

CUPE 4705 Salary Plan: Inside Workers

Salary Plan	Group	Step	70 hours bi-weekly					Annualized 70 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	1	1	16.98	17.49	18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
IW	1	2	16.98	17.49	18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
IW	1	3	16.98	17.49	18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
IW	2	1	16.98	17.49	18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
IW	2	2	17.15	17.66	18.19	18.74	19.30	1,200.50	1,236.20	1,273.30	1,311.80	1,351.00	31,333.05	32,264.82	33,233.13	34,237.98	35,261.10
IW	2	3	17.67	18.20	18.75	19.31	19.89	1,236.90	1,274.00	1,312.50	1,351.70	1,392.30	32,283.09	33,251.40	34,256.25	35,279.37	36,339.03
IW	3	1	21.03	21.66	22.31	22.98	23.67	1,472.10	1,516.20	1,561.70	1,608.60	1,656.90	38,421.81	39,572.82	40,760.37	41,984.46	43,245.09
IW	3	2	23.22	23.92	24.64	25.38	26.14	1,625.40	1,674.40	1,724.80	1,776.60	1,829.80	42,422.94	43,701.84	45,017.28	46,369.26	47,757.78
IW	3	3	23.96	24.68	25.42	26.18	26.97	1,677.20	1,727.60	1,779.40	1,832.60	1,887.90	43,774.92	45,090.36	46,442.34	47,830.86	49,274.19
IW	4	1	24.07	24.79	25.53	26.30	27.09	1,684.90	1,735.30	1,787.10	1,841.00	1,896.30	43,975.89	45,291.33	46,643.31	48,050.10	49,493.43
IW	4	2	24.89	25.64	26.41	27.20	28.02	1,742.30	1,794.80	1,848.70	1,904.00	1,961.40	45,474.03	46,844.28	48,251.07	49,694.40	51,192.54
IW	4	3	25.74	26.51	27.31	28.13	28.97	1,801.80	1,855.70	1,911.70	1,969.10	2,027.90	47,026.98	48,433.77	49,895.37	51,393.51	52,928.19
IW	4	4	26.64	27.44	28.26	29.11	29.98	1,864.80	1,920.80	1,978.20	2,037.70	2,098.60	48,671.28	50,132.88	51,631.02	53,183.97	54,773.46
IW	4	5	27.49	28.31	29.16	30.03	30.93	1,924.30	1,981.70	2,041.20	2,102.10	2,165.10	50,224.23	51,722.37	53,275.32	54,864.81	56,509.11
IW	5	1	24.42	25.15	25.90	26.68	27.48	1,709.40	1,760.50	1,813.00	1,867.60	1,923.60	44,615.34	45,949.05	47,319.30	48,744.36	50,205.96
IW	5	2	25.25	26.01	26.79	27.59	28.42	1,767.50	1,820.70	1,875.30	1,931.30	1,989.40	46,131.75	47,520.27	48,945.33	50,406.93	51,923.34
IW	5	3	26.13	26.91	27.72	28.55	29.41	1,829.10	1,883.70	1,940.40	1,998.50	2,058.70	47,739.51	49,164.57	50,644.44	52,160.85	53,732.07
IW	5	4	27.17	27.99	28.83	29.69	30.58	1,901.90	1,959.30	2,018.10	2,078.30	2,140.60	49,639.59	51,137.73	52,672.41	54,243.63	55,869.66
IW	5	5	28.20	29.05	29.92	30.82	31.74	1,974.00	2,033.50	2,094.40	2,157.40	2,221.80	51,521.40	53,074.35	54,663.84	56,308.14	57,988.98
IW	6	1	24.89	25.64	26.41	27.20	28.02	1,742.30	1,794.80	1,848.70	1,904.00	1,961.40	45,474.03	46,844.28	48,251.07	49,694.40	51,192.54
IW	6	2	26.06	26.84	27.65	28.48	29.33	1,824.20	1,878.80	1,935.50	1,993.60	2,053.10	47,611.62	49,036.68	50,516.55	52,032.96	53,585.91
IW	6	3	27.13	27.94	28.78	29.64	30.53	1,899.10	1,955.80	2,014.60	2,074.80	2,137.10	49,566.51	51,046.38	52,581.06	54,152.28	55,778.31
IW	6	4	28.22	29.07	29.94	30.84	31.77	1,975.40	2,034.90	2,095.80	2,158.80	2,223.90	51,557.94	53,110.89	54,700.38	56,344.68	58,043.79
IW	6	5	29.27	30.15	31.05	31.98	32.94	2,048.90	2,110.50	2,173.50	2,238.60	2,305.80	53,476.29	55,084.05	56,728.35	58,427.46	60,181.38
IW	7	1	25.66	26.43	27.22	28.04	28.88	1,796.20	1,850.10	1,905.40	1,962.80	2,021.60	46,880.82	48,287.61	49,730.94	51,229.08	52,763.76
IW	7	2	26.71	27.51	28.34	29.19	30.07	1,869.70	1,925.70	1,983.80	2,043.30	2,104.90	48,799.17	50,260.77	51,777.18	53,330.13	54,937.89
IW	7	3	27.81	28.64	29.50	30.39	31.30	1,946.70	2,004.80	2,065.00	2,127.30	2,191.00	50,808.87	52,325.28	53,896.50	55,522.53	57,185.10
IW	7	4	28.85	29.72	30.61	31.53	32.48	2,019.50	2,080.40	2,142.70	2,207.10	2,273.60	52,708.95	54,298.44	55,924.47	57,605.31	59,340.96
IW	7	5	30.03	30.93	31.86	32.82	33.80	2,102.10	2,165.10	2,230.20	2,297.40	2,366.00	54,864.81	56,509.11	58,208.22	59,962.14	61,752.60
<i>Rate paid to Grandparented Bus Operators only per Note to Schedule A in CBA (prev Step 6)</i>																	
IW	7	9	30.18	31.09	32.02	32.98	33.97	2,112.60	2,176.30	2,241.40	2,308.60	2,377.90	55,138.86	56,801.43	58,500.54	60,254.46	62,063.19

CUPE 4705 Salary Plan: Inside Workers (cont'd)

Salary Plan	Group	Step	70 hours bi-weekly					Annualized 70 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	8	1	26.40	27.19	28.01	28.85	29.72	1,848.00	1,903.30	1,960.70	2,019.50	2,080.40	48,232.80	49,676.13	51,174.27	52,708.95	54,298.44
IW	8	2	27.45	28.27	29.12	29.99	30.89	1,921.50	1,978.90	2,038.40	2,099.30	2,162.30	50,151.15	51,649.29	53,202.24	54,791.73	56,436.03
IW	8	3	28.41	29.26	30.14	31.04	31.97	1,988.70	2,048.20	2,109.80	2,172.80	2,237.90	51,905.07	53,458.02	55,065.78	56,710.08	58,409.19
IW	8	4	29.42	30.30	31.21	32.15	33.11	2,059.40	2,121.00	2,184.70	2,250.50	2,317.70	53,750.34	55,358.10	57,020.67	58,738.05	60,491.97
IW	8	5	30.64	31.56	32.51	33.49	34.49	2,144.80	2,209.20	2,275.70	2,344.30	2,414.30	55,979.28	57,660.12	59,395.77	61,186.23	63,013.23
IW	9	1	27.09	27.90	28.74	29.60	30.49	1,896.30	1,953.00	2,011.80	2,072.00	2,134.30	49,493.43	50,973.30	52,507.98	54,079.20	55,705.23
IW	9	2	28.30	29.15	30.02	30.92	31.85	1,981.00	2,040.50	2,101.40	2,164.40	2,229.50	51,704.10	53,257.05	54,846.54	56,490.84	58,189.95
IW	9	3	29.42	30.30	31.21	32.15	33.11	2,059.40	2,121.00	2,184.70	2,250.50	2,317.70	53,750.34	55,358.10	57,020.67	58,738.05	60,491.97
IW	9	4	30.69	31.61	32.56	33.54	34.55	2,148.30	2,212.70	2,279.20	2,347.80	2,418.50	56,070.63	57,751.47	59,487.12	61,277.58	63,122.85
IW	9	5	32.05	33.01	34.00	35.02	36.07	2,243.50	2,310.70	2,380.00	2,451.40	2,524.90	58,555.35	60,309.27	62,118.00	63,981.54	65,899.89
IW	10	1	27.85	28.69	29.55	30.44	31.35	1,949.50	2,008.30	2,068.50	2,130.80	2,194.50	50,881.95	52,416.63	53,987.85	55,613.88	57,276.45
IW	10	2	29.18	30.06	30.96	31.89	32.85	2,042.60	2,104.20	2,167.20	2,232.30	2,299.50	53,311.86	54,919.62	56,563.92	58,263.03	60,016.95
IW	10	3	30.64	31.56	32.51	33.49	34.49	2,144.80	2,209.20	2,275.70	2,344.30	2,414.30	55,979.28	57,660.12	59,395.77	61,186.23	63,013.23
IW	10	4	32.05	33.01	34.00	35.02	36.07	2,243.50	2,310.70	2,380.00	2,451.40	2,524.90	58,555.35	60,309.27	62,118.00	63,981.54	65,899.89
IW	10	5	33.63	34.64	35.68	36.75	37.85	2,354.10	2,424.80	2,497.60	2,572.50	2,649.50	61,442.01	63,287.28	65,187.36	67,142.25	69,151.95
IW	11	1	29.09	29.96	30.86	31.79	32.74	2,036.30	2,097.20	2,160.20	2,225.30	2,291.80	53,147.43	54,736.92	56,381.22	58,080.33	59,815.98
IW	11	2	30.70	31.62	32.57	33.55	34.56	2,149.00	2,213.40	2,279.90	2,348.50	2,419.20	56,088.90	57,769.74	59,505.39	61,295.85	63,141.12
IW	11	3	32.46	33.43	34.43	35.46	36.52	2,272.20	2,340.10	2,410.10	2,482.20	2,556.40	59,304.42	61,076.61	62,903.61	64,785.42	66,722.04
IW	11	4	34.36	35.39	36.45	37.54	38.67	2,405.20	2,477.30	2,551.50	2,627.80	2,706.90	62,775.72	64,657.53	66,594.15	68,585.58	70,650.09
IW	11	5	36.15	37.23	38.35	39.50	40.69	2,530.50	2,606.10	2,684.50	2,765.00	2,848.30	66,046.05	68,019.21	70,065.45	72,166.50	74,340.63
IW	12	1	31.21	32.15	33.11	34.10	35.12	2,184.70	2,250.50	2,317.70	2,387.00	2,458.40	57,020.67	58,738.05	60,491.97	62,300.70	64,164.24
IW	12	2	33.16	34.15	35.17	36.23	37.32	2,321.20	2,390.50	2,461.90	2,536.10	2,612.40	60,583.32	62,392.05	64,255.59	66,192.21	68,183.64
IW	12	3	35.22	36.28	37.37	38.49	39.64	2,465.40	2,539.60	2,615.90	2,694.30	2,774.80	64,346.94	66,283.56	68,274.99	70,321.23	72,422.28
IW	12	4	37.35	38.47	39.62	40.81	42.03	2,614.50	2,692.90	2,773.40	2,856.70	2,942.10	68,238.45	70,284.69	72,385.74	74,559.87	76,788.81
IW	12	5	39.37	40.55	41.77	43.02	44.31	2,755.90	2,838.50	2,923.90	3,011.40	3,101.70	71,928.99	74,084.85	76,313.79	78,597.54	80,954.37
IW	13	1	33.67	34.68	35.72	36.79	37.89	2,356.90	2,427.60	2,500.40	2,575.30	2,652.30	61,515.09	63,360.36	65,260.44	67,215.33	69,225.03
IW	13	2	35.53	36.60	37.70	38.83	39.99	2,487.10	2,562.00	2,639.00	2,718.10	2,799.30	64,913.31	66,868.20	68,877.90	70,942.41	73,061.73
IW	13	3	37.46	38.58	39.74	40.93	42.16	2,622.20	2,700.60	2,781.80	2,865.10	2,951.20	68,439.42	70,485.66	72,604.98	74,779.11	77,026.32
IW	13	4	39.25	40.43	41.64	42.89	44.18	2,747.50	2,830.10	2,914.80	3,002.30	3,092.60	71,709.75	73,865.61	76,076.28	78,360.03	80,716.86
IW	13	5	41.20	42.44	43.71	45.02	46.37	2,884.00	2,970.80	3,059.70	3,151.40	3,245.90	75,272.40	77,537.88	79,858.17	82,251.54	84,717.99
IW	14	1	36.43	37.52	38.65	39.81	41.00	2,550.10	2,626.40	2,705.50	2,786.70	2,870.00	66,557.61	68,549.04	70,613.55	72,732.87	74,907.00
IW	14	2	38.38	39.53	40.72	41.94	43.20	2,686.60	2,767.10	2,850.40	2,935.80	3,024.00	70,120.26	72,221.31	74,395.44	76,624.38	78,926.40
IW	14	3	40.40	41.61	42.86	44.15	45.47	2,828.00	2,912.70	3,000.20	3,090.50	3,182.90	73,810.80	76,021.47	78,305.22	80,662.05	83,073.69
IW	14	4	42.27	43.54	44.85	46.20	47.59	2,958.90	3,047.80	3,139.50	3,234.00	3,331.30	77,227.29	79,547.58	81,940.95	84,407.40	86,946.93
IW	14	5	44.70	46.04	47.42	48.84	50.31	3,129.00	3,222.80	3,319.40	3,418.80	3,521.70	81,666.90	84,115.08	86,636.34	89,230.68	91,916.37

CUPE 4705 Salary Plan: Inside Workers (cont'd)

Salary Plan	Group	Step	70 hours bi-weekly					Annualized 70 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	15	1	38.13	39.27	40.45	41.66	42.91	2,669.10	2,748.90	2,831.50	2,916.20	3,003.70	69,663.51	71,746.29	73,902.15	76,112.82	78,396.57
IW	15	2	40.35	41.56	42.81	44.09	45.41	2,824.50	2,909.20	2,996.70	3,086.30	3,178.70	73,719.45	75,930.12	78,213.87	80,552.43	82,964.07
IW	15	3	42.47	43.74	45.05	46.40	47.79	2,972.90	3,061.80	3,153.50	3,248.00	3,345.30	77,592.69	79,912.98	82,306.35	84,772.80	87,312.33
IW	15	4	44.63	45.97	47.35	48.77	50.23	3,124.10	3,217.90	3,314.50	3,413.90	3,516.10	81,539.01	83,987.19	86,508.45	89,102.79	91,770.21
IW	15	5	46.83	48.23	49.68	51.17	52.71	3,278.10	3,376.10	3,477.60	3,581.90	3,689.70	85,558.41	88,116.21	90,765.36	93,487.59	96,301.17
IW	16	1	39.84	41.04	42.27	43.54	44.85	2,788.80	2,872.80	2,958.90	3,047.80	3,139.50	72,787.68	74,980.08	77,227.29	79,547.58	81,940.95
IW	16	2	42.14	43.40	44.70	46.04	47.42	2,949.80	3,038.00	3,129.00	3,222.80	3,319.40	76,989.78	79,291.80	81,666.90	84,115.08	86,636.34
IW	16	3	44.40	45.73	47.10	48.51	49.97	3,108.00	3,201.10	3,297.00	3,395.70	3,497.90	81,118.80	83,548.71	86,051.70	88,627.77	91,295.19
IW	16	4	46.65	48.05	49.49	50.97	52.50	3,265.50	3,363.50	3,464.30	3,567.90	3,675.00	85,229.55	87,787.35	90,418.23	93,122.19	95,917.50
IW	16	5	48.92	50.39	51.90	53.46	55.06	3,424.40	3,527.30	3,633.00	3,742.20	3,854.20	89,376.84	92,062.53	94,821.30	97,671.42	100,594.62

Note:

- Step/Merit Increases:** Employees will move through the step progression based on a successful annual performance evaluation.
- General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

CUPE 4705 Salary Plan: IWEM - Paramedics

Salary Plan	Group	Step	80 hours bi-weekly					Annualized 80 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IWEM	4	1	32.53	33.66	34.82	36.04	37.24	2,602.40	2,692.80	2,785.60	2,880.80	2,979.20	67,922.64	70,282.08	72,704.16	75,188.88	77,757.12
IWEM	4	2	34.49	35.67	36.89	38.15	39.44	2,759.20	2,853.60	2,951.20	3,052.00	3,155.20	72,015.12	74,478.96	77,026.32	79,657.20	82,350.72
<i>As per MOA dated Mar.21, 2025 PCP's shall not be paid below Step 3 when hiring/promoting</i>																	
IWEM	1	3	36.50	37.75	39.03	40.35	41.71	2,920.00	3,020.00	3,122.40	3,228.00	3,336.80	76,212.00	78,822.00	81,494.64	84,250.80	87,090.48
IWEM	1	4	38.36	39.66	41.00	42.38	43.80	3,068.80	3,172.80	3,280.00	3,390.40	3,504.00	80,095.68	82,810.08	85,608.00	88,489.44	91,454.40
IWEM	1	5	40.81	42.18	43.60	45.06	46.56	3,264.80	3,374.40	3,488.00	3,604.80	3,724.80	85,211.28	88,071.84	91,036.80	94,085.28	97,217.28
IWEM	2	4	37.53	38.66	39.82	41.04	42.24	3,002.40	3,092.80	3,185.60	3,280.80	3,379.20	78,362.64	80,722.08	83,144.16	85,628.88	88,197.12
IWEM	2	2	39.49	40.67	41.89	43.15	44.44	3,159.20	3,253.60	3,351.20	3,452.00	3,555.20	82,455.12	84,918.96	87,466.32	90,097.20	92,790.72
<i>As per MOA dated Oct.29, 2024 ACP's shall not be paid below Step 3 when hiring/promoting</i>																	
IWEM	2	3	41.50	42.75	44.03	45.35	46.71	3,320.00	3,420.00	3,522.40	3,628.00	3,736.80	86,652.00	89,262.00	91,934.64	94,690.80	97,530.48
IWEM	2	4	43.36	44.66	46.00	47.38	48.80	3,468.80	3,572.80	3,680.00	3,790.40	3,904.00	90,535.68	93,250.08	96,048.00	98,929.44	101,894.40
IWEM	2	5	45.81	47.18	48.60	50.06	51.56	3,664.80	3,774.40	3,888.00	4,004.80	4,124.80	95,651.28	98,511.84	101,476.80	104,525.28	107,657.28
IWCP	1	1	-	-	35.72	36.66	37.91	-	-	2,857.60	2,932.80	3,032.80	-	-	74,583.36	76,546.08	79,156.08
IWCP	1	2	-	-	37.70	39.09	40.41	-	-	3,016.00	3,127.20	3,232.80	-	-	78,717.60	81,619.92	84,376.08
IWCP	1	3	-	-	39.74	41.40	42.79	-	-	3,179.20	3,312.00	3,423.20	-	-	82,977.12	86,443.20	89,345.52
IWCP	1	4	-	-	41.64	43.77	45.23	-	-	3,331.20	3,501.60	3,618.40	-	-	86,944.32	91,391.76	94,440.24
IWCP	1	5	-	-	43.71	46.17	47.71	-	-	3,496.80	3,693.60	3,816.80	-	-	91,266.48	96,402.96	99,618.48
IWCP	2	1	-	-	40.45	41.66	42.91	-	-	3,236.00	3,332.80	3,432.80	-	-	84,459.60	86,986.08	89,596.08
IWCP	2	2	-	-	42.81	44.09	45.41	-	-	3,424.80	3,527.20	3,632.80	-	-	89,387.28	92,059.92	94,816.08
IWCP	2	3	-	-	45.05	46.40	47.79	-	-	3,604.00	3,712.00	3,823.20	-	-	94,064.40	96,883.20	99,785.52
IWCP	2	4	-	-	47.35	48.77	50.23	-	-	3,788.00	3,901.60	4,018.40	-	-	98,866.80	101,831.76	104,880.24
IWCP	2	5	-	-	49.68	51.17	52.71	-	-	3,974.40	4,093.60	4,216.80	-	-	103,731.84	106,842.96	110,058.48

Note:

1. **Step/Merit Increases:** Employees will move through the step progression based on a successful annual performance evaluation.
2. **General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

CUPE 4705 Salary Plan: IWIT - Information Technology

Salary Plan	Group	Step	70 hours bi-weekly					Annualized 70 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IWIT	1	1	34.72	35.76	36.83	37.93	39.07	2,430.40	2,503.20	2,578.10	2,655.10	2,734.90	63,433.44	65,333.52	67,288.41	69,298.11	71,380.89
IWIT	1	2	36.68	37.78	38.91	40.08	41.28	2,567.60	2,644.60	2,723.70	2,805.60	2,889.60	67,014.36	69,024.06	71,088.57	73,226.16	75,418.56
IWIT	1	3	38.50	39.66	40.85	42.08	43.34	2,695.00	2,776.20	2,859.50	2,945.60	3,033.80	70,339.50	72,458.82	74,632.95	76,880.16	79,182.18
IWIT	1	4	40.40	41.61	42.86	44.15	45.47	2,828.00	2,912.70	3,000.20	3,090.50	3,182.90	73,810.80	76,021.47	78,305.22	80,662.05	83,073.69
IWIT	1	5	42.63	43.91	45.23	46.59	47.99	2,984.10	3,073.70	3,166.10	3,261.30	3,359.30	77,885.01	80,223.57	82,635.21	85,119.93	87,677.73
IWIT	2	1	38.18	39.33	40.51	41.73	42.98	2,672.60	2,753.10	2,835.70	2,921.10	3,008.60	69,754.86	71,855.91	74,011.77	76,240.71	78,524.46
IWIT	2	2	40.30	41.51	42.76	44.04	45.36	2,821.00	2,905.70	2,993.20	3,082.80	3,175.20	73,628.10	75,838.77	78,122.52	80,461.08	82,872.72
IWIT	2	3	42.31	43.58	44.89	46.24	47.63	2,961.70	3,050.60	3,142.30	3,236.80	3,334.10	77,300.37	79,620.66	82,014.03	84,480.48	87,020.01
IWIT	2	4	44.38	45.71	47.08	48.49	49.94	3,106.60	3,199.70	3,295.60	3,394.30	3,495.80	81,082.26	83,512.17	86,015.16	88,591.23	91,240.38
IWIT	2	5	46.90	48.31	49.76	51.25	52.79	3,283.00	3,381.70	3,483.20	3,587.50	3,695.30	85,686.30	88,262.37	90,911.52	93,633.75	96,447.33
IWIT	3	1	39.90	41.10	42.33	43.60	44.91	2,793.00	2,877.00	2,963.10	3,052.00	3,143.70	72,897.30	75,089.70	77,336.91	79,657.20	82,050.57
IWIT	3	2	42.10	43.36	44.66	46.00	47.38	2,947.00	3,035.20	3,126.20	3,220.00	3,316.60	76,916.70	79,218.72	81,593.82	84,042.00	86,563.26
IWIT	3	3	44.21	45.54	46.91	48.32	49.77	3,094.70	3,187.80	3,283.70	3,382.40	3,483.90	80,771.67	83,201.58	85,704.57	88,280.64	90,929.79
IWIT	3	4	46.37	47.76	49.19	50.67	52.19	3,245.90	3,343.20	3,443.30	3,546.90	3,653.30	84,717.99	87,257.52	89,870.13	92,574.09	95,351.13
IWIT	3	5	48.99	50.46	51.97	53.53	55.14	3,429.30	3,532.20	3,637.90	3,747.10	3,859.80	89,504.73	92,190.42	94,949.19	97,799.31	100,740.78
IWIT	4	1	42.91	44.20	45.53	46.90	48.31	3,003.70	3,094.00	3,187.10	3,283.00	3,381.70	78,396.57	80,753.40	83,183.31	85,686.30	88,262.37
IWIT	4	2	45.20	46.56	47.96	49.40	50.88	3,164.00	3,259.20	3,357.20	3,458.00	3,561.60	82,580.40	85,065.12	87,622.92	90,253.80	92,957.76
IWIT	4	3	47.54	48.97	50.44	51.95	53.51	3,327.80	3,427.90	3,530.80	3,636.50	3,745.70	86,855.58	89,468.19	92,153.88	94,912.65	97,762.77
IWIT	4	4	49.83	51.32	52.86	54.45	56.08	3,488.10	3,592.40	3,700.20	3,811.50	3,925.60	91,039.41	93,761.64	96,575.22	99,480.15	102,458.16
IWIT	4	5	52.70	54.28	55.91	57.59	59.32	3,689.00	3,799.60	3,913.70	4,031.30	4,152.40	96,282.90	99,169.56	102,147.57	105,216.93	108,377.64
IWIT	5	1	44.38	45.71	47.08	48.49	49.94	3,106.60	3,199.70	3,295.60	3,394.30	3,495.80	81,082.26	83,512.17	86,015.16	88,591.23	91,240.38
IWIT	5	2	46.42	47.81	49.24	50.72	52.24	3,249.40	3,346.70	3,446.80	3,550.40	3,656.80	84,809.34	87,348.87	89,961.48	92,665.44	95,442.48
IWIT	5	3	48.65	50.11	51.61	53.16	54.75	3,405.50	3,507.70	3,612.70	3,721.20	3,832.50	88,883.55	91,550.97	94,291.47	97,123.32	100,028.25
IWIT	5	4	50.97	52.50	54.08	55.70	57.37	3,567.90	3,675.00	3,785.60	3,899.00	4,015.90	93,122.19	95,917.50	98,804.16	101,763.90	104,814.99
IWIT	5	5	53.45	55.05	56.70	58.40	60.15	3,741.50	3,853.50	3,969.00	4,088.00	4,210.50	97,653.15	100,576.35	103,590.90	106,696.80	109,894.05

Note:

- Step/Merit Increases:** Employees will move through the step progression based on a successful annual performance evaluation.
- General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

CUPE 4705 Salary Plan: IW - Inside Workers

Salary Plan	Group	Step	80 hours bi-weekly					Annualized 80 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	1	1	16.98	17.49	18.01	18.55	19.11	1,358.40	1,399.20	1,440.80	1,484.00	1,528.80	35,454.24	36,519.12	37,604.88	38,732.40	39,901.68
IW	1	2	16.98	17.49	18.01	18.55	19.11	1,358.40	1,399.20	1,440.80	1,484.00	1,528.80	35,454.24	36,519.12	37,604.88	38,732.40	39,901.68
IW	1	3	16.98	17.49	18.01	18.55	19.11	1,358.40	1,399.20	1,440.80	1,484.00	1,528.80	35,454.24	36,519.12	37,604.88	38,732.40	39,901.68
IW	2	1	16.98	17.49	18.01	18.55	19.11	1,358.40	1,399.20	1,440.80	1,484.00	1,528.80	35,454.24	36,519.12	37,604.88	38,732.40	39,901.68
IW	2	2	17.15	17.66	18.19	18.74	19.30	1,372.00	1,412.80	1,455.20	1,499.20	1,544.00	35,809.20	36,874.08	37,980.72	39,129.12	40,298.40
IW	2	3	17.67	18.20	18.75	19.31	19.89	1,413.60	1,456.00	1,500.00	1,544.80	1,591.20	36,894.96	38,001.60	39,150.00	40,319.28	41,530.32
IW	3	1	21.03	21.66	22.31	22.98	23.67	1,682.40	1,732.80	1,784.80	1,838.40	1,893.60	43,910.64	45,226.08	46,583.28	47,982.24	49,422.96
IW	3	2	23.22	23.92	24.64	25.38	26.14	1,857.60	1,913.60	1,971.20	2,030.40	2,091.20	48,483.36	49,944.96	51,448.32	52,993.44	54,580.32
IW	3	3	23.96	24.68	25.42	26.18	26.97	1,916.80	1,974.40	2,033.60	2,094.40	2,157.60	50,028.48	51,531.84	53,076.96	54,663.84	56,313.36
IW	4	1	24.07	24.79	25.53	26.30	27.09	1,925.60	1,983.20	2,042.40	2,104.00	2,167.20	50,258.16	51,761.52	53,306.64	54,914.40	56,563.92
IW	4	2	24.89	25.64	26.41	27.20	28.02	1,991.20	2,051.20	2,112.80	2,176.00	2,241.60	51,970.32	53,536.32	55,144.08	56,793.60	58,505.76
IW	4	3	25.74	26.51	27.31	28.13	28.97	2,059.20	2,120.80	2,184.80	2,250.40	2,317.60	53,745.12	55,352.88	57,023.28	58,735.44	60,489.36
IW	4	4	26.64	27.44	28.26	29.11	29.98	2,131.20	2,195.20	2,260.80	2,328.80	2,398.40	55,624.32	57,294.72	59,006.88	60,781.68	62,598.24
IW	4	5	27.49	28.31	29.16	30.03	30.93	2,199.20	2,264.80	2,332.80	2,402.40	2,474.40	57,399.12	59,111.28	60,886.08	62,702.64	64,581.84
IW	5	1	24.42	25.15	25.90	26.68	27.48	1,953.60	2,012.00	2,072.00	2,134.40	2,198.40	50,988.96	52,513.20	54,079.20	55,707.84	57,378.24
IW	5	2	25.25	26.01	26.79	27.59	28.42	2,020.00	2,080.80	2,143.20	2,207.20	2,273.60	52,722.00	54,308.88	55,937.52	57,607.92	59,340.96
IW	5	3	26.13	26.91	27.72	28.55	29.41	2,090.40	2,152.80	2,217.60	2,284.00	2,352.80	54,559.44	56,188.08	57,879.36	59,612.40	61,408.08
IW	5	4	27.17	27.99	28.83	29.69	30.58	2,173.60	2,239.20	2,306.40	2,375.20	2,446.40	56,730.96	58,443.12	60,197.04	61,992.72	63,851.04
IW	5	5	28.20	29.05	29.92	30.82	31.74	2,256.00	2,324.00	2,393.60	2,465.60	2,539.20	58,881.60	60,656.40	62,472.96	64,352.16	66,273.12
IW	6	1	24.89	25.64	26.41	27.20	28.02	1,991.20	2,051.20	2,112.80	2,176.00	2,241.60	51,970.32	53,536.32	55,144.08	56,793.60	58,505.76
IW	6	2	26.06	26.84	27.65	28.48	29.33	2,084.80	2,147.20	2,212.00	2,278.40	2,346.40	54,413.28	56,041.92	57,733.20	59,466.24	61,241.04
IW	6	3	27.13	27.94	28.78	29.64	30.53	2,170.40	2,235.20	2,302.40	2,371.20	2,442.40	56,647.44	58,338.72	60,092.64	61,888.32	63,746.64
IW	6	4	28.22	29.07	29.94	30.84	31.77	2,257.60	2,325.60	2,395.20	2,467.20	2,541.60	58,923.36	60,698.16	62,514.72	64,393.92	66,335.76
IW	6	5	29.27	30.15	31.05	31.98	32.94	2,341.60	2,412.00	2,484.00	2,558.40	2,635.20	61,115.76	62,953.20	64,832.40	66,774.24	68,778.72
IW	7	1	25.66	26.43	27.22	28.04	28.88	2,052.80	2,114.40	2,177.60	2,243.20	2,310.40	53,578.08	55,185.84	56,835.36	58,547.52	60,301.44
IW	7	2	26.71	27.51	28.34	29.19	30.07	2,136.80	2,200.80	2,267.20	2,335.20	2,405.60	55,770.48	57,440.88	59,173.92	60,948.72	62,786.16
IW	7	3	27.81	28.64	29.50	30.39	31.30	2,224.80	2,291.20	2,360.00	2,431.20	2,504.00	58,067.28	59,800.32	61,596.00	63,454.32	65,354.40
IW	7	4	28.85	29.72	30.61	31.53	32.48	2,308.00	2,377.60	2,448.80	2,522.40	2,598.40	60,238.80	62,055.36	63,913.68	65,834.64	67,818.24
IW	7	5	30.03	30.93	31.86	32.82	33.80	2,402.40	2,474.40	2,548.80	2,625.60	2,704.00	62,702.64	64,581.84	66,523.68	68,528.16	70,574.40
Rate paid to Grandparented Bus Operators only per Note to Schedule A in CBA (prev Step 6)																	
IW	7	9	30.18	31.09	32.02	32.98	33.97	2,414.40	2,487.20	2,561.60	2,638.40	2,717.60	63,015.84	64,915.92	66,857.76	68,862.24	70,929.36
IW	8	1	26.40	27.19	28.01	28.85	29.72	2,112.00	2,175.20	2,240.80	2,308.00	2,377.60	55,123.20	56,772.72	58,484.88	60,238.80	62,055.36
IW	8	2	27.45	28.27	29.12	29.99	30.89	2,196.00	2,261.60	2,329.60	2,399.20	2,471.20	57,315.60	59,027.76	60,802.56	62,619.12	64,498.32
IW	8	3	28.41	29.26	30.14	31.04	31.97	2,272.80	2,340.80	2,411.20	2,483.20	2,557.60	59,320.08	61,094.88	62,932.32	64,811.52	66,753.36
IW	8	4	29.42	30.30	31.21	32.15	33.11	2,353.60	2,424.00	2,496.80	2,572.00	2,648.80	61,428.96	63,266.40	65,166.48	67,129.20	69,133.68
IW	8	5	30.64	31.56	32.51	33.49	34.49	2,451.20	2,524.80	2,600.80	2,679.20	2,759.20	63,976.32	65,897.28	67,880.88	69,927.12	72,015.12

CUPE 4705 Salary Plan: IW - Inside Workers 80 hrs bw (cont'd)

Salary Plan	Group	Step	80 hours bi-weekly					Annualized 80 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	9	1	27.09	27.90	28.74	29.60	30.49	2,167.20	2,232.00	2,299.20	2,368.00	2,439.20	56,563.92	58,255.20	60,009.12	61,804.80	63,663.12
IW	9	2	28.30	29.15	30.02	30.92	31.85	2,264.00	2,332.00	2,401.60	2,473.60	2,548.00	59,090.40	60,865.20	62,681.76	64,560.96	66,502.80
IW	9	3	29.42	30.30	31.21	32.15	33.11	2,353.60	2,424.00	2,496.80	2,572.00	2,648.80	61,428.96	63,266.40	65,166.48	67,129.20	69,133.68
IW	9	4	30.69	31.61	32.56	33.54	34.55	2,455.20	2,528.80	2,604.80	2,683.20	2,764.00	64,080.72	66,001.68	67,985.28	70,031.52	72,140.40
IW	9	5	32.05	33.01	34.00	35.02	36.07	2,564.00	2,640.80	2,720.00	2,801.60	2,885.60	66,920.40	68,924.88	70,992.00	73,121.76	75,314.16
IW	10	1	27.85	28.69	29.55	30.44	31.35	2,228.00	2,295.20	2,364.00	2,435.20	2,508.00	58,150.80	59,904.72	61,700.40	63,558.72	65,458.80
IW	10	2	29.18	30.06	30.96	31.89	32.85	2,334.40	2,404.80	2,476.80	2,551.20	2,628.00	60,927.84	62,765.28	64,644.48	66,586.32	68,590.80
IW	10	3	30.64	31.56	32.51	33.49	34.49	2,451.20	2,524.80	2,600.80	2,679.20	2,759.20	63,976.32	65,897.28	67,880.88	69,927.12	72,015.12
IW	10	4	32.05	33.01	34.00	35.02	36.07	2,564.00	2,640.80	2,720.00	2,801.60	2,885.60	66,920.40	68,924.88	70,992.00	73,121.76	75,314.16
IW	10	5	33.63	34.64	35.68	36.75	37.85	2,690.40	2,771.20	2,854.40	2,940.00	3,028.00	70,219.44	72,328.32	74,499.84	76,734.00	79,030.80
IW	11	1	29.09	29.96	30.86	31.79	32.74	2,327.20	2,396.80	2,468.80	2,543.20	2,619.20	60,739.92	62,556.48	64,435.68	66,377.52	68,361.12
IW	11	2	30.70	31.62	32.57	33.55	34.56	2,456.00	2,529.60	2,605.60	2,684.00	2,764.80	64,101.60	66,022.56	68,006.16	70,052.40	72,161.28
IW	11	3	32.46	33.43	34.43	35.46	36.52	2,596.80	2,674.40	2,754.40	2,836.80	2,921.60	67,776.48	69,801.84	71,889.84	74,040.48	76,253.76
IW	11	4	34.36	35.39	36.45	37.54	38.67	2,748.80	2,831.20	2,916.00	3,003.20	3,093.60	71,743.68	73,894.32	76,107.60	78,383.52	80,742.96
IW	11	5	36.15	37.23	38.35	39.50	40.69	2,892.00	2,978.40	3,068.00	3,160.00	3,255.20	75,481.20	77,736.24	80,074.80	82,476.00	84,960.72
IW	12	1	31.21	32.15	33.11	34.10	35.12	2,496.80	2,572.00	2,648.80	2,728.00	2,809.60	65,166.48	67,129.20	69,133.68	71,200.80	73,330.56
IW	12	2	33.16	34.15	35.17	36.23	37.32	2,652.80	2,732.00	2,813.60	2,898.40	2,985.60	69,238.08	71,305.20	73,434.96	75,648.24	77,924.16
IW	12	3	35.22	36.28	37.37	38.49	39.64	2,817.60	2,902.40	2,989.60	3,079.20	3,171.20	73,539.36	75,752.64	78,028.56	80,367.12	82,768.32
IW	12	4	37.35	38.47	39.62	40.81	42.03	2,988.00	3,077.60	3,169.60	3,264.80	3,362.40	77,986.80	80,325.36	82,726.56	85,211.28	87,758.64
IW	12	5	39.37	40.55	41.77	43.02	44.31	3,149.60	3,244.00	3,341.60	3,441.60	3,544.80	82,204.56	84,668.40	87,215.76	89,825.76	92,519.28
IW	13	1	33.67	34.68	35.72	36.79	37.89	2,693.60	2,774.40	2,857.60	2,943.20	3,031.20	70,302.96	72,411.84	74,583.36	76,817.52	79,114.32
IW	13	2	35.53	36.60	37.70	38.83	39.99	2,842.40	2,928.00	3,016.00	3,106.40	3,199.20	74,186.64	76,420.80	78,717.60	81,077.04	83,499.12
IW	13	3	37.46	38.58	39.74	40.93	42.16	2,996.80	3,086.40	3,179.20	3,274.40	3,372.80	78,216.48	80,555.04	82,977.12	85,461.84	88,030.08
IW	13	4	39.25	40.43	41.64	42.89	44.18	3,140.00	3,234.40	3,331.20	3,431.20	3,534.40	81,954.00	84,417.84	86,944.32	89,554.32	92,247.84
IW	13	5	41.20	42.44	43.71	45.02	46.37	3,296.00	3,395.20	3,496.80	3,601.60	3,709.60	86,025.60	88,614.72	91,266.48	94,001.76	96,820.56
IW	14	1	36.43	37.52	38.65	39.81	41.00	2,914.40	3,001.60	3,092.00	3,184.80	3,280.00	76,065.84	78,341.76	80,701.20	83,123.28	85,608.00
IW	14	2	38.38	39.53	40.72	41.94	43.20	3,070.40	3,162.40	3,257.60	3,355.20	3,456.00	80,137.44	82,538.64	85,023.36	87,570.72	90,201.60
IW	14	3	40.40	41.61	42.86	44.15	45.47	3,232.00	3,328.80	3,428.80	3,532.00	3,637.60	84,355.20	86,881.68	89,491.68	92,185.20	94,941.36
IW	14	4	42.27	43.54	44.85	46.20	47.59	3,381.60	3,483.20	3,588.00	3,696.00	3,807.20	88,259.76	90,911.52	93,646.80	96,465.60	99,367.92
IW	14	5	44.70	46.04	47.42	48.84	50.31	3,576.00	3,683.20	3,793.60	3,907.20	4,024.80	93,333.60	96,131.52	99,012.96	101,977.92	105,047.28

CUPE 4705 Salary Plan: IW - Inside Workers 80 hrs bw (cont'd)

Salary Plan	Group	Step	80 hours bi-weekly					Annualized 80 hours biweekly									
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI					
IW	15	1	38.13	39.27	40.45	41.66	42.91	3,050.40	3,141.60	3,236.00	3,332.80	3,432.80	79,615.44	81,995.76	84,459.60	86,986.08	89,596.08
IW	15	2	40.35	41.56	42.81	44.09	45.41	3,228.00	3,324.80	3,424.80	3,527.20	3,632.80	84,250.80	86,777.28	89,387.28	92,059.92	94,816.08
IW	15	3	42.47	43.74	45.05	46.40	47.79	3,397.60	3,499.20	3,604.00	3,712.00	3,823.20	88,677.36	91,329.12	94,064.40	96,883.20	99,785.52
IW	15	4	44.63	45.97	47.35	48.77	50.23	3,570.40	3,677.60	3,788.00	3,901.60	4,018.40	93,187.44	95,985.36	98,866.80	101,831.76	104,880.24
IW	15	5	46.83	48.23	49.68	51.17	52.71	3,746.40	3,858.40	3,974.40	4,093.60	4,216.80	97,781.04	100,704.24	103,731.84	106,842.96	110,058.48
IW	16	1	39.84	41.04	42.27	43.54	44.85	3,187.20	3,283.20	3,381.60	3,483.20	3,588.00	83,185.92	85,691.52	88,259.76	90,911.52	93,646.80
IW	16	2	42.14	43.40	44.70	46.04	47.42	3,371.20	3,472.00	3,576.00	3,683.20	3,793.60	87,988.32	90,619.20	93,333.60	96,131.52	99,012.96
IW	16	3	44.40	45.73	47.10	48.51	49.97	3,552.00	3,658.40	3,768.00	3,880.80	3,997.60	92,707.20	95,484.24	98,344.80	101,288.88	104,337.36
IW	16	4	46.65	48.05	49.49	50.97	52.50	3,732.00	3,844.00	3,959.20	4,077.60	4,200.00	97,405.20	100,328.40	103,335.12	106,425.36	109,620.00
IW	16	5	48.92	50.39	51.90	53.46	55.06	3,913.60	4,031.20	4,152.00	4,276.80	4,404.80	102,144.96	105,214.32	108,367.20	111,624.48	114,965.28

Note:

1. **Step/Merit Increases:** Employees will move through the step progression based on a successful annual performance evaluation.

2. **General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

CUPE IW Premium Pay						
(Payroll updates rates for premiums, allowance and differentials)						
Earn Code	Description	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
035	Standby Weekly	273.36	281.56	290.01	298.71	307.67
036	Standby Daily	39.05	40.22	41.43	42.67	43.95
168	Afternoon Shift	1.38	1.42	1.46	1.50	1.55
174	Midnight Shift - Transit	1.44	1.48	1.52	1.57	1.62
178	Night Shift	1.44	1.48	1.52	1.57	1.62
188	Sunday Shift	2.66	2.74	2.82	2.90	2.99
198	On Call Paramedics	2.97	3.06	3.15	3.24	3.34
200	Split Shift - Transit only	0.16	0.20	0.20	0.20	0.20
299	EMS Revised Report Depot	21.94	30.00	30.90	31.83	32.78
380	Use of Personal Vehicle - LC:01	175.00	175.00	175.00	175.00	175.00
355	Boot Subsidy - IW & NU	266.65	266.65	300.00	300.00	300.00
365	Meal Allowance	13.14	20.00	20.00	20.00	20.00
369	Bathing Suit Subsidy - Perm FT	159.98	164.78	169.72	174.81	180.05
388	Bathing Suit Subsidy -		50.00	51.50	53.05	54.64
378	Meal Allowance (Sch G	14.93	20.00	20.00	20.00	20.00
807	Driver's medical Examination	100.00	140.00	140.00	140.00	140.00

Increased to \$0.20 - no GWI

Increased to \$30.00

Set at \$175/mos - no GWI - Managed through Add'l Pay

Effective Apr 1, 2024 - \$300/year - no GWI

Increased to \$20.00 - no GWI

NEW

Increased to \$20.00 - no GWI

Increased to \$140.00 - no GWI

If a premium is based on a hourly rate GWI automatically apply.