

### Annex "A" Salary Scale – "White-Collars"

«WHITE-COLLARS» Group/Class & /Title		January 1 <sup>st</sup>	Level 1	Level 2	Level 3	Level 4
Class 1	<ul style="list-style-type: none"> <li>• Asset Management Analyst</li> <li>• Project Co-ordinator</li> <li>• Community Service Co-ordinator</li> <li>• Engineer</li> <li>• Activity Coordinator</li> <li>• Technologist III</li> <li>• Urban Planner III</li> </ul>	2017	\$35.804	\$37.254	\$38.744	\$40.274
		2018	\$36.430	\$37.905	\$39.422	\$40.979
		2019	\$37.068	\$38.569	\$40.112	\$41.696
		2020	\$37.716	\$39.244	\$40.814	\$42.426
Class 2	<ul style="list-style-type: none"> <li>• By-Law Co-ordinator</li> <li>• Operations Co-ordinator</li> </ul>	2017	\$32.095	\$34.212	\$36.471	\$38.877
		2018	\$32.656	\$34.811	\$37.109	\$39.558
		2019	\$33.228	\$35.420	\$37.758	\$40.250
		2020	\$33.809	\$36.040	\$38.419	\$40.954
Class 3	<ul style="list-style-type: none"> <li>• Engineer Inspector</li> <li>• Construction Inspector</li> <li>• Urban Planner II</li> <li>• Technologist II</li> </ul>	2017	\$28.424	\$29.954	\$31.931	\$34.037
		2018	\$28.921	\$30.478	\$32.490	\$34.633
		2019	\$29.427	\$31.011	\$33.058	\$35.239
		2020	\$29.942	\$31.554	\$33.637	\$35.856
Class 4		2017	\$26.891	\$28.685	\$30.477	\$32.270
		2018	\$27.362	\$29.187	\$31.010	\$32.834
		2019	\$27.841	\$29.697	\$31.553	\$33.409
		2020	\$28.328	\$30.217	\$32.105	\$33.994
Class 5	<ul style="list-style-type: none"> <li>• Finance Co-ordinator</li> <li>• Asset Management Technician</li> <li>• Urban Planner I</li> <li>• Technologist I</li> <li>• Financial Clerk</li> </ul>	2017	\$26.108	\$27.414	\$28.783	\$30.224
		2018	\$26.565	\$27.894	\$29.287	\$30.753
		2019	\$27.030	\$28.382	\$29.799	\$31.291
		2020	\$27.503	\$28.879	\$30.321	\$31.838

Class 6 A	• Tax Clerk	2017	\$27.172	\$28.026	\$28.915	\$29.837
		2018	\$27.647	\$28.517	\$29.421	\$30.359
		2019	\$28.131	\$29.016	\$29.935	\$30.891
		2020	\$28.623	\$29.523	\$30.459	\$31.431
Class 6 B	• Technicians	2017	\$24.203	\$25.962	\$27.831	\$29.832
		2018	\$24.626	\$26.416	\$28.318	\$30.355
		2019	\$25.057	\$26.878	\$28.814	\$30.886
		2020	\$25.496	\$27.349	\$29.318	\$31.426
Class 7	• Certified Educator	2017	\$21.949	\$23.944	\$25.970	\$28.009
		2018	\$22.333	\$24.363	\$26.424	\$28.500
		2019	\$22.724	\$24.790	\$26.887	\$28.998
		2020	\$23.121	\$25.223	\$27.357	\$29.506
Class 8	<ul style="list-style-type: none"> <li>• Administrative Assistant</li> <li>• Client Service Centre Agent</li> <li>• Accounts Payable Clerk</li> <li>• Accounts Receivable Clerk</li> <li>• Cashier Clerk</li> <li>• Internal Clerk for Public Services</li> <li>• Cook</li> </ul>	2017	\$21.348	\$22.203	\$23.092	\$24.014
		2018	\$21.722	\$22.591	\$23.496	\$24.434
		2019	\$22.102	\$22.987	\$23.907	\$24.862
		2020	\$22.489	\$23.389	\$24.325	\$25.297
Class 9	• Non-Certified Educator	2017	\$20.846	\$21.666	\$22.520	\$23.406
		2018	\$21.211	\$22.045	\$22.914	\$23.815
		2019	\$21.582	\$22.431	\$23.315	\$24.232
		2020	\$21.960	\$22.823	\$23.723	\$24.656

### Annex "A" Salary scale – "Blue-Collars"

«Blue-Collar» Group/Class & /Title		January 1 <sup>st</sup>	Level 1	Level 2	Level 3	Level 4
Class 1	• Mechanical Operator	2017	\$26.468	\$28.848	\$31.444	\$34.278
		2018	\$26.931	\$29.353	\$31.994	\$34.877
		2019	\$27.403	\$29.867	\$32.554	\$35.488
		2020	\$27.882	\$30.389	\$33.124	\$36.109
Class 2	• Law Enforcement Officer • Operator/labourer • Mechanic's helper • Facility Condition Assessment Agent	2017	\$21.934	\$23.940	\$25.957	\$27.987
		2018	\$22.318	\$24.359	\$26.412	\$28.477
		2019	\$22.709	\$24.785	\$26.874	\$28.975
		2020	\$23.106	\$25.219	\$27.344	\$29.483
Class 3	• Laborer, Infrastructure and Engineering Services • Laborer, Community Services • External Clerk • Laborer, Environmental Services	2017	\$20.936	\$21.730	\$22.535	\$23.407
		2018	\$21.302	\$22.110	\$22.929	\$23.816
		2019	\$21.675	\$22.497	\$23.330	\$24.233
		2020	\$22.055	\$22.891	\$23.738	\$24.657
Class 4	• Janitor	2017	\$18.409	\$19.123	\$19.894	\$20.676
		2018	\$18.731	\$19.458	\$20.242	\$21.037
		2019	\$19.059	\$19.798	\$20.597	\$21.406
		2020	\$19.392	\$20.145	\$20.957	\$21.780