

2009 – 2010 Civic Service Union 52  
APPENDIX I: Schedule of Wages

**SALARY ADMIN PLAN 21A (33.75 HRS) - OPPORTUNITY CONCEPT**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
** 2127	Materials Management Specialist (OC) <sup>1,4</sup>	020	Dec. 21, 2008 - Dec. 19, 2009							
	A		35,163.65	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41		
	B		1,347.27	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26		
	H		19.960	20.868	21.796	22.771	23.984	24.996		
	Dec. 20, 2009 - Dec. 18, 2010									
	A		36,746.02	38,417.87	40,126.26	41,921.24	44,154.85	46,019.09		
	B		1,407.89	1,471.95	1,537.41	1,606.18	1,691.76	1,763.18		
	H		20.858	21.807	22.777	23.796	25.063	26.121		
2042	Accountant (OC) (S) <sup>1</sup>		019	Dec. 21, 2008 - Dec. 19, 2009						
	A			50,252.72	52,891.82	55,368.53	57,734.68			
	B			1,925.73	2,024.57	2,119.37	2,209.94			
	H			28.524	29.994	31.398	32.740			
	Dec. 20, 2009 - Dec. 18, 2010									
	A	52,514.09		55,271.95	57,860.12	60,332.74				
	B	2,012.38		2,115.67	2,214.74	2,309.39				
	H	29.808		31.344	32.811	34.213				
0563	Assessor II (OC) (Q) <sup>1</sup>	018		Dec. 21, 2008 - Dec. 19, 2009						
	A			54,483.41	55,315.55	56,160.58	57,016.66	57,887.47	58,767.48	
	B			2,087.49	2,119.38	2,151.75	2,184.55	2,217.91	2,251.63	
	H			30.926	31.398	31.878	32.364	32.858	33.357	
	Dec. 20, 2009 - Dec. 18, 2010									
	A		56,935.16	57,804.75	58,687.80	59,582.41	60,492.41	61,412.01		
	B		2,181.43	2,214.75	2,248.58	2,282.86	2,317.71	2,352.95		
	H		32.318	32.811	33.313	33.820	34.337	34.858		
0562	Assessor I (OC) (Q) <sup>1</sup>		017	Dec. 21, 2008 - Dec. 19, 2009						
	A			44,250.96	46,119.61	48,063.74	50,094.40	52,206.05	54,409.76	
	B			1,695.44	1,767.03	1,841.52	1,919.33	2,000.24	2,084.67	
	H			25.118	26.178	27.282	28.434	29.633	30.884	
	Dec. 20, 2009 - Dec. 18, 2010									
	A	46,242.26		48,195.00	50,226.61	52,348.64	54,555.32	56,858.20		
	B	1,771.73		1,846.55	1,924.39	2,005.70	2,090.25	2,178.48		
	H	26.248		27.356	28.510	29.714	30.966	32.274		
1826	Fingerprint Technician I (OC) (S) <sup>1</sup>	016		Dec. 21, 2008 - Dec. 19, 2009						
1825	Property&Exhibit Tech 1 (OC) (Q) <sup>1</sup>			A	35,163.65	36,763.51	38,398.34			
	B			1,347.27	1,408.57	1,471.20				
	H			19.960	20.868	21.796				
	Dec. 20, 2009 - Dec. 18, 2010									
	A		36,746.02	38,417.87	40,126.26					
	B		1,407.89	1,471.95	1,537.41					
	H		20.858	21.807	22.777					

1. Notes for All Opportunity Classes:

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

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

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

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1357 Computer Support Tech (OC) (Q) <sup>1</sup>	015	Dec. 21, 2008 - Dec. 19, 2009						
	A		40,117.85	42,255.30				
	B		1,537.08	1,618.98				
	H		22.772	23.985				
		Dec. 20, 2009 - Dec. 18, 2010						
	A		41,923.16	44,156.78				
	B		1,606.25	1,691.83				
	H		23.797	25.064				
* 1350 Sr Materials Mgt Spclst (OC 1) (S) <sup>1</sup>	008	Dec. 21, 2008 - Dec. 19, 2009						
	A			40,116.15	42,253.38	44,037.41	46,097.45	48,188.86
	B			1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
	H			22.771	23.984	24.996	26.166	27.353
		Dec. 20, 2009 - Dec. 18, 2010						
	A			41,921.38	44,154.79	46,019.09	48,171.83	50,357.36
	B			1,606.18	1,691.76	1,763.18	1,845.66	1,929.40
	H			23.796	25.063	26.121	27.343	28.584
0686 Drafting Technician I (OC 1) (S) <sup>1</sup>	014	Dec. 21, 2008 - Dec. 19, 2009						
0674 Engineering Tech I (OC 1) (S) <sup>1</sup>	A			38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
0700 Survey Technician I (OC) (S) <sup>1</sup>	B			1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
0712 Transportation Tech I (OC) (S) <sup>1</sup>	H			21.796	22.771	23.984	24.996	26.166
		Dec. 20, 2009 - Dec. 18, 2010						
	A			40,126.26	41,921.24	44,154.85	46,019.09	48,171.91
	B			1,537.41	1,606.18	1,691.76	1,763.18	1,845.66
	H			22.777	23.796	25.063	26.121	27.343
1869 Business Process Analyst (OC) (S) <sup>1</sup>	013	Dec. 21, 2008 - Dec. 19, 2009						
0410 Systems Analyst I (OC 2) (Q)1	A		46,022.04	48,800.15	51,697.93	54,365.58	56,952.23	59,927.32
0666 Planner I (OC 2)(Q)	B		1,763.30	1,869.74	1,980.77	2,082.98	2,182.08	2,296.06
1382 Development Cntrl Offcr (OC 2) (S) <sup>1</sup>	H		26.123	27.700	29.345	30.859	32.327	34.016
		Dec. 20, 2009 - Dec. 18, 2010						
* 1435 Buildg Sfty Codes Officr I (V) <sup>1,2</sup>	A		48,093.03	50,996.16	54,024.33	56,812.03	59,515.08	62,624.05
* 1438 Plumbing/Gas Saf Cds Off I (V) <sup>1,2</sup>	B		1,842.65	1,953.87	2,069.90	2,176.71	2,280.27	2,399.39
* 1441 Heat/Vent Saf Cds Off I (V) <sup>1,2</sup>	H		27.299	28.947	30.666	32.248	33.782	35.547

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1351 Sr Materials Mgt Spclst (OC 2) (S) <sup>1</sup>	012	Dec. 21, 2008 - Dec. 19, 2009							
** 2140 Criminal Intelligence Analyst (OC)		A		48,188.93	50,252.72	52,841.21	55,433.37	57,679.43	
		B		1,846.32	1,925.39	2,024.57	2,123.89	2,209.95	
		H		27.350	28.520	29.990	31.460	32.740	
		Dec. 20, 2009 - Dec. 18, 2010							
		A		50,357.43	52,514.09	55,219.06	57,927.87	60,275.00	
		B		1,929.40	2,012.03	2,115.68	2,219.47	2,309.40	
		H		28.580	29.800	31.340	32.880	34.210	
1848 Methods Analyst I (OC) (S) <sup>1</sup>		010	Dec. 21, 2008 - Dec. 19, 2009						
			A			44,037.41	46,097.52	48,188.93	50,252.72
			B			1,687.26	1,766.19	1,846.32	1,925.39
			H			24.996	26.166	27.353	28.524
	Dec. 20, 2009 - Dec. 18, 2010								
	A				46,019.09	48,171.91	50,357.43	52,514.10	
	B				1,763.18	1,845.66	1,929.40	2,012.04	
	H				26.121	27.343	28.584	29.808	
0665 Planner I (OC 1) (Q) <sup>1</sup>	009		Dec. 21, 2008 - Dec. 19, 2009						
* 0409 Systems Analyst I (OC 1) (Q) <sup>1</sup>			A				41,065.99	43,468.53	
1382 Development Cntrl Offcr (OC 1) (Q) <sup>1</sup>			B				1,573.42	1,665.46	
			H				23.310	24.673	
		Dec. 20, 2009 - Dec. 18, 2010							
		A				42,913.96	45,424.62		
		B				1,644.22	1,740.40		
		H				24.359	25.783		
* 0463 Materials Plng Technician I (OC 2) (S) <sup>1</sup>		007	Dec. 21, 2008 - Dec. 19, 2009						
			A		35,697.55	37,262.42	38,956.17	41,018.12	42,767.10
			B		1,367.73	1,427.68	1,492.57	1,571.58	1,638.59
			H		20.263	21.151	22.112	23.283	24.275
	Dec. 20, 2009 - Dec. 18, 2010								
	A			37,303.94	38,939.23	40,709.20	42,863.94	44,691.61	
	B			1,429.28	1,491.93	1,559.74	1,642.30	1,712.33	
	H			21.175	22.103	23.107	24.331	25.367	

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1310	Systems Analyst III	<b>038</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
		A		76,662.28	80,644.43	84,479.28	88,397.00	92,484.08	96,830.75
		B		2,937.26	3,089.83	3,236.75	3,386.86	3,543.45	3,709.99
		H		43.515	45.775	47.952	50.176	52.496	54.963
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		80,112.08	84,273.43	88,280.85	92,374.86	96,645.86	101,188.13
		B		3,069.43	3,228.87	3,382.41	3,539.26	3,702.90	3,876.94
		H		45.473	47.835	50.110	52.434	54.858	57.436
0414	Systems Analyst II	<b>039</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
1876	Process Control Specialist	A		71,801.96	75,469.29	79,062.98	83,801.79	87,574.05	91,517.54
		B		2,751.04	2,891.55	3,029.24	3,210.79	3,355.33	3,506.42
		H		40.756	42.838	44.878	47.567	49.709	51.947
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		75,033.05	78,865.41	82,620.81	87,572.87	91,514.88	95,635.83
		B		2,874.83	3,021.67	3,165.55	3,355.28	3,506.32	3,664.21
		H		42.590	44.766	46.898	49.708	51.946	54.285
1327	Business Process Analyst ERP	<b>033</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0388	Computer Facilities Supervisor	A		69,944.37	73,563.83	77,067.31	80,649.94	84,383.55	88,347.29
0535	Economist III	B		2,679.86	2,818.54	2,952.77	3,090.03	3,233.08	3,384.95
0739	Laboratory Scientist II	H		39.702	41.756	43.745	45.778	47.898	50.147
0585	Property Agent III			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1325	Senior Accountant	A		73,091.87	76,874.20	80,535.34	84,279.19	88,180.81	92,322.92
1335	Senior Financial Analyst	B		2,800.46	2,945.38	3,085.65	3,229.09	3,378.57	3,537.28
0662	Sr Development Control Officer	H		41.489	43.635	45.714	47.838	50.053	52.404
0567	Assessor III	<b>032</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0694	Building & Facility Project Officer	A		65,678.70	68,572.80	71,811.17	75,467.46	79,090.60	83,811.00
** 2086	Criminal Intelligence Supvr	B		2,516.42	2,627.31	2,751.39	2,891.47	3,030.29	3,211.15
1875	Environment Protection Coordinator	H		37.280	38.923	40.761	42.837	44.893	47.573
** 2052	Investment Analyst			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0741	Laboratory Supervisor	A		68,634.24	71,658.57	75,042.67	78,863.49	82,649.67	87,582.49
0778	Landscape Architect II	B		2,629.66	2,745.54	2,875.20	3,021.59	3,166.65	3,355.65
0670	Planner II	H		38.958	40.675	42.595	44.765	46.913	49.714

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0489	Market Planner II	<b>031</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0583	Property Agent II		A	64,305.30	66,895.62	69,944.37	73,563.83	77,067.31	80,649.94
0589	Property Sales & Marketing Officer II		B	2,463.81	2,563.05	2,679.86	2,818.54	2,952.77	3,090.03
* 1437	Building Safety Codes Officer II <sup>2</sup>		H	36.501	37.971	39.702	41.756	43.745	45.778
* 1440	Plumbing/Gas Saf Cds Off II <sup>2</sup>			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
* 1443	Heat/Vent Saf Cds Off II <sup>2</sup>		A	67,199.04	69,905.93	73,091.87	76,874.20	80,535.34	84,279.19
			B	2,574.68	2,678.39	2,800.46	2,945.38	3,085.65	3,229.09
			H	38.144	39.680	41.489	43.635	45.714	47.838
** 0579	Property Management Officer	<b>046</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
			A	63,447.37	66,588.35	69,482.27	72,623.25	76,394.05	79,996.75
			B	2,430.93	2,551.27	2,662.16	2,782.50	2,926.97	3,065.01
			H	36.014	37.797	39.439	41.222	43.362	45.407
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	66,302.51	69,584.83	72,608.97	75,891.29	79,831.78	83,596.60
			B	2,540.32	2,666.08	2,781.96	2,907.71	3,058.69	3,202.93
			H	37.635	39.498	41.214	43.077	45.313	47.450
0499	Public Information Officer III	<b>045</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
			A	63,561.52	66,324.91	69,322.09	72,921.31	76,360.35	79,882.24
			B	2,435.31	2,541.19	2,656.02	2,793.92	2,925.69	3,060.63
			H	36.079	37.647	39.348	41.391	43.343	45.343
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	66,421.79	69,309.53	72,441.59	76,202.77	79,796.56	83,476.94
			B	2,544.90	2,655.54	2,775.55	2,919.65	3,057.34	3,198.36
			H	37.703	39.341	41.119	43.254	45.293	47.383
0425	Communication Analyst (EDP)	<b>030</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0660	Development Control Officer		A	62,593.14	65,678.70	68,572.80	71,811.17	75,467.46	79,090.60
0681	Engineering Technologist III		B	2,398.20	2,516.42	2,627.31	2,751.39	2,891.47	3,030.29
1333	Financial Integration Analyst		H	35.529	37.280	38.923	40.761	42.837	44.893
0519	Methods Analyst II			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1315	Operation Support Technician		A	65,409.83	68,634.24	71,658.57	75,042.67	78,863.49	82,649.67
0664	Planner I		B	2,506.12	2,629.66	2,745.54	2,875.20	3,021.59	3,166.65
0541	Records Mgmt Administrator II		H	37.128	38.958	40.675	42.595	44.765	46.913
0648	Risk Management Consultant III								
0612	Social Planner								
0416	Software Analyst I								
0408	Systems Analyst I								
0717	Transportation Technician III								

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

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1982	Assessor II	<b>029</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0630	Construction Technician II		A	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32	76,078.68
1984	Criminal Intelligence Analyst		B	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38	2,914.89
0691	Drafting Technician III		H	34.361	35.854	37.475	39.421	41.280	43.184
0758	Environment Protection Officer			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0737	Laboratory Scientist I		A	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91	79,502.22
0774	Landscape Technician III		B	2,423.72	2,529.05	2,643.38	2,780.62	2,911.77	3,046.06
0693	Project Management Officer		H	35.907	37.467	39.161	41.195	43.138	45.127
0795	Recreation Officer III								
1349	Sr Materials Mgt Specialist								
* 1436	Building Safety Codes Officer I <sup>2</sup>								
* 1439	Plumbing/Gas Saf Cds Off I <sup>2</sup>								
* 1442	Heating & Venting Safety Codes Officer I <sup>2</sup>								
0497	Public Information Officer II	<b>044</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
** 2157	Corporate Web Producer		A	59,229.58	62,324.34	65,096.94	68,305.85	71,435.59	74,638.99
			B	2,269.33	2,387.91	2,494.13	2,617.09	2,737.00	2,859.74
			H	33.620	35.376	36.950	38.772	40.548	42.366
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	61,894.91	65,128.94	68,026.30	71,379.61	74,650.20	77,997.74
			B	2,371.45	2,495.37	2,606.37	2,734.86	2,860.17	2,988.43
			H	35.133	36.968	38.613	40.517	42.373	44.272
0654	Architectural Technologist II	<b>027</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0616	Building Inspector I		A	57,679.43	60,534.87	63,165.69	66,021.14	69,449.13	72,724.32
0610	Children Service Consultant II		B	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88	2,786.38
0533	Economist II		H	32.740	34.361	35.854	37.475	39.421	41.280
0679	Engineering Technologist II			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0658	Planning Technician II		A	60,275.01	63,258.93	66,008.15	68,992.09	72,574.34	75,996.91
0604	Social Worker II		B	2,309.39	2,423.72	2,529.05	2,643.38	2,780.62	2,911.77
0703	Survey Technician II		H	34.213	35.907	37.467	39.161	41.195	43.138
0715	Transportation Technician II								
0561	Assessor I	<b>026</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
			A	56,952.23	59,927.32	62,593.14	65,678.70	68,688.78	71,768.82
			B	2,182.08	2,296.06	2,398.20	2,516.42	2,631.76	2,749.76
			H	32.327	34.016	35.529	37.280	38.989	40.737
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	59,515.08	62,624.05	65,409.83	68,634.24	71,779.78	74,998.42
			B	2,280.27	2,399.39	2,506.12	2,629.66	2,750.19	2,873.50
			H	33.782	35.547	37.128	38.958	40.744	42.570

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1321	Accountant	<b>025</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
1372	Cartographic Technician	A		55,315.55	57,679.43	60,534.87	63,165.69	66,021.14	69,449.13
0689	Drafting Technician II	B		2,119.38	2,209.95	2,319.35	2,420.15	2,529.55	2,660.88
0735	Laboratory Technician III	H		31.398	32.740	34.361	35.854	37.475	39.421
1882	Loss Prevention Coordinator			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1378	Municipal Enforcement Off III	A		57,804.75	60,275.01	63,258.93	66,008.15	68,992.09	72,574.34
0581	Property Agent I	B		2,214.75	2,309.39	2,423.72	2,529.05	2,643.38	2,780.62
0793	Recreation Officer II	H		32.811	34.213	35.907	37.467	39.161	41.195
1843	Social Worker								
0449	Warehouse Administrator								
0646	Risk Management Consultant II	<b>024</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
		A				59,927.32	62,593.14	65,678.70	68,688.78
		B				2,296.06	2,398.20	2,516.42	2,631.76
		H				34.016	35.529	37.280	38.989
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A				62,624.05	65,409.83	68,634.24	71,779.78
		B				2,399.39	2,506.12	2,629.66	2,750.19
		H				35.547	37.128	38.958	40.744
0813	Archivist II	<b>023</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0809	Museologist II	A		53,176.28	55,696.64	56,685.27	60,115.11	63,357.16	66,437.20
		B		2,037.41	2,133.97	2,171.86	2,303.26	2,427.48	2,545.48
		H		30.184	31.614	32.176	34.122	35.963	37.711
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		55,569.21	58,202.99	59,236.11	62,820.29	66,208.23	69,426.88
		B		2,129.09	2,230.00	2,269.59	2,406.91	2,536.72	2,660.03
		H		31.542	33.037	33.624	35.657	37.581	39.408

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Job Code	Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0652	Architectural Technologist I	<b>022</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0751	Audio-Visual Technician III	A	52,841.21	55,315.55	57,679.43	60,534.87	63,165.69	66,021.14
0754	Biological Sciences Technician I	B	2,024.57	2,119.38	2,209.95	2,319.35	2,420.15	2,529.55
1319	Civic Agencies Coordinator	H	29.994	31.398	32.740	34.361	35.854	37.475
2084	Construction Safety & Training Officer		<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1314	Desktop Support Supervisor	A	55,219.06	57,804.75	60,275.01	63,258.93	66,008.15	68,992.09
0756	Env. Protect. Tech	B	2,115.68	2,214.75	2,309.39	2,423.72	2,529.05	2,643.38
0549	Fleet Safety Instructor I	H	31.344	32.811	34.213	35.907	37.467	39.161
0483	Graphic Designer II							
0772	Landscape Technician II							
0487	Market Planner I							
0467	Materials Planning Technician II							
0517	Methods Analyst I							
1403	Paralegal II							
0587	Prop. Sales & Marketing Off. I							
1323	Rates Analyst							
0539	Records Management Administrator I							
0815	Vehicle, Equipment & Service Tech							
* 2107	Telecommunication Systems Coordinator II							
0628	Construction Technician I	<b>021</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
		A			57,679.43	60,534.87	63,165.69	66,021.14
		B			2,209.95	2,319.35	2,420.15	2,529.55
		H			32.740	34.361	35.854	37.475
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A			60,275.01	63,258.93	66,008.15	68,992.09
		B			2,309.39	2,423.72	2,529.05	2,643.38
		H			34.213	35.907	37.467	39.161
1329	Client Relations Specialist	<b>020</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
1331	ERP Software Support Technician	A	51,123.53	53,176.28	55,696.64	58,286.98	60,996.96	64,115.67
1377	Municipal Enforcement Off. II	B	1,958.76	2,037.41	2,133.97	2,233.22	2,337.05	2,456.54
** 2125	ESC Team Lead / Specialist	H	29.019	30.184	31.614	33.085	34.623	36.393
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A	53,424.09	55,569.21	58,202.99	60,909.89	63,741.83	67,000.88
		B	2,046.90	2,129.09	2,230.00	2,333.71	2,442.22	2,567.09
		H	30.325	31.542	33.037	34.574	36.181	38.031

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Job Code	Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0608 Children Service Consultant I	<b>019</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0457 Coin Processing Administrator	A		50,252.72	52,841.21	55,315.55	57,679.43	60,534.87	63,165.69
0386 Computer Operator IV	B		1,925.39	2,024.57	2,119.38	2,209.95	2,319.35	2,420.15
0673 Engineering Technologist I	H		28.524	29.994	31.398	32.740	34.361	35.854
0479 Librarian			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1370 Planning Technician I	A		52,514.10	55,219.06	57,804.75	60,275.01	63,258.93	66,008.15
0791 Recreation Officer I	B		2,012.04	2,115.68	2,214.75	2,309.39	2,423.72	2,529.05
0699 Survey Technician I	H		29.808	31.344	32.811	34.213	35.907	37.467
0711 Transportation Technician I								
0750 Audio-Visual Technician II	<b>018</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0685 Drafting Technician I	A		48,188.93	50,252.72	52,841.21	55,315.55	57,679.43	60,534.87
0481 Graphic Designer I	B		1,846.32	1,925.39	2,024.57	2,119.38	2,209.95	2,319.35
0733 Laboratory Technician II	H		27.353	28.524	29.994	31.398	32.740	34.361
1402 Paralegal I			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0766 Police Armourer	A		50,357.43	52,514.10	55,219.06	57,804.75	60,275.01	63,258.93
0644 Risk Management Consultant I	B		1,929.40	2,012.04	2,115.68	2,214.75	2,309.39	2,423.72
1343 Senior Accounting Assistant	H		28.584	29.808	31.344	32.811	34.213	35.907
** 2105 Telecommunication Systems Coordinator I								
0811 Archivist I	<b>037</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0807 Museologist I	A		47,739.72	49,713.30	52,114.00	54,365.58	56,952.23	59,927.32
	B		1,829.11	1,904.72	1,996.70	2,082.98	2,182.08	2,296.06
	H		27.098	28.218	29.581	30.859	32.327	34.016
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
	A		49,888.00	51,950.40	54,459.13	56,812.03	59,515.08	62,624.05
	B		1,911.42	1,990.43	2,086.55	2,176.71	2,280.27	2,399.39
	H		28.317	29.488	30.912	32.248	33.782	35.547
0495 Public Information Officer I	<b>017</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0384 Senior Print Operator	A		46,366.31	48,686.01	51,123.53	53,176.28	55,696.64	58,286.98
** 2159 Web Content Coordinator	B		1,776.49	1,865.37	1,958.76	2,037.41	2,133.97	2,233.22
	H		26.318	27.635	29.019	30.184	31.614	33.085
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
	A		48,452.79	50,876.88	53,424.09	55,569.21	58,202.99	60,909.89
	B		1,856.43	1,949.31	2,046.90	2,129.09	2,230.00	2,333.71
	H		27.502	28.879	30.325	31.542	33.037	34.574

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0599	Business Tax Collector	<b>016</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0727	Env. Prot. Asst	A		46,097.52	48,188.93	50,252.72	52,841.21	55,315.55	57,679.43
1920	Web Topic Coordinator	B		1,766.19	1,846.32	1,925.39	2,024.57	2,119.38	2,209.95
* 1337	Materials Management Specialist <sup>2</sup>	H		26.166	27.353	28.524	29.994	31.398	32.740
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		48,171.91	50,357.43	52,514.10	55,219.06	57,804.75	60,275.01
		B		1,845.66	1,929.40	2,012.04	2,115.68	2,214.75	2,309.39
		H		27.343	28.584	29.808	31.344	32.811	34.213
0278	Clerk IV	<b>036</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0600	Community Service Worker	A		44,037.41	46,097.52	48,188.93	50,252.72	52,841.21	55,315.55
0420	Computer Support Technician	B		1,687.26	1,766.19	1,846.32	1,925.39	2,024.57	2,119.38
0731	Laboratory Technician I	H		24.996	26.166	27.353	28.524	29.994	31.398
0770	Landscape Technician I			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0461	Materials Planning Tech I	A		46,019.09	48,171.91	50,357.43	52,514.10	55,219.06	57,804.75
1341	Parts Technician II	B		1,763.18	1,845.66	1,929.40	2,012.04	2,115.68	2,214.75
0453	Property & Exhibit Technician II	H		26.121	27.343	28.584	29.808	31.344	32.811
0577	Property Rental Technician								
0575	Property Sales Technician								
0650	Safety Assistant								
0559	Assessor Assistant	<b>015</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0555	Bylaw Prosecution Assistant	A		42,253.45	44,037.41	46,097.52	48,188.93	50,252.72	52,841.21
** 2102	DATS Service Specialist	B		1,618.90	1,687.26	1,766.19	1,846.32	1,925.39	2,024.57
0341	Electronic Surveillance Monitor	H		23.984	24.996	26.166	27.353	28.524	29.994
0332	Forecasting Assistant III			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0295	Landlord & Tenant Consultant II	A		44,154.85	46,019.09	48,171.91	50,357.43	52,514.10	55,219.06
0745	Photo Laboratory Technician II	B		1,691.76	1,763.18	1,845.66	1,929.40	2,012.04	2,115.68
0445	Storeman III	H		25.063	26.121	27.343	28.584	29.808	31.344
0307	Administrative Assistant I	<b>014</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
1454	Automation & Program Support	A		40,116.01	42,253.45	44,037.41	46,097.52	48,188.93	50,252.72
1889	Contract Administrator	B		1,537.02	1,618.90	1,687.26	1,766.19	1,846.32	1,925.39
0760	Fingerprint Technician II	H		22.771	23.984	24.996	26.166	27.353	28.524
0477	Library Technician II			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0349	Offset Equipment Operator III	A		41,921.24	44,154.85	46,019.09	48,171.91	50,357.43	52,514.10
1339	Parts Technician I	B		1,606.18	1,691.76	1,763.18	1,845.66	1,929.40	2,012.04
0493	Public Information Technician	H		23.796	25.063	26.121	27.343	28.584	29.808
0323	Public Service Representative II								
0485	Research Assistant (Closed)								
1890	Seized Vehicle Technician								
0697	Survey Technical Assistant II								
** 2161	Web Content Writer								

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

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

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1345	Accounting Assistant	<b>013</b>		Dec. 21, 2008 - Dec. 19, 2009					
0640	Document Server I		A	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52	48,188.93
1450	ESC Representative		B	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19	1,846.32
1295	Fingerprint Technician I		H	21.796	22.771	23.984	24.996	26.166	27.353
0293	Landlord & Tenant Consultant I			Dec. 20, 2009 - Dec. 18, 2010					
0743	Photo Laboratory Technician I		A	40,126.26	41,921.24	44,154.85	46,019.09	48,171.91	50,357.43
1374	Police Report Classifier		B	1,537.41	1,606.18	1,691.76	1,763.18	1,845.66	1,929.40
0451	Property & Exhibit Technician I		H	22.777	23.796	25.063	26.121	27.343	28.584
0788	Recreation Technician III								
0443	Storeman II								
** 2036	TIPS Administrator								
1347	Warehouse Technician II								
0709	Transportation Technician Assistant II	<b>035</b>		Dec. 21, 2008 - Dec. 19, 2009					
			A		38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
			B		1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
			H		21.796	22.771	23.984	24.996	26.166
				Dec. 20, 2009 - Dec. 18, 2010					
			A		40,126.26	41,921.24	44,154.85	46,019.09	48,171.91
			B		1,537.41	1,606.18	1,691.76	1,763.18	1,845.66
			H		22.777	23.796	25.063	26.121	27.343
0276	Clerk III	<b>012</b>		Dec. 21, 2008 - Dec. 19, 2009					
0300	Clerk Stenographer III		A	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41	46,097.52
0455	Coin Processing Technician		B	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26	1,766.19
0359	Composing Equipment Operator		H	20.868	21.796	22.771	23.984	24.996	26.166
0764	CPIC Information Operator II			Dec. 20, 2009 - Dec. 18, 2010					
0380	Data Storage Operator		A	38,417.87	40,126.26	41,921.24	44,154.85	46,019.09	48,171.91
0330	Forecasting Assistant II		B	1,471.95	1,537.41	1,606.18	1,691.76	1,763.18	1,845.66
0306	Legal Secretary II		H	21.807	22.777	23.796	25.063	26.121	27.343
1376	Municipal Enforcement Officer I								
0321	Public Service Representative I								
1311	Security Administrator								
0441	(I) Storeman I								
1355	Warehouse Technician I								
0286	Word/Data Processing Clerk III								

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0695	Survey Technical Assistant I	<b>011</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
		A		36,422.91	38,054.06	39,663.12	41,487.59	43,733.64	45,635.42
		B		1,395.51	1,458.02	1,519.66	1,589.56	1,675.62	1,748.48
		H		20.674	21.600	22.513	23.549	24.824	25.903
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		38,061.94	39,766.50	41,447.96	43,354.53	45,701.65	47,689.02
		B		1,458.31	1,523.63	1,588.05	1,661.09	1,751.02	1,827.17
		H		21.604	22.572	23.526	24.609	25.941	27.069
0752	Biological Sciences Technical Assistant	<b>010</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
0475	Library Technician I		A	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45	44,037.41
* 0719	Materials Tech Asst <sup>2</sup>		B	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90	1,687.26
			H	19.960	20.868	21.796	22.771	23.984	24.996
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		36,746.02	38,417.87	40,126.26	41,921.24	44,154.85	46,019.09
		B		1,407.89	1,471.95	1,537.41	1,606.18	1,691.76	1,763.18
		H		20.858	21.807	22.777	23.796	25.063	26.121
0298	Clerk Stenographer II	<b>007</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
0762	CPIC Information Operator I		A	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01	42,253.45
0376	Print Operator		B	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02	1,618.90
			H	19.137	19.960	20.868	21.796	22.771	23.984
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		35,231.93	36,746.02	38,417.87	40,126.26	41,921.24	44,154.85
		B		1,349.89	1,407.89	1,471.95	1,537.41	1,606.18	1,691.76
		H		19.998	20.858	21.807	22.777	23.796	25.063
0338	9-1-1 Operator	<b>006</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
0274	Clerk II		A	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34	40,116.01
* 1874	Courier <sup>3</sup>		B	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20	1,537.02
0729	Lab Assistant		H	18.339	19.137	19.960	20.868	21.796	22.771
0343	Offset Equipment Operator I		<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
0799	Recreational Facility Attendant II		A	33,762.08	35,231.93	36,746.02	38,417.87	40,126.26	41,921.24
0707	Transportation Tech. Assistant I		B	1,293.57	1,349.89	1,407.89	1,471.95	1,537.41	1,606.18
0284	Word/Data Processing Clerk II		H	19.164	19.998	20.858	21.807	22.777	23.796

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

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

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		<b>004</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0296	Clerk Stenographer I		A	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51	38,398.34
0683	Drafting Technical Assistant		B	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57	1,471.20
0288	Public Relations Clerk		H	17.558	18.339	19.137	19.960	20.868	21.796
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	32,324.94	33,762.08	35,231.93	36,746.02	38,417.87	40,126.26
			B	1,238.51	1,293.57	1,349.89	1,407.89	1,471.95	1,537.41
			H	18.348	19.164	19.998	20.858	21.807	22.777
		<b>002</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0272	Clerk I		A	29,752.86	30,932.96	32,308.21	33,714.76	35,163.65	36,763.51
0355	Microfilm Operator I		B	1,139.96	1,185.18	1,237.87	1,291.76	1,347.27	1,408.57
0786	Recreation Technician II		H	16.888	17.558	18.339	19.137	19.960	20.868
0797	Recreational Facility Attendant I			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0282	Word/Data Processing Clerk I		A	31,091.74	32,324.94	33,762.08	35,231.93	36,746.02	38,417.87
			B	1,191.26	1,238.51	1,293.57	1,349.89	1,407.89	1,471.95
			H	17.648	18.348	19.164	19.998	20.858	21.807
		<b>034</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0309	Clerical Assistant		A	26,096.59	27,355.84	28,344.48	29,752.86	30,932.96	32,308.21
0784	Recreation Technician I		B	999.87	1,048.11	1,086.00	1,139.96	1,185.18	1,237.87
			H	14.813	15.528	16.089	16.888	17.558	18.339
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A	27,270.93	28,586.86	29,619.98	31,091.74	32,324.94	33,762.08
			B	1,044.86	1,095.28	1,134.87	1,191.26	1,238.51	1,293.57
			H	15.480	16.227	16.813	17.648	18.348	19.164
		<b>009</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0836	Delivery Driver		A						36,770.90
			B						1,408.85
			H						20.872
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
			A						38,425.59
			B						1,472.25
			H						21.811

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**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1313	Systems Analyst III - 8 hrs	038	Dec. 21, 2008 - Dec. 19, 2009						
		A		85,861.77	90,321.69	94,616.61	99,004.52	103,582.01	108,450.51
		B		3,289.72	3,460.60	3,625.16	3,793.28	3,968.66	4,155.19
		H		41.120	43.260	45.310	47.420	49.610	51.940
			Dec. 20, 2009 - Dec. 18, 2010						
		A		89,725.55	94,386.17	98,874.36	103,459.72	108,243.20	113,330.78
		B		3,437.76	3,616.33	3,788.29	3,963.98	4,147.25	4,342.17
		H		42.970	45.207	47.349	49.554	51.842	54.277
1877	Process Control Specialist - 8 hrs	039	Dec. 21, 2008 - Dec. 19, 2009						
0415	Systems Analyst II - 8 hrs	A		80,418.32	84,525.59	88,550.48	93,857.82	98,082.92	102,499.76
		B		3,081.16	3,238.53	3,392.74	3,596.09	3,757.97	3,927.19
		H		38.510	40.480	42.410	44.950	46.970	49.090
			Dec. 20, 2009 - Dec. 18, 2010						
		A		84,037.14	88,329.24	92,535.25	98,081.42	102,496.65	107,112.25
		B		3,219.81	3,384.26	3,545.41	3,757.91	3,927.08	4,103.91
		H		40.243	42.302	44.318	46.973	49.084	51.299
1328	Business Process Analyst ERP - 8 hrs	035	Dec. 21, 2008 - Dec. 19, 2009						
* 0389	Computer Facilities Sup - 8 hrs	A		78,337.82	82,391.62	86,315.34	90,327.96	94,509.41	98,948.89
* 0536	Economist III - 8 hrs	B		3,001.45	3,156.77	3,307.10	3,460.84	3,621.05	3,791.15
0740	Laboratory Scientist II - 8 hrs	H		37.520	39.460	41.340	43.260	45.260	47.390
0586	Property Agency III - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
1326	Senior Accountant 8 hrs	A		81,863.02	86,099.24	90,199.53	94,392.72	98,762.33	103,401.59
0663	Sr. Dvlpment Control Ofcr - 8 hrs	B		3,136.52	3,298.82	3,455.92	3,616.58	3,784.00	3,961.75
1336	Senior Financial Analyst - 8 hrs	H		39.208	41.236	43.200	45.207	47.297	49.523
2056	Assessor III - 8 hrs	034	Dec. 21, 2008 - Dec. 19, 2009						
2057	Building & Facility Proj Ofcr - 8 hrs	A		73,560.14	76,801.45	80,428.69	84,523.68	88,581.58	93,868.19
2087	Criminal Intelligence Supvr - 8 hrs	B		2,818.40	2,942.58	3,081.56	3,238.46	3,393.93	3,596.48
2058	Environment Protection Coordinator - 8 hrs	H		35.230	36.780	38.520	40.480	42.420	44.960
2053	Investment Analyst - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
0779	Landscape Architect II - 8 hrs	A		76,870.35	80,257.52	84,047.98	88,327.25	92,567.75	98,092.26
0742	Laboratory Supervisor - 8 hrs	B		2,945.23	3,075.00	3,220.23	3,384.19	3,546.66	3,758.32
2059	Planner II - 8 hrs	H		36.815	38.435	40.253	42.302	44.329	46.983
0490	Market Planner II - 8 hrs	033	Dec. 21, 2008 - Dec. 19, 2009						
0584	Property Agent II - 8 hrs	A		72,022.13	74,923.05	78,337.82	82,391.62	86,315.34	90,327.96
0590	Prop Sales & Mrktg Off II - 8 hrs	B		2,759.47	2,870.62	3,001.45	3,156.77	3,307.10	3,460.84
* 2061	Buildg Sfty Codes Offcr II - 8 hrs <sup>2</sup>	H		34.490	35.880	37.520	39.460	41.340	43.260
* 2062	Heat/Vent Saf Cds Off II - 8 hrs <sup>2</sup>		Dec. 20, 2009 - Dec. 18, 2010						
* 2063	Plumbing/Gas Saf Cds Off II - 8 hrs <sup>2</sup>	A		75,263.13	78,294.59	81,863.02	86,099.24	90,199.53	94,392.72
		B		2,883.65	2,999.80	3,136.52	3,298.82	3,455.92	3,616.58

2. Regraded during the term of the 2006 – 2008 Collective Agreement  
3. Effective 21-Dec-08 - Courier I eliminated; Courier II renamed to Courier, and job code corrected

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	H	36.042	37.495	39.208	41.236	43.200	45.207
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**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
** 0579	Property Management Officer - 8 hrs	046	Dec. 21, 2008 - Dec. 19, 2009						
		A		71,061.07	74,578.95	77,820.15	81,338.01	85,561.34	89,596.38
		B		2,722.64	2,857.43	2,981.62	3,116.40	3,278.22	3,432.82
		H		34.034	35.718	37.270	38.956	40.978	42.910
			Dec. 20, 2009 - Dec. 18, 2010						
		A		74,258.81	77,935.01	81,322.05	84,998.23	89,411.60	93,628.21
		B		2,845.16	2,986.01	3,115.79	3,256.64	3,425.74	3,587.29
		H		35.566	37.325	38.947	40.709	42.822	44.841
0500	Public Info Officer III - 8 hrs	045	Dec. 21, 2008 - Dec. 19, 2009						
		A		71,188.90	74,284.01	77,640.96	81,671.85	85,523.56	89,468.27
		B		2,727.54	2,846.13	2,974.75	3,129.19	3,276.76	3,427.90
		H		34.090	35.580	37.180	39.120	40.960	42.850
			Dec. 20, 2009 - Dec. 18, 2010						
		A		74,392.40	77,626.79	81,134.80	85,347.08	89,372.12	93,494.34
		B		2,850.28	2,974.21	3,108.61	3,270.00	3,424.21	3,582.16
		H		35.624	37.181	38.853	40.880	42.803	44.778
0426	Communication Analyst (EDP) - 8 hrs	032	Dec. 21, 2008 - Dec. 19, 2009						
0661	Development Control Officer - 8 hrs		A	70,104.19	73,560.14	76,801.45	80,428.69	84,523.68	88,581.58
0682	Engineering Tech III - 8 hrs		B	2,685.98	2,818.40	2,942.58	3,081.56	3,238.46	3,393.93
1334	Financial Integration Analyst - 8 hrs		H	33.570	35.230	36.780	38.520	40.480	42.420
0520	Methods Analyst II - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
1317	Operation Support Technician - 8 hrs		A	73,258.88	76,870.35	80,257.52	84,047.98	88,327.25	92,567.75
0669	Planner I - 8 hrs		B	2,806.85	2,945.23	3,075.00	3,220.23	3,384.19	3,546.66
0542	Records Mgmt Admin II - 8 hrs		H	35.081	36.815	38.435	40.253	42.302	44.329
0649	Risk Mgmt Consultant III - 8 hrs								
0613	Social Planner - 8 hrs								
0417	Software Analyst I - 8 hrs								
0413	Systems Analyst I - 8 hrs								
0718	Transportation Tech III - 8 hrs								
* 0568	Assessor II - 8 hrs	031	Dec. 21, 2008 - Dec. 19, 2009						
0631	Construction Technician II - 8 hrs		A	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48	85,207.99
2064	Criminal Intelligence Analyst - 8 hrs		B	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75	3,264.67
0692	Drafting Technician III - 8 hrs		H	32.470	33.880	35.410	37.250	39.010	40.810
2065	Environment Protection Officer - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
* 0738	Laboratory Scientist I - 8 hrs		A	70,850.18	73,929.24	77,271.09	81,283.30	85,116.80	89,042.35
0775	Landscape Tech. III - 8 hrs		B	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18	3,411.58
2066	Project Management Officer - 8 hrs		H	33.931	35.405	37.003	38.926	40.765	42.646
0796	Recreation Officer III - 8 hrs								
1354	Sr Materials Mgt Spec - 8 hrs								
* 2067	Buildg Sfty Codes Officr I - 8 hrs <sup>2</sup>								
* 2068	Heat/Vent Saf Cds Off I - 8 hrs <sup>2</sup>								

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\* 2069 Plumbing/Gas Saf Cds Off I - 8 hrs<sup>2</sup>

**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0498	Public Info Officer II - 8 hrs	<b>044</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
** 2158	Corporate Web Producer – 8 hrs	A		66,337.04	69,803.36	72,908.55	76,502.79	80,008.11	83,595.80
		B		2,541.65	2,674.46	2,793.43	2,931.14	3,065.44	3,202.90
		H		31.770	33.430	34.920	36.640	38.320	40.040
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		69,322.21	72,944.51	76,189.43	79,945.42	83,608.47	87,357.61
		B		2,656.02	2,794.81	2,919.13	3,063.04	3,203.38	3,347.03
		H		33.200	34.934	36.491	38.289	40.044	41.842
0655	Arch. Technologist II - 8 hrs	<b>029</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0617	Building Inspector I – 8 hrs	A		64,601.02	67,799.22	70,745.68	73,943.63	77,783.06	81,451.48
0611	Child. Svc. Consult. II - 8hrs	B		2,475.13	2,597.67	2,710.56	2,833.09	2,980.19	3,120.75
0534	Economist II - 8 hrs	H		30.940	32.470	33.880	35.410	37.250	39.010
0680	Engineering Technol. II - 8 hrs			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
2040	Planning Technician II - 8 hrs	A		67,508.07	70,850.18	73,929.24	77,271.09	81,283.30	85,116.80
0580	Property Mgt. Officer - 8 hrs	B		2,586.51	2,714.57	2,832.54	2,960.58	3,114.30	3,261.18
0605	Social Worker II - 8 hrs	H		32.332	33.931	35.405	37.003	38.926	40.765
0704	Survey Technician II - 8 hrs								
0716	Transportation Tech II - 8 hrs								
0566	Assessor I - 8 hrs	<b>028</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
		A		63,786.33	67,118.46	70,104.19	73,560.14	76,931.54	80,380.95
		B		2,443.92	2,571.59	2,685.98	2,818.40	2,947.57	3,079.73
		H		30.550	32.150	33.570	35.230	36.840	38.500
				<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
		A		66,656.71	70,138.79	73,258.88	76,870.35	80,393.46	83,998.09
		B		2,553.90	2,687.31	2,806.85	2,945.23	3,080.21	3,218.32
		H		31.925	33.597	35.081	36.815	38.498	40.233
1322	Accountant - 8 hrs	<b>027</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
1373	Cartographic Tech. - 8 hrs	A		61,953.48	64,601.02	67,799.22	70,745.68	73,943.63	77,783.06
0690	Drafting Technician II - 8 hrs	B		2,373.70	2,475.13	2,597.67	2,710.56	2,833.09	2,980.19
0736	Laboratory Tech. III - 8 hrs	H		29.670	30.940	32.470	33.880	35.410	37.250
2070	Loss Prevention Coordinator - 8 hrs			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
1381	Municipal Enf. Off. III - 8 hrs	A		64,741.39	67,508.07	70,850.18	73,929.24	77,271.09	81,283.30
0582	Property Agent I – 8 hrs	B		2,480.52	2,586.51	2,714.57	2,832.54	2,960.58	3,114.30
0794	Recreation Officer II - 8 hrs	H		31.005	32.332	33.931	35.405	37.003	38.926
1844	Social Worker - 8 hrs								
0450	Warehouse Admin. - 8 hrs								

2. Regraded during the term of the 2006 – 2008 Collective Agreement  
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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0647	Risk Mgmt Consultant II - 8 hrs	026	Dec. 21, 2008 - Dec. 19, 2009						
		A				67,118.46	70,104.19	73,560.14	76,931.54
		B				2,571.59	2,685.98	2,818.40	2,947.57
		H				32.150	33.570	35.230	36.840
			Dec. 20, 2009 - Dec. 18, 2010						
		A				70,138.79	73,258.88	76,870.35	80,393.46
		B				2,687.31	2,806.85	2,945.23	3,080.21
		H				33.597	35.081	36.815	38.498
* 0814	Archivist II - 8 hrs	025	Dec. 21, 2008 - Dec. 19, 2009						
* 0810	Museologist II - 8 hrs	A	59,557.41	62,380.32	63,487.67	67,329.02	70,960.07	74,409.48	
		B	2,281.89	2,390.05	2,432.48	2,579.66	2,718.78	2,850.94	
		H	28.520	29.880	30.410	32.250	33.980	35.640	
			Dec. 20, 2009 - Dec. 18, 2010						
		A	62,237.49	65,187.43	66,344.62	70,358.83	74,153.27	77,757.91	
		B	2,384.58	2,497.60	2,541.94	2,695.74	2,841.13	2,979.23	
		H	29.803	31.225	31.778	33.701	35.509	37.244	
0653	Arch. Technol. I - 8 hrs	024	Dec. 21, 2008 - Dec. 19, 2009						
2071	Audio-Visual Technician III- 8hrs	A	59,182.39	61,953.48	64,601.02	67,799.22	70,745.68	73,943.63	
* 0755	Biological Sciences Tech I - 8 hrs	B	2,267.52	2,373.70	2,475.13	2,597.67	2,710.56	2,833.09	
1320	Civic Agen. Coord. - 8 hrs	H	28.340	29.670	30.940	32.470	33.880	35.410	
2089	Construction Safety & Training Officer		Dec. 20, 2009 - Dec. 18, 2010						
1316	Desktop Support Supervisor - 8 hrs	A	61,845.60	64,741.39	67,508.07	70,850.18	73,929.24	77,271.09	
0757	Env. Protect. Tech - 8 hrs	B	2,369.56	2,480.52	2,586.51	2,714.57	2,832.54	2,960.58	
0550	Fleet Safety Inst. I - 8 hrs	H	29.615	31.005	32.332	33.931	35.405	37.003	
0484	Graphic Designer II - 8 hrs								
0773	Landscape Tech. II - 8 hrs								
0488	Market Planner I - 8 hrs								
0468	Materials Plan. Tech II - 8 hrs								
0518	Methods Analyst I - 8 hrs								
* 1405	Paralegal II - 8 hrs								
0588	Property Sales & Mrktg Off I - 8 hrs								
* 1324	Rates Analyst - 8 hrs								
0540	Records Mgmt Admin I - 8 hrs								
0816	Veh. Equip & Srv. Tech - 8 hrs								
** 2108	Telecommunication Systems Coordinator II								

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0629	Construction Tech. I - 8 hrs	023	Dec. 21, 2008 - Dec. 19, 2009						
		A			64,601.02	67,799.22	70,745.68	73,943.63	
		B			2,475.13	2,597.67	2,710.56	2,833.09	
		H			30.940	32.470	33.880	35.410	
			Dec. 20, 2009 - Dec. 18, 2010						
		A			67,508.07	70,850.18	73,929.24	77,271.09	
		B			2,586.51	2,714.57	2,832.54	2,960.58	
		H			32.332	33.931	35.405	37.003	
1330	Client Rel. Special. - 8 hrs	022	Dec. 21, 2008 - Dec. 19, 2009						
1332	ERP Software Suppt Tch - 8 hrs	A	57,258.44	59,557.41	62,380.32	65,281.52	68,316.62	71,809.67	
1380	Municipal Enforce. Off II - 8 hrs	B	2,193.81	2,281.89	2,390.05	2,501.21	2,617.50	2,751.33	
** 2126	ESC Team Lead / Specialist - 8 hrs	H	27.420	28.520	29.880	31.270	32.720	34.390	
			Dec. 20, 2009 - Dec. 18, 2010						
		A	59,835.07	62,237.49	65,187.43	68,219.19	71,390.87	75,041.11	
		B	2,292.53	2,384.58	2,497.60	2,613.76	2,735.29	2,875.14	
		H	28.654	29.803	31.225	32.677	34.192	35.938	
0609	Child. Svc. Consult. I - 8hrs	021	Dec. 21, 2008 - Dec. 19, 2009						
0458	Coin Process. Admin - 8 hrs	A	56,283.11	59,182.39	61,953.48	64,601.02	67,799.22	70,745.68	
0387	Computer Operator IV - 8 hrs	B	2,156.44	2,267.52	2,373.70	2,475.13	2,597.67	2,710.56	
0678	Engineering Technol. I - 8 hrs	H	26.960	28.340	29.670	30.940	32.470	33.880	
0480	Librarian - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
1371	Planning Tech. - 8 hrs	A	58,815.85	61,845.60	64,741.39	67,508.07	70,850.18	73,929.24	
0792	Recreation Officer I - 8 hrs	B	2,253.48	2,369.56	2,480.52	2,586.51	2,714.57	2,832.54	
0702	Survey Technician I - 8 hrs	H	28.173	29.615	31.005	32.332	33.931	35.405	
0714	Transportation Tech I - 8 hrs								
2072	Audio-Visual Technician II - 8 hrs	020	Dec. 21, 2008 - Dec. 19, 2009						
0688	Drafting Technician I - 8 hrs	A	53,971.60	56,283.11	59,182.39	61,953.48	64,601.02	67,799.22	
0482	Graphic Designer I - 8 hrs	B	2,067.88	2,156.44	2,267.52	2,373.70	2,475.13	2,597.67	
0734	Laboratory Technician II - 8 hrs	H	25.850	26.960	28.340	29.670	30.940	32.470	
1404	Paralegal I - 8 hrs		Dec. 20, 2009 - Dec. 18, 2010						
0767	Police Armourer - 8 hrs	A	56,400.32	58,815.85	61,845.60	64,741.39	67,508.07	70,850.18	
0645	Risk Mgmt Consultant I - 8 hrs <sup>1</sup>	B	2,160.93	2,253.48	2,369.56	2,480.52	2,586.51	2,714.57	
1344	Sr. Accounting Assistant - 8hrs	H	27.013	28.173	29.615	31.005	32.332	33.931	
** 2106	Telecommunication Systems Coordinator I								

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Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
* 0812	Archivist I - 8 hrs	037		Dec. 21, 2008 - Dec. 19, 2009					
* 0808	Museologist I - 8 hrs		A	53,468.39	55,678.71	58,367.70	60,889.51	63,786.33	67,118.46
			B	2,048.60	2,133.28	2,236.31	2,332.93	2,443.92	2,571.59
			H	25.610	26.670	27.950	29.160	30.550	32.150
				Dec. 20, 2009 - Dec. 18, 2010					
			A	55,874.47	58,184.25	60,994.25	63,629.54	66,656.71	70,138.79
			B	2,140.79	2,229.28	2,336.94	2,437.91	2,553.90	2,687.31
			H	26.762	27.870	29.208	30.472	31.925	33.597
0496	Public Info Officer I - 8 hrs	019		Dec. 21, 2008 - Dec. 19, 2009					
0385	Senior Print Operator - 8 hrs		A	51,930.38	54,528.27	57,258.44	59,557.41	62,380.32	65,281.52
** 2160	Web Content Coordinator - 8 hrs		B	1,989.67	2,089.21	2,193.81	2,281.89	2,390.05	2,501.21
			H	24.870	26.120	27.420	28.520	29.880	31.270
				Dec. 20, 2009 - Dec. 18, 2010					
			A	54,267.25	56,982.04	59,835.07	62,237.49	65,187.43	68,219.19
			B	2,079.21	2,183.22	2,292.53	2,384.58	2,497.60	2,613.76
			H	25.989	27.295	28.654	29.803	31.225	32.677
2073	Business Tax Collector - 8 hrs	018		Dec. 21, 2008 - Dec. 19, 2009					
0728	Env. Prot. Asst - 8 hrs		A	51,629.27	53,971.60	56,283.11	59,182.39	61,953.48	64,601.02
2074	Web Topic Coordinator - 8 hrs		B	1,978.13	2,067.88	2,156.44	2,267.52	2,373.70	2,475.13
* 1338	Materials Mgt Specialist - 8 hrs <sup>2</sup>		H	24.730	25.850	26.960	28.340	29.670	30.940
				Dec. 20, 2009 - Dec. 18, 2010					
			A	53,952.59	56,400.32	58,815.85	61,845.60	64,741.39	67,508.07
			B	2,067.15	2,160.93	2,253.48	2,369.56	2,480.52	2,586.51
			H	25.843	27.013	28.173	29.615	31.005	32.332
0279	Clerk IV - 8 hrs	017		Dec. 21, 2008 - Dec. 19, 2009					
0601	Comm. Serv. Worker - 8 hrs		A	49,321.85	51,629.27	53,971.60	56,283.11	59,182.39	61,953.48
0421	Computer Supp. Tech. - 8 hrs		B	1,889.73	1,978.13	2,067.88	2,156.44	2,267.52	2,373.70
0732	Laboratory Technician I - 8 hrs		H	23.620	24.730	25.850	26.960	28.340	29.670
0771	Landscape Tech. I - 8 hrs			Dec. 20, 2009 - Dec. 18, 2010					
0466	Mats. Plan. Tech I - 8 hrs		A	51,541.33	53,952.59	56,400.32	58,815.85	61,845.60	64,741.39
1342	Parts Technician II - 8 hrs		B	1,974.77	2,067.15	2,160.93	2,253.48	2,369.56	2,480.52
0454	Prop. & Exh. Tech II - 8 hrs		H	24.683	25.843	27.013	28.173	29.615	31.005
* 0578	Property Rental Technician - 8 hrs								
2075	Property Sales Technician - 8 hrs								
0651	Safety Assistant - 8 hrs								

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

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

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APPENDIX I: Schedule of Wages

**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0560	Assessor Assist. - 8 hrs	<b>016</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
* 0556	Bylaw Prosecution Assistant - 8 hrs	A		47,323.71	49,321.85	51,629.27	53,971.60	56,283.11	59,182.39
** 2103	DATS Service Specialist - 8 hrs	B		1,813.17	1,889.73	1,978.13	2,067.88	2,156.44	2,267.52
* 0333	Forecasting Assistant III - 8 hrs	H		22.670	23.620	24.730	25.850	26.960	28.340
0342	Electr. Surveil. Mon. - 8 hrs			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
* 1290	Landlord & Tenant Consult II - 8 hrs	A		49,453.28	51,541.33	53,952.59	56,400.32	58,815.85	61,845.60
0746	Photo Lab. Tech II - 8 hrs	B		1,894.76	1,974.77	2,067.15	2,160.93	2,253.48	2,369.56
* 0446	Storeman III - 8 hrs	H		23.690	24.683	25.843	27.013	28.173	29.615
0308	Admin. Assistant I - 8 hrs	<b>015</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
2076	Audio-Visual Technician I - 8 hrs	A		44,930.10	47,323.71	49,321.85	51,629.27	53,971.60	56,283.11
1453	Auto. & Pgm. Supp. - 8 hrs	B		1,721.46	1,813.17	1,889.73	1,978.13	2,067.88	2,156.44
2077	Contract Administrator - 8 hrs	H		21.520	22.670	23.620	24.730	25.850	26.960
0761	Fingerprint Tech. II - 8 hrs			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
* 0478	Library Technician II - 8 hrs	A		46,951.95	49,453.28	51,541.33	53,952.59	56,400.32	58,815.85
0350	Offset Eqpt. Oper III - 8 hrs	B		1,798.93	1,894.76	1,974.77	2,067.15	2,160.93	2,253.48
1340	Parts Technician I - 8 hrs	H		22.488	23.690	24.683	25.843	27.013	28.173
0494	Public Information Tech - 8 hrs								
0324	Public Service Rep II - 8 hrs								
* 0486	Research Assistant - 8 hrs								
1891	Seized Vehicle Technician - 8 hrs								
0698	Survey Tech. Asst II - 8 hrs								
** 2162	Web Content Writer - 8 hrs								
* 1346	Accounting Assistant - 8 hrs	<b>014</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
* 0641	Document Server I - 8 hrs	A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
2078	ESC Representative - 8 hrs	B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
1296	Fingerprint Tech. I - 8 hrs	H		20.600	21.520	22.670	23.620	24.730	25.850
* 0294	Landlord & Tenant Consult I - 8 hrs			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
0744	Photo Lab. Tech I - 8 hrs	A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
1375	Police Report Classifier - 8 hrs	B		1,721.90	1,798.93	1,894.76	1,974.77	2,067.15	2,160.93
0452	Property & Exhibit Tech I - 8 hrs	H		21.527	22.488	23.690	24.683	25.843	27.013
0789	Recreation Tech. III - 8 hrs								
* 0444	Storeman II - 8 hrs								
* 2037	Tips Administrator - 8 hrs								
1348	Warehouse Tech. II - 8 hrs								

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**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0277	Clerk III - 8 hrs	013		Dec. 21, 2008 - Dec. 19, 2009					
0301	Clerk Steno. III - 8 hrs		A	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
0456	Coin Proc. Tech - 8 hrs		B	1,577.59	1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
0362	Comp. Eqpt. Oper - 8 hrs		H	19.720	20.600	21.520	22.670	23.620	24.730
0765	CPIC Info Operator II - 8 hrs			Dec. 20, 2009 - Dec. 18, 2010					
0383	Data Storage Op. - 8 hrs		A	43,028.12	44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
* 0331	Forecasting Assistant II - 8 hrs		B	1,648.58	1,721.90	1,798.93	1,894.76	1,974.77	2,067.15
* 1297	Legal Secretary II - 8 hrs		H	20.607	21.527	22.488	23.690	24.683	25.843
1379	Municipal Enforcement Off I - 8 hrs								
0322	Public Service Rep I - 8 hrs								
* 1312	Security Administrator - 8 hrs								
0442	Storeman I - 8 hrs								
1356	Warehouse Tech. I - 8 hrs								
0287	Word/Data Pro Clk. III - 8 hrs								
0710	Transp Tech Asst II - 8 hrs	036		Dec. 21, 2008 - Dec. 19, 2009					
			A		43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
			B		1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
			H		20.600	21.520	22.670	23.620	24.730
				Dec. 20, 2009 - Dec. 18, 2010					
			A		44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
			B		1,721.90	1,798.93	1,894.76	1,974.77	2,067.15
			H		21.527	22.488	23.690	24.683	25.843
0696	Survey Technical Asst I - 8 hrs	012		Dec. 21, 2008 - Dec. 19, 2009					
			A	40,793.65	42,620.77	44,422.79	46,465.93	48,981.73	51,111.60
			B	1,562.98	1,632.98	1,702.02	1,780.30	1,876.69	1,958.30
			H	19.540	20.410	21.280	22.250	23.460	24.480
				Dec. 20, 2009 - Dec. 18, 2010					
			A	42,629.36	44,538.70	46,421.82	48,556.90	51,185.91	53,411.62
			B	1,633.31	1,706.46	1,778.61	1,860.41	1,961.14	2,046.42
			H	20.419	21.328	22.238	23.251	24.516	25.582
* 0753	Biological Sciences Tech Asst - 8 hrs	011		Dec. 21, 2008 - Dec. 19, 2009					
* 0476	Library Technician I - 8 hrs		A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85
* 0720	Materials Tech Asst - 8 hrs <sup>2</sup>		B	1,508.94	1,577.59	1,647.75	1,721.46	1,813.17	1,889.73
			H	18.860	19.720	20.600	21.520	22.670	23.620
				Dec. 20, 2009 - Dec. 18, 2010					
			A	41,155.54	43,028.12	44,941.44	46,951.95	49,453.28	51,541.33
			B	1,576.84	1,648.58	1,721.90	1,798.93	1,894.76	1,974.77
			H	19.709	20.607	21.527	22.488	23.690	24.683

2009 – 2010 Civic Service Union 52  
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**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
* 0299	Clerk Stenographer II - 8 hrs	008		Dec. 21, 2008 - Dec. 19, 2009					
0763	CPIC Information Op. I - 8hrs		A	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71
0379	Print Operator - 8 hrs		B	1,446.77	1,508.94	1,577.59	1,647.75	1,721.46	1,813.17
			H	18.080	18.860	19.720	20.600	21.520	22.670
				Dec. 20, 2009 - Dec. 18, 2010					
			A	39,459.96	41,155.54	43,028.12	44,941.44	46,951.95	49,453.28
			B	1,511.87	1,576.84	1,648.58	1,721.90	1,798.93	1,894.76
			H	18.894	19.709	20.607	21.527	22.488	23.690
0339	9-1-1 Operator - 8 hrs	007		Dec. 21, 2008 - Dec. 19, 2009					
0275	Clerk II - 8 hrs		A	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16	44,930.10
* 1873	Courier - 8 hrs <sup>3</sup>		B	1,386.41	1,446.77	1,508.94	1,577.59	1,647.75	1,721.46
* 0346	Offset Equipment Oper I - 8 hrs		H	17.330	18.080	18.860	19.720	20.600	21.520
0800	Rec Facility Attend. II - 8 hrs			Dec. 20, 2009 - Dec. 18, 2010					
0708	Transp Tech Asst I - 8 hrs		A	37,813.69	39,459.96	41,155.54	43,028.12	44,941.44	46,951.95
0285	Word/Data Pro Clk. II - 8 hrs		B	1,448.80	1,511.87	1,576.84	1,648.58	1,721.90	1,798.93
0730	Lab Assistant - 8 hrs		H	18.110	18.894	19.709	20.607	21.527	22.488
* 0297	Clerk Stenographer I - 8 hrs	006		Dec. 21, 2008 - Dec. 19, 2009					
0684	Drafting Technical Asst - 8 hrs		A	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23	43,006.16
* 0289	Public Relations Clerk - 8 hrs		B	1,327.40	1,386.41	1,446.77	1,508.94	1,577.59	1,647.75
			H	16.590	17.330	18.080	18.860	19.720	20.600
				Dec. 20, 2009 - Dec. 18, 2010					
			A	36,204.19	37,813.69	39,459.96	41,155.54	43,028.12	44,941.44
			B	1,387.13	1,448.80	1,511.87	1,576.84	1,648.58	1,721.90
			H	17.337	18.110	18.894	19.709	20.607	21.527
0837	Delivery Driver - 8 hrs	010		Dec. 21, 2008 - Dec. 19, 2009					
			A						41,183.41
			B						1,577.91
			H						19.720
				Dec. 20, 2009 - Dec. 18, 2010					
			A						43,036.66
			B						1,648.92
			H						20.607
0273	Clerk I - 8 hrs	003		Dec. 21, 2008 - Dec. 19, 2009					
0356	Microfilm Operator I - 8 hrs		A	33,323.17	34,645.16	36,185.35	37,760.73	39,383.29	41,175.23
0798	Rec Fac. Attendant I - 8 hrs		B	1,276.75	1,327.40	1,386.41	1,446.77	1,508.94	1,577.59
0787	Recreation Tech. II - 8 hrs		H	15.960	16.590	17.330	18.080	18.860	19.720
0283	Word/Data Pro Clerk I - 8 hrs			Dec. 20, 2009 - Dec. 18, 2010					
			A	34,822.71	36,204.19	37,813.69	39,459.96	41,155.54	43,028.12
			B	1,334.20	1,387.13	1,448.80	1,511.87	1,576.84	1,648.58
			H	16.678	17.337	18.110	18.894	19.709	20.607

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

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

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**SALARY ADMIN PLAN 21B (40.0 HRS)**

Job  
Code

0310  
0785

Clerical Assistant - 8 hrs  
Recreation Tech. I - 8 hrs

Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
001	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
	A	29,228.17	30,638.53	31,745.88	33,323.17	34,645.16	36,185.35
	B	1,119.85	1,173.89	1,216.32	1,276.75	1,327.40	1,386.41
	H	14.000	14.670	15.200	15.960	16.590	17.330
	<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
	A	30,543.44	32,017.26	33,174.44	34,822.71	36,204.19	37,813.69
	B	1,170.24	1,226.72	1,271.05	1,334.20	1,387.13	1,448.80
	H	14.630	15.330	15.884	16.678	17.337	18.110

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APPENDIX I: Schedule of Wages

**SALARY ADMIN PLAN 21C (40.0 HRS) – OPPORTUNITY CONCEPT**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
** 2128	Materials Management Specialist (OC) - 8 hrs <sup>1,4</sup>	021	Dec. 21, 2008 - Dec. 19, 2009							
			A	39,383.29	41,175.23	43,006.16	44,930.10	47,323.71	49,321.85	
			B	1,508.94	1,577.60	1,647.75	1,721.46	1,813.17	1,889.73	
			H	18.862	19.720	20.597	21.519	22.665	23.621	
			Dec. 20, 2009 - Dec. 18, 2010							
			A	41,155.54	43,028.11	44,941.44	46,951.95	49,453.28	51,541.33	
			B	1,576.84	1,648.59	1,721.90	1,798.93	1,894.76	1,974.76	
			H	19.711	20.607	21.524	22.487	23.685	24.684	
0464	Materials Planning Tech I (OC2)(S) - 8 hrs <sup>1</sup>		020	Dec. 21, 2008 - Dec. 19, 2009						
				A		66,292.04	67,487.75	71,549.74	75,426.27	79,096.59
				B		2,539.92	2,585.74	2,741.37	2,889.90	3,030.52
				H		31.750	32.320	34.270	36.120	37.880
		Dec. 20, 2009 - Dec. 18, 2010								
		A			69,275.18	70,524.70	74,769.48	78,820.45	82,655.94	
		B			2,654.22	2,702.10	2,864.73	3,019.95	3,166.89	
		H			33.179	33.774	35.812	37.745	39.585	
2043	Accountant (OC) (S) - 8 hrs <sup>1</sup>	016		Dec. 21, 2008 - Dec. 19, 2009						
				A	56,283.06	59,182.15	64,600.96	70,745.58		
				B	2,156.44	2,267.52	2,475.13	2,710.56		
				H	26.960	28.340	30.940	33.880		
			Dec. 20, 2009 - Dec. 18, 2010							
			A	58,815.80	61,845.35	67,508.00	73,929.13			
			B	2,253.48	2,369.56	2,586.51	2,832.54			
			H	28.173	29.615	32.332	35.405			
0565	(I) Assessor II (OC) (Q) - 8 hrs <sup>1</sup>		017	Dec. 21, 2008 - Dec. 19, 2009						
				A	61,021.51	61,953.48	62,899.91	63,858.87	64,833.94	65,819.64
				B	2,337.99	2,373.70	2,409.96	2,446.70	2,484.06	2,521.83
				H	29.220	29.670	30.120	30.580	31.050	31.520
		Dec. 20, 2009 - Dec. 18, 2010								
		A		63,767.48	64,741.39	65,730.41	66,732.52	67,751.47	68,781.52	
		B		2,443.20	2,480.52	2,518.41	2,556.80	2,595.84	2,635.31	
		H		30.535	31.005	31.475	31.956	32.447	32.938	

1. Notes for All Opportunity Classes:  
 Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements  
 2. Regraded during the term of the 2006 – 2008 Collective Agreement  
 4. New Pay Grade, and new Job Code effective 22-Jun-08

2009 – 2010 Civic Service Union 52  
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**SALARY ADMIN PLAN 21C (40.0 HRS) – OPPORTUNITY CONCEPT**

Job Code		Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
0564	(I) Assessor I (OC) (Q) - 8 hrs <sup>1</sup>	<b>018</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
		A		49,561.04	51,653.82	53,831.41	56,105.83	58,470.80	60,939.14
		B		1,898.89	1,979.07	2,062.51	2,149.65	2,240.26	2,334.83
		H		31.909	32.400	32.891	33.394	33.907	34.420
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		51,791.29	53,978.24	56,253.82	58,630.59	61,101.99	63,681.40
		B		1,984.34	2,068.13	2,155.32	2,246.38	2,341.07	2,439.90
		H		33.345	33.858	34.371	34.897	35.433	35.969
1827	Fingerprint Tech I (OC) (S) - 8 hrs <sup>1</sup>	<b>015</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
1892	Prop. & Exhib. Tech I (OC) (Q) - 8 hrs <sup>1</sup>	A		39,383.29	41,175.23	43,006.16			
		B		1,508.94	1,577.59	1,647.75			
		H		18.860	19.720	20.600			
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		41,155.54	43,028.12	44,941.44			
		B		1,576.84	1,648.58	1,721.90			
		H		19.709	20.607	21.527			
1358	Comp. Supp. Tech (OC) (Q) - 8 hrs <sup>1</sup>	<b>014</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
		A		44,932.01	47,325.90				
		B		1,721.53	1,813.25				
		H		21.520	22.670				
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A		46,953.95	49,455.57				
		B		1,799.00	1,894.85				
		H		22.488	23.690				
0687	Drafting Tech I (OC 1) (S) - 8 hrs <sup>1</sup>	<b>013</b>	<b>Dec. 21, 2008 - Dec. 19, 2009</b>						
0676	Eng. Tech I (OC 1) (S) - 8 hrs <sup>1</sup>	A			43,006.16	44,930.10	47,323.71	49,321.85	51,629.27
0701	Survey Tech. I (OC) (S) - 8 hrs <sup>1</sup>	B			1,647.75	1,721.46	1,813.17	1,889.73	1,978.13
0713	Transp. Tech I (OC) (S) - 8 hrs <sup>1</sup>	H			20.600	21.520	22.670	23.620	24.730
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>						
		A			44,941.44	46,951.95	49,453.28	51,541.33	53,952.59
		B			1,721.90	1,798.93	1,894.76	1,974.77	2,067.15
		H			21.527	22.488	23.690	24.683	25.843

1. Notes for All Opportunity Classes:  
 Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements  
 2. Regraded during the term of the 2006 – 2008 Collective Agreement  
 4. New Pay Grade, and new Job Code effective 22-Jun-08

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**SALARY ADMIN PLAN 21C (40.0 HRS) – OPPORTUNITY CONCEPT**

Job Code	Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2079 Business Prcss Analyst (OC) (S) - 8 hrs <sup>1</sup>	<b>012</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0668 Planner I (OC 2) (Q) - 8 hrs <sup>1</sup>	A		51,544.72	54,656.19	57,901.85	60,889.51	63,786.33	67,118.46
0412 Systems Analyst I (OC 2) (Q) - 8 hrs <sup>1</sup>	B		1,974.89	2,094.11	2,218.46	2,332.93	2,443.92	2,571.59
2085 Development Cntrl Offcr (OC 2) (S) - 8 hrs <sup>1</sup>	H		24.690	26.180	27.730	29.160	30.550	32.150
* 2080 Buildg Saf Codes Off I (OC)(V) - 8 hrs <sup>1,2</sup>			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
* 2081 Heat/Vent Saf Cds Off I (OC) (V) - 8 hrs <sup>1,2</sup>	A		53,864.23	57,115.72	60,507.43	63,629.54	66,656.71	70,138.79
* 2082 Plumbing/Gas Saf Cds Off I (OC) (V) - 8 hrs <sup>1,2</sup>	B		2,063.76	2,188.34	2,318.29	2,437.91	2,553.90	2,687.31
	H		25.801	27.358	28.978	30.472	31.925	33.597
1353 Sr Material Mgt Splcst (OC II) (S) - 8 hrs <sup>1</sup>	<b>011</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
** 2141 Criminal Intelligence Analyst - 8 hrs	A			53,971.60	56,283.11	59,182.39	62,085.49	64,601.02
	B			2,067.88	2,156.44	2,267.52	2,378.75	2,475.13
	H			25.850	26.960	28.340	29.730	30.940
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
	A			56,400.32	58,815.85	61,845.60	64,879.34	67,508.07
	B			2,160.93	2,253.48	2,369.56	2,485.79	2,586.51
	H			27.013	28.173	29.615	31.068	32.332
2083 Methods Analyst I (OC) (S) - 8 hrs <sup>1</sup>	<b>019</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
	A				49,321.85	51,629.27	53,971.60	56,283.11
	B				1,889.73	1,978.13	2,067.88	2,156.44
	H				23.620	24.730	25.850	26.960
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
	A				51,541.33	53,952.59	56,400.32	58,815.85
	B				1,974.77	2,067.15	2,160.93	2,253.48
	H				24.683	25.843	27.013	28.173
0667 Planner I (OC 1) (Q) - 8 hrs <sup>1</sup>	<b>008</b>		<b>Dec. 21, 2008 - Dec. 19, 2009</b>					
0411 Systems Analyst I (OC 1) (Q) - 8 hrs <sup>1</sup>	A						45,994.08	48,684.71
2060 Development Cntrl Offcr (OC 1) (Q) - 8 hrs <sup>1</sup>	B						1,762.23	1,865.31
	H						22.030	23.320
			<b>Dec. 20, 2009 - Dec. 18, 2010</b>					
	A						48,063.81	50,875.52
	B						1,841.53	1,949.25
	H						23.021	24.369

1. Notes for All Opportunity Classes:  
 Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements  
 2. Regraded during the term of the 2006 – 2008 Collective Agreement  
 4. New Pay Grade, and new Job Code effective 22-Jun-08

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 APPENDIX I: Schedule of Wages

**SALARY ADMIN PLAN 21C (40.0 HRS) – OPPORTUNITY CONCEPT**

Job Code	Grade	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1352 Sr Materials Mgt Spclst (OC1)(S) - 8 hrs <sup>1</sup>	007	Dec. 21, 2008 - Dec. 19, 2009						
		A		44,930.10	47,323.71	49,321.85	51,629.27	53,971.60
		B		1,721.46	1,813.17	1,889.73	1,978.13	2,067.88
		H		21.520	22.670	23.620	24.730	25.850
		Dec. 20, 2009 - Dec. 18, 2010						
		A		46,951.95	49,453.28	51,541.33	53,952.59	56,400.32
		B		1,798.93	1,894.76	1,974.77	2,067.15	2,160.93
		H		22.488	23.690	24.683	25.843	27.013

1. Notes for All Opportunity Classes:  
 Q-Quarterly Merit Reviews S-Semi-Annual Merit Reviews V-Variable; Dependant on Completion of Identified Requirements  
 2. Regraded during the term of the 2006 – 2008 Collective Agreement  
 4. New Pay Grade, and new Job Code effective 22-Jun-08