 |
| Admin Secretary | 2015 | Hourly | 18.956 | 19.524 | 20.110 | 20.714 | 21.335 | 21.975 | | 22.415 |
| | | Monthly | 3,183.028 | 3,278.405 | 3,376.804 | 3,478.226 | 3,582.502 | 3,689.969 | | 3,763.852 |
| | | Annual | 38,196.340 | 39,340.860 | 40,521.650 | 41,738.710 | 42,990.025 | 44,279.625 | | 45,166.225 |
| Secretary / Ward Clerk | 2015 | Hourly | 18.956 | 19.524 | 20.110 | 20.714 | 21.335 | 21.975 | | 22.415 |
| | | Monthly | 3,183.028 | 3,278.405 | 3,376.804 | 3,478.226 | 3,582.502 | 3,689.969 | | 3,763.852 |
| | | Annual | 38,196.340 | 39,340.860 | 40,521.650 | 41,738.710 | 42,990.025 | 44,279.625 | | 45,166.225 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 18.996 | 19.382 | 19.779 | 20.181 | 20.592 | | | 21.004 |
| | | Monthly | 3,189.745 | 3,254.561 | 3,321.224 | 3,388.726 | 3,457.740 | | | 3,526.922 |
| | | Annual | 38,276.940 | 39,054.730 | 39,854.685 | 40,664.715 | 41,492.880 | | | 42,323.060 |
| Cook 1 | 2015 | Hourly | 19.334 | 19.913 | 20.510 | 21.126 | 21.760 | 22.413 | | 22.861 |
| | | Monthly | 3,246.501 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | 3,763.516 | | 3,838.743 |
| | | Annual | 38,958.010 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | 45,162.195 | | 46,064.915 |
| Slating Clerk | 2015 | Hourly | 19.334 | 19.913 | 20.510 | 21.126 | 21.760 | 22.413 | | 22.861 |
| | | Monthly | 3,246.501 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | 3,763.516 | | 3,838.743 |
| | | Annual | 38,958.010 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | 45,162.195 | | 46,064.915 |
| Cook - Ville Youville | 2015 | Hourly | 19.334 | 19.913 | 20.510 | 21.126 | 21.760 | 22.413 | | 22.861 |
| | | Monthly | 3,246.501 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | 3,763.516 | | 3,838.743 |
| | | Annual | 38,958.010 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | 45,162.195 | | 46,064.915 |
| Maintenance Worker - PIO | 2015 | Hourly | 19.544 | 19.984 | 20.422 | 20.862 | 21.301 | 21.740 | | 22.175 |
| | | Monthly | 3,281.763 | 3,355.647 | 3,429.194 | 3,503.078 | 3,576.793 | 3,650.508 | | 3,723.552 |
| | | Annual | 39,381.160 | 40,267.760 | 41,150.330 | 42,036.930 | 42,921.515 | 43,806.100 | | 44,682.625 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 19.544 | 19.984 | 20.422 | 20.862 | 21.301 | 21.740 | | 22.175 |
| | | Monthly | 3,281.763 | 3,355.647 | 3,429.194 | 3,503.078 | 3,576.793 | 3,650.508 | | 3,723.552 |
| | | Annual | 39,381.160 | 40,267.760 | 41,150.330 | 42,036.930 | 42,921.515 | 43,806.100 | | 44,682.625 |
| Clerk 5 | 1950 | Hourly | 19.599 | 20.187 | 20.793 | 21.416 | 22.059 | 22.722 | | 23.175 |
| | | Monthly | 3,184.838 | 3,280.388 | 3,378.863 | 3,480.100 | 3,584.588 | 3,692.325 | | 3,765.938 |
| | | Annual | 38,218.050 | 39,364.650 | 40,546.350 | 41,761.200 | 43,015.050 | 44,307.900 | | 45,191.250 |
| Secretary 1 - PIO | 1950 | Hourly | 19.627 | 20.028 | 20.435 | 20.852 | 21.279 | | | 21.704 |
| | | Monthly | 3,189.388 | 3,254.550 | 3,320.688 | 3,388.450 | 3,457.838 | | | 3,526.900 |
| | | Annual | 38,272.650 | 39,054.600 | 39,848.250 | 40,661.400 | 41,494.050 | | | 42,322.800 |
| Staffing Clerk | 2015 | Hourly | 19.703 | 20.295 | 20.903 | 21.531 | 22.177 | 22.842 | | 23.299 |
| | | Monthly | 3,308.462 | 3,407.869 | 3,509.962 | 3,615.414 | 3,723.888 | 3,835.553 | | 3,912.290 |
| | | Annual | 39,701.545 | 40,894.425 | 42,119.545 | 43,384.965 | 44,686.655 | 46,026.630 | | 46,947.485 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|-----------------------------|--|--|--|--|--|--|--------|--|
| Maintenance Engineer - 5th Class | 2015 | Hourly Monthly Annual | 22.866 3,839.583 46,074.990 | | | | | | | 23.324 3,916.488 46,997.860 |
| Chief Engineer - PIO | 2015 | Hourly Monthly Annual | 24.960 4,191.200 50,294.400 | | | | | | | 25.459 4,274.990 51,299.885 |
| 4th Class Power Engineer | 2015 | Hourly Monthly Annual | 27.025 4,537.948 54,455.375 | 28.526 4,789.991 57,479.890 | 30.029 5,042.370 60,508.435 | | | | | 30.629 5,143.120 61,717.435 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly Monthly Annual | 27.519 4,620.899 55,450.785 | | | | | | | 28.069 4,713.253 56,559.035 |
| Engineer 3rd Class | 2015 | Hourly Monthly Annual | 29.130 4,891.413 58,696.950 | 30.748 5,163.102 61,957.220 | 32.367 5,434.959 65,219.505 | | | | | 33.014 5,543.601 66,523.210 |
| Carpenter | 2015 | Hourly Monthly Annual | 31.192 5,237.657 62,851.880 | | | | | | | 31.816 5,342.437 64,109.240 |
| Maintenance Worker (certified) | 2015 | Hourly Monthly Annual | 31.192 5,237.657 62,851.880 | | | | | | | 31.816 5,342.437 64,109.240 |
| Electrician | 2015 | Hourly Monthly Annual | 35.078 5,890.181 70,682.170 | | | | | | | 35.780 6,008.058 72,096.700 |
| Home Support Worker * | 2080 | Hourly Monthly Annual | 12.939 2,242.760 26,913.120 | 13.216 2,290.773 27,489.280 | 13.433 2,328.387 27,940.640 | 13.758 2,384.720 28,616.640 | 13.987 2,424.413 29,092.960 | | | |
| Clerk 1 * | 1885 | Hourly Monthly Annual | 15.118 2,374.786 28,497.430 | 15.535 2,440.290 29,283.475 | 15.951 2,505.636 30,067.635 | 16.413 2,578.209 30,938.505 | | | | |
| Supportive Housing Companion * | 2080 | Hourly Monthly Annual | 15.964 2,767.093 33,205.120 | 16.284 2,822.560 33,870.720 | 16.610 2,879.067 34,548.800 | 16.941 2,936.440 35,237.280 | 17.280 2,995.200 35,942.400 | | | |
| Clerk 1 * | 1950 | Hourly Monthly Annual | 16.664 2,707.900 32,494.800 | 17.164 2,789.150 33,469.800 | 17.679 2,872.838 34,474.050 | 18.209 2,958.963 35,507.550 | 18.755 3,047.688 36,572.250 | 19.318 3,139.175 37,670.100 | | 19.704 3,201.900 38,422.800 |
| Admin Secretary 1 * | 1885 | Hourly Monthly Annual | 16.773 2,634.759 31,617.105 | 17.146 2,693.351 32,320.210 | 17.637 2,770.479 33,245.745 | 18.115 2,845.565 34,146.775 | 18.606 2,922.693 35,072.310 | | | |
| Clerk 2 * | 1950 | Hourly Monthly Annual | 17.309 2,812.713 33,752.550 | 17.828 2,897.050 34,764.600 | 18.363 2,983.988 35,807.850 | 18.914 3,073.525 36,882.300 | 19.481 3,165.663 37,987.950 | 20.066 3,260.725 39,128.700 | | 20.467 3,325.888 39,910.650 |
| Clerk 2 - PIO (Altona) * | 1950 | Hourly Monthly Annual | 17.432 2,832.700 33,992.400 | 18.346 2,981.225 35,774.700 | 19.259 3,129.588 37,555.050 | 20.219 3,285.588 39,427.050 | | | | 20.623 3,351.238 40,214.850 |
| Clerk 2 * | 1885 | Hourly Monthly Annual | 17.907 2,812.891 33,754.695 | 18.336 2,880.280 34,563.360 | 18.799 2,953.010 35,436.115 | 19.335 3,037.206 36,446.475 | 19.830 3,114.963 37,379.550 | 20.408 3,205.757 38,469.080 | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Clerk 3 * | 1950 | Hourly | 17.967 | 18.506 | 19.061 | 19.633 | 20.222 | 20.829 | | 21.245 | |
| | | Monthly | 2,919.638 | 3,007.225 | 3,097.413 | 3,190.363 | 3,286.075 | 3,384.713 | | 3,452.313 | |
| | | Annual | 35,035.650 | 36,086.700 | 37,168.950 | 38,284.350 | 39,432.900 | 40,616.550 | | 41,427.750 | |
| Admin Secretary 2 * | 1885 | Hourly | 18.980 | 19.412 | 19.902 | 20.408 | 20.992 | 21.526 | | | |
| | | Monthly | 2,981.442 | 3,049.302 | 3,126.273 | 3,205.757 | 3,297.493 | 3,381.376 | | | |
| | | Annual | 35,777.300 | 36,591.620 | 37,515.270 | 38,469.080 | 39,569.920 | 40,576.510 | | | |
| Community Wellness & Housing Support Worker * | 1885 | Hourly | 20.097 | 20.720 | 21.433 | 22.168 | 22.915 | 23.650 | | 24.124 | |
| | | Monthly | 3,156.904 | 3,254.767 | 3,366.767 | 3,482.223 | 3,599.565 | 3,715.021 | | 3,789.478 | |
| | | Annual | 37,882.845 | 39,057.200 | 40,401.205 | 41,786.680 | 43,194.775 | 44,580.250 | | 45,473.740 | |
| Admin Secretary 3 * | 1885 | Hourly | 21.676 | 22.260 | 22.872 | 23.482 | 24.124 | 24.794 | | | |
| | | Monthly | 3,404.938 | 3,496.675 | 3,592.810 | 3,688.631 | 3,789.478 | 3,894.724 | | | |
| | | Annual | 40,859.260 | 41,960.100 | 43,113.720 | 44,263.570 | 45,473.740 | 46,736.690 | | | |
| Clerk 3 * | 1885 | Hourly | 21.736 | 22.304 | 22.899 | 23.527 | 24.168 | 24.927 | | | |
| | | Monthly | 3,414.363 | 3,503.587 | 3,597.051 | 3,695.700 | 3,796.390 | 3,915.616 | | | |
| | | Annual | 40,972.360 | 42,043.040 | 43,164.615 | 44,348.395 | 45,556.680 | 46,987.395 | | | |
| Accounting Clerk * | 1885 | Hourly | 22.423 | 23.019 | 23.646 | 24.257 | 24.956 | 25.659 | | | |
| | | Monthly | 3,522.280 | 3,615.901 | 3,714.393 | 3,810.370 | 3,920.172 | 4,030.601 | | | |
| | | Annual | 42,267.355 | 43,390.815 | 44,572.710 | 45,724.445 | 47,042.060 | 48,367.215 | | | |
| Community Health Assessment Program Asst * | 1885 | Hourly | 24.427 | 25.305 | 26.150 | 27.101 | 28.035 | 29.061 | | 29.642 | |
| | | Monthly | 3,837.075 | 3,974.994 | 4,107.729 | 4,257.115 | 4,403.831 | 4,564.999 | | 4,656.264 | |
| | | Annual | 46,044.895 | 47,699.925 | 49,292.750 | 51,085.385 | 52,845.975 | 54,779.985 | | 55,875.170 | |
| Home Care Resource Coordinator * | 1885 | Hourly | 24.777 | 25.631 | 26.552 | 27.434 | 28.451 | 29.425 | 30.483 | 31.418 | 32.046 |
| | | Monthly | 3,892.054 | 4,026.203 | 4,170.877 | 4,309.424 | 4,469.178 | 4,622.177 | 4,788.371 | 4,935.244 | 5,033.893 |
| | | Annual | 46,704.645 | 48,314.435 | 50,050.520 | 51,713.090 | 53,630.135 | 55,466.125 | 57,460.455 | 59,222.930 | 60,406.710 |
| Mental Health Resource Coordinator * | 1885 | Hourly | 24.777 | 25.631 | 26.552 | 27.434 | 28.451 | 29.425 | 30.483 | 31.418 | 32.046 |
| | | Monthly | 3,892.054 | 4,026.203 | 4,170.877 | 4,309.424 | 4,469.178 | 4,622.177 | 4,788.371 | 4,935.244 | 5,033.893 |
| | | Annual | 46,704.645 | 48,314.435 | 50,050.520 | 51,713.090 | 53,630.135 | 55,466.125 | 57,460.455 | 59,222.930 | 60,406.710 |
| Resource Coordinator * | 1885 | Hourly | 24.779 | 25.639 | 26.550 | 27.436 | 28.450 | 29.425 | 30.479 | 31.429 | 32.057 |
| | | Monthly | 3,892.368 | 4,027.460 | 4,170.563 | 4,309.738 | 4,469.021 | 4,622.177 | 4,787.743 | 4,936.972 | 5,035.620 |
| | | Annual | 46,708.415 | 48,329.515 | 50,046.750 | 51,716.860 | 53,628.250 | 55,466.125 | 57,452.915 | 59,243.665 | 60,427.445 |
| Finance Officer * | 1885 | Hourly | 24.981 | 25.731 | 26.503 | 27.298 | 28.117 | 28.960 | | | |
| | | Monthly | 3,924.099 | 4,041.911 | 4,163.180 | 4,288.061 | 4,416.712 | 4,549.133 | | | |
| | | Annual | 47,089.185 | 48,502.935 | 49,958.155 | 51,456.730 | 53,000.545 | 54,589.600 | | | |
| Clerk 4 * | 1885 | Hourly | 25.511 | 26.136 | 26.836 | 27.539 | 28.282 | 29.043 | | | |
| | | Monthly | 4,007.353 | 4,105.530 | 4,215.488 | 4,325.918 | 4,442.631 | 4,562.171 | | | |
| | | Annual | 48,088.235 | 49,266.360 | 50,585.860 | 51,911.015 | 53,311.570 | 54,746.055 | | | |
| Community Addictions Worker 1 - AFM ** | 1885 | Hourly | 29.510 | 30.570 | 31.670 | 32.860 | 34.080 | 35.420 | | | |
| | | Monthly | 4,635.529 | 4,802.038 | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | | | |
| | | Annual | 55,626.350 | 57,624.450 | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | | | |
| Rehabilitation Councillor - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Prevention Education Counsellant - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 15.710 | 16.182 | 16.667 | 17.167 | 17.682 | 18.213 | | 18.576 | |
| | | Monthly | 2,637.971 | 2,717.228 | 2,798.667 | 2,882.625 | 2,969.103 | 3,058.266 | | 3,119.220 | |
| | | Annual | 31,655.650 | 32,606.730 | 33,584.005 | 34,591.505 | 35,629.230 | 36,699.195 | | 37,430.640 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Custodian 2 *** | 2015 | Hourly | 16.811 | 17.315 | 17.834 | 18.370 | 18.921 | 19.489 | | 19.878 |
| | | Monthly | 2,822.847 | 2,907.477 | 2,994.626 | 3,084.629 | 3,177.151 | 3,272.528 | | 3,337.848 |
| | | Annual | 33,874.165 | 34,889.725 | 35,935.510 | 37,015.550 | 38,125.815 | 39,270.335 | | 40,054.170 |
| CSR Aide *** | 2015 | Hourly | 16.872 | 17.379 | 17.900 | 18.437 | 18.989 | 19.559 | | 19.950 |
| | | Monthly | 2,833.090 | 2,918.224 | 3,005.708 | 3,095.880 | 3,188.570 | 3,284.282 | | 3,349.938 |
| | | Annual | 33,997.080 | 35,018.685 | 36,068.500 | 37,150.555 | 38,262.835 | 39,411.385 | | 40,199.250 |
| Maintenance Worker *** | 2015 | Hourly | 18.754 | 19.316 | 19.896 | 20.492 | 21.108 | 21.740 | | 22.175 |
| | | Monthly | 3,149.109 | 3,243.478 | 3,340.870 | 3,440.948 | 3,544.385 | 3,650.508 | | 3,723.552 |
| | | Annual | 37,789.310 | 38,921.740 | 40,090.440 | 41,291.380 | 42,532.620 | 43,806.100 | | 44,682.625 |
| Maintenance Worker 2 *** | 2015 | Hourly | 18.754 | 19.316 | 19.896 | 20.492 | 21.108 | 21.740 | | 22.175 |
| | | Monthly | 3,149.109 | 3,243.478 | 3,340.870 | 3,440.948 | 3,544.385 | 3,650.508 | | 3,723.552 |
| | | Annual | 37,789.310 | 38,921.740 | 40,090.440 | 41,291.380 | 42,532.620 | 43,806.100 | | 44,682.625 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 19.334 | 19.913 | 20.510 | 21.126 | 21.760 | 22.413 | | 22.861 |
| | | Monthly | 3,246.501 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | 3,763.516 | | 3,838.743 |
| | | Annual | 38,958.010 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | 45,162.195 | | 46,064.915 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 19.759 | 20.352 | 20.963 | 21.592 | 22.240 | 22.906 | | 23.364 |
| | | Monthly | 3,317.865 | 3,417.440 | 3,520.037 | 3,625.657 | 3,734.467 | 3,846.299 | | 3,923.205 |
| | | Annual | 39,814.385 | 41,009.280 | 42,240.445 | 43,507.880 | 44,813.600 | 46,155.590 | | 47,078.460 |

* Former MGEU Community Support Agreement. 0% General Increase in 2017/18

** Former MGEU AFM Agreement. 0% General Increase in 2017/18

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 15.563 | | | | | | | 15.874 |
| | | Monthly | 2,613.287 | | | | | | | 2,665.509 |
| | | Annual | 31,359.445 | | | | | | | 31,986.110 |
| Dietary Aide 1 | 2015 | Hourly | 15.906 | 16.384 | 16.875 | 17.382 | 17.903 | 18.441 | | 18.808 |
| | | Monthly | 2,670.883 | 2,751.147 | 2,833.594 | 2,918.728 | 3,006.212 | 3,096.551 | | 3,158.177 |
| | | Annual | 32,050.590 | 33,013.760 | 34,003.125 | 35,024.730 | 36,074.545 | 37,158.615 | | 37,898.120 |
| Housekeeping Aide | 2015 | Hourly | 15.906 | 16.384 | 16.875 | 17.382 | 17.903 | 18.441 | | 18.808 |
| | | Monthly | 2,670.883 | 2,751.147 | 2,833.594 | 2,918.728 | 3,006.212 | 3,096.551 | | 3,158.177 |
| | | Annual | 32,050.590 | 33,013.760 | 34,003.125 | 35,024.730 | 36,074.545 | 37,158.615 | | 37,898.120 |
| Laundry Aide | 2015 | Hourly | 15.906 | 16.384 | 16.875 | 17.382 | 17.903 | 18.441 | | 18.808 |
| | | Monthly | 2,670.883 | 2,751.147 | 2,833.594 | 2,918.728 | 3,006.212 | 3,096.551 | | 3,158.177 |
| | | Annual | 32,050.590 | 33,013.760 | 34,003.125 | 35,024.730 | 36,074.545 | 37,158.615 | | 37,898.120 |
| Porter | 2015 | Hourly | 15.906 | 16.384 | 16.875 | 17.382 | 17.903 | 18.441 | | 18.808 |
| | | Monthly | 2,670.883 | 2,751.147 | 2,833.594 | 2,918.728 | 3,006.212 | 3,096.551 | | 3,158.177 |
| | | Annual | 32,050.590 | 33,013.760 | 34,003.125 | 35,024.730 | 36,074.545 | 37,158.615 | | 37,898.120 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 16.963 | 17.472 | 17.996 | 18.536 | 19.093 | 19.666 | | 20.059 |
| | | Monthly | 2,848.370 | 2,933.840 | 3,021.828 | 3,112.503 | 3,206.033 | 3,302.249 | | 3,368.240 |
| | | Annual | 34,180.445 | 35,206.080 | 36,261.940 | 37,350.040 | 38,472.395 | 39,626.990 | | 40,418.885 |
| Housekeeping Aide 2 | 2015 | Hourly | 17.021 | 17.531 | 18.057 | 18.600 | 19.158 | 19.733 | | 20.126 |
| | | Monthly | 2,858.110 | 2,943.747 | 3,032.071 | 3,123.250 | 3,216.948 | 3,313.500 | | 3,379.491 |
| | | Annual | 34,297.315 | 35,324.965 | 36,384.855 | 37,479.000 | 38,603.370 | 39,761.995 | | 40,553.890 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 17.083 | 17.596 | 18.124 | 18.667 | 19.226 | 19.803 | | 20.199 |
| | | Monthly | 2,868.520 | 2,954.662 | 3,043.322 | 3,134.500 | 3,228.366 | 3,325.254 | | 3,391.749 |
| | | Annual | 34,422.245 | 35,455.940 | 36,519.860 | 37,614.005 | 38,740.390 | 39,903.045 | | 40,700.985 |
| Receptionist | 2015 | Hourly | 17.083 | 17.596 | 18.124 | 18.667 | 19.226 | 19.803 | | 20.199 |
| | | Monthly | 2,868.520 | 2,954.662 | 3,043.322 | 3,134.500 | 3,228.366 | 3,325.254 | | 3,391.749 |
| | | Annual | 34,422.245 | 35,455.940 | 36,519.860 | 37,614.005 | 38,740.390 | 39,903.045 | | 40,700.985 |
| Maintenance 2 | 2015 | Hourly | 17.254 | 17.772 | 18.305 | 18.855 | 19.420 | 20.003 | | 20.403 |
| | | Monthly | 2,897.234 | 2,984.215 | 3,073.715 | 3,166.069 | 3,260.942 | 3,358.837 | | 3,426.004 |
| | | Annual | 34,766.810 | 35,810.580 | 36,884.575 | 37,992.825 | 39,131.300 | 40,306.045 | | 41,112.045 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 17.254 | 17.772 | 18.305 | 18.855 | 19.420 | 20.003 | | 20.403 |
| | | Monthly | 2,897.234 | 2,984.215 | 3,073.715 | 3,166.069 | 3,260.942 | 3,358.837 | | 3,426.004 |
| | | Annual | 34,766.810 | 35,810.580 | 36,884.575 | 37,992.825 | 39,131.300 | 40,306.045 | | 41,112.045 |
| Painter / Labourer | 2015 | Hourly | 17.254 | 17.772 | 18.305 | 18.855 | 19.420 | 20.003 | | 20.403 |
| | | Monthly | 2,897.234 | 2,984.215 | 3,073.715 | 3,166.069 | 3,260.942 | 3,358.837 | | 3,426.004 |
| | | Annual | 34,766.810 | 35,810.580 | 36,884.575 | 37,992.825 | 39,131.300 | 40,306.045 | | 41,112.045 |
| Regional Courier Driver | 2015 | Hourly | 17.254 | 17.772 | 18.305 | 18.855 | 19.420 | 20.003 | | 20.403 |
| | | Monthly | 2,897.234 | 2,984.215 | 3,073.715 | 3,166.069 | 3,260.942 | 3,358.837 | | 3,426.004 |
| | | Annual | 34,766.810 | 35,810.580 | 36,884.575 | 37,992.825 | 39,131.300 | 40,306.045 | | 41,112.045 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 17.391 | 17.905 | 18.456 | 18.982 | 19.532 | 20.003 | | 20.403 |
| | | Monthly | 2,920.239 | 3,006.548 | 3,099.070 | 3,187.394 | 3,279.748 | 3,358.837 | | 3,426.004 |
| | | Annual | 35,042.865 | 36,078.575 | 37,188.840 | 38,248.730 | 39,356.980 | 40,306.045 | | 41,112.045 |
| Painter / Labourer - PIO | 2015 | Hourly | 17.391 | 17.905 | 18.456 | 18.982 | 19.532 | 20.003 | | 20.403 |
| | | Monthly | 2,920.239 | 3,006.548 | 3,099.070 | 3,187.394 | 3,279.748 | 3,358.837 | | 3,426.004 |
| | | Annual | 35,042.865 | 36,078.575 | 37,188.840 | 38,248.730 | 39,356.980 | 40,306.045 | | 41,112.045 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Handivan Driver / Courier | 2015 | Hourly | 17.469 | 17.992 | 18.533 | 19.089 | 19.662 | 20.251 | | 20.656 |
| | | Monthly | 2,933.336 | 3,021.157 | 3,112.000 | 3,205.361 | 3,301.578 | 3,400.480 | | 3,468.487 |
| | | Annual | 35,200.035 | 36,253.880 | 37,343.995 | 38,464.335 | 39,618.930 | 40,805.765 | | 41,621.840 |
| Material Porter | 2015 | Hourly | 17.703 | 18.233 | 18.781 | 19.344 | 19.924 | 20.521 | | 20.932 |
| | | Monthly | 2,972.629 | 3,061.625 | 3,153.643 | 3,248.180 | 3,345.572 | 3,445.818 | | 3,514.832 |
| | | Annual | 35,671.545 | 36,739.495 | 37,843.715 | 38,978.160 | 40,146.860 | 41,349.815 | | 42,177.980 |
| Dietary Clerk | 2015 | Hourly | 17.744 | 18.277 | 18.825 | 19.389 | 19.972 | 20.571 | | 20.982 |
| | | Monthly | 2,979.513 | 3,069.013 | 3,161.031 | 3,255.736 | 3,353.632 | 3,454.214 | | 3,523.228 |
| | | Annual | 35,754.160 | 36,828.155 | 37,932.375 | 39,068.835 | 40,243.580 | 41,450.565 | | 42,278.730 |
| Receptionist / Clerk | 2015 | Hourly | 17.744 | 18.277 | 18.825 | 19.389 | 19.972 | 20.571 | | 20.982 |
| | | Monthly | 2,979.513 | 3,069.013 | 3,161.031 | 3,255.736 | 3,353.632 | 3,454.214 | | 3,523.228 |
| | | Annual | 35,754.160 | 36,828.155 | 37,932.375 | 39,068.835 | 40,243.580 | 41,450.565 | | 42,278.730 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 17.999 | 18.540 | 19.096 | 19.669 | 20.259 | 20.866 | | 21.284 |
| | | Monthly | 3,022.332 | 3,113.175 | 3,206.537 | 3,302.753 | 3,401.824 | 3,503.749 | | 3,573.938 |
| | | Annual | 36,267.985 | 37,358.100 | 38,478.440 | 39,633.035 | 40,821.885 | 42,044.990 | | 42,887.260 |
| Supervisor / Lead Hand | 2015 | Hourly | 17.999 | 18.540 | 19.096 | 19.669 | 20.259 | 20.866 | | 21.284 |
| | | Monthly | 3,022.332 | 3,113.175 | 3,206.537 | 3,302.753 | 3,401.824 | 3,503.749 | | 3,573.938 |
| | | Annual | 36,267.985 | 37,358.100 | 38,478.440 | 39,633.035 | 40,821.885 | 42,044.990 | | 42,887.260 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 17.999 | 18.540 | 19.096 | 19.669 | 20.259 | 20.866 | | 21.284 |
| | | Monthly | 3,022.332 | 3,113.175 | 3,206.537 | 3,302.753 | 3,401.824 | 3,503.749 | | 3,573.938 |
| | | Annual | 36,267.985 | 37,358.100 | 38,478.440 | 39,633.035 | 40,821.885 | 42,044.990 | | 42,887.260 |
| Medical Records Clerk | 2015 | Hourly | 18.419 | 18.971 | 19.540 | 20.126 | 20.731 | 21.353 | | 21.780 |
| | | Monthly | 3,092.857 | 3,185.547 | 3,281.092 | 3,379.491 | 3,481.080 | 3,585.525 | | 3,657.225 |
| | | Annual | 37,114.285 | 38,226.565 | 39,373.100 | 40,553.890 | 41,772.965 | 43,026.295 | | 43,886.700 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 18.419 | 18.971 | 19.540 | 20.126 | 20.731 | 21.353 | | 21.780 |
| | | Monthly | 3,092.857 | 3,185.547 | 3,281.092 | 3,379.491 | 3,481.080 | 3,585.525 | | 3,657.225 |
| | | Annual | 37,114.285 | 38,226.565 | 39,373.100 | 40,553.890 | 41,772.965 | 43,026.295 | | 43,886.700 |
| Material Management Tech (Certified) | 1950 | Hourly | 18.584 | 19.141 | 19.715 | 20.308 | 20.917 | 21.545 | | 21.975 |
| | | Monthly | 3,019.900 | 3,110.413 | 3,203.688 | 3,300.050 | 3,399.013 | 3,501.063 | | 3,570.938 |
| | | Annual | 36,238.800 | 37,324.950 | 38,444.250 | 39,600.600 | 40,788.150 | 42,012.750 | | 42,851.250 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 18.724 | 19.286 | 19.864 | 20.460 | 21.074 | 21.707 | | 22.140 |
| | | Monthly | 3,042.650 | 3,133.975 | 3,227.900 | 3,324.750 | 3,424.525 | 3,527.388 | | 3,597.750 |
| | | Annual | 36,511.800 | 37,607.700 | 38,734.800 | 39,897.000 | 41,094.300 | 42,328.650 | | 43,173.000 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 18.724 | 19.286 | 19.864 | 20.460 | 21.074 | 21.707 | | 22.140 |
| | | Monthly | 3,144.072 | 3,238.441 | 3,335.497 | 3,435.575 | 3,538.676 | 3,644.967 | | 3,717.675 |
| | | Annual | 37,728.860 | 38,861.290 | 40,025.960 | 41,226.900 | 42,464.110 | 43,739.605 | | 44,612.100 |
| Unit Clerk | 2015 | Hourly | 18.724 | 19.286 | 19.864 | 20.460 | 21.074 | 21.707 | | 22.140 |
| | | Monthly | 3,144.072 | 3,238.441 | 3,335.497 | 3,435.575 | 3,538.676 | 3,644.967 | | 3,717.675 |
| | | Annual | 37,728.860 | 38,861.290 | 40,025.960 | 41,226.900 | 42,464.110 | 43,739.605 | | 44,612.100 |
| Ward Clerk | 2015 | Hourly | 18.724 | 19.286 | 19.864 | 20.460 | 21.074 | 21.707 | | 22.140 |
| | | Monthly | 3,144.072 | 3,238.441 | 3,335.497 | 3,435.575 | 3,538.676 | 3,644.967 | | 3,717.675 |
| | | Annual | 37,728.860 | 38,861.290 | 40,025.960 | 41,226.900 | 42,464.110 | 43,739.605 | | 44,612.100 |
| Maintenance 1 | 2015 | Hourly | 18.988 | 19.557 | 20.145 | 20.748 | 21.372 | 22.012 | | 22.452 |
| | | Monthly | 3,188.402 | 3,283.946 | 3,382.681 | 3,483.935 | 3,588.715 | 3,696.182 | | 3,770.065 |
| | | Annual | 38,260.820 | 39,407.355 | 40,592.175 | 41,807.220 | 43,064.580 | 44,354.180 | | 45,240.780 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 18.988 | 19.557 | 20.145 | 20.748 | 21.372 | 22.012 | | 22.452 |
| | | Monthly | 3,188.402 | 3,283.946 | 3,382.681 | 3,483.935 | 3,588.715 | 3,696.182 | | 3,770.065 |
| | | Annual | 38,260.820 | 39,407.355 | 40,592.175 | 41,807.220 | 43,064.580 | 44,354.180 | | 45,240.780 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Transcriptionist | 2015 | Hourly | 19.049 | 19.620 | 20.208 | 20.816 | 21.440 | 22.083 | | 22.525 |
| | | Monthly | 3,198.645 | 3,294.525 | 3,393.260 | 3,495.353 | 3,600.133 | 3,708.104 | | 3,782.323 |
| | | Annual | 38,383.735 | 39,534.300 | 40,719.120 | 41,944.240 | 43,201.600 | 44,497.245 | | 45,387.875 |
| Admitting Clerk | 2015 | Hourly | 19.118 | 19.692 | 20.282 | 20.892 | 21.518 | 22.164 | | 22.607 |
| | | Monthly | 3,210.231 | 3,306.615 | 3,405.686 | 3,508.115 | 3,613.231 | 3,721.705 | | 3,796.092 |
| | | Annual | 38,522.770 | 39,679.380 | 40,868.230 | 42,097.380 | 43,358.770 | 44,660.460 | | 45,553.105 |
| Clerk 4 | 1950 | Hourly | 19.118 | 19.692 | 20.282 | 20.892 | 21.518 | 22.164 | | 22.607 |
| | | Monthly | 3,106.675 | 3,199.950 | 3,295.825 | 3,394.950 | 3,496.675 | 3,601.650 | | 3,673.638 |
| | | Annual | 37,280.100 | 38,399.400 | 39,549.900 | 40,739.400 | 41,960.100 | 43,219.800 | | 44,083.650 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 19.118 | 19.692 | 20.282 | 20.892 | 21.518 | 22.164 | | 22.607 |
| | | Monthly | 3,210.231 | 3,306.615 | 3,405.686 | 3,508.115 | 3,613.231 | 3,721.705 | | 3,796.092 |
| | | Annual | 38,522.770 | 39,679.380 | 40,868.230 | 42,097.380 | 43,358.770 | 44,660.460 | | 45,553.105 |
| Lab Assistant 2 | 2015 | Hourly | 19.118 | 19.692 | 20.282 | 20.892 | 21.518 | 22.164 | | 22.607 |
| | | Monthly | 3,210.231 | 3,306.615 | 3,405.686 | 3,508.115 | 3,613.231 | 3,721.705 | | 3,796.092 |
| | | Annual | 38,522.770 | 39,679.380 | 40,868.230 | 42,097.380 | 43,358.770 | 44,660.460 | | 45,553.105 |
| Admin Secretary | 2015 | Hourly | 19.193 | 19.768 | 20.361 | 20.973 | 21.602 | 22.250 | | 22.695 |
| | | Monthly | 3,222.825 | 3,319.377 | 3,418.951 | 3,521.716 | 3,627.336 | 3,736.146 | | 3,810.869 |
| | | Annual | 38,673.895 | 39,832.520 | 41,027.415 | 42,260.595 | 43,528.030 | 44,833.750 | | 45,730.425 |
| Secretary / Ward Clerk | 2015 | Hourly | 19.193 | 19.768 | 20.361 | 20.973 | 21.602 | 22.250 | | 22.695 |
| | | Monthly | 3,222.825 | 3,319.377 | 3,418.951 | 3,521.716 | 3,627.336 | 3,736.146 | | 3,810.869 |
| | | Annual | 38,673.895 | 39,832.520 | 41,027.415 | 42,260.595 | 43,528.030 | 44,833.750 | | 45,730.425 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 19.233 | 19.624 | 20.026 | 20.433 | 20.849 | | | 21.267 |
| | | Monthly | 3,229.541 | 3,295.197 | 3,362.699 | 3,431.041 | 3,500.895 | | | 3,571.084 |
| | | Annual | 38,754.495 | 39,542.360 | 40,352.390 | 41,172.495 | 42,010.735 | | | 42,853.005 |
| Cook 1 | 2015 | Hourly | 19.576 | 20.162 | 20.766 | 21.390 | 22.032 | 22.693 | | 23.147 |
| | | Monthly | 3,287.137 | 3,385.536 | 3,486.958 | 3,591.738 | 3,699.540 | 3,810.533 | | 3,886.767 |
| | | Annual | 39,445.640 | 40,626.430 | 41,843.490 | 43,100.850 | 44,394.480 | 45,726.395 | | 46,641.205 |
| Slating Clerk | 2015 | Hourly | 19.576 | 20.162 | 20.766 | 21.390 | 22.032 | 22.693 | | 23.147 |
| | | Monthly | 3,287.137 | 3,385.536 | 3,486.958 | 3,591.738 | 3,699.540 | 3,810.533 | | 3,886.767 |
| | | Annual | 39,445.640 | 40,626.430 | 41,843.490 | 43,100.850 | 44,394.480 | 45,726.395 | | 46,641.205 |
| Cook - Ville Youville | 2015 | Hourly | 19.576 | 20.162 | 20.766 | 21.390 | 22.032 | 22.693 | | 23.147 |
| | | Monthly | 3,287.137 | 3,385.536 | 3,486.958 | 3,591.738 | 3,699.540 | 3,810.533 | | 3,886.767 |
| | | Annual | 39,445.640 | 40,626.430 | 41,843.490 | 43,100.850 | 44,394.480 | 45,726.395 | | 46,641.205 |
| Maintenance Worker - PIO | 2015 | Hourly | 19.788 | 20.234 | 20.677 | 21.123 | 21.567 | 22.012 | | 22.452 |
| | | Monthly | 3,322.735 | 3,397.626 | 3,472.013 | 3,546.904 | 3,621.459 | 3,696.182 | | 3,770.065 |
| | | Annual | 39,872.820 | 40,771.510 | 41,664.155 | 42,562.845 | 43,457.505 | 44,354.180 | | 45,240.780 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 19.788 | 20.234 | 20.677 | 21.123 | 21.567 | 22.012 | | 22.452 |
| | | Monthly | 3,322.735 | 3,397.626 | 3,472.013 | 3,546.904 | 3,621.459 | 3,696.182 | | 3,770.065 |
| | | Annual | 39,872.820 | 40,771.510 | 41,664.155 | 42,562.845 | 43,457.505 | 44,354.180 | | 45,240.780 |
| Clerk 5 | 1950 | Hourly | 19.844 | 20.439 | 21.053 | 21.684 | 22.335 | 23.006 | | 23.465 |
| | | Monthly | 3,224.650 | 3,321.338 | 3,421.113 | 3,523.650 | 3,629.438 | 3,738.475 | | 3,813.063 |
| | | Annual | 38,695.800 | 39,856.050 | 41,053.350 | 42,283.800 | 43,553.250 | 44,861.700 | | 45,756.750 |
| Secretary 1 - PIO | 1950 | Hourly | 19.872 | 20.278 | 20.690 | 21.113 | 21.545 | | | 21.975 |
| | | Monthly | 3,229.200 | 3,295.175 | 3,362.125 | 3,430.863 | 3,501.063 | | | 3,570.938 |
| | | Annual | 38,750.400 | 39,542.100 | 40,345.500 | 41,170.350 | 42,012.750 | | | 42,851.250 |
| Staffing Clerk | 2015 | Hourly | 19.949 | 20.549 | 21.164 | 21.800 | 22.454 | 23.128 | | 23.590 |
| | | Monthly | 3,349.770 | 3,450.520 | 3,553.788 | 3,660.583 | 3,770.401 | 3,883.577 | | 3,961.154 |
| | | Annual | 40,197.235 | 41,406.235 | 42,645.460 | 43,927.000 | 45,244.810 | 46,602.920 | | 47,533.850 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 23.152 | | | | | | | 23.616 |
| | | Monthly | 3,887.607 | | | | | | | 3,965.520 |
| | | Annual | 46,651.280 | | | | | | | 47,586.240 |
| Chief Engineer - PIO | 2015 | Hourly | 25.272 | | | | | | | 25.777 |
| | | Monthly | 4,243.590 | | | | | | | 4,328.388 |
| | | Annual | 50,923.080 | | | | | | | 51,940.655 |
| 4th Class Power Engineer | 2015 | Hourly | 27.363 | 28.883 | 30.404 | | | | | 31.012 |
| | | Monthly | 4,594.704 | 4,849.937 | 5,105.338 | | | | | 5,207.432 |
| | | Annual | 55,136.445 | 58,199.245 | 61,264.060 | | | | | 62,489.180 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 27.863 | | | | | | | 28.420 |
| | | Monthly | 4,678.662 | | | | | | | 4,772.192 |
| | | Annual | 56,143.945 | | | | | | | 57,266.300 |
| Engineer 3rd Class | 2015 | Hourly | 29.494 | 31.132 | 32.772 | | | | | 33.427 |
| | | Monthly | 4,952.534 | 5,227.582 | 5,502.965 | | | | | 5,612.950 |
| | | Annual | 59,430.410 | 62,730.980 | 66,035.580 | | | | | 67,355.405 |
| Carpenter | 2015 | Hourly | 31.582 | | | | | | | 32.214 |
| | | Monthly | 5,303.144 | | | | | | | 5,409.268 |
| | | Annual | 63,637.730 | | | | | | | 64,911.210 |
| Maintenance Worker (certified) | 2015 | Hourly | 31.582 | | | | | | | 32.214 |
| | | Monthly | 5,303.144 | | | | | | | 5,409.268 |
| | | Annual | 63,637.730 | | | | | | | 64,911.210 |
| Electrician | 2015 | Hourly | 35.516 | | | | | | | 36.227 |
| | | Monthly | 5,963.728 | | | | | | | 6,083.117 |
| | | Annual | 71,564.740 | | | | | | | 72,997.405 |
| Home Support Worker * | 2080 | Hourly | 13.068 | 13.348 | 13.567 | 13.896 | 14.127 | | | |
| | | Monthly | 2,265.120 | 2,313.653 | 2,351.613 | 2,408.640 | 2,448.680 | | | |
| | | Annual | 27,181.440 | 27,763.840 | 28,219.360 | 28,903.680 | 29,384.160 | | | |
| Clerk 1 * | 1885 | Hourly | 15.194 | 15.613 | 16.031 | 16.495 | | | | |
| | | Monthly | 2,386.724 | 2,452.542 | 2,518.203 | 2,591.090 | | | | |
| | | Annual | 28,640.690 | 29,430.505 | 30,218.435 | 31,093.075 | | | | |
| Supportive Housing Companion * | 2080 | Hourly | 16.044 | 16.365 | 16.693 | 17.026 | 17.366 | | | |
| | | Monthly | 2,780.960 | 2,836.600 | 2,893.453 | 2,951.173 | 3,010.107 | | | |
| | | Annual | 33,371.520 | 34,039.200 | 34,721.440 | 35,414.080 | 36,121.280 | | | |
| Clerk 1 * | 1950 | Hourly | 16.747 | 17.250 | 17.767 | 18.300 | 18.849 | 19.415 | | |
| | | Monthly | 2,721.388 | 2,803.125 | 2,887.138 | 2,973.750 | 3,062.963 | 3,154.938 | | 3,217.988 |
| | | Annual | 32,656.650 | 33,637.500 | 34,645.650 | 35,685.000 | 36,755.550 | 37,859.250 | | 38,615.850 |
| Admin Secretary 1 * | 1885 | Hourly | 16.857 | 17.232 | 17.725 | 18.206 | 18.699 | | | |
| | | Monthly | 2,647.954 | 2,706.860 | 2,784.302 | 2,859.859 | 2,937.301 | | | |
| | | Annual | 31,775.445 | 32,482.320 | 33,411.625 | 34,318.310 | 35,247.615 | | | |
| Clerk 2 * | 1950 | Hourly | 17.396 | 17.917 | 18.455 | 19.009 | 19.578 | 20.166 | | |
| | | Monthly | 2,826.850 | 2,911.513 | 2,998.938 | 3,088.963 | 3,181.425 | 3,276.975 | | 3,342.463 |
| | | Annual | 33,922.200 | 34,938.150 | 35,987.250 | 37,067.550 | 38,177.100 | 39,323.700 | | 40,109.550 |
| Clerk 2 - PIO (Altona) * | 1950 | Hourly | 17.519 | 18.438 | 19.355 | 20.320 | | | | |
| | | Monthly | 2,846.838 | 2,996.175 | 3,145.188 | 3,302.000 | | | | 3,367.975 |
| | | Annual | 34,162.050 | 35,954.100 | 37,742.250 | 39,624.000 | | | | 40,415.700 |
| Clerk 2 * | 1885 | Hourly | 17.997 | 18.428 | 18.893 | 19.432 | 19.929 | 20.510 | | |
| | | Monthly | 2,827.029 | 2,894.732 | 2,967.775 | 3,052.443 | 3,130.514 | 3,221.779 | | |
| | | Annual | 33,924.345 | 34,736.780 | 35,613.305 | 36,629.320 | 37,566.165 | 38,661.350 | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|
| Clerk 3 * | 1950 | Hourly | 18.057 | 18.599 | 19.156 | 19.731 | 20.323 | 20.933 | | 21.351 | |
| | | Monthly | 2,934.263 | 3,022.338 | 3,112.850 | 3,206.288 | 3,302.488 | 3,401.613 | | 3,469.538 | |
| | | Annual | 35,211.150 | 36,268.050 | 37,354.200 | 38,475.450 | 39,629.850 | 40,819.350 | | 41,634.450 | |
| Admin Secretary 2 * | 1885 | Hourly | 19.075 | 19.509 | 20.002 | 20.510 | 21.097 | 21.634 | | | |
| | | Monthly | 2,996.365 | 3,064.539 | 3,141.981 | 3,221.779 | 3,313.987 | 3,398.341 | | | |
| | | Annual | 35,956.375 | 36,774.465 | 37,703.770 | 38,661.350 | 39,767.845 | 40,780.090 | | | |
| Community Wellness & Housing Support Worker * | 1885 | Hourly | 20.197 | 20.824 | 21.540 | 22.279 | 23.030 | 23.768 | | 24.245 | |
| | | Monthly | 3,172.612 | 3,271.103 | 3,383.575 | 3,499.660 | 3,617.629 | 3,733.557 | | 3,808.485 | |
| | | Annual | 38,071.345 | 39,253.240 | 40,602.900 | 41,995.915 | 43,411.550 | 44,802.680 | | 45,701.825 | |
| Admin Secretary 3 * | 1885 | Hourly | 21.784 | 22.371 | 22.986 | 23.599 | 24.245 | 24.918 | | | |
| | | Monthly | 3,421.903 | 3,514.111 | 3,610.718 | 3,707.010 | 3,808.485 | 3,914.203 | | | |
| | | Annual | 41,062.840 | 42,169.335 | 43,328.610 | 44,484.115 | 45,701.825 | 46,970.430 | | | |
| Clerk 3 * | 1885 | Hourly | 21.845 | 22.416 | 23.013 | 23.645 | 24.289 | 25.052 | | | |
| | | Monthly | 3,431.485 | 3,521.180 | 3,614.959 | 3,714.235 | 3,815.397 | 3,935.252 | | | |
| | | Annual | 41,177.825 | 42,254.160 | 43,379.505 | 44,570.825 | 45,784.765 | 47,223.020 | | | |
| Accounting Clerk * | 1885 | Hourly | 22.535 | 23.134 | 23.764 | 24.378 | 25.081 | 25.787 | | | |
| | | Monthly | 3,539.873 | 3,633.966 | 3,732.928 | 3,829.378 | 3,939.807 | 4,050.708 | | | |
| | | Annual | 42,478.475 | 43,607.590 | 44,795.140 | 45,952.530 | 47,277.685 | 48,608.495 | | | |
| Community Health Assessment Program Asst * | 1885 | Hourly | 24.549 | 25.432 | 26.281 | 27.237 | 28.175 | 29.206 | | 29.790 | |
| | | Monthly | 3,856.239 | 3,994.943 | 4,128.307 | 4,278.479 | 4,425.823 | 4,587.776 | | 4,679.513 | |
| | | Annual | 46,274.865 | 47,939.320 | 49,539.685 | 51,341.745 | 53,109.875 | 55,053.310 | | 56,154.150 | |
| Home Care Resource Coordinator * | 1885 | Hourly | 24.901 | 25.759 | 26.685 | 27.571 | 28.593 | 29.572 | 30.635 | 31.575 | 32.206 |
| | | Monthly | 3,911.532 | 4,046.310 | 4,191.769 | 4,330.945 | 4,491.484 | 4,645.268 | 4,812.248 | 4,959.906 | 5,059.026 |
| | | Annual | 46,938.385 | 48,555.715 | 50,301.225 | 51,971.335 | 53,897.805 | 55,743.220 | 57,746.975 | 59,518.875 | 60,708.310 |
| Mental Health Resource Coordinator * | 1885 | Hourly | 24.901 | 25.759 | 26.685 | 27.571 | 28.593 | 29.572 | 30.635 | 31.575 | 32.206 |
| | | Monthly | 3,911.532 | 4,046.310 | 4,191.769 | 4,330.945 | 4,491.484 | 4,645.268 | 4,812.248 | 4,959.906 | 5,059.026 |
| | | Annual | 46,938.385 | 48,555.715 | 50,301.225 | 51,971.335 | 53,897.805 | 55,743.220 | 57,746.975 | 59,518.875 | 60,708.310 |
| Resource Coordinator * | 1885 | Hourly | 24.903 | 25.767 | 26.683 | 27.573 | 28.592 | 29.572 | 30.631 | 31.586 | 32.217 |
| | | Monthly | 3,911.846 | 4,047.566 | 4,191.455 | 4,331.259 | 4,491.327 | 4,645.268 | 4,811.620 | 4,961.634 | 5,060.754 |
| | | Annual | 46,942.155 | 48,570.795 | 50,297.455 | 51,975.105 | 53,895.920 | 55,743.220 | 57,739.435 | 59,539.610 | 60,729.045 |
| Finance Officer * | 1885 | Hourly | 25.106 | 25.860 | 26.636 | 27.434 | 28.258 | 29.105 | | | |
| | | Monthly | 3,943.734 | 4,062.175 | 4,184.072 | 4,309.424 | 4,438.861 | 4,571.910 | | | |
| | | Annual | 47,324.810 | 48,746.100 | 50,208.860 | 51,713.090 | 53,266.330 | 54,862.925 | | | |
| Clerk 4 * | 1885 | Hourly | 25.639 | 26.267 | 26.970 | 27.677 | 28.423 | 29.188 | | | |
| | | Monthly | 4,027.460 | 4,126.108 | 4,236.538 | 4,347.595 | 4,464.780 | 4,584.948 | | | |
| | | Annual | 48,329.515 | 49,513.295 | 50,838.450 | 52,171.145 | 53,577.355 | 55,019.380 | | | |
| Community Addictions Worker 1 - AFM ** | 1885 | Hourly | 29.510 | 30.570 | 31.670 | 32.860 | 34.080 | 35.420 | | | |
| | | Monthly | 4,635.529 | 4,802.038 | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | | | |
| | | Annual | 55,626.350 | 57,624.450 | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | | | |
| Rehabilitation Counsellor - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Prevention Education Counsellant - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 15.906 | 16.384 | 16.875 | 17.382 | 17.903 | 18.441 | | 18.808 | |
| | | Monthly | 2,670.883 | 2,751.147 | 2,833.594 | 2,918.728 | 3,006.212 | 3,096.551 | | 3,158.177 | |
| | | Annual | 32,050.590 | 33,013.760 | 34,003.125 | 35,024.730 | 36,074.545 | 37,158.615 | | 37,898.120 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Custodian 2 *** | 2015 | Hourly | 17.021 | 17.531 | 18.057 | 18.600 | 19.158 | 19.733 | | 20.126 |
| | | Monthly | 2,858.110 | 2,943.747 | 3,032.071 | 3,123.250 | 3,216.948 | 3,313.500 | | 3,379.491 |
| | | Annual | 34,297.315 | 35,324.965 | 36,384.855 | 37,479.000 | 38,603.370 | 39,761.995 | | 40,553.890 |
| CSR Aide *** | 2015 | Hourly | 17.083 | 17.596 | 18.124 | 18.667 | 19.226 | 19.803 | | 20.199 |
| | | Monthly | 2,868.520 | 2,954.662 | 3,043.322 | 3,134.500 | 3,228.366 | 3,325.254 | | 3,391.749 |
| | | Annual | 34,422.245 | 35,455.940 | 36,519.860 | 37,614.005 | 38,740.390 | 39,903.045 | | 40,700.985 |
| Maintenance Worker *** | 2015 | Hourly | 18.988 | 19.557 | 20.145 | 20.748 | 21.372 | 22.012 | | 22.452 |
| | | Monthly | 3,188.402 | 3,283.946 | 3,382.681 | 3,483.935 | 3,588.715 | 3,696.182 | | 3,770.065 |
| | | Annual | 38,260.820 | 39,407.355 | 40,592.175 | 41,807.220 | 43,064.580 | 44,354.180 | | 45,240.780 |
| Maintenance Worker 2 *** | 2015 | Hourly | 18.988 | 19.557 | 20.145 | 20.748 | 21.372 | 22.012 | | 22.452 |
| | | Monthly | 3,188.402 | 3,283.946 | 3,382.681 | 3,483.935 | 3,588.715 | 3,696.182 | | 3,770.065 |
| | | Annual | 38,260.820 | 39,407.355 | 40,592.175 | 41,807.220 | 43,064.580 | 44,354.180 | | 45,240.780 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 19.576 | 20.162 | 20.766 | 21.390 | 22.032 | 22.693 | | 23.147 |
| | | Monthly | 3,287.137 | 3,385.536 | 3,486.958 | 3,591.738 | 3,699.540 | 3,810.533 | | 3,886.767 |
| | | Annual | 39,445.640 | 40,626.430 | 41,843.490 | 43,100.850 | 44,394.480 | 45,726.395 | | 46,641.205 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 20.006 | 20.606 | 21.225 | 21.862 | 22.518 | 23.192 | | 23.656 |
| | | Monthly | 3,359.341 | 3,460.091 | 3,564.031 | 3,670.994 | 3,781.148 | 3,894.323 | | 3,972.237 |
| | | Annual | 40,312.090 | 41,521.090 | 42,768.375 | 44,051.930 | 45,373.770 | 46,731.880 | | 47,666.840 |

* Former MGEU Community Support Agreement. 0.5% General Increase in 2018/19

** Former MGEU AFM Agreement. 0.0% General Increase in 2018/19

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 15.781 | | | | | | | 16.096 |
| | | Monthly | 2,649.893 | | | | | | | 2,702.787 |
| | | Annual | 31,798.715 | | | | | | | 32,433.440 |
| Dietary Aide 1 | 2015 | Hourly | 16.129 | 16.613 | 17.111 | 17.625 | 18.154 | 18.699 | | 19.071 |
| | | Monthly | 2,708.328 | 2,789.600 | 2,873.222 | 2,959.531 | 3,048.359 | 3,139.874 | | 3,202.339 |
| | | Annual | 32,499.935 | 33,475.195 | 34,478.665 | 35,514.375 | 36,580.310 | 37,678.485 | | 38,428.065 |
| Housekeeping Aide | 2015 | Hourly | 16.129 | 16.613 | 17.111 | 17.625 | 18.154 | 18.699 | | 19.071 |
| | | Monthly | 2,708.328 | 2,789.600 | 2,873.222 | 2,959.531 | 3,048.359 | 3,139.874 | | 3,202.339 |
| | | Annual | 32,499.935 | 33,475.195 | 34,478.665 | 35,514.375 | 36,580.310 | 37,678.485 | | 38,428.065 |
| Laundry Aide | 2015 | Hourly | 16.129 | 16.613 | 17.111 | 17.625 | 18.154 | 18.699 | | 19.071 |
| | | Monthly | 2,708.328 | 2,789.600 | 2,873.222 | 2,959.531 | 3,048.359 | 3,139.874 | | 3,202.339 |
| | | Annual | 32,499.935 | 33,475.195 | 34,478.665 | 35,514.375 | 36,580.310 | 37,678.485 | | 38,428.065 |
| Porter | 2015 | Hourly | 16.129 | 16.613 | 17.111 | 17.625 | 18.154 | 18.699 | | 19.071 |
| | | Monthly | 2,708.328 | 2,789.600 | 2,873.222 | 2,959.531 | 3,048.359 | 3,139.874 | | 3,202.339 |
| | | Annual | 32,499.935 | 33,475.195 | 34,478.665 | 35,514.375 | 36,580.310 | 37,678.485 | | 38,428.065 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 17.200 | 17.717 | 18.248 | 18.796 | 19.360 | 19.941 | | 20.340 |
| | | Monthly | 2,888.167 | 2,974.980 | 3,064.143 | 3,156.162 | 3,250.867 | 3,348.426 | | 3,415.425 |
| | | Annual | 34,658.000 | 35,699.755 | 36,769.720 | 37,873.940 | 39,010.400 | 40,181.115 | | 40,985.100 |
| Housekeeping Aide 2 | 2015 | Hourly | 17.259 | 17.776 | 18.310 | 18.860 | 19.426 | 20.009 | | 20.408 |
| | | Monthly | 2,898.074 | 2,984.887 | 3,074.554 | 3,166.908 | 3,261.949 | 3,359.845 | | 3,426.843 |
| | | Annual | 34,776.885 | 35,818.640 | 36,894.650 | 38,002.900 | 39,143.390 | 40,318.135 | | 41,122.120 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 17.322 | 17.842 | 18.378 | 18.928 | 19.495 | 20.080 | | 20.482 |
| | | Monthly | 2,908.653 | 2,995.969 | 3,085.973 | 3,178.327 | 3,273.535 | 3,371.767 | | 3,439.269 |
| | | Annual | 34,903.830 | 35,951.630 | 37,031.670 | 38,139.920 | 39,282.425 | 40,461.200 | | 41,271.230 |
| Receptionist | 2015 | Hourly | 17.322 | 17.842 | 18.378 | 18.928 | 19.495 | 20.080 | | 20.482 |
| | | Monthly | 2,908.653 | 2,995.969 | 3,085.973 | 3,178.327 | 3,273.535 | 3,371.767 | | 3,439.269 |
| | | Annual | 34,903.830 | 35,951.630 | 37,031.670 | 38,139.920 | 39,282.425 | 40,461.200 | | 41,271.230 |
| Maintenance 2 | 2015 | Hourly | 17.496 | 18.021 | 18.561 | 19.119 | 19.692 | 20.283 | | 20.689 |
| | | Monthly | 2,937.870 | 3,026.026 | 3,116.701 | 3,210.399 | 3,306.615 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,254.440 | 36,312.315 | 37,400.415 | 38,524.785 | 39,679.380 | 40,870.245 | | 41,688.335 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 17.496 | 18.021 | 18.561 | 19.119 | 19.692 | 20.283 | | 20.689 |
| | | Monthly | 2,937.870 | 3,026.026 | 3,116.701 | 3,210.399 | 3,306.615 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,254.440 | 36,312.315 | 37,400.415 | 38,524.785 | 39,679.380 | 40,870.245 | | 41,688.335 |
| Painter / Labourer | 2015 | Hourly | 17.496 | 18.021 | 18.561 | 19.119 | 19.692 | 20.283 | | 20.689 |
| | | Monthly | 2,937.870 | 3,026.026 | 3,116.701 | 3,210.399 | 3,306.615 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,254.440 | 36,312.315 | 37,400.415 | 38,524.785 | 39,679.380 | 40,870.245 | | 41,688.335 |
| Regional Courier Driver | 2015 | Hourly | 17.496 | 18.021 | 18.561 | 19.119 | 19.692 | 20.283 | | 20.689 |
| | | Monthly | 2,937.870 | 3,026.026 | 3,116.701 | 3,210.399 | 3,306.615 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,254.440 | 36,312.315 | 37,400.415 | 38,524.785 | 39,679.380 | 40,870.245 | | 41,688.335 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 17.634 | 18.156 | 18.714 | 19.248 | 19.805 | 20.283 | | 20.689 |
| | | Monthly | 2,961.043 | 3,048.695 | 3,142.393 | 3,232.060 | 3,325.590 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,532.510 | 36,584.340 | 37,708.710 | 38,784.720 | 39,907.075 | 40,870.245 | | 41,688.335 |
| Painter / Labourer - PIO | 2015 | Hourly | 17.634 | 18.156 | 18.714 | 19.248 | 19.805 | 20.283 | | 20.689 |
| | | Monthly | 2,961.043 | 3,048.695 | 3,142.393 | 3,232.060 | 3,325.590 | 3,405.854 | | 3,474.028 |
| | | Annual | 35,532.510 | 36,584.340 | 37,708.710 | 38,784.720 | 39,907.075 | 40,870.245 | | 41,688.335 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Handivan Driver / Courier | 2015 | Hourly | 17.714 | 18.244 | 18.792 | 19.356 | 19.937 | 20.535 | | 20.945 |
| | | Monthly | 2,974.476 | 3,063.472 | 3,155.490 | 3,250.195 | 3,347.755 | 3,448.169 | | 3,517.015 |
| | | Annual | 35,693.710 | 36,761.660 | 37,865.880 | 39,002.340 | 40,173.055 | 41,378.025 | | 42,204.175 |
| Material Porter | 2015 | Hourly | 17.951 | 18.488 | 19.044 | 19.615 | 20.203 | 20.808 | | 21.225 |
| | | Monthly | 3,014.272 | 3,104.443 | 3,197.805 | 3,293.685 | 3,392.420 | 3,494.010 | | 3,564.031 |
| | | Annual | 36,171.265 | 37,253.320 | 38,373.660 | 39,524.225 | 40,709.045 | 41,928.120 | | 42,768.375 |
| Dietary Clerk | 2015 | Hourly | 17.992 | 18.533 | 19.089 | 19.660 | 20.252 | 20.859 | | 21.276 |
| | | Monthly | 3,021.157 | 3,112.000 | 3,205.361 | 3,301.242 | 3,400.648 | 3,502.574 | | 3,572.595 |
| | | Annual | 36,253.880 | 37,343.995 | 38,464.335 | 39,614.900 | 40,807.780 | 42,030.885 | | 42,871.140 |
| Receptionist / Clerk | 2015 | Hourly | 17.992 | 18.533 | 19.089 | 19.660 | 20.252 | 20.859 | | 21.276 |
| | | Monthly | 3,021.157 | 3,112.000 | 3,205.361 | 3,301.242 | 3,400.648 | 3,502.574 | | 3,572.595 |
| | | Annual | 36,253.880 | 37,343.995 | 38,464.335 | 39,614.900 | 40,807.780 | 42,030.885 | | 42,871.140 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 18.251 | 18.800 | 19.363 | 19.944 | 20.543 | 21.158 | | 21.582 |
| | | Monthly | 3,064.647 | 3,156.833 | 3,251.370 | 3,348.930 | 3,449.512 | 3,552.781 | | 3,623.978 |
| | | Annual | 36,775.765 | 37,882.000 | 39,016.445 | 40,187.160 | 41,394.145 | 42,633.370 | | 43,487.730 |
| Supervisor / Lead Hand | 2015 | Hourly | 18.251 | 18.800 | 19.363 | 19.944 | 20.543 | 21.158 | | 21.582 |
| | | Monthly | 3,064.647 | 3,156.833 | 3,251.370 | 3,348.930 | 3,449.512 | 3,552.781 | | 3,623.978 |
| | | Annual | 36,775.765 | 37,882.000 | 39,016.445 | 40,187.160 | 41,394.145 | 42,633.370 | | 43,487.730 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 18.251 | 18.800 | 19.363 | 19.944 | 20.543 | 21.158 | | 21.582 |
| | | Monthly | 3,064.647 | 3,156.833 | 3,251.370 | 3,348.930 | 3,449.512 | 3,552.781 | | 3,623.978 |
| | | Annual | 36,775.765 | 37,882.000 | 39,016.445 | 40,187.160 | 41,394.145 | 42,633.370 | | 43,487.730 |
| Medical Records Clerk | 2015 | Hourly | 18.677 | 19.237 | 19.814 | 20.408 | 21.021 | 21.652 | | 22.085 |
| | | Monthly | 3,136.180 | 3,230.213 | 3,327.101 | 3,426.843 | 3,529.776 | 3,635.732 | | 3,708.440 |
| | | Annual | 37,634.155 | 38,762.555 | 39,925.210 | 41,122.120 | 42,357.315 | 43,628.780 | | 44,501.275 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 18.677 | 19.237 | 19.814 | 20.408 | 21.021 | 21.652 | | 22.085 |
| | | Monthly | 3,136.180 | 3,230.213 | 3,327.101 | 3,426.843 | 3,529.776 | 3,635.732 | | 3,708.440 |
| | | Annual | 37,634.155 | 38,762.555 | 39,925.210 | 41,122.120 | 42,357.315 | 43,628.780 | | 44,501.275 |
| Material Management Tech (Certified) | 1950 | Hourly | 18.844 | 19.409 | 19.991 | 20.592 | 21.210 | 21.847 | | 22.283 |
| | | Monthly | 3,062.150 | 3,153.963 | 3,248.538 | 3,346.200 | 3,446.625 | 3,550.138 | | 3,620.988 |
| | | Annual | 36,745.800 | 37,847.550 | 38,982.450 | 40,154.400 | 41,359.500 | 42,601.650 | | 43,451.850 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 18.986 | 19.556 | 20.142 | 20.746 | 21.369 | 22.011 | | 22.450 |
| | | Monthly | 3,085.225 | 3,177.850 | 3,273.075 | 3,371.225 | 3,472.463 | 3,576.788 | | 3,648.125 |
| | | Annual | 37,022.700 | 38,134.200 | 39,276.900 | 40,454.700 | 41,669.550 | 42,921.450 | | 43,777.500 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 18.986 | 19.556 | 20.142 | 20.746 | 21.369 | 22.011 | | 22.450 |
| | | Monthly | 3,188.066 | 3,283.778 | 3,382.178 | 3,483.599 | 3,588.211 | 3,696.014 | | 3,769.729 |
| | | Annual | 38,256.790 | 39,405.340 | 40,586.130 | 41,803.190 | 43,058.535 | 44,352.165 | | 45,236.750 |
| Unit Clerk | 2015 | Hourly | 18.986 | 19.556 | 20.142 | 20.746 | 21.369 | 22.011 | | 22.450 |
| | | Monthly | 3,188.066 | 3,283.778 | 3,382.178 | 3,483.599 | 3,588.211 | 3,696.014 | | 3,769.729 |
| | | Annual | 38,256.790 | 39,405.340 | 40,586.130 | 41,803.190 | 43,058.535 | 44,352.165 | | 45,236.750 |
| Ward Clerk | 2015 | Hourly | 18.986 | 19.556 | 20.142 | 20.746 | 21.369 | 22.011 | | 22.450 |
| | | Monthly | 3,188.066 | 3,283.778 | 3,382.178 | 3,483.599 | 3,588.211 | 3,696.014 | | 3,769.729 |
| | | Annual | 38,256.790 | 39,405.340 | 40,586.130 | 41,803.190 | 43,058.535 | 44,352.165 | | 45,236.750 |
| Maintenance 1 | 2015 | Hourly | 19.254 | 19.831 | 20.427 | 21.038 | 21.671 | 22.320 | | 22.766 |
| | | Monthly | 3,233.068 | 3,329.955 | 3,430.034 | 3,532.631 | 3,638.922 | 3,747.900 | | 3,822.791 |
| | | Annual | 38,796.810 | 39,959.465 | 41,160.405 | 42,391.570 | 43,667.065 | 44,974.800 | | 45,873.490 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 19.254 | 19.831 | 20.427 | 21.038 | 21.671 | 22.320 | | 22.766 |
| | | Monthly | 3,233.068 | 3,329.955 | 3,430.034 | 3,532.631 | 3,638.922 | 3,747.900 | | 3,822.791 |
| | | Annual | 38,796.810 | 39,959.465 | 41,160.405 | 42,391.570 | 43,667.065 | 44,974.800 | | 45,873.490 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Transcriptionist | 2015 | Hourly | 19.316 | 19.895 | 20.491 | 21.107 | 21.740 | 22.392 | | 22.840 |
| | | Monthly | 3,243.478 | 3,340.702 | 3,440.780 | 3,544.217 | 3,650.508 | 3,759.990 | | 3,835.217 |
| | | Annual | 38,921.740 | 40,088.425 | 41,289.365 | 42,530.605 | 43,806.100 | 45,119.880 | | 46,022.600 |
| Admitting Clerk | 2015 | Hourly | 19.386 | 19.968 | 20.566 | 21.184 | 21.819 | 22.474 | | 22.923 |
| | | Monthly | 3,255.233 | 3,352.960 | 3,453.374 | 3,557.147 | 3,663.774 | 3,773.759 | | 3,849.154 |
| | | Annual | 39,062.790 | 40,235.520 | 41,440.490 | 42,685.760 | 43,965.285 | 45,285.110 | | 46,189.845 |
| Clerk 4 | 1950 | Hourly | 19.386 | 19.968 | 20.566 | 21.184 | 21.819 | 22.474 | | 22.923 |
| | | Monthly | 3,150.225 | 3,244.800 | 3,341.975 | 3,442.400 | 3,545.588 | 3,652.025 | | 3,724.988 |
| | | Annual | 37,802.700 | 38,937.600 | 40,103.700 | 41,308.800 | 42,547.050 | 43,824.300 | | 44,699.850 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 19.386 | 19.968 | 20.566 | 21.184 | 21.819 | 22.474 | | 22.923 |
| | | Monthly | 3,255.233 | 3,352.960 | 3,453.374 | 3,557.147 | 3,663.774 | 3,773.759 | | 3,849.154 |
| | | Annual | 39,062.790 | 40,235.520 | 41,440.490 | 42,685.760 | 43,965.285 | 45,285.110 | | 46,189.845 |
| Lab Assistant 2 | 2015 | Hourly | 19.386 | 19.968 | 20.566 | 21.184 | 21.819 | 22.474 | | 22.923 |
| | | Monthly | 3,255.233 | 3,352.960 | 3,453.374 | 3,557.147 | 3,663.774 | 3,773.759 | | 3,849.154 |
| | | Annual | 39,062.790 | 40,235.520 | 41,440.490 | 42,685.760 | 43,965.285 | 45,285.110 | | 46,189.845 |
| Admin Secretary | 2015 | Hourly | 19.462 | 20.045 | 20.646 | 21.267 | 21.904 | 22.562 | | 23.013 |
| | | Monthly | 3,267.994 | 3,365.890 | 3,466.808 | 3,571.084 | 3,678.047 | 3,788.536 | | 3,864.266 |
| | | Annual | 39,215.930 | 40,390.675 | 41,601.690 | 42,853.005 | 44,136.560 | 45,462.430 | | 46,371.195 |
| Secretary / Ward Clerk | 2015 | Hourly | 19.462 | 20.045 | 20.646 | 21.267 | 21.904 | 22.562 | | 23.013 |
| | | Monthly | 3,267.994 | 3,365.890 | 3,466.808 | 3,571.084 | 3,678.047 | 3,788.536 | | 3,864.266 |
| | | Annual | 39,215.930 | 40,390.675 | 41,601.690 | 42,853.005 | 44,136.560 | 45,462.430 | | 46,371.195 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 19.502 | 19.899 | 20.306 | 20.719 | 21.141 | | | 21.565 |
| | | Monthly | 3,274.711 | 3,341.374 | 3,409.716 | 3,479.065 | 3,549.926 | | | 3,621.123 |
| | | Annual | 39,296.530 | 40,096.485 | 40,916.590 | 41,748.785 | 42,599.115 | | | 43,453.475 |
| Cook 1 | 2015 | Hourly | 19.850 | 20.444 | 21.057 | 21.689 | 22.340 | 23.011 | | 23.471 |
| | | Monthly | 3,333.146 | 3,432.888 | 3,535.821 | 3,641.945 | 3,751.258 | 3,863.930 | | 3,941.172 |
| | | Annual | 39,997.750 | 41,194.660 | 42,429.855 | 43,703.335 | 45,015.100 | 46,367.165 | | 47,294.065 |
| Slating Clerk | 2015 | Hourly | 19.850 | 20.444 | 21.057 | 21.689 | 22.340 | 23.011 | | 23.471 |
| | | Monthly | 3,333.146 | 3,432.888 | 3,535.821 | 3,641.945 | 3,751.258 | 3,863.930 | | 3,941.172 |
| | | Annual | 39,997.750 | 41,194.660 | 42,429.855 | 43,703.335 | 45,015.100 | 46,367.165 | | 47,294.065 |
| Cook - Ville Youville | 2015 | Hourly | 19.850 | 20.444 | 21.057 | 21.689 | 22.340 | 23.011 | | 23.471 |
| | | Monthly | 3,333.146 | 3,432.888 | 3,535.821 | 3,641.945 | 3,751.258 | 3,863.930 | | 3,941.172 |
| | | Annual | 39,997.750 | 41,194.660 | 42,429.855 | 43,703.335 | 45,015.100 | 46,367.165 | | 47,294.065 |
| Maintenance Worker - PIO | 2015 | Hourly | 20.065 | 20.517 | 20.966 | 21.419 | 21.869 | 22.320 | | 22.766 |
| | | Monthly | 3,369.248 | 3,445.146 | 3,520.541 | 3,596.607 | 3,672.170 | 3,747.900 | | 3,822.791 |
| | | Annual | 40,430.975 | 41,341.755 | 42,246.490 | 43,159.285 | 44,066.035 | 44,974.800 | | 45,873.490 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 20.065 | 20.517 | 20.966 | 21.419 | 21.869 | 22.320 | | 22.766 |
| | | Monthly | 3,369.248 | 3,445.146 | 3,520.541 | 3,596.607 | 3,672.170 | 3,747.900 | | 3,822.791 |
| | | Annual | 40,430.975 | 41,341.755 | 42,246.490 | 43,159.285 | 44,066.035 | 44,974.800 | | 45,873.490 |
| Clerk 5 | 1950 | Hourly | 20.122 | 20.725 | 21.348 | 21.988 | 22.648 | 23.328 | | 23.794 |
| | | Monthly | 3,269.825 | 3,367.813 | 3,469.050 | 3,573.050 | 3,680.300 | 3,790.800 | | 3,866.525 |
| | | Annual | 39,237.900 | 40,413.750 | 41,628.600 | 42,876.600 | 44,163.600 | 45,489.600 | | 46,398.300 |
| Secretary 1 - PIO | 1950 | Hourly | 20.150 | 20.562 | 20.980 | 21.409 | 21.847 | | | 22.283 |
| | | Monthly | 3,274.375 | 3,341.325 | 3,409.250 | 3,478.963 | 3,550.138 | | | 3,620.988 |
| | | Annual | 39,292.500 | 40,095.900 | 40,911.000 | 41,747.550 | 42,601.650 | | | 43,451.850 |
| Staffing Clerk | 2015 | Hourly | 20.228 | 20.837 | 21.460 | 22.105 | 22.768 | 23.452 | | 23.920 |
| | | Monthly | 3,396.618 | 3,498.880 | 3,603.492 | 3,711.798 | 3,823.127 | 3,937.982 | | 4,016.567 |
| | | Annual | 40,759.420 | 41,986.555 | 43,241.900 | 44,541.575 | 45,877.520 | 47,255.780 | | 48,198.800 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 23.476 | | | | | | | 23.947 |
| | | Monthly | 3,942.012 | | | | | | | 4,021.100 |
| | | Annual | 47,304.140 | | | | | | | 48,253.205 |
| Chief Engineer - PIO | 2015 | Hourly | 25.626 | | | | | | | 26.138 |
| | | Monthly | 4,303.033 | | | | | | | 4,389.006 |
| | | Annual | 51,636.390 | | | | | | | 52,668.070 |
| 4th Class Power Engineer | 2015 | Hourly | 27.746 | 29.287 | 30.830 | | | | | 31.446 |
| | | Monthly | 4,659.016 | 4,917.775 | 5,176.871 | | | | | 5,280.308 |
| | | Annual | 55,908.190 | 59,013.305 | 62,122.450 | | | | | 63,363.690 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 28.253 | | | | | | | 28.818 |
| | | Monthly | 4,744.150 | | | | | | | 4,839.023 |
| | | Annual | 56,929.795 | | | | | | | 58,068.270 |
| Engineer 3rd Class | 2015 | Hourly | 29.907 | 31.568 | 33.231 | | | | | 33.895 |
| | | Monthly | 5,021.884 | 5,300.793 | 5,580.039 | | | | | 5,691.535 |
| | | Annual | 60,262.605 | 63,609.520 | 66,960.465 | | | | | 68,298.425 |
| Carpenter | 2015 | Hourly | 32.024 | | | | | | | 32.665 |
| | | Monthly | 5,377.363 | | | | | | | 5,484.998 |
| | | Annual | 64,528.360 | | | | | | | 65,819.975 |
| Maintenance Worker (certified) | 2015 | Hourly | 32.024 | | | | | | | 32.665 |
| | | Monthly | 5,377.363 | | | | | | | 5,484.998 |
| | | Annual | 64,528.360 | | | | | | | 65,819.975 |
| Electrician | 2015 | Hourly | 36.013 | | | | | | | 36.734 |
| | | Monthly | 6,047.183 | | | | | | | 6,168.251 |
| | | Annual | 72,566.195 | | | | | | | 74,019.010 |
| Home Support Worker | 2080 | Hourly | 13.251 | 13.535 | 13.757 | 14.091 | 14.325 | | | |
| | | Monthly | 2,296.840 | 2,346.067 | 2,384.547 | 2,442.440 | 2,483.000 | | | |
| | | Annual | 27,562.080 | 28,152.800 | 28,614.560 | 29,309.280 | 29,796.000 | | | |
| Clerk 1 | 1885 | Hourly | 15.407 | 15.832 | 16.255 | 16.726 | | | | |
| | | Monthly | 2,420.183 | 2,486.943 | 2,553.390 | 2,627.376 | | | | |
| | | Annual | 29,042.195 | 29,843.320 | 30,640.675 | 31,528.510 | | | | |
| Supportive Housing Companion | 2080 | Hourly | 16.269 | 16.594 | 16.927 | 17.264 | 17.609 | | | |
| | | Monthly | 2,819.960 | 2,876.293 | 2,934.013 | 2,992.427 | 3,052.227 | | | |
| | | Annual | 33,839.520 | 34,515.520 | 35,208.160 | 35,909.120 | 36,626.720 | | | |
| Clerk 1 | 1950 | Hourly | 16.981 | 17.492 | 18.016 | 18.556 | 19.113 | 19.687 | | |
| | | Monthly | 2,759.413 | 2,842.450 | 2,927.600 | 3,015.350 | 3,105.863 | 3,199.138 | | 3,263.000 |
| | | Annual | 33,112.950 | 34,109.400 | 35,131.200 | 36,184.200 | 37,270.350 | 38,389.650 | | 39,156.000 |
| Admin Secretary 1 | 1885 | Hourly | 17.093 | 17.473 | 17.973 | 18.461 | 18.961 | | | |
| | | Monthly | 2,685.025 | 2,744.717 | 2,823.259 | 2,899.915 | 2,978.457 | | | |
| | | Annual | 32,220.305 | 32,936.605 | 33,879.105 | 34,798.985 | 35,741.485 | | | |
| Clerk 2 | 1950 | Hourly | 17.640 | 18.168 | 18.713 | 19.275 | 19.852 | 20.448 | | |
| | | Monthly | 2,866.500 | 2,952.300 | 3,040.863 | 3,132.188 | 3,225.950 | 3,322.800 | | 3,389.263 |
| | | Annual | 34,398.000 | 35,427.600 | 36,490.350 | 37,586.250 | 38,711.400 | 39,873.600 | | 40,671.150 |
| Clerk 2 - PIO (Altona) | 1950 | Hourly | 17.764 | 18.696 | 19.626 | 20.604 | | | | |
| | | Monthly | 2,886.650 | 3,038.100 | 3,189.225 | 3,348.150 | | | | 3,415.100 |
| | | Annual | 34,639.800 | 36,457.200 | 38,270.700 | 40,177.800 | | | | 40,981.200 |
| Clerk 2 | 1885 | Hourly | 18.249 | 18.686 | 19.158 | 19.704 | 20.208 | 20.797 | | |
| | | Monthly | 2,866.614 | 2,935.259 | 3,009.403 | 3,095.170 | 3,174.340 | 3,266.862 | | |
| | | Annual | 34,399.365 | 35,223.110 | 36,112.830 | 37,142.040 | 38,092.080 | 39,202.345 | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Clerk 3 | 1950 | Hourly | 18.310 | 18.859 | 19.424 | 20.007 | 20.608 | 21.226 | | 21.650 | |
| | | Monthly | 2,975.375 | 3,064.588 | 3,156.400 | 3,251.138 | 3,348.800 | 3,449.225 | | 3,518.125 | |
| | | Annual | 35,704.500 | 36,775.050 | 37,876.800 | 39,013.650 | 40,185.600 | 41,390.700 | | 42,217.500 | |
| Admin Secretary 2 | 1885 | Hourly | 19.342 | 19.782 | 20.282 | 20.797 | 21.392 | 21.937 | | | |
| | | Monthly | 3,038.306 | 3,107.423 | 3,185.964 | 3,266.862 | 3,360.327 | 3,445.937 | | | |
| | | Annual | 36,459.670 | 37,289.070 | 38,231.570 | 39,202.345 | 40,323.920 | 41,351.245 | | | |
| Community Wellness & Housing Support Worker | 1885 | Hourly | 20.480 | 21.116 | 21.842 | 22.591 | 23.352 | 24.101 | | 24.584 | |
| | | Monthly | 3,217.067 | 3,316.972 | 3,431.014 | 3,548.670 | 3,668.210 | 3,785.865 | | 3,861.737 | |
| | | Annual | 38,604.800 | 39,803.660 | 41,172.170 | 42,584.035 | 44,018.520 | 45,430.385 | | 46,340.840 | |
| Admin Secretary 3 | 1885 | Hourly | 22.089 | 22.684 | 23.308 | 23.929 | 24.584 | 25.267 | | | |
| | | Monthly | 3,469.814 | 3,563.278 | 3,661.298 | 3,758.847 | 3,861.737 | 3,969.025 | | | |
| | | Annual | 41,637.765 | 42,759.340 | 43,935.580 | 45,106.165 | 46,340.840 | 47,628.295 | | | |
| Clerk 3 | 1885 | Hourly | 22.151 | 22.730 | 23.335 | 23.976 | 24.629 | 25.403 | | | |
| | | Monthly | 3,479.553 | 3,570.504 | 3,665.540 | 3,766.230 | 3,868.805 | 3,990.388 | | | |
| | | Annual | 41,754.635 | 42,846.050 | 43,986.475 | 45,194.760 | 46,425.665 | 47,884.655 | | | |
| Accounting Clerk | 1885 | Hourly | 22.850 | 23.458 | 24.097 | 24.719 | 25.432 | 26.148 | | | |
| | | Monthly | 3,589.354 | 3,684.861 | 3,785.237 | 3,882.943 | 3,994.943 | 4,107.415 | | | |
| | | Annual | 43,072.250 | 44,218.330 | 45,422.845 | 46,595.315 | 47,939.320 | 49,288.980 | | | |
| Community Health Assessment Program Asst | 1885 | Hourly | 24.893 | 25.788 | 26.649 | 27.618 | 28.569 | 29.615 | | 30.207 | |
| | | Monthly | 3,910.275 | 4,050.865 | 4,186.114 | 4,338.328 | 4,487.714 | 4,652.023 | | 4,745.016 | |
| | | Annual | 46,923.305 | 48,610.380 | 50,233.365 | 52,059.930 | 53,852.565 | 55,824.275 | | 56,940.195 | |
| Home Care Resource Coordinator | 1885 | Hourly | 25.250 | 26.120 | 27.059 | 27.957 | 28.993 | 29.986 | 31.064 | 32.017 | 32.657 |
| | | Monthly | 3,966.354 | 4,103.017 | 4,250.518 | 4,391.579 | 4,554.317 | 4,710.301 | 4,879.637 | 5,029.337 | 5,129.870 |
| | | Annual | 47,596.250 | 49,236.200 | 51,006.215 | 52,698.945 | 54,651.805 | 56,523.610 | 58,555.640 | 60,352.045 | 61,558.445 |
| Mental Health Resource Coordinator | 1885 | Hourly | 25.250 | 26.120 | 27.059 | 27.957 | 28.993 | 29.986 | 31.064 | 32.017 | 32.657 |
| | | Monthly | 3,966.354 | 4,103.017 | 4,250.518 | 4,391.579 | 4,554.317 | 4,710.301 | 4,879.637 | 5,029.337 | 5,129.870 |
| | | Annual | 47,596.250 | 49,236.200 | 51,006.215 | 52,698.945 | 54,651.805 | 56,523.610 | 58,555.640 | 60,352.045 | 61,558.445 |
| Resource Coordinator | 1885 | Hourly | 25.252 | 26.128 | 27.057 | 27.959 | 28.992 | 29.986 | 31.060 | 32.028 | 32.668 |
| | | Monthly | 3,966.668 | 4,104.273 | 4,250.204 | 4,391.893 | 4,554.160 | 4,710.301 | 4,879.008 | 5,031.065 | 5,131.598 |
| | | Annual | 47,600.020 | 49,251.280 | 51,002.445 | 52,702.715 | 54,649.920 | 56,523.610 | 58,548.100 | 60,372.780 | 61,579.180 |
| Finance Officer | 1885 | Hourly | 25.457 | 26.222 | 27.009 | 27.818 | 28.654 | 29.512 | | | |
| | | Monthly | 3,998.870 | 4,119.039 | 4,242.664 | 4,369.744 | 4,501.066 | 4,635.843 | | | |
| | | Annual | 47,986.445 | 49,428.470 | 50,911.965 | 52,436.930 | 54,012.790 | 55,630.120 | | | |
| Clerk 4 | 1885 | Hourly | 25.998 | 26.635 | 27.348 | 28.064 | 28.821 | 29.597 | | | |
| | | Monthly | 4,083.853 | 4,183.915 | 4,295.915 | 4,408.387 | 4,527.299 | 4,649.195 | | | |
| | | Annual | 49,006.230 | 50,206.975 | 51,550.980 | 52,900.640 | 54,327.585 | 55,790.345 | | | |
| Community Addictions Worker 1 - AFM ** | 1885 | Hourly | 29.510 | 30.570 | 31.670 | 32.860 | 34.080 | 35.420 | | | |
| | | Monthly | 4,635.529 | 4,802.038 | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | | | |
| | | Annual | 55,626.350 | 57,624.450 | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | | | |
| Rehabilitation Councillor - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Prevention Education Counsellant - AFM ** | 1885 | Hourly | 31.670 | 32.860 | 34.080 | 35.420 | 36.680 | 38.120 | | | |
| | | Monthly | 4,974.829 | 5,161.758 | 5,353.400 | 5,563.892 | 5,761.817 | 5,988.017 | | | |
| | | Annual | 59,697.950 | 61,941.100 | 64,240.800 | 66,766.700 | 69,141.800 | 71,856.200 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 16.129 | 16.613 | 17.111 | 17.625 | 18.154 | 18.699 | | 19.071 | |
| | | Monthly | 2,708.328 | 2,789.600 | 2,873.222 | 2,959.531 | 3,048.359 | 3,139.874 | | 3,202.339 | |
| | | Annual | 32,499.935 | 33,475.195 | 34,478.665 | 35,514.375 | 36,580.310 | 37,678.485 | | 38,428.065 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Custodian 2 *** | 2015 | Hourly | 17.259 | 17.776 | 18.310 | 18.860 | 19.426 | 20.009 | | 20.408 |
| | | Monthly | 2,898.074 | 2,984.887 | 3,074.554 | 3,166.908 | 3,261.949 | 3,359.845 | | 3,426.843 |
| | | Annual | 34,776.885 | 35,818.640 | 36,894.650 | 38,002.900 | 39,143.390 | 40,318.135 | | 41,122.120 |
| CSR Aide *** | 2015 | Hourly | 17.322 | 17.842 | 18.378 | 18.928 | 19.495 | 20.080 | | 20.482 |
| | | Monthly | 2,908.653 | 2,995.969 | 3,085.973 | 3,178.327 | 3,273.535 | 3,371.767 | | 3,439.269 |
| | | Annual | 34,903.830 | 35,951.630 | 37,031.670 | 38,139.920 | 39,282.425 | 40,461.200 | | 41,271.230 |
| Maintenance Worker *** | 2015 | Hourly | 19.254 | 19.831 | 20.427 | 21.038 | 21.671 | 22.320 | | 22.766 |
| | | Monthly | 3,233.068 | 3,329.955 | 3,430.034 | 3,532.631 | 3,638.922 | 3,747.900 | | 3,822.791 |
| | | Annual | 38,796.810 | 39,959.465 | 41,160.405 | 42,391.570 | 43,667.065 | 44,974.800 | | 45,873.490 |
| Maintenance Worker 2 *** | 2015 | Hourly | 19.254 | 19.831 | 20.427 | 21.038 | 21.671 | 22.320 | | 22.766 |
| | | Monthly | 3,233.068 | 3,329.955 | 3,430.034 | 3,532.631 | 3,638.922 | 3,747.900 | | 3,822.791 |
| | | Annual | 38,796.810 | 39,959.465 | 41,160.405 | 42,391.570 | 43,667.065 | 44,974.800 | | 45,873.490 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 19.850 | 20.444 | 21.057 | 21.689 | 22.340 | 23.011 | | 23.471 |
| | | Monthly | 3,333.146 | 3,432.888 | 3,535.821 | 3,641.945 | 3,751.258 | 3,863.930 | | 3,941.172 |
| | | Annual | 39,997.750 | 41,194.660 | 42,429.855 | 43,703.335 | 45,015.100 | 46,367.165 | | 47,294.065 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 20.286 | 20.894 | 21.522 | 22.168 | 22.833 | 23.517 | | 23.987 |
| | | Monthly | 3,406.358 | 3,508.451 | 3,613.903 | 3,722.377 | 3,834.041 | 3,948.896 | | 4,027.817 |
| | | Annual | 40,876.290 | 42,101.410 | 43,366.830 | 44,668.520 | 46,008.495 | 47,386.755 | | 48,333.805 |

** Former MGEU AFM Agreement. 0.0% General Increase in 2019/20

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 15.860 | | | | | | | 16.176 |
| | | Monthly | 2,663.158 | | | | | | | 2,716.220 |
| | | Annual | 31,957.900 | | | | | | | 32,594.640 |
| Dietary Aide 1 | 2015 | Hourly | 16.210 | 16.696 | 17.197 | 17.713 | 18.245 | 18.792 | | 19.166 |
| | | Monthly | 2,721.929 | 2,803.537 | 2,887.663 | 2,974.308 | 3,063.640 | 3,155.490 | | 3,218.291 |
| | | Annual | 32,663.150 | 33,642.440 | 34,651.955 | 35,691.695 | 36,763.675 | 37,865.880 | | 38,619.490 |
| Housekeeping Aide | 2015 | Hourly | 16.210 | 16.696 | 17.197 | 17.713 | 18.245 | 18.792 | | 19.166 |
| | | Monthly | 2,721.929 | 2,803.537 | 2,887.663 | 2,974.308 | 3,063.640 | 3,155.490 | | 3,218.291 |
| | | Annual | 32,663.150 | 33,642.440 | 34,651.955 | 35,691.695 | 36,763.675 | 37,865.880 | | 38,619.490 |
| Laundry Aide | 2015 | Hourly | 16.210 | 16.696 | 17.197 | 17.713 | 18.245 | 18.792 | | 19.166 |
| | | Monthly | 2,721.929 | 2,803.537 | 2,887.663 | 2,974.308 | 3,063.640 | 3,155.490 | | 3,218.291 |
| | | Annual | 32,663.150 | 33,642.440 | 34,651.955 | 35,691.695 | 36,763.675 | 37,865.880 | | 38,619.490 |
| Porter | 2015 | Hourly | 16.210 | 16.696 | 17.197 | 17.713 | 18.245 | 18.792 | | 19.166 |
| | | Monthly | 2,721.929 | 2,803.537 | 2,887.663 | 2,974.308 | 3,063.640 | 3,155.490 | | 3,218.291 |
| | | Annual | 32,663.150 | 33,642.440 | 34,651.955 | 35,691.695 | 36,763.675 | 37,865.880 | | 38,619.490 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 17.286 | 17.806 | 18.339 | 18.890 | 19.457 | 20.041 | | 20.442 |
| | | Monthly | 2,902.608 | 2,989.924 | 3,079.424 | 3,171.946 | 3,267.155 | 3,365.218 | | 3,432.553 |
| | | Annual | 34,831.290 | 35,879.090 | 36,953.085 | 38,063.350 | 39,205.855 | 40,382.615 | | 41,190.630 |
| Housekeeping Aide 2 | 2015 | Hourly | 17.345 | 17.865 | 18.402 | 18.954 | 19.523 | 20.109 | | 20.510 |
| | | Monthly | 2,912.515 | 2,999.831 | 3,090.003 | 3,182.693 | 3,278.237 | 3,376.636 | | 3,443.971 |
| | | Annual | 34,950.175 | 35,997.975 | 37,080.030 | 38,192.310 | 39,338.845 | 40,519.635 | | 41,327.650 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 17.409 | 17.931 | 18.470 | 19.023 | 19.592 | 20.180 | | 20.584 |
| | | Monthly | 2,923.261 | 3,010.914 | 3,101.421 | 3,194.279 | 3,289.823 | 3,388.558 | | 3,456.397 |
| | | Annual | 35,079.135 | 36,130.965 | 37,217.050 | 38,331.345 | 39,477.880 | 40,662.700 | | 41,476.760 |
| Receptionist | 2015 | Hourly | 17.409 | 17.931 | 18.470 | 19.023 | 19.592 | 20.180 | | 20.584 |
| | | Monthly | 2,923.261 | 3,010.914 | 3,101.421 | 3,194.279 | 3,289.823 | 3,388.558 | | 3,456.397 |
| | | Annual | 35,079.135 | 36,130.965 | 37,217.050 | 38,331.345 | 39,477.880 | 40,662.700 | | 41,476.760 |
| Maintenance 2 | 2015 | Hourly | 17.583 | 18.111 | 18.654 | 19.215 | 19.790 | 20.384 | | 20.792 |
| | | Monthly | 2,952.479 | 3,041.139 | 3,132.318 | 3,226.519 | 3,323.071 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,429.745 | 36,493.665 | 37,587.810 | 38,718.225 | 39,876.850 | 41,073.760 | | 41,895.880 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 17.583 | 18.111 | 18.654 | 19.215 | 19.790 | 20.384 | | 20.792 |
| | | Monthly | 2,952.479 | 3,041.139 | 3,132.318 | 3,226.519 | 3,323.071 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,429.745 | 36,493.665 | 37,587.810 | 38,718.225 | 39,876.850 | 41,073.760 | | 41,895.880 |
| Painter / Labourer | 2015 | Hourly | 17.583 | 18.111 | 18.654 | 19.215 | 19.790 | 20.384 | | 20.792 |
| | | Monthly | 2,952.479 | 3,041.139 | 3,132.318 | 3,226.519 | 3,323.071 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,429.745 | 36,493.665 | 37,587.810 | 38,718.225 | 39,876.850 | 41,073.760 | | 41,895.880 |
| Regional Courier Driver | 2015 | Hourly | 17.583 | 18.111 | 18.654 | 19.215 | 19.790 | 20.384 | | 20.792 |
| | | Monthly | 2,952.479 | 3,041.139 | 3,132.318 | 3,226.519 | 3,323.071 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,429.745 | 36,493.665 | 37,587.810 | 38,718.225 | 39,876.850 | 41,073.760 | | 41,895.880 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 17.722 | 18.247 | 18.808 | 19.344 | 19.904 | 20.384 | | 20.792 |
| | | Monthly | 2,975.819 | 3,063.975 | 3,158.177 | 3,248.180 | 3,342.213 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,709.830 | 36,767.705 | 37,898.120 | 38,978.160 | 40,106.560 | 41,073.760 | | 41,895.880 |
| Painter / Labourer - PIO | 2015 | Hourly | 17.722 | 18.247 | 18.808 | 19.344 | 19.904 | 20.384 | | 20.792 |
| | | Monthly | 2,975.819 | 3,063.975 | 3,158.177 | 3,248.180 | 3,342.213 | 3,422.813 | | 3,491.323 |
| | | Annual | 35,709.830 | 36,767.705 | 37,898.120 | 38,978.160 | 40,106.560 | 41,073.760 | | 41,895.880 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Handivan Driver / Courier | 2015 | Hourly | 17.803 | 18.335 | 18.886 | 19.453 | 20.037 | 20.638 | | 21.050 |
| | | Monthly | 2,989.420 | 3,078.752 | 3,171.274 | 3,266.483 | 3,364.546 | 3,465.464 | | 3,534.646 |
| | | Annual | 35,873.045 | 36,945.025 | 38,055.290 | 39,197.795 | 40,374.555 | 41,585.570 | | 42,415.750 |
| Material Porter | 2015 | Hourly | 18.041 | 18.580 | 19.139 | 19.713 | 20.304 | 20.912 | | 21.331 |
| | | Monthly | 3,029.385 | 3,119.892 | 3,213.757 | 3,310.141 | 3,409.380 | 3,511.473 | | 3,581.830 |
| | | Annual | 36,352.615 | 37,438.700 | 38,565.085 | 39,721.695 | 40,912.560 | 42,137.680 | | 42,981.965 |
| Dietary Clerk | 2015 | Hourly | 18.082 | 18.626 | 19.184 | 19.758 | 20.353 | 20.963 | | 21.382 |
| | | Monthly | 3,036.269 | 3,127.616 | 3,221.313 | 3,317.698 | 3,417.608 | 3,520.037 | | 3,590.394 |
| | | Annual | 36,435.230 | 37,531.390 | 38,655.760 | 39,812.370 | 41,011.295 | 42,240.445 | | 43,084.730 |
| Receptionist / Clerk | 2015 | Hourly | 18.082 | 18.626 | 19.184 | 19.758 | 20.353 | 20.963 | | 21.382 |
| | | Monthly | 3,036.269 | 3,127.616 | 3,221.313 | 3,317.698 | 3,417.608 | 3,520.037 | | 3,590.394 |
| | | Annual | 36,435.230 | 37,531.390 | 38,655.760 | 39,812.370 | 41,011.295 | 42,240.445 | | 43,084.730 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 18.342 | 18.894 | 19.460 | 20.044 | 20.646 | 21.264 | | 21.690 |
| | | Monthly | 3,079.928 | 3,172.618 | 3,267.658 | 3,365.722 | 3,466.808 | 3,570.580 | | 3,642.113 |
| | | Annual | 36,959.130 | 38,071.410 | 39,211.900 | 40,388.660 | 41,601.690 | 42,846.960 | | 43,705.350 |
| Supervisor / Lead Hand | 2015 | Hourly | 18.342 | 18.894 | 19.460 | 20.044 | 20.646 | 21.264 | | 21.690 |
| | | Monthly | 3,079.928 | 3,172.618 | 3,267.658 | 3,365.722 | 3,466.808 | 3,570.580 | | 3,642.113 |
| | | Annual | 36,959.130 | 38,071.410 | 39,211.900 | 40,388.660 | 41,601.690 | 42,846.960 | | 43,705.350 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 18.342 | 18.894 | 19.460 | 20.044 | 20.646 | 21.264 | | 21.690 |
| | | Monthly | 3,079.928 | 3,172.618 | 3,267.658 | 3,365.722 | 3,466.808 | 3,570.580 | | 3,642.113 |
| | | Annual | 36,959.130 | 38,071.410 | 39,211.900 | 40,388.660 | 41,601.690 | 42,846.960 | | 43,705.350 |
| Medical Records Clerk | 2015 | Hourly | 18.770 | 19.333 | 19.913 | 20.510 | 21.126 | 21.760 | | 22.195 |
| | | Monthly | 3,151.796 | 3,246.333 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | | 3,726.910 |
| | | Annual | 37,821.550 | 38,955.995 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | | 44,722.925 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 18.770 | 19.333 | 19.913 | 20.510 | 21.126 | 21.760 | | 22.195 |
| | | Monthly | 3,151.796 | 3,246.333 | 3,343.725 | 3,443.971 | 3,547.408 | 3,653.867 | | 3,726.910 |
| | | Annual | 37,821.550 | 38,955.995 | 40,124.695 | 41,327.650 | 42,568.890 | 43,846.400 | | 44,722.925 |
| Material Management Tech (Certified) | 1950 | Hourly | 18.938 | 19.506 | 20.091 | 20.695 | 21.316 | 21.956 | | 22.394 |
| | | Monthly | 3,077.425 | 3,169.725 | 3,264.788 | 3,362.938 | 3,463.850 | 3,567.850 | | 3,639.025 |
| | | Annual | 36,929.100 | 38,036.700 | 39,177.450 | 40,355.250 | 41,566.200 | 42,814.200 | | 43,668.300 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 19.081 | 19.654 | 20.243 | 20.850 | 21.476 | 22.121 | | 22.562 |
| | | Monthly | 3,100.663 | 3,193.775 | 3,289.488 | 3,388.125 | 3,489.850 | 3,594.663 | | 3,666.325 |
| | | Annual | 37,207.950 | 38,325.300 | 39,473.850 | 40,657.500 | 41,878.200 | 43,135.950 | | 43,995.900 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 19.081 | 19.654 | 20.243 | 20.850 | 21.476 | 22.121 | | 22.562 |
| | | Monthly | 3,204.018 | 3,300.234 | 3,399.137 | 3,501.063 | 3,606.178 | 3,714.485 | | 3,788.536 |
| | | Annual | 38,448.215 | 39,602.810 | 40,789.645 | 42,012.750 | 43,274.140 | 44,573.815 | | 45,462.430 |
| Unit Clerk | 2015 | Hourly | 19.081 | 19.654 | 20.243 | 20.850 | 21.476 | 22.121 | | 22.562 |
| | | Monthly | 3,204.018 | 3,300.234 | 3,399.137 | 3,501.063 | 3,606.178 | 3,714.485 | | 3,788.536 |
| | | Annual | 38,448.215 | 39,602.810 | 40,789.645 | 42,012.750 | 43,274.140 | 44,573.815 | | 45,462.430 |
| Ward Clerk | 2015 | Hourly | 19.081 | 19.654 | 20.243 | 20.850 | 21.476 | 22.121 | | 22.562 |
| | | Monthly | 3,204.018 | 3,300.234 | 3,399.137 | 3,501.063 | 3,606.178 | 3,714.485 | | 3,788.536 |
| | | Annual | 38,448.215 | 39,602.810 | 40,789.645 | 42,012.750 | 43,274.140 | 44,573.815 | | 45,462.430 |
| Maintenance 1 | 2015 | Hourly | 19.350 | 19.930 | 20.529 | 21.143 | 21.779 | 22.432 | | 22.880 |
| | | Monthly | 3,249.188 | 3,346.579 | 3,447.161 | 3,550.262 | 3,657.057 | 3,766.707 | | 3,841.933 |
| | | Annual | 38,990.250 | 40,158.950 | 41,365.935 | 42,603.145 | 43,884.685 | 45,200.480 | | 46,103.200 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 19.350 | 19.930 | 20.529 | 21.143 | 21.779 | 22.432 | | 22.880 |
| | | Monthly | 3,249.188 | 3,346.579 | 3,447.161 | 3,550.262 | 3,657.057 | 3,766.707 | | 3,841.933 |
| | | Annual | 38,990.250 | 40,158.950 | 41,365.935 | 42,603.145 | 43,884.685 | 45,200.480 | | 46,103.200 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Transcriptionist | 2015 | Hourly | 19.413 | 19.994 | 20.593 | 21.213 | 21.849 | 22.504 | | 22.954 |
| | | Monthly | 3,259.766 | 3,357.326 | 3,457.908 | 3,562.016 | 3,668.811 | 3,778.797 | | 3,854.359 |
| | | Annual | 39,117.195 | 40,287.910 | 41,494.895 | 42,744.195 | 44,025.735 | 45,345.560 | | 46,252.310 |
| Admitting Clerk | 2015 | Hourly | 19.483 | 20.068 | 20.669 | 21.290 | 21.928 | 22.586 | | 23.038 |
| | | Monthly | 3,271.520 | 3,369.752 | 3,470.670 | 3,574.946 | 3,682.077 | 3,792.566 | | 3,868.464 |
| | | Annual | 39,258.245 | 40,437.020 | 41,648.035 | 42,899.350 | 44,184.920 | 45,510.790 | | 46,421.570 |
| Clerk 4 | 1950 | Hourly | 19.483 | 20.068 | 20.669 | 21.290 | 21.928 | 22.586 | | 23.038 |
| | | Monthly | 3,165.988 | 3,261.050 | 3,358.713 | 3,459.625 | 3,563.300 | 3,670.225 | | 3,743.675 |
| | | Annual | 37,991.850 | 39,132.600 | 40,304.550 | 41,515.500 | 42,759.600 | 44,042.700 | | 44,924.100 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 19.483 | 20.068 | 20.669 | 21.290 | 21.928 | 22.586 | | 23.038 |
| | | Monthly | 3,271.520 | 3,369.752 | 3,470.670 | 3,574.946 | 3,682.077 | 3,792.566 | | 3,868.464 |
| | | Annual | 39,258.245 | 40,437.020 | 41,648.035 | 42,899.350 | 44,184.920 | 45,510.790 | | 46,421.570 |
| Lab Assistant 2 | 2015 | Hourly | 19.483 | 20.068 | 20.669 | 21.290 | 21.928 | 22.586 | | 23.038 |
| | | Monthly | 3,271.520 | 3,369.752 | 3,470.670 | 3,574.946 | 3,682.077 | 3,792.566 | | 3,868.464 |
| | | Annual | 39,258.245 | 40,437.020 | 41,648.035 | 42,899.350 | 44,184.920 | 45,510.790 | | 46,421.570 |
| Admin Secretary | 2015 | Hourly | 19.559 | 20.145 | 20.749 | 21.373 | 22.014 | 22.675 | | 23.128 |
| | | Monthly | 3,284.282 | 3,382.681 | 3,484.103 | 3,588.883 | 3,696.518 | 3,807.510 | | 3,883.577 |
| | | Annual | 39,411.385 | 40,592.175 | 41,809.235 | 43,066.595 | 44,358.210 | 45,690.125 | | 46,602.920 |
| Secretary / Ward Clerk | 2015 | Hourly | 19.559 | 20.145 | 20.749 | 21.373 | 22.014 | 22.675 | | 23.128 |
| | | Monthly | 3,284.282 | 3,382.681 | 3,484.103 | 3,588.883 | 3,696.518 | 3,807.510 | | 3,883.577 |
| | | Annual | 39,411.385 | 40,592.175 | 41,809.235 | 43,066.595 | 44,358.210 | 45,690.125 | | 46,602.920 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 19.600 | 19.998 | 20.408 | 20.823 | 21.247 | | | 21.673 |
| | | Monthly | 3,291.167 | 3,357.998 | 3,426.843 | 3,496.529 | 3,567.725 | | | 3,639.258 |
| | | Annual | 39,494.000 | 40,295.970 | 41,122.120 | 41,958.345 | 42,812.705 | | | 43,671.095 |
| Cook 1 | 2015 | Hourly | 19.949 | 20.546 | 21.162 | 21.797 | 22.452 | 23.126 | | 23.588 |
| | | Monthly | 3,349.770 | 3,450.016 | 3,553.453 | 3,660.080 | 3,770.065 | 3,883.241 | | 3,960.818 |
| | | Annual | 40,197.235 | 41,400.190 | 42,641.430 | 43,920.955 | 45,240.780 | 46,598.890 | | 47,529.820 |
| Slating Clerk | 2015 | Hourly | 19.949 | 20.546 | 21.162 | 21.797 | 22.452 | 23.126 | | 23.588 |
| | | Monthly | 3,349.770 | 3,450.016 | 3,553.453 | 3,660.080 | 3,770.065 | 3,883.241 | | 3,960.818 |
| | | Annual | 40,197.235 | 41,400.190 | 42,641.430 | 43,920.955 | 45,240.780 | 46,598.890 | | 47,529.820 |
| Cook - Ville Youville | 2015 | Hourly | 19.949 | 20.546 | 21.162 | 21.797 | 22.452 | 23.126 | | 23.588 |
| | | Monthly | 3,349.770 | 3,450.016 | 3,553.453 | 3,660.080 | 3,770.065 | 3,883.241 | | 3,960.818 |
| | | Annual | 40,197.235 | 41,400.190 | 42,641.430 | 43,920.955 | 45,240.780 | 46,598.890 | | 47,529.820 |
| Maintenance Worker - PIO | 2015 | Hourly | 20.165 | 20.620 | 21.071 | 21.526 | 21.978 | 22.432 | | 22.880 |
| | | Monthly | 3,386.040 | 3,462.442 | 3,538.172 | 3,614.574 | 3,690.473 | 3,766.707 | | 3,841.933 |
| | | Annual | 40,632.475 | 41,549.300 | 42,458.065 | 43,374.890 | 44,285.670 | 45,200.480 | | 46,103.200 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 20.165 | 20.620 | 21.071 | 21.526 | 21.978 | 22.432 | | 22.880 |
| | | Monthly | 3,386.040 | 3,462.442 | 3,538.172 | 3,614.574 | 3,690.473 | 3,766.707 | | 3,841.933 |
| | | Annual | 40,632.475 | 41,549.300 | 42,458.065 | 43,374.890 | 44,285.670 | 45,200.480 | | 46,103.200 |
| Clerk 5 | 1950 | Hourly | 20.223 | 20.829 | 21.455 | 22.098 | 22.761 | 23.445 | | 23.913 |
| | | Monthly | 3,286.238 | 3,384.713 | 3,486.438 | 3,590.925 | 3,698.663 | 3,809.813 | | 3,885.863 |
| | | Annual | 39,434.850 | 40,616.550 | 41,837.250 | 43,091.100 | 44,383.950 | 45,717.750 | | 46,630.350 |
| Secretary 1 - PIO | 1950 | Hourly | 20.251 | 20.665 | 21.085 | 21.516 | 21.956 | | | 22.394 |
| | | Monthly | 3,290.788 | 3,358.063 | 3,426.313 | 3,496.350 | 3,567.850 | | | 3,639.025 |
| | | Annual | 39,489.450 | 40,296.750 | 41,115.750 | 41,956.200 | 42,814.200 | | | 43,668.300 |
| Staffing Clerk | 2015 | Hourly | 20.329 | 20.941 | 21.567 | 22.216 | 22.882 | 23.569 | | 24.040 |
| | | Monthly | 3,413.578 | 3,516.343 | 3,621.459 | 3,730.437 | 3,842.269 | 3,957.628 | | 4,036.717 |
| | | Annual | 40,962.935 | 42,196.115 | 43,457.505 | 44,765.240 | 46,107.230 | 47,491.535 | | 48,440.600 |

| Nurse Classification | Annual Hours | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 23.593 | | | | | | | | 24.067 |
| | | Monthly | 3,961.658 | | | | | | | | 4,041.250 |
| | | Annual | 47,539.895 | | | | | | | | 48,495.005 |
| Chief Engineer - PIO | 2015 | Hourly | 25.754 | | | | | | | | 26.269 |
| | | Monthly | 4,324.526 | | | | | | | | 4,411.003 |
| | | Annual | 51,894.310 | | | | | | | | 52,932.035 |
| 4th Class Power Engineer | 2015 | Hourly | 27.885 | 29.433 | 30.984 | | | | | | 31.603 |
| | | Monthly | 4,682.356 | 4,942.291 | 5,202.730 | | | | | | 5,306.670 |
| | | Annual | 56,188.275 | 59,307.495 | 62,432.760 | | | | | | 63,680.045 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 28.394 | | | | | | | | 28.962 |
| | | Monthly | 4,767.826 | | | | | | | | 4,863.203 |
| | | Annual | 57,213.910 | | | | | | | | 58,358.430 |
| Engineer 3rd Class | 2015 | Hourly | 30.057 | 31.726 | 33.397 | | | | | | 34.064 |
| | | Monthly | 5,047.071 | 5,327.324 | 5,607.913 | | | | | | 5,719.913 |
| | | Annual | 60,564.855 | 63,927.890 | 67,294.955 | | | | | | 68,638.960 |
| Carpenter | 2015 | Hourly | 32.184 | | | | | | | | 32.828 |
| | | Monthly | 5,404.230 | | | | | | | | 5,512.368 |
| | | Annual | 64,850.760 | | | | | | | | 66,148.420 |
| Maintenance Worker (certified) | 2015 | Hourly | 32.184 | | | | | | | | 32.828 |
| | | Monthly | 5,404.230 | | | | | | | | 5,512.368 |
| | | Annual | 64,850.760 | | | | | | | | 66,148.420 |
| Electrician | 2015 | Hourly | 36.193 | | | | | | | | 36.918 |
| | | Monthly | 6,077.408 | | | | | | | | 6,199.148 |
| | | Annual | 72,928.895 | | | | | | | | 74,389.770 |
| Home Support Worker | 2080 | Hourly | 13.317 | 13.603 | 13.826 | 14.161 | 14.397 | | | | |
| | | Monthly | 2,308.280 | 2,357.853 | 2,396.507 | 2,454.573 | 2,495.480 | | | | |
| | | Annual | 27,699.360 | 28,294.240 | 28,758.080 | 29,454.880 | 29,945.760 | | | | |
| Clerk 1 | 1885 | Hourly | 15.484 | 15.911 | 16.336 | 16.810 | | | | | |
| | | Monthly | 2,432.278 | 2,499.353 | 2,566.113 | 2,640.571 | | | | | |
| | | Annual | 29,187.340 | 29,992.235 | 30,793.360 | 31,686.850 | | | | | |
| Supportive Housing Companion | 2080 | Hourly | 16.350 | 16.677 | 17.012 | 17.350 | 17.697 | | | | |
| | | Monthly | 2,834.000 | 2,890.680 | 2,948.747 | 3,007.333 | 3,067.480 | | | | |
| | | Annual | 34,008.000 | 34,688.160 | 35,384.960 | 36,088.000 | 36,809.760 | | | | |
| Clerk 1 | 1950 | Hourly | 17.066 | 17.579 | 18.106 | 18.649 | 19.209 | 19.785 | | | 20.180 |
| | | Monthly | 2,773.225 | 2,856.588 | 2,942.225 | 3,030.463 | 3,121.463 | 3,215.063 | | | 3,279.250 |
| | | Annual | 33,278.700 | 34,279.050 | 35,306.700 | 36,365.550 | 37,457.550 | 38,580.750 | | | 39,351.000 |
| Admin Secretary 1 | 1885 | Hourly | 17.178 | 17.560 | 18.063 | 18.553 | 19.056 | | | | |
| | | Monthly | 2,698.378 | 2,758.383 | 2,837.396 | 2,914.367 | 2,993.380 | | | | |
| | | Annual | 32,380.530 | 33,100.600 | 34,048.755 | 34,972.405 | 35,920.560 | | | | |
| Clerk 2 | 1950 | Hourly | 17.728 | 18.259 | 18.807 | 19.371 | 19.951 | 20.550 | | | 20.961 |
| | | Monthly | 2,880.800 | 2,967.088 | 3,056.138 | 3,147.788 | 3,242.038 | 3,339.375 | | | 3,406.163 |
| | | Annual | 34,569.600 | 35,605.050 | 36,673.650 | 37,773.450 | 38,904.450 | 40,072.500 | | | 40,873.950 |
| Clerk 2 - PIO (Altona) | 1950 | Hourly | 17.853 | 18.789 | 19.724 | 20.707 | | | | | 21.121 |
| | | Monthly | 2,901.113 | 3,053.213 | 3,205.150 | 3,364.888 | | | | | 3,432.163 |
| | | Annual | 34,813.350 | 36,638.550 | 38,461.800 | 40,378.650 | | | | | 41,185.950 |
| Clerk 2 | 1885 | Hourly | 18.340 | 18.779 | 19.254 | 19.803 | 20.309 | 20.901 | | | |
| | | Monthly | 2,880.908 | 2,949.868 | 3,024.483 | 3,110.721 | 3,190.205 | 3,283.199 | | | |
| | | Annual | 34,570.900 | 35,398.415 | 36,293.790 | 37,328.655 | 38,282.465 | 39,398.385 | | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Clerk 3 | 1950 | Hourly | 18.402 | 18.953 | 19.521 | 20.107 | 20.711 | 21.332 | | 21.758 | |
| | | Monthly | 2,990.325 | 3,079.863 | 3,172.163 | 3,267.388 | 3,365.538 | 3,466.450 | | 3,535.675 | |
| | | Annual | 35,883.900 | 36,958.350 | 38,065.950 | 39,208.650 | 40,386.450 | 41,597.400 | | 42,428.100 | |
| Admin Secretary 2 | 1885 | Hourly | 19.439 | 19.881 | 20.383 | 20.901 | 21.499 | 22.047 | | | |
| | | Monthly | 3,053.543 | 3,122.974 | 3,201.830 | 3,283.199 | 3,377.135 | 3,463.216 | | | |
| | | Annual | 36,642.515 | 37,475.685 | 38,421.955 | 39,398.385 | 40,525.615 | 41,558.595 | | | |
| Community Wellness & Housing Support Worker | 1885 | Hourly | 20.582 | 21.222 | 21.951 | 22.704 | 23.469 | 24.222 | | 24.707 | |
| | | Monthly | 3,233.089 | 3,333.623 | 3,448.136 | 3,566.420 | 3,686.589 | 3,804.873 | | 3,881.058 | |
| | | Annual | 38,797.070 | 40,003.470 | 41,377.635 | 42,797.040 | 44,239.065 | 45,658.470 | | 46,572.695 | |
| Admin Secretary 3 | 1885 | Hourly | 22.199 | 22.797 | 23.425 | 24.049 | 24.707 | 25.393 | | | |
| | | Monthly | 3,487.093 | 3,581.029 | 3,679.677 | 3,777.697 | 3,881.058 | 3,988.817 | | | |
| | | Annual | 41,845.115 | 42,972.345 | 44,156.125 | 45,332.365 | 46,572.695 | 47,865.805 | | | |
| Clerk 3 | 1885 | Hourly | 22.262 | 22.844 | 23.452 | 24.096 | 24.752 | 25.530 | | | |
| | | Monthly | 3,496.989 | 3,588.412 | 3,683.918 | 3,785.080 | 3,888.127 | 4,010.338 | | | |
| | | Annual | 41,963.870 | 43,060.940 | 44,207.020 | 45,420.960 | 46,657.520 | 48,124.050 | | | |
| Accounting Clerk | 1885 | Hourly | 22.964 | 23.575 | 24.217 | 24.843 | 25.559 | 26.279 | | | |
| | | Monthly | 3,607.262 | 3,703.240 | 3,804.087 | 3,902.421 | 4,014.893 | 4,127.993 | | | |
| | | Annual | 43,287.140 | 44,438.875 | 45,649.045 | 46,829.055 | 48,178.715 | 49,535.915 | | | |
| Community Health Assessment Program Asst | 1885 | Hourly | 25.017 | 25.917 | 26.782 | 27.756 | 28.712 | 29.763 | | 30.358 | |
| | | Monthly | 3,929.754 | 4,071.129 | 4,207.006 | 4,360.005 | 4,510.177 | 4,675.271 | | 4,768.736 | |
| | | Annual | 47,157.045 | 48,853.545 | 50,484.070 | 52,320.060 | 54,122.120 | 56,103.255 | | 57,224.830 | |
| Home Care Resource Coordinator | 1885 | Hourly | 25.376 | 26.251 | 27.194 | 28.097 | 29.138 | 30.136 | 31.219 | 32.177 | 32.820 |
| | | Monthly | 3,986.147 | 4,123.595 | 4,271.724 | 4,413.570 | 4,577.094 | 4,733.863 | 4,903.985 | 5,054.470 | 5,155.475 |
| | | Annual | 47,833.760 | 49,483.135 | 51,260.690 | 52,962.845 | 54,925.130 | 56,806.360 | 58,847.815 | 60,653.645 | 61,865.700 |
| Mental Health Resource Coordinator | 1885 | Hourly | 25.376 | 26.251 | 27.194 | 28.097 | 29.138 | 30.136 | 31.219 | 32.177 | 32.820 |
| | | Monthly | 3,986.147 | 4,123.595 | 4,271.724 | 4,413.570 | 4,577.094 | 4,733.863 | 4,903.985 | 5,054.470 | 5,155.475 |
| | | Annual | 47,833.760 | 49,483.135 | 51,260.690 | 52,962.845 | 54,925.130 | 56,806.360 | 58,847.815 | 60,653.645 | 61,865.700 |
| Resource Coordinator | 1885 | Hourly | 25.378 | 26.259 | 27.192 | 28.099 | 29.137 | 30.136 | 31.215 | 32.188 | 32.831 |
| | | Monthly | 3,986.461 | 4,124.851 | 4,271.410 | 4,413.885 | 4,576.937 | 4,733.863 | 4,903.356 | 5,056.198 | 5,157.203 |
| | | Annual | 47,837.530 | 49,498.215 | 51,256.920 | 52,966.615 | 54,923.245 | 56,806.360 | 58,840.275 | 60,674.380 | 61,886.435 |
| Finance Officer | 1885 | Hourly | 25.584 | 26.353 | 27.144 | 27.957 | 28.797 | 29.660 | | | |
| | | Monthly | 4,018.820 | 4,139.617 | 4,263.870 | 4,391.579 | 4,523.529 | 4,659.092 | | | |
| | | Annual | 48,225.840 | 49,675.405 | 51,166.440 | 52,698.945 | 54,282.345 | 55,909.100 | | | |
| Clerk 4 | 1885 | Hourly | 26.128 | 26.768 | 27.485 | 28.204 | 28.965 | 29.745 | | | |
| | | Monthly | 4,104.273 | 4,204.807 | 4,317.435 | 4,430.378 | 4,549.919 | 4,672.444 | | | |
| | | Annual | 49,251.280 | 50,457.680 | 51,809.225 | 53,164.540 | 54,599.025 | 56,069.325 | | | |
| Community Addictions Worker 1 - AFM ** | 1885 | Hourly | 29.628 | 30.692 | 31.797 | 32.991 | 34.216 | 35.562 | | | |
| | | Monthly | 4,654.065 | 4,821.202 | 4,994.779 | 5,182.336 | 5,374.763 | 5,586.198 | | | |
| | | Annual | 55,848.780 | 57,854.420 | 59,937.345 | 62,188.035 | 64,497.160 | 67,034.370 | | | |
| Rehabilitation Councillor - AFM ** | 1885 | Hourly | 31.797 | 32.991 | 34.216 | 35.562 | 36.827 | 38.272 | | | |
| | | Monthly | 4,994.779 | 5,182.336 | 5,374.763 | 5,586.198 | 5,784.908 | 6,011.893 | | | |
| | | Annual | 59,937.345 | 62,188.035 | 64,497.160 | 67,034.370 | 69,418.895 | 72,142.720 | | | |
| Prevention Education Counsellant - AFM ** | 1885 | Hourly | 31.797 | 32.991 | 34.216 | 35.562 | 36.827 | 38.272 | | | |
| | | Monthly | 4,994.779 | 5,182.336 | 5,374.763 | 5,586.198 | 5,784.908 | 6,011.893 | | | |
| | | Annual | 59,937.345 | 62,188.035 | 64,497.160 | 67,034.370 | 69,418.895 | 72,142.720 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 16.210 | 16.696 | 17.197 | 17.713 | 18.245 | 18.792 | | 19.166 | |
| | | Monthly | 2,721.929 | 2,803.537 | 2,887.663 | 2,974.308 | 3,063.640 | 3,155.490 | | 3,218.291 | |
| | | Annual | 32,663.150 | 33,642.440 | 34,651.955 | 35,691.695 | 36,763.675 | 37,865.880 | | 38,619.490 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|------------|------------|------------|------------|------------|------------|--------|------------|
| Custodian 2 *** | 2015 | Hourly | 17.345 | 17.865 | 18.402 | 18.954 | 19.523 | 20.109 | | 20.510 |
| | | Monthly | 2,912.515 | 2,999.831 | 3,090.003 | 3,182.693 | 3,278.237 | 3,376.636 | | 3,443.971 |
| | | Annual | 34,950.175 | 35,997.975 | 37,080.030 | 38,192.310 | 39,338.845 | 40,519.635 | | 41,327.650 |
| CSR Aide *** | 2015 | Hourly | 17.409 | 17.931 | 18.470 | 19.023 | 19.592 | 20.180 | | 20.584 |
| | | Monthly | 2,923.261 | 3,010.914 | 3,101.421 | 3,194.279 | 3,289.823 | 3,388.558 | | 3,456.397 |
| | | Annual | 35,079.135 | 36,130.965 | 37,217.050 | 38,331.345 | 39,477.880 | 40,662.700 | | 41,476.760 |
| Maintenance Worker *** | 2015 | Hourly | 19.350 | 19.930 | 20.529 | 21.143 | 21.779 | 22.432 | | 22.880 |
| | | Monthly | 3,249.188 | 3,346.579 | 3,447.161 | 3,550.262 | 3,657.057 | 3,766.707 | | 3,841.933 |
| | | Annual | 38,990.250 | 40,158.950 | 41,365.935 | 42,603.145 | 43,884.685 | 45,200.480 | | 46,103.200 |
| Maintenance Worker 2 *** | 2015 | Hourly | 19.350 | 19.930 | 20.529 | 21.143 | 21.779 | 22.432 | | 22.880 |
| | | Monthly | 3,249.188 | 3,346.579 | 3,447.161 | 3,550.262 | 3,657.057 | 3,766.707 | | 3,841.933 |
| | | Annual | 38,990.250 | 40,158.950 | 41,365.935 | 42,603.145 | 43,884.685 | 45,200.480 | | 46,103.200 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 19.949 | 20.546 | 21.162 | 21.797 | 22.452 | 23.126 | | 23.588 |
| | | Monthly | 3,349.770 | 3,450.016 | 3,553.453 | 3,660.080 | 3,770.065 | 3,883.241 | | 3,960.818 |
| | | Annual | 40,197.235 | 41,400.190 | 42,641.430 | 43,920.955 | 45,240.780 | 46,598.890 | | 47,529.820 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 20.387 | 20.998 | 21.630 | 22.279 | 22.947 | 23.635 | | 24.107 |
| | | Monthly | 3,423.317 | 3,525.914 | 3,632.038 | 3,741.015 | 3,853.184 | 3,968.710 | | 4,047.967 |
| | | Annual | 41,079.805 | 42,310.970 | 43,584.450 | 44,892.185 | 46,238.205 | 47,624.525 | | 48,575.605 |

** Former MGEU AFM Agreement. 0.4% General Increase in 2020/21

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 16.050 | | | | | | | 16.370 |
| | | Monthly | 2,695.063 | | | | | | | 2,748.796 |
| | | Annual | 32,340.750 | | | | | | | 32,985.550 |
| Dietary Aide 1 | 2015 | Hourly | 16.405 | 16.896 | 17.403 | 17.926 | 18.464 | 19.018 | | 19.396 |
| | | Monthly | 2,754.673 | 2,837.120 | 2,922.254 | 3,010.074 | 3,100.413 | 3,193.439 | | 3,256.912 |
| | | Annual | 33,056.075 | 34,045.440 | 35,067.045 | 36,120.890 | 37,204.960 | 38,321.270 | | 39,082.940 |
| Housekeeping Aide | 2015 | Hourly | 16.405 | 16.896 | 17.403 | 17.926 | 18.464 | 19.018 | | 19.396 |
| | | Monthly | 2,754.673 | 2,837.120 | 2,922.254 | 3,010.074 | 3,100.413 | 3,193.439 | | 3,256.912 |
| | | Annual | 33,056.075 | 34,045.440 | 35,067.045 | 36,120.890 | 37,204.960 | 38,321.270 | | 39,082.940 |
| Laundry Aide | 2015 | Hourly | 16.405 | 16.896 | 17.403 | 17.926 | 18.464 | 19.018 | | 19.396 |
| | | Monthly | 2,754.673 | 2,837.120 | 2,922.254 | 3,010.074 | 3,100.413 | 3,193.439 | | 3,256.912 |
| | | Annual | 33,056.075 | 34,045.440 | 35,067.045 | 36,120.890 | 37,204.960 | 38,321.270 | | 39,082.940 |
| Porter | 2015 | Hourly | 16.405 | 16.896 | 17.403 | 17.926 | 18.464 | 19.018 | | 19.396 |
| | | Monthly | 2,754.673 | 2,837.120 | 2,922.254 | 3,010.074 | 3,100.413 | 3,193.439 | | 3,256.912 |
| | | Annual | 33,056.075 | 34,045.440 | 35,067.045 | 36,120.890 | 37,204.960 | 38,321.270 | | 39,082.940 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 17.493 | 18.020 | 18.559 | 19.117 | 19.690 | 20.281 | | 20.687 |
| | | Monthly | 2,937.366 | 3,025.858 | 3,116.365 | 3,210.063 | 3,306.279 | 3,405.518 | | 3,473.692 |
| | | Annual | 35,248.395 | 36,310.300 | 37,396.385 | 38,520.755 | 39,675.350 | 40,866.215 | | 41,884.305 |
| Housekeeping Aide 2 | 2015 | Hourly | 17.553 | 18.079 | 18.623 | 19.181 | 19.757 | 20.350 | | 20.756 |
| | | Monthly | 2,947.441 | 3,035.765 | 3,127.112 | 3,220.810 | 3,317.530 | 3,417.104 | | 3,485.278 |
| | | Annual | 35,369.295 | 36,429.185 | 37,525.345 | 38,649.715 | 39,810.355 | 41,005.250 | | 41,823.340 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 17.618 | 18.146 | 18.692 | 19.251 | 19.827 | 20.422 | | 20.831 |
| | | Monthly | 2,958.356 | 3,047.016 | 3,138.698 | 3,232.564 | 3,329.284 | 3,429.194 | | 3,497.872 |
| | | Annual | 35,500.270 | 36,564.190 | 37,664.380 | 38,790.765 | 39,951.405 | 41,150.330 | | 41,974.465 |
| Receptionist | 2015 | Hourly | 17.618 | 18.146 | 18.692 | 19.251 | 19.827 | 20.422 | | 20.831 |
| | | Monthly | 2,958.356 | 3,047.016 | 3,138.698 | 3,232.564 | 3,329.284 | 3,429.194 | | 3,497.872 |
| | | Annual | 35,500.270 | 36,564.190 | 37,664.380 | 38,790.765 | 39,951.405 | 41,150.330 | | 41,974.465 |
| Maintenance 2 | 2015 | Hourly | 17.794 | 18.328 | 18.878 | 19.446 | 20.027 | 20.629 | | 21.042 |
| | | Monthly | 2,987.909 | 3,077.577 | 3,169.931 | 3,265.308 | 3,362.867 | 3,463.953 | | 3,533.303 |
| | | Annual | 35,854.910 | 36,930.920 | 38,039.170 | 39,183.690 | 40,354.405 | 41,567.435 | | 42,399.630 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 17.794 | 18.328 | 18.878 | 19.446 | 20.027 | 20.629 | | 21.042 |
| | | Monthly | 2,987.909 | 3,077.577 | 3,169.931 | 3,265.308 | 3,362.867 | 3,463.953 | | 3,533.303 |
| | | Annual | 35,854.910 | 36,930.920 | 38,039.170 | 39,183.690 | 40,354.405 | 41,567.435 | | 42,399.630 |
| Painter / Labourer | 2015 | Hourly | 17.794 | 18.328 | 18.878 | 19.446 | 20.027 | 20.629 | | 21.042 |
| | | Monthly | 2,987.909 | 3,077.577 | 3,169.931 | 3,265.308 | 3,362.867 | 3,463.953 | | 3,533.303 |
| | | Annual | 35,854.910 | 36,930.920 | 38,039.170 | 39,183.690 | 40,354.405 | 41,567.435 | | 42,399.630 |
| Regional Courier Driver | 2015 | Hourly | 17.794 | 18.328 | 18.878 | 19.446 | 20.027 | 20.629 | | 21.042 |
| | | Monthly | 2,987.909 | 3,077.577 | 3,169.931 | 3,265.308 | 3,362.867 | 3,463.953 | | 3,533.303 |
| | | Annual | 35,854.910 | 36,930.920 | 38,039.170 | 39,183.690 | 40,354.405 | 41,567.435 | | 42,399.630 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 17.935 | 18.466 | 19.034 | 19.576 | 20.143 | 20.629 | | 21.042 |
| | | Monthly | 3,011.585 | 3,100.749 | 3,196.126 | 3,287.137 | 3,382.345 | 3,463.953 | | 3,533.303 |
| | | Annual | 36,139.025 | 37,208.990 | 38,353.510 | 39,445.640 | 40,588.145 | 41,567.435 | | 42,399.630 |
| Painter / Labourer - PIO | 2015 | Hourly | 17.935 | 18.466 | 19.034 | 19.576 | 20.143 | 20.629 | | 21.042 |
| | | Monthly | 3,011.585 | 3,100.749 | 3,196.126 | 3,287.137 | 3,382.345 | 3,463.953 | | 3,533.303 |
| | | Annual | 36,139.025 | 37,208.990 | 38,353.510 | 39,445.640 | 40,588.145 | 41,567.435 | | 42,399.630 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Handivan Driver / Courier | 2015 | Hourly | 18.017 | 18.555 | 19.113 | 19.686 | 20.277 | 20.886 | | 21.303 |
| | | Monthly | 3,025.355 | 3,115.694 | 3,209.391 | 3,305.608 | 3,404.846 | 3,507.108 | | 3,577.129 |
| | | Annual | 36,304.255 | 37,388.325 | 38,512.695 | 39,667.290 | 40,858.155 | 42,085.290 | | 42,925.545 |
| Material Porter | 2015 | Hourly | 18.257 | 18.803 | 19.369 | 19.950 | 20.548 | 21.163 | | 21.587 |
| | | Monthly | 3,065.655 | 3,157.337 | 3,252.378 | 3,349.938 | 3,450.352 | 3,553.620 | | 3,624.817 |
| | | Annual | 36,787.855 | 37,888.045 | 39,028.535 | 40,199.250 | 41,404.220 | 42,643.445 | | 43,497.805 |
| Dietary Clerk | 2015 | Hourly | 18.299 | 18.850 | 19.414 | 19.995 | 20.597 | 21.215 | | 21.639 |
| | | Monthly | 3,072.707 | 3,165.229 | 3,259.934 | 3,357.494 | 3,458.580 | 3,562.352 | | 3,633.549 |
| | | Annual | 36,872.485 | 37,982.750 | 39,119.210 | 40,289.925 | 41,502.955 | 42,748.225 | | 43,602.585 |
| Receptionist / Clerk | 2015 | Hourly | 18.299 | 18.850 | 19.414 | 19.995 | 20.597 | 21.215 | | 21.639 |
| | | Monthly | 3,072.707 | 3,165.229 | 3,259.934 | 3,357.494 | 3,458.580 | 3,562.352 | | 3,633.549 |
| | | Annual | 36,872.485 | 37,982.750 | 39,119.210 | 40,289.925 | 41,502.955 | 42,748.225 | | 43,602.585 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 18.562 | 19.121 | 19.694 | 20.285 | 20.894 | 21.519 | | 21.950 |
| | | Monthly | 3,116.869 | 3,210.735 | 3,306.951 | 3,406.190 | 3,508.451 | 3,613.399 | | 3,685.771 |
| | | Annual | 37,402.430 | 38,528.815 | 39,683.410 | 40,874.275 | 42,101.410 | 43,360.785 | | 44,229.250 |
| Supervisor / Lead Hand | 2015 | Hourly | 18.562 | 19.121 | 19.694 | 20.285 | 20.894 | 21.519 | | 21.950 |
| | | Monthly | 3,116.869 | 3,210.735 | 3,306.951 | 3,406.190 | 3,508.451 | 3,613.399 | | 3,685.771 |
| | | Annual | 37,402.430 | 38,528.815 | 39,683.410 | 40,874.275 | 42,101.410 | 43,360.785 | | 44,229.250 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 18.562 | 19.121 | 19.694 | 20.285 | 20.894 | 21.519 | | 21.950 |
| | | Monthly | 3,116.869 | 3,210.735 | 3,306.951 | 3,406.190 | 3,508.451 | 3,613.399 | | 3,685.771 |
| | | Annual | 37,402.430 | 38,528.815 | 39,683.410 | 40,874.275 | 42,101.410 | 43,360.785 | | 44,229.250 |
| Medical Records Clerk | 2015 | Hourly | 18.995 | 19.565 | 20.152 | 20.756 | 21.380 | 22.021 | | 22.461 |
| | | Monthly | 3,189.577 | 3,285.290 | 3,383.857 | 3,485.278 | 3,590.058 | 3,697.693 | | 3,771.576 |
| | | Annual | 38,274.925 | 39,423.475 | 40,606.280 | 41,823.340 | 43,080.700 | 44,372.315 | | 45,258.915 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 18.995 | 19.565 | 20.152 | 20.756 | 21.380 | 22.021 | | 22.461 |
| | | Monthly | 3,189.577 | 3,285.290 | 3,383.857 | 3,485.278 | 3,590.058 | 3,697.693 | | 3,771.576 |
| | | Annual | 38,274.925 | 39,423.475 | 40,606.280 | 41,823.340 | 43,080.700 | 44,372.315 | | 45,258.915 |
| Material Management Tech (Certified) | 1950 | Hourly | 19.165 | 19.740 | 20.332 | 20.943 | 21.572 | 22.219 | | 22.663 |
| | | Monthly | 3,114.313 | 3,207.750 | 3,303.950 | 3,403.238 | 3,505.450 | 3,610.588 | | 3,682.738 |
| | | Annual | 37,371.750 | 38,493.000 | 39,647.400 | 40,838.850 | 42,065.400 | 43,327.050 | | 44,192.850 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 19.310 | 19.890 | 20.486 | 21.100 | 21.734 | 22.386 | | 22.833 |
| | | Monthly | 3,137.875 | 3,232.125 | 3,328.975 | 3,428.750 | 3,531.775 | 3,637.725 | | 3,710.363 |
| | | Annual | 37,654.500 | 38,785.500 | 39,947.700 | 41,145.000 | 42,381.300 | 43,652.700 | | 44,524.350 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 19.310 | 19.890 | 20.486 | 21.100 | 21.734 | 22.386 | | 22.833 |
| | | Monthly | 3,242.471 | 3,339.863 | 3,439.941 | 3,543.042 | 3,649.501 | 3,758.983 | | 3,834.041 |
| | | Annual | 38,909.650 | 40,078.350 | 41,279.290 | 42,516.500 | 43,794.010 | 45,107.790 | | 46,008.495 |
| Unit Clerk | 2015 | Hourly | 19.310 | 19.890 | 20.486 | 21.100 | 21.734 | 22.386 | | 22.833 |
| | | Monthly | 3,242.471 | 3,339.863 | 3,439.941 | 3,543.042 | 3,649.501 | 3,758.983 | | 3,834.041 |
| | | Annual | 38,909.650 | 40,078.350 | 41,279.290 | 42,516.500 | 43,794.010 | 45,107.790 | | 46,008.495 |
| Ward Clerk | 2015 | Hourly | 19.310 | 19.890 | 20.486 | 21.100 | 21.734 | 22.386 | | 22.833 |
| | | Monthly | 3,242.471 | 3,339.863 | 3,439.941 | 3,543.042 | 3,649.501 | 3,758.983 | | 3,834.041 |
| | | Annual | 38,909.650 | 40,078.350 | 41,279.290 | 42,516.500 | 43,794.010 | 45,107.790 | | 46,008.495 |
| Maintenance 1 | 2015 | Hourly | 19.582 | 20.169 | 20.775 | 21.397 | 22.040 | 22.701 | | 23.155 |
| | | Monthly | 3,288.144 | 3,386.711 | 3,488.469 | 3,592.913 | 3,700.883 | 3,811.876 | | 3,888.110 |
| | | Annual | 39,457.730 | 40,640.535 | 41,861.625 | 43,114.955 | 44,410.600 | 45,742.515 | | 46,657.325 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 19.582 | 20.169 | 20.775 | 21.397 | 22.040 | 22.701 | | 23.155 |
| | | Monthly | 3,288.144 | 3,386.711 | 3,488.469 | 3,592.913 | 3,700.883 | 3,811.876 | | 3,888.110 |
| | | Annual | 39,457.730 | 40,640.535 | 41,861.625 | 43,114.955 | 44,410.600 | 45,742.515 | | 46,657.325 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Transcriptionist | 2015 | Hourly | 19.646 | 20.234 | 20.840 | 21.468 | 22.111 | 22.774 | | 23.229 |
| | | Monthly | 3,298.891 | 3,397.626 | 3,499.383 | 3,604.835 | 3,712.805 | 3,824.134 | | 3,900.536 |
| | | Annual | 39,586.690 | 40,771.510 | 41,992.600 | 43,258.020 | 44,553.665 | 45,889.610 | | 46,806.435 |
| Admitting Clerk | 2015 | Hourly | 19.717 | 20.309 | 20.917 | 21.545 | 22.191 | 22.857 | | 23.314 |
| | | Monthly | 3,310.813 | 3,410.220 | 3,512.313 | 3,617.765 | 3,726.239 | 3,838.071 | | 3,914.809 |
| | | Annual | 39,729.755 | 40,922.635 | 42,147.755 | 43,413.175 | 44,714.865 | 46,056.855 | | 46,977.710 |
| Clerk 4 | 1950 | Hourly | 19.717 | 20.309 | 20.917 | 21.545 | 22.191 | 22.857 | | 23.314 |
| | | Monthly | 3,204.013 | 3,300.213 | 3,399.013 | 3,501.063 | 3,606.038 | 3,714.263 | | 3,788.525 |
| | | Annual | 38,448.150 | 39,602.550 | 40,788.150 | 42,012.750 | 43,272.450 | 44,571.150 | | 45,462.300 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 19.717 | 20.309 | 20.917 | 21.545 | 22.191 | 22.857 | | 23.314 |
| | | Monthly | 3,310.813 | 3,410.220 | 3,512.313 | 3,617.765 | 3,726.239 | 3,838.071 | | 3,914.809 |
| | | Annual | 39,729.755 | 40,922.635 | 42,147.755 | 43,413.175 | 44,714.865 | 46,056.855 | | 46,977.710 |
| Lab Assistant 2 | 2015 | Hourly | 19.717 | 20.309 | 20.917 | 21.545 | 22.191 | 22.857 | | 23.314 |
| | | Monthly | 3,310.813 | 3,410.220 | 3,512.313 | 3,617.765 | 3,726.239 | 3,838.071 | | 3,914.809 |
| | | Annual | 39,729.755 | 40,922.635 | 42,147.755 | 43,413.175 | 44,714.865 | 46,056.855 | | 46,977.710 |
| Admin Secretary | 2015 | Hourly | 19.794 | 20.387 | 20.998 | 21.629 | 22.278 | 22.947 | | 23.406 |
| | | Monthly | 3,323.743 | 3,423.317 | 3,525.914 | 3,631.870 | 3,740.848 | 3,853.184 | | 3,930.258 |
| | | Annual | 39,884.910 | 41,079.805 | 42,310.970 | 43,582.435 | 44,890.170 | 46,238.205 | | 47,163.090 |
| Secretary / Ward Clerk | 2015 | Hourly | 19.794 | 20.387 | 20.998 | 21.629 | 22.278 | 22.947 | | 23.406 |
| | | Monthly | 3,323.743 | 3,423.317 | 3,525.914 | 3,631.870 | 3,740.848 | 3,853.184 | | 3,930.258 |
| | | Annual | 39,884.910 | 41,079.805 | 42,310.970 | 43,582.435 | 44,890.170 | 46,238.205 | | 47,163.090 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 19.835 | 20.238 | 20.653 | 21.073 | 21.502 | | | 21.933 |
| | | Monthly | 3,330.627 | 3,398.298 | 3,467.983 | 3,538.508 | 3,610.544 | | | 3,682.916 |
| | | Annual | 39,967.525 | 40,779.570 | 41,615.795 | 42,462.095 | 43,326.530 | | | 44,194.995 |
| Cook 1 | 2015 | Hourly | 20.188 | 20.793 | 21.416 | 22.059 | 22.721 | 23.404 | | 23.871 |
| | | Monthly | 3,389.902 | 3,491.491 | 3,596.103 | 3,704.074 | 3,815.235 | 3,929.922 | | 4,008.339 |
| | | Annual | 40,678.820 | 41,897.895 | 43,153.240 | 44,448.885 | 45,782.815 | 47,159.060 | | 48,100.065 |
| Slating Clerk | 2015 | Hourly | 20.188 | 20.793 | 21.416 | 22.059 | 22.721 | 23.404 | | 23.871 |
| | | Monthly | 3,389.902 | 3,491.491 | 3,596.103 | 3,704.074 | 3,815.235 | 3,929.922 | | 4,008.339 |
| | | Annual | 40,678.820 | 41,897.895 | 43,153.240 | 44,448.885 | 45,782.815 | 47,159.060 | | 48,100.065 |
| Cook - Ville Youville | 2015 | Hourly | 20.188 | 20.793 | 21.416 | 22.059 | 22.721 | 23.404 | | 23.871 |
| | | Monthly | 3,389.902 | 3,491.491 | 3,596.103 | 3,704.074 | 3,815.235 | 3,929.922 | | 4,008.339 |
| | | Annual | 40,678.820 | 41,897.895 | 43,153.240 | 44,448.885 | 45,782.815 | 47,159.060 | | 48,100.065 |
| Maintenance Worker - PIO | 2015 | Hourly | 20.407 | 20.867 | 21.324 | 21.784 | 22.242 | 22.701 | | 23.155 |
| | | Monthly | 3,426.675 | 3,503.917 | 3,580.655 | 3,657.897 | 3,734.803 | 3,811.876 | | 3,888.110 |
| | | Annual | 41,120.105 | 42,047.005 | 42,967.860 | 43,894.760 | 44,817.630 | 45,742.515 | | 46,657.325 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 20.407 | 20.867 | 21.324 | 21.784 | 22.242 | 22.701 | | 23.155 |
| | | Monthly | 3,426.675 | 3,503.917 | 3,580.655 | 3,657.897 | 3,734.803 | 3,811.876 | | 3,888.110 |
| | | Annual | 41,120.105 | 42,047.005 | 42,967.860 | 43,894.760 | 44,817.630 | 45,742.515 | | 46,657.325 |
| Clerk 5 | 1950 | Hourly | 20.466 | 21.079 | 21.712 | 22.363 | 23.034 | 23.726 | | 24.200 |
| | | Monthly | 3,325.725 | 3,425.338 | 3,528.200 | 3,633.988 | 3,743.025 | 3,855.475 | | 3,932.500 |
| | | Annual | 39,908.700 | 41,104.050 | 42,338.400 | 43,607.850 | 44,916.300 | 46,265.700 | | 47,190.000 |
| Secretary 1 - PIO | 1950 | Hourly | 20.494 | 20.913 | 21.338 | 21.774 | 22.219 | | | 22.663 |
| | | Monthly | 3,330.275 | 3,398.363 | 3,467.425 | 3,538.275 | 3,610.588 | | | 3,682.738 |
| | | Annual | 39,963.300 | 40,780.350 | 41,609.100 | 42,459.300 | 43,327.050 | | | 44,192.850 |
| Staffing Clerk | 2015 | Hourly | 20.573 | 21.192 | 21.826 | 22.483 | 23.157 | 23.852 | | 24.328 |
| | | Monthly | 3,454.550 | 3,558.490 | 3,664.949 | 3,775.270 | 3,888.446 | 4,005.148 | | 4,085.077 |
| | | Annual | 41,454.595 | 42,701.880 | 43,979.390 | 45,303.245 | 46,661.355 | 48,061.780 | | 49,020.920 |

| Nurse Classification | Annual Hours | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 23.876 | | | | | | | | 24.356 |
| | | Monthly | 4,009.178 | | | | | | | | 4,089.778 |
| | | Annual | 48,110.140 | | | | | | | | 49,077.340 |
| Chief Engineer - PIO | 2015 | Hourly | 26.063 | | | | | | | | 26.584 |
| | | Monthly | 4,376.412 | | | | | | | | 4,463.897 |
| | | Annual | 52,516.945 | | | | | | | | 53,566.760 |
| 4th Class Power Engineer | 2015 | Hourly | 28.220 | 29.786 | 31.356 | | | | | | 31.982 |
| | | Monthly | 4,738.608 | 5,001.566 | 5,265.195 | | | | | | 5,370.311 |
| | | Annual | 56,863.300 | 60,018.790 | 63,182.340 | | | | | | 64,443.730 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 28.735 | | | | | | | | 29.310 |
| | | Monthly | 4,825.085 | | | | | | | | 4,921.638 |
| | | Annual | 57,901.025 | | | | | | | | 59,059.650 |
| Engineer 3rd Class | 2015 | Hourly | 30.418 | 32.107 | 33.798 | | | | | | 34.473 |
| | | Monthly | 5,107.689 | 5,391.300 | 5,675.248 | | | | | | 5,788.591 |
| | | Annual | 61,292.270 | 64,695.605 | 68,102.970 | | | | | | 69,463.095 |
| Carpenter | 2015 | Hourly | 32.570 | | | | | | | | 33.222 |
| | | Monthly | 5,469.046 | | | | | | | | 5,578.528 |
| | | Annual | 65,628.550 | | | | | | | | 66,942.330 |
| Maintenance Worker (certified) | 2015 | Hourly | 32.570 | | | | | | | | 33.222 |
| | | Monthly | 5,469.046 | | | | | | | | 5,578.528 |
| | | Annual | 65,628.550 | | | | | | | | 66,942.330 |
| Electrician | 2015 | Hourly | 36.627 | | | | | | | | 37.361 |
| | | Monthly | 6,150.284 | | | | | | | | 6,273.535 |
| | | Annual | 73,803.405 | | | | | | | | 75,282.415 |
| Home Support Worker | 2080 | Hourly | 13.477 | 13.766 | 13.992 | 14.331 | 14.570 | | | | |
| | | Monthly | 2,336.013 | 2,386.107 | 2,425.280 | 2,484.040 | 2,525.467 | | | | |
| | | Annual | 28,032.160 | 28,633.280 | 29,103.360 | 29,808.480 | 30,305.600 | | | | |
| Clerk 1 | 1885 | Hourly | 15.670 | 16.102 | 16.532 | 17.012 | | | | | |
| | | Monthly | 2,461.496 | 2,529.356 | 2,596.902 | 2,672.302 | | | | | |
| | | Annual | 29,537.950 | 30,352.270 | 31,162.820 | 32,067.620 | | | | | |
| Supportive Housing Companion | 2080 | Hourly | 16.546 | 16.877 | 17.216 | 17.558 | 17.909 | | | | |
| | | Monthly | 2,867.973 | 2,925.347 | 2,984.107 | 3,043.387 | 3,104.227 | | | | |
| | | Annual | 34,415.680 | 35,104.160 | 35,809.280 | 36,520.640 | 37,250.720 | | | | |
| Clerk 1 | 1950 | Hourly | 17.271 | 17.790 | 18.323 | 18.873 | 19.440 | 20.022 | | | |
| | | Monthly | 2,806.538 | 2,890.875 | 2,977.488 | 3,066.863 | 3,159.000 | 3,253.575 | | | 3,318.575 |
| | | Annual | 33,678.450 | 34,690.500 | 35,729.850 | 36,802.350 | 37,908.000 | 39,042.900 | | | 39,822.900 |
| Admin Secretary 1 | 1885 | Hourly | 17.384 | 17.771 | 18.280 | 18.776 | 19.285 | | | | |
| | | Monthly | 2,730.737 | 2,791.528 | 2,871.483 | 2,949.397 | 3,029.352 | | | | |
| | | Annual | 32,768.840 | 33,498.335 | 34,457.800 | 35,392.760 | 36,352.225 | | | | |
| Clerk 2 | 1950 | Hourly | 17.941 | 18.478 | 19.033 | 19.603 | 20.190 | 20.797 | | | |
| | | Monthly | 2,915.413 | 3,002.675 | 3,092.863 | 3,185.488 | 3,280.875 | 3,379.513 | | | 3,447.113 |
| | | Annual | 34,984.950 | 36,032.100 | 37,114.350 | 38,225.850 | 39,370.500 | 40,554.150 | | | 41,365.350 |
| Clerk 2 - PIO (Altona) | 1950 | Hourly | 18.067 | 19.014 | 19.961 | 20.955 | | | | | 21.374 |
| | | Monthly | 2,935.888 | 3,089.775 | 3,243.663 | 3,405.188 | | | | | 3,473.275 |
| | | Annual | 35,230.650 | 37,077.300 | 38,923.950 | 40,862.250 | | | | | 41,679.300 |
| Clerk 2 | 1885 | Hourly | 18.560 | 19.004 | 19.485 | 20.041 | 20.553 | 21.152 | | | |
| | | Monthly | 2,915.467 | 2,985.212 | 3,060.769 | 3,148.107 | 3,228.534 | 3,322.627 | | | |
| | | Annual | 34,985.600 | 35,822.540 | 36,729.225 | 37,777.285 | 38,742.405 | 39,871.520 | | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Clerk 3 | 1950 | Hourly | 18.623 | 19.180 | 19.755 | 20.348 | 20.960 | 21.588 | | 22.019 | |
| | | Monthly | 3,026.238 | 3,116.750 | 3,210.188 | 3,306.550 | 3,406.000 | 3,508.050 | | 3,578.088 | |
| | | Annual | 36,314.850 | 37,401.000 | 38,522.250 | 39,678.600 | 40,872.000 | 42,096.600 | | 42,937.050 | |
| Admin Secretary 2 | 1885 | Hourly | 19.672 | 20.120 | 20.628 | 21.152 | 21.757 | 22.312 | | | |
| | | Monthly | 3,090.143 | 3,160.517 | 3,240.315 | 3,322.627 | 3,417.662 | 3,504.843 | | | |
| | | Annual | 37,081.720 | 37,926.200 | 38,883.780 | 39,871.520 | 41,011.945 | 42,058.120 | | | |
| Community Wellness & Housing Support Worker | 1885 | Hourly | 20.829 | 21.477 | 22.214 | 22.976 | 23.751 | 24.513 | | 25.003 | |
| | | Monthly | 3,271.889 | 3,373.679 | 3,489.449 | 3,609.147 | 3,730.886 | 3,850.584 | | 3,927.555 | |
| | | Annual | 39,262.665 | 40,484.145 | 41,873.390 | 43,309.760 | 44,770.635 | 46,207.005 | | 47,130.655 | |
| Admin Secretary 3 | 1885 | Hourly | 22.465 | 23.071 | 23.706 | 24.338 | 25.003 | 25.698 | | | |
| | | Monthly | 3,528.877 | 3,624.070 | 3,723.818 | 3,823.094 | 3,927.555 | 4,036.728 | | | |
| | | Annual | 42,346.525 | 43,488.835 | 44,685.810 | 45,877.130 | 47,130.655 | 48,440.730 | | | |
| Clerk 3 | 1885 | Hourly | 22.529 | 23.118 | 23.733 | 24.385 | 25.049 | 25.836 | | | |
| | | Monthly | 3,538.930 | 3,631.453 | 3,728.059 | 3,830.477 | 3,934.780 | 4,058.405 | | | |
| | | Annual | 42,467.165 | 43,577.430 | 44,736.705 | 45,965.725 | 47,217.365 | 48,700.860 | | | |
| Accounting Clerk | 1885 | Hourly | 23.240 | 23.858 | 24.508 | 25.141 | 25.866 | 26.594 | | | |
| | | Monthly | 3,650.617 | 3,747.694 | 3,849.798 | 3,949.232 | 4,063.118 | 4,177.474 | | | |
| | | Annual | 43,807.400 | 44,972.330 | 46,197.580 | 47,390.785 | 48,757.410 | 50,129.690 | | | |
| Community Health Assessment Program Asst | 1885 | Hourly | 25.317 | 26.228 | 27.103 | 28.089 | 29.057 | 30.120 | | 30.722 | |
| | | Monthly | 3,976.879 | 4,119.982 | 4,257.430 | 4,412.314 | 4,564.370 | 4,731.350 | | 4,825.914 | |
| | | Annual | 47,722.545 | 49,439.780 | 51,089.155 | 52,947.765 | 54,772.445 | 56,776.200 | | 57,910.970 | |
| Home Care Resource Coordinator | 1885 | Hourly | 25.681 | 26.566 | 27.520 | 28.434 | 29.488 | 30.498 | 31.594 | 32.563 | 33.214 |
| | | Monthly | 4,034.057 | 4,173.076 | 4,322.933 | 4,466.508 | 4,632.073 | 4,790.728 | 4,962.891 | 5,115.105 | 5,217.366 |
| | | Annual | 48,408.685 | 50,076.910 | 51,875.200 | 53,598.090 | 55,584.880 | 57,488.730 | 59,554.690 | 61,381.255 | 62,608.390 |
| Mental Health Resource Coordinator | 1885 | Hourly | 25.681 | 26.566 | 27.520 | 28.434 | 29.488 | 30.498 | 31.594 | 32.563 | 33.214 |
| | | Monthly | 4,034.057 | 4,173.076 | 4,322.933 | 4,466.508 | 4,632.073 | 4,790.728 | 4,962.891 | 5,115.105 | 5,217.366 |
| | | Annual | 48,408.685 | 50,076.910 | 51,875.200 | 53,598.090 | 55,584.880 | 57,488.730 | 59,554.690 | 61,381.255 | 62,608.390 |
| Resource Coordinator | 1885 | Hourly | 25.683 | 26.574 | 27.518 | 28.436 | 29.487 | 30.498 | 31.590 | 32.574 | 33.225 |
| | | Monthly | 4,034.371 | 4,174.333 | 4,322.619 | 4,466.822 | 4,631.916 | 4,790.728 | 4,962.263 | 5,116.833 | 5,219.094 |
| | | Annual | 48,412.455 | 50,091.990 | 51,871.430 | 53,601.860 | 55,582.995 | 57,488.730 | 59,547.150 | 61,401.990 | 62,629.125 |
| Finance Officer | 1885 | Hourly | 25.891 | 26.669 | 27.470 | 28.292 | 29.143 | 30.016 | | | |
| | | Monthly | 4,067.045 | 4,189.255 | 4,315.079 | 4,444.202 | 4,577.880 | 4,715.013 | | | |
| | | Annual | 48,804.535 | 50,271.065 | 51,780.950 | 53,330.420 | 54,934.555 | 56,580.160 | | | |
| Clerk 4 | 1885 | Hourly | 26.442 | 27.089 | 27.815 | 28.542 | 29.313 | 30.102 | | | |
| | | Monthly | 4,153.598 | 4,255.230 | 4,369.273 | 4,483.473 | 4,604.584 | 4,728.523 | | | |
| | | Annual | 49,843.170 | 51,062.765 | 52,431.275 | 53,801.670 | 55,255.005 | 56,742.270 | | | |
| Community Addictions Worker 1 - AFM | 1885 | Hourly | 29.984 | 31.060 | 32.179 | 33.387 | 34.627 | 35.989 | | | |
| | | Monthly | 4,709.987 | 4,879.008 | 5,054.785 | 5,244.541 | 5,439.325 | 5,653.272 | | | |
| | | Annual | 56,519.840 | 58,548.100 | 60,657.415 | 62,934.495 | 65,271.895 | 67,839.265 | | | |
| Rehabilitation Councillor - AFM | 1885 | Hourly | 32.179 | 33.387 | 34.627 | 35.989 | 37.269 | 38.731 | | | |
| | | Monthly | 5,054.785 | 5,244.541 | 5,439.325 | 5,653.272 | 5,854.339 | 6,083.995 | | | |
| | | Annual | 60,657.415 | 62,934.495 | 65,271.895 | 67,839.265 | 70,252.065 | 73,007.935 | | | |
| Prevention Education Counsellant - AFM | 1885 | Hourly | 32.179 | 33.387 | 34.627 | 35.989 | 37.269 | 38.731 | | | |
| | | Monthly | 5,054.785 | 5,244.541 | 5,439.325 | 5,653.272 | 5,854.339 | 6,083.995 | | | |
| | | Annual | 60,657.415 | 62,934.495 | 65,271.895 | 67,839.265 | 70,252.065 | 73,007.935 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 16.405 | 16.896 | 17.403 | 17.926 | 18.464 | 19.018 | | 19.396 | |
| | | Monthly | 2,754.673 | 2,837.120 | 2,922.254 | 3,010.074 | 3,100.413 | 3,193.439 | | 3,256.912 | |
| | | Annual | 33,056.075 | 34,045.440 | 35,067.045 | 36,120.890 | 37,204.960 | 38,321.270 | | 39,082.940 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|------------|------------|------------|------------|------------|------------|--------|------------|
| Custodian 2 *** | 2015 | Hourly | 17.553 | 18.079 | 18.623 | 19.181 | 19.757 | 20.350 | | 20.756 |
| | | Monthly | 2,947.441 | 3,035.765 | 3,127.112 | 3,220.810 | 3,317.530 | 3,417.104 | | 3,485.278 |
| | | Annual | 35,369.295 | 36,429.185 | 37,525.345 | 38,649.715 | 39,810.355 | 41,005.250 | | 41,823.340 |
| CSR Aide *** | 2015 | Hourly | 17.618 | 18.146 | 18.692 | 19.251 | 19.827 | 20.422 | | 20.831 |
| | | Monthly | 2,958.356 | 3,047.016 | 3,138.698 | 3,232.564 | 3,329.284 | 3,429.194 | | 3,497.872 |
| | | Annual | 35,500.270 | 36,564.190 | 37,664.380 | 38,790.765 | 39,951.405 | 41,150.330 | | 41,974.465 |
| Maintenance Worker *** | 2015 | Hourly | 19.582 | 20.169 | 20.775 | 21.397 | 22.040 | 22.701 | | 23.155 |
| | | Monthly | 3,288.144 | 3,386.711 | 3,488.469 | 3,592.913 | 3,700.883 | 3,811.876 | | 3,888.110 |
| | | Annual | 39,457.730 | 40,640.535 | 41,861.625 | 43,114.955 | 44,410.600 | 45,742.515 | | 46,657.325 |
| Maintenance Worker 2 *** | 2015 | Hourly | 19.582 | 20.169 | 20.775 | 21.397 | 22.040 | 22.701 | | 23.155 |
| | | Monthly | 3,288.144 | 3,386.711 | 3,488.469 | 3,592.913 | 3,700.883 | 3,811.876 | | 3,888.110 |
| | | Annual | 39,457.730 | 40,640.535 | 41,861.625 | 43,114.955 | 44,410.600 | 45,742.515 | | 46,657.325 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 20.188 | 20.793 | 21.416 | 22.059 | 22.721 | 23.404 | | 23.871 |
| | | Monthly | 3,389.902 | 3,491.491 | 3,596.103 | 3,704.074 | 3,815.235 | 3,929.922 | | 4,008.339 |
| | | Annual | 40,678.820 | 41,897.895 | 43,153.240 | 44,448.885 | 45,782.815 | 47,159.060 | | 48,100.065 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 20.632 | 21.250 | 21.890 | 22.546 | 23.222 | 23.919 | | 24.396 |
| | | Monthly | 3,464.457 | 3,568.229 | 3,675.696 | 3,785.849 | 3,899.361 | 4,016.399 | | 4,096.495 |
| | | Annual | 41,573.480 | 42,818.750 | 44,108.350 | 45,430.190 | 46,792.330 | 48,196.785 | | 49,157.940 |

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 16.371 | | | | | | | 16.697 |
| | | Monthly | 2,748.964 | | | | | | | 2,803.705 |
| | | Annual | 32,987.565 | | | | | | | 33,644.455 |
| Dietary Aide 1 | 2015 | Hourly | 16.733 | 17.234 | 17.751 | 18.285 | 18.833 | 19.398 | | 19.784 |
| | | Monthly | 2,809.750 | 2,893.876 | 2,980.689 | 3,070.356 | 3,162.375 | 3,257.248 | | 3,322.063 |
| | | Annual | 33,716.995 | 34,726.510 | 35,768.265 | 36,844.275 | 37,948.495 | 39,086.970 | | 39,864.760 |
| Housekeeping Aide | 2015 | Hourly | 16.733 | 17.234 | 17.751 | 18.285 | 18.833 | 19.398 | | 19.784 |
| | | Monthly | 2,809.750 | 2,893.876 | 2,980.689 | 3,070.356 | 3,162.375 | 3,257.248 | | 3,322.063 |
| | | Annual | 33,716.995 | 34,726.510 | 35,768.265 | 36,844.275 | 37,948.495 | 39,086.970 | | 39,864.760 |
| Laundry Aide | 2015 | Hourly | 16.733 | 17.234 | 17.751 | 18.285 | 18.833 | 19.398 | | 19.784 |
| | | Monthly | 2,809.750 | 2,893.876 | 2,980.689 | 3,070.356 | 3,162.375 | 3,257.248 | | 3,322.063 |
| | | Annual | 33,716.995 | 34,726.510 | 35,768.265 | 36,844.275 | 37,948.495 | 39,086.970 | | 39,864.760 |
| Porter | 2015 | Hourly | 16.733 | 17.234 | 17.751 | 18.285 | 18.833 | 19.398 | | 19.784 |
| | | Monthly | 2,809.750 | 2,893.876 | 2,980.689 | 3,070.356 | 3,162.375 | 3,257.248 | | 3,322.063 |
| | | Annual | 33,716.995 | 34,726.510 | 35,768.265 | 36,844.275 | 37,948.495 | 39,086.970 | | 39,864.760 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 17.843 | 18.380 | 18.930 | 19.499 | 20.084 | 20.687 | | 21.101 |
| | | Monthly | 2,996.137 | 3,086.308 | 3,178.663 | 3,274.207 | 3,372.438 | 3,473.692 | | 3,543.210 |
| | | Annual | 35,953.645 | 37,035.700 | 38,143.950 | 39,290.485 | 40,469.260 | 41,684.305 | | 42,518.515 |
| Housekeeping Aide 2 | 2015 | Hourly | 17.904 | 18.441 | 18.995 | 19.565 | 20.152 | 20.757 | | 21.171 |
| | | Monthly | 3,006.380 | 3,096.551 | 3,189.577 | 3,285.290 | 3,383.857 | 3,485.446 | | 3,554.964 |
| | | Annual | 36,076.560 | 37,158.615 | 38,274.925 | 39,423.475 | 40,606.280 | 41,825.355 | | 42,659.565 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 17.970 | 18.509 | 19.066 | 19.636 | 20.224 | 20.830 | | 21.248 |
| | | Monthly | 3,017.463 | 3,107.970 | 3,201.499 | 3,297.212 | 3,395.947 | 3,497.704 | | 3,567.893 |
| | | Annual | 36,209.550 | 37,295.635 | 38,417.990 | 39,566.540 | 40,751.360 | 41,972.450 | | 42,814.720 |
| Receptionist | 2015 | Hourly | 17.970 | 18.509 | 19.066 | 19.636 | 20.224 | 20.830 | | 21.248 |
| | | Monthly | 3,017.463 | 3,107.970 | 3,201.499 | 3,297.212 | 3,395.947 | 3,497.704 | | 3,567.893 |
| | | Annual | 36,209.550 | 37,295.635 | 38,417.990 | 39,566.540 | 40,751.360 | 41,972.450 | | 42,814.720 |
| Maintenance 2 | 2015 | Hourly | 18.150 | 18.695 | 19.256 | 19.835 | 20.428 | 21.042 | | 21.463 |
| | | Monthly | 3,047.688 | 3,139.202 | 3,233.403 | 3,330.627 | 3,430.202 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,572.250 | 37,670.425 | 38,800.840 | 39,967.525 | 41,162.420 | 42,399.630 | | 43,247.945 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 18.150 | 18.695 | 19.256 | 19.835 | 20.428 | 21.042 | | 21.463 |
| | | Monthly | 3,047.688 | 3,139.202 | 3,233.403 | 3,330.627 | 3,430.202 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,572.250 | 37,670.425 | 38,800.840 | 39,967.525 | 41,162.420 | 42,399.630 | | 43,247.945 |
| Painter / Labourer | 2015 | Hourly | 18.150 | 18.695 | 19.256 | 19.835 | 20.428 | 21.042 | | 21.463 |
| | | Monthly | 3,047.688 | 3,139.202 | 3,233.403 | 3,330.627 | 3,430.202 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,572.250 | 37,670.425 | 38,800.840 | 39,967.525 | 41,162.420 | 42,399.630 | | 43,247.945 |
| Regional Courier Driver | 2015 | Hourly | 18.150 | 18.695 | 19.256 | 19.835 | 20.428 | 21.042 | | 21.463 |
| | | Monthly | 3,047.688 | 3,139.202 | 3,233.403 | 3,330.627 | 3,430.202 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,572.250 | 37,670.425 | 38,800.840 | 39,967.525 | 41,162.420 | 42,399.630 | | 43,247.945 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 18.294 | 18.835 | 19.415 | 19.968 | 20.546 | 21.042 | | 21.463 |
| | | Monthly | 3,071.868 | 3,162.710 | 3,260.102 | 3,352.960 | 3,450.016 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,862.410 | 37,952.525 | 39,121.225 | 40,235.520 | 41,400.190 | 42,399.630 | | 43,247.945 |
| Painter / Labourer - PIO | 2015 | Hourly | 18.294 | 18.835 | 19.415 | 19.968 | 20.546 | 21.042 | | 21.463 |
| | | Monthly | 3,071.868 | 3,162.710 | 3,260.102 | 3,352.960 | 3,450.016 | 3,533.303 | | 3,603.995 |
| | | Annual | 36,862.410 | 37,952.525 | 39,121.225 | 40,235.520 | 41,400.190 | 42,399.630 | | 43,247.945 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver / Courier | 2015 | Hourly | 18.377 | 18.926 | 19.495 | 20.080 | 20.683 | 21.304 | | 21.729 |
| | | Monthly | 3,085.805 | 3,177.991 | 3,273.535 | 3,371.767 | 3,473.020 | 3,577.297 | | 3,648.661 |
| | | Annual | 37,029.655 | 38,135.890 | 39,282.425 | 40,461.200 | 41,676.245 | 42,927.560 | | 43,783.935 |
| Material Porter | 2015 | Hourly | 18.622 | 19.179 | 19.756 | 20.349 | 20.959 | 21.586 | | 22.019 |
| | | Monthly | 3,126.944 | 3,220.474 | 3,317.362 | 3,416.936 | 3,519.365 | 3,624.649 | | 3,697.357 |
| | | Annual | 37,523.330 | 38,645.685 | 39,808.340 | 41,003.235 | 42,232.385 | 43,495.790 | | 44,368.285 |
| Dietary Clerk | 2015 | Hourly | 18.665 | 19.227 | 19.802 | 20.395 | 21.009 | 21.639 | | 22.072 |
| | | Monthly | 3,134.165 | 3,228.534 | 3,325.086 | 3,424.660 | 3,527.761 | 3,633.549 | | 3,706.257 |
| | | Annual | 37,609.975 | 38,742.405 | 39,901.030 | 41,095.925 | 42,333.135 | 43,602.585 | | 44,475.080 |
| Receptionist / Clerk | 2015 | Hourly | 18.665 | 19.227 | 19.802 | 20.395 | 21.009 | 21.639 | | 22.072 |
| | | Monthly | 3,134.165 | 3,228.534 | 3,325.086 | 3,424.660 | 3,527.761 | 3,633.549 | | 3,706.257 |
| | | Annual | 37,609.975 | 38,742.405 | 39,901.030 | 41,095.925 | 42,333.135 | 43,602.585 | | 44,475.080 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 18.933 | 19.503 | 20.088 | 20.691 | 21.312 | 21.949 | | 22.389 |
| | | Monthly | 3,179.166 | 3,274.879 | 3,373.110 | 3,474.364 | 3,578.640 | 3,685.603 | | 3,759.486 |
| | | Annual | 38,149.995 | 39,298.545 | 40,477.320 | 41,692.365 | 42,943.680 | 44,227.235 | | 45,113.835 |
| Supervisor / Lead Hand | 2015 | Hourly | 18.933 | 19.503 | 20.088 | 20.691 | 21.312 | 21.949 | | 22.389 |
| | | Monthly | 3,179.166 | 3,274.879 | 3,373.110 | 3,474.364 | 3,578.640 | 3,685.603 | | 3,759.486 |
| | | Annual | 38,149.995 | 39,298.545 | 40,477.320 | 41,692.365 | 42,943.680 | 44,227.235 | | 45,113.835 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 18.933 | 19.503 | 20.088 | 20.691 | 21.312 | 21.949 | | 22.389 |
| | | Monthly | 3,179.166 | 3,274.879 | 3,373.110 | 3,474.364 | 3,578.640 | 3,685.603 | | 3,759.486 |
| | | Annual | 38,149.995 | 39,298.545 | 40,477.320 | 41,692.365 | 42,943.680 | 44,227.235 | | 45,113.835 |
| Medical Records Clerk | 2015 | Hourly | 19.375 | 19.956 | 20.555 | 21.171 | 21.808 | 22.461 | | 22.910 |
| | | Monthly | 3,253.385 | 3,350.945 | 3,451.527 | 3,554.964 | 3,661.927 | 3,771.576 | | 3,846.971 |
| | | Annual | 39,040.625 | 40,211.340 | 41,418.325 | 42,659.565 | 43,943.120 | 45,258.915 | | 46,163.650 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 19.375 | 19.956 | 20.555 | 21.171 | 21.808 | 22.461 | | 22.910 |
| | | Monthly | 3,253.385 | 3,350.945 | 3,451.527 | 3,554.964 | 3,661.927 | 3,771.576 | | 3,846.971 |
| | | Annual | 39,040.625 | 40,211.340 | 41,418.325 | 42,659.565 | 43,943.120 | 45,258.915 | | 46,163.650 |
| Material Management Tech (Certified) | 1950 | Hourly | 19.548 | 20.135 | 20.739 | 21.362 | 22.003 | 22.663 | | 23.116 |
| | | Monthly | 3,176.550 | 3,271.938 | 3,370.088 | 3,471.325 | 3,575.488 | 3,682.738 | | 3,756.350 |
| | | Annual | 38,118.600 | 39,263.250 | 40,441.050 | 41,655.900 | 42,905.850 | 44,192.850 | | 45,076.200 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 19.696 | 20.288 | 20.896 | 21.522 | 22.169 | 22.834 | | 23.290 |
| | | Monthly | 3,200.600 | 3,296.800 | 3,395.600 | 3,497.325 | 3,602.463 | 3,710.525 | | 3,784.625 |
| | | Annual | 38,407.200 | 39,561.600 | 40,747.200 | 41,967.900 | 43,229.550 | 44,526.300 | | 45,415.500 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 19.696 | 20.288 | 20.896 | 21.522 | 22.169 | 22.834 | | 23.290 |
| | | Monthly | 3,307.287 | 3,406.693 | 3,508.787 | 3,613.903 | 3,722.545 | 3,834.209 | | 3,910.779 |
| | | Annual | 39,687.440 | 40,880.320 | 42,105.440 | 43,366.830 | 44,670.535 | 46,010.510 | | 46,929.350 |
| Unit Clerk | 2015 | Hourly | 19.696 | 20.288 | 20.896 | 21.522 | 22.169 | 22.834 | | 23.290 |
| | | Monthly | 3,307.287 | 3,406.693 | 3,508.787 | 3,613.903 | 3,722.545 | 3,834.209 | | 3,910.779 |
| | | Annual | 39,687.440 | 40,880.320 | 42,105.440 | 43,366.830 | 44,670.535 | 46,010.510 | | 46,929.350 |
| Ward Clerk | 2015 | Hourly | 19.696 | 20.288 | 20.896 | 21.522 | 22.169 | 22.834 | | 23.290 |
| | | Monthly | 3,307.287 | 3,406.693 | 3,508.787 | 3,613.903 | 3,722.545 | 3,834.209 | | 3,910.779 |
| | | Annual | 39,687.440 | 40,880.320 | 42,105.440 | 43,366.830 | 44,670.535 | 46,010.510 | | 46,929.350 |
| Maintenance 1 | 2015 | Hourly | 19.974 | 20.572 | 21.191 | 21.825 | 22.481 | 23.155 | | 23.618 |
| | | Monthly | 3,353.968 | 3,454.382 | 3,558.322 | 3,664.781 | 3,774.935 | 3,888.110 | | 3,965.856 |
| | | Annual | 40,247.610 | 41,452.580 | 42,699.865 | 43,977.375 | 45,299.215 | 46,657.325 | | 47,590.270 |
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 19.974 | 20.572 | 21.191 | 21.825 | 22.481 | 23.155 | | 23.618 |
| | | Monthly | 3,353.968 | 3,454.382 | 3,558.322 | 3,664.781 | 3,774.935 | 3,888.110 | | 3,965.856 |
| | | Annual | 40,247.610 | 41,452.580 | 42,699.865 | 43,977.375 | 45,299.215 | 46,657.325 | | 47,590.270 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|-----------------------------------|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Transcriptionist | 2015 | Hourly | 20.039 | 20.639 | 21.257 | 21.897 | 22.553 | 23.229 | | 23.694 |
| | | Monthly | 3,364.882 | 3,465.632 | 3,569.405 | 3,676.871 | 3,787.025 | 3,900.536 | | 3,978.618 |
| | | Annual | 40,378.585 | 41,587.585 | 42,832.855 | 44,122.455 | 45,444.295 | 46,806.435 | | 47,743.410 |
| Admitting Clerk | 2015 | Hourly | 20.111 | 20.715 | 21.335 | 21.976 | 22.635 | 23.314 | | 23.780 |
| | | Monthly | 3,376.972 | 3,478.394 | 3,582.502 | 3,690.137 | 3,800.794 | 3,914.809 | | 3,993.058 |
| | | Annual | 40,523.665 | 41,740.725 | 42,990.025 | 44,281.640 | 45,609.525 | 46,977.710 | | 47,916.700 |
| Clerk 4 | 1950 | Hourly | 20.111 | 20.715 | 21.335 | 21.976 | 22.635 | 23.314 | | 23.780 |
| | | Monthly | 3,268.038 | 3,366.188 | 3,466.938 | 3,571.100 | 3,678.188 | 3,788.525 | | 3,864.250 |
| | | Annual | 39,216.450 | 40,394.250 | 41,603.250 | 42,853.200 | 44,138.250 | 45,462.300 | | 46,371.000 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 20.111 | 20.715 | 21.335 | 21.976 | 22.635 | 23.314 | | 23.780 |
| | | Monthly | 3,376.972 | 3,478.394 | 3,582.502 | 3,690.137 | 3,800.794 | 3,914.809 | | 3,993.058 |
| | | Annual | 40,523.665 | 41,740.725 | 42,990.025 | 44,281.640 | 45,609.525 | 46,977.710 | | 47,916.700 |
| Lab Assistant 2 | 2015 | Hourly | 20.111 | 20.715 | 21.335 | 21.976 | 22.635 | 23.314 | | 23.780 |
| | | Monthly | 3,376.972 | 3,478.394 | 3,582.502 | 3,690.137 | 3,800.794 | 3,914.809 | | 3,993.058 |
| | | Annual | 40,523.665 | 41,740.725 | 42,990.025 | 44,281.640 | 45,609.525 | 46,977.710 | | 47,916.700 |
| Admin Secretary | 2015 | Hourly | 20.190 | 20.795 | 21.418 | 22.062 | 22.724 | 23.406 | | 23.874 |
| | | Monthly | 3,390.238 | 3,491.827 | 3,596.439 | 3,704.578 | 3,815.738 | 3,930.258 | | 4,008.843 |
| | | Annual | 40,682.850 | 41,901.925 | 43,157.270 | 44,454.930 | 45,788.860 | 47,163.090 | | 48,106.110 |
| Secretary / Ward Clerk | 2015 | Hourly | 20.190 | 20.795 | 21.418 | 22.062 | 22.724 | 23.406 | | 23.874 |
| | | Monthly | 3,390.238 | 3,491.827 | 3,596.439 | 3,704.578 | 3,815.738 | 3,930.258 | | 4,008.843 |
| | | Annual | 40,682.850 | 41,901.925 | 43,157.270 | 44,454.930 | 45,788.860 | 47,163.090 | | 48,106.110 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 20.232 | 20.643 | 21.066 | 21.494 | 21.932 | | | 22.372 |
| | | Monthly | 3,397.290 | 3,466.304 | 3,537.333 | 3,609.201 | 3,682.748 | | | 3,756.632 |
| | | Annual | 40,767.480 | 41,595.645 | 42,447.990 | 43,310.410 | 44,192.980 | | | 45,079.580 |
| Cook 1 | 2015 | Hourly | 20.592 | 21.209 | 21.844 | 22.500 | 23.175 | 23.872 | | 24.348 |
| | | Monthly | 3,457.740 | 3,561.345 | 3,667.972 | 3,778.125 | 3,891.469 | 4,008.507 | | 4,088.435 |
| | | Annual | 41,492.880 | 42,736.135 | 44,015.660 | 45,337.500 | 46,697.625 | 48,102.080 | | 49,061.220 |
| Slating Clerk | 2015 | Hourly | 20.592 | 21.209 | 21.844 | 22.500 | 23.175 | 23.872 | | 24.348 |
| | | Monthly | 3,457.740 | 3,561.345 | 3,667.972 | 3,778.125 | 3,891.469 | 4,008.507 | | 4,088.435 |
| | | Annual | 41,492.880 | 42,736.135 | 44,015.660 | 45,337.500 | 46,697.625 | 48,102.080 | | 49,061.220 |
| Cook - Ville Youville | 2015 | Hourly | 20.592 | 21.209 | 21.844 | 22.500 | 23.175 | 23.872 | | 24.348 |
| | | Monthly | 3,457.740 | 3,561.345 | 3,667.972 | 3,778.125 | 3,891.469 | 4,008.507 | | 4,088.435 |
| | | Annual | 41,492.880 | 42,736.135 | 44,015.660 | 45,337.500 | 46,697.625 | 48,102.080 | | 49,061.220 |
| Maintenance Worker - PIO | 2015 | Hourly | 20.815 | 21.284 | 21.750 | 22.220 | 22.687 | 23.155 | | 23.618 |
| | | Monthly | 3,495.185 | 3,573.938 | 3,652.188 | 3,731.108 | 3,809.525 | 3,888.110 | | 3,965.856 |
| | | Annual | 41,942.225 | 42,887.260 | 43,826.250 | 44,773.300 | 45,714.305 | 46,657.325 | | 47,590.270 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 20.815 | 21.284 | 21.750 | 22.220 | 22.687 | 23.155 | | 23.618 |
| | | Monthly | 3,495.185 | 3,573.938 | 3,652.188 | 3,731.108 | 3,809.525 | 3,888.110 | | 3,965.856 |
| | | Annual | 41,942.225 | 42,887.260 | 43,826.250 | 44,773.300 | 45,714.305 | 46,657.325 | | 47,590.270 |
| Clerk 5 | 1950 | Hourly | 20.875 | 21.501 | 22.146 | 22.810 | 23.495 | 24.201 | | 24.684 |
| | | Monthly | 3,392.188 | 3,493.913 | 3,598.725 | 3,706.625 | 3,817.938 | 3,932.663 | | 4,011.150 |
| | | Annual | 40,706.250 | 41,926.950 | 43,184.700 | 44,479.500 | 45,815.250 | 47,191.950 | | 48,133.800 |
| Secretary 1 - PIO | 1950 | Hourly | 20.904 | 21.331 | 21.765 | 22.209 | 22.663 | | | 23.116 |
| | | Monthly | 3,396.900 | 3,466.288 | 3,536.813 | 3,608.963 | 3,682.738 | | | 3,756.350 |
| | | Annual | 40,762.800 | 41,595.450 | 42,441.750 | 43,307.550 | 44,192.850 | | | 45,076.200 |
| Staffing Clerk | 2015 | Hourly | 20.984 | 21.616 | 22.263 | 22.933 | 23.620 | 24.329 | | 24.815 |
| | | Monthly | 3,523.563 | 3,629.687 | 3,738.329 | 3,850.833 | 3,966.192 | 4,085.245 | | 4,166.852 |
| | | Annual | 42,282.760 | 43,556.240 | 44,859.945 | 46,209.995 | 47,594.300 | 49,022.935 | | 50,002.225 |

| Nurse Classification | Annual Hours | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|----------------------------------|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|---------------|
| Maintenance Engineer - 5th Class | 2015 | Hourly | 24.354 | | | | | | | | 24.843 |
| | | Monthly | 4,089.443 | | | | | | | | 4,171.554 |
| | | Annual | 49,073.310 | | | | | | | | 50,058.645 |
| Chief Engineer - PIO | 2015 | Hourly | 26.584 | | | | | | | | 27.116 |
| | | Monthly | 4,463.897 | | | | | | | | 4,553.228 |
| | | Annual | 53,566.760 | | | | | | | | 54,638.740 |
| 4th Class Power Engineer | 2015 | Hourly | 28.784 | 30.382 | 31.983 | | | | | | 32.622 |
| | | Monthly | 4,833.313 | 5,101.644 | 5,370.479 | | | | | | 5,477.778 |
| | | Annual | 57,999.760 | 61,219.730 | 64,445.745 | | | | | | 65,733.330 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly | 29.310 | | | | | | | | 29.896 |
| | | Monthly | 4,921.638 | | | | | | | | 5,020.037 |
| | | Annual | 59,059.650 | | | | | | | | 60,240.440 |
| Engineer 3rd Class | 2015 | Hourly | 31.026 | 32.749 | 34.474 | | | | | | 35.162 |
| | | Monthly | 5,209.783 | 5,499.103 | 5,788.759 | | | | | | 5,904.286 |
| | | Annual | 62,517.390 | 65,989.235 | 69,465.110 | | | | | | 70,851.430 |
| Carpenter | 2015 | Hourly | 33.221 | | | | | | | | 33.886 |
| | | Monthly | 5,578.360 | | | | | | | | 5,690.024 |
| | | Annual | 66,940.315 | | | | | | | | 68,280.290 |
| Maintenance Worker (certified) | 2015 | Hourly | 33.221 | | | | | | | | 33.886 |
| | | Monthly | 5,578.360 | | | | | | | | 5,690.024 |
| | | Annual | 66,940.315 | | | | | | | | 68,280.290 |
| Electrician | 2015 | Hourly | 37.360 | | | | | | | | 38.108 |
| | | Monthly | 6,273.367 | | | | | | | | 6,398.968 |
| | | Annual | 75,280.400 | | | | | | | | 76,787.620 |
| Home Support Worker | 2080 | Hourly | 13.747 | 14.041 | 14.272 | 14.618 | 14.861 | | | | |
| | | Monthly | 2,382.813 | 2,433.773 | 2,473.813 | 2,533.787 | 2,575.907 | | | | |
| | | Annual | 28,593.760 | 29,205.280 | 29,685.760 | 30,405.440 | 30,910.880 | | | | |
| Clerk 1 | 1885 | Hourly | 15.983 | 16.424 | 16.863 | 17.352 | | | | | |
| | | Monthly | 2,510.663 | 2,579.937 | 2,648.896 | 2,725.710 | | | | | |
| | | Annual | 30,127.955 | 30,959.240 | 31,786.755 | 32,708.520 | | | | | |
| Supportive Housing Companion | 2080 | Hourly | 16.877 | 17.215 | 17.560 | 17.909 | 18.267 | | | | |
| | | Monthly | 2,925.347 | 2,983.933 | 3,043.733 | 3,104.227 | 3,166.280 | | | | |
| | | Annual | 35,104.160 | 35,807.200 | 36,524.800 | 37,250.720 | 37,995.360 | | | | |
| Clerk 1 | 1950 | Hourly | 17.616 | 18.146 | 18.689 | 19.250 | 19.829 | 20.422 | | | 20.830 |
| | | Monthly | 2,862.600 | 2,948.725 | 3,036.963 | 3,128.125 | 3,222.213 | 3,318.575 | | | 3,384.875 |
| | | Annual | 34,351.200 | 35,384.700 | 36,443.550 | 37,537.500 | 38,666.550 | 39,822.900 | | | 40,618.500 |
| Admin Secretary 1 | 1885 | Hourly | 17.732 | 18.126 | 18.646 | 19.152 | 19.671 | | | | |
| | | Monthly | 2,785.402 | 2,847.293 | 2,928.976 | 3,008.460 | 3,089.986 | | | | |
| | | Annual | 33,424.820 | 34,167.510 | 35,147.710 | 36,101.520 | 37,079.835 | | | | |
| Clerk 2 | 1950 | Hourly | 18.300 | 18.848 | 19.414 | 19.995 | 20.594 | 21.213 | | | 21.637 |
| | | Monthly | 2,973.750 | 3,062.800 | 3,154.775 | 3,249.188 | 3,346.525 | 3,447.113 | | | 3,516.013 |
| | | Annual | 35,685.000 | 36,753.600 | 37,857.300 | 38,990.250 | 40,158.300 | 41,365.350 | | | 42,192.150 |
| Clerk 2 - PIO (Altona) | 1950 | Hourly | 18.428 | 19.394 | 20.360 | 21.374 | | | | | 21.801 |
| | | Monthly | 2,994.550 | 3,151.525 | 3,308.500 | 3,473.275 | | | | | 3,542.663 |
| | | Annual | 35,934.600 | 37,818.300 | 39,702.000 | 41,679.300 | | | | | 42,511.950 |
| Clerk 2 | 1885 | Hourly | 18.931 | 19.384 | 19.875 | 20.442 | 20.964 | 21.575 | | | |
| | | Monthly | 2,973.745 | 3,044.903 | 3,122.031 | 3,211.098 | 3,293.095 | 3,389.073 | | | |
| | | Annual | 35,684.935 | 36,538.840 | 37,464.375 | 38,533.170 | 39,517.140 | 40,668.875 | | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|
| Clerk 3 | 1950 | Hourly | 18.995 | 19.564 | 20.150 | 20.755 | 21.379 | 22.020 | | 22.459 | |
| | | Monthly | 3,086.688 | 3,179.150 | 3,274.375 | 3,372.688 | 3,474.088 | 3,578.250 | | 3,649.588 | |
| | | Annual | 37,040.250 | 38,149.800 | 39,292.500 | 40,472.250 | 41,689.050 | 42,939.000 | | 43,795.050 | |
| Admin Secretary 2 | 1885 | Hourly | 20.065 | 20.522 | 21.041 | 21.575 | 22.192 | 22.758 | | | |
| | | Monthly | 3,151.877 | 3,223.664 | 3,305.190 | 3,389.073 | 3,485.993 | 3,574.903 | | | |
| | | Annual | 37,822.525 | 38,683.970 | 39,662.285 | 40,668.875 | 41,831.920 | 42,898.830 | | | |
| Community Wellness & Housing Support Worker | 1885 | Hourly | 21.246 | 21.907 | 22.658 | 23.436 | 24.226 | 25.003 | | 25.503 | |
| | | Monthly | 3,337.393 | 3,441.225 | 3,559.194 | 3,681.405 | 3,805.501 | 3,927.555 | | 4,006.096 | |
| | | Annual | 40,048.710 | 41,294.695 | 42,710.330 | 44,176.860 | 45,666.010 | 47,130.655 | | 48,073.155 | |
| Admin Secretary 3 | 1885 | Hourly | 22.914 | 23.532 | 24.180 | 24.825 | 25.503 | 26.212 | | | |
| | | Monthly | 3,599.408 | 3,696.485 | 3,798.275 | 3,899.594 | 4,006.096 | 4,117.468 | | | |
| | | Annual | 43,192.890 | 44,357.820 | 45,579.300 | 46,795.125 | 48,073.155 | 49,409.620 | | | |
| Clerk 3 | 1885 | Hourly | 22.980 | 23.580 | 24.208 | 24.873 | 25.550 | 26.353 | | | |
| | | Monthly | 3,609.775 | 3,704.025 | 3,802.673 | 3,907.134 | 4,013.479 | 4,139.617 | | | |
| | | Annual | 43,317.300 | 44,448.300 | 45,632.080 | 46,885.605 | 48,161.750 | 49,675.405 | | | |
| Accounting Clerk | 1885 | Hourly | 23.705 | 24.335 | 24.998 | 25.644 | 26.383 | 27.126 | | | |
| | | Monthly | 3,723.660 | 3,822.623 | 3,926.769 | 4,028.245 | 4,144.330 | 4,261.043 | | | |
| | | Annual | 44,683.925 | 45,871.475 | 47,121.230 | 48,338.940 | 49,731.955 | 51,132.510 | | | |
| Community Health Assessment Program Asst | 1885 | Hourly | 25.823 | 26.753 | 27.645 | 28.651 | 29.638 | 30.722 | | 31.336 | |
| | | Monthly | 4,056.363 | 4,202.450 | 4,342.569 | 4,500.595 | 4,655.636 | 4,825.914 | | 4,922.363 | |
| | | Annual | 48,676.355 | 50,429.405 | 52,110.825 | 54,007.135 | 55,867.630 | 57,910.970 | | 59,068.360 | |
| Home Care Resource Coordinator | 1885 | Hourly | 26.195 | 27.097 | 28.070 | 29.003 | 30.078 | 31.108 | 32.226 | 33.214 | 33.878 |
| | | Monthly | 4,114.798 | 4,256.487 | 4,409.329 | 4,555.888 | 4,724.753 | 4,886.548 | 5,062.168 | 5,217.366 | 5,321.669 |
| | | Annual | 49,377.575 | 51,077.845 | 52,911.950 | 54,670.655 | 56,697.030 | 58,638.580 | 60,746.010 | 62,608.390 | 63,860.030 |
| Mental Health Resource Coordinator | 1885 | Hourly | 26.195 | 27.097 | 28.070 | 29.003 | 30.078 | 31.108 | 32.226 | 33.214 | 33.878 |
| | | Monthly | 4,114.798 | 4,256.487 | 4,409.329 | 4,555.888 | 4,724.753 | 4,886.548 | 5,062.168 | 5,217.366 | 5,321.669 |
| | | Annual | 49,377.575 | 51,077.845 | 52,911.950 | 54,670.655 | 56,697.030 | 58,638.580 | 60,746.010 | 62,608.390 | 63,860.030 |
| Resource Coordinator | 1885 | Hourly | 26.197 | 27.105 | 28.068 | 29.005 | 30.077 | 31.108 | 32.222 | 33.225 | 33.890 |
| | | Monthly | 4,115.112 | 4,257.744 | 4,409.015 | 4,556.202 | 4,724.595 | 4,886.548 | 5,061.539 | 5,219.094 | 5,323.554 |
| | | Annual | 49,381.345 | 51,092.925 | 52,908.180 | 54,674.425 | 56,695.145 | 58,638.580 | 60,738.470 | 62,629.125 | 63,882.650 |
| Finance Officer | 1885 | Hourly | 26.409 | 27.202 | 28.019 | 28.858 | 29.726 | 30.616 | | | |
| | | Monthly | 4,148.414 | 4,272.981 | 4,401.318 | 4,533.111 | 4,669.459 | 4,809.263 | | | |
| | | Annual | 49,780.965 | 51,275.770 | 52,815.815 | 54,397.330 | 56,033.510 | 57,711.160 | | | |
| Clerk 4 | 1885 | Hourly | 26.971 | 27.631 | 28.371 | 29.113 | 29.899 | 30.704 | | | |
| | | Monthly | 4,236.695 | 4,340.370 | 4,456.611 | 4,573.167 | 4,696.635 | 4,823.087 | | | |
| | | Annual | 50,840.335 | 52,084.435 | 53,479.335 | 54,878.005 | 56,359.615 | 57,877.040 | | | |
| Community Addictions Worker 1 - AFM | 1885 | Hourly | 30.584 | 31.681 | 32.823 | 34.055 | 35.320 | 36.709 | | | |
| | | Monthly | 4,804.237 | 4,976.557 | 5,155.946 | 5,349.473 | 5,548.183 | 5,766.372 | | | |
| | | Annual | 57,650.840 | 59,718.685 | 61,871.355 | 64,193.675 | 66,578.200 | 69,196.465 | | | |
| Rehabilitation Councillor - AFM | 1885 | Hourly | 32.823 | 34.055 | 35.320 | 36.709 | 38.014 | 39.506 | | | |
| | | Monthly | 5,155.946 | 5,349.473 | 5,548.183 | 5,766.372 | 5,971.366 | 6,205.734 | | | |
| | | Annual | 61,871.355 | 64,193.675 | 66,578.200 | 69,196.465 | 71,656.390 | 74,468.810 | | | |
| Prevention Education Counsellant - AFM | 1885 | Hourly | 32.823 | 34.055 | 35.320 | 36.709 | 38.014 | 39.506 | | | |
| | | Monthly | 5,155.946 | 5,349.473 | 5,548.183 | 5,766.372 | 5,971.366 | 6,205.734 | | | |
| | | Annual | 61,871.355 | 64,193.675 | 66,578.200 | 69,196.465 | 71,656.390 | 74,468.810 | | | |
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly | 16.733 | 17.234 | 17.751 | 18.285 | 18.833 | 19.398 | | 19.784 | |
| | | Monthly | 2,809.750 | 2,893.876 | 2,980.689 | 3,070.356 | 3,162.375 | 3,257.248 | | 3,322.063 | |
| | | Annual | 33,716.995 | 34,726.510 | 35,768.265 | 36,844.275 | 37,948.495 | 39,086.970 | | 39,864.760 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Custodian 2 *** | 2015 | Hourly | 17.904 | 18.441 | 18.995 | 19.565 | 20.152 | 20.757 | | 21.171 |
| | | Monthly | 3,006.380 | 3,096.551 | 3,189.577 | 3,285.290 | 3,383.857 | 3,485.446 | | 3,554.964 |
| | | Annual | 36,076.560 | 37,158.615 | 38,274.925 | 39,423.475 | 40,606.280 | 41,825.355 | | 42,659.565 |
| CSR Aide *** | 2015 | Hourly | 17.970 | 18.509 | 19.066 | 19.636 | 20.224 | 20.830 | | 21.248 |
| | | Monthly | 3,017.463 | 3,107.970 | 3,201.499 | 3,297.212 | 3,395.947 | 3,497.704 | | 3,567.893 |
| | | Annual | 36,209.550 | 37,295.635 | 38,417.990 | 39,566.540 | 40,751.360 | 41,972.450 | | 42,814.720 |
| Maintenance Worker *** | 2015 | Hourly | 19.974 | 20.572 | 21.191 | 21.825 | 22.481 | 23.155 | | 23.618 |
| | | Monthly | 3,353.968 | 3,454.382 | 3,558.322 | 3,664.781 | 3,774.935 | 3,888.110 | | 3,965.856 |
| | | Annual | 40,247.610 | 41,452.580 | 42,699.865 | 43,977.375 | 45,299.215 | 46,657.325 | | 47,590.270 |
| Maintenance Worker 2 *** | 2015 | Hourly | 19.974 | 20.572 | 21.191 | 21.825 | 22.481 | 23.155 | | 23.618 |
| | | Monthly | 3,353.968 | 3,454.382 | 3,558.322 | 3,664.781 | 3,774.935 | 3,888.110 | | 3,965.856 |
| | | Annual | 40,247.610 | 41,452.580 | 42,699.865 | 43,977.375 | 45,299.215 | 46,657.325 | | 47,590.270 |
| Cook / Food Services Supervisor *** | 2015 | Hourly | 20.592 | 21.209 | 21.844 | 22.500 | 23.175 | 23.872 | | 24.348 |
| | | Monthly | 3,457.740 | 3,561.345 | 3,667.972 | 3,778.125 | 3,891.469 | 4,008.507 | | 4,088.435 |
| | | Annual | 41,492.880 | 42,736.135 | 44,015.660 | 45,337.500 | 46,697.625 | 48,102.080 | | 49,061.220 |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly | 21.045 | 21.675 | 22.328 | 22.997 | 23.686 | 24.397 | | 24.884 |
| | | Monthly | 3,533.806 | 3,639.594 | 3,749.243 | 3,861.580 | 3,977.274 | 4,096.663 | | 4,178.438 |
| | | Annual | 42,405.675 | 43,675.125 | 44,990.920 | 46,338.955 | 47,727.290 | 49,159.955 | | 50,141.260 |

*** Discontinued Classifications in F2023/24

**CUPE & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Handivan Driver | 2015 | Hourly | 16.698 | | | | | | | 17.031 |
| | | Monthly | 2,803.873 | | | | | | | 2,859.789 |
| | | Annual | 33,646.470 | | | | | | | 34,317.465 |
| Dietary Aide 1 | 2015 | Hourly | 17.068 | 17.579 | 18.106 | 18.651 | 19.210 | 19.786 | | 20.180 |
| | | Monthly | 2,866.002 | 2,951.807 | 3,040.299 | 3,131.814 | 3,225.679 | 3,322.399 | | 3,388.558 |
| | | Annual | 34,392.020 | 35,421.685 | 36,483.590 | 37,581.765 | 38,708.150 | 39,868.790 | | 40,662.700 |
| Housekeeping Aide | 2015 | Hourly | 17.068 | 17.579 | 18.106 | 18.651 | 19.210 | 19.786 | | 20.180 |
| | | Monthly | 2,866.002 | 2,951.807 | 3,040.299 | 3,131.814 | 3,225.679 | 3,322.399 | | 3,388.558 |
| | | Annual | 34,392.020 | 35,421.685 | 36,483.590 | 37,581.765 | 38,708.150 | 39,868.790 | | 40,662.700 |
| Laundry Aide | 2015 | Hourly | 17.068 | 17.579 | 18.106 | 18.651 | 19.210 | 19.786 | | 20.180 |
| | | Monthly | 2,866.002 | 2,951.807 | 3,040.299 | 3,131.814 | 3,225.679 | 3,322.399 | | 3,388.558 |
| | | Annual | 34,392.020 | 35,421.685 | 36,483.590 | 37,581.765 | 38,708.150 | 39,868.790 | | 40,662.700 |
| Porter | 2015 | Hourly | 17.068 | 17.579 | 18.106 | 18.651 | 19.210 | 19.786 | | 20.180 |
| | | Monthly | 2,866.002 | 2,951.807 | 3,040.299 | 3,131.814 | 3,225.679 | 3,322.399 | | 3,388.558 |
| | | Annual | 34,392.020 | 35,421.685 | 36,483.590 | 37,581.765 | 38,708.150 | 39,868.790 | | 40,662.700 |
| Assistant Cook (Uncertified) | 2015 | Hourly | 18.200 | 18.748 | 19.309 | 19.889 | 20.486 | 21.101 | | 21.523 |
| | | Monthly | 3,056.083 | 3,148.102 | 3,242.303 | 3,339.695 | 3,439.941 | 3,543.210 | | 3,614.070 |
| | | Annual | 36,673.000 | 37,777.220 | 38,907.635 | 40,076.335 | 41,279.290 | 42,518.515 | | 43,368.845 |
| Housekeeping Aide 2 | 2015 | Hourly | 18.262 | 18.810 | 19.375 | 19.956 | 20.555 | 21.172 | | 21.594 |
| | | Monthly | 3,066.494 | 3,158.513 | 3,253.385 | 3,350.945 | 3,451.527 | 3,555.132 | | 3,625.993 |
| | | Annual | 36,797.930 | 37,902.150 | 39,040.625 | 40,211.340 | 41,418.325 | 42,661.580 | | 43,511.910 |
| CSR Aide - MDR - Medical Device Reprocessing | 2015 | Hourly | 18.329 | 18.879 | 19.447 | 20.029 | 20.628 | 21.247 | | 21.673 |
| | | Monthly | 3,077.745 | 3,170.099 | 3,265.475 | 3,363.203 | 3,463.785 | 3,567.725 | | 3,639.258 |
| | | Annual | 36,932.935 | 38,041.185 | 39,185.705 | 40,358.435 | 41,565.420 | 42,812.705 | | 43,671.095 |
| Receptionist | 2015 | Hourly | 18.329 | 18.879 | 19.447 | 20.029 | 20.628 | 21.247 | | 21.673 |
| | | Monthly | 3,077.745 | 3,170.099 | 3,265.475 | 3,363.203 | 3,463.785 | 3,567.725 | | 3,639.258 |
| | | Annual | 36,932.935 | 38,041.185 | 39,185.705 | 40,358.435 | 41,565.420 | 42,812.705 | | 43,671.095 |
| Maintenance 2 | 2015 | Hourly | 18.513 | 19.069 | 19.641 | 20.232 | 20.837 | 21.463 | | 21.892 |
| | | Monthly | 3,108.641 | 3,202.003 | 3,298.051 | 3,397.290 | 3,498.880 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,303.695 | 38,424.035 | 39,576.615 | 40,767.480 | 41,986.555 | 43,247.945 | | 44,112.380 |
| Maintenance Worker 1 (Helper) | 2015 | Hourly | 18.513 | 19.069 | 19.641 | 20.232 | 20.837 | 21.463 | | 21.892 |
| | | Monthly | 3,108.641 | 3,202.003 | 3,298.051 | 3,397.290 | 3,498.880 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,303.695 | 38,424.035 | 39,576.615 | 40,767.480 | 41,986.555 | 43,247.945 | | 44,112.380 |
| Painter / Labourer | 2015 | Hourly | 18.513 | 19.069 | 19.641 | 20.232 | 20.837 | 21.463 | | 21.892 |
| | | Monthly | 3,108.641 | 3,202.003 | 3,298.051 | 3,397.290 | 3,498.880 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,303.695 | 38,424.035 | 39,576.615 | 40,767.480 | 41,986.555 | 43,247.945 | | 44,112.380 |
| Regional Courier Driver | 2015 | Hourly | 18.513 | 19.069 | 19.641 | 20.232 | 20.837 | 21.463 | | 21.892 |
| | | Monthly | 3,108.641 | 3,202.003 | 3,298.051 | 3,397.290 | 3,498.880 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,303.695 | 38,424.035 | 39,576.615 | 40,767.480 | 41,986.555 | 43,247.945 | | 44,112.380 |
| Maintenance Worker 1 (Helper) - PIO | 2015 | Hourly | 18.660 | 19.212 | 19.803 | 20.367 | 20.957 | 21.463 | | 21.892 |
| | | Monthly | 3,133.325 | 3,226.015 | 3,325.254 | 3,419.959 | 3,519.030 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,599.900 | 38,712.180 | 39,903.045 | 41,039.505 | 42,228.355 | 43,247.945 | | 44,112.380 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|--------|---------------|
| Painter / Labourer - PIO | 2015 | Hourly | 18.660 | 19.212 | 19.803 | 20.367 | 20.957 | 21.463 | | 21.892 |
| | | Monthly | 3,133.325 | 3,226.015 | 3,325.254 | 3,419.959 | 3,519.030 | 3,603.995 | | 3,676.032 |
| | | Annual | 37,599.900 | 38,712.180 | 39,903.045 | 41,039.505 | 42,228.355 | 43,247.945 | | 44,112.380 |
| Handivan Driver / Courier | 2015 | Hourly | 18.745 | 19.305 | 19.885 | 20.482 | 21.097 | 21.730 | | 22.164 |
| | | Monthly | 3,147.598 | 3,241.631 | 3,339.023 | 3,439.269 | 3,542.538 | 3,648.829 | | 3,721.705 |
| | | Annual | 37,771.175 | 38,899.575 | 40,068.275 | 41,271.230 | 42,510.455 | 43,785.950 | | 44,660.460 |
| Material Porter | 2015 | Hourly | 18.994 | 19.563 | 20.151 | 20.756 | 21.378 | 22.018 | | 22.459 |
| | | Monthly | 3,189.409 | 3,284.954 | 3,383.689 | 3,485.278 | 3,589.723 | 3,697.189 | | 3,771.240 |
| | | Annual | 38,272.910 | 39,419.445 | 40,604.265 | 41,823.340 | 43,076.670 | 44,366.270 | | 45,254.885 |
| Dietary Clerk | 2015 | Hourly | 19.038 | 19.612 | 20.198 | 20.803 | 21.429 | 22.072 | | 22.513 |
| | | Monthly | 3,196.798 | 3,293.182 | 3,391.581 | 3,493.170 | 3,598.286 | 3,706.257 | | 3,780.308 |
| | | Annual | 38,361.570 | 39,518.180 | 40,698.970 | 41,918.045 | 43,179.435 | 44,475.080 | | 45,363.695 |
| Receptionist / Clerk | 2015 | Hourly | 19.038 | 19.612 | 20.198 | 20.803 | 21.429 | 22.072 | | 22.513 |
| | | Monthly | 3,196.798 | 3,293.182 | 3,391.581 | 3,493.170 | 3,598.286 | 3,706.257 | | 3,780.308 |
| | | Annual | 38,361.570 | 39,518.180 | 40,698.970 | 41,918.045 | 43,179.435 | 44,475.080 | | 45,363.695 |
| Lead Hand - Housekeeping / Laundry | 2015 | Hourly | 19.312 | 19.893 | 20.490 | 21.105 | 21.738 | 22.388 | | 22.837 |
| | | Monthly | 3,242.807 | 3,340.366 | 3,440.613 | 3,543.881 | 3,650.173 | 3,759.318 | | 3,834.713 |
| | | Annual | 38,913.680 | 40,084.395 | 41,287.350 | 42,526.575 | 43,802.070 | 45,111.820 | | 46,016.555 |
| Supervisor / Lead Hand | 2015 | Hourly | 19.312 | 19.893 | 20.490 | 21.105 | 21.738 | 22.388 | | 22.837 |
| | | Monthly | 3,242.807 | 3,340.366 | 3,440.613 | 3,543.881 | 3,650.173 | 3,759.318 | | 3,834.713 |
| | | Annual | 38,913.680 | 40,084.395 | 41,287.350 | 42,526.575 | 43,802.070 | 45,111.820 | | 46,016.555 |
| Leadhand Housekeeping / Laundry - PIO | 2015 | Hourly | 19.312 | 19.893 | 20.490 | 21.105 | 21.738 | 22.388 | | 22.837 |
| | | Monthly | 3,242.807 | 3,340.366 | 3,440.613 | 3,543.881 | 3,650.173 | 3,759.318 | | 3,834.713 |
| | | Annual | 38,913.680 | 40,084.395 | 41,287.350 | 42,526.575 | 43,802.070 | 45,111.820 | | 46,016.555 |
| Medical Records Clerk | 2015 | Hourly | 19.763 | 20.355 | 20.966 | 21.594 | 22.244 | 22.910 | | 23.368 |
| | | Monthly | 3,318.537 | 3,417.944 | 3,520.541 | 3,625.993 | 3,735.138 | 3,846.971 | | 3,923.877 |
| | | Annual | 39,822.445 | 41,015.325 | 42,246.490 | 43,511.910 | 44,821.660 | 46,163.650 | | 47,086.520 |
| Receptionist / Clerk - Diagnostics | 2015 | Hourly | 19.763 | 20.355 | 20.966 | 21.594 | 22.244 | 22.910 | | 23.368 |
| | | Monthly | 3,318.537 | 3,417.944 | 3,520.541 | 3,625.993 | 3,735.138 | 3,846.971 | | 3,923.877 |
| | | Annual | 39,822.445 | 41,015.325 | 42,246.490 | 43,511.910 | 44,821.660 | 46,163.650 | | 47,086.520 |
| Material Management Tech (Certified) | 1950 | Hourly | 19.939 | 20.538 | 21.154 | 21.789 | 22.443 | 23.116 | | 23.578 |
| | | Monthly | 3,240.088 | 3,337.425 | 3,437.525 | 3,540.713 | 3,646.988 | 3,756.350 | | 3,831.425 |
| | | Annual | 38,881.050 | 40,049.100 | 41,250.300 | 42,488.550 | 43,763.850 | 45,076.200 | | 45,977.100 |
| Material Management Tech (Uncertified) | 1950 | Hourly | 20.090 | 20.694 | 21.314 | 21.952 | 22.612 | 23.291 | | 23.756 |
| | | Monthly | 3,264.625 | 3,362.775 | 3,463.525 | 3,567.200 | 3,674.450 | 3,784.788 | | 3,860.350 |
| | | Annual | 39,175.500 | 40,353.300 | 41,562.300 | 42,806.400 | 44,093.400 | 45,417.450 | | 46,324.200 |
| Stores Clerk / CSR Aide - MDR Medical Device Reprocessing | 2015 | Hourly | 20.090 | 20.694 | 21.314 | 21.952 | 22.612 | 23.291 | | 23.756 |
| | | Monthly | 3,373.446 | 3,474.868 | 3,578.976 | 3,686.107 | 3,796.932 | 3,910.947 | | 3,989.028 |
| | | Annual | 40,481.350 | 41,698.410 | 42,947.710 | 44,233.280 | 45,563.180 | 46,931.365 | | 47,868.340 |
| Unit Clerk | 2015 | Hourly | 20.090 | 20.694 | 21.314 | 21.952 | 22.612 | 23.291 | | 23.756 |
| | | Monthly | 3,373.446 | 3,474.868 | 3,578.976 | 3,686.107 | 3,796.932 | 3,910.947 | | 3,989.028 |
| | | Annual | 40,481.350 | 41,698.410 | 42,947.710 | 44,233.280 | 45,563.180 | 46,931.365 | | 47,868.340 |
| Ward Clerk | 2015 | Hourly | 20.090 | 20.694 | 21.314 | 21.952 | 22.612 | 23.291 | | 23.756 |
| | | Monthly | 3,373.446 | 3,474.868 | 3,578.976 | 3,686.107 | 3,796.932 | 3,910.947 | | 3,989.028 |
| | | Annual | 40,481.350 | 41,698.410 | 42,947.710 | 44,233.280 | 45,563.180 | 46,931.365 | | 47,868.340 |
| Maintenance 1 | 2015 | Hourly | 20.373 | 20.983 | 21.615 | 22.262 | 22.931 | 23.618 | | 24.090 |
| | | Monthly | 3,420.966 | 3,523.395 | 3,629.519 | 3,738.161 | 3,850.497 | 3,965.856 | | 4,045.113 |
| | | Annual | 41,051.595 | 42,280.745 | 43,554.225 | 44,857.930 | 46,205.965 | 47,590.270 | | 48,541.350 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|--|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Maintenance Worker 1 (Chef de Département) | 2015 | Hourly | 20.373 | 20.983 | 21.615 | 22.262 | 22.931 | 23.618 | | 24.090 |
| | | Monthly | 3,420.966 | 3,523.395 | 3,629.519 | 3,738.161 | 3,850.497 | 3,965.856 | | 4,045.113 |
| | | Annual | 41,051.595 | 42,280.745 | 43,554.225 | 44,857.930 | 46,205.965 | 47,590.270 | | 48,541.350 |
| Transcriptionist | 2015 | Hourly | 20.440 | 21.052 | 21.682 | 22.335 | 23.004 | 23.694 | | 24.168 |
| | | Monthly | 3,432.217 | 3,534.982 | 3,640.769 | 3,750.419 | 3,862.755 | 3,978.618 | | 4,058.210 |
| | | Annual | 41,186.600 | 42,419.780 | 43,689.230 | 45,005.025 | 46,353.060 | 47,743.410 | | 48,698.520 |
| Admitting Clerk | 2015 | Hourly | 20.513 | 21.129 | 21.762 | 22.416 | 23.088 | 23.780 | | 24.256 |
| | | Monthly | 3,444.475 | 3,547.911 | 3,654.203 | 3,764.020 | 3,876.860 | 3,993.058 | | 4,072.987 |
| | | Annual | 41,333.695 | 42,574.935 | 43,850.430 | 45,168.240 | 46,522.320 | 47,916.700 | | 48,875.840 |
| Clerk 4 | 1950 | Hourly | 20.513 | 21.129 | 21.762 | 22.416 | 23.088 | 23.780 | | 24.256 |
| | | Monthly | 3,333.363 | 3,433.463 | 3,536.325 | 3,642.600 | 3,751.800 | 3,864.250 | | 3,941.600 |
| | | Annual | 40,000.350 | 41,201.550 | 42,435.900 | 43,711.200 | 45,021.600 | 46,371.000 | | 47,299.200 |
| Clinic Coordinator (Clerk IV) | 2015 | Hourly | 20.513 | 21.129 | 21.762 | 22.416 | 23.088 | 23.780 | | 24.256 |
| | | Monthly | 3,444.475 | 3,547.911 | 3,654.203 | 3,764.020 | 3,876.860 | 3,993.058 | | 4,072.987 |
| | | Annual | 41,333.695 | 42,574.935 | 43,850.430 | 45,168.240 | 46,522.320 | 47,916.700 | | 48,875.840 |
| Lab Assistant 2 | 2015 | Hourly | 20.513 | 21.129 | 21.762 | 22.416 | 23.088 | 23.780 | | 24.256 |
| | | Monthly | 3,444.475 | 3,547.911 | 3,654.203 | 3,764.020 | 3,876.860 | 3,993.058 | | 4,072.987 |
| | | Annual | 41,333.695 | 42,574.935 | 43,850.430 | 45,168.240 | 46,522.320 | 47,916.700 | | 48,875.840 |
| Admin Secretary | 2015 | Hourly | 20.594 | 21.211 | 21.846 | 22.503 | 23.178 | 23.874 | | 24.351 |
| | | Monthly | 3,458.076 | 3,561.680 | 3,668.308 | 3,778.629 | 3,891.973 | 4,008.843 | | 4,088.939 |
| | | Annual | 41,496.910 | 42,740.165 | 44,019.690 | 45,343.545 | 46,703.670 | 48,106.110 | | 49,067.265 |
| Secretary / Ward Clerk | 2015 | Hourly | 20.594 | 21.211 | 21.846 | 22.503 | 23.178 | 23.874 | | 24.351 |
| | | Monthly | 3,458.076 | 3,561.680 | 3,668.308 | 3,778.629 | 3,891.973 | 4,008.843 | | 4,088.939 |
| | | Annual | 41,496.910 | 42,740.165 | 44,019.690 | 45,343.545 | 46,703.670 | 48,106.110 | | 49,067.265 |
| Technical / Clerical Worker - PIO | 2015 | Hourly | 20.637 | 21.056 | 21.487 | 21.924 | 22.371 | | | 22.819 |
| | | Monthly | 3,465.296 | 3,535.653 | 3,608.025 | 3,681.405 | 3,756.464 | | | 3,831.690 |
| | | Annual | 41,583.555 | 42,427.840 | 43,296.305 | 44,176.860 | 45,077.565 | | | 45,980.285 |
| Cook 1 | 2015 | Hourly | 21.004 | 21.633 | 22.281 | 22.950 | 23.639 | 24.349 | | 24.835 |
| | | Monthly | 3,526.922 | 3,632.541 | 3,741.351 | 3,853.688 | 3,969.382 | 4,088.603 | | 4,170.210 |
| | | Annual | 42,323.060 | 43,590.495 | 44,896.215 | 46,244.250 | 47,632.585 | 49,063.235 | | 50,042.525 |
| Slating Clerk | 2015 | Hourly | 21.004 | 21.633 | 22.281 | 22.950 | 23.639 | 24.349 | | 24.835 |
| | | Monthly | 3,526.922 | 3,632.541 | 3,741.351 | 3,853.688 | 3,969.382 | 4,088.603 | | 4,170.210 |
| | | Annual | 42,323.060 | 43,590.495 | 44,896.215 | 46,244.250 | 47,632.585 | 49,063.235 | | 50,042.525 |
| Cook - Ville Youville | 2015 | Hourly | 21.004 | 21.633 | 22.281 | 22.950 | 23.639 | 24.349 | | 24.835 |
| | | Monthly | 3,526.922 | 3,632.541 | 3,741.351 | 3,853.688 | 3,969.382 | 4,088.603 | | 4,170.210 |
| | | Annual | 42,323.060 | 43,590.495 | 44,896.215 | 46,244.250 | 47,632.585 | 49,063.235 | | 50,042.525 |
| Maintenance Worker - PIO | 2015 | Hourly | 21.231 | 21.710 | 22.185 | 22.664 | 23.141 | 23.618 | | 24.090 |
| | | Monthly | 3,565.039 | 3,645.471 | 3,725.231 | 3,805.663 | 3,885.760 | 3,965.856 | | 4,045.113 |
| | | Annual | 42,780.465 | 43,745.650 | 44,702.775 | 45,667.960 | 46,629.115 | 47,590.270 | | 48,541.350 |
| Maintenance Worker 2 - PIO | 2015 | Hourly | 21.231 | 21.710 | 22.185 | 22.664 | 23.141 | 23.618 | | 24.090 |
| | | Monthly | 3,565.039 | 3,645.471 | 3,725.231 | 3,805.663 | 3,885.760 | 3,965.856 | | 4,045.113 |
| | | Annual | 42,780.465 | 43,745.650 | 44,702.775 | 45,667.960 | 46,629.115 | 47,590.270 | | 48,541.350 |
| Clerk 5 | 1950 | Hourly | 21.293 | 21.931 | 22.589 | 23.266 | 23.965 | 24.685 | | 25.178 |
| | | Monthly | 3,460.113 | 3,563.788 | 3,670.713 | 3,780.725 | 3,894.313 | 4,011.313 | | 4,091.425 |
| | | Annual | 41,521.350 | 42,765.450 | 44,048.550 | 45,368.700 | 46,731.750 | 48,135.750 | | 49,097.100 |
| Secretary 1 - PIO | 1950 | Hourly | 21.322 | 21.758 | 22.200 | 22.653 | 23.116 | | | 23.578 |
| | | Monthly | 3,464.825 | 3,535.675 | 3,607.500 | 3,681.113 | 3,756.350 | | | 3,831.425 |
| | | Annual | 41,577.900 | 42,428.100 | 43,290.000 | 44,173.350 | 45,076.200 | | | 45,977.100 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Staffing Clerk | 2015 | Hourly | 21.404 | 22.048 | 22.708 | 23.392 | 24.092 | 24.816 | | 25.311 | |
| | | Monthly | 3,594.088 | 3,702.227 | 3,813.052 | 3,927.907 | 4,045.448 | 4,167.020 | | 4,250.139 | |
| | | Annual | 43,129.060 | 44,426.720 | 45,756.620 | 47,134.880 | 48,545.380 | 50,004.240 | | 51,001.665 | |
| Food Services Supervisor | 2015 | Hourly | 21.466 | 22.109 | 22.775 | 23.457 | 24.160 | 24.885 | | 25.382 | |
| | | Monthly | 3,604.499 | 3,712.470 | 3,824.302 | 3,938.821 | 4,056.867 | 4,178.606 | | 4,262.061 | |
| | | Annual | 43,253.990 | 44,549.635 | 45,891.625 | 47,265.855 | 48,682.400 | 50,143.275 | | 51,144.730 | |
| Health Records Technician - PIO (Carman) | 1950 | Hourly | 21.587 | 22.345 | 23.100 | 23.843 | 24.756 | 25.586 | | 26.097 | |
| | | Monthly | 3,507.888 | 3,631.063 | 3,753.750 | 3,874.488 | 4,022.850 | 4,157.725 | | 4,240.763 | |
| | | Annual | 42,094.650 | 43,572.750 | 45,045.000 | 46,493.850 | 48,274.200 | 49,892.700 | | 50,889.150 | |
| Accounting Clerk | 2015 | Hourly | 21.739 | 22.390 | 23.062 | 23.755 | 24.467 | 25.200 | | 25.704 | |
| | | Monthly | 3,650.340 | 3,759.654 | 3,872.494 | 3,988.860 | 4,108.417 | 4,231.500 | | 4,316.130 | |
| | | Annual | 43,804.085 | 45,115.850 | 46,469.930 | 47,866.325 | 49,301.005 | 50,778.000 | | 51,793.560 | |
| Clerical Support / Accounts Receivable | 2015 | Hourly | 21.739 | 22.390 | 23.062 | 23.755 | 24.467 | 25.200 | | 25.704 | |
| | | Monthly | 3,650.340 | 3,759.654 | 3,872.494 | 3,988.860 | 4,108.417 | 4,231.500 | | 4,316.130 | |
| | | Annual | 43,804.085 | 45,115.850 | 46,469.930 | 47,866.325 | 49,301.005 | 50,778.000 | | 51,793.560 | |
| Health Records Technician | 2015 | Hourly | 21.852 | 22.510 | 23.186 | 23.880 | 24.597 | 25.337 | | 25.842 | |
| | | Monthly | 3,669.315 | 3,779.804 | 3,893.316 | 4,009.850 | 4,130.246 | 4,254.505 | | 4,339.303 | |
| | | Annual | 44,031.780 | 45,357.650 | 46,719.790 | 48,118.200 | 49,562.955 | 51,054.055 | | 52,071.630 | |
| Medical Records Technician | 2015 | Hourly | 21.852 | 22.510 | 23.186 | 23.880 | 24.597 | 25.337 | | 25.842 | |
| | | Monthly | 3,669.315 | 3,779.804 | 3,893.316 | 4,009.850 | 4,130.246 | 4,254.505 | | 4,339.303 | |
| | | Annual | 44,031.780 | 45,357.650 | 46,719.790 | 48,118.200 | 49,562.955 | 51,054.055 | | 52,071.630 | |
| Cook 2 | 2015 | Hourly | 21.920 | 22.579 | 23.254 | 23.953 | 24.671 | 25.412 | | 25.918 | |
| | | Monthly | 3,680.733 | 3,791.390 | 3,904.734 | 4,022.108 | 4,142.672 | 4,267.098 | | 4,352.064 | |
| | | Annual | 44,168.800 | 45,496.685 | 46,856.810 | 48,265.295 | 49,712.065 | 51,205.180 | | 52,224.770 | |
| Payroll Clerk | 2015 | Hourly | 22.365 | 23.037 | 23.726 | 24.438 | 25.172 | 25.925 | | 26.445 | |
| | | Monthly | 3,755.456 | 3,868.296 | 3,983.991 | 4,103.548 | 4,226.798 | 4,353.240 | | 4,440.556 | |
| | | Annual | 45,065.475 | 46,419.555 | 47,807.890 | 49,242.570 | 50,721.580 | 52,238.875 | | 53,286.675 | |
| Material Management Assistant | 2015 | Hourly | 22.547 | 23.224 | 23.922 | 24.639 | 25.378 | 26.141 | | 26.663 | |
| | | Monthly | 3,786.017 | 3,899.697 | 4,016.903 | 4,137.299 | 4,261.389 | 4,389.510 | | 4,477.162 | |
| | | Annual | 45,432.205 | 46,796.360 | 48,202.830 | 49,647.585 | 51,136.670 | 52,674.115 | | 53,725.945 | |
| Health Records Analyst | 1950 | Hourly | 22.568 | 23.244 | 23.940 | 24.661 | 25.399 | 26.161 | | 26.684 | |
| | | Monthly | 3,667.300 | 3,777.150 | 3,890.250 | 4,007.413 | 4,127.338 | 4,251.163 | | 4,336.150 | |
| | | Annual | 44,007.600 | 45,325.800 | 46,683.000 | 48,088.950 | 49,528.050 | 51,013.950 | | 52,033.800 | |
| Health Records Technician - PIO (Altona) | 1950 | Hourly | 23.135 | 23.921 | 24.696 | 25.647 | 26.515 | 27.483 | 28.496 | | 29.063 |
| | | Monthly | 3,759.438 | 3,887.163 | 4,013.100 | 4,167.638 | 4,308.688 | 4,465.988 | 4,630.600 | | 4,722.738 |
| | | Annual | 45,113.250 | 46,645.950 | 48,157.200 | 50,011.650 | 51,704.250 | 53,591.850 | 55,567.200 | | 56,672.850 |
| CSR Supervisor - MDR Supervisor | 2015 | Hourly | 23.170 | 23.867 | 24.583 | 25.320 | 26.078 | 26.861 | | 27.399 | |
| | | Monthly | 3,890.629 | 4,007.667 | 4,127.895 | 4,251.650 | 4,378.931 | 4,510.410 | | 4,600.749 | |
| | | Annual | 46,687.550 | 48,092.005 | 49,534.745 | 51,019.800 | 52,547.170 | 54,124.915 | | 55,208.985 | |
| Clerk 5 - PIO (BTHC) | 1950 | Hourly | 23.307 | 23.938 | 24.568 | 25.244 | 25.909 | 26.636 | | 27.168 | |
| | | Monthly | 3,787.388 | 3,889.925 | 3,992.300 | 4,102.150 | 4,210.213 | 4,328.350 | | 4,414.800 | |
| | | Annual | 45,448.650 | 46,679.100 | 47,907.600 | 49,225.800 | 50,522.550 | 51,940.200 | | 52,977.600 | |
| Clerk 4 - PIO (BTHC) | 1950 | Hourly | 23.954 | 24.600 | 25.279 | 25.959 | 26.654 | 27.395 | | 27.947 | |
| | | Monthly | 3,892.525 | 3,997.500 | 4,107.838 | 4,218.338 | 4,331.275 | 4,451.688 | | 4,541.388 | |
| | | Annual | 46,710.300 | 47,970.000 | 49,294.050 | 50,620.050 | 51,975.300 | 53,420.250 | | 54,496.650 | |
| Engineer - PIO (Notre Dame) | 2015 | Hourly | 24.503 | 25.733 | 26.842 | 27.864 | | | | 28.419 | |
| | | Monthly | 4,114.462 | 4,321.000 | 4,507.219 | 4,678.830 | | | | 4,772.024 | |
| | | Annual | 49,373.545 | 51,851.995 | 54,086.630 | 56,145.960 | | | | 57,264.285 | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|------------------------------------|--------------|-----------------------------|--|--|--|--|--|--|--------|--|
| Engineer 5th Class (Maintenance I) | 2015 | Hourly Monthly Annual | 24.841 4,171.218 50,054.615 | | | | | | | 25.340 4,255.008 51,060.100 |
| Maintenance Engineer - 5th Class | 2015 | Hourly Monthly Annual | 24.841 4,171.218 50,054.615 | | | | | | | 25.340 4,255.008 51,060.100 |
| Chief Engineer - PIO | 2015 | Hourly Monthly Annual | 27.116 4,553.228 54,638.740 | | | | | | | 27.658 4,644.239 55,730.870 |
| 4th Class Power Engineer | 2015 | Hourly Monthly Annual | 29.360 4,930.033 59,160.400 | 30.990 5,203.738 62,444.850 | 32.623 5,477.945 65,735.345 | | | | | 33.274 5,587.259 67,047.110 |
| Maintenance 1 - PIO (Altona) | 2015 | Hourly Monthly Annual | 29.896 5,020.037 60,240.440 | | | | | | | 30.494 5,120.451 61,445.410 |
| Engineer 3rd Class | 2015 | Hourly Monthly Annual | 31.647 5,314.059 63,768.705 | 33.404 5,609.088 67,309.060 | 35.163 5,904.454 70,853.445 | | | | | 35.865 6,022.331 72,267.975 |
| Carpenter | 2015 | Hourly Monthly Annual | 33.885 5,689.856 68,278.275 | | | | | | | 34.564 5,803.872 69,646.460 |
| Maintenance Worker (certified) | 2015 | Hourly Monthly Annual | 33.885 5,689.856 68,278.275 | | | | | | | 34.564 5,803.872 69,646.460 |
| Electrician | 2015 | Hourly Monthly Annual | 38.107 6,398.800 76,785.605 | | | | | | | 38.870 6,526.921 78,323.050 |
| Home Support Worker | 2080 | Hourly Monthly Annual | 14.022 2,430.480 29,165.760 | 14.322 2,482.480 29,789.760 | 14.557 2,523.213 30,278.560 | 14.910 2,584.400 31,012.800 | 15.158 2,627.387 31,528.640 | | | |
| Clerk 1 | 1885 | Hourly Monthly Annual | 16.303 2,560.930 30,731.155 | 16.752 2,631.460 31,577.520 | 17.200 2,701.833 32,422.000 | 17.699 2,780.218 33,362.615 | | | | |
| Supportive Housing Companion | 2080 | Hourly Monthly Annual | 17.215 2,983.933 35,807.200 | 17.559 3,043.560 36,522.720 | 17.911 3,104.573 37,254.880 | 18.267 3,166.280 37,995.360 | 18.632 3,229.547 38,754.560 | | | |
| Clerk 1 | 1950 | Hourly Monthly Annual | 17.968 2,919.800 35,037.600 | 18.509 3,007.713 36,092.550 | 19.063 3,097.738 37,172.850 | 19.635 3,190.688 38,288.250 | 20.226 3,286.725 39,440.700 | 20.830 3,384.875 40,618.500 | | 21.247 3,452.638 41,431.650 |
| Admin Secretary 1 | 1885 | Hourly Monthly Annual | 18.087 2,841.166 34,093.995 | 18.489 2,904.314 34,851.765 | 19.019 2,987.568 35,850.815 | 19.535 3,068.623 36,823.475 | 20.064 3,151.720 37,820.640 | | | |
| Clerk 2 | 1950 | Hourly Monthly Annual | 18.666 3,033.225 36,398.700 | 19.225 3,124.063 37,488.750 | 19.802 3,217.825 38,613.900 | 20.395 3,314.188 39,770.250 | 21.006 3,413.475 40,961.700 | 21.637 3,516.013 42,192.150 | | 22.070 3,586.375 43,036.500 |
| Clerk 2 - PIO (Altona) | 1950 | Hourly Monthly Annual | 18.797 3,054.513 36,654.150 | 19.782 3,214.575 38,574.900 | 20.767 3,374.638 40,495.650 | 21.801 3,542.663 42,511.950 | | | | 22.237 3,613.513 43,362.150 |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year | |
|---|---------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|
| Clerk 2 | 1885 | Hourly | 19.310 | 19.772 | 20.273 | 20.851 | 21.383 | 22.007 | | | |
| | | Monthly | 3,033.279 | 3,105.852 | 3,184.550 | 3,275.345 | 3,358.913 | 3,456.933 | | | |
| | | Annual | 36,399.350 | 37,270.220 | 38,214.605 | 39,304.135 | 40,306.955 | 41,483.195 | | | |
| Clerk 3 | 1950 | Hourly | 19.375 | 19.955 | 20.553 | 21.170 | 21.807 | 22.460 | | 22.908 | |
| | | Monthly | 3,148.438 | 3,242.688 | 3,339.863 | 3,440.125 | 3,543.638 | 3,649.750 | | 3,722.550 | |
| | | Annual | 37,781.250 | 38,912.250 | 40,078.350 | 41,281.500 | 42,523.650 | 43,797.000 | | 44,670.600 | |
| Admin Secretary 2 | 1885 | Hourly | 20.466 | 20.932 | 21.462 | 22.007 | 22.636 | 23.213 | | | |
| | | Monthly | 3,214.868 | 3,288.068 | 3,371.323 | 3,456.933 | 3,555.738 | 3,646.375 | | | |
| | | Annual | 38,578.410 | 39,456.820 | 40,455.870 | 41,483.195 | 42,668.860 | 43,756.505 | | | |
| Community Wellness & Housing Support Worker | 1885 | Hourly | 21.671 | 22.345 | 23.111 | 23.905 | 24.711 | 25.503 | | 26.013 | |
| | | Monthly | 3,404.153 | 3,510.027 | 3,630.353 | 3,755.077 | 3,881.686 | 4,006.096 | | 4,086.209 | |
| | | Annual | 40,849.835 | 42,120.325 | 43,564.235 | 45,060.925 | 46,580.235 | 48,073.155 | | 49,034.505 | |
| Admin Secretary 3 | 1885 | Hourly | 23.372 | 24.003 | 24.664 | 25.322 | 26.013 | 26.736 | | | |
| | | Monthly | 3,671.352 | 3,770.471 | 3,874.303 | 3,977.664 | 4,086.209 | 4,199.780 | | | |
| | | Annual | 44,056.220 | 45,245.655 | 46,491.640 | 47,731.970 | 49,034.505 | 50,397.360 | | | |
| Clerk 3 | 1885 | Hourly | 23.440 | 24.052 | 24.692 | 25.370 | 26.061 | 26.880 | | | |
| | | Monthly | 3,682.033 | 3,778.168 | 3,878.702 | 3,985.204 | 4,093.749 | 4,222.400 | | | |
| | | Annual | 44,184.400 | 45,338.020 | 46,544.420 | 47,822.450 | 49,124.985 | 50,668.800 | | | |
| Accounting Clerk | 1885 | Hourly | 24.179 | 24.822 | 25.498 | 26.157 | 26.911 | 27.669 | | | |
| | | Monthly | 3,798.118 | 3,899.123 | 4,005.311 | 4,108.829 | 4,227.270 | 4,346.339 | | | |
| | | Annual | 45,577.415 | 46,789.470 | 48,063.730 | 49,305.945 | 50,727.235 | 52,156.065 | | | |
| Community Health Assessment Program Asst | 1885 | Hourly | 26.339 | 27.288 | 28.198 | 29.224 | 30.231 | 31.336 | | 31.963 | |
| | | Monthly | 4,137.418 | 4,286.490 | 4,429.436 | 4,590.603 | 4,748.786 | 4,922.363 | | 5,020.855 | |
| | | Annual | 49,649.015 | 51,437.880 | 53,153.230 | 55,087.240 | 56,985.435 | 59,068.360 | | 60,250.255 | |
| Home Care Resource Coordinator | 1885 | Hourly | 26.719 | 27.639 | 28.631 | 29.583 | 30.680 | 31.730 | 32.871 | 33.878 | 34.556 |
| | | Monthly | 4,197.110 | 4,341.626 | 4,497.453 | 4,646.996 | 4,819.317 | 4,984.254 | 5,163.486 | 5,321.669 | 5,428.172 |
| | | Annual | 50,365.315 | 52,099.515 | 53,969.435 | 55,763.955 | 57,831.800 | 59,811.050 | 61,961.835 | 63,860.030 | 65,138.060 |
| Mental Health Resource Coordinator | 1885 | Hourly | 26.719 | 27.639 | 28.631 | 29.583 | 30.680 | 31.730 | 32.871 | 33.878 | 34.556 |
| | | Monthly | 4,197.110 | 4,341.626 | 4,497.453 | 4,646.996 | 4,819.317 | 4,984.254 | 5,163.486 | 5,321.669 | 5,428.172 |
| | | Annual | 50,365.315 | 52,099.515 | 53,969.435 | 55,763.955 | 57,831.800 | 59,811.050 | 61,961.835 | 63,860.030 | 65,138.060 |
| Resource Coordinator | 1885 | Hourly | 26.721 | 27.647 | 28.629 | 29.585 | 30.679 | 31.730 | 32.866 | 33.890 | 34.568 |
| | | Monthly | 4,197.424 | 4,342.883 | 4,497.139 | 4,647.310 | 4,819.160 | 4,984.254 | 5,162.701 | 5,323.554 | 5,430.057 |
| | | Annual | 50,369.085 | 52,114.595 | 53,965.665 | 55,767.725 | 57,829.915 | 59,811.050 | 61,952.410 | 63,882.650 | 65,160.680 |
| Finance Officer | 1885 | Hourly | 26.937 | 27.746 | 28.579 | 29.435 | 30.321 | 31.228 | | | |
| | | Monthly | 4,231.354 | 4,358.434 | 4,489.285 | 4,623.748 | 4,762.924 | 4,905.398 | | | |
| | | Annual | 50,776.245 | 52,301.210 | 53,871.415 | 55,484.975 | 57,155.085 | 58,864.780 | | | |
| Clerk 4 | 1885 | Hourly | 27.510 | 28.184 | 28.938 | 29.695 | 30.497 | 31.318 | | | |
| | | Monthly | 4,321.363 | 4,427.237 | 4,545.678 | 4,664.590 | 4,790.570 | 4,919.536 | | | |
| | | Annual | 51,856.350 | 53,126.840 | 54,548.130 | 55,975.075 | 57,486.845 | 59,034.430 | | | |
| Community Addictions Worker 1 - AFM | 1885 | Hourly | 31.196 | 32.315 | 33.479 | 34.736 | 36.026 | 37.443 | | | |
| | | Monthly | 4,900.372 | 5,076.148 | 5,258.993 | 5,456.447 | 5,659.084 | 5,881.671 | | | |
| | | Annual | 58,804.460 | 60,913.775 | 63,107.915 | 65,477.360 | 67,909.010 | 70,580.055 | | | |
| Rehabilitation Councillor - AFM | 1885 | Hourly | 33.479 | 34.736 | 36.026 | 37.443 | 38.774 | 40.296 | | | |
| | | Monthly | 5,258.993 | 5,456.447 | 5,659.084 | 5,881.671 | 6,090.749 | 6,329.830 | | | |
| | | Annual | 63,107.915 | 65,477.360 | 67,909.010 | 70,580.055 | 73,088.990 | 75,957.960 | | | |
| Prevention Education Counsellant - AFM | 1885 | Hourly | 33.479 | 34.736 | 36.026 | 37.443 | 38.774 | 40.296 | | | |
| | | Monthly | 5,258.993 | 5,456.447 | 5,659.084 | 5,881.671 | 6,090.749 | 6,329.830 | | | |
| | | Annual | 63,107.915 | 65,477.360 | 67,909.010 | 70,580.055 | 73,088.990 | 75,957.960 | | | |

| Nurse Classification | Annual Hours | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | 20 Year |
|---|--------------|-----------------------------|--------|--------|--------|--------------|--------|--------|--------|---------|
| Linen / Laundry Aide 1 & 2 *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| Custodian 2 *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| CSR Aide *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| Maintenance Worker *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| Maintenance Worker 2 *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| Cook / Food Services Supervisor *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |
| Housekeeping / Laundry Lead Hand Supervisor *** | 2015 | Hourly Monthly Annual | | | | Discontinued | | | | |

*** Discontinued Classifications in F2023/24