

### Non Union Payscale - Expires March 31, 2027

Salary Plan	Group	Step	Hourly Rates					70 hours bi-weekly					Annualized 70 hours bi-weekly					
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	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	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
NONU	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
NONU	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
NONU	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
<b>NOTE: No Employee shall be paid less than minimum wage per ESA.</b>																		
NONU	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
NONU	2	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
NONU	2	3	17.21	17.73		18.26	18.81	19.37	1,204.70	1,241.10	1,278.20	1,316.70	1,355.90	31,442.67	32,392.71	33,361.02	34,365.87	35,388.99
NONU	3	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
NONU	3	2	17.39	17.91		18.45	19.00	19.57	1,217.30	1,253.70	1,291.50	1,330.00	1,369.90	31,771.53	32,721.57	33,708.15	34,713.00	35,754.39
NONU	3	3	18.08	18.62		19.18	19.76	20.35	1,265.60	1,303.40	1,342.60	1,383.20	1,424.50	33,032.16	34,018.74	35,041.86	36,101.52	37,179.45
NONU	4	1	17.05	17.56		18.09	18.63	19.19	1,193.50	1,229.20	1,266.30	1,304.10	1,343.30	31,150.35	32,082.12	33,050.43	34,037.01	35,060.13
NONU	4	2	17.74	18.27		18.82	19.38	19.96	1,241.80	1,278.90	1,317.40	1,356.60	1,397.20	32,410.98	33,379.29	34,384.14	35,407.26	36,466.92
NONU	4	3	18.45	19.00		19.57	20.16	20.76	1,291.50	1,330.00	1,369.90	1,411.20	1,453.20	33,708.15	34,713.00	35,754.39	36,832.32	37,928.52
NONU	4	4	19.19	19.77		20.36	20.97	21.60	1,343.30	1,383.90	1,425.20	1,467.90	1,512.00	35,060.13	36,119.79	37,197.72	38,312.19	39,463.20
NONU	4	5	19.95	20.55		21.17	21.81	22.46	1,396.50	1,438.50	1,481.90	1,526.70	1,572.20	36,448.65	37,544.85	38,677.59	39,846.87	41,034.42
NONU	5	1	21.70	22.35		23.02	23.71	24.42	1,519.00	1,564.50	1,611.40	1,659.70	1,709.40	39,645.90	40,833.45	42,057.54	43,318.17	44,615.34
NONU	5	2	22.60	23.28		23.98	24.70	25.44	1,582.00	1,629.60	1,678.60	1,729.00	1,780.80	41,290.20	42,532.56	43,811.46	45,126.90	46,478.88
NONU	5	3	23.55	24.26		24.99	25.74	26.51	1,648.50	1,698.20	1,749.30	1,801.80	1,855.70	43,025.85	44,323.02	45,656.73	47,026.98	48,433.77
NONU	5	4	24.52	25.26		26.02	26.80	27.60	1,716.40	1,768.20	1,821.40	1,876.00	1,932.00	44,798.04	46,150.02	47,538.54	48,963.60	50,425.20
NONU	5	5	25.56	26.33		27.12	27.93	28.77	1,789.20	1,843.10	1,898.40	1,955.10	2,013.90	46,698.12	48,104.91	49,548.24	51,028.11	52,562.79
NONU	6	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
NONU	6	2	28.24	29.09		29.96	30.86	31.79	1,976.80	2,036.30	2,097.20	2,160.20	2,225.30	51,594.48	53,147.43	54,736.92	56,381.22	58,080.33
NONU	6	3	29.41	30.29		31.20	32.14	33.10	2,058.70	2,120.30	2,184.00	2,249.80	2,317.00	53,732.07	55,339.83	57,002.40	58,719.78	60,473.70
NONU	6	4	30.63	31.55		32.50	33.48	34.48	2,144.10	2,208.50	2,275.00	2,343.60	2,413.60	55,961.01	57,641.85	59,377.50	61,167.96	62,994.96
NONU	6	5	31.92	32.88		33.87	34.89	35.94	2,234.40	2,301.60	2,370.90	2,442.30	2,515.80	58,317.84	60,071.76	61,880.49	63,744.03	65,662.38
NONU	7	1	28.74	29.60		30.49	31.40	32.34	2,011.80	2,072.00	2,134.30	2,198.00	2,263.80	52,507.98	54,079.20	55,705.23	57,367.80	59,085.18
NONU	7	2	30.00	30.90		31.83	32.78	33.76	2,100.00	2,163.00	2,228.10	2,294.60	2,363.20	54,810.00	56,454.30	58,153.41	59,889.06	61,679.52
NONU	7	3	31.20	32.14		33.10	34.09	35.11	2,184.00	2,249.80	2,317.00	2,386.30	2,457.70	57,002.40	58,719.78	60,473.70	62,282.43	64,145.97
NONU	7	4	32.50	33.48		34.48	35.51	36.58	2,275.00	2,343.60	2,413.60	2,485.70	2,560.60	59,377.50	61,167.96	62,994.96	64,876.77	66,831.66
NONU	7	5	33.85	35.20		36.26	37.35	38.47	2,369.50	2,464.00	2,538.20	2,614.50	2,692.90	61,843.95	64,310.40	66,247.02	68,238.45	70,284.69
NONU	8	1	31.56	32.51		33.49	34.49	35.52	2,209.20	2,275.70	2,344.30	2,414.30	2,486.40	57,660.12	59,395.77	61,186.23	63,013.23	64,895.04
NONU	8	2	32.87	33.86		34.88	35.93	37.01	2,300.90	2,370.20	2,441.60	2,515.10	2,590.70	60,053.49	61,862.22	63,725.76	65,644.11	67,617.27
NONU	8	3	34.26	35.29		36.35	37.44	38.56	2,398.20	2,470.30	2,544.50	2,620.80	2,699.20	62,593.02	64,474.83	66,411.45	68,402.88	70,449.12
NONU	8	4	35.70	36.77		37.87	39.01	40.18	2,499.00	2,573.90	2,650.90	2,730.70	2,812.60	65,223.90	67,178.79	69,188.49	71,271.27	73,408.86
NONU	8	5	37.16	38.27		39.42	40.60	41.82	2,601.20	2,678.90	2,759.40	2,842.00	2,927.40	67,891.32	69,919.29	72,020.34	74,176.20	76,405.14
NONU	9	1	34.67	35.71		36.78	37.88	39.02	2,426.90	2,499.70	2,574.60	2,651.60	2,731.40	63,342.09	65,242.17	67,197.06	69,206.76	71,289.54
NONU	9	2	36.13	37.21		38.33	39.48	40.66	2,529.10	2,604.70	2,683.10	2,763.60	2,846.20	66,009.51	67,982.67	70,028.91	72,129.96	74,285.82
NONU	9	3	37.60	38.73		39.89	41.09	42.32	2,632.00	2,711.10	2,792.30	2,876.30	2,962.40	68,695.20	70,759.71	72,879.03	75,071.43	77,318.64
NONU	9	4	39.19	40.37		41.58	42.83	44.11	2,743.30	2,825.90	2,910.60	2,998.10	3,087.70	71,600.13	73,755.99	75,966.66	78,250.41	80,588.97
NONU	9	5	40.84	42.07		43.33	44.63	45.97	2,858.80	2,944.90	3,033.10	3,124.10	3,217.90	74,614.68	76,861.89	79,163.91	81,539.01	83,987.19

**Non Union Payscale - Expires March 31, 2027**

			Hourly Rates						70 hours bi-weekly					Annualized 70 hours bi-weekly				
Salary Plan	Group	Step	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	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	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
NONU	10	1	38.08	39.22		40.40	41.61	42.86	2,665.60	2,745.40	2,828.00	2,912.70	3,000.20	69,572.16	71,654.94	73,810.80	76,021.47	78,305.22
NONU	10	2	39.66	40.85		42.08	43.34	44.64	2,776.20	2,859.50	2,945.60	3,033.80	3,124.80	72,458.82	74,632.95	76,880.16	79,182.18	81,557.28
NONU	10	3	41.30	42.54		43.82	45.13	46.48	2,891.00	2,977.80	3,067.40	3,159.10	3,253.60	75,455.10	77,720.58	80,059.14	82,452.51	84,918.96
NONU	10	4	43.06	44.35		45.68	47.05	48.46	3,014.20	3,104.50	3,197.60	3,293.50	3,392.20	78,670.62	81,027.45	83,457.36	85,960.35	88,536.42
NONU	10	5	44.81	46.15		47.53	48.96	50.43	3,136.70	3,230.50	3,327.10	3,427.20	3,530.10	81,867.87	84,316.05	86,837.31	89,449.92	92,135.61
NONU	11	1	41.81	43.06		44.35	45.68	47.05	2,926.70	3,014.20	3,104.50	3,197.60	3,293.50	76,386.87	78,670.62	81,027.45	83,457.36	85,960.35
NONU	11	2	43.55	44.86		46.21	47.60	49.03	3,048.50	3,140.20	3,234.70	3,332.00	3,432.10	79,565.85	81,959.22	84,425.67	86,965.20	89,577.81
NONU	11	3	45.33	46.69		48.09	49.53	51.02	3,173.10	3,268.30	3,366.30	3,467.10	3,571.40	82,817.91	85,302.63	87,860.43	90,491.31	93,213.54
NONU	11	4	47.25	48.67		50.13	51.63	53.18	3,307.50	3,406.90	3,509.10	3,614.10	3,722.60	86,325.75	88,920.09	91,587.51	94,328.01	97,159.86
NONU	11	5	49.21	50.69		52.21	53.78	55.39	3,444.70	3,548.30	3,654.70	3,764.60	3,877.30	89,906.67	92,610.63	95,387.67	98,256.06	101,197.53
NONU	12	1	47.14	48.55		50.01	51.51	53.06	3,299.80	3,398.50	3,500.70	3,605.70	3,714.20	86,124.78	88,700.85	91,368.27	94,108.77	96,940.62
NONU	12	2	49.09	50.56		52.08	53.64	55.25	3,436.30	3,539.20	3,645.60	3,754.80	3,867.50	89,687.43	92,373.12	95,150.16	98,000.28	100,941.75
NONU	12	3	51.15	52.68		54.26	55.89	57.57	3,580.50	3,687.60	3,798.20	3,912.30	4,029.90	93,451.05	96,246.36	99,133.02	102,111.03	105,180.39
NONU	12	4	53.28	54.88		56.53	58.23	59.98	3,729.60	3,841.60	3,957.10	4,076.10	4,198.60	97,342.56	100,265.76	103,280.31	106,386.21	109,583.46
NONU	12	5	55.49	57.15		58.86	60.63	62.45	3,884.30	4,000.50	4,120.20	4,244.10	4,371.50	101,380.23	104,413.05	107,537.22	110,771.01	114,096.15
NONU	13	1	51.86	53.42		55.02	56.67	58.37	3,630.20	3,739.40	3,851.40	3,966.90	4,085.90	94,748.22	97,598.34	100,521.54	103,536.09	106,641.99
NONU	13	2	54.02	55.64		57.31	59.03	60.80	3,781.40	3,894.80	4,011.70	4,132.10	4,256.00	98,694.54	101,654.28	104,705.37	107,847.81	111,081.60
NONU	13	3	56.24	57.93		59.67	61.46	63.30	3,936.80	4,055.10	4,176.90	4,302.20	4,431.00	102,750.48	105,838.11	109,017.09	112,287.42	115,649.10
NONU	13	4	58.59	60.35		62.16	64.02	65.94	4,101.30	4,224.50	4,351.20	4,481.40	4,615.80	107,043.93	110,259.45	113,566.32	116,964.54	120,472.38
NONU	13	5	61.05	62.88		64.77	66.71	68.71	4,273.50	4,401.60	4,533.90	4,669.70	4,809.70	111,538.35	114,881.76	118,334.79	121,879.17	125,533.17
NONU	14	1	57.08	58.79		60.55	62.37	64.24	3,995.60	4,115.30	4,238.50	4,365.90	4,496.80	104,285.16	107,409.33	110,624.85	113,949.99	117,366.48
NONU	14	2	59.43	61.21		63.05	64.94	66.89	4,160.10	4,284.70	4,413.50	4,545.80	4,682.30	108,578.61	111,830.67	115,192.35	118,645.38	122,208.03
NONU	14	3	61.93	63.79		65.70	67.67	69.70	4,335.10	4,465.30	4,599.00	4,736.90	4,879.00	113,146.11	116,544.33	120,033.90	123,633.09	127,341.90
NONU	14	4	64.48	66.41		68.40	70.45	72.56	4,513.60	4,648.70	4,788.00	4,931.50	5,079.20	117,804.96	121,331.07	124,966.80	128,712.15	132,567.12
NONU	14	5	67.15	69.16		71.23	73.37	75.57	4,700.50	4,841.20	4,986.10	5,135.90	5,289.90	122,683.05	126,355.32	130,137.21	134,046.99	138,066.39
Salary Plan	Group	Step	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	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	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
NONU	15	1	62.76	64.64	68.52	70.58	72.70	74.88	4,393.20	4,796.40	4,940.60	5,089.00	5,241.60	114,662.52	125,186.04	128,949.66	132,822.90	136,805.76
NONU	15	2	65.36	67.32	71.36	73.50	75.71	77.98	4,575.20	4,995.20	5,145.00	5,299.70	5,458.60	119,412.72	130,374.72	134,284.50	138,322.17	142,469.46
NONU	15	3	68.06	70.10	74.31	76.54	78.84	81.21	4,764.20	5,201.70	5,357.80	5,518.80	5,684.70	124,345.62	135,764.37	139,838.58	144,040.68	148,370.67
NONU	15	4	70.94	73.07	77.45	79.77	82.16	84.62	4,965.80	5,421.50	5,583.90	5,751.20	5,923.40	129,607.38	141,501.15	145,739.79	150,106.32	154,600.74
NONU	15	5	73.86	76.08	80.64	83.06	85.55	88.12	5,170.20	5,644.80	5,814.20	5,988.50	6,168.40	134,942.22	147,329.28	151,750.62	156,299.85	160,995.24
NONU	16	1	69.01	71.08	76.77	79.07	81.44	83.88	4,830.70	5,373.90	5,534.90	5,700.80	5,871.60	126,081.27	140,258.79	144,460.89	148,790.88	153,248.76
NONU	16	2	71.92	74.08	80.01	82.41	84.88	87.43	5,034.40	5,600.70	5,768.70	5,941.60	6,120.10	131,397.84	146,178.27	150,563.07	155,075.76	159,734.61
NONU	16	3	74.85	77.10	83.27	85.77	88.34	90.99	5,239.50	5,828.90	6,003.90	6,183.80	6,369.30	136,750.95	152,134.29	156,701.79	161,397.18	166,238.73
NONU	16	4	77.99	80.33	86.76	89.36	92.04	94.80	5,459.30	6,073.20	6,255.20	6,442.80	6,636.00	142,487.73	158,510.52	163,260.72	168,157.08	173,199.60
NONU	16	5	81.27	83.71	90.41	93.12	95.91	98.79	5,688.90	6,328.70	6,518.40	6,713.70	6,915.30	148,480.29	165,179.07	170,130.24	175,227.57	180,489.33

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Salary Plan	Group	Step	Hourly Rates					70 hours bi-weekly					Annualized 70 hours bi-weekly					
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	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	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
NONU	17	1	73.95	76.17	82.26	84.73	87.27	89.89	5,176.50	5,758.20	5,931.10	6,108.90	6,292.30	135,106.65	150,289.02	154,801.71	159,442.29	164,229.03
NONU	17	2	77.01	79.32	85.67	88.24	90.89	93.62	5,390.70	5,996.90	6,176.80	6,362.30	6,553.40	140,697.27	156,519.09	161,214.48	166,056.03	171,043.74
NONU	17	3	80.26	82.67	89.28	91.96	94.72	97.56	5,618.20	6,249.60	6,437.20	6,630.40	6,829.20	146,635.02	163,114.56	168,010.92	173,053.44	178,242.12
NONU	17	4	83.58	86.09	92.98	95.77	98.64	101.60	5,850.60	6,508.60	6,703.90	6,904.80	7,112.00	152,700.66	169,874.46	174,971.79	180,215.28	185,623.20
NONU	17	5	87.07	89.68	96.85	99.76	102.75	105.83	6,094.90	6,779.50	6,983.20	7,192.50	7,408.10	159,076.89	176,944.95	182,261.52	187,724.25	193,351.41
NONU	18	1	81.62	84.07	90.80	93.52	96.33	99.22	5,713.40	6,356.00	6,546.40	6,743.10	6,945.40	149,119.74	165,891.60	170,861.04	175,994.91	181,274.94
NONU	18	2	85.06	87.61	94.62	97.46	100.38	103.39	5,954.20	6,623.40	6,822.20	7,026.60	7,237.30	155,404.62	172,870.74	178,059.42	183,394.26	188,893.53
NONU	18	3	88.58	91.24	98.54	101.50	104.55	107.69	6,200.60	6,897.80	7,105.00	7,318.50	7,538.30	161,835.66	180,032.58	185,440.50	191,012.85	196,749.63
NONU	18	4	92.28	95.05	102.65	105.73	108.90	112.17	6,459.60	7,185.50	7,401.10	7,623.00	7,851.90	168,595.56	187,541.55	193,168.71	198,960.30	204,934.59
NONU	18	5	96.13	99.01	106.93	110.14	113.44	116.84	6,729.10	7,485.10	7,709.80	7,940.80	8,178.80	175,629.51	195,361.11	201,225.78	207,254.88	213,466.68

**NOTES:**

- 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. For non-union employees, increases are afforded through collective bargaining and by Council resolution.