

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

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	1	1	32.53	33.66	34.82	36.01	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	1	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
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	1	37.53	38.66	39.82	41.01	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
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

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

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

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 - Perm & Casual PT		50.00	51.50	53.05	54.64
378	Meal Allowance (Sch G Only)	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.

SCHEDULE "A"

JOB GROUPS – CLASSIFICATIONS

Departments - Chief Administrative Officer
Corporate Services Department
Community Development Department
Community Safety Department
Growth and Infrastructure Department

GROUP JOB EVALUATION CLASSIFICATION

GROUP 1 (- 183)

Page
Animal Care Attendant (Part Time Funded)

GROUP 2 (184 – 207)

Student Purchaser (Co-op Student Placement)

GROUP 3 (208 – 231)

Cashier (Transit)
Leisure Instructor
Regional Business Centre Intern (Funded)
Student Accountant (Co-op Student Placement)
Technical Service Clerk (Part Time)
Transit Kiosk Clerk
Water/Wastewater Project Assistant (Co-op)

GROUP 4 (232 – 255)

Airport Service Clerk (Part Time)
Clerk Typist (Parking)
Client Service Clerk - Children's Service
Communications Intern (Part Time)
Depot Clerk
Event Sales Clerk
Facility Clerk/Receptionist
Information Clerk-Typist (Transit)
Program Assistant/Janitor
Programmer (Co-op Student Placement)
Programmer
Receptionist Clerk-Typist (Parks)
Rodperson
Stenographer/Receptionist
Student Airport Assistant (Co-op Student Placement)
Water/Wastewater GIS Project Assistant (Co-op)

GROUP 5 (256 – 279)

Call Centre Representative (Tom Davies Square)
Circulation Assistant
Clerk-Receptionist (Building Services)
Curatorial Assistant (Part Time)
Customer and Vendor Clerk
Earthcare Sudbury Intern (Funded)

Engineering and Construction Clerk
Environmental Planning Assistant (Temp/Seasonal)
Equipment/Vehicle Technician
Financial and Support Clerk II (CMMS)
Processor
Receptionist (Howard Armstrong Recreation Centre)
Soils Testing Lab Assistant (Seasonal)
Solid Waste Field Technician/Inspector (Part Time)
Stenographer/Receptionist (Roads)
Swimming Instructor/Lifeguard

GROUP 6 (280 – 303)

Business Services Representative
By-Law and Licensing Clerk
Clerk Receptionist (Ontario Works)
Client Service Clerk
Drafting Clerk
Financial Support Clerk I (CMMS)
Information Systems Assistant
Leisure Specialty Instructor
Mail/Finishing Clerk
Payroll Clerk
Records Processing Clerk
Receptionist – Committee of Adjustment/Consents
Records Clerk/Typist (Engineering Services)
Secretary - Development Engineering
Secretary (Growth and Development)
Secretary (Finance)
Timekeeping Clerk (Transit)
Web Content Editor

GROUP 7 (304 – 327)

Assistant Facility Booking/Leisure Clerk
Branch Assistant
Bus Operator
Case Aide
Citizen Service Representative (Tom Davies Square)
Customer Service Clerk – Accounting
Customer Service Clerk – Tax
Customer Service Representative (Waste)
Dispatcher
Finance Clerk
Home Bound Services Assistant
Junior Business Officer (Regional Business Centre)
Lead Equipment Vehicle Technician
Logistics Co-Ordinator
Permit Processing Clerk
Purchasing Assistant
Receptionist/Records Clerk
Records Clerk
Relief Customer Service Representative Clerk
Secretary - Committee of Adjustments/Consents
Secretary/Community and Strategic Planning

Secretary - Development Approvals
Secretary (Engineering IS)
Secretary (Recreation)
Secretary (Recreation and Arenas)
Secretary/Environmental Planning Initiatives
Secretary/Receptionist (Roads)
Secretary - Subdivision/Site Plan Control
Solid Waste Data Co-ordinator (Part Time)
Special Events Officer
Technical Services Clerk
Web Communications and Office Assistant

GROUP 8 (328 – 351)

Acquisitions and Orders Assistant
Assistant Pool Operator
Clerk's Services Assistant
Co-ordinated Access Representative
Data and Records Co-ordinator
Housing Services Support Assistant
Inter Library Loan Technician
Maintenance Clerk
Payroll Administrator
Payroll Specialist
Payroll/Finance Clerk (Emergency Services)
POA Administration Clerk
POA Court Support Clerk
Real Estate Secretary
Secretary (Arena)
Secretary to the Manager of Parks Services
Secretary to the Chief Procurement Officer
Solid Waste Educator
Solid Waste Specialist
Tourism Clerk
Transit Dispatcher
Vital Statistics Assistant
Youth Strategy Co-ordinator

GROUP 9 (352 – 375)

Accessibility Technician
Accounts Clerk
Adult Senior and Client Education Programmer
Biodiversity Research Assistant (Temp/Seasonal)
Cataloguing Technician
Cemetery Services Co-ordinator
Children and Youth Programmer
Citizen Service Representative (including Library Services)
CMMS Data Entry Clerk
Community Library Programmer
Control Survey Assistant
Energy Analyst/Clerk
Financial Clerk (Housing)
Information Technician
Junior Field Inspector

Lead Permit Processing Clerk
Legal Secretary
Levelperson
Library and Heritage Programmer
Licensing Enforcement Officer
Payroll/Inventory Clerk (Financial and Support Services)
POA Financial/Collections Clerk
Process Improvement Officer (311)
Risk Management Support Assistant
SCADA Support Technician
Subsidy Claims Clerk
Transit Administration Clerk

GROUP 10 (376 – 399)

311 Service Improvement Analyst
Accounting Analyst
Airport Accounting Analyst
Business Information and Communications Officer
By-Law Officer (Part Time)
Draftsperson
Engineering Review Technician
Fleet Services Clerk
Junior By-Law Enforcement Officer
Lead Facility Booking/Registration Clerk
Marketing Co-ordinator
Project Research Clerk
Property Tax Analyst
POA Collections Clerk
Property Draftsperson
Research Analyst
Senior Payroll/Finance Clerk
Senior Technician – Automated Specialist
Small Business Specialist (Funded)
Support Technician
Telecommunications Technician

GROUP 11 (400 – 423)

Accountant
Accounts Payable Lead
Business Centre Research Officer
Children's Services Planning Aide (Contract)
Claims Management Analyst
Client Navigator
Court Clerk/Monitor
Eligibility Control Officer
Employment Counsellor
Field Educator and Program Co-ordinator
Law Clerk
Marketing and Communications Technical Co-ordinator
Municipal Accommodation Tax Administrator
Network Specialist
Primary Care Paramedic
Programmer/Analyst

Senior Support Technician
Technical Co-ordinator – Tourism

GROUP 12 (424 – 447)

Accountant
Accountant – Tax
Archivist
Budget Analyst
Cartographic/GIS Technician
Cartographic/GIS Technician (Planning)
Caseworker
Children's Librarian
Children's Services Representative
Citizen Service Centre Lead
Client Support Analyst
Collections Librarian
Co-ordinator Earthcare Sudbury Initiatives
Co-ordinator of Outreach Programs and Partnerships
Curator
Draftsperson – Technician
Eligibility Review Officer
Field Inspector
Graphic and Creative Services Lead
GIS Editor
GIS Technician
Information Librarian
Instrumentperson
Lake Water Quality Program Co-ordinator
Local History Librarian
Locates Program Administrator
Media Relations and Communications Officer
Program Accountant
Program Quality Co-ordinator
Project Controls Co-ordinator
Quality Assurance Technician
Senior Functional Analyst (Finance)
Senior Support Technician (SCADA Specialist)
Special Projects Communications and Support Officer
Time and Labour Payroll Analyst
Traffic and Transportation Technologist
Virtual Librarian
Water/Wastewater Data Integration Specialist
Water/Wastewater Facilities Inspector

GROUP 13 (448 – 471)

Advanced Care Paramedic
Case Presenting Officer
Communications and Community Engagement Advisor
Community Librarian
Community Paramedic – PCP (Funded)
Control Draftsperson (Lead Hand)
Co-ordinator of Solid Waste
Co-ordinator of Waste Disposal

Data Analysis Co-ordinator
Economic Development Web Administrator/Developer
Emergency Management Officer
Emerging Technology Librarian
Employment Support Analyst
Engineering Technician
Facility Pool Operator
Family Support Worker
Hydraulic Modeler/Analyst
Laboratory Technologist
Paramedic Clinical Auditor
Project Co-ordinator (Waste)
Property Administrator
Purchasing Co-ordinator
Senior Network Specialist
Senior Planning Technician
Senior Application Analyst
Survey Technician
Web Administrator/Developer

GROUP 14 (472 – 495)

Accountant [Housing]
Building Inspector
Building Services Technician
Business Improvement Officer
Business Systems Analyst
By-Law Enforcement Officer
CADD Technician
Cartographic/GIS Technologist
Children's Services Planner
Community Librarian
Control Survey Leader
Co-ordinator of Library Collections
Database Administrator
Design Technologist
Development Engineering Technician
Drainage Engineer Technician
Economic Development Officer - Tourism
Financial Analyst
Geodesy and Geomatics Technologist
GIS Analyst/Administrator
Investment Officer
Planner
Prosecutor
Senior Accountant - Current Accounting
Subdivision/Site Plan Control Officer
Survey Technologist
System Specialist
Traffic and Transportation Engineering Analyst
Water/Wastewater Business Improvement Officer
Water/Wastewater Compliance Officer

GROUP 15 (496 – 519)

City Archivist (formerly Community Archivist)
Community Paramedic – ACP (Funded)
Plans Examiner (Front Counter)
Plans Examiner
Property Assessment Representative
Real Estate Appraiser

GROUP 16 (519 -)

Platoon Trainer

Inside Unit - Schedule A effective March 31, 2023 – Schedule A effective April 1, 2023 has not been finalized to date.

INFORMATION TECHNOLOGY (IT) PAY PLAN

Level	Classification
1	SCADA Support Technician Support Technician Telecommunications Technician
2	Client Support Analyst Network Specialist Programmer/Analyst Programmer Analyst (GIS) Senior Support Technician Senior Support Technician (SCADA Specialist) Web Support Technician
3	Economic Development Web Administrator/Developer Senior Programmer/Analyst Web Administrator/Developer
4	Senior Network Specialist System Specialist
5	Business Systems Analyst Database Administrator Database Administrator/System Specialist GIS Analyst/Administrator Project Analyst