

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		<b>ANALYST - OPERATIONS</b>								
1	10	\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
<b>PROGRAMMER/ANALYST 1</b>										
1	11	\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
2		\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25.26	\$22.10	\$1,803.51	\$25.76	\$22.54
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$26.54
<b>PROGRAMMER/ANALYST 2</b>										
1	12	\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
<b>ANALYST PROGRAMMER-CONTROL SYSTEMS</b>										
1	13	\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
<b>ANALYST - NETWORK SYSTEMS</b>										
1	14	\$1,949.84	\$27.85	\$24.37	\$1,988.83	\$28.41	\$24.86	\$2,028.61	\$28.98	\$25.36
2		\$2,027.57	\$28.97	\$25.34	\$2,068.12	\$29.54	\$25.85	\$2,109.48	\$30.14	\$26.37
3		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
4		\$2,192.11	\$31.32	\$27.40	\$2,235.95	\$31.94	\$27.95	\$2,280.67	\$32.58	\$28.51
5		\$2,281.50	\$32.59	\$28.52	\$2,327.13	\$33.24	\$29.09	\$2,373.68	\$33.91	\$29.67
<b>ANALYST - SYSTEMS SECURITY</b>										
1	15	\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
2		\$2,363.12	\$33.76	\$29.54	\$2,410.39	\$34.43	\$30.13	\$2,458.59	\$35.12	\$30.73
3		\$2,468.07	\$35.26	\$30.85	\$2,517.43	\$35.96	\$31.47	\$2,567.78	\$36.68	\$32.10
4		\$2,583.37	\$36.91	\$32.29	\$2,635.04	\$37.64	\$32.94	\$2,687.74	\$38.40	\$33.60
5		\$2,706.45	\$38.66	\$33.83	\$2,760.58	\$39.44	\$34.51	\$2,815.79	\$40.23	\$35.20
6		\$2,832.12	\$40.46	\$35.40	\$2,888.76	\$41.27	\$36.11	\$2,946.54	\$42.09	\$36.83

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		APPRaiser 1	21							
1		\$1,524.89	\$21.78	\$19.06	\$1,555.39	\$22.22	\$19.44	\$1,586.49	\$22.66	\$19.83
2		\$1,602.62	\$22.89	\$20.03	\$1,634.68	\$23.35	\$20.43	\$1,667.37	\$23.82	\$20.84
3		\$1,686.84	\$24.10	\$21.09	\$1,720.57	\$24.58	\$21.51	\$1,754.98	\$25.07	\$21.94
4		\$1,790.48	\$25.58	\$22.38	\$1,826.29	\$26.09	\$22.83	\$1,862.82	\$26.61	\$23.29
5		\$1,899.31	\$27.13	\$23.74	\$1,937.30	\$27.68	\$24.22	\$1,976.04	\$28.23	\$24.70
APPRaiser 2	22									
1		\$1,914.86	\$27.36	\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
2		\$2,012.02	\$28.74	\$25.15	\$2,052.26	\$29.32	\$25.65	\$2,093.31	\$29.90	\$26.17
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
4		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
APPRaiser 3	23									
1		\$2,250.41	\$32.15	\$28.13	\$2,295.42	\$32.79	\$28.69	\$2,341.33	\$33.45	\$29.27
2		\$2,364.42	\$33.78	\$29.56	\$2,411.71	\$34.45	\$30.15	\$2,459.94	\$35.14	\$30.75
3		\$2,488.79	\$35.55	\$31.11	\$2,538.57	\$36.27	\$31.73	\$2,589.34	\$36.99	\$32.37
4		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
APPRaiser ACCREDITED	24									
1		\$2,469.36	\$35.28	\$30.87	\$2,518.75	\$35.98	\$31.48	\$2,569.12	\$36.70	\$32.11
2		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
3		\$2,776.41	\$39.66	\$34.71	\$2,831.94	\$40.46	\$35.40	\$2,888.58	\$41.27	\$36.11
4		\$2,948.72	\$42.12	\$36.86	\$3,007.70	\$42.97	\$37.60	\$3,067.85	\$43.83	\$38.35
5		\$3,126.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
ARBORIST 1	30									
1		\$1,747.73		\$21.85	\$1,782.68		\$22.28	\$1,818.34		\$22.73
2		\$1,782.68		\$22.28	\$1,818.34		\$22.73	\$1,854.70		\$23.18
ARBORIST 2	31									
1		\$1,843.60		\$23.04	\$1,880.47		\$23.51	\$1,918.08		\$23.98
2		\$1,880.47		\$23.51	\$1,918.08		\$23.98	\$1,956.44		\$24.46
ARBORIST 3	32									
1		\$1,917.45		\$23.97	\$1,955.80		\$24.45	\$1,994.91		\$24.94
2		\$1,960.20		\$24.50	\$1,999.40		\$24.99	\$2,039.39		\$25.49
ASSISTANT - FIELD ASSESSMENT	67									
1		\$1,628.07	\$23.26	\$20.35	\$1,660.63	\$23.72	\$20.76	\$1,693.84	\$24.20	\$21.17
2		\$1,712.56	\$24.47	\$21.41	\$1,746.81	\$24.95	\$21.84	\$1,781.75	\$25.45	\$22.27
3		\$1,798.01	\$25.69	\$22.48	\$1,833.97	\$26.20	\$22.92	\$1,870.65	\$26.72	\$23.38
4		\$1,883.42	\$26.91	\$23.54	\$1,921.09	\$27.44	\$24.01	\$1,959.51	\$27.99	\$24.49
5		\$1,970.25	\$28.15	\$24.63	\$2,009.65	\$28.71	\$25.12	\$2,049.84	\$29.28	\$25.62

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		VALUATION OFFICER	68							
1		\$1,997.18	\$28.53	\$24.96	\$2,037.12	\$29.10	\$25.46	\$2,077.87	\$29.68	\$25.97
2		\$2,090.15	\$29.86	\$26.13	\$2,131.96	\$30.46	\$26.65	\$2,174.60	\$31.07	\$27.18
3		\$2,244.03	\$32.06	\$28.05	\$2,288.91	\$32.70	\$28.61	\$2,334.69	\$33.35	\$29.18
4		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
5		\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	\$2,624.39	\$37.49	\$32.80
6		\$2,676.65	\$38.24	\$33.46	\$2,730.19	\$39.00	\$34.13	\$2,784.79	\$39.78	\$34.81
ASSESSOR	69									
1		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
2		\$2,776.41	\$39.66	\$34.71	\$2,831.94	\$40.46	\$35.40	\$2,888.58	\$41.27	\$36.11
3		\$2,948.72	\$42.12	\$36.86	\$3,007.70	\$42.97	\$37.60	\$3,067.85	\$43.83	\$38.35
4		\$3,126.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
ASSESSOR 2	72									
1		\$2,012.02	\$28.74	\$25.15	\$2,052.26	\$29.32	\$25.65	\$2,093.31	\$29.90	\$26.17
2		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
3		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
ASSESSOR 3	73									
1		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
2		\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	\$2,624.39	\$37.49	\$32.80
ASSESSOR 3 - ACCREDITED	75									
1		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
2		\$2,522.48	\$36.04	\$31.53	\$2,572.93	\$36.76	\$32.16	\$2,624.39	\$37.49	\$32.80
3		\$2,676.65	\$38.24	\$33.46	\$2,730.19	\$39.00	\$34.13	\$2,784.79	\$39.78	\$34.81
ASSESSOR 4 - SPECIALIST	76									
1		\$2,469.36	\$35.28	\$30.87	\$2,518.75	\$35.98	\$31.48	\$2,569.12	\$36.70	\$32.11
2		\$2,623.53	\$37.48	\$32.79	\$2,676.00	\$38.23	\$33.45	\$2,729.52	\$38.99	\$34.12
3		\$2,776.41	\$39.66	\$34.71	\$2,831.94	\$40.46	\$35.40	\$2,888.58	\$41.27	\$36.11
4		\$2,948.72	\$42.12	\$36.86	\$3,007.70	\$42.97	\$37.60	\$3,067.85	\$43.83	\$38.35
5		\$3,126.22	\$44.66	\$39.08	\$3,188.74	\$45.55	\$39.86	\$3,252.52	\$46.46	\$40.66
ASSISTANT - COMMUNICATIONS	77									
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
ASSISTANT - GOLF COURSE OPERATIONS	78									
1		\$1,999.07	\$28.56	\$24.99	\$2,039.05	\$29.13	\$25.49	\$2,079.83	\$29.71	\$26.00
2		\$2,059.96	\$29.43	\$25.75	\$2,101.16	\$30.02	\$26.26	\$2,143.18	\$30.62	\$26.79
3		\$2,120.85	\$30.30	\$26.51	\$2,163.27	\$30.90	\$27.04	\$2,206.53	\$31.52	\$27.58
4		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		ASSISTANT 1 - PLANNING	81							
1		\$1,714.04	\$24.49	\$21.43	\$1,748.32	\$24.98	\$21.85	\$1,783.29	\$25.48	\$22.29
2		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
3		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
4		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
5		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44
6		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
ASSISTANT 2 - PLANNING	82									
1		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
2		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
3		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
4		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
5		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
OFFICER - DEVELOPMENT PLANNING	83									
1		\$2,365.72	\$33.80	\$29.57	\$2,413.03	\$34.47	\$30.16	\$2,461.29	\$35.16	\$30.77
2		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
3		\$2,554.87	\$36.50	\$31.94	\$2,605.97	\$37.23	\$32.57	\$2,658.09	\$37.97	\$33.23
4		\$2,635.19	\$37.65	\$32.94	\$2,687.90	\$38.40	\$33.60	\$2,741.66	\$39.17	\$34.27
5		\$2,714.22	\$38.77	\$33.93	\$2,768.51	\$39.55	\$34.61	\$2,823.88	\$40.34	\$35.30
6		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36.39
ASSISTANT - LABORATORY	84									
1		\$1,168.61	\$16.69	\$14.61	\$1,191.98	\$17.03	\$14.90	\$1,215.82	\$17.37	\$15.20
2		\$1,226.91	\$17.53	\$15.34	\$1,251.45	\$17.88	\$15.64	\$1,276.47	\$18.24	\$15.96
3		\$1,278.73	\$18.27	\$15.98	\$1,304.30	\$18.63	\$16.30	\$1,330.39	\$19.01	\$16.63
4		\$1,312.41	\$18.75	\$16.41	\$1,338.66	\$19.12	\$16.73	\$1,365.44	\$19.51	\$17.07
5		\$1,338.33	\$19.12	\$16.73	\$1,365.09	\$19.50	\$17.06	\$1,392.39	\$19.89	\$17.40
6		\$1,390.15	\$19.86	\$17.38	\$1,417.95	\$20.26	\$17.72	\$1,446.31	\$20.66	\$18.08
ASSISTANT - WINTER SPORTS	85									
1		\$1,194.52	\$17.06	\$14.93	\$1,218.41	\$17.41	\$15.23	\$1,242.78	\$17.75	\$15.53
ATTENDANT - LABORATORY 2	92									
1		\$1,331.85	\$19.03	\$16.65	\$1,358.49	\$19.41	\$16.98	\$1,385.66	\$19.80	\$17.32
2		\$1,408.29	\$20.12	\$17.60	\$1,436.45	\$20.52	\$17.96	\$1,465.18	\$20.93	\$18.31
3		\$1,487.32	\$21.25	\$18.59	\$1,517.06	\$21.67	\$18.96	\$1,547.40	\$22.11	\$19.34
4		\$1,565.05	\$22.36	\$19.56	\$1,596.35	\$22.81	\$19.95	\$1,628.28	\$23.26	\$20.35
ATTENDANT - ARENA 1	101									
1		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46
ATTENDANT - ARENA 2	102									
1		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		ATTENDANT - KENNEL	118							
1		\$1,478.25	\$21.12	\$18.48	\$1,507.81	\$21.54	\$18.85	\$1,537.97	\$21.97	\$19.22
2		\$1,537.84	\$21.97	\$19.22	\$1,568.60	\$22.41	\$19.61	\$1,599.97	\$22.86	\$20.00
3		\$1,600.03	\$22.86	\$20.00	\$1,632.03	\$23.31	\$20.40	\$1,664.67	\$23.78	\$20.81
4		\$1,664.81	\$23.78	\$20.81	\$1,698.11	\$24.26	\$21.23	\$1,732.07	\$24.74	\$21.65
5		\$1,730.88	\$24.73	\$21.64	\$1,765.50	\$25.22	\$22.07	\$1,800.81	\$25.73	\$22.51
6		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
ATTENDANT - LOCKER ROOM 1	121									
1		\$1,011.84	\$14.45	\$12.65	\$1,032.08	\$14.74	\$12.90	\$1,052.72	\$15.04	\$13.16
2		\$1,063.66	\$15.20	\$13.30	\$1,084.94	\$15.50	\$13.56	\$1,106.64	\$15.81	\$13.83
ATTENDANT - LOCKER ROOM 2	122									
1		\$1,213.95	\$17.34	\$15.17	\$1,238.23	\$17.69	\$15.48	\$1,262.99	\$18.04	\$15.79
ATTENDANT - PARKING LOT	125									
1		\$1,474.36	\$21.06	\$18.43	\$1,503.85	\$21.48	\$18.80	\$1,533.93	\$21.91	\$19.17
BRIDGE WORKER-CUPE	251									
1		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
3		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64
4		\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45
BUYER 1	271									
1		\$1,723.11	\$24.62	\$21.54	\$1,757.57	\$25.11	\$21.97	\$1,792.72	\$25.61	\$22.41
2		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
3		\$1,883.76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$24.50
4		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
BUYER 2	272									
1		\$2,044.41	\$29.21	\$25.56	\$2,085.30	\$29.79	\$26.07	\$2,127.01	\$30.39	\$26.59
2		\$2,148.06	\$30.69	\$26.85	\$2,191.02	\$31.30	\$27.39	\$2,234.84	\$31.93	\$27.94
3		\$2,242.64	\$32.04	\$28.03	\$2,287.49	\$32.68	\$28.59	\$2,333.24	\$33.33	\$29.17
4		\$2,352.76	\$33.61	\$29.41	\$2,399.81	\$34.28	\$30.00	\$2,447.81	\$34.97	\$30.60
5		\$2,461.59	\$35.17	\$30.77	\$2,510.82	\$35.87	\$31.39	\$2,561.04	\$36.59	\$32.01
6		\$2,576.89	\$36.81	\$32.21	\$2,628.43	\$37.55	\$32.86	\$2,681.00	\$38.30	\$33.51
CARETAKER	320									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
CARETAKER - DISPATCHER - WW	324									
1 - Probationary		\$1,719.22	\$24.56	\$21.49	\$1,753.61	\$25.05	\$21.92	\$1,788.68	\$25.55	\$22.36
2 - 5th Class Power Engineer Certif		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
CARPENTER	330									
1		\$2,396.35		\$29.95	\$2,444.28		\$30.55	\$2,493.17		\$31.16

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		CARPENTER - LEADING 1	331	\$2,481.86		\$31.02	\$2,531.50		\$31.64	\$2,582.13
CASHIER - CASUAL 1	340	\$1,184.15	\$16.92	\$14.80	\$1,207.84	\$17.25	\$15.10	\$1,231.99	\$17.60	\$15.40
CREW CHIEF - LANE LINER 1	350	\$2,153.24	\$30.76	\$26.92	\$2,196.31	\$31.38	\$27.45	\$2,240.23	\$32.00	\$28.00
CHECKER - TRANSIT 1	354	\$1,374.60	\$19.64	\$17.18	\$1,402.09	\$20.03	\$17.53	\$1,430.14	\$20.43	\$17.88
2		\$1,443.27	\$20.62	\$18.04	\$1,472.13	\$21.03	\$18.40	\$1,501.58	\$21.45	\$18.77
3		\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43
4		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
5		\$1,606.51	\$22.95	\$20.08	\$1,638.64	\$23.41	\$20.48	\$1,671.41	\$23.88	\$20.89
6		\$1,655.74	\$23.65	\$20.70	\$1,688.86	\$24.13	\$21.11	\$1,722.63	\$24.61	\$21.53
CREW CHIEF - TRAFFIC SIGNALS 1	355	\$2,677.56		\$33.47	\$2,731.11		\$34.14	\$2,785.73		\$34.82
CLEANER - OFFICE 1	357	\$1,213.95	\$17.34	\$15.17	\$1,238.23	\$17.69	\$15.48	\$1,262.99	\$18.04	\$15.79
CASHIER/CLERK - AQUATIC AND RECREATION FACILITIES 1	360	\$1,037.75		\$12.97	\$1,058.51		\$13.23	\$1,079.68		\$13.50
2		\$1,145.29		\$14.32	\$1,168.19		\$14.60	\$1,191.56		\$14.89
3		\$1,254.11		\$15.68	\$1,279.20		\$15.99	\$1,304.78		\$16.31
4		\$1,360.35		\$17.00	\$1,387.56		\$17.34	\$1,415.31		\$17.69
5		\$1,470.47		\$18.38	\$1,499.88		\$18.75	\$1,529.88		\$19.12
CLERK A 1	361	\$1,037.75	\$14.83	\$12.97	\$1,058.51	\$15.12	\$13.23	\$1,079.68	\$15.42	\$13.50
2		\$1,145.29	\$16.36	\$14.32	\$1,168.19	\$16.69	\$14.60	\$1,191.56	\$17.02	\$14.89
3		\$1,254.11	\$17.92	\$15.68	\$1,279.20	\$18.27	\$15.99	\$1,304.78	\$18.64	\$16.31
4		\$1,360.35	\$19.43	\$17.00	\$1,387.56	\$19.82	\$17.34	\$1,415.31	\$20.22	\$17.69
5		\$1,470.47	\$21.01	\$18.38	\$1,499.88	\$21.43	\$18.75	\$1,529.88	\$21.86	\$19.12
CLERK B 1	362	\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43
2		\$1,559.87	\$22.28	\$19.50	\$1,591.07	\$22.73	\$19.89	\$1,622.89	\$23.18	\$20.29
3		\$1,616.87	\$23.10	\$20.21	\$1,649.21	\$23.56	\$20.62	\$1,682.20	\$24.03	\$21.03
4		\$1,680.36	\$24.01	\$21.00	\$1,713.96	\$24.49	\$21.42	\$1,748.24	\$24.97	\$21.85
5		\$1,749.02	\$24.99	\$21.86	\$1,784.00	\$25.49	\$22.30	\$1,819.68	\$26.00	\$22.75

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		CLERK C	364							
1		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,883.76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$24.50
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
CLERK - PRINCIPAL	365									
1		\$2,199.88	\$31.43	\$27.50	\$2,243.88	\$32.06	\$28.05	\$2,288.76	\$32.70	\$28.61
2		\$2,251.70	\$32.17	\$28.15	\$2,296.74	\$32.81	\$28.71	\$2,342.67	\$33.47	\$29.28
3		\$2,321.67	\$33.17	\$29.02	\$2,368.10	\$33.83	\$29.60	\$2,415.46	\$34.51	\$30.19
4		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
CLERK - SENIOR	366									
1		\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86
2		\$2,069.03	\$29.56	\$25.86	\$2,110.41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$26.91
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
CLERK 1 - PARKS TEMPORARY	371									
1		\$1,377.19	\$19.67	\$17.21	\$1,404.74	\$20.07	\$17.56	\$1,432.83	\$20.47	\$17.91
CLERK 2 - PARKS TEMPORARY	372									
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
CLERK 3 - PARKS TEMPORARY	373									
1		\$1,820.28	\$26.00	\$22.75	\$1,856.68	\$26.52	\$23.21	\$1,893.82	\$27.05	\$23.67
311 CUSTOMER SERVICE REPRESENTATIVE I	391									
1		\$1,037.75		\$12.97	\$1,058.51		\$13.23	\$1,079.68		\$13.50
2		\$1,145.29		\$14.32	\$1,168.19		\$14.60	\$1,191.56		\$14.89
3		\$1,254.11		\$15.68	\$1,279.20		\$15.99	\$1,304.78		\$16.31
4		\$1,360.35		\$17.00	\$1,387.56		\$17.34	\$1,415.31		\$17.69
5		\$1,470.47		\$18.38	\$1,499.88		\$18.75	\$1,529.88		\$19.12
*6		\$1,506.87		\$18.84	\$1,537.01		\$19.21	\$1,567.75		\$19.60
311 CUSTOMER SERVICE REPRESENTATIVE II	392									
1		\$1,493.79		\$18.67	\$1,523.67		\$19.05	\$1,554.14		\$19.43
2		\$1,559.87		\$19.50	\$1,591.07		\$19.89	\$1,622.89		\$20.29
3		\$1,616.87		\$20.21	\$1,649.21		\$20.62	\$1,682.20		\$21.03
4		\$1,680.36		\$21.00	\$1,713.96		\$21.42	\$1,748.24		\$21.85
5		\$1,749.02		\$21.86	\$1,784.00		\$22.30	\$1,819.68		\$22.75
*6		\$1,792.31		\$22.40	\$1,828.16		\$22.85	\$1,864.72		\$23.31
311 CUSTOMER SERVICE SPECIALIST I	393									
1		\$1,807.32		\$22.59	\$1,843.47		\$23.04	\$1,880.34		\$23.50
2		\$1,883.76		\$23.55	\$1,921.44		\$24.02	\$1,959.87		\$24.50
3		\$1,953.72		\$24.42	\$1,992.80		\$24.91	\$2,032.65		\$25.41
*4		\$2,016.59		\$25.21	\$2,056.92		\$25.71	\$2,098.06		\$26.23
*5		\$2,087.17		\$26.09	\$2,128.91		\$26.61	\$2,171.49		\$27.14

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		311 CUSTOMER SERVICE SPECIALIST II	394							
1		\$1,988.70		\$24.86	\$2,028.48		\$25.36	\$2,069.05		\$25.86
2		\$2,069.03		\$25.86	\$2,110.41		\$26.38	\$2,152.62		\$26.91
3		\$2,132.51		\$26.66	\$2,175.16		\$27.19	\$2,218.67		\$27.73
OFFICER - PARK POLICE 1	401									
1		\$1,846.19	\$26.37	\$23.08	\$1,883.11	\$26.90	\$23.54	\$1,920.78	\$27.44	\$24.01
2		\$1,996.48	\$28.52	\$24.96	\$2,036.41	\$29.09	\$25.46	\$2,077.13	\$29.67	\$25.96
PARK PATROL OFFICER	402									
1		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44
2		\$2,113.08	\$30.19	\$26.41	\$2,155.34	\$30.79	\$26.94	\$2,198.45	\$31.41	\$27.48
3		\$2,194.70	\$31.35	\$27.43	\$2,238.59	\$31.98	\$27.98	\$2,283.37	\$32.62	\$28.54
4		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
OFFICER - PARK POLICE SENIOR	403									
1		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
2		\$2,369.60	\$33.85	\$29.62	\$2,416.99	\$34.53	\$30.21	\$2,465.33	\$35.22	\$30.82
3		\$2,460.29	\$35.15	\$30.75	\$2,509.50	\$35.85	\$31.37	\$2,559.69	\$36.57	\$32.00
PARK WATCH AMBASSADOR	404									
1		\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15.14	\$13.25	\$1,081.03	\$15.44	\$13.51
CONSTABLE - OPERATIONS	405									
1		\$1,765.87	\$25.23	\$22.07	\$1,801.18	\$25.73	\$22.51	\$1,837.21	\$26.25	\$22.97
2		\$1,853.96	\$26.49	\$23.17	\$1,891.04	\$27.01	\$23.64	\$1,928.86	\$27.56	\$24.11
3		\$1,931.70	\$27.60	\$24.15	\$1,970.33	\$28.15	\$24.63	\$2,009.74	\$28.71	\$25.12
4		\$2,018.50	\$28.84	\$25.23	\$2,058.87	\$29.41	\$25.74	\$2,100.05	\$30.00	\$26.25
5		\$2,098.83	\$29.98	\$26.24	\$2,140.80	\$30.58	\$26.76	\$2,183.62	\$31.19	\$27.30
6		\$2,171.38	\$31.02	\$27.14	\$2,214.81	\$31.64	\$27.69	\$2,259.10	\$32.27	\$28.24
COORDINATOR - EDUCATION - NATURE PARKS	446									
1		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
2		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
3		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
4		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
5		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
6		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
COORDINATOR - EQUIPMENT	451									
1		\$1,896.72	\$27.10	\$23.71	\$1,934.65	\$27.64	\$24.18	\$1,973.35	\$28.19	\$24.67
2		\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86
3		\$2,069.03	\$29.56	\$25.86	\$2,110.41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$26.91
4		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
COORDINATOR - STORES	477									
1		\$2,129.92	\$30.43	\$26.62	\$2,172.52	\$31.04	\$27.16	\$2,215.97	\$31.66	\$27.70

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		COORDINATOR - TRANSIT INFORMATION	480							
1		\$2,039.23	\$29.13	\$25.49	\$2,080.02	\$29.71	\$26.00	\$2,121.62	\$30.31	\$26.52
2		\$2,123.44	\$30.33	\$26.54	\$2,165.91	\$30.94	\$27.07	\$2,209.23	\$31.56	\$27.62
3		\$2,215.43	\$31.65	\$27.69	\$2,259.74	\$32.28	\$28.25	\$2,304.93	\$32.93	\$28.81
4		\$2,304.82	\$32.93	\$28.81	\$2,350.92	\$33.58	\$29.39	\$2,397.94	\$34.26	\$29.97
CURATOR - MUSEUM	500									
1		\$1,554.02	\$22.20	\$19.43	\$1,585.10	\$22.64	\$19.81	\$1,616.80	\$23.10	\$20.21
2		\$1,627.24	\$23.25	\$20.34	\$1,659.79	\$23.71	\$20.75	\$1,692.98	\$24.19	\$21.16
3		\$1,703.92	\$24.34	\$21.30	\$1,738.00	\$24.83	\$21.72	\$1,772.76	\$25.33	\$22.16
4		\$1,784.21	\$25.49	\$22.30	\$1,819.90	\$26.00	\$22.75	\$1,856.29	\$26.52	\$23.20
5		\$1,868.28	\$26.69	\$23.35	\$1,905.64	\$27.22	\$23.82	\$1,943.75	\$27.77	\$24.30
6		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
ELECTRICIAN - GENERAL	631									
1		\$2,522.33		\$31.53	\$2,572.77		\$32.16	\$2,624.23		\$32.80
2 - With Contractor's Licence		\$2,640.74		\$33.01	\$2,693.56		\$33.67	\$2,747.43		\$34.34
ELECTRICIAN/PLANT OPERATOR	633									
1		\$2,368.31	\$33.83	\$29.60	\$2,415.67	\$34.51	\$30.20	\$2,463.99	\$35.20	\$30.80
ENGINE DRIVER &/OR CONDUCTOR	641									
1		\$2,109.19	\$30.13	\$26.36	\$2,151.38	\$30.73	\$26.89	\$2,194.40	\$31.35	\$27.43
POWER ENGINEER - POOLS 1	661									
1		\$1,869.51	\$26.71	\$23.37	\$1,906.90	\$27.24	\$23.84	\$1,945.04	\$27.79	\$24.31
2		\$1,927.81	\$27.54	\$24.10	\$1,966.37	\$28.09	\$24.58	\$2,005.70	\$28.65	\$25.07
3		\$1,980.93	\$28.30	\$24.76	\$2,020.55	\$28.86	\$25.26	\$2,060.96	\$29.44	\$25.76
POWER ENGINEER - POOLS 2	662									
1		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
OFFICER - ZONING DEVELOPMENT	681									
1		\$2,005.55	\$28.65	\$25.07	\$2,045.66	\$29.22	\$25.57	\$2,086.57	\$29.81	\$26.08
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
4		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
5		\$2,427.90	\$34.68	\$30.35	\$2,476.46	\$35.38	\$30.96	\$2,525.99	\$36.09	\$31.57
6		\$2,531.55	\$36.16	\$31.64	\$2,582.18	\$36.89	\$32.28	\$2,633.82	\$37.63	\$32.92
EXAMINER - PLAN 1	682									
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
2		\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25.26	\$22.10	\$1,803.51	\$25.76	\$22.54
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$26.54

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		EXAMINER - PLAN 2	683							
1		\$2,009.43	\$28.71	\$25.12	\$2,049.62	\$29.28	\$25.62	\$2,090.61	\$29.87	\$26.13
2		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
3		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
4		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
5		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
6		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
EXAMINER - PLAN 3	684									
1		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
2		\$2,562.64	\$36.61	\$32.03	\$2,613.89	\$37.34	\$32.67	\$2,666.17	\$38.09	\$33.33
3		\$2,679.24	\$38.27	\$33.49	\$2,732.83	\$39.04	\$34.16	\$2,787.49	\$39.82	\$34.84
4		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36.39
5		\$2,883.94	\$41.20	\$36.05	\$2,941.62	\$42.02	\$36.77	\$3,000.46	\$42.86	\$37.51
6		\$2,968.16	\$42.40	\$37.10	\$3,027.52	\$43.25	\$37.84	\$3,088.07	\$44.12	\$38.60
FABRICATOR - SIGN	711									
1		\$2,037.94	\$29.11	\$25.47	\$2,078.69	\$29.70	\$25.98	\$2,120.27	\$30.29	\$26.50
FABRICATOR - SIGN ASSISTANT	712									
1		\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
5		\$1,803.44	\$25.76	\$22.54	\$1,839.51	\$26.28	\$22.99	\$1,876.30	\$26.80	\$23.45
6		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
FINISHER - CONCRETE	721									
1		\$1,867.83		\$23.35	\$1,905.18		\$23.81	\$1,943.29		\$24.29
FOREMAN - CARPENTER	791									
1		\$2,546.71		\$31.83	\$2,597.64		\$32.47	\$2,649.59		\$33.12
FOREMAN - ELECTRICAL MAINTENANCE AND CONSTRUCTION	801									
1		\$2,654.54		\$33.18	\$2,707.63		\$33.85	\$2,761.78		\$34.52
2 - With Contractor's Licence		\$2,781.25		\$34.77	\$2,836.87		\$35.46	\$2,893.61		\$36.17
FOREMAN - ELECTRICIAN	803									
1		\$2,566.14		\$32.08	\$2,617.46		\$32.72	\$2,669.81		\$33.37
2 - With Contractor's Licence		\$2,692.85		\$33.66	\$2,746.70		\$34.33	\$2,801.64		\$35.02
FOREMAN - GARAGE	806									
1		\$2,635.10		\$32.94	\$2,687.81		\$33.60	\$2,741.56		\$34.27
FOREMAN - GARAGE GENERAL	807									
1		\$2,532.84	\$36.18	\$31.66	\$2,583.50	\$36.91	\$32.29	\$2,635.17	\$37.65	\$32.94
FOREMAN - GRADE 1	811									
1		\$2,151.17		\$26.89	\$2,194.19		\$27.43	\$2,238.07		\$27.98
FOREMAN - GRADE 2	812									
1		\$2,250.93		\$28.14	\$2,295.94		\$28.70	\$2,341.86		\$29.27

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		FOREMAN - GRADE 3 1	813	\$2,396.03		\$29.95	\$2,443.95		\$30.55	\$2,492.83
FOREMAN - INSECT CONTROL 1	822	\$1,754.21		\$21.93	\$1,789.29	\$25.56	\$22.37	\$1,825.07	\$26.07	\$22.81
2		\$1,839.71		\$23.00	\$1,876.51	\$26.81	\$23.46	\$1,914.04	\$27.34	\$23.93
3		\$1,914.86		\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
4		\$1,991.29		\$24.89	\$2,031.12	\$29.02	\$25.39	\$2,071.74	\$29.60	\$25.90
FOREMAN - INTAKE 1	823	\$2,293.54	\$32.76	\$28.67	\$2,339.41	\$33.42	\$29.24	\$2,386.20	\$34.09	\$29.83
FOREMAN - LABOUR 1	830	\$1,978.34	\$28.26	\$24.73	\$2,017.91	\$28.83	\$25.22	\$2,058.26	\$29.40	\$25.73
FOREMAN - MACHINE SHOP 1	837	\$2,630.92		\$32.89	\$2,683.54		\$33.54	\$2,737.21		\$34.22
FOREMAN - MECHANICAL MAINTENANCE - CIVIC BUILDINGS 1	840	\$2,654.54		\$33.18	\$2,707.63		\$33.85	\$2,761.78		\$34.52
FOREMAN - METER 1	842	\$2,534.14	\$36.20	\$31.68	\$2,584.82	\$36.93	\$32.31	\$2,636.52	\$37.66	\$32.96
FOREMAN - OUTSIDE INSTALLATION CREW 1	843	\$2,645.56	\$37.79	\$33.07	\$2,698.47	\$38.55	\$33.73	\$2,752.44	\$39.32	\$34.41
FOREMAN - PARKING METER 1	846	\$2,075.51	\$29.65	\$25.94	\$2,117.02	\$30.24	\$26.46	\$2,159.36	\$30.85	\$26.99
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3		\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83
FOREMAN - PLANT 1	848	\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
FOREMAN - PUMPING STATIONS 1	855	\$2,332.03	\$33.31	\$29.15	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33
FOREMAN SECTION - WATERWORKS 1	862	\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
FOREMAN - SEWER MAINTENANCE 1	865	\$2,262.07	\$32.32	\$28.28	\$2,307.31	\$32.96	\$28.84	\$2,353.46	\$33.62	\$29.42
FOREMAN - SHOP 1	867	\$2,653.24		\$33.17	\$2,706.31		\$33.83	\$2,760.43		\$34.51
FOREMAN - STORES 1	869	\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
FOREMAN - REFUSE DISPOSAL 1	871	\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
FOREMAN - REFUSE CONTRACT 1	873	\$2,087.17	\$29.82	\$26.09	\$2,128.91	\$30.41	\$26.61	\$2,171.49	\$31.02	\$27.14
FOREMAN - TRAFFIC SIGNALS CREW 1	876	\$2,816.19		\$35.20	\$2,872.51		\$35.91	\$2,929.96		\$36.62

## 2015 TO 2016 SALARY SCHEDULE

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		FOREMAN - TRAFFIC - STREETS AND TRAFFIC	877							
1		\$2,075.51	\$29.65	\$25.94	\$2,117.02	\$30.24	\$26.46	\$2,159.36	\$30.85	\$26.99
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3		\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83
FOREMAN - TRAFFIC SIGNALS - TECHNICAL	878									
1		\$2,854.15	\$40.77	\$35.68	\$2,911.23	\$41.59	\$36.39	\$2,969.45	\$42.42	\$37.12
FOREMAN - WATERWORKS	885									
1		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
2 - With Provincial Certificate		\$2,415.32	\$34.50	\$30.19	\$2,463.62	\$35.19	\$30.80	\$2,512.90	\$35.90	\$31.41
FOREMAN - WATERWORKS-SEWER	888									
1 - With Provincial Certificate		\$2,415.32	\$34.50	\$30.19	\$2,463.62	\$35.19	\$30.80	\$2,512.90	\$35.90	\$31.41
GARDENER 1	921									
1		\$1,478.25	\$21.12	\$18.48	\$1,507.81	\$21.54	\$18.85	\$1,537.97	\$21.97	\$19.22
2		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
3		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
4		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
5		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
6		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
GARDENER 2	922									
1		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
2		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
3		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
4		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
5		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
GARDENER 3	923									
1		\$1,839.71	\$26.28	\$23.00	\$1,876.51	\$26.81	\$23.46	\$1,914.04	\$27.34	\$23.93
2		\$1,914.86	\$27.36	\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
3		\$1,991.29	\$28.45	\$24.89	\$2,031.12	\$29.02	\$25.39	\$2,071.74	\$29.60	\$25.90
GARDENER - HEAD	924									
1		\$1,993.89	\$28.48	\$24.92	\$2,033.76	\$29.05	\$25.42	\$2,074.44	\$29.63	\$25.93
2		\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65
3		\$2,106.60	\$30.09	\$26.33	\$2,148.73	\$30.70	\$26.86	\$2,191.71	\$31.31	\$27.40
4		\$2,159.72	\$30.85	\$27.00	\$2,202.91	\$31.47	\$27.54	\$2,246.97	\$32.10	\$28.09
GARDENER - GREENHOUSE 1	927									
1		\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
5		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
HELPER - GREENHOUSE	1033									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 29, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		HELPER - REFUSE 1	1041	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59
HELPER - TRADES 1	1042	\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
HANDI TRANSIT SERVICE INSPECTOR 1	1043	\$1,678.71	\$23.98	\$20.98	\$1,712.29	\$24.46	\$21.40	\$1,746.53	\$24.95	\$21.83
2		\$1,737.47	\$24.82	\$21.72	\$1,772.22	\$25.32	\$22.15	\$1,807.66	\$25.82	\$22.60
3		\$1,798.28	\$25.69	\$22.48	\$1,834.24	\$26.20	\$22.93	\$1,870.93	\$26.73	\$23.39
4		\$1,861.22	\$26.59	\$23.27	\$1,898.44	\$27.12	\$23.73	\$1,936.41	\$27.66	\$24.21
5		\$1,926.36	\$27.52	\$24.08	\$1,964.89	\$28.07	\$24.56	\$2,004.19	\$28.63	\$25.05
INSPECTOR - SENIOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1119	\$2,641.45	\$37.73		\$2,694.28	\$38.49		\$2,748.16	\$39.26	
INSPECTOR - CROSS CONNECTION & BACK FLOW PREVENTION 1	1120	\$2,090.55	\$29.87		\$2,132.36	\$30.46		\$2,175.01	\$31.07	
2		\$2,194.20	\$31.35		\$2,238.08	\$31.97		\$2,282.84	\$32.61	
3		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	
4		\$2,344.48	\$33.49		\$2,391.37	\$34.16		\$2,439.20	\$34.85	
5		\$2,445.54	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
6		\$2,553.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	
INSPECTOR - BUILDING TRADES 1	1121	\$2,090.55	\$29.87		\$2,132.36	\$30.46		\$2,175.01	\$31.07	
2		\$2,194.20	\$31.35		\$2,238.08	\$31.97		\$2,282.84	\$32.61	
3		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	
4		\$2,344.48	\$33.49		\$2,391.37	\$34.16		\$2,439.20	\$34.85	
5		\$2,445.54	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
6		\$2,553.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	
INSPECTOR - HOUSING 1	1122	\$2,194.20	\$31.35		\$2,238.08	\$31.97		\$2,282.84	\$32.61	
2		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	
3		\$2,344.48	\$33.49		\$2,391.37	\$34.16		\$2,439.20	\$34.85	
4		\$2,445.54	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
5		\$2,553.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	
6		\$2,664.49	\$38.06		\$2,717.78	\$38.83		\$2,772.14	\$39.60	
INSPECTOR - SENIOR HOUSING 1	1123	\$2,637.40	\$37.68		\$2,690.15	\$38.43		\$2,743.95	\$39.20	
2		\$2,715.68	\$38.80		\$2,770.00	\$39.57		\$2,825.40	\$40.36	
3		\$2,796.31	\$39.95		\$2,852.24	\$40.75		\$2,909.29	\$41.56	

**2015 TO 2016 SALARY SCHEDULE**

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		INSPECTOR - EQUIPMENT AND MAINTENANCE	1125							
1		\$2,387.65		\$29.85	\$2,435.40		\$30.44	\$2,484.11		\$31.05
2		\$2,500.37		\$31.25	\$2,550.37		\$31.88	\$2,601.38		\$32.52
3		\$2,535.35		\$31.69	\$2,586.05		\$32.33	\$2,637.77		\$32.97
INSPECTOR - EXISTING BUILDINGS	1128									
1		\$1,996.48	\$28.52	\$24.96	\$2,036.41	\$29.09	\$25.46	\$2,077.13	\$29.67	\$25.96
2		\$2,096.24	\$29.95	\$26.20	\$2,138.16	\$30.55	\$26.73	\$2,180.92	\$31.16	\$27.26
3		\$2,166.20	\$30.95	\$27.08	\$2,209.52	\$31.56	\$27.62	\$2,253.71	\$32.20	\$28.17
4		\$2,241.34	\$32.02	\$28.02	\$2,286.17	\$32.66	\$28.58	\$2,331.89	\$33.31	\$29.15
5		\$2,316.48	\$33.09	\$28.96	\$2,362.81	\$33.75	\$29.54	\$2,410.07	\$34.43	\$30.13
6		\$2,417.54	\$34.54	\$30.22	\$2,465.89	\$35.23	\$30.82	\$2,515.21	\$35.93	\$31.44
INSPECTOR - LICENCE 1	1161									
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
INSPECTOR - LICENCE 2	1162									
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
2		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
3		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
4		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
INSPECTOR - PROPERTY	1174									
1		\$1,715.34	\$24.50	\$21.44	\$1,749.64	\$24.99	\$21.87	\$1,784.64	\$25.49	\$22.31
2		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
3		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56	\$27.59	\$24.14
4		\$1,918.74	\$27.41	\$23.98	\$1,957.12	\$27.96	\$24.46	\$1,996.26	\$28.52	\$24.95
5		\$1,980.92	\$28.30	\$24.76	\$2,020.54	\$28.86	\$25.26	\$2,060.95	\$29.44	\$25.76
6		\$2,045.10	\$29.22	\$25.56	\$2,086.00	\$29.80	\$26.08	\$2,127.72	\$30.40	\$26.60
INSPECTOR - PROPERTY STANDARDS	1176									
1		\$2,090.55	\$29.87		\$2,132.36	\$30.46		\$2,175.01	\$31.07	
2		\$2,194.20	\$31.35		\$2,238.08	\$31.97		\$2,282.84	\$32.61	
3		\$2,269.34	\$32.42		\$2,314.73	\$33.07		\$2,361.02	\$33.73	
4		\$2,344.48	\$33.49		\$2,391.37	\$34.16		\$2,439.20	\$34.85	
5		\$2,445.54	\$34.94		\$2,494.45	\$35.63		\$2,544.34	\$36.35	
6		\$2,553.07	\$36.47		\$2,604.13	\$37.20		\$2,656.21	\$37.95	

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		INSPECTOR - REGIONAL STREETS	1177							
1		\$1,804.73	\$25.78	\$22.56	\$1,840.83	\$26.30	\$23.01	\$1,877.64	\$26.82	\$23.47
2		\$1,899.31	\$27.13	\$23.74	\$1,937.30	\$27.68	\$24.22	\$1,976.04	\$28.23	\$24.70
3		\$1,980.93	\$28.30	\$24.76	\$2,020.55	\$28.86	\$25.26	\$2,060.96	\$29.44	\$25.76
4		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
5		\$2,167.49	\$30.96	\$27.09	\$2,210.84	\$31.58	\$27.64	\$2,255.06	\$32.22	\$28.19
6		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
INSPECTOR - POLLUTION PREVENTION	1178									
1		\$1,871.12	\$26.73	\$23.39	\$1,908.55	\$27.26	\$23.86	\$1,946.72	\$27.81	\$24.33
2		\$1,936.98	\$27.67	\$24.21	\$1,975.72	\$28.22	\$24.70	\$2,015.24	\$28.79	\$25.19
3		\$2,005.16	\$28.65	\$25.06	\$2,045.26	\$29.22	\$25.57	\$2,086.17	\$29.80	\$26.08
4		\$2,075.73	\$29.65	\$25.95	\$2,117.25	\$30.25	\$26.47	\$2,159.59	\$30.85	\$26.99
5		\$2,148.79	\$30.70	\$26.86	\$2,191.77	\$31.31	\$27.40	\$2,235.60	\$31.94	\$27.95
INSPECTOR - WASTEWATER CONTRACTS	1179									
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3		\$1,886.35	\$26.95	\$23.58	\$1,924.08	\$27.49	\$24.05	\$1,962.56	\$28.04	\$24.53
4		\$2,018.50	\$28.84	\$25.23	\$2,058.87	\$29.41	\$25.74	\$2,100.05	\$30.00	\$26.25
5		\$2,150.65	\$30.72	\$26.88	\$2,193.66	\$31.34	\$27.42	\$2,237.54	\$31.96	\$27.97
6		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
INSPECTOR - SENIOR METER READING/ CUSTOMER BILLING	1180									
1		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
INSPECTOR - WATER METER	1181									
1		\$1,794.37	\$25.63	\$22.43	\$1,830.26	\$26.15	\$22.88	\$1,866.86	\$26.67	\$23.34
2		\$1,887.65	\$26.97	\$23.60	\$1,925.40	\$27.51	\$24.07	\$1,963.91	\$28.06	\$24.55
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
INSPECTOR - WEED	1185									
1		\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65
INSTALLER - RADIO/ELECTRONIC	1192									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
2		\$1,936.88	\$27.67	\$24.21	\$1,975.62	\$28.22	\$24.70	\$2,015.13	\$28.79	\$25.19
INSTALLER - SENIOR RADIO/ELECTRONIC	1193									
1		\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45
ACTIVE LIVING SUPERVISOR	1200									
1		\$1,769.75	\$25.28	\$22.12	\$1,805.15	\$25.79	\$22.56	\$1,841.25	\$26.30	\$23.02
2		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56	\$27.59	\$24.14
3		\$1,951.13	\$27.87	\$24.39	\$1,990.15	\$28.43	\$24.88	\$2,029.96	\$29.00	\$25.37
4		\$2,045.71	\$29.22	\$25.57	\$2,086.62	\$29.81	\$26.08	\$2,128.36	\$30.41	\$26.60
INSTRUCTOR - FIELD	1211									
1		\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,284.71	\$32.64	\$28.56

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		INSTRUCTOR GUARD 3	1217							
1		\$1,641.10		\$20.51	\$1,673.92		\$20.92	\$1,707.40		\$21.34
2		\$1,718.84		\$21.49	\$1,753.21		\$21.92	\$1,788.28		\$22.35
3		\$1,805.64		\$22.57	\$1,841.75		\$23.02	\$1,878.59		\$23.48
*Grandfathered employees-inactivate/ remove when class code is vacant										
INSTRUCTOR GUARD	1219									
1		\$1,395.33		\$17.44	\$1,423.24		\$17.79	\$1,451.70		\$18.15
2		\$1,562.46		\$19.53	\$1,593.71		\$19.92	\$1,625.58		\$20.32
INSTRUCTOR GUARD - HEAD	1221									
1		\$1,754.77		\$21.93	\$1,789.87		\$22.37	\$1,825.66		\$22.82
2		\$1,804.73		\$22.56	\$1,840.83		\$23.01	\$1,877.64		\$23.47
3		\$1,856.14		\$23.20	\$1,893.26		\$23.67	\$1,931.13		\$24.14
4		\$1,909.04		\$23.86	\$1,947.22		\$24.34	\$1,986.17		\$24.83
INSTRUCTOR GUARD - IN CHARGE	1220									
1		\$1,609.10		\$20.11	\$1,641.28		\$20.52	\$1,674.11		\$20.93
2		\$1,686.84		\$21.09	\$1,720.57		\$21.51	\$1,754.98		\$21.94
INSTRUCTOR - AQUATICS	1218									
1		\$1,160.62		\$14.51	\$1,183.84		\$14.80	\$1,207.51		\$15.09
2		\$1,202.72		\$15.03	\$1,226.77		\$15.33	\$1,251.31		\$15.64
3		\$1,246.34		\$15.58	\$1,271.27		\$15.89	\$1,296.69		\$16.21
INSTRUCTOR - SWIMMING CHIEF	1230									
1		\$1,895.42	\$27.08	\$23.69	\$1,933.33	\$27.62	\$24.17	\$1,972.00	\$28.17	\$24.65
2		\$1,983.52	\$28.34	\$24.79	\$2,023.19	\$28.90	\$25.29	\$2,063.66	\$29.48	\$25.80
3		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
CLAIMS ADJUSTOR 1	1251									
1		\$1,628.53	\$23.26	\$20.36	\$1,661.11	\$23.73	\$20.76	\$1,694.33	\$24.20	\$21.18
2		\$1,694.61	\$24.21	\$21.18	\$1,728.50	\$24.69	\$21.61	\$1,763.07	\$25.19	\$22.04
3		\$1,771.05	\$25.30	\$22.14	\$1,806.47	\$25.81	\$22.58	\$1,842.60	\$26.32	\$23.03
4		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
5		\$1,923.93	\$27.48	\$24.05	\$1,962.40	\$28.03	\$24.53	\$2,001.65	\$28.60	\$25.02
6		\$2,006.84	\$28.67	\$25.09	\$2,046.98	\$29.24	\$25.59	\$2,087.92	\$29.83	\$26.10
CLAIMS ADJUSTOR 2	1252									
1		\$2,093.64	\$29.91	\$26.17	\$2,135.52	\$30.51	\$26.69	\$2,178.23	\$31.12	\$27.23
2		\$2,183.04	\$31.19	\$27.29	\$2,226.70	\$31.81	\$27.83	\$2,271.23	\$32.45	\$28.39
3		\$2,273.73	\$32.48	\$28.42	\$2,319.20	\$33.13	\$28.99	\$2,365.59	\$33.79	\$29.57
4		\$2,374.78	\$33.93	\$29.68	\$2,422.28	\$34.60	\$30.28	\$2,470.73	\$35.30	\$30.88
5		\$2,478.43	\$35.41	\$30.98	\$2,528.00	\$36.11	\$31.60	\$2,578.56	\$36.84	\$32.23
6		\$2,583.37	\$36.91	\$32.29	\$2,635.04	\$37.64	\$32.94	\$2,687.74	\$38.40	\$33.60
LABOURER 1	1411									
1		\$1,259.30	\$17.99	\$15.74	\$1,284.48	\$18.35	\$16.06	\$1,310.17	\$18.72	\$16.38

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		LABOURER 2	1412	\$1,453.63	\$20.77	\$18.17	\$1,482.70	\$21.18	\$18.53	\$1,512.36
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
LABOURER - SKILLED	1413									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
LABOURER - STUDENT	1415									
1		\$1,010.55	\$14.44	\$12.63	\$1,030.76	\$14.73	\$12.88	\$1,051.37	\$15.02	\$13.14
LIBRARIAN - GRADE 1	1441									
1		\$2,022.41	\$28.89		\$2,062.86	\$29.47		\$2,104.11	\$30.06	
2		\$2,122.17	\$30.32		\$2,164.61	\$30.92		\$2,207.90	\$31.54	
3		\$2,180.47	\$31.15		\$2,224.08	\$31.77		\$2,268.56	\$32.41	
4		\$2,245.25	\$32.07		\$2,290.15	\$32.72		\$2,335.95	\$33.37	
5		\$2,302.25	\$32.89		\$2,348.30	\$33.55		\$2,395.26	\$34.22	
6		\$2,357.96	\$33.69		\$2,405.12	\$34.36		\$2,453.22	\$35.05	
LIBRARIAN - GRADE 2	1442									
1		\$2,357.96	\$33.69		\$2,405.12	\$34.36		\$2,453.22	\$35.05	
2		\$2,414.97	\$34.50		\$2,463.27	\$35.19		\$2,512.53	\$35.89	
3		\$2,478.45	\$35.41		\$2,528.02	\$36.11		\$2,578.58	\$36.84	
4		\$2,527.68	\$36.11		\$2,578.23	\$36.83		\$2,629.80	\$37.57	
5		\$2,589.87	\$37.00		\$2,641.67	\$37.74		\$2,694.50	\$38.49	
LIBRARIAN - COMPUTER	1445									
1		\$1,460.11	\$20.86	\$18.25	\$1,489.31	\$21.28	\$18.62	\$1,519.10	\$21.70	\$18.99
2		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
3		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
4		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80
5		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
6		\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56	\$27.59	\$24.14
LIBRARY - SERVICE ASSISTANT 1	1453									
1		\$988.52	\$14.12	\$12.36	\$1,008.29	\$14.40	\$12.60	\$1,028.46	\$14.69	\$12.86
2		\$1,037.75	\$14.83	\$12.97	\$1,058.51	\$15.12	\$13.23	\$1,079.68	\$15.42	\$13.50
3		\$1,145.29	\$16.36	\$14.32	\$1,168.19	\$16.69	\$14.60	\$1,191.56	\$17.02	\$14.89
4		\$1,254.11	\$17.92	\$15.68	\$1,279.20	\$18.27	\$15.99	\$1,304.78	\$18.64	\$16.31
5		\$1,360.35	\$19.43	\$17.00	\$1,387.56	\$19.82	\$17.34	\$1,415.31	\$20.22	\$17.69
6		\$1,470.47	\$21.01	\$18.38	\$1,499.88	\$21.43	\$18.75	\$1,529.88	\$21.86	\$19.12
LIBRARY - SERVICE ASSISTANT 2	1454									
1		\$1,258.00	\$17.97	\$15.73	\$1,283.16	\$18.33	\$16.04	\$1,308.82	\$18.70	\$16.36
2		\$1,347.40	\$19.25	\$16.84	\$1,374.34	\$19.63	\$17.18	\$1,401.83	\$20.03	\$17.52
3		\$1,452.34	\$20.75	\$18.15	\$1,481.38	\$21.16	\$18.52	\$1,511.01	\$21.59	\$18.89
4		\$1,550.80	\$22.15	\$19.39	\$1,581.82	\$22.60	\$19.77	\$1,613.45	\$23.05	\$20.17
5		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		LIBRARY - SERVICE ASSISTANT 3	1455							
1		\$1,513.23	\$21.62	\$18.92	\$1,543.49	\$22.05	\$19.29	\$1,574.36	\$22.49	\$19.68
2		\$1,587.08	\$22.67	\$19.84	\$1,618.82	\$23.13	\$20.24	\$1,651.19	\$23.59	\$20.64
3		\$1,664.81	\$23.78	\$20.81	\$1,698.11	\$24.26	\$21.23	\$1,732.07	\$24.74	\$21.65
4		\$1,739.95	\$24.86	\$21.75	\$1,774.75	\$25.35	\$22.18	\$1,810.25	\$25.86	\$22.63
5		\$1,812.51	\$25.89	\$22.66	\$1,848.76	\$26.41	\$23.11	\$1,885.73	\$26.94	\$23.57
LIBRARY - SERVICE ASSISTANT 4	1456									
1		\$1,719.22	\$24.56	\$21.49	\$1,753.61	\$25.05	\$21.92	\$1,788.68	\$25.55	\$22.36
2		\$1,782.71	\$25.47	\$22.28	\$1,818.36	\$25.98	\$22.73	\$1,854.73	\$26.50	\$23.18
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4		\$1,910.97	\$27.30	\$23.89	\$1,949.19	\$27.85	\$24.36	\$1,988.17	\$28.40	\$24.85
5		\$1,986.11	\$28.37	\$24.83	\$2,025.83	\$28.94	\$25.32	\$2,066.35	\$29.52	\$25.83
LIBRARY - SERVICE ASSISTANT 5	1457									
1		\$1,881.17	\$26.87	\$23.51	\$1,918.79	\$27.41	\$23.98	\$1,957.17	\$27.96	\$24.46
2		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
3		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
4		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21
5		\$2,161.01	\$30.87	\$27.01	\$2,204.24	\$31.49	\$27.55	\$2,248.32	\$32.12	\$28.10
LOCKSMITH	1478									
1		\$2,171.01	\$31.01	\$27.14	\$2,214.43	\$31.63	\$27.68	\$2,258.72	\$32.27	\$28.23
METER READER - STUDENT	1480									
1			\$16.47			\$16.80			\$17.13	
MACHINIST	1511									
1		\$2,397.65		\$29.97	\$2,445.60		\$30.57	\$2,494.52		\$31.18
MACHINIST - LEADING	1512									
1		\$2,480.57		\$31.01	\$2,530.18		\$31.63	\$2,580.78		\$32.26
MAINTENANCE WORKER - FLEET	1535									
1		\$1,955.02	\$27.93	\$24.44	\$1,994.12	\$28.49	\$24.93	\$2,034.00	\$29.06	\$25.43
2		\$2,015.91	\$28.80	\$25.20	\$2,056.23	\$29.37	\$25.70	\$2,097.35	\$29.96	\$26.22
3		\$2,076.80	\$29.67	\$25.96	\$2,118.34	\$30.26	\$26.48	\$2,160.71	\$30.87	\$27.01
4		\$2,141.58	\$30.59	\$26.77	\$2,184.41	\$31.21	\$27.31	\$2,228.10	\$31.83	\$27.85
MAINTENANCE WORKER - COLLECTION SYSTEMS	1537									
1		\$2,050.89	\$29.30	\$25.64	\$2,091.91	\$29.88	\$26.15	\$2,133.75	\$30.48	\$26.67
MAINTENANCE WORKER ASSISTANT - WATER AND WASTE	1538									
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
3		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
MAINTENANCE WORKER - SKILLED - B1 (SEWER) 1 - With Provincial Certification	1539									
		\$1,980.05	\$28.29	\$24.75	\$2,019.65	\$28.85	\$25.25	\$2,060.04	\$29.43	\$25.75

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		MAINTENANCE WORKER - GENERAL 1	1548	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59
MAINTENANCE WORKER - SKILLED "A" 1	1549	\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05
MAINTENANCE WORKER - SKILLED "A"-SEWER 1	1580	\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05
MAINTENANCE WORKER-SKILLED "B"-GRADE 1 1	1550	\$1,980.05		\$24.75	\$2,019.65		\$25.25	\$2,060.04		\$25.75
MAINTENANCE WORKER-SKILLED "B"-GRADE 2 1 - With Provincial Certification	1551	\$2,125.14	\$30.36	\$26.56	\$2,167.64	\$30.97	\$27.10	\$2,210.99	\$31.59	\$27.64
MAINTENANCE WORKER-SKILLED "C"-GRADE 1 1 - With Provincial Certification	1552	\$2,236.09	\$31.94	\$27.95	\$2,280.81	\$32.58	\$28.51	\$2,326.43	\$33.23	\$29.08
MAINTENANCE WORKER-SKILLED "C"-GRADE 2 1 - With Provincial Certification	1553	\$2,337.56	\$33.39	\$29.22	\$2,384.31	\$34.06	\$29.80	\$2,431.99	\$34.74	\$30.40
MAINTENANCE WORKER 1 1	1561	\$1,584.49	\$22.64	\$19.81	\$1,616.17	\$23.09	\$20.20	\$1,648.50	\$23.55	\$20.61
2		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
3		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
4		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
5		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
6		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
MAINTENANCE WORKER 2 1	1562	\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
2		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
3		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
4		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
5		\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49
INDUSTRIAL WASTE SERVICES INSPECTOR 1	1563	\$1,663.45	\$23.76	\$20.79	\$1,696.72	\$24.24	\$21.21	\$1,730.66	\$24.72	\$21.63
2		\$1,746.62	\$24.95	\$21.83	\$1,781.56	\$25.45	\$22.27	\$1,817.19	\$25.96	\$22.71
3		\$1,833.96	\$26.20	\$22.92	\$1,870.63	\$26.72	\$23.38	\$1,908.05	\$27.26	\$23.85
4		\$1,925.65	\$27.51	\$24.07	\$1,964.16	\$28.06	\$24.55	\$2,003.45	\$28.62	\$25.04
5		\$2,021.94	\$28.88	\$25.27	\$2,062.38	\$29.46	\$25.78	\$2,103.62	\$30.05	\$26.30
MAINTENANCE WORKER - SHOP - STREETS AND TRANSPORTATION 1	1574	\$1,527.48	\$21.82	\$19.09	\$1,558.03	\$22.26	\$19.48	\$1,589.19	\$22.70	\$19.86
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
5		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
6		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - OPERATOR IN TRAINING 1	1575	\$1,700.30	\$24.29	\$21.25	\$1,734.31	\$24.78	\$21.68	\$1,768.99
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1A 1	1576	\$1,738.23	\$24.83	\$21.73	\$1,773.00	\$25.33	\$22.16	\$1,808.46	\$25.84	\$22.61
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 1B 1	1577	\$1,779.01	\$25.41	\$22.24	\$1,814.59	\$25.92	\$22.68	\$1,850.88	\$26.44	\$23.14
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2A 1	1578	\$1,811.25	\$25.88	\$22.64	\$1,847.48	\$26.39	\$23.09	\$1,884.42	\$26.92	\$23.56
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 2B 1	1579	\$1,874.79	\$26.78	\$23.43	\$1,912.28	\$27.32	\$23.90	\$1,950.53	\$27.86	\$24.38
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3A 1 - With Provincial Certification	1582	\$1,962.03	\$28.03	\$24.53	\$2,001.27	\$28.59	\$25.02	\$2,041.30	\$29.16	\$25.52
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 3B 1 - With Provincial Certification	1583	\$2,055.91	\$29.37	\$25.70	\$2,097.03	\$29.96	\$26.21	\$2,138.97	\$30.56	\$26.74
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4A 1	1584	\$2,181.09	\$31.16	\$27.26	\$2,224.71	\$31.78	\$27.81	\$2,269.20	\$32.42	\$28.37
COLLECTION SYSTEMS MAINTENANCE TECHNICIAN - 4B 1 - With Provincial Certification	1585	\$2,434.28	\$34.78	\$30.43	\$2,482.97	\$35.47	\$31.04	\$2,532.63	\$36.18	\$31.66
MECHANIC-GARAGE FIRST CLASS/MACHINIST 1	1621	\$2,486.05		\$31.08	\$2,535.77		\$31.70	\$2,586.49		\$32.33
MECHANIC - HEATING 1 - With Gas Fitter "B" 2 - With Gas Fitter "A"	1627	\$2,334.17 \$2,494.82		\$29.18 \$31.19	\$2,380.85 \$2,544.71		\$29.76 \$31.81	\$2,428.47 \$2,595.61		\$30.36 \$32.45
MECHANIC - JOURNEY INDUSTRIAL 1	1631	\$2,530.10		\$31.63	\$2,580.70		\$32.26	\$2,632.31		\$32.90
MECHANIC - LEADING JOURNEY INDUSTRIAL 1	1632	\$2,628.56		\$32.86	\$2,681.13		\$33.51	\$2,734.76		\$34.18
SAFETY TECHNICIAN I 1 2 3 4	1633	\$1,752.91 \$1,844.90 \$1,925.22 \$2,022.39	\$25.04 \$26.36 \$27.50 \$28.89	\$21.91 \$23.06 \$24.07 \$25.28	\$1,787.97 \$1,881.79 \$1,963.72 \$2,062.84	\$25.54 \$26.88 \$28.05 \$29.47	\$22.35 \$23.52 \$24.55 \$25.79	\$1,823.73 \$1,919.43 \$2,003.00 \$2,104.09	\$26.05 \$27.42 \$28.61 \$30.06	\$22.80 \$23.99 \$25.04 \$26.30

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
<b>SAFETY TECHNICIAN II</b>	1634									
1		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
2		\$2,167.49	\$30.96	\$27.09	\$2,210.84	\$31.58	\$27.64	\$2,255.06	\$32.22	\$28.19
3		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
<b>MECHANIC - LIGHT VEHICLE</b>	1635									
1		\$2,272.77		\$28.41	\$2,318.23		\$28.98	\$2,364.59		\$29.56
<b>MECHANIC - LEAD HEAVY DUTY EQUIPMENT</b>	1637									
1		\$2,568.97		\$32.11	\$2,620.35		\$32.75	\$2,672.75		\$33.41
<b>MECHANIC - REFRIGERATION</b>	1641									
1		\$2,443.00		\$30.54	\$2,491.86		\$31.15	\$2,541.69		\$31.77
<b>METER READER</b>	1671									
1		\$1,561.16	\$22.30	\$19.51	\$1,592.39	\$22.75	\$19.90	\$1,624.24	\$23.20	\$20.30
2		\$1,638.90	\$23.41	\$20.49	\$1,671.68	\$23.88	\$20.90	\$1,705.11	\$24.36	\$21.31
3		\$1,681.65	\$24.02	\$21.02	\$1,715.29	\$24.50	\$21.44	\$1,749.59	\$24.99	\$21.87
4		\$1,746.43	\$24.95	\$21.83	\$1,781.36	\$25.45	\$22.27	\$1,816.99	\$25.96	\$22.71
5		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
<b>METER READER - COMMERCIAL</b>	1673									
1		\$1,561.16	\$22.30	\$19.51	\$1,592.39	\$22.75	\$19.90	\$1,624.24	\$23.20	\$20.30
2		\$1,638.90	\$23.41	\$20.49	\$1,671.68	\$23.88	\$20.90	\$1,705.11	\$24.36	\$21.31
3		\$1,681.65	\$24.02	\$21.02	\$1,715.29	\$24.50	\$21.44	\$1,749.59	\$24.99	\$21.87
4		\$1,746.43	\$24.95	\$21.83	\$1,781.36	\$25.45	\$22.27	\$1,816.99	\$25.96	\$22.71
5		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
<b>NURSE - OCCUPATIONAL HEALTH</b>	1676									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
2		\$2,056.07	\$29.37	\$25.70	\$2,097.19	\$29.96	\$26.21	\$2,139.14	\$30.56	\$26.74
3		\$2,127.33	\$30.39	\$26.59	\$2,169.88	\$31.00	\$27.12	\$2,213.27	\$31.62	\$27.67
4		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
5		\$2,310.01	\$33.00	\$28.88	\$2,356.21	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04
6		\$2,396.81	\$34.24	\$29.96	\$2,444.75	\$34.92	\$30.56	\$2,493.64	\$35.62	\$31.17
7		\$2,501.75	\$35.74	\$31.27	\$2,551.79	\$36.45	\$31.90	\$2,602.82	\$37.18	\$32.54
8		\$2,614.46	\$37.35	\$32.68	\$2,666.75	\$38.10	\$33.33	\$2,720.09	\$38.86	\$34.00
9		\$2,725.88	\$38.94	\$34.07	\$2,780.40	\$39.72	\$34.76	\$2,836.01	\$40.51	\$35.45
10		\$2,847.67	\$40.68	\$35.60	\$2,904.62	\$41.49	\$36.31	\$2,962.71	\$42.32	\$37.03
<b>OCCUPATIONAL THERAPIST</b>	1679									
1		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
2		\$2,310.00	\$33.00	\$28.88	\$2,356.20	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04
3		\$2,396.81	\$34.24	\$29.96	\$2,444.74	\$34.92	\$30.56	\$2,493.64	\$35.62	\$31.17
4		\$2,501.75	\$35.74	\$31.27	\$2,551.78	\$36.45	\$31.90	\$2,602.82	\$37.18	\$32.54
5		\$2,614.46	\$37.35	\$32.68	\$2,666.75	\$38.10	\$33.33	\$2,720.09	\$38.86	\$34.00
6		\$2,679.47	\$38.28	\$33.49	\$2,733.06	\$39.04	\$34.16	\$2,787.72	\$39.82	\$34.85

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OFFICER - ANIMAL SERVICE 1	1780							
1		\$1,763.27	\$25.19	\$22.04	\$1,798.54	\$25.69	\$22.48	\$1,834.51	\$26.21	\$22.93
2		\$1,851.37	\$26.45	\$23.14	\$1,888.40	\$26.98	\$23.61	\$1,926.17	\$27.52	\$24.08
3		\$1,923.92	\$27.48	\$24.05	\$1,962.40	\$28.03	\$24.53	\$2,001.65	\$28.60	\$25.02
OFFICER - ANIMAL SERVICE 2	1781									
1		\$1,992.59	\$28.47	\$24.91	\$2,032.44	\$29.03	\$25.41	\$2,073.09	\$29.62	\$25.91
OFFICER - BICYCLE RECOVERY	1790									
1		\$1,900.60	\$27.15	\$23.76	\$1,938.62	\$27.69	\$24.23	\$1,977.39	\$28.25	\$24.72
BYLAW SUPPORT WORKER	1794									
1		\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15.14	\$13.25	\$1,081.03	\$15.44	\$13.51
OFFICER - BYLAW ENFORCEMENT	1795									
1		\$1,821.18	\$26.02	\$22.76	\$1,857.60	\$26.54	\$23.22	\$1,894.75	\$27.07	\$23.68
2		\$1,897.06	\$27.10	\$23.71	\$1,935.00	\$27.64	\$24.19	\$1,973.70	\$28.20	\$24.67
3		\$1,976.10	\$28.23	\$24.70	\$2,015.63	\$28.79	\$25.20	\$2,055.94	\$29.37	\$25.70
4		\$2,046.35	\$29.23	\$25.58	\$2,087.27	\$29.82	\$26.09	\$2,129.02	\$30.41	\$26.61
5		\$2,116.85	\$30.24	\$26.46	\$2,159.19	\$30.85	\$26.99	\$2,202.37	\$31.46	\$27.53
6		\$2,171.38	\$31.02	\$27.14	\$2,214.81	\$31.64	\$27.69	\$2,259.10	\$32.27	\$28.24
OFFICER - DISTRICT ZONING	1815									
1		\$2,065.14	\$29.50	\$25.81	\$2,106.45	\$30.09	\$26.33	\$2,148.57	\$30.69	\$26.86
2		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
3		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
4		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
5		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
6		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24
OFFICER - ZONING FIELD	1816									
1		\$2,071.62	\$29.59	\$25.90	\$2,113.05	\$30.19	\$26.41	\$2,155.31	\$30.79	\$26.94
2		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
3		\$2,211.54	\$31.59	\$27.64	\$2,255.77	\$32.23	\$28.20	\$2,300.89	\$32.87	\$28.76
4		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
5		\$2,427.90	\$34.68	\$30.35	\$2,476.46	\$35.38	\$30.96	\$2,525.99	\$36.09	\$31.57
OFFICER - ZONING FIELD-IN-TRAINING	1817									
1		\$1,644.08	\$23.49	\$20.55	\$1,676.96	\$23.96	\$20.96	\$1,710.50	\$24.44	\$21.38
2		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
6		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OFFICER - PROJECTS 1	1818							
1		\$1,934.29	\$27.63	\$24.18	\$1,972.98	\$28.19	\$24.66	\$2,012.43	\$28.75	\$25.16
2		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
3		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
4		\$2,225.79	\$31.80	\$27.82	\$2,270.31	\$32.43	\$28.38	\$2,315.72	\$33.08	\$28.95
5		\$2,332.03	\$33.31	\$29.15	\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33
6		\$2,442.15	\$34.89	\$30.53	\$2,491.00	\$35.59	\$31.14	\$2,540.82	\$36.30	\$31.76
OFFICER 1 - REAL ESTATE	1831									
1		\$1,524.89	\$21.78	\$19.06	\$1,555.39	\$22.22	\$19.44	\$1,586.49	\$22.66	\$19.83
2		\$1,602.62	\$22.89	\$20.03	\$1,634.68	\$23.35	\$20.43	\$1,667.37	\$23.82	\$20.84
3		\$1,686.84	\$24.10	\$21.09	\$1,720.57	\$24.58	\$21.51	\$1,754.98	\$25.07	\$21.94
4		\$1,790.48	\$25.58	\$22.38	\$1,826.29	\$26.09	\$22.83	\$1,862.82	\$26.61	\$23.29
5		\$1,904.49	\$27.21	\$23.81	\$1,942.58	\$27.75	\$24.28	\$1,981.43	\$28.31	\$24.77
OFFICER 2 - REAL ESTATE	1832									
1		\$1,904.49	\$27.21	\$23.81	\$1,942.58	\$27.75	\$24.28	\$1,981.43	\$28.31	\$24.77
2		\$2,017.21	\$28.82	\$25.22	\$2,057.55	\$29.39	\$25.72	\$2,098.70	\$29.98	\$26.23
3		\$2,131.22	\$30.45	\$26.64	\$2,173.84	\$31.05	\$27.17	\$2,217.32	\$31.68	\$27.72
4		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
OFFICER 3 - REAL ESTATE	1833									
1		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
2		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
3		\$2,405.88	\$34.37	\$30.07	\$2,454.00	\$35.06	\$30.67	\$2,503.08	\$35.76	\$31.29
4		\$2,488.79	\$35.55	\$31.11	\$2,538.57	\$36.27	\$31.73	\$2,589.34	\$36.99	\$32.37
OPERATOR - COMPUTER	1857									
1		\$1,523.59	\$21.77	\$19.04	\$1,554.06	\$22.20	\$19.43	\$1,585.15	\$22.64	\$19.81
2		\$1,601.33	\$22.88	\$20.02	\$1,633.35	\$23.33	\$20.42	\$1,666.02	\$23.80	\$20.83
3		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
4		\$1,758.09	\$25.12	\$21.98	\$1,793.25	\$25.62	\$22.42	\$1,829.12	\$26.13	\$22.86
5		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
6		\$1,939.47	\$27.71	\$24.24	\$1,978.26	\$28.26	\$24.73	\$2,017.83	\$28.83	\$25.22
DISPATCHER - EMERGENCY SERVICES- W & O	1876									
1		\$1,554.69	\$22.21	\$19.43	\$1,585.78	\$22.65	\$19.82	\$1,617.50	\$23.11	\$20.22
2		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
3		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
4		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
5		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
6		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
OPERATOR - EQUIPMENT GRADE 1	1881									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
OPERATOR - EQUIPMENT GRADE 2	1882									
1		\$1,804.34		\$22.55	\$1,840.43		\$23.01	\$1,877.24		\$23.47

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OPERATOR - EQUIPMENT GRADE 3 1	1883	\$1,875.60		\$23.44	\$1,913.11		\$23.91	\$1,951.37
OPERATOR - EQUIPMENT GRADE 4 1	1884	\$1,992.20		\$24.90	\$2,032.04		\$25.40	\$2,072.69		\$25.91
OPERATOR - EQUIPMENT GRADE 5 1	1885	\$2,066.05		\$25.83	\$2,107.37		\$26.34	\$2,149.52		\$26.87
OPERATOR - EQUIPMENT 2 - EMERGENCY SERVICES 1	1886	\$1,804.34		\$22.55	\$1,840.43		\$23.01	\$1,877.24		\$23.47
OPERATOR - EQUIPMENT 3 - AUTOMATED 1	1887	\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
OPERATOR - COMMUNICATIONS (CO) 1 - First 12 Months 2 - After 12 Months 3 - After 24 Months 4 - After 36 Months In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown	1890	\$1,695.41 \$2,018.56 \$2,313.56 \$2,645.29		42 Hours \$20.18 \$24.03 \$27.54 \$31.49	\$1,729.31 \$2,058.93 \$2,359.83 \$2,698.20		\$20.59 \$24.51 \$28.09 \$32.12	\$1,763.90 \$2,100.11 \$2,407.03 \$2,752.16		\$21.00 \$25.00 \$28.66 \$32.76
OPERATOR - COMMUNICATIONS SENIOR (SCO) 1 - After 5 Years Service as CO 2 - After 6 Years Service as SCO In accordance with Supplementary Agreement: Communications salary rates paid may be higher than shown	1895	\$2,847.62 \$2,933.32		42 Hours \$33.90 \$34.92	\$2,904.57 \$2,991.99		\$34.58 \$35.62	\$2,962.67 \$3,051.83		\$35.27 \$36.33
OPERATOR - COMMUNICATIONS LEAD 1	1896	\$3,006.66		42 Hours \$35.79	\$3,066.79		42 Hours \$36.51	\$3,128.13		42 Hours \$37.24
OPERATOR - FLOOD PUMPING STATION 1	1898	\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
OPERATOR - PUMPING STATION C - GRADE 2 1	1899	\$2,303.53	\$32.91	\$28.79	\$2,349.60	\$33.57	\$29.37	\$2,396.59	\$34.24	\$29.96
OPERATOR - CONTROL 1	1905	\$2,136.40	\$30.52	\$26.70	\$2,179.13	\$31.13	\$27.24	\$2,222.71	\$31.75	\$27.78
OPERATOR - NETWORK 1 2 3 4 5 6	1923	\$1,828.05 \$1,918.74 \$2,015.91 \$2,100.12 \$2,189.52 \$2,275.03	\$26.12 \$27.41 \$28.80 \$30.00 \$31.28 \$32.50	\$22.85 \$23.98 \$25.20 \$26.25 \$27.37 \$28.44	\$1,864.61 \$1,957.12 \$2,056.23 \$2,142.13 \$2,233.31 \$2,320.53	\$26.64 \$27.96 \$29.37 \$30.60 \$31.90 \$33.15	\$23.31 \$24.46 \$25.70 \$26.78 \$27.92 \$29.01	\$1,901.91 \$1,996.26 \$2,097.35 \$2,184.97 \$2,277.97 \$2,366.94	\$27.17 \$28.52 \$29.96 \$31.21 \$32.54 \$33.81	\$23.77 \$24.95 \$26.22 \$27.31 \$28.47 \$29.59

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OPERATOR - NETWORK 2	1924							
1		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
2		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
3		\$2,399.40	\$34.28	\$29.99	\$2,447.39	\$34.96	\$30.59	\$2,496.34	\$35.66	\$31.20
4		\$2,505.64	\$35.79	\$31.32	\$2,555.75	\$36.51	\$31.95	\$2,606.86	\$37.24	\$32.59
5		\$2,620.94	\$37.44	\$32.76	\$2,673.36	\$38.19	\$33.42	\$2,726.83	\$38.95	\$34.09
OPERATOR - PRINTING MACHINE - GRADE 1	1931									
1		\$988.52	\$14.12	\$12.36	\$1,008.29	\$14.40	\$12.60	\$1,028.46	\$14.69	\$12.86
2		\$1,037.75	\$14.83	\$12.97	\$1,058.51	\$15.12	\$13.23	\$1,079.68	\$15.42	\$13.50
3		\$1,156.95	\$16.53	\$14.46	\$1,180.08	\$16.86	\$14.75	\$1,203.69	\$17.20	\$15.05
4		\$1,281.32	\$18.30	\$16.02	\$1,306.95	\$18.67	\$16.34	\$1,333.09	\$19.04	\$16.66
OPERATOR - PRINTING MACHINE - GRADE 2	1932									
1		\$1,281.32	\$18.30	\$16.02	\$1,306.95	\$18.67	\$16.34	\$1,333.09	\$19.04	\$16.66
2		\$1,394.04	\$19.91	\$17.43	\$1,421.92	\$20.31	\$17.77	\$1,450.35	\$20.72	\$18.13
3		\$1,513.23	\$21.62	\$18.92	\$1,543.49	\$22.05	\$19.29	\$1,574.36	\$22.49	\$19.68
OPERATOR - PRINTING MACHINE - GRADE 3	1933									
1		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
2		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
3		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
4		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80
5		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
OPERATOR - PRINTING MACHINE - GRADE 4	1934									
1		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
2		\$1,846.19	\$26.37	\$23.08	\$1,883.11	\$26.90	\$23.54	\$1,920.78	\$27.44	\$24.01
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
OPERATOR - PUMPING STATIONS - MOBILE	1940									
1		\$2,216.72	\$31.67	\$27.71	\$2,261.06	\$32.30	\$28.26	\$2,306.28	\$32.95	\$28.83
OPERATOR - PUMPING STATION	1941									
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
3		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64
6		\$2,175.27	\$31.08	\$27.19	\$2,218.77	\$31.70	\$27.73	\$2,263.15	\$32.33	\$28.29
OPERATOR - TREATMENT PLANT - ASSISTANT WATER AND WASTE	1942									
1		\$1,645.38	\$23.51	\$20.57	\$1,678.28	\$23.98	\$20.98	\$1,711.85	\$24.46	\$21.40
2		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
3		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OPERATOR - PUMPING STATION - MOBILE ASSISTANT 1	1943	\$1,856.56	\$26.52	\$23.21	\$1,893.69	\$27.05	\$23.67	\$1,931.56
OPERATOR - SENIOR - WW - W & O 1	1947	\$2,438.27	\$34.83	\$30.48	\$2,487.03	\$35.53	\$31.09	\$2,536.77	\$36.24	\$31.71
OPERATOR - COMPUTER SENIOR 1	1950	\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
2		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
3		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
4		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
5		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
WASTE WATER TREATMENT - OPERATOR IN TRAINING 1	1953	\$1,713.58	\$24.48	\$21.42	\$1,747.85	\$24.97	\$21.85	\$1,782.80	\$25.47	\$22.29
WASTE WATER TREATMENT OPERATOR - 1A 1	1954	\$1,796.08	\$25.66	\$22.45	\$1,832.00	\$26.17	\$22.90	\$1,868.64	\$26.69	\$23.36
WASTE WATER TREATMENT OPERATOR - 1B 1	1955	\$1,873.84	\$26.77	\$23.42	\$1,911.31	\$27.30	\$23.89	\$1,949.54	\$27.85	\$24.37
WASTE WATER TREATMENT OPERATOR - 2A 1	1956	\$1,943.06	\$27.76	\$24.29	\$1,981.93	\$28.31	\$24.77	\$2,021.56	\$28.88	\$25.27
WASTE WATER TREATMENT OPERATOR - 2B 1	1957	\$2,035.05	\$29.07	\$25.44	\$2,075.75	\$29.65	\$25.95	\$2,117.26	\$30.25	\$26.47
WASTE WATER TREATMENT OPERATOR - 3A 1 - With Provincial Certification	1958	\$2,182.04	\$31.17	\$27.28	\$2,225.68	\$31.80	\$27.82	\$2,270.19	\$32.43	\$28.38
WASTE WATER TREATMENT OPERATOR - 3B 1 - With Provincial Certification	1959	\$2,281.61	\$32.59	\$28.52	\$2,327.24	\$33.25	\$29.09	\$2,373.78	\$33.91	\$29.67
WASTE WATER TREATMENT OPERATOR 4 1 - With Provincial Certification	1960	\$2,545.23	\$36.36	\$31.82	\$2,596.14	\$37.09	\$32.45	\$2,648.06	\$37.83	\$33.10
OPERATOR - TREATMENT PLANT 1	1961	\$2,198.59	\$31.41	\$27.48	\$2,242.56	\$32.04	\$28.03	\$2,287.41	\$32.68	\$28.59
OPERATOR - CHIEF - WASTEWATER COLLECTION SYSTEM 1	1969	\$2,328.14	\$33.26	\$29.10	\$2,374.71	\$33.92	\$29.68	\$2,422.20	\$34.60	\$30.28
OPERATOR 1 - WASTEWATER COLLECTION SYSTEM 1	1970	\$1,631.13	\$23.30	\$20.39	\$1,663.75	\$23.77	\$20.80	\$1,697.02	\$24.24	\$21.21
2		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
3		\$1,743.84	\$24.91	\$21.80	\$1,778.72	\$25.41	\$22.23	\$1,814.29	\$25.92	\$22.68

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		OPERATOR 2 - WASTEWATER COLLECTION SYSTEM	1971							
1		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
3		\$1,971.86	\$28.17	\$24.65	\$2,011.30	\$28.73	\$25.14	\$2,051.52	\$29.31	\$25.64
OPERATOR 3 - WASTEWATER COLLECTION SYSTEM	1972									
1		\$2,097.53	\$29.96	\$26.22	\$2,139.48	\$30.56	\$26.74	\$2,182.27	\$31.18	\$27.28
PAGE - LIBRARY	2021									
1			\$10.99			\$11.21			\$11.43	
2			\$12.23			\$12.47			\$12.72	
PAINTER	2031									
1		\$2,396.35		\$29.95	\$2,444.28		\$30.55	\$2,493.17		\$31.16
PASSENGER INFO TRAVEL ASSISTANT - TRANSIT	2049									
1		\$1,463.70	\$20.91	\$18.30	\$1,492.97	\$21.33	\$18.66	\$1,522.83	\$21.75	\$19.04
2		\$1,514.93	\$21.64	\$18.94	\$1,545.23	\$22.07	\$19.32	\$1,576.13	\$22.52	\$19.70
3		\$1,567.95	\$22.40	\$19.60	\$1,599.31	\$22.85	\$19.99	\$1,631.30	\$23.30	\$20.39
4		\$1,622.83	\$23.18	\$20.29	\$1,655.29	\$23.65	\$20.69	\$1,688.39	\$24.12	\$21.10
5		\$1,679.63	\$23.99	\$21.00	\$1,713.22	\$24.47	\$21.42	\$1,747.49	\$24.96	\$21.84
PERSONNEL ASSISTANT 1	2050									
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
6		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
PIPELAYER	2065									
1		\$1,839.32		\$22.99	\$1,876.11		\$23.45	\$1,913.63		\$23.92
PIPELAYER - SENIOR	2066									
1		\$1,942.97		\$24.29	\$1,981.83		\$24.77	\$2,021.47		\$25.27
PLUMBER TRADES - PIPEFITTER	2069									
1		\$2,522.33		\$31.53	\$2,572.77		\$32.16	\$2,624.23		\$32.80
2 - New Step - Effective January 26, 2014		\$2,648.44		\$33.11	\$2,701.41		\$33.77	\$2,755.44		\$34.44
PROGRAMMER - CO-OP PROGRAM	2074									
1 - First Six Months		\$1,497.68	\$21.40	\$18.72	\$1,527.64	\$21.82	\$19.10	\$1,558.19	\$22.26	\$19.48
2 - Second Six Months		\$1,570.23	\$22.43	\$19.63	\$1,601.64	\$22.88	\$20.02	\$1,633.67	\$23.34	\$20.42
3 - Third Six Months		\$1,663.51	\$23.76	\$20.79	\$1,696.79	\$24.24	\$21.21	\$1,730.72	\$24.72	\$21.63
RAKER	2111									
1		\$1,867.83		\$23.35	\$1,905.18		\$23.81	\$1,943.29		\$24.29

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		REPAIRER - PARKING METER	2141							
1		\$1,515.82	\$21.65	\$18.95	\$1,546.14	\$22.09	\$19.33	\$1,577.06	\$22.53	\$19.71
2		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
3		\$1,666.11	\$23.80	\$20.83	\$1,699.43	\$24.28	\$21.24	\$1,733.42	\$24.76	\$21.67
4		\$1,728.29	\$24.69	\$21.60	\$1,762.86	\$25.18	\$22.04	\$1,798.12	\$25.69	\$22.48
5		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
6		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
SECTION WORKER - RAILWAY GRADE 1	2221									
1		\$1,571.53	\$22.45	\$19.64	\$1,602.96	\$22.90	\$20.04	\$1,635.02	\$23.36	\$20.44
SECTION WORKER - RAILWAY GRADE 2	2222									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
SERVICER - BUILDING GRADE 1	2231									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
2 - With 5th Class Power Engineering		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
SERVICER - BUILDING GRADE 2	2232									
1 - With 5th Class Power Engineering		\$1,799.55	\$25.71	\$22.49	\$1,835.54	\$26.22	\$22.94	\$1,872.25	\$26.75	\$23.40
1- CENTRAL CONTROL ONLY - with 5th Class Power Engineering		\$1,871.53	\$26.74	\$23.39	\$1,908.96	\$27.27	\$23.86	\$1,947.14	\$27.82	\$24.34
2 - With 4th Class Power Engineering		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
2 - CENTRAL CONTROL ONLY - with 4th Class Power Engineering		\$1,917.34	\$27.39	\$23.97	\$1,955.69	\$27.94	\$24.45	\$1,994.80	\$28.50	\$24.94
SERVICER - BUILDING GRADE 3	2233									
1		\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49
SERVICER - TRAFFIC GRADE 1	2251									
1 - First Four Months		\$1,457.52	\$20.82	\$18.22	\$1,486.67	\$21.24	\$18.58	\$1,516.40	\$21.66	\$18.96
2		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
SERVICER - TRAFFIC GRADE 2	2252									
1		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
2		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
SERVICER - TRAFFIC LANE LINER OPERATOR	2255									
1		\$2,049.60	\$29.28	\$25.62	\$2,090.59	\$29.87	\$26.13	\$2,132.40	\$30.46	\$26.65
SERVICER - TRAFFIC SIGNALS	2260									
1		\$2,433.93		\$30.42	\$2,482.60		\$31.03	\$2,532.26		\$31.65
2		\$2,545.35		\$31.82	\$2,596.25		\$32.45	\$2,648.18		\$33.10
3		\$2,664.54		\$33.31	\$2,717.83		\$33.97	\$2,772.19		\$34.65

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		SPECIALIST - RELOCATION	2270							
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
2		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
3		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
4		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
LEGAL ASSISTANT 1	2281									
1		\$1,493.79	\$21.34	\$18.67	\$1,523.67	\$21.77	\$19.05	\$1,554.14	\$22.20	\$19.43
2		\$1,559.87	\$22.28	\$19.50	\$1,591.07	\$22.73	\$19.89	\$1,622.89	\$23.18	\$20.29
3		\$1,616.87	\$23.10	\$20.21	\$1,649.21	\$23.56	\$20.62	\$1,682.20	\$24.03	\$21.03
4		\$1,680.36	\$24.01	\$21.00	\$1,713.96	\$24.49	\$21.42	\$1,748.24	\$24.97	\$21.85
5		\$1,749.02	\$24.99	\$21.86	\$1,784.00	\$25.49	\$22.30	\$1,819.68	\$26.00	\$22.75
LEGAL ASSISTANT 2	2282									
1		\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,883.76	\$26.91	\$23.55	\$1,921.44	\$27.45	\$24.02	\$1,959.87	\$28.00	\$24.50
3		\$1,953.72	\$27.91	\$24.42	\$1,992.80	\$28.47	\$24.91	\$2,032.65	\$29.04	\$25.41
LEGAL ASSISTANT 3	2283									
1		\$1,988.70	\$28.41	\$24.86	\$2,028.48	\$28.98	\$25.36	\$2,069.05	\$29.56	\$25.86
2		\$2,069.03	\$29.56	\$25.86	\$2,110.41	\$30.15	\$26.38	\$2,152.62	\$30.75	\$26.91
3		\$2,132.51	\$30.46	\$26.66	\$2,175.16	\$31.07	\$27.19	\$2,218.67	\$31.70	\$27.73
STOREKEEPER 1	2301									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
STOREKEEPER 2	2304									
1		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
STOREKEEPER 3	2305									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
STOREKEEPER 4	2306									
1		\$1,982.23	\$28.32	\$24.78	\$2,021.87	\$28.88	\$25.27	\$2,062.31	\$29.46	\$25.78
SUPERVISOR - HORTICULTURAL	2340									
1		\$1,993.89	\$28.48	\$24.92	\$2,033.76	\$29.05	\$25.42	\$2,074.44	\$29.63	\$25.93
2		\$2,054.78	\$29.35	\$25.68	\$2,095.87	\$29.94	\$26.20	\$2,137.79	\$30.54	\$26.72
3		\$2,115.67	\$30.22	\$26.45	\$2,157.98	\$30.83	\$26.97	\$2,201.14	\$31.44	\$27.51
4		\$2,179.15	\$31.13	\$27.24	\$2,222.74	\$31.75	\$27.78	\$2,267.19	\$32.39	\$28.34
5		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
6		\$2,316.48	\$33.09	\$28.96	\$2,362.81	\$33.75	\$29.54	\$2,410.07	\$34.43	\$30.13
SUPERVISOR - LABORATORY	2359									
1		\$2,258.32	\$32.26	\$28.23	\$2,303.48	\$32.91	\$28.79	\$2,349.55	\$33.57	\$29.37
2		\$2,337.36	\$33.39	\$29.22	\$2,384.10	\$34.06	\$29.80	\$2,431.79	\$34.74	\$30.40
3		\$2,419.16	\$34.56	\$30.24	\$2,467.55	\$35.25	\$30.84	\$2,516.90	\$35.96	\$31.46
4		\$2,503.83	\$35.77	\$31.30	\$2,553.91	\$36.48	\$31.92	\$2,604.99	\$37.21	\$32.56
5		\$2,591.47	\$37.02	\$32.39	\$2,643.30	\$37.76	\$33.04	\$2,696.16	\$38.52	\$33.70

\*\*New position effective Jan 25, 2015

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		SUPERVISOR - POOL	2363							
1		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
2		\$2,185.63	\$31.22	\$27.32	\$2,229.34	\$31.85	\$27.87	\$2,273.93	\$32.48	\$28.42
3		\$2,284.09	\$32.63	\$28.55	\$2,329.78	\$33.28	\$29.12	\$2,376.37	\$33.95	\$29.70
4		\$2,386.88	\$34.10	\$29.84	\$2,434.62	\$34.78	\$30.43	\$2,483.31	\$35.48	\$31.04
TECHNICAL ASSISTANT	2421									
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.37	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
TECHNICAL ASSISTANT - ENTOMOLOGY	2425									
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.38	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
TECHNICAL ASSISTANT - FORESTRY	2427									
1		\$1,401.81	\$20.03	\$17.52	\$1,429.85	\$20.43	\$17.87	\$1,458.44	\$20.83	\$18.23
2		\$1,471.77	\$21.03	\$18.40	\$1,501.21	\$21.45	\$18.77	\$1,531.23	\$21.87	\$19.14
3		\$1,531.37	\$21.88	\$19.14	\$1,561.99	\$22.31	\$19.52	\$1,593.23	\$22.76	\$19.92
4		\$1,605.21	\$22.93	\$20.07	\$1,637.32	\$23.39	\$20.47	\$1,670.06	\$23.86	\$20.88
5		\$1,676.47	\$23.95	\$20.96	\$1,710.00	\$24.43	\$21.38	\$1,744.20	\$24.92	\$21.80
6		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
TECHNICIAN - ENTOMOLOGY 1	2457									
1		\$1,777.53	\$25.39	\$22.22	\$1,813.08	\$25.90	\$22.66	\$1,849.34	\$26.42	\$23.12
2		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
3		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
4		\$2,050.89	\$29.30	\$25.64	\$2,091.91	\$29.88	\$26.15	\$2,133.75	\$30.48	\$26.67
TECHNICIAN - ENTOMOLOGY 2	2458									
1		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
2		\$2,050.89	\$29.30	\$25.64	\$2,091.91	\$29.88	\$26.15	\$2,133.75	\$30.48	\$26.67
3		\$2,155.83	\$30.80	\$26.95	\$2,198.95	\$31.41	\$27.49	\$2,242.93	\$32.04	\$28.04
4		\$2,265.96	\$32.37	\$28.32	\$2,311.28	\$33.02	\$28.89	\$2,357.50	\$33.68	\$29.47
TECHNICIAN - FORESTRY - GRADE 1	2459									
1		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
2		\$1,844.89	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
3		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
4		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 29, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		TECHNICIAN - FORESTRY - GRADE 2	2460							
1		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
2		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
3		\$2,228.38	\$31.83	\$27.85	\$2,272.95	\$32.47	\$28.41	\$2,318.41	\$33.12	\$28.98
4		\$2,339.80	\$33.43	\$29.25	\$2,386.59	\$34.09	\$29.83	\$2,434.32	\$34.78	\$30.43
5		\$2,456.79	\$35.10	\$30.71	\$2,505.93	\$35.80	\$31.32	\$2,556.05	\$36.51	\$31.95
TECHNICIAN - GRADE 1	2461									
1		\$1,632.42	\$23.32	\$20.41	\$1,665.07	\$23.79	\$20.81	\$1,698.37	\$24.26	\$21.23
2		\$1,707.56	\$24.39	\$21.34	\$1,741.72	\$24.88	\$21.77	\$1,776.55	\$25.38	\$22.21
3		\$1,780.12	\$25.43	\$22.25	\$1,815.72	\$25.94	\$22.70	\$1,852.03	\$26.46	\$23.15
4		\$1,860.44	\$26.58	\$23.26	\$1,897.65	\$27.11	\$23.72	\$1,935.60	\$27.65	\$24.20
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
TECHNICIAN - GRADE 2	2462									
1		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
2		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
3		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
4		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
5		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
TECHNICIAN - GRADE 3	2463									
1		\$1,899.31	\$27.13	\$23.74	\$1,937.30	\$27.68	\$24.22	\$1,976.04	\$28.23	\$24.70
2		\$1,980.93	\$28.30	\$24.76	\$2,020.55	\$28.86	\$25.26	\$2,060.96	\$29.44	\$25.76
3		\$2,081.98	\$29.74	\$26.02	\$2,123.62	\$30.34	\$26.55	\$2,166.10	\$30.94	\$27.08
4		\$2,167.49	\$30.96	\$27.09	\$2,210.84	\$31.58	\$27.64	\$2,255.06	\$32.22	\$28.19
5		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
TECHNICIAN - GRADE 4	2464									
1		\$2,151.95	\$30.74	\$26.90	\$2,194.98	\$31.36	\$27.44	\$2,238.88	\$31.98	\$27.99
2		\$2,249.11	\$32.13	\$28.11	\$2,294.10	\$32.77	\$28.68	\$2,339.98	\$33.43	\$29.25
3		\$2,363.12	\$33.76	\$29.54	\$2,410.39	\$34.43	\$30.13	\$2,458.59	\$35.12	\$30.73
4		\$2,468.07	\$35.26	\$30.85	\$2,517.43	\$35.96	\$31.47	\$2,567.78	\$36.68	\$32.10
5		\$2,583.37	\$36.91	\$32.29	\$2,635.04	\$37.64	\$32.94	\$2,687.74	\$38.40	\$33.60
TECHNICIAN - WORK MANAGEMENT	2465									
1		\$2,061.04	\$29.44	\$25.76	\$2,102.26	\$30.03	\$26.28	\$2,144.30	\$30.63	\$26.80
2		\$2,135.79	\$30.51	\$26.70	\$2,178.51	\$31.12	\$27.23	\$2,222.08	\$31.74	\$27.78
3		\$2,213.25	\$31.62	\$27.67	\$2,257.52	\$32.25	\$28.22	\$2,302.67	\$32.90	\$28.78
TECHNICIAN - HORTICULTURE	2467									
1		\$1,754.21	\$25.06	\$21.93	\$1,789.29	\$25.56	\$22.37	\$1,825.07	\$26.07	\$22.81
2		\$1,839.71	\$26.28	\$23.00	\$1,876.51	\$26.81	\$23.46	\$1,914.04	\$27.34	\$23.93
3		\$1,914.86	\$27.36	\$23.94	\$1,953.15	\$27.90	\$24.41	\$1,992.22	\$28.46	\$24.90
4		\$1,991.29	\$28.45	\$24.89	\$2,031.12	\$29.02	\$25.39	\$2,071.74	\$29.60	\$25.90

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		TECHNICIAN - INSTRUMENT 1	2471							
1		\$1,938.18	\$27.69	\$24.23	\$1,976.94	\$28.24	\$24.71	\$2,016.48	\$28.81	\$25.21
2		\$2,036.64	\$29.09	\$25.46	\$2,077.37	\$29.68	\$25.97	\$2,118.92	\$30.27	\$26.49
3		\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
4		\$2,175.27	\$31.08	\$27.19	\$2,218.77	\$31.70	\$27.73	\$2,263.15	\$32.33	\$28.29
TECHNICIAN - INSTRUMENT 2 - 40 HRS	2472									
1		\$2,205.06	\$31.50	\$27.56	\$2,249.17	\$32.13	\$28.11	\$2,294.15	\$32.77	\$28.68
2		\$2,268.55	\$32.41	\$28.36	\$2,313.92	\$33.06	\$28.92	\$2,360.20	\$33.72	\$29.50
3		\$2,370.90	\$33.87	\$29.64	\$2,418.32	\$34.55	\$30.23	\$2,466.68	\$35.24	\$30.83
4		\$2,484.91	\$35.50	\$31.06	\$2,534.61	\$36.21	\$31.68	\$2,585.30	\$36.93	\$32.32
5		\$2,570.42	\$36.72	\$32.13	\$2,621.82	\$37.45	\$32.77	\$2,674.26	\$38.20	\$33.43
TECHNICIAN - INSTRUMENT SENIOR	2473									
1		\$2,268.55	\$32.41	\$28.36	\$2,313.92	\$33.06	\$28.92	\$2,360.20	\$33.72	\$29.50
2		\$2,370.90	\$33.87	\$29.64	\$2,418.32	\$34.55	\$30.23	\$2,466.68	\$35.24	\$30.83
3		\$2,484.91	\$35.50	\$31.06	\$2,534.61	\$36.21	\$31.68	\$2,585.30	\$36.93	\$32.32
4		\$2,570.42	\$36.72	\$32.13	\$2,621.82	\$37.45	\$32.77	\$2,674.26	\$38.20	\$33.43
5		\$2,654.63	\$37.92	\$33.18	\$2,707.72	\$38.68	\$33.85	\$2,761.87	\$39.46	\$34.52
TECHNICIAN - INSTRUMENT 2 - 35 HRS	2474									
1		\$2,186.93	\$31.24	\$27.34	\$2,230.66	\$31.87	\$27.88	\$2,275.28	\$32.50	\$28.44
2		\$2,255.59	\$32.22	\$28.19	\$2,300.70	\$32.87	\$28.76	\$2,346.72	\$33.52	\$29.33
3		\$2,360.53	\$33.72	\$29.51	\$2,407.74	\$34.40	\$30.10	\$2,455.90	\$35.08	\$30.70
4		\$2,475.84	\$35.37	\$30.95	\$2,525.36	\$36.08	\$31.57	\$2,575.86	\$36.80	\$32.20
5		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24
TECHNICIAN - LABORATORY 1	2481									
1		\$1,348.69	\$19.27	\$16.86	\$1,375.66	\$19.65	\$17.20	\$1,403.18	\$20.05	\$17.54
2		\$1,417.36	\$20.25	\$17.72	\$1,445.70	\$20.65	\$18.07	\$1,474.62	\$21.07	\$18.43
3		\$1,474.36	\$21.06	\$18.43	\$1,503.85	\$21.48	\$18.80	\$1,533.93	\$21.91	\$19.17
4		\$1,518.41	\$21.69	\$18.98	\$1,548.78	\$22.13	\$19.36	\$1,579.75	\$22.57	\$19.75
5		\$1,568.94	\$22.41	\$19.61	\$1,600.32	\$22.86	\$20.00	\$1,632.32	\$23.32	\$20.40
6		\$1,633.72	\$23.34	\$20.42	\$1,666.39	\$23.81	\$20.83	\$1,699.72	\$24.28	\$21.25
TECHNICIAN - LABORATORY 2	2482									
1		\$1,664.81	\$23.78	\$20.81	\$1,698.11	\$24.26	\$21.23	\$1,732.07	\$24.74	\$21.65
2		\$1,727.00	\$24.67	\$21.59	\$1,761.54	\$25.16	\$22.02	\$1,796.77	\$25.67	\$22.46
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
5		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
TECHNICIAN - LABORATORY 3	2483									
1		\$1,874.69	\$26.78	\$23.43	\$1,912.19	\$27.32	\$23.90	\$1,950.43	\$27.86	\$24.38
2		\$1,956.31	\$27.95	\$24.45	\$1,995.44	\$28.51	\$24.94	\$2,035.35	\$29.08	\$25.44
3		\$2,032.75	\$29.04	\$25.41	\$2,073.41	\$29.62	\$25.92	\$2,114.88	\$30.21	\$26.44
4		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
5		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		TECHNICIAN - MARKET RESEARCH	2484							
1		\$1,668.70	\$23.84	\$20.86	\$1,702.07	\$24.32	\$21.28	\$1,736.11	\$24.80	\$21.70
2		\$1,752.91	\$25.04	\$21.91	\$1,787.97	\$25.54	\$22.35	\$1,823.73	\$26.05	\$22.80
3		\$1,844.90	\$26.36	\$23.06	\$1,881.79	\$26.88	\$23.52	\$1,919.43	\$27.42	\$23.99
4		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
5		\$2,022.39	\$28.89	\$25.28	\$2,062.84	\$29.47	\$25.79	\$2,104.09	\$30.06	\$26.30
6		\$2,122.15	\$30.32	\$26.53	\$2,164.59	\$30.92	\$27.06	\$2,207.88	\$31.54	\$27.60
TECHNICIAN - RECREATION A	2501									
1		\$848.90	\$12.13	\$10.61	\$873.12	\$12.47	\$10.91	\$890.58	\$12.72	\$11.13
*40 Hr only rate increase effective Oct 14/14		\$856.00		\$10.70						
TECHNICIAN - RECREATION B	2502									
1		\$1,039.05	\$14.84	\$12.99	\$1,059.83	\$15.14	\$13.25	\$1,081.03	\$15.44	\$13.51
TECHNICIAN - RECREATION C	2503									
1		\$1,246.34	\$17.80	\$15.58	\$1,271.27	\$18.16	\$15.89	\$1,296.69	\$18.52	\$16.21
TECHNICIAN - RECREATION D	2504									
1		\$1,347.40	\$19.25	\$16.84	\$1,374.34	\$19.63	\$17.18	\$1,401.83	\$20.03	\$17.52
2		\$1,421.24	\$20.30	\$17.77	\$1,449.67	\$20.71	\$18.12	\$1,478.66	\$21.12	\$18.48
3		\$1,496.39	\$21.38	\$18.70	\$1,526.31	\$21.80	\$19.08	\$1,556.84	\$22.24	\$19.46
4		\$1,574.12	\$22.49	\$19.68	\$1,605.60	\$22.94	\$20.07	\$1,637.71	\$23.40	\$20.47
TECHNOLOGIST - TRAFFIC SIGNALS	2507									
1		\$2,711.63	\$38.74	\$33.90	\$2,765.87	\$39.51	\$34.57	\$2,821.18	\$40.30	\$35.26
TECHNICIAN - TRAFFIC SIGNALS TRAINEE	2508									
1		\$1,251.52	\$17.88	\$15.64	\$1,276.55	\$18.24	\$15.96	\$1,302.08	\$18.60	\$16.28
2		\$1,360.35	\$19.43	\$17.00	\$1,387.56	\$19.82	\$17.34	\$1,415.31	\$20.22	\$17.69
3		\$1,475.66	\$21.08	\$18.45	\$1,505.17	\$21.50	\$18.81	\$1,535.27	\$21.93	\$19.19
4		\$1,587.08	\$22.67	\$19.84	\$1,618.82	\$23.13	\$20.24	\$1,651.19	\$23.59	\$20.64
5		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
6		\$1,817.69	\$25.97	\$22.72	\$1,854.04	\$26.49	\$23.18	\$1,891.12	\$27.02	\$23.64
7		\$1,925.22	\$27.50	\$24.07	\$1,963.72	\$28.05	\$24.55	\$2,003.00	\$28.61	\$25.04
8		\$2,034.05	\$29.06	\$25.43	\$2,074.73	\$29.64	\$25.93	\$2,116.22	\$30.23	\$26.45
TECHNICIAN - RECREATION E	2509									
1		\$1,662.22	\$23.75	\$20.78	\$1,695.46	\$24.22	\$21.19	\$1,729.37	\$24.71	\$21.62
2		\$1,743.84	\$24.91	\$21.80	\$1,778.72	\$25.41	\$22.23	\$1,814.29	\$25.92	\$22.68
3		\$1,828.05	\$26.12	\$22.85	\$1,864.61	\$26.64	\$23.31	\$1,901.91	\$27.17	\$23.77
4		\$1,916.15	\$27.37	\$23.95	\$1,954.47	\$27.92	\$24.43	\$1,993.56	\$28.48	\$24.92
5		\$2,019.80	\$28.85	\$25.25	\$2,060.19	\$29.43	\$25.75	\$2,101.40	\$30.02	\$26.27
TECHNICIAN - LABORATORY - SENIOR	2510									
1		\$2,105.31	\$30.08	\$26.32	\$2,147.41	\$30.68	\$26.84	\$2,190.36	\$31.29	\$27.38
2		\$2,197.29	\$31.39	\$27.47	\$2,241.24	\$32.02	\$28.02	\$2,286.06	\$32.66	\$28.58
3		\$2,276.32	\$32.52	\$28.45	\$2,321.85	\$33.17	\$29.02	\$2,368.28	\$33.83	\$29.60
4		\$2,372.19	\$33.89	\$29.65	\$2,419.64	\$34.57	\$30.25	\$2,468.03	\$35.26	\$30.85
5		\$2,468.07	\$35.26	\$30.85	\$2,517.43	\$35.96	\$31.47	\$2,567.78	\$36.68	\$32.10

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		TECHNICIAN - TRAFFIC SIGNALS TRAINEE IMPROVER 1 1	2511	\$2,228.38	\$31.83	\$27.85	\$2,272.95	\$32.47	\$28.41	\$2,318.41
TECHNICIAN - TRAFFIC SIGNALS TRAINEE IMPROVER 2 1	2512	\$2,426.61	\$34.67	\$30.33	\$2,475.14	\$35.36	\$30.94	\$2,524.64	\$36.07	\$31.56
TECHNOLOGIST - ELECTRONIC 1	2519	\$2,229.68	\$31.85	\$27.87	\$2,274.27	\$32.49	\$28.43	\$2,319.76	\$33.14	\$29.00
2		\$2,339.80	\$33.43	\$29.25	\$2,386.60	\$34.09	\$29.83	\$2,434.33	\$34.78	\$30.43
3		\$2,459.00	\$35.13	\$30.74	\$2,508.18	\$35.83	\$31.35	\$2,558.34	\$36.55	\$31.98
4		\$2,539.32	\$36.28	\$31.74	\$2,590.11	\$37.00	\$32.38	\$2,641.91	\$37.74	\$33.02
5		\$2,630.01	\$37.57	\$32.88	\$2,682.61	\$38.32	\$33.53	\$2,736.26	\$39.09	\$34.20
6		\$2,742.73	\$39.18	\$34.28	\$2,797.58	\$39.97	\$34.97	\$2,853.53	\$40.76	\$35.67
TECHNOLOGIST - GRADE 1 1	2531	\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
2		\$1,733.48	\$24.76	\$21.67	\$1,768.15	\$25.26	\$22.10	\$1,803.51	\$25.76	\$22.54
3		\$1,798.25	\$25.69	\$22.48	\$1,834.22	\$26.20	\$22.93	\$1,870.90	\$26.73	\$23.39
4		\$1,877.28	\$26.82	\$23.47	\$1,914.83	\$27.35	\$23.94	\$1,953.13	\$27.90	\$24.41
5		\$1,957.61	\$27.97	\$24.47	\$1,996.76	\$28.53	\$24.96	\$2,036.70	\$29.10	\$25.46
6		\$2,040.53	\$29.15	\$25.51	\$2,081.34	\$29.73	\$26.02	\$2,122.96	\$30.33	\$26.54
TECHNOLOGIST - GRADE 2 1	2532	\$2,107.90	\$30.11	\$26.35	\$2,150.05	\$30.72	\$26.88	\$2,193.06	\$31.33	\$27.41
2		\$2,168.79	\$30.98	\$27.11	\$2,212.16	\$31.60	\$27.65	\$2,256.41	\$32.23	\$28.21
3		\$2,275.03	\$32.50	\$28.44	\$2,320.53	\$33.15	\$29.01	\$2,366.94	\$33.81	\$29.59
4		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
5		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
TECHNOLOGIST - GRADE 3 1	2533	\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
2		\$2,479.73	\$35.42	\$31.00	\$2,529.32	\$36.13	\$31.62	\$2,579.91	\$36.86	\$32.25
3		\$2,562.64	\$36.61	\$32.03	\$2,613.89	\$37.34	\$32.67	\$2,666.17	\$38.09	\$33.33
4		\$2,679.24	\$38.27	\$33.49	\$2,732.83	\$39.04	\$34.16	\$2,787.49	\$39.82	\$34.84
5		\$2,798.44	\$39.98	\$34.98	\$2,854.40	\$40.78	\$35.68	\$2,911.49	\$41.59	\$36.39
TECHNOLOGIST - COMMUNICATION - GRADE 1 1	2541	\$2,255.77	\$32.23	\$28.20	\$2,300.88	\$32.87	\$28.76	\$2,346.90	\$33.53	\$29.34
2		\$2,334.72	\$33.35	\$29.18	\$2,381.41	\$34.02	\$29.77	\$2,429.04	\$34.70	\$30.36
3		\$2,416.44	\$34.52	\$30.21	\$2,464.76	\$35.21	\$30.81	\$2,514.06	\$35.92	\$31.43
4		\$2,501.01	\$35.73	\$31.26	\$2,551.03	\$36.44	\$31.89	\$2,602.06	\$37.17	\$32.53
TECHNOLOGIST - COMMUNICATION - GRADE 2 1	2542	\$2,676.08	\$38.23	\$33.45	\$2,729.60	\$38.99	\$34.12	\$2,784.20	\$39.77	\$34.80
2		\$2,769.75	\$39.57	\$34.62	\$2,825.14	\$40.36	\$35.31	\$2,881.64	\$41.17	\$36.02

## 2015 TO 2016 SALARY SCHEDULE

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		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		TECHNOLOGIST - BUILDING SYSTEMS	2543							
1		\$2,630.01	\$37.57	\$32.88	\$2,682.61	\$38.32	\$33.53	\$2,736.26	\$39.09	\$34.20
2		\$2,742.73	\$39.18	\$34.28	\$2,797.58	\$39.97	\$34.97	\$2,853.53	\$40.76	\$35.67
TECHNICIAN - BUILDING SYSTEMS	2544									
1		\$2,229.68	\$31.85	\$27.87	\$2,274.27	\$32.49	\$28.43	\$2,319.76	\$33.14	\$29.00
2		\$2,339.80	\$33.43	\$29.25	\$2,386.60	\$34.09	\$29.83	\$2,434.33	\$34.78	\$30.43
3		\$2,459.00	\$35.13	\$30.74	\$2,508.18	\$35.83	\$31.35	\$2,558.34	\$36.55	\$31.98
4		\$2,539.32	\$36.28	\$31.74	\$2,590.11	\$37.00	\$32.38	\$2,641.91	\$37.74	\$33.02
TECHNICIAN - ACCOUNTANT 1	2558									
1		\$1,765.87	\$25.23	\$22.07	\$1,801.18	\$25.73	\$22.51	\$1,837.21	\$26.25	\$22.97
2		\$1,853.96	\$26.49	\$23.17	\$1,891.04	\$27.01	\$23.64	\$1,928.86	\$27.56	\$24.11
3		\$1,929.11	\$27.56	\$24.11	\$1,967.69	\$28.11	\$24.60	\$2,007.04	\$28.67	\$25.09
4		\$2,013.32	\$28.76	\$25.17	\$2,053.59	\$29.34	\$25.67	\$2,094.66	\$29.92	\$26.18
TECHNICIAN - ACCOUNTANT 2	2559									
1		\$2,066.44	\$29.52	\$25.83	\$2,107.77	\$30.11	\$26.35	\$2,149.92	\$30.71	\$26.87
2		\$2,131.22	\$30.45	\$26.64	\$2,173.84	\$31.05	\$27.17	\$2,217.32	\$31.68	\$27.72
3		\$2,198.59	\$31.41	\$27.48	\$2,242.56	\$32.04	\$28.03	\$2,287.41	\$32.68	\$28.59
TECHNICIAN - ACCOUNTANT 3	2560									
1		\$2,238.75	\$31.98	\$27.98	\$2,283.52	\$32.62	\$28.54	\$2,329.19	\$33.27	\$29.11
2		\$2,310.01	\$33.00	\$28.88	\$2,356.21	\$33.66	\$29.45	\$2,403.33	\$34.33	\$30.04
3		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
4		\$2,452.52	\$35.04	\$30.66	\$2,501.57	\$35.74	\$31.27	\$2,551.60	\$36.45	\$31.90
TRAINWORKER	2566									
1		\$2,058.66	\$29.41	\$25.73	\$2,099.84	\$30.00	\$26.25	\$2,141.83	\$30.60	\$26.77
TREE CLIMBER	2621									
1				\$23.97			\$24.45			\$24.94
UTILITY 4	2634									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
UTILITY A	2641									
1		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
UTILITY B	2642									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
UTILITY C	2643									
1		\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
UTILITY D	2644									
1		\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
UTILITY 1 - AFTER 4 MONTHS	2650									
1		\$1,453.63	\$20.77	\$18.17	\$1,482.70	\$21.18	\$18.53	\$1,512.36	\$21.61	\$18.90
2		\$1,647.97	\$23.54	\$20.60	\$1,680.93	\$24.01	\$21.01	\$1,714.55	\$24.49	\$21.43
UTILITY 1 - FIRST 4 MONTHS	2651									
1		\$1,259.30	\$17.99	\$15.74	\$1,284.48	\$18.35	\$16.06	\$1,310.17	\$18.72	\$16.38

**2015 TO 2016 SALARY SCHEDULE**

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		UTILITY 2 1	2652	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59
UTILITY 3 1	2653	\$1,747.73	\$24.97	\$21.85	\$1,782.68	\$25.47	\$22.28	\$1,818.34	\$25.98	\$22.73
WEIGH SCALES OPERATOR-CENTRAL SCALE 1	2721	\$1,566.35	\$22.38	\$19.58	\$1,597.67	\$22.82	\$19.97	\$1,629.63	\$23.28	\$20.37
2		\$1,644.08	\$23.49	\$20.55	\$1,676.96	\$23.96	\$20.96	\$1,710.50	\$24.44	\$21.38
3		\$1,739.95	\$24.86	\$21.75	\$1,774.75	\$25.35	\$22.18	\$1,810.25	\$25.86	\$22.63
WEIGH SCALES OPERATOR-REFUSE DISPOSAL 1	2722	\$1,772.34	\$25.32	\$22.15	\$1,807.79	\$25.83	\$22.60	\$1,843.95	\$26.34	\$23.05
WELDER 1	2731	\$2,396.35		\$29.95	\$2,444.28		\$30.55	\$2,493.17		\$31.16
WELDER - LEADING 1	2734	\$2,481.86		\$31.02	\$2,531.50		\$31.64	\$2,582.13		\$32.28
WELDER - PRESSURE VESSEL 1	2741	\$2,416.24	\$34.52	\$30.20	\$2,464.57	\$35.21	\$30.81	\$2,513.86	\$35.91	\$31.42
WORKER - ARENA CASUAL 1	2764	\$1,118.08	\$15.97	\$13.98	\$1,140.44	\$16.29	\$14.26	\$1,163.25	\$16.62	\$14.54
WORKER - COMMUNITY DEVELOPMENT 1 1	2765	\$1,807.32	\$25.82	\$22.59	\$1,843.47	\$26.34	\$23.04	\$1,880.34	\$26.86	\$23.50
2		\$1,901.90	\$27.17	\$23.77	\$1,939.94	\$27.71	\$24.25	\$1,978.74	\$28.27	\$24.73
3		\$1,966.68	\$28.10	\$24.58	\$2,006.01	\$28.66	\$25.08	\$2,046.13	\$29.23	\$25.58
4		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
5		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21
6		\$2,163.61	\$30.91	\$27.05	\$2,206.88	\$31.53	\$27.59	\$2,251.02	\$32.16	\$28.14
WORKER - COMMUNITY DEVELOPMENT 2 1	2766	\$2,087.17	\$29.82	\$26.09	\$2,128.91	\$30.41	\$26.61	\$2,171.49	\$31.02	\$27.14
2		\$2,145.47	\$30.65	\$26.82	\$2,188.38	\$31.26	\$27.35	\$2,232.14	\$31.89	\$27.90
3		\$2,210.25	\$31.57	\$27.63	\$2,254.45	\$32.21	\$28.18	\$2,299.54	\$32.85	\$28.74
4		\$2,267.25	\$32.39	\$28.34	\$2,312.60	\$33.04	\$28.91	\$2,358.85	\$33.70	\$29.49
5		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
WORKER - CONCESSION GOLF 1	2768			\$11.01			\$11.23			\$11.46
WORKER - SEWER MAINTENANCE 1	2771	\$1,763.27	\$25.19	\$22.04	\$1,798.54	\$25.69	\$22.48	\$1,834.51	\$26.21	\$22.93
WORKER - METER SERVICE 1 1	2772	\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
WORKER - METER SERVICE 2 1	2773	\$1,843.60	\$26.34	\$23.04	\$1,880.47	\$26.86	\$23.51	\$1,918.08	\$27.40	\$23.98
WORKER - WATER SUPPLY 1	2775	\$2,104.01	\$30.06	\$26.30	\$2,146.09	\$30.66	\$26.83	\$2,189.01	\$31.27	\$27.36

2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		WORKER - ELIGIBILITY 2	2782							
1		\$1,901.90	\$27.17	\$23.77	\$1,939.94	\$27.71	\$24.25	\$1,978.74	\$28.27	\$24.73
2		\$1,966.68	\$28.10	\$24.58	\$2,006.01	\$28.66	\$25.08	\$2,046.13	\$29.23	\$25.58
3		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
4		\$2,092.35	\$29.89	\$26.15	\$2,134.20	\$30.49	\$26.68	\$2,176.88	\$31.10	\$27.21
5		\$2,163.61	\$30.91	\$27.05	\$2,206.88	\$31.53	\$27.59	\$2,251.02	\$32.16	\$28.14
WEB SERVICES SPECIALIST	2783									
1		\$1,786.89	\$25.53	\$22.34	\$1,822.63	\$26.04	\$22.78	\$1,859.08	\$26.56	\$23.24
2		\$1,849.43	\$26.42	\$23.12	\$1,886.42	\$26.95	\$23.58	\$1,924.15	\$27.49	\$24.05
3		\$1,914.16	\$27.35	\$23.93	\$1,952.44	\$27.89	\$24.41	\$1,991.49	\$28.45	\$24.89
4		\$1,981.15	\$28.30	\$24.76	\$2,020.78	\$28.87	\$25.26	\$2,061.19	\$29.45	\$25.76
5		\$2,050.50	\$29.29	\$25.63	\$2,091.51	\$29.88	\$26.14	\$2,133.34	\$30.48	\$26.67
6		\$2,122.26	\$30.32	\$26.53	\$2,164.71	\$30.92	\$27.06	\$2,208.00	\$31.54	\$27.60
WORKER-SOCIAL 3-SOCIAL SERVICES	2788									
1		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
2		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
3		\$2,443.45	\$34.91	\$30.54	\$2,492.32	\$35.60	\$31.15	\$2,542.16	\$36.32	\$31.78
4		\$2,492.68	\$35.61	\$31.16	\$2,542.53	\$36.32	\$31.78	\$2,593.39	\$37.05	\$32.42
5		\$2,554.87	\$36.50	\$31.94	\$2,605.97	\$37.23	\$32.57	\$2,658.09	\$37.97	\$33.23
TECHNICAL WRITER/ADMINISTRATOR	2802									
1		\$1,908.97	\$27.27	\$23.86	\$1,947.15	\$27.82	\$24.34	\$1,986.09	\$28.37	\$24.83
2		\$1,975.79	\$28.23	\$24.70	\$2,015.31	\$28.79	\$25.19	\$2,055.61	\$29.37	\$25.70
3		\$2,044.93	\$29.21	\$25.56	\$2,085.83	\$29.80	\$26.07	\$2,127.55	\$30.39	\$26.59
4		\$2,116.51	\$30.24	\$26.46	\$2,158.84	\$30.84	\$26.99	\$2,202.02	\$31.46	\$27.53
5		\$2,190.59	\$31.29	\$27.38	\$2,234.40	\$31.92	\$27.93	\$2,279.09	\$32.56	\$28.49
6		\$2,267.26	\$32.39	\$28.34	\$2,312.61	\$33.04	\$28.91	\$2,358.86	\$33.70	\$29.49
FIELD SERVICES COORDINATOR	2803									
1		\$2,378.67	\$33.98	\$29.73	\$2,426.24	\$34.66	\$30.33	\$2,474.77	\$35.35	\$30.93
2		\$2,483.61	\$35.48	\$31.05	\$2,533.28	\$36.19	\$31.67	\$2,583.95	\$36.91	\$32.30
3		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24
WATER TREATMENT OPERATOR - IT	2901									
1		\$1,788.80	\$25.55	\$22.36	\$1,824.58	\$26.07	\$22.81	\$1,861.07	\$26.59	\$23.26
WATER TREATMENT OPERATOR - 1A	2902									
1		\$1,874.93	\$26.78	\$23.44	\$1,912.42	\$27.32	\$23.91	\$1,950.67	\$27.87	\$24.38
WATER TREATMENT OPERATOR - 1B	2903									
1		\$1,956.10	\$27.94	\$24.45	\$1,995.22	\$28.50	\$24.94	\$2,035.13	\$29.07	\$25.44
WATER TREATMENT OPERATOR - 2A	2904									
1		\$2,028.36	\$28.98	\$25.35	\$2,068.93	\$29.56	\$25.86	\$2,110.31	\$30.15	\$26.38
WATER TREATMENT OPERATOR - 2B	2905									
1		\$2,124.39	\$30.35	\$26.55	\$2,166.88	\$30.96	\$27.09	\$2,210.21	\$31.57	\$27.63

## 2015 TO 2016 SALARY SCHEDULE

DESCRIPTION	CLASS CODE	RATES BY EFFECTIVE DATE DECEMBER 29, 2013 - 2.50% Pay Period #01/14			RATES BY EFFECTIVE DATE DECEMBER 28, 2014 - 2.0% Pay Period #01/15			RATES BY EFFECTIVE DATE DECEMBER 27, 2015 - 2.0% Pay Period #01/16		
		BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS	BIWEEKLY	HOURLY 35 HOURS	HOURLY 40 HOURS
		WATER TREATMENT OPERATOR - 3A	2906							
1		\$2,254.07	\$32.20	\$28.18	\$2,299.15	\$32.84	\$28.74	\$2,345.13	\$33.50	\$29.31
2		\$2,277.83	\$32.54	\$28.47	\$2,323.38	\$33.19	\$29.04	\$2,369.85	\$33.86	\$29.62
WATER TREATMENT OPERATOR - 3B	2907									
1		\$2,358.01	\$33.69	\$29.48	\$2,405.17	\$34.36	\$30.06	\$2,453.27	\$35.05	\$30.67
2		\$2,381.77	\$34.03	\$29.77	\$2,429.40	\$34.71	\$30.37	\$2,477.99	\$35.40	\$30.97
WATER TREATMENT OPERATOR - 4	2908									
1		\$2,617.37	\$37.39	\$32.72	\$2,669.72	\$38.14	\$33.37	\$2,723.11	\$38.90	\$34.04
2		\$2,656.97	\$37.96	\$33.21	\$2,710.11	\$38.72	\$33.88	\$2,764.31	\$39.49	\$34.55
CORPORATE WEB SERVICES SPECIALIST	2909									
1		\$1,914.16	\$27.35	\$23.93	\$1,952.44	\$27.89	\$24.41	\$1,991.49	\$28.45	\$24.89
2		\$1,981.15	\$28.30	\$24.76	\$2,020.78	\$28.87	\$25.26	\$2,061.19	\$29.45	\$25.76
3		\$2,050.50	\$29.29	\$25.63	\$2,091.51	\$29.88	\$26.14	\$2,133.34	\$30.48	\$26.67
4		\$2,122.26	\$30.32	\$26.53	\$2,164.71	\$30.92	\$27.06	\$2,208.00	\$31.54	\$27.60
5		\$2,196.54	\$31.38	\$27.46	\$2,240.47	\$32.01	\$28.01	\$2,285.28	\$32.65	\$28.57
6		\$2,273.42	\$32.48	\$28.42	\$2,318.89	\$33.13	\$28.99	\$2,365.27	\$33.79	\$29.57
TRAINER-RESPECTFUL WORKPLACE	3001									
1		\$2,149.35	\$30.71	\$26.87	\$2,192.34	\$31.32	\$27.40	\$2,236.19	\$31.95	\$27.95
2		\$2,233.57	\$31.91	\$27.92	\$2,278.24	\$32.55	\$28.48	\$2,323.80	\$33.20	\$29.05
3		\$2,322.96	\$33.19	\$29.04	\$2,369.42	\$33.85	\$29.62	\$2,416.81	\$34.53	\$30.21
4		\$2,379.97	\$34.00	\$29.75	\$2,427.57	\$34.68	\$30.34	\$2,476.12	\$35.37	\$30.95
5		\$2,443.45	\$34.91	\$30.54	\$2,492.32	\$35.60	\$31.15	\$2,542.17	\$36.32	\$31.78
TRAINER - E-LEARNING	3002									
1		\$1,952.43	\$27.89	\$24.41	\$1,991.48	\$28.45	\$24.89	\$2,031.31	\$29.02	\$25.39
2		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
3		\$2,111.78	\$30.17	\$26.40	\$2,154.02	\$30.77	\$26.93	\$2,197.10	\$31.39	\$27.46
4		\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,284.71	\$32.64	\$28.56
TRAINER - JOINT COMMITTEE PROGRAM	3003									
1		\$1,952.43	\$27.89	\$24.41	\$1,991.48	\$28.45	\$24.89	\$2,031.31	\$29.02	\$25.39
2		\$2,030.16	\$29.00	\$25.38	\$2,070.77	\$29.58	\$25.88	\$2,112.18	\$30.17	\$26.40
3		\$2,111.78	\$30.17	\$26.40	\$2,154.02	\$30.77	\$26.93	\$2,197.10	\$31.39	\$27.46
4		\$2,196.00	\$31.37	\$27.45	\$2,239.91	\$32.00	\$28.00	\$2,284.71	\$32.64	\$28.56
HELPER-LANDFILL/DIRECTOR TRAFFIC	3005									
1		\$1,711.45	\$24.45	\$21.39	\$1,745.68	\$24.94	\$21.82	\$1,780.59	\$25.44	\$22.26
SUPERVISOR - BYLAW ENFORCEMENT OPERATIONS	4574									
1		\$2,227.55	\$31.82	\$27.84	\$2,272.10	\$32.46	\$28.40	\$2,317.54	\$33.11	\$28.97
2		\$2,305.51	\$32.94	\$28.82	\$2,351.62	\$33.59	\$29.40	\$2,398.66	\$34.27	\$29.98
3		\$2,386.21	\$34.09	\$29.83	\$2,433.93	\$34.77	\$30.42	\$2,482.61	\$35.47	\$31.03
4		\$2,469.72	\$35.28	\$30.87	\$2,519.12	\$35.99	\$31.49	\$2,569.50	\$36.71	\$32.12
5		\$2,556.16	\$36.52	\$31.95	\$2,607.29	\$37.25	\$32.59	\$2,659.43	\$37.99	\$33.24

### APPRENTICES

Movement through the pay bands is dependent on predetermined milestones in the continued progression to the Journey Certification

<b>Milestones - 4 Year Apprenticeship</b>	<b>% of Journey Rate</b>
Pre-Level 1 Exams	55%
After Level 1 Exams	60%
Level 1 Exams and 1800 Hours of Work at Level 1	65%
After 6 Months	70%
Level 2 Exams and 1800 Hours of Work at Level 2	75%
After 6 Months	80%
Level 3 Exams and 1800 Hours of Work at Level 3	85%
After 6 Months	90%
On Certification	100%

<b>Milestones - 3 Year Apprenticeship</b>	<b>% of Journey Rate</b>
Pre-Level 1 Exams	65%
After Level 1 Exams	70%
Level 1 Exams and 1800 Hours of Work at Level 1	75%
After 6 Months	80%
Level 2 Exams and 1800 Hours of Work at Level 2	85%
After 6 Months	90%
On Certification	100%

