

CUPE 4705 Outside Unit Pay Scale expires March 31, 2027

Job Code	Job Title	31-Mar-23 prior GWI	New Rate with One-Time \$0.50 Bump in Wage	01-Apr-23 3.0% GWI	Market Adjustment 01-Apr-23	01-Apr-24 3.0% GWI	20-Dec-24	01-Apr-25 3.0% GWI	MOA 3-Jun-25	Effective 19-Jan-26	Effective 2-Feb-26	Effective 27-Mar-26	01-Apr-26 3.0% GWI
90195	Air Ops Serviceperson	29.28		30.16		31.06		31.99					32.95
95085	Air Ops Serviceperson (AFFS)/Trainer - <b>Reactivated February 5, 2024</b>	35.83		36.90		38.01		39.15					40.32
90205	Air Serv Affs A	32.61		33.59		34.60		35.64					36.71
90190	Air Serv Affs B - <b>Inactivated May 2021</b>	30.05		30.95		31.88		32.84					33.83
95080	Air Serv Affs LD	35.18		36.24		37.33		38.45					39.60
99630	All-In-One Pothole Machine Operator - <b>New Position June 2024</b>					31.06		31.99					32.95
99515	<b>Arborist</b> Free Pruner [Certified] - <b>Title Change July 2025</b>	32.64	<b>33.14</b>	34.13		35.15		36.20					37.29
90345	Arena Maintenanceperson Arenas	30.88		31.81		32.76		33.74					34.75
90321	Arena Mtceperson LD Sud Arena	33.51		34.52		35.56		36.63					37.73
90320	Arena Mtcperson LH - Arenas	32.98		33.97		34.99		36.04					37.12
90346	Arena Mtcperson-Sudbury Arena	30.88		31.81		32.76		33.74					34.75
90330	Arena Operator (Seasonal) - <b>Inactivated Jul 2022</b>	29.13		30.00		30.90		31.83					32.78
90620	Auto Body Repairer	34.80	<b>35.30</b>	36.36		37.45		38.57					39.73
90621	Auto Body Repairer, Yr 1 Apprentice								<b>27.00</b>				27.81
90622	Auto Body Repairer, Yr 2 Apprentice								<b>27.00</b>				27.81
90623	Auto Body Repairer, Yr 3 Apprentice								<b>34.71</b>				35.75
90624	Auto Body Repairer, Yr 4 Apprentice								<b>34.71</b>				35.75
90705	Bench Mechanic	36.23		37.32		38.44		39.59					40.78
90625	Body Shop Lead Hand	35.60		36.67		37.77		38.90					40.07
90200	Bricklayer / <b>Winter Equipment Operator - Title Change June 2021</b>	28.73		29.59		30.48		31.39					32.33
99810	Building Attendant	17.03		17.54		18.07		18.61					19.17
90210	<b>Building Mtceperson Facility Maintenance Person - Unlicensed - Title Change Nov 2025</b>	28.62		29.48		30.36		31.27					32.21
90215	Building Mtceprsn - VE	28.62		29.48		30.36		31.27					32.21
90220	Building Mtceprsn {Library}	28.62		29.48		30.36		31.27					32.21
91130	Carpenter [Operations]	30.93		31.86		32.82		33.80					34.81
95870	Cemetery Attendant (Part-time)	16.98		17.49		18.01		18.55					19.11
95855	Cemetery Operator	28.61		29.47		30.35		31.26					32.20
95860	Cemetery Sub-Foreperson	32.98	<b>33.48</b>	34.48		35.51		36.58					37.68
99820	Custodian	22.18	<b>22.68</b>	23.36		24.06		24.78					25.52
90235	Delivery Driver - <b>Inactivated July 2020</b>	26.98		27.79		28.62		29.48					30.36
93780	Distribut/Collect Op A (TI)	30.88	<b>31.38</b>	32.32		33.29		34.29					35.32
93782	Distribut/Collect OpA (TI) Level II	31.95	<b>32.45</b>	33.42		34.42		35.45					36.51
93783	Distribut/Collect OpA (TI) Level III	33.02	<b>33.52</b>	34.53		35.57		36.64					37.74
93784	Distribut/Collect OpA (TI) Level IV	34.92	<b>35.42</b>	36.48		37.57		38.70					39.86
93790	Distribut/Collect OpA(Lead)	30.88		31.81		32.76		33.74					34.75
93792	Distribut/Collect OpA(Lead) Level II	31.95		32.91		33.90		34.92					35.97
93793	Distribut/Collect OpA(Lead) Level III	33.02		34.01		35.03		36.08					37.16
93794	Distribut/Collect OpA(Lead) Level IV	34.92		35.97		37.05		38.16					39.30
93770	Distribut/Collect Operator B	28.19		29.04		29.91		30.81					31.73
93772	Distribut/Collect Operator B Level II	29.24		30.12		31.02		31.95					32.91
93773	Distribut/Collect Operator B Level III	30.31		31.22		32.16		33.12					34.11
93774	Distribut/Collect Operator B Level IV	32.21		33.18		34.18		35.21					36.27
93760	Distribut/Collect Relief Op	27.48		28.30		29.15		30.02					30.92
93762	Distribut/Collect Relief Op Level II	28.52		29.38		30.26		31.17					32.11
93763	Distribut/Collect Relief Op Level III	29.60		30.49		31.40		32.34					33.31
93764	Distribut/Collect Relief Op Level IV	31.50		32.45		33.42		34.42					35.45
90300	Electrician	34.50	<b>35.00</b>	36.05		37.13		38.24					39.39
90455	Electrician/Maintenance Person	33.22	<b>33.72</b>	34.73		35.77		36.84					37.95
90350	Electrician/Serviceperson	33.67	<b>34.17</b>	35.20		36.26		37.35					38.47
95840	Equipment Op A / <b>Winter Equipment Operator - Title Change June 2021</b>	29.28		30.16		31.06		31.99					32.95
95850	Equipment Op B	28.61		29.47		30.35		31.26					32.20
90352	Equipment Parts Expediter	30.43		31.34		32.28		33.25					34.25
90353	Equipment Pool Co-ordinator	30.12		31.02		31.95		32.91					33.90
90830	E-Technician - <b>New Position Jan 2025</b>					35.00		36.05					37.13
99935	Facility Main Lead Tech	36.23	<b>36.73</b>	37.83		38.96		40.13					41.33
99945	<del>Facility Main Lead Tech I-Elec</del> <b>Facility Maintenance Lead Technician - Single License - Title Change Nov 2025</b>	35.93	<b>36.43</b>	37.52		38.65		39.81					41.00
99947	Facility Main Tech I - Elec	34.76	<b>35.26</b>	36.32		37.41		38.53					39.69
95920	Facility Main Tech I-Plumber	33.85	<b>34.35</b>	35.38		36.44		37.53					38.66
95900	Facility Main Lead Tech I(TDS)	35.03	<b>35.53</b>	36.60		37.70		38.83					39.99
95910	<del>Facility Main Lead Tech(TDS)</del> <b>Facility Maintenance Lead Technician - Dual Licensed - Title Change Nov 2025</b>	36.23	<b>36.73</b>	37.83		38.96		40.13					41.33
98000	Farebox-Tire Repairperson	30.80		31.72		32.67		33.65					34.66
95830	Flusher/Vacuum Operator	29.28		30.16		31.06		31.99					32.95
95832	Flusher/Vacuum Operator Level II	30.35		31.26		32.20		33.17					34.17
95833	Flusher/Vacuum Operator Level III	31.42		32.36		33.33		34.33					35.36

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95834	Flusher/Vacuum Operator Level IV	33.32		34.32		35.35		36.41				37.50
95880	Gardener/Winter Maintenance Attendant	30.41		31.32		32.26		33.23				34.23
93831	Gardener/Queens Athl Fld Atten	30.41		31.32		32.26		33.23				34.23
99801	Grader Operator / <b>Winter Equipment Operator - Title Change June 2021</b>	29.28		30.16		31.06		31.99				32.95
90850	Helper - Fleet Services	28.35		29.20		30.08		30.98				31.91
90530	Instrument Technician	35.33	35.83	36.90		38.01		39.15				40.32
99960	Irrigation & Ski Hill Serviceperson	29.64		30.53		31.45		32.39				33.36
94425	Janitor/Program Assistant	21.58		22.23		22.90		23.59				24.30
99811	Junior Building Maintenanceperson	22.18		22.85		23.54		24.25				24.98
90700	Lead Hand / <b>Winter Equipment Operator - Title Change June 2021</b>	30.65		31.57		32.52		33.50				34.51
90710	Lead Hand (Traffic Line Paint) / <b>Winter Equipment Operator - Title Change June 2021</b>	30.65		31.57		32.52		33.50				34.51
90950	Licensed Carpenter [Parks/Ops]	33.67	34.17	35.20		36.26		37.35				38.47
91900	Licensed Welder/Fitter/Fabricator	32.81	33.31	34.31		35.34	37.45	38.57				39.73
97470	Lift Att/utilityprsn helper	16.98		17.49		18.01		18.55				19.11
99930	Lube Technician	27.03		27.84		28.68		29.54				30.43
91010	<b>Maintenance Service Technician/Op (Diesel) - Title and Rate Change Jan 2026</b>	35.16	35.66	36.73		37.83		38.96	\$43.77			45.08
91020	Maintenance Op (Elec/Instr Tech)	35.90	36.40	37.49		38.61		39.77				40.96
91030	Maintenance Op (Mechanical)	35.33	35.83	36.90		38.01		39.15				40.32
95130	Maintenanceperson O/S	29.64		30.53		31.45		32.39				33.36
95140	Maintenanceperson/Plumber - <b>New Position Jan 2025</b>					31.76		32.71				33.69
90900	Meterperson	29.00		29.87		30.77		31.69				32.64
99990	Municipal Tractor Opr Seasonal	27.72		28.55		29.41		30.29				31.20
91150	Oper A Wastewater	30.88		31.81		32.76		33.74				34.75
91152	Oper A Wastewater Level II	31.95		32.91		33.90		34.92				35.97
91153	Oper A Wastewater Level III	33.02		34.01		35.03		36.08				37.16
91154	Oper A Wastewater Level IV	34.92		35.97		37.05		38.16				39.30
91870	Oper A Water	30.88		31.81		32.76		33.74				34.75
91872	Oper A Water Level II	31.95		32.91		33.90		34.92				35.97
91873	Oper A Water Level III	33.02		34.01		35.03		36.08				37.16
91874	Oper A Water Level IV	34.92		35.97		37.05		38.16				39.30
91200	Oper B Wastewater	27.48		28.30		29.15		30.02				30.92
91202	Oper B Wastewater Level II	28.52		29.38		30.26		31.17				32.11
91203	Oper B Wastewater Level III	29.60		30.49		31.40		32.34				33.31
91204	Oper B Wastewater Level IV	31.50		32.45		33.42		34.42				35.45
91880	Oper B Water	27.48		28.30		29.15		30.02				30.92
91882	Oper B Water Level II	28.52		29.38		30.26		31.17				32.11
91883	Oper B Water Level III	29.60		30.49		31.40		32.34				33.31
91884	Oper B Water Level IV	31.50		32.45		33.42		34.42				35.45
99980	Operator B Compliance - <b>Inactivated June 2020</b>	27.48		28.30		29.15		30.02				30.92
99982	Operator B Compliance II	28.52		29.38		30.26		31.17				32.11
99983	Operator B Compliance III	29.60		30.49		31.40		32.34				33.31
99984	Operator B Compliance IV	31.50		32.45		33.42		34.42				35.45
99600	Park Attendant	16.98		17.49		18.01		18.55				19.11
99805	Parking Lot Attendant	17.33		17.85		18.39		18.94				19.51
95450	Parking Maintenance Op	29.64		30.53		31.45		32.39				33.36
93833	Parks Equipment Operator	27.72		28.55		29.41		30.29				31.20
93840	Parks Gardener	30.41		31.32		32.26		33.23				34.23
93830	Parks Gardener Sub-Foreperson	32.67		33.65		34.66		35.70				36.77
91225	Parks Maintenanceperson	29.64		30.53		31.45		32.39				33.36
91240	Parks Services Trail Person	29.64		30.53		31.45		32.39				33.36
91385	Parks Small Engine Mechanic	29.67	30.17	31.08		32.01		32.97				33.96
99965	<b>Parks Trail &amp; Winter Serviceperson - Title Change February 2022</b>	29.64		30.53		31.45		32.39				33.36
99970	Parks Utilityperson	26.98		27.79		28.62		29.48				30.36

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99975	Parks & Ski Hill Utilityperson	26.98		27.79		28.62		29.48				30.36
90360	Parts Helper - <b>New Position June 2021</b>	27.03		27.84		28.68		29.54				30.43
91300	Plants Serv Helper - <b>Inactivated October 2019</b>	27.87		28.71		29.57		30.46				31.37
91250	Plants Serviceperson	34.50	<b>35.00</b>	36.05		37.13		38.24				39.39
91251	Plants Serviceperson GPD	32.13	<b>32.63</b>	33.61		34.62		35.66				36.73
91100	Pump Station Att Helper - <b>Inactivated January 2023</b>	27.03		27.84		28.68		29.54				30.43
91050	Pump Station Attendant - <b>Inactivated January 2023</b>	28.01		28.85		29.72		30.61				31.53
91910	Rec Facilities Safety Coord	29.64		30.53		31.45		32.39				33.36
97480	RecFacSafetyOutRk/Sk Path Cord	30.65		31.57		32.52		33.50				34.51
99802	Roads Utilityperson	27.27		28.09		28.93		29.80				30.69
95360	Satellite Site Maintenance Technician II - <b>New Position August 2025</b>							44.37				45.70
97340	Sidewalk Vac Op / <b>Winter Equipment Operator - Title Change June 2021</b>	27.49		28.31		29.16		30.03				30.93
91360	Sign Installer	28.35	<b>28.85</b>	29.72		30.61		31.53				32.48
99845	Sign Installer Helper	27.43	<b>27.93</b>	28.77		29.63		30.52				31.44
97350	Sign Fabricator	29.64		30.53		31.45		32.39				33.36
97360	Sign Fabricator Shop Leader	32.10		33.06		34.05		35.07				36.12
97476	Ski Hill Utilityperson	26.98		27.79		28.62		29.48				30.36
97465	Ski Lift Attendant	16.98		17.49		18.01		18.55				19.11
91230	Ski Lift Mechanic/Parks Srvprs	32.57		33.55		34.56		35.60				36.67
91400	Sub-Foreperson (Maintenance)	33.95		34.97		36.02		37.10				38.21
91401	Sub-Foreperson [Parks]	32.67		33.65		34.66		35.70				36.77
91405	Sub-Foreperson A Line Painting	33.95		34.97		36.02		37.10				38.21
99590	TD Salt/Sand Spreader - <b>Inactivated April 2023</b>	28.10		28.94		29.81		30.70				31.62
99580	TD Snow Plow - <b>Inactivated April 2023</b>	28.10		28.94		29.81		30.70				31.62
90820	Technician I	33.99	<b>34.49</b>	35.52	<b>39.52</b>	40.71		41.93				43.19
90821	Technician I, Yr 1 Apprentice	20.38		21.31	<b>27.66</b>	28.50		29.35				30.23
90822	Technician I, Yr 2 Apprentice	23.79		24.86	<b>27.66</b>	28.50		29.35				30.23
90823	Technician I, Yr 3 Apprentice	27.19		28.42	<b>35.57</b>	36.64		37.74				38.87
90824	Technician I, Yr 4 Apprentice	30.60		31.97	<b>35.57</b>	36.64		37.74				38.87
90800	Technician II	34.93	<b>35.43</b>	36.49	<b>40.49</b>	41.70		42.95				44.24
95371	Technician III	36.23	<b>36.73</b>	37.83	<b>41.83</b>	43.08		44.37				45.70
95350	Technician Lead Hand	36.23	<b>36.73</b>	37.83	<b>41.83</b>	43.08		44.37				45.70
93110	Tool Crib Attendant/Distribution and Collections Relief Operator - <b>Title Change September 2020</b>	28.49		29.34		30.22		31.13				32.06
93112	Tool Crib Attendant/Distribution and Collections Relief Operator Level II	29.57		30.45		31.36		32.30				33.27
93113	Tool Crib Attendant/Distribution and Collections Relief Operator Level III	30.64		31.56		32.51		33.49				34.49
93114	Tool Crib Attendant/Distribution and Collections Relief Operator Level IV	32.53		33.51		34.52		35.56				36.63
90740	Traffic Line Painter	28.62		29.48		30.36		31.27				32.21
95700	<b>Transit Night Leader - Title Change September 2019</b>	28.41		29.26		30.14		31.04			<b>32.34</b>	33.31
97260	<b>Transit Serviceperson - Title Change September 2019</b>	27.02		27.83		28.66		29.52				30.41
99510	Tree Pruner	30.54	<b>31.04</b>	31.97		32.93		33.92				34.94
99520	Tree Pruner Leader	31.09	<b>31.59</b>	32.54		33.52		34.53				35.57
99525	Tree Pruner Leader [Certified]	33.22	<b>33.72</b>	34.73		35.77		36.84				37.95
99500	Tree Warden	32.69	<b>33.19</b>	34.19		35.22		36.28				37.37
99505	Tree Warden [Certified]	34.82	<b>35.32</b>	36.38		37.47		38.59				39.75
91650	Truck Driver	27.80		28.63		29.49		30.37				31.28
99570	Truck Driver Multi	29.28		30.16		31.06		31.99				32.95
99640	Truck Driver - Asphalt Crew (Seasonal) - <b>New Position March 2026</b>											31.18
99950	Turf & Grounds Sub-Foreperson	32.67		33.65		34.66		35.70				36.77
93100	Utility Locator	27.48		28.30		29.15		30.02				30.92
93101	Utility Locator (Construction Services)	27.48		28.30		29.15		30.02				30.92
99800	Utilityperson	26.98		27.79		28.62		29.48				30.36
99799	Utilityperson (Cemetery)	26.98		27.79		28.62		29.48				30.36
93745	Waste Collection Operator	29.14		30.01		30.91		31.84				32.80
93750	Waste Collection Truck Driver - <b>Inactivated March 2019</b>	29.14		30.01		30.91		31.84				32.80
93740	Waste Collector	27.76		28.59		29.45		30.33				31.24
99620	Waste Serviceperson	27.49		28.31		29.16		30.03				30.93
99921	WWW Op Asst (WasteWater) Yr 1	21.62		22.27		22.94		23.63				24.34

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99922	WWW Op Asst (WasteWater) Yr 2	23.16		23.85		24.57		25.31				26.07
99920	WWW Op Asst (Wastewater) Yr 3	24.69		25.43		26.19		26.98				27.79
99911	WWW Op Asst (Water) Yr 1	21.62		22.27		22.94		23.63				24.34
99912	WWW Op Asst (Water) Yr 2	23.16		23.85		24.57		25.31				26.07
99910	WWW Op Asst (Water) Yr 3	24.69		25.43		26.19		26.98				27.79

Note:

1. **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.

Schedule A-1						
<b>Water Operator Certification</b>						
<b>Operator "A" (Water and Wastewater)</b>						
Level II	1.08		1.11	1.14	1.17	1.21
Level III	2.12		2.18	2.25	2.32	2.39
Level IV	4.03		4.15	4.27	4.40	4.53
<i>NOTE: These premiums are added to Comp Rate for payroll purposes</i>						
<b>Certification/Licensing for Water/Wastewater Maintenance Employees</b>						
WCERT = W Treatment & Collection Certificate	1.08		1.11	1.14	1.17	1.21
WWCERT = WW Treatment & Collection Certificate	1.08		1.11	1.14	1.17	1.21
W&WW = Both W & WW Treatment & Collection Certificate	2.12		2.18	2.25	2.32	2.39
<i>Note: These premiums are NOT added to Comp Rate for payroll purposes but recorded as separate Comp Rate in employee Job Record</i>						

**CUPE OW Premium Pay**

Earn Code	Eff Date	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	1-Jul-24	01-Apr-25 3.0% GWI	1-Jul-25	01-Apr-26 3.0% GWI	1-Jul-25
140	Duty Operator (W/WW)	0.54	0.56	0.58		0.60		0.62	
141	Leachate Pay (Fleet)	3.47	3.57	3.68		3.79		3.90	
157	WWW Co-op Leader	1.13	1.16	1.19		1.23		1.27	
161	D & C Schedule Premium	1.08	1.11	1.14		1.17		1.21	
167	Afternoon Shift - OW	1.38	1.42	1.46		1.50		1.55	
177	Night Shift - OW	1.44	1.48	1.52		1.57		1.62	
181	Mechanical Work Outside	0.54	0.56	0.58		0.60		0.62	
182	Dog Waste Collection	2.12	2.18	2.25		2.32		2.39	
184	Custodian Lead Hand	6.20	6.39	6.58		6.78		6.98	
186	One Person Multi Schedule Premium	1.08	1.11	1.14		1.17		1.21	
187	Sunday Shift - OW	2.66	2.74	2.82		2.90		2.99	
191	Raw Sewage Weekly Bonus	7.76	7.99	8.23		8.48		8.73	
196	Stand By Weekly	273.41	281.61	290.06		298.76		307.72	
197	Stand By Daily	39.06	40.23	41.44		42.68		43.96	
360	Tool Allowance - Trades	482.64	482.64		532.64		582.64		632.64
361	Tool Allowance - Mechanics	504.59	504.59		554.59		604.59		654.59
362	Tool Allowance - Helpers	380.28	380.28		430.28		480.28		530.28
364	AFL License Premium	0.44	0.45	0.46		0.47		0.48	
371	Meal Allowance - OW	13.14	20.00	20.00		20.00		20.00	No GWI increase
374	Boot Subsidy - Waste Collection Task Crew (excluding Trash Tropper and Litter Collection Unit)	106.66	150.00	150.00		150.00		150.00	No GWI increase
375	Boot Subsidy - OW	266.65	350.00	350.00		350.00		350.00	No GWI increase
804	Grave Digging	0.33	0.34	0.35		0.36		0.37	
807	Driver's Medical Examination	100.00	140.00	140.00		140.00		140.00	No GWI increase

*All other existing Premiums remain the same; if based on hourly rate GWI automatically applied*

NOTE: Premiums retroactive to date of ratification only