

Personnel Management
Salary Administration Manual
2001



Public Service Employee Relations Commission

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Tab 1 - BCGEU

1. As of April 1, 2001, new employees will be placed in Master Agreement **Appendix 3A** and will utilize all steps of the range within their grid level.
2. Employees on staff March 31, 2001, will be placed in Master Agreement **Appendix 3B** and will utilize all steps of the range within their grid level.
3. Commencing April 1, 2001, employees in classifications above Grid 12 and who are at or attaining Step 3 of the range as specified in Appendix 3B shall be placed at the identical salary of Appendix 3A at Step 5 on April 1, 2001, or on the date they attained Step 3, whichever is later.
4. Effective April 1, 2001, all substitutions, promotions or reclassifications will utilize Appendix 3A.

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
1	1	1	24,758.21	2,063.18	948.98	13.5569
	2	2	26,160.51	2,180.04	1,002.73	14.3247
	3	3	28,000.06	2,333.34	1,073.24	15.3320
2	1	1	25,448.01	2,120.67	975.42	13.9346
	2	2	26,897.01	2,241.42	1,030.96	14.7280
	3	3	28,797.61	2,399.80	1,103.81	15.7687
3	1	1	26,160.51	2,180.04	1,002.73	14.3247
	2	2	27,658.03	2,304.84	1,060.13	15.1447
	3	3	29,621.77	2,468.48	1,135.40	16.2200
4	1	1	26,897.01	2,241.42	1,030.96	14.7280
	2	2	28,444.89	2,370.41	1,090.29	15.5756
	3	3	30,473.59	2,539.47	1,168.05	16.6864
5	1	1	27,658.03	2,304.84	1,060.13	15.1447
	2	2	29,257.05	2,438.09	1,121.42	16.0203
	3	3	31,353.58	2,612.80	1,201.78	17.1683
6	1	1	28,444.89	2,370.41	1,090.29	15.5756
	2	2	30,097.38	2,508.12	1,153.63	16.4804
	3	3	32,262.79	2,688.57	1,236.63	17.6661
7	1	1	29,257.05	2,438.09	1,121.42	16.0203
	2	2	30,964.85	2,580.40	1,186.88	16.9554
	3	3	33,203.05	2,766.92	1,272.67	18.1810
8	1	1	30,097.38	2,508.12	1,153.63	16.4804
	2	2	31,862.06	2,655.17	1,221.27	17.4467
	3	3	34,173.83	2,847.82	1,309.88	18.7126

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
9	1	1	30,964.85	2,580.40	1,186.88	16.9554
	2	2	32,788.49	2,732.37	1,256.78	17.9540
	3	3	35,177.75	2,931.48	1,348.36	19.2623
10	1	1	31,862.06	2,655.17	1,221.27	17.4467
	2	2	33,746.23	2,812.19	1,293.49	18.4784
	3	3	36,214.54	3,017.88	1,388.10	19.8300
11	1	1	32,788.49	2,732.37	1,256.78	17.9540
	2	2	34,736.06	2,894.67	1,331.43	19.0204
	3	3	37,285.76	3,107.15	1,429.16	20.4166
12	1	1	33,746.23	2,812.19	1,293.49	18.4784
	2	2	35,758.24	2,979.85	1,370.61	19.5801
	3	3	38,393.25	3,199.44	1,471.61	21.0230
13	1	1	34,736.06	2,894.67	1,331.43	19.0204
	2	n/a	35,758.24	2,979.85	1,370.61	19.5801
	3	2	36,815.37	3,067.95	1,411.13	20.1590
	4	n/a	37,907.47	3,158.96	1,452.99	20.7570
	5	3	39,537.53	3,294.79	1,515.47	21.6496
14	1	1	35,758.24	2,979.85	1,370.61	19.5801
	2	n/a	36,815.37	3,067.95	1,411.13	20.1590
	3	2	37,907.47	3,158.96	1,452.99	20.7570
	4	n/a	39,035.83	3,252.99	1,496.24	21.3749
	5	3	40,720.42	3,393.37	1,560.81	22.2973
15	1	1	36,815.37	3,067.95	1,411.13	20.1590
	2	n/a	37,907.47	3,158.96	1,452.99	20.7570
	3	2	39,035.83	3,252.99	1,496.24	21.3749
	4	n/a	40,201.50	3,350.13	1,540.92	22.0131
	5	3	41,942.18	3,495.18	1,607.64	22.9663
16	1	1	37,907.47	3,158.96	1,452.99	20.7570
	2	n/a	39,035.83	3,252.99	1,496.24	21.3749
	3	2	40,201.50	3,350.13	1,540.92	22.0131
	4	n/a	41,406.83	3,450.57	1,587.12	22.6731
	5	3	43,204.90	3,600.41	1,656.04	23.6577
17	1	1	39,035.83	3,252.99	1,496.24	21.3749
	2	n/a	40,201.50	3,350.13	1,540.92	22.0131
	3	2	41,406.83	3,450.57	1,587.12	22.6731
	4	n/a	42,652.07	3,554.34	1,634.85	23.3550
	5	3	44,509.63	3,709.14	1,706.05	24.3721

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
18	1	1	40,201.50	3,350.13	1,540.92	22.0131
	2	n/a	41,406.83	3,450.57	1,587.12	22.6731
	3	2	42,652.07	3,554.34	1,634.85	23.3550
	4	n/a	43,938.79	3,661.57	1,684.17	24.0596
	5	3	45,870.70	3,822.56	1,758.22	25.1174
19	1	1	41,406.83	3,450.57	1,587.12	22.6731
	2	n/a	42,652.07	3,554.34	1,634.85	23.3550
	3	2	43,938.79	3,661.57	1,684.17	24.0596
	4	n/a	45,272.74	3,772.73	1,735.30	24.7900
	5	3	47,291.53	3,940.96	1,812.68	25.8954
20	1	1	42,652.07	3,554.34	1,634.85	23.3550
	2	n/a	43,938.79	3,661.57	1,684.17	24.0596
	3	2	45,272.74	3,772.73	1,735.30	24.7900
	4	n/a	46,674.51	3,889.54	1,789.03	25.5576
	5	3	48,760.35	4,063.36	1,868.98	26.6997
21	1	1	43,938.79	3,661.57	1,684.17	24.0596
	2	n/a	45,272.74	3,772.73	1,735.30	24.7900
	3	2	46,674.51	3,889.54	1,789.03	25.5576
	4	n/a	48,122.73	4,010.23	1,844.54	26.3506
	5	3	50,278.23	4,189.85	1,927.16	27.5309
22	1	1	45,272.74	3,772.73	1,735.30	24.7900
	2	n/a	46,674.51	3,889.54	1,789.03	25.5576
	3	2	48,122.73	4,010.23	1,844.54	26.3506
	4	n/a	49,619.73	4,134.98	1,901.92	27.1703
	5	3	51,845.93	4,320.49	1,987.25	28.3893
23	1	1	46,674.51	3,889.54	1,789.03	25.5576
	2	n/a	48,122.73	4,010.23	1,844.54	26.3506
	3	2	49,619.73	4,134.98	1,901.92	27.1703
	4	n/a	51,166.05	4,263.84	1,961.19	28.0170
	5	3	53,467.12	4,455.59	2,049.39	29.2770
24	1	1	48,122.73	4,010.23	1,844.54	26.3506
	2	n/a	49,619.73	4,134.98	1,901.92	27.1703
	3	2	51,166.05	4,263.84	1,961.19	28.0170
	4	n/a	52,764.28	4,397.02	2,022.45	28.8921
	5	3	55,142.05	4,595.17	2,113.59	30.1941
25	1	1	49,619.73	4,134.98	1,901.92	27.1703
	2	n/a	51,166.05	4,263.84	1,961.19	28.0170
	3	2	52,764.28	4,397.02	2,022.45	28.8921
	4	n/a	54,415.99	4,534.67	2,085.76	29.7966
	5	3	56,872.56	4,739.38	2,179.92	31.1417

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
26	1	1	51,166.05	4,263.84	1,961.19	28.0170
	2	n/a	52,764.28	4,397.02	2,022.45	28.8921
	3	2	54,415.99	4,534.67	2,085.76	29.7966
	4	n/a	56,122.75	4,676.90	2,151.18	30.7311
	5	3	58,660.98	4,888.41	2,248.47	32.1210
27	1	1	52,764.28	4,397.02	2,022.45	28.8921
	2	n/a	54,415.99	4,534.67	2,085.76	29.7966
	3	2	56,122.75	4,676.90	2,151.18	30.7311
	4	n/a	57,885.86	4,823.82	2,218.76	31.6966
	5	3	60,509.14	5,042.43	2,319.31	33.1330
28	1	1	54,415.99	4,534.67	2,085.76	29.7966
	2	n/a	56,122.75	4,676.90	2,151.18	30.7311
	3	2	57,885.86	4,823.82	2,218.76	31.6966
	4	n/a	59,708.20	4,975.68	2,288.61	32.6944
	5	3	62,418.62	5,201.55	2,392.50	34.1786
29	1	1	56,122.75	4,676.90	2,151.18	30.7311
	2	n/a	57,885.86	4,823.82	2,218.76	31.6966
	3	2	59,708.20	4,975.68	2,288.61	32.6944
	4	n/a	61,591.85	5,132.65	2,360.81	33.7259
	5	3	64,392.01	5,366.00	2,468.14	35.2591
30	1	1	57,885.86	4,823.82	2,218.76	31.6966
	2	n/a	59,708.20	4,975.68	2,288.61	32.6944
	3	2	61,591.85	5,132.65	2,360.81	33.7259
	4	n/a	63,582.20	5,298.52	2,437.10	34.8157
	5	3	66,430.89	5,535.91	2,546.29	36.3756
31	1	n/a	59,708.20	4,975.68	2,288.61	32.6944
	2	n/a	61,591.85	5,132.65	2,360.81	33.7259
	3	n/a	63,582.20	5,298.52	2,437.10	34.8157
	4	n/a	65,638.29	5,469.86	2,515.91	35.9416
	5	n/a	68,580.91	5,715.08	2,628.70	37.5529
32	1	n/a	61,591.85	5,132.65	2,360.81	33.7259
	2	n/a	63,582.20	5,298.52	2,437.10	34.8157
	3	n/a	65,638.29	5,469.86	2,515.91	35.9416
	4	n/a	67,761.96	5,646.83	2,597.31	37.1044
	5	n/a	70,801.89	5,900.16	2,713.83	38.7690

5 STEP GRID

All employees on staff before April 1, 2001, are paid using Appendix 3B, which is a three step salary grid. A new salary grid, Appendix 3A, was introduced effective April 1, 2001. Appendix 3A is a 3 step grid from grid ranges 1 through 12, but converts to a 5 step grid from grid ranges 13 through 32. Appendix 3A is identical to Appendix 3B from grids 1 to 12. In ranges 13 to 32, Steps 1, 3 and 5 of Appendix 3A are equal to Steps 1, 2 and 3 of Appendix 3B.

To save space, all salaries listed in this schedule are from Appendix 3A (5 steps from ranges 13 to 32). For classifications scheduled to receive a grid bump(s) through Appendix N, salary progressions have been listed for each time period a grid bump occurs. Employees should be paid following the salary progression listed for the period that corresponds to their hire (promotion, reclassification or substitution) date into the classification.

Where the word "hire" has been used, it can be replaced with "promotion", "reclassification" or "substitution".

Example 1:

Activity Worker 4 (Hired before April 1, 2001)	3664254	16	1	37,907.47	1,452.99	20.7570	
			2	N/A			
			3	40,201.50	1,540.92	22.0131	
			4	N/A			
			5	43,204.90	1,656.04	23.6577	
		17	5	44,509.63	1,706.05	24.3721	
		(Step available from March 30 2003)	18	5	45,870.70	1,758.22	25.1174

Employees hired before April 1, 2001 follow the salary progression on the right.

Activity Worker 4 (Hired April 1, 2001-March 29, 2003)	3664254	17	1	39,035.83	1,496.24	21.3749	
			2	40,201.50	1,540.92	22.0131	
			3	41,406.83	1,587.12	22.6731	
			4	42,652.07	1,634.85	23.3550	
			5	44,509.63	1,706.05	24.3721	
		(Step available from March 30 2003)	18	5	45,870.70	1,758.22	25.1174

Employees hired between April 1, 2001 and March 29, 2003 follow a different salary progression.

This is the earliest date that employees can access this salary step.

Example 2:

Activity Worker 5	3664255	18	1	40,201.50	1,540.92	22.0131
			2	41,406.83	1,587.12	22.6731
			3	42,652.07	1,634.85	23.3550
			4	43,938.79	1,684.17	24.0596
			5	45,870.70	1,758.22	25.1174

For classifications NOT receiving a grid bump under Appendix N, all 5 steps of Appendix 3A have been listed; however, employees hired into the classification before April 1, 2001 will only use Steps 1, 3 and 5.

OBSOLETE CLASSIFICATIONS

Many of the classifications listed in the schedule are in grid levels not valid under the Public Service Job Evaluation Plan and have been labeled "Obsolete". These classifications should no longer be used. Current incumbents of obsolete classifications should be reviewed as soon as possible under PSJEP and moved to the appropriate grid levels. **Obsolete classifications are not to be posted when vacant.**

Example 3:

Agricultural Officer 2 (Obsolete)	3621182	2222	10	1	31,862.06	1,221.27	17.4467
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Grid level not valid under PSJEP

INFORMATION SYSTEMS GUIDELINES - 4th STEP

A 4th salary step was added to Information Systems Levels (ISL) 11, 12 and 13 during 12th Master Agreement bargaining to help bring salaries closer to outside market rates. In the 13th Master Agreement, salaries for ISL 11 and ISL 12 will be increased, through Appendix N, to bring them closer to market levels. This replaces the "4th" step at these levels. The salary level for ISL 13 will not be increased through Appendix N and this level will receive an add-to-pay, which will equate to the 4th step given under the 12th Master Agreement.

Information Systems Level 11

ISL 11 is currently at Range 25 and through Appendix N will progress to Range 27. Existing employees who are **not yet at Step 4** (of Appendix 3B) will progress as follows:

- Range 25, Step 1
- Range 25, Step 2 (Step 3 on Appendix 3A)
- Range 25, Step 3 (Step 5 on Appendix 3A)
- Range 26, Step 5 (This step is not available until March 31, 2002)
- Range 27, Step 5 (This step is not available until March 30, 2003)

Although Range 27, Step 5 has a slightly higher salary, it is considered equivalent to the 4th Step of Appendix 3B for ISL 11. Existing employees who were at Step 4 prior to April 1, 2001, can be moved immediately to Range 27, Step 5. Employees who are being hired, promoted, reclassified or substituted into ISL 11 positions must use the 5 step grid range applicable to the classification, as per Appendix N, and will not be able to access Range 27, Step 5 until March 30, 2003.

Information Systems Level 12

ISL 12 is currently at Range 28 and through Appendix N will progress to Range 30. Existing employees who are **not yet at Step 4** (of Appendix 3B) will progress as follows:

- Range 28, Step 1
- Range 28, Step 2 (Step 3 on Appendix 3A)
- Range 28, Step 3 (Step 5 on Appendix 3A)
- Range 29, Step 5
- Range 30, Step 5 (This step is not available until March 31, 2002)

Although Range 30, Step 5 has a slightly higher salary, it is considered equivalent to the 4th Step of Appendix 3B for ISL 12. Existing employees who were at Step 4 prior to April 1, 2001, can be moved immediately to Range 30, Step 5. Employees who are being hired, promoted, reclassified or substituted into ISL 12 positions must use the 5 step grid range applicable to the classification, as per Appendix N, and will not be able to access Range 30, Step 5 until March 31, 2002.

Information Systems Level 13

ISL 13 is currently at Range 30 and will not progress to a higher grid range through Appendix N. Existing employees who were at Step 4 of Appendix 3B prior to April 1, 2001, will receive an add-to-pay which is equivalent to Range 32, Step 5. The add-to-pay will form part of their base pay. Employees who are being hired, promoted, reclassified or substituted into ISL 13 positions must use the 5 step salary grid (Appendix 3A).

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Activity Worker R9 (Activity Worker 1)	3664251		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Activity Worker R11 (Activity Worker 2)	3664252		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Activity Worker R13	3664257		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Activity Worker R14 (Activity Worker 3)	3664253		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Activity Worker N18 (Activity Worker 4) (Hired before April 1, 2001)	3664254		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available from March 30 2003)	18	5	45,870.70	1,758.22	25.1174		
Activity Worker N18 (Hired April 1, 2001-March 29, 2003)	3664254		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available from March 30 2003)	18	5	45,870.70
Activity Worker N18 (Hired March 30, 2003)	3664254		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Activity Worker R18 (Activity Worker 5)	3664255		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Activity Worker N21 (Activity Worker 6) (Hired before April 1, 2001)	3664256		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available from March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Activity Worker N21 (Hired April 1, 2001-March 30, 2002)	3664256		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available from March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Activity Worker N21 (Hired March 31, 2002)	3664256		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Activity Worker N24 (Activity Worker R23) (Hired before April 1, 2001)	3664258		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available from March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Activity Worker N24 (Hired April 1, 2001-March 29, 2003)	3664258		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available from March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Activity Worker N24 (Hired March 30, 2003)	3664258		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Activity Worker N27 (Activity Worker R25) (Hired before April 1, 2001)	3664259		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available from March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available from March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

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Activity Worker N27 (Hired April 1, 2001-March 30, 2002)	3664259		25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available from March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available from March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Activity Worker N27 (Hired March 31, 2002-March 29, 2003)	3664259		26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available from March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Activity Worker N27 (Hired March 30, 2003)	3664259		27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
Administrative Officer R14 (Administrative Officer 1)	3551501		14	1	35,758.24	1,370.61	19.5801		
				2	36,815.37	1,411.13	20.1590		
				3	37,907.47	1,452.99	20.7570		
				4	39,035.83	1,496.24	21.3749		
				5	40,720.42	1,560.81	22.2973		
Administrative Officer N18 (Administrative Officer 2) (Hired before April 1, 2001)	3551502		16	1	37,907.47	1,452.99	20.7570		
				2	N/A				
				3	40,201.50	1,540.92	22.0131		
				4	N/A				
				5	43,204.90	1,656.04	23.6577		
				(Step available from March 31, 2002)	17	5	44,509.63	1,706.05	24.3721
				(Step available from March 31, 2002)	18	5	45,870.70	1,758.22	25.1174
Administrative Officer N18 (Hired April 1, 2001-March 30, 2002)	3551502		17	1	39,035.83	1,496.24	21.3749		
				2	40,201.50	1,540.92	22.0131		
				3	41,406.83	1,587.12	22.6731		
				4	42,652.07	1,634.85	23.3550		
				5	44,509.63	1,706.05	24.3721		
				(Step available from March 31, 2002)	18	5	45,870.70	1,758.22	25.1174
				Administrative Officer N18 (Hired March 31, 2002)	3551502		18	1	40,201.50
2	41,406.83	1,587.12	22.6731						
3	42,652.07	1,634.85	23.3550						
4	43,938.79	1,684.17	24.0596						
5	45,870.70	1,758.22	25.1174						

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Administrative Officer R18 (Administrative Officer 3)	3551503		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Administrative Officer N21 (Administrative Officer 4) (Hired before April 1, 2001)	3551504		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
			21	5	50,278.23	1,927.16	27.5309
Administrative Officer N21 (Hired April 1, 2001)	3551504		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Administrative Officer N24 (Administrative Officer 5) (Hired before April 1, 2001)	3551505		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Administrative Officer N24 (Hired April 1, 2001-March 29,2003)	3551505		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Administrative Officer N24 (Hired March 30, 2003)	3551505		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Administrative Officer N27 (Administrative Officer 6) (Hired before April 1, 2001)	3551506		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

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Administrative Officer N27 (Hired April 1, 2001-March 30, 2002)	3551506		25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Administrative Officer N27 (Hired March 31, 2002-March 29, 2003)	3551506		26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Administrative Officer N27 (Hired March 30, 2003)	3551506		27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
Administrative Officer N30 (Administrative Officer 7) (Hired before April 1, 2001)	3551507		28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				(Step available March 31, 2002)	29	5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Administrative Officer N30 (Hired April 1, 2001-March 30, 2002)	3551507		29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Administrative Officer N30 (Hired March 31, 2002)	3551507		30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		
Administrative Officer R30	3551508		30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Administrative Officer (AMI) N15 (Hired before April 1, 2001)	3551509		14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)			15	5	41,942.18	1,607.64	22.9663
Administrative Officer (AMI) N15 (Hired April 1, 2001-March 29, 2003)	3551509		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)			15	5	41,942.18	1,607.64	22.9663
Administrative Officer (AMI) N15 (Hired March 30, 2003)	3551509		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Agricultural Officer R7 (Agricultural Officer 1)	3621181	2222	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Agricultural Officer 2 (Obsolete)	3621182	2222	10	1	31,862.06	1,221.27	17.4467
				2	33,746.23	1,293.49	18.4784
				3	36,214.54	1,388.10	19.8300
Apprenticeship Counsellor (Growth to N24)	3633105	4213	CAI	L1	42,652.07	1,634.85	23.3550
				L2	43,938.79	1,684.17	24.0596
				L3	45,272.74	1,735.30	24.7900
Apprenticeship Counsellor N24 (Coun. Apprent./Industrial Train. 2, 3) (Hired before April 1, 2001)	3633103	4213	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Apprenticeship Counsellor N24 (Hired April 1, 2001-March 29, 2003)	3633103	4213	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Apprenticeship Counsellor N24 (Hired March 30, 2003)	3633103	4213	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Apprenticeship Counsellor N27 (Counsellor Apprent./Industrial Training 4) (Hired before April 1, 2001)	3633104	4213	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Apprenticeship Counsellor N27 (Hired April 1, 2001-March 30, 2002)	3633104	4213	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Apprenticeship Counsellor N27 (Hired March 31, 2002-March 29, 2003)	3633104	4213	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Apprenticeship Counsellor N27 (Hired March 30, 2003)	3633104	4213	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Archivist R13 (Archivist 1)	3506101	5113	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Archivist N18 (Archivist R16) (Hired before April 1, 2001)	3506106		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
(Step available March 31, 2002)			17	5	44,509.63	1,706.05	24.3721
			18	5	45,870.70	1,758.22	25.1174

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Archivist N18 (Hired April 1, 2001-March 30, 2002)	3506106		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Archivist N18 (Hired March 31, 2002)	3506106		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Archivist R18 (Archivist 2)	3506102	5113	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Archivist N21 (Archivist R20) (Hired before April 1, 2001)	3506107		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Archivist N21 (Hired April 1, 2001-March 30, 2002)	3506107		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Archivist N21 (Hired March 31, 2002)	3506107		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Archivist N24 (Archivist 3) (Hired before April 1, 2001)	3506103	5113	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Archivist N24 (Hired April 1, 2001-March 29, 2003)	3506103	5113	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Archivist N24 (Hired March 30, 2003)	3506103	5113	24	1	48,122.73	1,844.54	26.3506
				4	N/A		
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Archivist N27 (Archivist 4) (Hired before April 1, 2001)	3506104	5113	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Archivist N27 (Hired April 1, 2001-March 30, 2002)	3506104	5113	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Archivist N27 (Hired March 31, 2002-March 29, 2003)	3506104	5113	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Archivist N27 (Hired March 30, 2003)	3506104	5113	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Assistant Manager R14	3752101	6211	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Assistant Manager R16	3752102	6211	16	1	37,907.47	1,452.99	20.7570
				2	39,035.83	1,496.24	21.3749
				3	40,201.50	1,540.92	22.0131
				4	41,406.83	1,587.12	22.6731
				5	43,204.90	1,656.04	23.6577
Assistant Shipper R11 (Assistant Shipper)	3751231	1471	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Biologist R13 (Biologist 1)	3625001	2121	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Biologist N18 (Biologist R16) (Hired before April 1, 2001)	3625008		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Biologist N18 (Hired April 1, 2001-March 30, 2002)	3625008		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Biologist N18 (Hired March 31, 2002)	3625008		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Biologist N21 (Biologist 2) (Hired before April 1, 2001)	3625002	2121	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Biologist N21 (Hired April 1, 2001-March 30, 2002)	3625002	2121	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Biologist N21 (Hired March 31, 2002)	3625002	2121	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Biologist N24 (Biologist 3) (Hired before April 1, 2001)	3625003	2121	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Biologist N24 (Hired April 1, 2001-March 29, 2003)	3625003	2121	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Biologist N24 (Hired March 30, 2003)	3625003	2121	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Biologist N27 (Biologist 4) (Hired before April 1, 2001)	3625004	2121	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Biologist N27 (Hired April 1, 2001-March 30, 2002)	3625004	2121	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Biologist N27 (Hired March 31, 2002-March 29, 2003)	3625004	2121	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Biologist N27 (Hired March 30, 2003)	3625004	2121	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Biologist N30 (Biologist 5) (Hired before April 1, 2001)	3625005	2121	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	5	64,392.01	2,468.14
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		
Biologist N30 (Hired April 1, 2001-March 30, 2002)	3625005	2121	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Biologist N30 (Hired March 31, 2002)	3625005	2121	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Biologist R30	3625006	2121	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Bridgeworker 1 (Obsolete)	3707301	7271	08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Bridgeworker R9 (Bridgeworker 2)	3707302	7271	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Bridgeworker R11 (Bridgeworker 3)	3707303	7271	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Building Maintenance Worker R9 (Building Maintenance Worker)	3701602	7611	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Building Maintenance Worker R6 (Building Maintenance Worker 1, 2)	3661112		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Building Security Officer R6 (Building Security Officer 1)	3705101	6651	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Building Security Officer R9 (Building Security Officer 2)	3705102	6651	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Building Security Officer R11 (Building Security Officer 3)	3705103	6651	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Building Service Worker R6 (Building Service Worker 2)	3661132	6215	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Building Service Worker R7 (Building Service Worker 3)	3661133	6215	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Building Service Worker 4 (Obsolete)	3661134	6215	08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Building Service Worker R9	3661135	6215	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Building Service Worker R13	3661137	6215	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Building Service Worker R18	3661136		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Case Aide R11 (Case Aide)	3503471	4212	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Child Care Counsellor 1 (Obsolete)	3501101	4212	10	1	31,862.06	1,221.27	17.4467
				2	33,746.23	1,293.49	18.4784
				3	36,214.54	1,388.10	19.8300

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Child Care Counsellor R13 (Child Care Counsellor 2)	3501102	4212	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Child Care Counsellor R14 (Child Care Counsellor 3)	3501103	4212	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Child Care Counsellor N18 (Child Care Counsellor R16) (Hired before April 1, 2001)	3501106	4212	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Child Care Counsellor N18 (Hired April 1, 2001-March 30, 2002)	3501106	4212	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Child Care Counsellor N18 (Hired March 31, 2002)	3501106	4212	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Child Care Counsellor R18 (Child Care Counsellor 5)	3501105	4212	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Child Care Counsellor N21 (Child Care Counsellor R20) (Hired before April 1, 2001)	3501107	4212	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly	
Child Care Counsellor N21 (Hired April 1, 2002-March 30, 2002)	3501107	4212	20	1	42,652.07	1,634.85	23.3550	
				2	43,938.79	1,684.17	24.0596	
				3	45,272.74	1,735.30	24.7900	
				4	46,674.51	1,789.03	25.5576	
				5	48,760.35	1,868.98	26.6997	
				(Step available March 31, 2002)	21	5	50,278.23	1,927.16
Child Care Counsellor N21 (Hired March 31, 2002)	3501107	4212	21	1	43,938.79	1,684.17	24.0596	
				2	45,272.74	1,735.30	24.7900	
				3	46,674.51	1,789.03	25.5576	
				4	48,122.73	1,844.54	26.3506	
				5	50,278.23	1,927.16	27.5309	
Child Care Counsellor N24 (Child Care Counsellor R23) (Hired before April 1, 2001)	3501108	4212	23	1	46,674.51	1,789.03	25.5576	
				2	N/A			
				3	49,619.73	1,901.92	27.1703	
				4	N/A			
				5	53,467.12	2,049.39	29.2770	
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941			
Child Care Counsellor N24 (Hired April 1, 2001-March 29, 2003)	3501108	4212	23	1	46,674.51	1,789.03	25.5576	
				2	48,122.73	1,844.54	26.3506	
				3	49,619.73	1,901.92	27.1703	
				4	51,166.05	1,961.19	28.0170	
				5	53,467.12	2,049.39	29.2770	
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941			
Child Care Counsellor N24 (Hired March 30, 2003)	3501108	4212	24	1	48,122.73	1,844.54	26.3506	
				2	49,619.73	1,901.92	27.1703	
				3	51,166.05	1,961.19	28.0170	
				4	52,764.28	2,022.45	28.8921	
				5	55,142.05	2,113.59	30.1941	
Clerk R9 (Clerk 3)	3551103			09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540	
				3	35,177.75	1,348.36	19.2623	
Clerk R11 (Clerk 4)	3551104			11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204	
				3	37,285.76	1,429.16	20.4166	
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	3551105			13	1	34,736.06	1,331.43	19.0204
				2	N/A			
				3	36,815.37	1,411.13	20.1590	
				4	N/A			
				5	39,537.53	1,515.47	21.6496	
(Step available March 30, 2003)	14	5	40,720.42	1,560.81	22.2973			

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Clerk N14 (Hired April 1, 2001-March 29, 2003)	3551105		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
				(Step available March 30, 2003)	14	5	40,720.42
Clerk N14 (Hired March 30, 2003)	3551105		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Clerk Postal R6 (Clerk Postal 1)	3551151	1461	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Clerk Postal R9 (Clerk Postal 2)	3551152	1461	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Clerk Postal R13 (Clerk Postal 3)	3551153	1461	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Clerk Stenographer R9 (Clerk Stenographer 3)	3553103		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Clerk Stenographer R11 (Clerk Stenographer 4)	3553104		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Clerk Stenographer N14 (Clerk Stenographer 5) (Hired before April 1, 2001)	3553105		13	1	34,736.06	1,331.43	19.0204
				2	N/A		
				3	36,815.37	1,411.13	20.1590
				4	N/A		
				5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)	14	5	40,720.42	1,560.81	22.2973		
Clerk Stenographer N14 (Hired April 1, 2001-March 29, 2003)	3553105		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)	14	5	40,720.42	1,560.81	22.2973		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Clerk Stenographer N14 (Hired March 30, 2003)	3553105		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Clinician N21 (Clinician 1) (Hired before April 1, 2001)	3502101	3141	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Clinician N21 (Hired April 1, 2001-March 30, 2002)	3502101	3141	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Clinician N21 (Hired March 31, 2002)	3502101	3141	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Clinician N24 (Clinician R23) (Hired before April 1, 2001)	3502104		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Clinician N24 (Hired April 1, 2001-March 29, 2003)	3502104		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Clinician N24 (Hired March 30, 2003)	3502104		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Clinician N27 (Clinician 2) (Hired before April 1, 2001)	3502102	3141	25	1	49,619.73	1,901.92	27.1703		
				2	N/A				
				3	52,764.28	2,022.45	28.8921		
				4	N/A				
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Clinician N27 (Hired April 1, 2001-March 30, 2002)	3502102	3141	25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Clinician N27 (Hired March 31, 2002-March 29, 2003)	3502102	3141	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Clinician N27 (Hired March 30, 2003)	3502102	3141	27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
Clinician N30 (Clinician 3) (Hired before April 1, 2001)	3502103	3141	28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				(Step available March 31, 2002)	29	5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Clinician N30 (Hired April 1, 2001-March 30, 2002)	3502103	3141	29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
				Clinician N30 (Hired March 31, 2002)	3502103	3141	30	1	57,885.86
2	59,708.20	2,288.61	32.6944						
3	61,591.85	2,360.81	33.7259						
4	63,582.20	2,437.10	34.8157						
5	66,430.89	2,546.29	36.3756						

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Commercial Transport Inspector R14 (Commercial Transport Inspector 6)	3633016	6463	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Communications Officer R14 (Communications Officer 1)	3501531		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Communications Officer N18 (Communications Officer 2) (Hired before April 1, 2001)	3501532		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174		
Communications Officer N18 (Hired April 1, 2001-March 29, 2003)	3501532		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)	18	5	45,870.70
Communications Officer N18 (Hired March 30, 2003)	3501532		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Communications Officer R18 (Communications Officer 3)	3501533		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Communications Officer N21 (Communications Officer 4) (Hired before April 1, 2001)	3501534	5124	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Communications Officer N21 (Hired April 1, 2001-March 30, 2002)	3501534	5124	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Communications Officer N21 (Hired March 31, 2002)	3501534	5124	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Communications Officer N24 (Communications Officer 5) (Hired before April 1, 2001)	3501535	5124	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Communications Officer N24 (Hired April 1, 2001-March 29, 2003)	3501535	5124	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Communications Officer N24 (Hired March 30, 2003)	3501535	5124	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Communications Officer N27 (Communications Officer 6) (Hired before April 1, 2001)	3501536	5124	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Communications Officer N27 (Hired April 1, 2001-March 30, 2002)	3501536	5124	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Communications Officer N27 (Hired March 31, 2002-March 29, 2003)	3501536	5124	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Communications Officer N27 (Hired March 30, 2003)	3501536	5124	27	1	52,764.28	2,022.45	28.8921		
				2	54,415.99	2,085.76	29.7966		
				3	56,122.75	2,151.18	30.7311		
				4	57,885.86	2,218.76	31.6966		
				5	60,509.14	2,319.31	33.1330		
Communications Officer N30 (Communications Officer 7) (Hired before April 1, 2001)	3501537		28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
					29	5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756				
Communications Officer N30 (Hired April 1, 2001-March 30, 2002)	3501537		29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Communications Officer N30 (Hired March 31, 2002)	3501537		30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		
Community Program Officer (CVWS) R14	3501301		14	1	35,758.24	1,370.61	19.5801		
				2	36,815.37	1,411.13	20.1590		
				3	37,907.47	1,452.99	20.7570		
				4	39,035.83	1,496.24	21.3749		
				5	40,720.42	1,560.81	22.2973		
Community Program Officer (CVWS) N18 (Hired before April 1, 2001)	3501302		16	1	37,907.47	1,452.99	20.7570		
				2	N/A				
				3	40,201.50	1,540.92	22.0131		
				4	N/A				
				5	43,204.90	1,656.04	23.6577		
					17	5	44,509.63	1,706.05	24.3721
				(Step available from March 31, 2002)	18	5	45,870.70	1,758.22	25.1174

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Community Program Officer (CVWS) N18 (Hired April 1, 2001-March 30, 2002)	3501302		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available from March 31, 2002)	18	5	45,870.70
Community Program Officer (CVWS) N18 (Hired March 31, 2002)	3501302		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Community Program Officer (CVWS) N24 (Hired before April 1, 2001)	3501303		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Community Program Officer (CVWS) N24 (Hired April 1, 2001-March 29,2003)	3501303		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Community Program Officer (CVWS) N24 (Hired March 30, 2003)	3501303		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Community Program Officer (Growth to N15) (Social Program Officer (FAW) - Growth)	3501207		FAW	L1	32,788.49	1,256.78	17.9540
				L2	33,746.23	1,293.49	18.4784
				L3	34,736.06	1,331.43	19.0204
Community Program Officer (FAW) N15 (Social Program Officer 1 (FAW)) (Hired before April 1, 2001)	3501201	4212	14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)	15	5	41,942.18	1,607.64	22.9663		
Community Program Officer (FAW) N15 (Hired April 1, 2001-March 29, 2003)	3501201	4212	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)	15	5	41,942.18	1,607.64	22.9663		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Community Program Officer (FAW) N15 (Hired March 30, 2003)	3501201	4212	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Community Program Officer (EO/VO) N15 (Social Program Officer 1 (EO / VO)) (Hired before April 1, 2001)	3501212	4212	14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
			15	5	41,942.18	1,607.64	22.9663
Community Program Officer (EO/VO) N15 (Hired April 1, 2001)	3501212	4212	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Community Program Officer (FMW) N18 (Social Program Officer 2 (FMW)) (Hired before April 1, 2001)	3501222	4212	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
			18	5	45,870.70	1,758.22	25.1174
(Step available March 30, 2003)							
Community Program Officer (FMW) N18 (Hired April 1, 2001-March 29, 2003)	3501222	4212	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
			18	5	45,870.70	1,758.22	25.1174
(Step available March 30, 2003)							
Community Program Officer (FMW) N18 (Hired March 30, 2003)	3501222	4212	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Community Program Officer (IA) R18 (Social Program Officer 3 (ISDS))	3501203	4212	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

BCGEU SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Community Program Officer (IA) N21 (Social Program Officer 4 (ISDS)) (Hired before April 1, 2001)	3501204	4212	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Community Program Officer (IA) N21 (Hired April 1, 2001-March 30, 2002)	3501204	4212	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Community Program Officer (IA) N21 (Hired March 31, 2002)	3501204	4212	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Community Program Officer (IA) N24 (Social Program Officer 5 (ISDS)) (Hired before April 1, 2001)	3501205	4212	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
					24	5	55,142.05
Community Program Officer (IA) N24 (Hired April 1, 2001)	3501205	4212	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Concession Clerk R6 (Concession Clerk)	3751171	6421	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Conservation Officer R18 (Conservation Officer 4)	3621124	2224	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Conservation Officer N21 (Conservation Officer 5, 6) (Hired before April 1, 2001)	3621126	2224	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Conservation Officer N21 (Hired April 1, 2001-March 30, 2002)	3621126	2224	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Conservation Officer N21 (Hired March 31, 2002)	3621126	2224	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
				<hr/>			
Conservation Officer N24 (Conservation Officer R23) (Hired before April 1, 2001)	3621128		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Conservation Officer N24 (Hired April 1, 2001-March 29, 2003)	3621128		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Conservation Officer N24 (Hired March 30, 2003)	3621128		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
				<hr/>			
Conservation Officer N27 (Conservation Officer 7) (Hired before April 1, 2001)	3621127	2224	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Conservation Officer N27 (Hired April 1, 2001-March 30, 2002)	3621127	2224	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Conservation Officer N27 (Hired March 31, 2002-March 29, 2003)	3621127	2224	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Conservation Officer N27 (Hired March 30, 2003)	3621127	2224	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Control Tower Operator R9 (Operator Control Tower)	3708124	1475	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Coop. Education Training Program Level 2	3791301	SEPS	05	2	29,257.05	1,121.42	16.0203
Coop. Education Training Program Level 3	3791302	SEPS	11	2	34,736.06	1,331.43	19.0204
Coordinator of Volunteers R11 (Coordinator of Volunteers 1)	3551511	4212	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Coordinator of Volunteers R13 (Coordinator of Volunteers 2)	3551512	4212	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Correctional Services (Growth to CO)	3721120	6462	COR	L1	32,788.49	1,256.78	17.9540
				L2	33,746.23	1,293.49	18.4784
				L3	34,736.06	1,331.43	19.0204
Correctional Services (CO) N15 (Correctional Services Level 6 (CO)) (Hired before April 1, 2001)	3721122	6462	14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
				15	5	41,942.18	1,607.64
Correctional Services (CO) N15 (Hired April 1, 2001)	3721122	6462	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Correctional Services (PO) R18 (Correctional Services Level 8 (PO))	3721123	6462	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Correctional Services (SCO1) N21 (Correctional Services Level 9 (SCO1)) (Hired before April 1, 2001)	3721125	6462	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Correctional Services (SCO1) N21 (Hired April 1, 2001-March 30, 2002)	3721125	6462	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Correctional Services (SCO1) N21 (Hired March 31, 2002)	3721125	6462	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Correctional Services (SCO2) N24 (Correctional Services Level 10 (SCO2)) (Hired before April 1, 2001)	3721126	6462	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Correctional Services (SCO2) N24 (Hired April 1, 2001-March 29, 2003)	3721126	6462	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Correctional Services (SCO2) N24 (Hired March 30, 2003)	3721126	6462	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

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ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Correctional Services (SCO3) N27 (Correctional Services Level 11 (SCO3)) (Hired before April 1, 2001)	3721127	6462	25	1	49,619.73	1,901.92	27.1703		
				2	N/A				
				3	52,764.28	2,022.45	28.8921		
				4	N/A				
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Correctional Services (SCO3) N27 (Hired April 1, 2001-March 30, 2002)	3721127	6462	25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Correctional Services (SCO3) N27 (Hired March 31, 2002-March 29, 2003)	3721127	6462	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Correctional Services (SCO3) N27 (Hired March 30, 2003)	3721127	6462	27	1	52,764.28	2,022.45	28.8921		
				2	54,415.99	2,085.76	29.7966		
				3	56,122.75	2,151.18	30.7311		
				4	57,885.86	2,218.76	31.6966		
				5	60,509.14	2,319.31	33.1330		
Court Clerk R9 (Court Clerk 1)	3551111	1443	09	1	30,964.85	1,186.88	16.9554		
				2	32,788.49	1,256.78	17.9540		
				3	35,177.75	1,348.36	19.2623		
Court Clerk R11 (Court Clerk 2)	3551112		11	1	32,788.49	1,256.78	17.9540		
				2	34,736.06	1,331.43	19.0204		
				3	37,285.76	1,429.16	20.4166		
Court Clerk R13	3551114		13	1	34,736.06	1,331.43	19.0204		
				2	35,758.24	1,370.61	19.5801		
				3	36,815.37	1,411.13	20.1590		
				4	37,907.47	1,452.99	20.7570		
				5	39,537.53	1,515.47	21.6496		
Court Clerk R14 (Court Clerk 3)	3551113	1244	14	1	35,758.24	1,370.61	19.5801		
				2	36,815.37	1,411.13	20.1590		
				3	37,907.47	1,452.99	20.7570		
				4	39,035.83	1,496.24	21.3749		
				5	40,720.42	1,560.81	22.2973		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Court Clerk N18 (Court Clerk R16) (Hired before April 1, 2001)	3551115		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Court Clerk N18 (Hired April 1, 2001-March 30, 2002)	3551115		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)			18
Court Clerk N18 (Hired March 31, 2002)	3551115		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Court Recorder R9 (Court Recorder)	3553131	1244	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Court Reporter R15 (Court Reporter)	3551071	1244	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Deckhand R9 (Deckhand)	3732153	7433	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Dental Assistant R6 (Dental Assistant 1)	3503421	3411	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Deputy Sheriff N14 (Deputy Sheriff Service 5) (Hired before April 1, 2001)	3721505	6461	13	1	34,736.06	1,331.43	19.0204
				2	N/A		
				3	36,815.37	1,411.13	20.1590
				4	N/A		
				5	39,537.53	1,515.47	21.6496
				(Step available March 31, 2002)			14

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly	
Deputy Sheriff N14 (Hired April 1, 2001-March 30, 2002)	3721505	6461	13	1	34,736.06	1,331.43	19.0204	
				2	35,758.24	1,370.61	19.5801	
				3	36,815.37	1,411.13	20.1590	
				4	37,907.47	1,452.99	20.7570	
				5	39,537.53	1,515.47	21.6496	
				(Step available March 31, 2002)	14	5	40,720.42	1,560.81
Deputy Sheriff N14 (Hired March 31, 2002)	3721505	6461	14	1	35,758.24	1,370.61	19.5801	
				2	36,815.37	1,411.13	20.1590	
				3	37,907.47	1,452.99	20.7570	
				4	39,035.83	1,496.24	21.3749	
				5	40,720.42	1,560.81	22.2973	
Deputy Sheriff R14 (Deputy Sheriff Service 6)	3721506	6461	14	1	35,758.24	1,370.61	19.5801	
				2	36,815.37	1,411.13	20.1590	
				3	37,907.47	1,452.99	20.7570	
				4	39,035.83	1,496.24	21.3749	
				5	40,720.42	1,560.81	22.2973	
Deputy Sheriff N18 (Deputy Sheriff Service 7) (Hired before April 1, 2001)	3721507	6461	16	1	37,907.47	1,452.99	20.7570	
				2	N/A			
				3	40,201.50	1,540.92	22.0131	
				4	N/A			
				5	43,204.90	1,656.04	23.6577	
				17	5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)	18	5	45,870.70	1,758.22
Deputy Sheriff N18 (Hired April 1, 2001-March 29, 2003)	3721507	6461	17	1	39,035.83	1,496.24	21.3749	
				2	40,201.50	1,540.92	22.0131	
				3	41,406.83	1,587.12	22.6731	
				4	42,652.07	1,634.85	23.3550	
				5	44,509.63	1,706.05	24.3721	
				(Step available March 30, 2003)	18	5	45,870.70	1,758.22
Deputy Sheriff N18 (Hired March 30, 2003)	3721507	6461	18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	
Deputy Sheriff R18 (Deputy Sheriff Service 8)	3721508	6461	18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Deputy Sheriff N21 (Deputy Sheriff Service 9) (Hired before April 1, 2001)	3721509	6461	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Deputy Sheriff N21 (Hired April 1, 2001-March 30, 2002)	3721509	6461	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Deputy Sheriff N21 (Hired March 31, 2002)	3721509	6461	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Deputy Sheriff N24 (Deputy Sheriff Service 10) (Hired before April 1, 2001)	3721510	6461	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Deputy Sheriff N24 (Hired April 1, 2001-March 29, 2003)	3721510	6461	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Deputy Sheriff N24 (Hired March 30, 2003)	3721510	6461	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Deputy Sheriff N27 (Deputy Sheriff Service 11) (Hired before April 1, 2001)	3721511	6461	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

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Deputy Sheriff N27 (Hired April 1, 2001-March 30, 2002)	3721511	6461	25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Deputy Sheriff N27 (Hired March 31, 2002-March 29, 2003)	3721511	6461	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Deputy Sheriff N27 (Hired March 30, 2003)	3721511	6461	27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
<hr/>									
Dietitian N21 (Dietitian 1) (Hired before April 1, 2001)	3502131	3132	20	1	42,652.07	1,634.85	23.3550		
				2	N/A				
				3	45,272.74	1,735.30	24.7900		
				4	N/A				
				5	48,760.35	1,868.98	26.6997		
				(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309
Dietitian N21 (Hired April 1, 2001-March 30, 2002)	3502131	3132	20	1	42,652.07	1,634.85	23.3550		
				2	43,938.79	1,684.17	24.0596		
				3	45,272.74	1,735.30	24.7900		
				4	46,674.51	1,789.03	25.5576		
				5	48,760.35	1,868.98	26.6997		
				(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309
Dietitian N21 (Hired March 31, 2002)	3502131	3132	21	1	43,938.79	1,684.17	24.0596		
				2	45,272.74	1,735.30	24.7900		
				3	46,674.51	1,789.03	25.5576		
				4	48,122.73	1,844.54	26.3506		
				5	50,278.23	1,927.16	27.5309		
				<hr/>					
Dietitian N24 (Dietitian R23) (Hired before April 1, 2001)	3502133	3132	23	1	46,674.51	1,789.03	25.5576		
				2	N/A				
				3	49,619.73	1,901.92	27.1703		
				4	N/A				
				5	53,467.12	2,049.39	29.2770		
				(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Dietitian N24 (Hired April 1, 2001-March 29, 2003)	3502133	3132	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Dietitian N24 (Hired March 30, 2003)	3502133	3132	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Dietitian N27 (Dietitian R25) (Hired before April 1, 2001)	3502134	3132	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Dietitian N27 (Hired April 1, 2001-March 30, 2002)	3502134	3132	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Dietitian N27 (Hired March 31, 2002-March 29, 2003)	3502134	3132	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Dietitian N27 (Hired March 30, 2003)	3502134	3132	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Dietitian N30 (Dietitian 2) (Hired before April 1, 2001)	3502132	3132	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				(Step available March 31, 2002)	29	5	64,392.01
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Dietitian N30 (Hired April 1, 2001-March 30, 2002)	3502132	3132	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Dietitian N30 (Hired March 31, 2002)	3502132	3132	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Economist N21 (Economist R20) (Hired before April 1, 2001)	3505104	4162	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Economist N21 (Hired April 1, 2001-March 30, 2002)	3505104	4162	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Economist N21 (Hired March 31, 2002)	3505104	4162	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Economist N24 (Economist R23) (Hired before April 1, 2001)	3505105	4162	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Economist N24 (Hired April 1, 2001-March 29, 2003)	3505105	4162	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05

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Economist N24 (Hired March 30, 2003)	3505105	4162	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Economist R24 (Economist 1)	3505101	4162	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Economist N27 (Economist R25) (Hired before April 1, 2001)	3505106	4162	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				26	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)	27	5	60,509.14
Economist N27 (Hired April 1, 2001-March 30, 2002)	3505106	4162	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)	27	5	60,509.14
Economist N27 (Hired March 31, 2002)	3505106	4162	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Economist R27 (Economist 2)	3505102	4162	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Economist N30 (Economist R28) (Hired before April 1, 2001)	3505107	4162	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				(Step available March 31, 2002)	29	5	64,392.01
	30	5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Economist N30 (Hired April 1, 2001-March 30, 2002)	3505107	4162	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Economist N30 (Hired March 31, 2002)	3505107	4162	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Economist 3 (Obsolete)	3505103	4162	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
Economist R30	3505108	4162	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Economist N32 (Hired April 1, 2001-March 30, 2002)	3505109	4162	31	1	59,708.20	2,288.61	32.6944
				2	61,591.85	2,360.81	33.7259
				3	63,582.20	2,437.10	34.8157
				4	65,638.29	2,515.91	35.9416
				5	68,580.91	2,628.70	37.5529
				(Step available March 31, 2002)	32	5	70,801.89
Economist N32 (Hired March 31, 2002)	3505109	4162	32	1	61,591.85	2,360.81	33.7259
				2	63,582.20	2,437.10	34.8157
				3	65,638.29	2,515.91	35.9416
				4	67,761.96	2,597.31	37.1044
				5	70,801.89	2,713.83	38.7690
Education Officer R18 (Education Officer 1)	3504331	4166	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

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Education Officer N21 (Education Officer R20) (Hired before April 1, 2001)	3504336	4166	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Education Officer N21 (Hired April 1, 2001-March 30, 2002)	3504336	4166	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Education Officer N21 (Hired March 31, 2002)	3504336	4166	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Education Officer N24 (Education Officer 2) (Hired before April 1, 2001)	3504332	4166	22	1	45,272.74	1,735.30	24.7900
				2	N/A		
				3	48,122.73	1,844.54	26.3506
				4	N/A		
				5	51,845.93	1,987.25	28.3893
				(Step available March 31, 2002)	23	5	53,467.12
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Education Officer N24 (Hired April 1, 2001-March 30, 2002)	3504332	4166	22	1	45,272.74	1,735.30	24.7900
				2	46,674.51	1,789.03	25.5576
				3	48,122.73	1,844.54	26.3506
				4	49,619.73	1,901.92	27.1703
				5	51,845.93	1,987.25	28.3893
				(Step available March 31, 2002)	23	5	53,467.12
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Education Officer N24 (Hired March 31, 2002-March 29, 2003)	3504332	4166	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Education Officer N24 (Hired March 30, 2003)	3504332	4166	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Education Officer N24 (Education Officer R23) (Hired before April 1, 2001)	3504334	4166	23	1	46,674.51	1,789.03	25.5576		
				2	N/A				
				3	49,619.73	1,901.92	27.1703		
				4	N/A				
				5	53,467.12	2,049.39	29.2770		
				(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
Education Officer N24 (Hired April 1, 2001-March 29, 2003)	3504334	4166	23	1	46,674.51	1,789.03	25.5576		
				2	48,122.73	1,844.54	26.3506		
				3	49,619.73	1,901.92	27.1703		
				4	51,166.05	1,961.19	28.0170		
				5	53,467.12	2,049.39	29.2770		
				(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
Education Officer N24 (Hired March 30, 2003)	3504334	4166	24	1	48,122.73	1,844.54	26.3506		
				2	49,619.73	1,901.92	27.1703		
				3	51,166.05	1,961.19	28.0170		
				4	52,764.28	2,022.45	28.8921		
				5	55,142.05	2,113.59	30.1941		
Education Officer R24 (Education Officer 3)	3504333	4166	24	1	48,122.73	1,844.54	26.3506		
				2	49,619.73	1,901.92	27.1703		
				3	51,166.05	1,961.19	28.0170		
				4	52,764.28	2,022.45	28.8921		
				5	55,142.05	2,113.59	30.1941		
Education Officer N27 (Education Officer R25) (Hired before April 1, 2001)	3504335	4166	25	1	49,619.73	1,901.92	27.1703		
				2	N/A				
				3	52,764.28	2,022.45	28.8921		
				4	N/A				
				5	56,872.56	2,179.92	31.1417		
					26	5	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)	27	5	60,509.14	2,319.31	33.1330
Education Officer N27 (Hired April 1, 2001-March 30, 2002)	3504335	4166	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
					27	5	60,509.14	2,319.31	33.1330
				(Step available March 31, 2002)					
Education Officer N27 (Hired March 31, 2002)	3504335	4166	27	1	52,764.28	2,022.45	28.8921		
				2	54,415.99	2,085.76	29.7966		
				3	56,122.75	2,151.18	30.7311		
				4	57,885.86	2,218.76	31.6966		
				5	60,509.14	2,319.31	33.1330		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Education Officer N30 (Education Officer R28) (Hired before April 1, 2001)	3504337		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	5	64,392.01	2,468.14
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Education Officer N30 (Hired April 1, 2001-March 30, 2002)	3504337		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)			30
Education Officer N30 (Hired March 31, 2002)	3504337		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Electrician's Helper (Obsolete)	3701612	7612	10	1	31,862.06	1,221.27	17.4467
				2	33,746.23	1,293.49	18.4784
				3	36,214.54	1,388.10	19.8300
Engineering Aide R6 (Engineering Aide 1)	3631121	7612	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Engineering Aide R7	3631124		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Engineering Aide R9	3631123		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Engineering Aide R11 (Engineering Aide 2)	3631122	2254	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Ferry Operator R6	3708306	7435	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Ferry Operator R9	3708309	7435	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Ferry Operator R11	3708311	7435	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Ferry Operator R13	3708313	7435	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Ferry Operator R14	3708314	7435	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Ferry Operator N18 (Ferry Operator R16) (Hired before April 1, 2001)	3708316		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Ferry Operator N18 (Hired April 1, 2001-March 30, 2002)	3708316		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Ferry Operator N18 (Hired March 31, 2002)	3708316		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Financial Officer R14 (Financial Officer 1)	3551401		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973

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Financial Officer N18 (Financial Officer 2) (Hired before April 1, 2001)	3551402		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Financial Officer N18 (Hired April 1, 2001-March 30, 2002)	3551402		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)			18
Financial Officer N18 (Hired March 31, 2002)	3551402		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Financial Officer R18 (Financial Officer 3)	3551403		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Financial Officer N21 (Financial Officer 4) (Hired before April 1, 2001)	3551404		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				21	50,278.23	1,927.16	27.5309
Financial Officer N21 (Hired April 1, 2001)	3551404		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Financial Officer N24 (Financial Officer 5) (Hired before April 1, 2001)	3551405		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 31, 2002)			24

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Financial Officer N24 (Hired April 1, 2001-March 30, 2002)	3551405		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 31, 2002)	24	5	55,142.05
Financial Officer N24 (Hired March 31, 2002)	3551405		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Financial Officer N27 (Financial Officer 6) (Hired before April 1, 2001)	3551406		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				26	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)	27	5	60,509.14
Financial Officer N27 (Hired April 1, 2001-March 30, 2002)	3551406		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)	27	5	60,509.14
Financial Officer N27 (Hired March 31, 2002)	3551406		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Financial Officer N30 (Financial Officer 7) (Hired before April 1, 2001)	3551407		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Financial Officer N30 (Hired April 1, 2001-March 30, 2002)	3551407		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Financial Officer N30 (Hired March 31, 2002)	3551407		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Financial Officer (Tax Audit) R24 (Hired before April 1, 2001)	3551410		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
Financial Officer (Tax Audit) R24 (Hired April 1, 2001)	3551410		24	5	55,142.05	2,113.59	30.1941
				1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
Financial Officer (Tax Audit) N27 (Hired before April 1, 2001)	3551411		25	5	55,142.05	2,113.59	30.1941
				1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
(Step available March 31, 2002)			26	5	56,872.56	2,179.92	31.1417
				5	58,660.98	2,248.47	32.1210
				5	60,509.14	2,319.31	33.1330
				1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
Financial Officer (Tax Audit) N27 (Hired April 1, 2001-March 30, 2002)	3551411		26	3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				5	60,509.14	2,319.31	33.1330
				1	52,764.28	2,022.45	28.8921
Financial Officer (Tax Audit) N27 (Hired March 31, 2002)	3551411		27	2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
				1	52,764.28	2,022.45	28.8921
Financial Officer (Tax Audit) N30 (Hired before April 1, 2001)	3551412		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
(Step available March 31, 2002)			29	5	64,392.01	2,468.14	35.2591
				5	66,430.89	2,546.29	36.3756

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Financial Officer (Tax Audit) N30 (Hired April 1, 2001-March 30, 2002)	3551412		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Financial Officer (Tax Audit) N30 (Hired March 31, 2002)	3551412		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Fish and Wildlife Assistant R6 (Fish and Wildlife Assistant 1)	3621251		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Fish and Wildlife Assistant R7 (Fish and Wildlife Assistant 2)	3621252		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Flagperson R6 (Flag Person)	3707135	7611	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Flunkey R6 (Flunkey)	3709022	6442	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Food Production (Camp Cook) R7 (Cook Field Operations 2)	3709002	6242	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Food Production (Camp Cook) R9 (Cook Field Operations 1)	3709001	6242	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Food Production Services R7 (Food Production Services 2)	3663132	6642	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Food Production Services R9 (Food Production Services 3)	3663133	6642	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Food Production Services R11 (Food Production Services 4)	3663134		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Food Production Services R13 (Food Production Services 5)	3663135	6241	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Food Production Services R14 (Food Production Services 6)	3663136	6241	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Food Production Services N18 (Food Production Services 7) (Hired before April 1, 2001)	3663137	6241	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174		
Food Production Services N18 (Hired April 1, 2001-March 29, 2003)	3663137	6241	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)	18	5	45,870.70
Food Production Services N18 (Hired March 30, 2003)	3663137	6241	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Foreman (RSW) R16 (Foreman)	3751161	7217	16	1	37,907.47	1,452.99	20.7570
				2	39,035.83	1,496.24	21.3749
				3	40,201.50	1,540.92	22.0131
				4	41,406.83	1,587.12	22.6731
				5	43,204.90	1,656.04	23.6577
Foreman R13 (Foreman 1, 2)	3707612	7217	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Foreman R14 (Foreman 3)	3707613	7217	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Foreman N18 (Foreman 4) (Hired before April 1, 2001)	3707614	7217	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
			17	5	44,509.63	1,706.05	24.3721
			18	5	45,870.70	1,758.22	25.1174
(Step available March 30, 2003)							
Foreman N18 (Hired April 1, 2001-March 29, 2003)	3707614	7217	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
			18	5	45,870.70	1,758.22	25.1174
(Step available March 30, 2003)							
Foreman N18 (Hired March 30, 2003)	3707614	7217	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Foreman R18	3707615	7217	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Forensic Security Officer R11 (Forensic Security Officer)	3664171	6462	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Forensic Security Officer R13	3664173	6462	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Forest Nursery Worker R7	3707605	8432	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Forest Nursery Worker 3 (Obsolete)	3707603	8432	08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Forest Nursery Worker R9 (Forest Nursery Worker 4)	3707604	8432	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Forest Technician R6 (Forest Technician 1)	3621131		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Forest Technician R7 (Forest Technician 2)	3621132		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Forest Technician R9	3621133	2223	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Hairgroomer R13 (Hairgroomer 1)	3664121	6271	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Hairgroomer R14 (Hairgroomer 2)	3664122	6271	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Health Care Worker R9 (Health Care Worker 1, 2, 3)	3664162	3413	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Health Care Worker (Detox) R13 (Health Care Worker - Detox)	3664172	3413	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Health Unit Aide R7 (Health Unit Aide)	3551026	6631	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Heritage Resources Officer R13 (Heritage Resources Officer 1)	3635101	5212	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Heritage Resources Officer N15 (Heritage Resources Officer 2) (Hired before April 1, 2001)	3635102	5212	14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18

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Heritage Resources Officer N15 (Hired April 1, 2001-March 29, 2003)	3635102	5212	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18
Heritage Resources Officer N15 (Hired March 30, 2003)	3635102	5212	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Heritage Resources Officer N18 (Heritage Resources Officer R16) (Hired before April 1, 2001)	3635108	5212	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				(Step available March 31, 2002)	17	5	44,509.63
Heritage Resources Officer N18 (Hired April 1, 2001-March 30, 2002)	3635108	5212	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Heritage Resources Officer N18 (Hired March 31, 2002)	3635108	5212	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Heritage Resources Officer R18 (Heritage Resources Officer 3)	3635103		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Heritage Resources Officer N21 (Heritage Resources Officer 4) (Hired before April 1, 2001)	3635104		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Heritage Resources Officer N21 (Hired April 1, 2001-March 30, 2002)	3635104		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Heritage Resources Officer N21 (March 31, 2002)	3635104		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Heritage Resources Officer N24 (Heritage Resources Officer 5) (Hired before April 1, 2001)	3635105		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Heritage Resources Officer N24 (Hired April 1, 2001-March 29, 2003)	3635105		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Heritage Resources Officer N24 (Hired March 30, 2003)	3635105		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Heritage Resources Officer N27 (Heritage Resources Officer 6) (Hired before April 1, 2001)	3635106		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Heritage Resources Officer N27 (Hired April 1, 2001-March 30, 2002)	3635106		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Heritage Resources Officer N27 (Hired March 31, 2002-March 29, 2003)	3635106		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Heritage Resources Officer N27 (Hired March 30, 2003)	3635106		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Heritage Resources Officer N30 (Heritage Resources Officer 7) (Hired before April 1, 2001)	3635107		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				(Step available March 31, 2002)	29	5	64,392.01
Heritage Resources Officer N30 (Hired April 1, 2001-March 30, 2002)	3635107		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Heritage Resources Officer N30 (Hired March 31, 2002)	3635107		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Information Systems R6 (Information Systems Level 1)	3558001	1422	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Information Systems R7 (Information Systems Level 2)	3558002	1422	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Information Systems R9 (Information Systems Level 3)	3558003		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Information Systems R11 (Information Systems Level 4)	3558004		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Information Systems R13 (Information Systems Level 5)	3558005		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Information Systems R14 (Information Systems Level 6)	3508006		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Information Systems N18 (Information Systems Level 7) (Hired before April 1, 2001)	3508007		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Information Systems N18 (Hired April 1, 2001-March 30, 2002)	3508007		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Information Systems N18 (Hired March 31, 2002)	3508007		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Information Systems R18 (Information Systems Level 8)	3508008		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Information Systems N21 (Information Systems Level 9) (Hired before April 1, 2001)	3508009		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309		

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Information Systems N21 (Hired April 1, 2001-March 30, 2002)	3508009		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Information Systems N21 (Hired March 31, 2002)	3508009		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Information Systems N24 (Information Systems Level 10) (Hired before April 1, 2001)	3508010		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Information Systems N24 (Hired April 1, 2001-March 29, 2003)	3508010		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Information Systems N24 (Hired March 30, 2003)	3508010		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Information Systems N27 (Information Systems Level 11) (Hired before April 1, 2001) (See IS Guidelines for "Step 4")	3508011		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Information Systems N27 (Hired April 1, 2001-March 30, 2002)	3508011		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Information Systems N27 (Hired March 31, 2002-March 29, 2003)	3508011		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Information Systems N27 (Hired March 30, 2003)	3508011		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Information Systems N30 (Information Systems Level 12) (Hired before April 1, 2001) (See IS Guidelines for "Step 4")	3508012		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				(Step available March 31, 2002)	29	5	64,392.01
Information Systems N30 (Hired April 1, 2001-March 30, 2002)	3508012		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Information Systems N30 (Hired March 31, 2002)	3508012		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Information Systems R30 (Information Systems Level 13) (See IS Guidelines for "Step 4")	3508013		130	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Only applicable to employees at ISL 13 prior to May 24/01 →					70,801.89	2,713.83	38.7690
Information Technology Work Practicum	3794101	SEPS	06	2	30,097.38	1,153.63	16.4804
Inspector Boiler R21 (Inspector Boiler 1)	3633141	2262	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Boiler N24 (Inspector Boiler 2) (Hired before April 1, 2001)	3633142	2262	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Boiler N24 (Hired April 1, 2001-March 29, 2003)	3633142	2262	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Boiler N24 (Hired March 30, 2003)	3633142	2262	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Electrical R21 (Inspector Electrical 1)	3633121	2264	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Inspector Electrical N24 (Inspector Electrical 2) (Hired before April 1, 2001)	3633122	2264	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Electrical N24 (Hired April 1, 2001-March 29, 2003)	3633122	2264	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Electrical N24 (Hired March 30, 2003)	3633122	2264	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Elevator N24 (Inspector Elevator 2) (Hired before April 1, 2001)	3633152	2262	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Elevator N24 (Hired April 1,2001-March 29, 2003)	3633152	2262	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Inspector Elevator N24 (Hired March 30, 2003)	3633152	2262	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Fire Commissioner's Office R15 (Inspector Fire Commissioner's Office 1)	3633171	6262	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Inspector Fire Commissioner's Office 2 - Obsolete	3633172	6262	19	1	41,406.83	1,587.12	22.6731
				2	42,652.07	1,634.85	23.3550
				3	43,938.79	1,684.17	24.0596
				4	45,272.74	1,735.30	24.7900
				5	47,291.53	1,812.68	25.8954
Inspector Fire Commissioner's Office N21 (Inspector Fire Commissioner's Office R20) (Hired before April 1, 2001)	3633174	6262	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Inspector Fire Commissioner's Office N21 (Hired April 1, 2001-March 30, 2002)	3633174	6262	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Fire Commissioner's Office N21 (Hired March 31, 2002)	3633174	6262	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Inspector Fire Commissioner's Office N24 (Inspector Fire Commissioner's Office 3) (Hired before April 1, 2001)	3633173	6262	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Fire Commissioner's Office N24 (Hired April 1, 2001-March 29, 2003)	3633173	6262	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Fire Commissioner's Office N24 (Hired March 30, 2003)	3633173	6262	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Gas R21 (Inspector Gas 1)	3633131	2264	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Inspector Gas N24 (Inspector Gas 2) (Hired before April 1, 2001)	3633132	2264	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Gas N24 (Hired April 1, 2001-March 29, 2003)	3633132	2264	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Gas N24 (Hired March 30, 2003)	3633132	2264	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Hospital and Consultant N24 (Inspector Hospital and Consultant 2) (Hired before April 1, 2001)	3502162	4165	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Hospital and Consultant N24 (Hired April 1, 2001-March 29, 2003)	3502162	4165	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Hospital and Consultant N24 (Hired March 30, 2003)	3502162	4165	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Hospital and Consultant N27 (Inspector Hospital and Consultant 3) (Hired before April 1, 2001)	3502163	4165	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Inspector Hospital and Consultant N27 (Hired April 1, 2001-March 30, 2002)	3502163	4165	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Inspector Hospital and Consultant N27 (Hired March 31, 2002-March 29, 2003)	3502163	4165	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Hospital and Consultant N27 (Hired March 30, 2003)	3502163	4165	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Inspector Mechanical Motor Vehicles N21 (Inspector Mechanical Motor Vehicles 4) (Hired before April 1, 2001)	3633204	2262	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Inspector Mechanical Motor Vehicles N21 (Hired April 1, 2001-March 30, 2002)	3633204	2262	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Inspector Mechanical Motor Vehicles N21 (Hired March 31, 2002)	3633204	2262	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Inspector Mechanical Motor Vehicles N24 (Inspector Mechanical Motor Vehicles 5) (Hired before April 1, 2001)	3633205	2262	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Mechanical Motor Vehicles N24 (Hired April 1, 2001-March 29, 2003)	3633205	2262	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Mechanical Motor Vehicles N24 (Hired March 30, 2003)	3633205	2262	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Public Health R13 (Inspector Public Health 1)	3624261	2263	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Inspector Public Health N21 (Inspector Public Health 2) (Hired before April 1, 2001)	3624262	2263	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Inspector Public Health N21 (Hired April 1, 2001-March 30, 2002)	3624262	2263	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Inspector Public Health N21 (Hired March 31, 2002)	3624262	2263	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Inspector Public Health N24 (Inspector Public Health 3) (Hired before April 1, 2001)	3624263	2263	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Public Health N24 (Hired April 1, 2001-March 29, 2003)	3624263	2263	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Inspector Public Health N24 (Hired March 30, 2003)	3624263	2263	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

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Inspector Public Health N30 (Inspector Public Health 4) (Hired before April 1, 2001)	3624264	2263	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Inspector Public Health N30 (Hired April 1, 2001-March 30, 2002)	3624264	2263	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)			30
Inspector Public Health N30 (Hired March 31, 2002)	3624264	2263	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Inspector Transport Inspecting Engineer N24 (Inspector Transport Inspecting Engineer 2) (Hired before April 1, 2001)	3633222	2262	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)			24
Inspector Transport Inspecting Engineer N24 (Hired April 1, 2001-March 29, 2003)	3633222	2262	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)			24
Inspector Transport Inspecting Engineer N24 (Hired March 30, 2003)	3633222	2262	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Inspector Transport Inspecting Engineer N27 (Inspector Transport Inspecting Engineer R25) (Hired before April 1, 2001)	3633224		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)			26
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Inspector Transport Inspecting Engineer N27 (Hired April 1, 2001-March 30, 2002)	3633224		25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Inspector Transport Inspecting Engineer N27 (Hired March 31, 2002-March 29, 2003)	3633224		26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Inspector Transport Inspecting Engineer N27 (Hired March 30, 2003)	3633224		27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
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Inspector Transport Inspecting Engineer N30 (Inspector Transport Inspecting Engineer R28) (Hired before April 1, 2001)	3633225		28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				29	5	64,392.01	2,468.14	35.2591	
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Inspector Transport Inspecting Engineer N30 (Hired April 1, 2001-March 30, 2002)	3633225		29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
				Inspector Transport Inspecting Engineer N30 (Hired March 31, 2002)	3633225		30	1	57,885.86
2	59,708.20	2,288.61	32.6944						
3	61,591.85	2,360.81	33.7259						
4	63,582.20	2,437.10	34.8157						
5	66,430.89	2,546.29	36.3756						
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Inspector Transport Inspecting Engineer R30 (Inspector Transport Inspecting Engineer 3)	3633223	2262	30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Instructor (Corrections) R18 (Instructor (Corrections))	3721107	4131	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
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Instructor (Corrections) N21 (Instructor (Corrections) R20) (Hired before April 1, 2001)	3721109	4131	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
<hr/>							
Instructor (Corrections) N21 (Hired April 1, 2001-March 30, 2002)	3721109	4131	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
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Instructor (Corrections) N21 (Hired March 31, 2002)	3721109	4131	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
<hr/>							
Instructor (Corrections) Supervisor N24 (Instructor (Corrections) Supervisor) (Hired before April 1, 2001)	3721108	4131	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
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Instructor (Corrections) Supervisor N24 (Hired April 1, 2001-March 29, 2003)	3721108	4131	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
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Instructor (Corrections) Supervisor N24 (Hired March 30, 2003)	3721108	4131	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Keypunch Operator R6 (Operator Key Punch 1, 2)	3554142	1422	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Keypunch Operator R7 (Operator Key Punch 3)	3554143	1422	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Keypunch Operator R9 (Operator Key Punch 4)	3554144	1422	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Laboratory Aide R9 (Laboratory Aide)	3661161	3212	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Laboratory Assistant R7 (Laboratory Assistant 1)	3623201	3212	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Laboratory Assistant R9 (Laboratory Assistant 2)	3623202	3212	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Laboratory Assistant R11	3623203	3212	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Laboratory / Health Science Officer R13 (Laboratory / Health Science Officer 1)	3625401		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Laboratory / Health Science Officer R14 (Laboratory / Health Science Officer 2)	3625402		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Laboratory / Health Science Officer N18 (Laboratory / Health Science Officer R16) (Hired before April 1, 2001)	3625408		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
	(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Laboratory / Health Science Officer N18 (Hired April 1, 2001-March 30, 2002)	3625408		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Laboratory / Health Science Officer N18 (Hired March 31, 2002)	3625408		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Laboratory / Health Science Officer R18 (Laboratory / Health Science Officer 3)	3625403		18	2	40,201.50	1,540.92	22.0131
				1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
5	45,870.70	1,758.22	25.1174				
Laboratory / Health Science Officer N21 (Laboratory / Health Science Officer 4) (Hired before April 1, 2001)	3625404		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Laboratory / Health Science Officer N21 (Hired April 1, 2001-March 30, 2002)	3625404		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Laboratory / Health Science Officer N21 (Hired March 31, 2002)	3625404		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Laboratory / Health Science Officer N24 (Laboratory / Health Science Officer 5) (Hired before April 1, 2001)	3625405		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Laboratory / Health Science Officer N24 (Hired April 1, 2001-March 29, 2003)	3625405		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Laboratory / Health Science Officer N24 (Hired March 30, 2003)	3625405		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Laboratory / Health Science Officer N27 (Laboratory / Health Science Officer 6) (Hired before April 1, 2001)	3625406		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Laboratory / Health Science Officer N27 (Hired April 1, 2001-March 30, 2002)	3625406		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Laboratory / Health Science Officer N27 (Hired March 31, 2002-March 29, 2003)	3625406		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Laboratory / Health Science Officer N27 (Hired March 30, 2003)	3625406		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Laboratory / Health Science Officer N30 (Laboratory / Health Science Officer 7) (Hired before April 1, 2001)	3625407		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
			29	5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Laboratory / Health Science Officer N30 (Hired April 1, 2001-March 30, 2002)	3625407		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Laboratory / Health Science Officer N30 (Hired March 31, 2002)	3625407		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Labourer R6 (Labourer)	3707321		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Laundry Worker R6 (Laundry Worker 1)	3662111	6681	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Laundry Worker R7	3662114	6681	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Laundry Worker 2 (Obsolete)	3662112	6681	08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Laundry Worker R9	3662115	6681	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Librarian R14 (Librarian 1)	3506151	5111	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Librarian N18 (Librarian R16) (Hired before April 1, 2001)	3506155	5111	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Librarian N18 (Hired April 1, 2001-March 30, 2002)	3506155	5111	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Librarian N18 (Hired March 31, 2002)	3506155	5111	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Librarian R18	3506156	5111	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Librarian N21 (Librarian 2) (Hired before April 1, 2001)	3506152	5111	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Librarian N21 (Hired April 1, 2001-March 30, 2002)	3506152	5111	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Librarian N21 (Hired March 31, 2002)	3506152	5111	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Librarian N24 (Librarian R23) (Hired before April 1, 2001)	3506157	5111	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Librarian N24 (Hired April 1, 2001-March 29, 2003)	3506157	5111	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Librarian N24 (Hired March 30, 2003)	3506157	5111	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Librarian N27 (Librarian R25) (Hired April 1, 2001)	3506158	5111	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Librarian N27 (Hired April 1, 2001-March 30, 2002)	3506158	5111	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Librarian N27 (Hired March 31, 2002-March 29, 2003)	3506158	5111	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Librarian N27 (Hired March 30, 2003)	3506158	5111	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Librarian N30 (Librarian 3) (Hired before April 1, 2001)	3506153	5111	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
					29	5	64,392.01
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Librarian N30 (Hired April 1, 2001-March 30, 2002)	3506153	5111	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Librarian N30 (Hired March 31, 2002)	3506153	5111	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Librarian R30 (Librarian 4)	3506154	5111	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Licensed Practical Nurse R14	3665112	3233	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Machine Operator R6 (Machine Operator 1)	3708201		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Machine Operator R9 (Machine Operator 2, 3)	3708203		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Machine Operator R11 (Machine Operator 4)	3708204		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Machine Operator R13 (Machine Operator 5)	3708205		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Machine Operator R14 (Machine Operator 6)	3708207		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Manager R14	3752001	6211	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Manager NSOM18 (Hired before April 1, 2001)	3752002	6211	16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				(Step available March 31, 2002)	17	5	44,509.63
(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174		
Manager NSOM18 (Hired April 1, 2001 to March 30, 2002)	3752002	6211	16	1	37,907.47	1,452.99	20.7570
				2	39,035.83	1,496.24	21.3749
				3	40,201.50	1,540.92	22.0131
				4	41,406.83	1,587.12	22.6731
				5	43,204.90	1,656.04	23.6577
				(Step available March 31, 2002)	17	5	44,509.63
(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174		
Manager NSOM18 (Hired March 31, 2002 to March 29, 2003)	3752002	6211	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)	18	5	45,870.70
Manager NSOM18 (Hired March 30, 2003)	3752002	6211	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Manager R18	3752003	6211	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Marine Captain N24 (Marine Captain) (Hired before April 1, 2001)	3731300	2273	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Marine Captain N24 (Hired April 1, 2001-March 29, 2003)	3731300	2273	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Marine Captain N24 (Hired March 30, 2003)	3731300	2273	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Marine Captain N27 (Marine Captain R25) (Hired before April 1, 2001)	3731301	2273	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Marine Captain N27 (Hired April 1, 2001-March 30, 2002)	3731301	2273	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Marine Captain N27 (Hired March 31, 2002-March 29, 2003)	3731301	2273	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Marine Captain N27 (Hired March 30, 2003)	3731301	2273	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Marine Engineer N21 (Marine Engineer) (Hired before April 1, 2001)	3734300	2274	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Marine Engineer N21 (Hired April 1, 2001-March 30, 2002)	3734300	2274	20	1	42,652.07	1,634.85	23.3550		
				2	43,938.79	1,684.17	24.0596		
				3	45,272.74	1,735.30	24.7900		
				4	46,674.51	1,789.03	25.5576		
				5	48,760.35	1,868.98	26.6997		
				(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309
Marine Engineer N21 (Hired March 31, 2002)	3734300	2274	21	1	43,938.79	1,684.17	24.0596		
				2	45,272.74	1,735.30	24.7900		
				3	46,674.51	1,789.03	25.5576		
				4	48,122.73	1,844.54	26.3506		
				5	50,278.23	1,927.16	27.5309		
Marine Engineer N24 (Marine Engineer R23) (Hired before April 1, 2001)	3734301	2274	23	1	46,674.51	1,789.03	25.5576		
				2	N/A				
				3	49,619.73	1,901.92	27.1703		
				4	N/A				
				5	53,467.12	2,049.39	29.2770		
				(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
Marine Engineer N24 (Hired April 1, 2001-March 29, 2003)	3734301	2274	23	1	46,674.51	1,789.03	25.5576		
				2	48,122.73	1,844.54	26.3506		
				3	49,619.73	1,901.92	27.1703		
				4	51,166.05	1,961.19	28.0170		
				5	53,467.12	2,049.39	29.2770		
				(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
Marine Engineer N24 (Hired March 30, 2003)	3734301	2274	24	1	48,122.73	1,844.54	26.3506		
				2	49,619.73	1,901.92	27.1703		
				3	51,166.05	1,961.19	28.0170		
				4	52,764.28	2,022.45	28.8921		
				5	55,142.05	2,113.59	30.1941		
Marine Engineer Junior (Apprentice - 4th) R13 (Marine Engineer Junior (Apprentice - 4th))	3732201	2274	13	1	34,736.06	1,331.43	19.0204		
				2	35,758.24	1,370.61	19.5801		
				3	36,815.37	1,411.13	20.1590		
				4	37,907.47	1,452.99	20.7570		
				5	39,537.53	1,515.47	21.6496		
Marine Mate N18 (Marine Mate) (Hired before April 1, 2001)	3732300	2273	16	1	37,907.47	1,452.99	20.7570		
				2	N/A				
				3	40,201.50	1,540.92	22.0131		
				4	N/A				
				5	43,204.90	1,656.04	23.6577		
				17	5	44,509.63	1,706.05	24.3721	
				(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Marine Mate N18 (Hired April 1, 2001-March 29, 2003)	3732300	2273	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
(Step available March 30, 2003)			18	5	45,870.70	1,758.22	25.1174
Marine Mate N18 (Hired March 30, 2003)	3732300	2273	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Marine Mate R18	3732301	2273	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Mechanic R11 (Mechanic 1)	3702331	7321	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Medical Records Librarian R14 (Medical Records Librarian)	3551131	1413	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Medical Records Technician R14 (Medical Records Technician)	3551121	1413	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Nutritionist N21 (Nutritionist 1) (Hired before April 1, 2001)	3502141	3152	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Nutritionist N21 (Hired April 1, 2001-March 30, 2002)	3502141	3152	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Nutritionist N21 (Hired March 31, 2002)	3502141	3152	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Nutritionist N24 (Nutritionist 2) (Hired before April 1, 2001)	3502142	3152	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Nutritionist N24 (Hired April 1, 2001-March 29, 2003)	3502142	3152	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Nutritionist N24 (Hired March 30, 2003)	3502142	3152	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Nutritionist N27 (Nutritionist R25) (Hired before April 1, 2001)	3502144	3152	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Nutritionist N27 (Hired April 1, 2001-March 30, 2002)	3502144	3152	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Nutritionist N27 (Hired March 31, 2002-March 29, 2003)	3502144	3152	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Nutritionist N27 (Hired March 30, 2003)	3502144	3152	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Nutritionist N30 (Nutritionist 3) (Hired before April 1, 2001)	3502143	3152	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	5	64,392.01	2,468.14
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		
Nutritionist N30 (Hired April 1, 2001-March 30, 2002)	3502143	3152	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		
Nutritionist N30 (Hired March 31, 2002)	3502143	3152	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Occupational Therapist N21 (Occupational Therapist 1) (Hired before April 1, 2001)	3502121	3413	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309		
Occupational Therapist N21 (Hired April 1, 2001-March 30, 2002)	3502121	3413	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)	21	5	50,278.23	1,927.16	27.5309		
Occupational Therapist N21 (Hired March 31, 2002)	3502121	3413	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Occupational Therapist N24 (Occupational Therapist 2) (Hired before April 1, 2001)	3502122	3413	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Occupational Therapist N24 (Hired April 1, 2001-March 29, 2003)	3502122	3413	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Occupational Therapist N24 (Hired March 30, 2003)	3502122	3413	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Occupational Therapist N27 (Occupational Therapist 3) (Hired before April 1, 2001)	3502123	3413	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Occupational Therapist N27 (Hired April 1, 2001-March 30, 2002)	3502123	3413	25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Occupational Therapist N27 (Hired March 31, 2002-March 29, 2003)	3502123	3413	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Occupational Therapist N27 (Hired March 30, 2003)	3502123	3413	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
	3501301			3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly	
Office Assistant R6 (Office Assistant 1)	3551051		06	1	28,444.89	1,090.29	15.5756	
				2	30,097.38	1,153.63	16.4804	
				3	32,262.79	1,236.63	17.6661	
Office Assistant R7 (Office Assistant 2)	3551052		07	1	29,257.05	1,121.42	16.0203	
				2	30,964.85	1,186.88	16.9554	
				3	33,203.05	1,272.67	18.1810	
Oiler R13 (Oiler)	3732213	7434	13	1	34,736.06	1,331.43	19.0204	
				2	35,758.24	1,370.61	19.5801	
				3	36,815.37	1,411.13	20.1590	
	3501302				4	37,907.47	1,452.99	20.7570
					5	39,537.53	1,515.47	21.6496
Park Assistant R6 (Park Assistant 1)	3621231	8612	06	1	28,444.89	1,090.29	15.5756	
				2	30,097.38	1,153.63	16.4804	
				3	32,262.79	1,236.63	17.6661	
Park Assistant R7 (Park Assistant 2)	3501302	8612	07	1	29,257.05	1,121.42	16.0203	
				2	30,964.85	1,186.88	16.9554	
				3	33,203.05	1,272.67	18.1810	
Park Assistant R9	3621235		09	1	30,964.85	1,186.88	16.9554	
				2	32,788.49	1,256.78	17.9540	
				3	35,177.75	1,348.36	19.2623	
Park Assistant R11	3621234	2224	11	1	32,788.49	1,256.78	17.9540	
				2	34,736.06	1,331.43	19.0204	
				3	37,285.76	1,429.16	20.4166	
Park Assistant R13 (Park Assistant 3)	3621233	8256	13	1	34,736.06	1,331.43	19.0204	
				2	35,758.24	1,370.61	19.5801	
				3	36,815.37	1,411.13	20.1590	
	3501303				4	37,907.47	1,452.99	20.7570
					5	39,537.53	1,515.47	21.6496
Patrolman R9 (Patrolman 1)	3705312	6683	09	1	30,964.85	1,186.88	16.9554	
				2	32,788.49	1,256.78	17.9540	
				3	35,177.75	1,348.36	19.2623	
Patrolman R11 (Patrolman 2)	3705313	6683	11	1	32,788.49	1,256.78	17.9540	
				2	34,736.06	1,331.43	19.0204	
				3	37,285.76	1,429.16	20.4166	
Patrolman Corporal R14 (Patrolman Corporal)	3705314	6683	14	1	35,758.24	1,370.61	19.5801	
				2	36,815.37	1,411.13	20.1590	
				3	37,907.47	1,452.99	20.7570	
				4	39,035.83	1,496.24	21.3749	
				5	40,720.42	1,560.81	22.2973	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Photo Arts Technician 2 (Obsolete)	3632142		08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Photo Arts Technician R13 (Photo Arts Technician 3)	3632143		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Photo Arts Technician R14	3632147		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Photo Arts Technician R15 (Photo Arts Technician 4)	3632144		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Photo Arts Technician N18 (Photo Arts Technician R16) (Hired before April 1, 2001)	3632148		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Photo Arts Technician N18 (Hired April 1, 2001-March 30, 2002)	3632148		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Photo Arts Technician N18 (Hired March 31, 2002)	3632148		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Photo Arts Technician 5 (Obsolete)	3632145		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Photo Arts Technician R18	3632149		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Photo Arts Technician R21 (Photo Arts Technician 6)	3632146	5131	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Photo Arts Technician N24 (Photo Arts Technician R23) (Hired before April 1, 2001)	3632151		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Photo Arts Technician N24 (Hired April 1, 2001-March 29, 2003)	3632151		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Photo Arts Technician N24 (Hired March 30, 2003)	3632151		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Pilot 1 (Obsolete)	3634201	2271	17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
Pilot R27 (Pilot 2)	3634202	2271	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Pilot 3 (Obsolete)	3634203	2271	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Planning Officer R18 (Planning Officer 1)	3622181	2153	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Planning Officer N21 (Planning Officer R20) (Hired before April 1, 2001)	3622185	2153	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Planning Officer N21 (Hired April 1, 2001-March 30, 2002)	3622185	2153	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Planning Officer N21 (Hired March 31, 2002)	3622185	2153	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Planning Officer N24 (Planning Officer 2) (Hired before April 1, 2001)	3622182	2153	22	1	45,272.74	1,735.30	24.7900
				2	N/A		
				3	48,122.73	1,844.54	26.3506
				4	N/A		
				5	51,845.93	1,987.25	28.3893
(Step available March 31, 2002)			23	5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Planning Officer N24 (Hired April 1, 2001-March 30, 2002)	3622182	2153	22	1	45,272.74	1,735.30	24.7900
				2	46,674.51	1,789.03	25.5576
				3	48,122.73	1,844.54	26.3506
				4	49,619.73	1,901.92	27.1703
				5	51,845.93	1,987.25	28.3893
(Step available March 31, 2002)			23	5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Planning Officer N24 (Hired March 31, 2002-March 29, 2003)	3622182	2153	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Planning Officer N24 (Hired March 30, 2003)	3622182	2153	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Planning Officer N24 (Planning Officer R23) (Hired before April 1, 2001)	3622186	2153	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Planning Officer N24 (Hired April 1, 2001-March 29, 2003)	3622186	2153	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Planning Officer N24 (Hired March 30, 2003)	3622186	2153	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Planning Officer N27 (Planning Officer 3) (Hired before April 1, 2001)	3622183	2153	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 31, 2002)			27	5	60,509.14	2,319.31	33.1330
Planning Officer N27 (Hired April 1, 2001-March 30, 2002)	3622183	2153	26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 31, 2002)			27	5	60,509.14	2,319.31	33.1330
Planning Officer N27 (Hired March 31, 2002)	3622183	2153	27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Planning Officer N30 (Planning Officer 4) (Hired before April 1, 2001)	3622184	2153	28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Planning Officer N30 (Hired April 1, 2001-March 30, 2002)	3622184	2153	29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)			30
Planning Officer N30 (Hired March 31, 2002)	3622184	2153	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Planning Officer R30	3622187	2153	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Policy - Economics N27 (Hired April 1, 2001-March 30, 2002)	3505140		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)			26
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Economics N27 (Hired March 31, 2002-March 29, 2003)	3505140		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Economics N27 (Hired March 30, 2003)	3505140		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy - Economics N30 (Hired April 1, 2001-March 30, 2002)	3505141		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Policy - Economics N30 (Hired March 31, 2002)	3505141		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Policy - Economics N32 (Policy - Financial and Economic R30) (Hired April 1, 2001-March 30, 2002)	3505142		31	1	59,708.20	2,288.61	32.6944
				2	61,591.85	2,360.81	33.7259
				3	63,582.20	2,437.10	34.8157
				4	65,638.29	2,515.91	35.9416
				5	68,580.91	2,628.70	37.5529
(Step available March 31, 2002)			32	5	70,801.89	2,713.83	38.7690
Policy - Economics N32 (Hired March 31, 2002)	3505142		32	1	61,591.85	2,360.81	33.7259
				2	63,582.20	2,437.10	34.8157
				3	65,638.29	2,515.91	35.9416
				4	67,761.96	2,597.31	37.1044
				5	70,801.89	2,713.83	38.7690
Policy - Finance N27 (Hired April 1, 2001-March 30, 2002)	3555170		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)			26
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Finance N27 (Hired March 31, 2002-March 29, 2003)	3555170		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Finance N27 (Hired March 30, 2003)	3555170		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy - Finance N30 (Hired April 1, 2001-March 30, 2002)	3555171		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Policy - Finance N30 (Hired March 31, 2002)	3555171		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Policy - Finance N32 (Hired April 1, 2001-March 30, 2002)	3555172		31	1	59,708.20	2,288.61	32.6944
				2	61,591.85	2,360.81	33.7259
				3	63,582.20	2,437.10	34.8157
				4	65,638.29	2,515.91	35.9416
				5	68,580.91	2,628.70	37.5529
(Step available March 31, 2002)			32	5	70,801.89	2,713.83	38.7690
Policy - Finance N32 (Hired March 31, 2002)	3555172		32	1	61,591.85	2,360.81	33.7259
				2	63,582.20	2,437.10	34.8157
				3	65,638.29	2,515.91	35.9416
				4	67,761.96	2,597.31	37.1044
				5	70,801.89	2,713.83	38.7690
Policy - Science N27 (Policy - Science R25) (Hired April 1, 2001-March 30, 2002)	3625160		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Science N27 (Hired March 31, 2002-March 29, 2003)	3625160		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Science N27 (Hired March 30, 2003)	3625160		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy - Science N30 (Policy - Science R28) (Hired April 1, 2001-March 30, 2002)	3625161		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Policy - Science N30 (Hired March 31, 2002)	3625161		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Policy - Science N32 (Policy - Science R30) (Hired April 1, 2001-March 30, 2002)	3625162		31	1	59,708.20	2,288.61	32.6944
				2	61,591.85	2,360.81	33.7259
				3	63,582.20	2,437.10	34.8157
				4	65,638.29	2,515.91	35.9416
				5	68,580.91	2,628.70	37.5529
(Step available March 31, 2002)			32	5	70,801.89	2,713.83	38.7690
Policy - Science N32 (Hired March 31, 2002)	3625162		32	1	61,591.85	2,360.81	33.7259
				2	63,582.20	2,437.10	34.8157
				3	65,638.29	2,515.91	35.9416
				4	67,761.96	2,597.31	37.1044
				5	70,801.89	2,713.83	38.7690
Policy - Social Education and Health N27 (Policy - Social Education and Health R25) (Hired April 1, 2001-March 30, 2002)	3505150		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Social Education and Health N27 (Hired March 31, 2002-March 29, 2003)	3505150		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Policy - Social Education and Health N27 (Hired March 30, 2003)	3505150		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy - Social Education and Health N30 (Policy - Social Education and Health R28) (Hired April 1, 2001-March 30, 2002)	3505151		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Policy - Social Education and Health N30 (Hired March 31, 2002)	3505151		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Policy - Social Education and Health N32 (Policy - Social Education and Health R30) (Hired April 1, 2001-March 30, 2002)	3505152		31	1	59,708.20	2,288.61	32.6944
				2	61,591.85	2,360.81	33.7259
				3	63,582.20	2,437.10	34.8157
				4	65,638.29	2,515.91	35.9416
				5	68,580.91	2,628.70	37.5529
(Step available March 31, 2002)			32	5	70,801.89	2,713.83	38.7690
Policy - Social Education and Health N32 (Hired March 31, 2002)	3505152		32	1	61,591.85	2,360.81	33.7259
				2	63,582.20	2,437.10	34.8157
				3	65,638.29	2,515.91	35.9416
				4	67,761.96	2,597.31	37.1044
				5	70,801.89	2,713.83	38.7690
Printing Operator R9 (Printing Operator)	3703301	7381	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Printing Operator R11	3703302	7381	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Probation Interviewer R11 (Interviewer 1)	3503481	4212	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Probation Interviewer R14 (Interviewer 2)	3503482	4212	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Product Consultant R13 (Product Consultant)	3751151	6421	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Psychologist N21 (Psychologist 1) (Hired before April 1, 2001)	3501141	4151	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Psychologist N21 (Hired April 1, 2001-March 30, 2002)	3501141	4151	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Psychologist N21 (Hired March 31, 2002)	3501141	4151	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Psychologist N24 (Psychologist R23) (Hired before April 1, 2001)	3501146	4151	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Psychologist N24 (Hired April 1, 2001-March 29, 2003)	3501146	4151	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Psychologist N24 (Hired March 30, 2003)	3501146	4151	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Psychologist N27 (Psychologist 2, 3) (Hired before April 1, 2001)	3501143	4151	25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Psychologist N27 (Hired April 1, 2001-March 30, 2002)	3501143	4151	25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Psychologist N27 (Hired March 31, 2002-March 29, 2003)	3501143	4151	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
				Psychologist N27 (Hired March 30, 2003)	3501143	4151	27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
Psychologist N30 (Psychologist 4) (Hired before April 1, 2001)	3501144	4151	28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				29	5	64,392.01	2,468.14	35.2591	
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Psychologist N30 (Hired April 1, 2001-March 30, 2002)	3501144	4151	29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Psychologist N30 (Hired March 31, 2002)	3501144	4151	30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		
Psychologist R30 (Psychologist 5)	3501145	4151	30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Psychologist Assistant R13 (Psychologist Assistant)	3501131		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Psychologist Assistant R18	3501132		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Public Service Internship Program	3794001	SEPS	13	1	34,736.06	1,331.43	19.0204
Public Service Training Program Level 1	3792001	SEPS	05	1	27,658.03	1,060.13	15.1447
Public Service Training Program Level 2	3792002	SEPS	05	2	29,257.05	1,121.42	16.0203
Public Service Training Program Level 3	3792003	SEPS	11	2	34,736.06	1,331.43	19.0204
Radio & Teletype Operator R7 (Operator Radio & Teletype)	3553021	1475	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Rehabilitation Consultant N21 (Rehabilitation Consultant) (Hired before April 1, 2001)	3501231	4213	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Rehabilitation Consultant N21 (Hired April 1, 2001-March 30, 2002)	3501231	4213	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Rehabilitation Consultant N21 (Hired March 31, 2002)	3501231	4213	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Research Officer R13 (Research Officer 1)	3505121		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Research Officer R14	3505126		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Research Officer N18 (Research Officer R16) (Hired before April 1, 2001)	3505127		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 30, 2003)			18	5	45,870.70	1,758.22	25.1174
Research Officer N18 (Hired April 1, 2001-March 29, 2003)	3505127		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)			18
Research Officer N18 (Hired March 30, 2003)	3505127		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Research Officer R18	3505128		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Research Officer N21 (Research Officer 2) (Hired before April 1, 2001)	3505122		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
			21	5	50,278.23	1,927.16	27.5309
Research Officer N21 (Hired April 1, 2001)	3505122		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Research Officer N24 (Research Officer 3) (Hired before April 1, 2001)	3505123		22	1	45,272.74	1,735.30	24.7900
				2	N/A		
				3	48,122.73	1,844.54	26.3506
				4	N/A		
				5	51,845.93	1,987.25	28.3893
				(Step available March 31, 2002)	23	5	53,467.12
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Research Officer N24 (Hired April 1, 2001-March 30, 2002)	3505123		22	1	45,272.74	1,735.30	24.7900
				2	46,674.51	1,789.03	25.5576
				3	48,122.73	1,844.54	26.3506
				4	49,619.73	1,901.92	27.1703
				5	51,845.93	1,987.25	28.3893
				(Step available March 31, 2002)	23	5	53,467.12
(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941		
Research Officer N24 (Hired March 31, 2002-March 29, 2003)	3505123		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Research Officer N24 (Hired March 30, 2003)	3505123		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Research Officer N24 (Research Officer R23) (Hired before April 1, 2001)	3505129		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Research Officer N24 (Hired April 1, 2001-March 29, 2003)	3505129		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
				(Step available March 30, 2003)	24	5	55,142.05
Research Officer N24 (Hired March 30, 2003)	3505129		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Research Officer R24 (Research Officer 4)	3505124		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
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Research Officer N27 (Research Officer 5) (Hired before April 1, 2001)	3505125		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
				26	58,660.98	2,248.47	32.1210
(Step available March 31, 2002)			27	5	60,509.14	2,319.31	33.1330
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Research Officer N27 (Hired April 1, 2001-March 30, 2002)	3505125		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 31, 2002)			27
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Research Officer N27 (Hired March 31, 2002)	3505125		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
<hr/>							
Research Officer N30 (Research Officer R28) (Hired before April 1, 2001)	3505130		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				29	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
<hr/>							
Research Officer N30 (Hired April 1, 2001-March 30, 2002)	3505130		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)			30
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Research Officer N30 (Hired March 31, 2002)	3505130		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Research Officer R30	3505131		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Rock Scaler R14 (Rock Scaler)	3707138	7621	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Safety Officer R15 (Safety Officer 1)	3633311	2263	15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Safety Officer R18	3633310	2263	18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Safety Officer 2 (Obsolete)	3633312	2263	19	1	41,406.83	1,587.12	22.6731
				2	42,652.07	1,634.85	23.3550
				3	43,938.79	1,684.17	24.0596
				4	45,272.74	1,735.30	24.7900
				5	47,291.53	1,812.68	25.8954
Safety Officer N21 (Safety Officer R20) (Hired before April 1, 2001)	3633314	2263	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Safety Officer N21 (Hired April 1, 2001-March 30, 2002)	3633314	2263	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Safety Officer N21 (Hired March 31, 2002)	3633314	2263	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Safety Officer R21 (Safety Officer 3)	3633313	2263	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Safety Officer N24 (Safety Officer R23) (Hired before April 1, 2001)	3633315	2263	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Safety Officer N24 (Hired April 1, 2001-March 29, 2003)	3633315	2263	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Safety Officer N24 (Hired March 30, 2003)	3633315	2263	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Science Officer N30 (Science Officer) (Hired before April 1, 2001)	3621400		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
(Step available March 31, 2002)			29	5	64,392.01	2,468.14	35.2591
			30	5	66,430.89	2,546.29	36.3756
Science Officer N30 (Hired April 1, 2001-March 30, 2002)	3621400		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Science Officer N30 (Hired March 31, 2002)	3621400		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Scientific / Technical Officer R11 (Scientific / Technical Officer 1)	3635001		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer R13	3635008		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Scientific / Technical Officer N15 (Scientific / Technical Officer 2) (Hired before April 1, 2001)	3635002		14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18
Scientific / Technical Officer N15 (Hired April 1, 2001-March 29, 2003)	3635002		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18
Scientific / Technical Officer N15 (Hired March 30, 2003)	3635002		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Scientific / Technical Officer N18 (Scientific / Technical Officer R16) (Hired before April 1, 2001)	3635009		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				(Step available March 31, 2002)	17	5	44,509.63
Scientific / Technical Officer N18 (Hired April 1, 2001-March 30, 2002)	3635009		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Scientific / Technical Officer N18 (Hired March 31, 2002)	3635009		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer R18 (Scientific / Technical Officer 3)	3635003		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Scientific / Technical Officer N21 (Scientific / Technical Officer 4) (Hired before April 1, 2001)	3635004		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer N21 (Hired April 1, 2001-March 30, 2002)	3635004		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer N21 (Hired March 31, 2002)	3635004		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer N24 (Scientific / Technical Officer 5) (Hired before April 1, 2001)	3635005		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Scientific / Technical Officer N24 (Hired April 1, 2001-March 29, 2003)	3635005		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Scientific / Technical Officer N24 (Hired March 30, 2003)	3635005		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Scientific / Technical Officer N27 (Scientific / Technical Officer 6) (Hired before April 1, 2001)	3635006		25	1	49,619.73	1,901.92	27.1703		
				2	N/A				
				3	52,764.28	2,022.45	28.8921		
				4	N/A				
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Scientific / Technical Officer N27 (Hired April 1, 2001-March 30, 2002)	3635006		25	1	49,619.73	1,901.92	27.1703		
				2	51,166.05	1,961.19	28.0170		
				3	52,764.28	2,022.45	28.8921		
				4	54,415.99	2,085.76	29.7966		
				5	56,872.56	2,179.92	31.1417		
				(Step available March 31, 2002)	26	5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Scientific / Technical Officer N27 (Hired March 31, 2002-March 29, 2003)	3635006		26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330
Scientific / Technical Officer N27 (Hired March 30, 2003)	3635006		27	1	52,764.28	2,022.45	28.8921		
				2	54,415.99	2,085.76	29.7966		
				3	56,122.75	2,151.18	30.7311		
				4	57,885.86	2,218.76	31.6966		
				5	60,509.14	2,319.31	33.1330		
Scientific / Technical Officer N30 (Scientific / Technical Officer 7) (Hired before April 1, 2001)	3635007		28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				(Step available March 31, 2002)	29	5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Scientific / Technical Officer N30 (Hired April 1, 2001-March 30, 2002)	3635007		29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Scientific / Technical Officer N30 (Hired March 31, 2002)	3635007		30	1	57,885.86	2,218.76	31.6966		
				2	59,708.20	2,288.61	32.6944		
				3	61,591.85	2,360.81	33.7259		
				4	63,582.20	2,437.10	34.8157		
				5	66,430.89	2,546.29	36.3756		

BCGEU SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer R30	3635010		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Scientific / Technical Officer (Resource) R11 (Scientific / Technical Officer 1 (Resource))	3635201		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Scientific / Technical Officer (Resource) R13	3635208		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Scientific / Technical Officer (Resource) N15 (Scientific / Technical Officer 2 (Resource)) (Hired before April 1, 2001)	3635202		14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18
Scientific / Technical Officer (Resource) N15 (Hired April 1, 2001-March 29, 2003)	3635202		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
				(Step available March 30, 2003)	15	5	41,942.18
Scientific / Technical Officer (Resource) N15 (Hired March 30, 2003)	3635202		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Scientific / Technical Officer (Resource) N18 (Scientific / Technical Officer R16 (Resource)) (Hired before April 1, 2001)	3635209		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				(Step available March 31, 2002)	17	5	44,509.63
Scientific / Technical Officer (Resource) N18 (Hired April 1, 2001-March 30, 2002)			17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer (Resource) N18 (Hired March 31, 2002)			18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Scientific / Technical Officer (Resource) R18 (Scientific / Technical Officer 3 (Resource))	3635203		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Scientific / Technical Officer (Resource) N21 (Scientific / Technical Officer 4 (Resource)) (Hired before April 1, 2001)	3635204		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer (Resource) N21 (Hired April 1, 2001-March 30, 2002)	3635204		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer (Resource) N21 (Hired March 31, 2002)	3635204		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Scientific / Technical Officer (Resource) N24 (Scientific / Technical Officer 5 (Resource)) (Hired before April 1, 2001)	3635205		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Scientific / Technical Officer (Resource) N24 (Hired April 1, 2001-March 29, 2003)	3635205		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer (Resource) N24 (Hired March 30, 2003)	3635205		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Scientific / Technical Officer (Resource) N27 (Scientific / Technical Officer 6 (Resource)) (Hired before April 1, 2001)	3635206		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)		26	5	58,660.98	2,248.47	32.1210	
(Step available March 30, 2003)		27	5	60,509.14	2,319.31	33.1330	
Scientific / Technical Officer (Resource) N27 (Hired April 1, 2001-March 30, 2002)	3635206		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)		26	5	58,660.98	2,248.47	32.1210	
(Step available March 30, 2003)		27	5	60,509.14	2,319.31	33.1330	
Scientific / Technical Officer (Resource) N27 (Hired March 31, 2002-March 29, 2003)	3635206		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)		27	5	60,509.14	2,319.31	33.1330	
Scientific / Technical Officer (Resource) N27 (Hired March 30, 2003)	3635206		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Scientific / Technical Officer (Resource) N30 (Scientific / Technical Officer 7 (Resource)) (Hired before April 1, 2001)	3635207		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
(Step available March 31, 2002)		29	5	64,392.01	2,468.14	35.2591	
(Step available March 31, 2002)		30	5	66,430.89	2,546.29	36.3756	
Scientific / Technical Officer (Resource) N30 (Hired April 1, 2001-March 30, 2002)	3635207		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)		30	5	66,430.89	2,546.29	36.3756	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer (Resource) N30 (Hired March 31, 2002)	3635207		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Sewing Machine Operator R7 (Sewing Machine Operator 1)	3662151	7342	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Sewing Machine Operator R9	3662154	7342	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Sewing Machine Operator R11	3662155	7342	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Sewing Machine Operator R13 (Sewing Machine Operator 2)	3662152	7342	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Sewing Machine Operator R14 (Sewing Machine Operator 3)	3662153	7342	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Shipper R13 (Shipper)	3751191	1471	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Sign Fabricator R7	3701644		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Sign Fabricator 1 (Obsolete)	3701641		08	1	30,097.38	1,153.63	16.4804
				2	31,862.06	1,221.27	17.4467
				3	34,173.83	1,309.88	18.7126
Sign Fabricator R9 (Sign Fabricator 2)	3701642		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Sign Fabricator R14	3701645		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Sign Fabricator R15 (Sign Fabricator 3)	3701643		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Sign Fabricator N18 (Sign Fabricator R16) (Hired before April 1, 2001)	3701646		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)	18	5	45,870.70	1,758.22	25.1174		
Sign Fabricator N18 (Hired April 1, 2001-March 30, 2002)	3701646		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)	18	5	45,870.70
Sign Fabricator N18 (Hired March 31, 2002)	3701646		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Social Program Officer R14 (Social Program Officer 1)	3501171		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Social Program Officer N18 (Social Program Officer 2) (Hired before April 1, 2001)	3501172		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 30, 2003)	18	5	45,870.70	1,758.22	25.1174		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Program Officer N18 (Hired April 1, 2001-March 29, 2003)	3501172		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 30, 2003)	18	5	45,870.70
Social Program Officer N18 (Hired March 30, 2003)	3501172		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Social Program Officer R18 (Social Program Officer 3)	3501173		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Social Program Officer N21 (Social Program Officer R20) (Hired before April 1, 2001)	3501178		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Social Program Officer N21 (Hired April 1, 2001-March 30, 2002)	3501178		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Social Program Officer N21 (Hired March 31, 2002)	3501178		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Social Program Officer R24 - Training Level	3501167		16	1	37,907.47	1,452.99	20.7570
Social Program Officer 4 - Growth Level 4A	3501168		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Program Officer (Growth to N24) (Social Program Officer 4 - Growth)	3501169		SPO	L1	41,406.83	1,587.12	22.6731
				L2	42,652.07	1,634.85	23.3550
				L3	43,938.79	1,684.17	24.0596
				L4	45,272.74	1,735.30	24.7900
Social Program Officer N24 (Social Program Officer 4) (Hired before April 2, 2001) (See also - SPO-Child Protection)	3501174		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Social Program Officer N24 (Hired April 1, 2001-March 29, 2003)	3501174		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Social Program Officer N24 (Hired March 30, 2003)	3501174		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Social Program Officer N26 (Social Program Officer 5) (Hired before April 1, 2001) (See also SPO-Child Protection)	3501175		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 30, 2003)			26	5	58,660.98	2,248.47	32.1210
Social Program Officer N26 (Hired April 1, 2001-March 29, 2003)	3501175		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 30, 2003)			26	5	58,660.98	2,248.47	32.1210
Social Program Officer N26 (Hired March 30, 2003)	3501175		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
Social Program Officer R28 (Social Program Officer 6)	3501176		28	1	54,415.99	2,085.76	29.7966
				2	56,122.75	2,151.18	30.7311
				3	57,885.86	2,218.76	31.6966
				4	59,708.20	2,288.61	32.6944
				5	62,418.62	2,392.50	34.1786

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Program Officer R30 (Social Program Officer 7)	3501177		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Social Program Officer (Child Protection) N24 (Social Program Officer R23 - Child Protection) (Hired before April 1, 2001)	3501180		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 31, 2002)			24	5	55,142.05	2,113.59	30.1941
Social Program Officer (Child Protection) N24 (Hired April 1, 2001-March 30, 2002)	3501180		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 31, 2002)			24	5	55,142.05	2,113.59	30.1941
Social Program Officer (Child Protection) N24 (Hired March 31, 2002)	3501180		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Social Program Officer (Child Protection) N26 (Social Program Officer R25 - Child Protection) (Hired before April 1, 2001)	3501301		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 30, 2003)			26	5	58,660.98	2,248.47	32.1210
Social Program Officer (Child Protection) N26 (Hired April 1, 2001-March 29, 2003)	3501302		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 30, 2003)			26	5	58,660.98	2,248.47	32.1210
Social Program Officer (Child Protection) N26 (Hired March 30, 2003)	3501181 3501302		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Worker Assistant R13 (Social Worker Assistant 2)	3507102	4212	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Stockworker R6 (Stockworker 1, 2)	3551192	1472	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Stockworker R7 (Stockworker 3)	3551193	1472	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Stockworker R9 (Stockworker 4)	3551194	1472	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Stockworker R11 (Stockworker 5, 6)	3551196	1472	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Stockworker R13	3501303	1472	13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Stockworker R16	3551198		16	1	37,907.47	1,452.99	20.7570
				2	39,035.83	1,496.24	21.3749
				3	40,201.50	1,540.92	22.0131
				4	41,406.83	1,587.12	22.6731
				5	43,204.90	1,656.04	23.6577
Store Clerk R9 (Store Clerk)	3751221	6421	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Student AIESAC Graduate	3791304	SEPS	11	2	34,736.06	1,331.43	19.0204
Student AIESAC Undergraduate	3791303	SEPS	05	2	29,257.05	1,121.42	16.0203
Superintendent Mechanical N21 (Superintendent Mechanical 2) (Hired before April 1, 2001)	3702102	7216	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23

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Superintendent Mechanical N21 (Hired April 1, 2001-March 30, 2002)	3702102	7216	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
				(Step available March 31, 2002)	21	5	50,278.23
Superintendent Mechanical N21 (Hired March 31, 2002)	3702102	7216	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Supervisor R11	3752201		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Supervisor NSOM14 (Hired before April 1, 2001)	3752202		13	1	34,736.06	1,331.43	19.0204
				2	N/A		
				3	36,815.37	1,411.13	20.1590
				4	N/A		
				5	39,537.53	1,515.47	21.6496
				14	5	40,720.42	1,560.81
Supervisor NSOM14 (Hired April 1, 2001 to March 30, 2002)	3752202		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
				14	5	40,720.42	1,560.81
Supervisor NSOM14 (Hired March 31, 2002)	3752202		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Supervisor R14	3752203		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Technical Assistant R7 (Technical Assistant 1)	3631101		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Technical Assistant R11 (Technical Assistant 2)	3631102		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Technical Enforcement Officer R9 (Technical Enforcement Officer 1)	3633001		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Technical Enforcement Officer R11 (Technical Enforcement Officer 2)	3633002		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Technical Enforcement Officer R13 (Technical Enforcement Officer 3)	3633003		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Technical Enforcement Officer N15 (Technical Enforcement Officer R14) (Hired before April 1, 2001)	3633008		14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
				(Step available March 31, 2002)	15	5	41,942.18
Technical Enforcement Officer N15 (Hired April 1, 2001 - March 30, 2002)	3633008		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
				(Step available March 31, 2002)	5	41,942.18	1,607.64
Technical Enforcement Officer N15 (Hired March 31, 2002)	3633008		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Technical Enforcement Officer R15 (Technical Enforcement Officer 4)	3633004		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663

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Technical Enforcement Officer N18 (Technical Enforcement Officer R16) (Hired before April 1, 2001)	3633009		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Technical Enforcement Officer N18 (Hired April 1, 2001-March 30, 2002)	3633009		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				(Step available March 31, 2002)			18
Technical Enforcement Officer N18 (Hired March 31, 2002)	3633009		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Technical Enforcement Officer R18 (Technical Enforcement Officer 5)	3633005		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Technical Enforcement Officer N21 (Technical Enforcement Officer 6) (Hired before April 1, 2001)	3633006		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Technical Enforcement Officer N21 (Hired April 1, 2001-March 30, 2002)	3633006		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Technical Enforcement Officer N21 (Hired March 31, 2002)	3633006		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Technical Enforcement Officer N24 (Technical Enforcement Officer 7) (Hired before April 1, 2001)	3633007		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Technical Enforcement Officer N24 (Hired April 1, 2001-March 29, 2003)	3633007		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Technical Enforcement Officer N24 (Hired March 30, 2003)	3633007		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Technical Enforcement Officer N27 (Technical Enforcement Officer R25) (Hired before April 1, 2001)	3633010		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Technical Enforcement Officer N27 (Hired April 1, 2001-March 30, 2002)	3633010		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Technical Enforcement Officer N27 (Hired March 31, 2002-March 29, 2003)	3633010		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Technical Enforcement Officer N27 (Hired March 30, 2003)	3633010		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

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Technician 3 (Obsolete)	3631203	5227	21	1	43,938.79	1,684.17	24.0596	
				2	45,272.74	1,735.30	24.7900	
				3	46,674.51	1,789.03	25.5576	
				4	48,122.73	1,844.54	26.3506	
				5	50,278.23	1,927.16	27.5309	
Terminal Attendant R7 (Terminal Attendant 1)	3734101	7435	07	1	29,257.05	1,121.42	16.0203	
				2	30,964.85	1,186.88	16.9554	
				3	33,203.05	1,272.67	18.1810	
Training Consultant (Growth to N18)	3501244	4213	TC	L1	34,736.06	1,331.43	19.0204	
				L2	35,758.24	1,370.61	19.5801	
				L3	36,815.37	1,411.13	20.1590	
Training Consultant N18 (Training Consultant) (Hired before April 1, 2001)	3501243	4213	16	1	37,907.47	1,452.99	20.7570	
				2	N/A			
				3	40,201.50	1,540.92	22.0131	
				4	N/A			
				5	43,204.90	1,656.04	23.6577	
(Step available March 30, 2003)				17	5	44,509.63	1,706.05	24.3721
				18	5	45,870.70	1,758.22	25.1174
				17	1	39,035.83	1,496.24	21.3749
Training Consultant N18 (Hired April 1, 2001-March 29, 2003)	3501243	4213	17	2	40,201.50	1,540.92	22.0131	
				3	41,406.83	1,587.12	22.6731	
				4	42,652.07	1,634.85	23.3550	
				5	44,509.63	1,706.05	24.3721	
				(Step available March 30, 2003)	18	5	45,870.70	1,758.22
Training Consultant N18 (Hired March 30, 2003)	3501243	4213	18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	
Utility Tradesman R15 (Utility Tradesman)	3703111	7611	15	1	36,815.37	1,411.13	20.1590	
				2	37,907.47	1,452.99	20.7570	
				3	39,035.83	1,496.24	21.3749	
				4	40,201.50	1,540.92	22.0131	
				5	41,942.18	1,607.64	22.9663	
Utility Worker R11 (Utility Worker 1 Parks Branch Workshop)	3703121	7611	11	1	32,788.49	1,256.78	17.9540	
				2	34,736.06	1,331.43	19.0204	
				3	37,285.76	1,429.16	20.4166	
Vocational Counsellor R18 (Vocational Counsellor)	3501245	4153	18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Vocational Counsellor N21 (Vocational Counsellor R20) (Hired before April 1, 2001)	3501246	4153	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Vocational Counsellor N21 (Hired April 1, 2001-March 30, 2002)	3501246	4153	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Vocational Counsellor N21 (Hired March 31, 2002)	3501246	4153	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Warehouseworker R7 (Warehouseworker 1)	3751211	7452	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Warehouseworker R9 (Warehouseworker 2)	3751212	7452	09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Warehouseworker R11 (Warehouseworker 3)	3751213	7452	11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Yardworker R6 (Yardworker)	3707401	7621	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Youth Employment Program Level 1	3793001	SEPS	03	2	27,658.03	1,060.13	15.1447
Youth Employment Program Level 2	3793002	SEPS	03	3	29,621.77	1,135.40	16.2200

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Tab 1A - BCGEU Trades Salary
Schedule

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
TJ Aircraft Maintenance Engineer	3704252	17	5	44,509.63	1,706.05	24.3721
TL Aircraft Maintenance Engineer	3704352	18	5	45,870.70	1,758.22	25.1174
TS Aircraft Maintenance Engineer	3704452	19	5	47,291.53	1,812.68	25.8954
TSS Aircraft Maintenance Engineer	3704552	20	5	48,760.35	1,868.98	26.6997
TPS Aircraft Maintenance Engineer	3704652	21	5	50,278.23	1,927.16	27.5309
TJ Aircraft Mechanic	3704225	13	5	39,537.53	1,515.47	21.6496
TA Autobody Heavy Vehicle & Equipment (%14)	3704135	14	5	40,720.42	1,560.81	22.2973
TJ Autobody Heavy Vehicle & Equipment	3704235	14	5	40,720.42	1,560.81	22.2973
TL Autobody Heavy Vehicle & Equipment	3704335	15	5	41,942.18	1,607.64	22.9663
TS Autobody Heavy Vehicle & Equipment	3704435	16	5	43,204.90	1,656.04	23.6577
TA Bridgeworker (% 13)	3704129	13	5	39,537.53	1,515.47	21.6496
TJ Bridgeworker	3704229	13	5	39,537.53	1,515.47	21.6496
TL Bridgeworker	3704329	14	5	40,720.42	1,560.81	22.2973
TS Bridgeworker	3704429	15	5	41,942.18	1,607.64	22.9663
TSS Bridgeworker	3704529	16	5	43,204.90	1,656.04	23.6577
TPS Bridgeworker	3704629	17	5	44,509.63	1,706.05	24.3721
TJ Building Engineer	3704266	16	5	43,204.90	1,656.04	23.6577
TJ Carpenter	3704251	18	5	45,870.70	1,758.22	25.1174
TL Carpenter	3704351	20	5	48,760.35	1,868.98	26.6997
TS Carpenter	3704451	21	5	50,278.23	1,927.16	27.5309
TSS Carpenter	3704551	22	5	51,845.93	1,987.25	28.3893
TPS Carpenter	3704651	23	5	53,467.12	2,049.39	29.2770
TJ Electrical Rebuild Heavy Vehicle & Equipment	3704238	14	5	40,720.42	1,560.81	22.2973
TL Electrical Rebuild Heavy Vehicle & Equipment	3704338	15	5	41,942.18	1,607.64	22.9663
TS Electrical Rebuild Heavy Vehicle & Equipment	3704438	16	5	43,204.90	1,656.04	23.6577
TA Electrician (% 18)	3704175	18	5	45,870.70	1,758.22	25.1174

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
TJ Electrician	3704275	18	5	45,870.70	1,758.22	25.1174
TL Electrician	3704375	20	5	48,760.35	1,868.98	26.6997
TS Electrician	3704475	22	5	51,845.93	1,987.25	28.3893
TS Electrician R23	3704476	23	5	53,467.12	2,049.39	29.2770
TSS Electrician	3704575	23	5	53,467.12	2,049.39	29.2770
TPS Electrician	3704675	24	5	55,142.05	2,113.59	30.1941
TJ Electronics Audiometric	3704222	16	5	43,204.90	1,656.04	23.6577
TL Electronics Audiometric	3704322	17	5	44,509.63	1,706.05	24.3721
TS Electronics Audiometric	3704422	18	5	45,870.70	1,758.22	25.1174
TJ Electronics Audiometric Advanced	3704280	18	5	45,870.70	1,758.22	25.1174
TL Electronics Audiometric Advanced	3704380	20	5	48,760.35	1,868.98	26.6997
TJ Electronics Avionics	3704265	18	5	45,870.70	1,758.22	25.1174
TL Electronics Avionics	3704365	19	5	47,291.53	1,812.68	25.8954
TS Electronics Avionics	3704465	20	5	48,760.35	1,868.98	26.6997
TJ Electronics Domestic Radio TV	3704221	13	5	39,537.53	1,515.47	21.6496
TL Electronics Domestic Radio TV	3704321	14	5	40,720.42	1,560.81	22.2973
TS Electronics Domestic Radio TV	3704421	15	5	41,942.18	1,607.64	22.9663
TJ Electronics Industrial	3704263	18	5	45,870.70	1,758.22	25.1174
TL Electronics Industrial	3704363	20	5	48,760.35	1,868.98	26.6997
TS Electronics Industrial	3704463	23	5	53,467.12	2,049.39	29.2770
TA Electronics Radio Communication (% 18)	3704161	18	5	45,870.70	1,758.22	25.1174
TJ Electronics Radio Communication	3704261	18	5	45,870.70	1,758.22	25.1174
TL Electronics Radio Communication	3704361	20	5	48,760.35	1,868.98	26.6997
TS Electronics Radio Communication	3704461	23	5	53,467.12	2,049.39	29.2770
TSS Electronics Radio Communication	3704561	23	5	53,467.12	2,049.39	29.2770

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
TPS Electronics Radio Communication	3704661	25	5	56,872.56	2,179.92	31.1417
TA Electronics Security (% 18)	3704164	18	5	45,870.70	1,758.22	25.1174
TJ Electronics Security	3704264	18	5	45,870.70	1,758.22	25.1174
TL Electronics Security	3704364	20	5	48,760.35	1,868.98	26.6997
TS Electronics Security	3704464	23	5	53,467.12	2,049.39	29.2770
TJ Electronics TV Production	3704262	16	5	43,204.90	1,656.04	23.6577
TL Electronics TV Production	3704362	17	5	44,509.63	1,706.05	24.3721
TS Electronics TV Production	3704462	18	5	45,870.70	1,758.22	25.1174
TJ Engine Rebuild Heavy Vehicle & Equipment	3704237	14	5	40,720.42	1,560.81	22.2973
TL Engine Rebuild Heavy Vehicle & Equipment	3704337	15	5	41,942.18	1,607.64	22.9663
TS Engine Rebuild Heavy Vehicle & Equipment	3704437	16	5	43,204.90	1,656.04	23.6577
TSS Engine Rebuild Heavy Vehicle & Equipment	3704537	17	5	44,509.63	1,706.05	24.3721
TJ Gardener	3704210	11	3	37,285.76	1,429.16	20.4166
TL Gardener	3704310	12	3	38,393.25	1,471.61	21.0230
TS Gardener	3704410	13	3	39,537.53	1,515.47	21.6496
TSS Gardener	3704510	14	3	40,720.42	1,560.81	22.2973
TA Industrial Warehousing (% 10)	3704112	10	3	36,214.54	1,388.10	19.8300
TJ Industrial Warehousing	3704212	10	3	36,214.54	1,388.10	19.8300
TL Industrial Warehousing	3704312	11	3	37,285.76	1,429.16	20.4166
TS Industrial Warehousing	3704412	12	3	38,393.25	1,471.61	21.0230
TSS Industrial Warehousing	3704512	13	5	39,537.53	1,515.47	21.6496
TPS Industrial Warehousing	3704612	14	5	40,720.42	1,560.81	22.2973
TJ Instrument Mechanic	3704249	15	5	41,942.18	1,607.64	22.9663
TL Instrument Mechanic	3704349	16	5	43,204.90	1,656.04	23.6577
TJ Lithographer Press Over 21"	3704226	13	5	39,537.53	1,515.47	21.6496
TL Lithographer Press Over 21"	3704326	14	5	40,720.42	1,560.81	22.2973

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
TS Lithographer Press Over 21"	3704426	15	5	41,942.18	1,607.64	22.9663
TSS Lithographer Press Over 21"	3704526	16	5	43,204.90	1,656.04	23.6577
TJ Lithographer Press To 21"	3704215	11	3	37,285.76	1,429.16	20.4166
TL Lithographer Press To 21"	3704315	12	3	38,393.25	1,471.61	21.0230
TS Lithographer Press To 21"	3704415	13	5	39,537.53	1,515.47	21.6496
TSS Lithographer Press To 21"	3704515	14	5	40,720.42	1,560.81	22.2973
TJ Machinist	3704228	13	5	39,537.53	1,515.47	21.6496
TJ Machinist Heavy Vehicle & Equipment	3704236	14	5	40,720.42	1,560.81	22.2973
TL Machinist Heavy Vehicle & Equipment	3704336	15	5	41,942.18	1,607.64	22.9663
TS Machinist Heavy Vehicle & Equipment	3704436	16	5	43,204.90	1,656.04	23.6577
TJ Machinist Manufacturing	3704255	18	5	45,870.70	1,758.22	25.1174
TL Machinist Manufacturing	3704355	20	5	48,760.35	1,868.98	26.6997
TS Machinist Manufacturing	3704455	21	5	50,278.23	1,927.16	27.5309
TSS Machinist Manufacturing	3704555	22	5	51,845.93	1,987.25	28.3893
TJ Marine Fitter	3704253	15	5	41,942.18	1,607.64	22.9663
TL Marine Fitter	3704353	16	5	43,204.90	1,656.04	23.6577
TS Marine Fitter	3704453	17	5	44,509.63	1,706.05	24.3721
TSS Marine Fitter	3704553	18	5	45,870.70	1,758.22	25.1174
TPS Marine Fitter	3704653	19	5	47,291.53	1,812.68	25.8954
TA Mechanic Heavy Vehicle & Equipment (%18)	3704133	18	5	45,870.70	1,758.22	25.1174
TJ Mechanic Heavy Vehicle & Equipment	3704233	18	5	45,870.70	1,758.22	25.1174
TL Mechanic Heavy Vehicle & Equipment	3704333	20	5	48,760.35	1,868.98	26.6997
TS Mechanic Heavy Vehicle & Equipment	3704433	21	5	50,278.23	1,927.16	27.5309
TSS Mechanic Heavy Vehicle & Equipment	3704533	22	5	51,845.93	1,987.25	28.3893
TPS Mechanic Heavy Vehicle & Equipment	3704633	23	5	53,467.12	2,049.39	29.2770

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
TJ Mechanic Light Vehicle & Equipment	3704224	13	5	39,537.53	1,515.47	21.6496
TL Mechanic Light Vehicle & Equipment	3704324	14	5	40,720.42	1,560.81	22.2973
TS Mechanic Light Vehicle & Equipment	3704424	15	5	41,942.18	1,607.64	22.9663
TSS Mechanic Light Vehicle & Equipment	3704524	16	5	43,204.90	1,656.04	23.6577
TPS Mechanic Light Vehicle & Equipment	3704624	17	5	44,509.63	1,706.05	24.3721
TJ Painter Decorator	3704248	16	5	43,204.90	1,656.04	23.6577
TL Painter Decorator	3704348	16	5	43,204.90	1,656.04	23.6577
TS Painter Decorator	3704448	17	5	44,509.63	1,706.05	24.3721
TSS Painter Decorator	3704548	18	5	45,870.70	1,758.22	25.1174
TJ Sheet Metal	3704250	15	5	41,942.18	1,607.64	22.9663
TL Sheet Metal	3704350	16	5	43,204.90	1,656.04	23.6577
TS Sheet Metal	3704450	17	5	44,509.63	1,706.05	24.3721
TJ Shipwright	3704254	18	5	45,870.70	1,758.22	25.1174
TL Shipwright	3704354	20	5	48,760.35	1,868.98	26.6997
TS Shipwright	3704454	21	5	50,278.23	1,927.16	27.5309
TSS Shipwright	3704554	22	5	51,845.93	1,987.25	28.3893
TJ Shoemaker Orthopedic	3704217	11	3	37,285.76	1,429.16	20.4166
TL Shoemaker Orthopedic	3704317	12	3	38,393.25	1,471.61	21.0230
TJ Upholsterer	3704230	13	5	39,537.53	1,515.47	21.6496
TL Upholsterer	3704330	14	5	40,720.42	1,560.81	22.2973
TA Welder Heavy Vehicle & Equipment (% 18)	3704134	18	5	45,870.70	1,758.22	25.1174
TJ Welder Heavy Vehicle & Equipment	3704234	18	5	45,870.70	1,758.22	25.1174
TL Welder Heavy Vehicle & Equipment	3704334	20	5	48,760.35	1,868.98	26.6997
TS Welder Heavy Vehicle & Equipment	3704434	21	5	50,278.23	1,927.16	27.5309
TSS Welder Heavy Vehicle & Equipment	3704534	22	5	51,845.93	1,987.25	28.3893

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Tab 2 - Category B / Schedule A

SCHEDULE A SALARY SCHEDULE

- Schedule A Salary Schedule (BCGEU Classifications)
- Schedule A Salary Schedule (Nurse Classifications)

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CATEGORY B SALARY SCHEDULE

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SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Administrative Officer R14 (Administrative Officer 1)	0361501		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Administrative Officer N18 (Administrative Officer 2) (Hired before April 1, 2001)	0361502		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	5	44,509.63	1,706.05
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Administrative Officer N18 (Hired April 1, 2001-March 30, 2002)	0361502		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Administrative Officer N18 (Hired March 31, 2002)	0361502		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Administrative Officer R18 (Administrative Officer 3)	0361503		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Administrative Officer N21 (Administrative Officer 4) (Hired before April 1, 2001)	0361504		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
				21	5	50,278.23	1,927.16
Administrative Officer N21 (Hired April 1, 2001)	0361504		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>	<u>NOC</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Administrative Officer N24 (Administrative Officer 5) (Hired before April 1, 2001)	0361505		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Administrative Officer N24 (Hired April 1, 2001-March 29, 2003)	0361505		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Administrative Officer N24 (Hired March 30, 2003)	0361505		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Administrative Officer N27 (Administrative Officer 6) (Hired before April 1, 2001)	0361506		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Administrative Officer N27 (Hired April 1, 2001-March 30, 2002)	0361506		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Administrative Officer N27 (Hired March 31, 2002-March 29, 2003)	0361506		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330
Administrative Officer N27 (Hired March 30, 2003)	0361506		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Clerk R9 (Clerk 3)	0361103		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				3	35,177.75	1,348.36	19.2623
Clerk R11 (Clerk 4)	0361104		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
<hr/>							
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	0361105		13	1	34,736.06	1,331.43	19.0204
				2	N/A		
				3	36,815.37	1,411.13	20.1590
				4	N/A		
				5	39,537.53	1,515.47	21.6496
			(Step available March 30, 2003)	14	40,720.42	1,560.81	22.2973
<hr/>							
Clerk N14 (Hired April 1, 2001-March 29, 2003)	0361105		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
			(Step available March 30, 2003)	14	40,720.42	1,560.81	22.2973
<hr/>							
Clerk N14 (Hired March 30, 2003)	0361105		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
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Clerk Stenographer R9 (Clerk Stenographer 3)	0363103		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Clerk Stenographer R11 (Clerk Stenographer 4)	0363104		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
<hr/>							
Clerk Stenographer N14 (Clerk Stenographer 5) (Hired before April 1, 2001)	0363105		13	1	34,736.06	1,331.43	19.0204
				2	N/A		
				3	36,815.37	1,411.13	20.1590
				4	N/A		
				5	39,537.53	1,515.47	21.6496
			(Step available March 30, 2003)	14	40,720.42	1,560.81	22.2973

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Clerk Stenographer N14 (Hired April 1, 2001-March 29, 2003)	0363105		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)			14	5	40,720.42	1,560.81	22.2973
Clerk Stenographer N14 (Hired March 30, 2003)	0363105		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Communications Officer R14 (Communications Officer 1)	0361531		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Communications Officer R18 (Communications Officer 3)	0361533		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Communications Officer N21 (Communications Officer 4) (Hired before April 1, 2001)	0361534	5124	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Communications Officer N21 (Hired April 1, 2001-March 30, 2002)	0361534	5124	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Communications Officer N21 (Hired March 31, 2002)	0361534	5124	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Coop. Education Training Program Level 2	0361301	SEPS	05	2	29,257.05	1,121.42	16.0203
Coop. Education Training Program Leve 3	0361302	SEPS	11	2	34,736.06	1,331.43	19.0204
Court Clerk R9	0361111	1443	09	1	30,964.85	1,186.88	16.9554

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(Court Clerk 1)				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Court Clerk R11 (Court Clerk 2)	0361112		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Court Clerk R14 (Court Clerk 3)	0361113	1244	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Economist N24 (Economist R23) (Hired before April 1, 2001)	0365105	4162	23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
			(Step available March 30, 2003)	24	55,142.05	2,113.59	30.1941
Economist N24 (Hired April 1, 2001-March 29, 2003)	0365105	4162	23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
			(Step available March 30, 2003)	24	55,142.05	2,113.59	30.1941
Economist N24 (Hired March 30, 2003)	0365105	4162	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Economist R24 (Economist 1)	0365101	4162	24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly		
Economist N27 (Economist R25) (Hired before April 1, 2001)	0365106	4162	25	1	49,619.73	1,901.92	27.1703		
				2	N/A				
				3	52,764.28	2,022.45	28.8921		
				4	N/A				
				5	56,872.56	2,179.92	31.1417		
				26	58,660.98	2,248.47	32.1210		
				(Step available March 31, 2002)	27	5	60,509.14	2,319.31	33.1330
Economist N27 (Hired April 1, 2001-March 30, 2002)	0365106	4162	26	1	51,166.05	1,961.19	28.0170		
				2	52,764.28	2,022.45	28.8921		
				3	54,415.99	2,085.76	29.7966		
				4	56,122.75	2,151.18	30.7311		
				5	58,660.98	2,248.47	32.1210		
				(Step available March 31, 2002)	27	5	60,509.14	2,319.31	33.1330
				Economist N27 (Hired March 31, 2002)	0365106	4162	27	1	52,764.28
2	54,415.99	2,085.76	29.7966						
3	56,122.75	2,151.18	30.7311						
4	57,885.86	2,218.76	31.6966						
5	60,509.14	2,319.31	33.1330						
Economist R27 (Economist 2)	0365102	4162	27	1	52,764.28	2,022.45	28.8921		
				2	54,415.99	2,085.76	29.7966		
				3	56,122.75	2,151.18	30.7311		
				4	57,885.86	2,218.76	31.6966		
				5	60,509.14	2,319.31	33.1330		
Economist N30 (Economist R28) (Hired before April 1, 2001)	0365107	4162	28	1	54,415.99	2,085.76	29.7966		
				2	N/A				
				3	57,885.86	2,218.76	31.6966		
				4	N/A				
				5	62,418.62	2,392.50	34.1786		
				29	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
Economist N30 (Hired April 1, 2001-March 30, 2002)	0365107	4162	29	1	56,122.75	2,151.18	30.7311		
				2	57,885.86	2,218.76	31.6966		
				3	59,708.20	2,288.61	32.6944		
				4	61,591.85	2,360.81	33.7259		
				5	64,392.01	2,468.14	35.2591		
				(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756
				Economist N30 (Hired March 31, 2002)	0365107	4162	30	1	57,885.86
2	59,708.20	2,288.61	32.6944						
3	61,591.85	2,360.81	33.7259						
4	63,582.20	2,437.10	34.8157						
5	66,430.89	2,546.29	36.3756						
Financial Officer R14 (Financial Officer 1)	0361401		14	1	35,758.24	1,370.61	19.5801		
				2	36,815.37	1,411.13	20.1590		

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
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Financial Officer N18	0361402		16	1	37,907.47	1,452.99	20.7570
(Financial Officer 2)				2	N/A		
(Hired before April 1, 2001)				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
			17	5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
<hr/>							
Financial Officer N18	0361402		17	1	39,035.83	1,496.24	21.3749
(Hired April 1, 2001-March 30, 2002)				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
<hr/>							
Financial Officer N18	0361402		18	1	40,201.50	1,540.92	22.0131
(Hired March 31, 2002)				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
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Financial Officer R18	0361403		18	1	40,201.50	1,540.92	22.0131
(Financial Officer 3)				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
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Financial Officer N21	0361404		20	1	42,652.07	1,634.85	23.3550
(Financial Officer 4)				2	N/A		
(Hired before April 1, 2001)				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
			21	5	50,278.23	1,927.16	27.5309
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Financial Officer N21	0361404		21	1	43,938.79	1,684.17	24.0596
(Hired April 1, 2001)				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309

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Financial Officer N24 (Financial Officer 5) (Hired before April 1, 2001)	0361405		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 31, 2002)			24	5	55,142.05	2,113.59	30.1941
Financial Officer N24 (Hired April 1, 2001-March 30, 2002)	0361405		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 31, 2002)			24	5	55,142.05	2,113.59	30.1941
Financial Officer N24 (Hired March 31, 2002)	0361405		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Financial Officer N30 (Financial Officer 7) (Hired before April 1, 2001)	0361407		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
(Step available March 31, 2002)			29	5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Financial Officer N30 (Hired April 1, 2001-March 30, 2002)	0361407		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
(Step available March 31, 2002)			30	5	66,430.89	2,546.29	36.3756
Financial Officer N30 (Hired March 31, 2002)	0361407		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Information Systems Level R6 (Information Systems Level 1)	0368001	1422	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Information Systems Level R9 (Information Systems Level 3)	0368003		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Information Systems Level R11 (Information Systems Level 4)	0368004		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204

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				3	37,285.76	1,429.16	20.4166	
Information Systems Level R13 (Information Systems Level 5)	0368005		13	1	34,736.06	1,331.43	19.0204	
				2	35,758.24	1,370.61	19.5801	
				3	36,815.37	1,411.13	20.1590	
				4	37,907.47	1,452.99	20.7570	
				5	39,537.53	1,515.47	21.6496	
Information Systems Level R14 (Information Systems Level 6)	0368006		14	1	35,758.24	1,370.61	19.5801	
				2	36,815.37	1,411.13	20.1590	
				3	37,907.47	1,452.99	20.7570	
				4	39,035.83	1,496.24	21.3749	
				5	40,720.42	1,560.81	22.2973	
Information Systems Level N18 (Information Systems Level 7) (Hired before April 1, 2001)	0368007		16	1	37,907.47	1,452.99	20.7570	
				2	N/A			
				3	40,201.50	1,540.92	22.0131	
				4	N/A			
				5	43,204.90	1,656.04	23.6577	
				17	5	44,509.63	1,706.05	24.3721
				18	5	45,870.70	1,758.22	25.1174
					(Step available March 31, 2002)			
Information Systems Level N18 (Hired April 1, 2001-March 30, 2002)	0368007		17	1	39,035.83	1,496.24	21.3749	
				2	40,201.50	1,540.92	22.0131	
				3	41,406.83	1,587.12	22.6731	
				4	42,652.07	1,634.85	23.3550	
				5	44,509.63	1,706.05	24.3721	
				18	5	45,870.70	1,758.22	25.1174
					(Step available March 31, 2002)			
Information Systems Level N18 (Hired March 31, 2002)	0368007		18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	
Information Systems Level R18 (Information Systems Level 8)	0368008		18	1	40,201.50	1,540.92	22.0131	
				2	41,406.83	1,587.12	22.6731	
				3	42,652.07	1,634.85	23.3550	
				4	43,938.79	1,684.17	24.0596	
				5	45,870.70	1,758.22	25.1174	

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Information Systems Level N21 (Information Systems Level 9) (Hired before April 1, 2001)	0368009		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Information Systems Level N21 (Hired April 1, 2001-March 30, 2002)	0368009		20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Information Systems Level N21 (Hired March 31, 2002)	0368009		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Information Systems Level N24 (Information Systems Level 10) (Hired before April 1, 2001)	0368010		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Information Systems Level N24 (Hired April 1, 2001-March 29, 2003)	0368010		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Information Systems Level N24 (Hired March 30, 2003)	0368010		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Information Systems Level N27 (Information Systems Level 11) (Hired before April 1, 2001)	0368011		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
(Step available March 31, 2002)			26	5	58,660.98	2,248.47	32.1210
(Step available March 30, 2003)			27	5	60,509.14	2,319.31	33.1330

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ANNUAL, BI-WEEKLY AND HOURLY RATES
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<u>Classification Title</u>	<u>Class Code</u>	<u>NOC</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Information Systems Level N27 (Hired April 1, 2001-March 30, 2002)	0368011		25	1	49,619.73	1,901.92	27.1703
				2	51,166.05	1,961.19	28.0170
				3	52,764.28	2,022.45	28.8921
				4	54,415.99	2,085.76	29.7966
				5	56,872.56	2,179.92	31.1417
				(Step available March 31, 2002)	26	5	58,660.98
(Step available March 30, 2003)	27	5	60,509.14	2,319.31	33.1330		
Information Systems Level N27 (Hired March 31, 2002-March 29, 2003)	0368011		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
				(Step available March 30, 2003)	27	5	60,509.14
Information Systems Level N27 (Hired March 30, 2003)	0368011		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330
Information Systems Level N30 (Information Systems Level 12) (Hired before April 1, 2001)	0368012		28	1	54,415.99	2,085.76	29.7966
				2	N/A		
				3	57,885.86	2,218.76	31.6966
				4	N/A		
				5	62,418.62	2,392.50	34.1786
				(Step available March 31, 2002)	29	5	64,392.01
(Step available March 31, 2002)	30	5	66,430.89	2,546.29	36.3756		
Information Systems Level N30 (Hired April 1, 2001-March 30, 2002)	0368012		29	1	56,122.75	2,151.18	30.7311
				2	57,885.86	2,218.76	31.6966
				3	59,708.20	2,288.61	32.6944
				4	61,591.85	2,360.81	33.7259
				5	64,392.01	2,468.14	35.2591
				(Step available March 31, 2002)	30	5	66,430.89
Information Systems Level N30 (Hired March 31, 2002)	0368012		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Information Systems Level R30 (Information Systems Level 13)	0368013		30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Only applicable to employees at ISL 13 prior to May 24, 2001				→	70,801.89	2,713.83	38.7690
Information Technology Work Practicum	0364101	SEPS	06	2	30,097.38	1,153.63	16.4804

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Librarian R14 (Librarian 1)	0366151	5111	14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Librarian N21 (Librarian 2) (Hired before April 1, 2001)	0366152	5111	20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Librarian N21 (Hired April 1, 2001-March 30, 2002)	0366152	5111	20	1	42,652.07	1,634.85	23.3550
				2	43,938.79	1,684.17	24.0596
				3	45,272.74	1,735.30	24.7900
				4	46,674.51	1,789.03	25.5576
				5	48,760.35	1,868.98	26.6997
(Step available March 31, 2002)			21	5	50,278.23	1,927.16	27.5309
Librarian N21 (Hired March 31, 2002)	0366152	5111	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Librarian R30 (Librarian 4)	0366154	5111	30	1	57,885.86	2,218.76	31.6966
				2	59,708.20	2,288.61	32.6944
				3	61,591.85	2,360.81	33.7259
				4	63,582.20	2,437.10	34.8157
				5	66,430.89	2,546.29	36.3756
Machine Operator R9 (Machine Operator 2)	0368202		09	1	30,964.85	1,186.88	16.9554
				2	32,788.49	1,256.78	17.9540
				3	35,177.75	1,348.36	19.2623
Office Assistant R6 (Office Assistant 1)	0361051		06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Office Assistant R7 (Office Assistant 2)	0361052		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>	<u>NOC</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Photo Arts Technician R21 (Photo Arts Technician 6)	0362146	5131	21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
Public Service Internship Program	0364001	SEPS	13	1	34,736.06	1,331.43	19.0204
Public Service Internship Program (AS)	0364002	SEPS	13	1	34,736.06	1,331.43	19.0204
Public Service Training Program Level 1	0362001	SEPS	05	1	27,658.03	1,060.13	15.1447
Public Service Training Program Level 2	0362002	SEPS	05	2	29,257.05	1,121.42	16.0203
Public Service Training Program Level 3	0362003	SEPS	11	2	34,736.06	1,331.43	19.0204
Research Officer R13 (Research Officer 1)	0365121		13	1	34,736.06	1,331.43	19.0204
				2	35,758.24	1,370.61	19.5801
				3	36,815.37	1,411.13	20.1590
				4	37,907.47	1,452.99	20.7570
				5	39,537.53	1,515.47	21.6496
Research Officer R14	0365125		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
Research Officer N18 (Research Officer R16) (Hired before April 1, 2001)	0365126		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
				17	44,509.63	1,706.05	24.3721
				18	45,870.70	1,758.22	25.1174
							(Step available March 30, 2003)
Research Officer N18 (Hired April 1, 2001-March 29, 2003)	0365126		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
				18	45,870.70	1,758.22	25.1174
							(Step available March 30, 2003)
Research Officer N18 (Hired March 30, 2003)	0365126		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Research Officer R18	0365127		18	1	40,201.50	1,540.92	22.0131

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
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Research Officer N21 (Research Officer 2) (Hired before April 1, 2001)	0365122		20	1	42,652.07	1,634.85	23.3550
				2	N/A		
				3	45,272.74	1,735.30	24.7900
				4	N/A		
				5	48,760.35	1,868.98	26.6997
			21	5	50,278.23	1,927.16	27.5309
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Research Officer N21 (Hired April 1, 2001)	0365122		21	1	43,938.79	1,684.17	24.0596
				2	45,272.74	1,735.30	24.7900
				3	46,674.51	1,789.03	25.5576
				4	48,122.73	1,844.54	26.3506
				5	50,278.23	1,927.16	27.5309
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Research Officer N24 (Research Officer 3) (Hired before April 1, 2001)	0365123		22	1	45,272.74	1,735.30	24.7900
				2	N/A		
				3	48,122.73	1,844.54	26.3506
				4	N/A		
				5	51,845.93	1,987.25	28.3893
		(Step available March 31, 2002)	23	5	53,467.12	2,049.39	29.2770
		(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
<hr/>							
Research Officer N24 (Hired April 1, 2001-March 30, 2002)	0365123		22	1	45,272.74	1,735.30	24.7900
				2	46,674.51	1,789.03	25.5576
				3	48,122.73	1,844.54	26.3506
				4	49,619.73	1,901.92	27.1703
				5	51,845.93	1,987.25	28.3893
		(Step available March 31, 2002)	23	5	53,467.12	2,049.39	29.2770
		(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
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Research Officer N24 (Hired March 31, 2002-March 29, 2003)	0365123		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
		(Step available March 30, 2003)	24	5	55,142.05	2,113.59	30.1941
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Research Officer N24 (Hired March 30, 2003)	0365123		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
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Research Officer N24 (Research Officer R23) (Hired before April 1, 2001)	0365128		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Research Officer N24 (Hired April 1, 2001-March 29, 2003)	0365128		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
Research Officer N24 (Hired March 30, 2003)	0365128		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Research Officer R24 (Research Officer 4)	0365124		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
Research Officer N27 (Research Officer R25) (Hired before April 1, 2001)	0365129		25	1	49,619.73	1,901.92	27.1703
				2	N/A		
				3	52,764.28	2,022.45	28.8921
				4	N/A		
				5	56,872.56	2,179.92	31.1417
			26	5	58,660.98	2,248.47	32.1210
(Step available March 31, 2002)			27	5	60,509.14	2,319.31	33.1330
Research Officer N27 (Hired April 1, 2001 - March 30, 2002)	0365129		26	1	51,166.05	1,961.19	28.0170
				2	52,764.28	2,022.45	28.8921
				3	54,415.99	2,085.76	29.7966
				4	56,122.75	2,151.18	30.7311
				5	58,660.98	2,248.47	32.1210
(Step available March 31, 2002)			27	5	60,509.14	2,319.31	33.1330
Research Officer N27 (Hired March 31, 2002)	0365129		27	1	52,764.28	2,022.45	28.8921
				2	54,415.99	2,085.76	29.7966
				3	56,122.75	2,151.18	30.7311
				4	57,885.86	2,218.76	31.6966
				5	60,509.14	2,319.31	33.1330

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific/Technical Officer N15 (Scientific/Technical Officer 2) (Hired before April 1, 2001)	0365002		14	1	35,758.24	1,370.61	19.5801
				2	N/A		
				3	37,907.47	1,452.99	20.7570
				4	N/A		
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)			15	5	41,942.18	1,607.64	22.9663
Scientific/Technical Officer N15 (Hired April 1, 2001-March 29, 2003)	0365002		14	1	35,758.24	1,370.61	19.5801
				2	36,815.37	1,411.13	20.1590
				3	37,907.47	1,452.99	20.7570
				4	39,035.83	1,496.24	21.3749
				5	40,720.42	1,560.81	22.2973
(Step available March 30, 2003)			15	5	41,942.18	1,607.64	22.9663
Scientific/Technical Officer N15 (Hired March 30, 2003)	0365002		15	1	36,815.37	1,411.13	20.1590
				2	37,907.47	1,452.99	20.7570
				3	39,035.83	1,496.24	21.3749
				4	40,201.50	1,540.92	22.0131
				5	41,942.18	1,607.64	22.9663
Scientific/Technical Officer N18 (Scientific/Technical Officer R16) (Hired before April 1, 2001)	0365008		16	1	37,907.47	1,452.99	20.7570
				2	N/A		
				3	40,201.50	1,540.92	22.0131
				4	N/A		
				5	43,204.90	1,656.04	23.6577
(Step available March 31, 2002)			17	5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Scientific/Technical Officer N18 (Hired April 1, 2001-March 30, 2002)	0365008		17	1	39,035.83	1,496.24	21.3749
				2	40,201.50	1,540.92	22.0131
				3	41,406.83	1,587.12	22.6731
				4	42,652.07	1,634.85	23.3550
				5	44,509.63	1,706.05	24.3721
(Step available March 31, 2002)			18	5	45,870.70	1,758.22	25.1174
Scientific/Technical Officer N18 (Hired March 31, 2002)	0365008		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
Scientific/Technical Officer R18 (Scientific/Technical Officer 3)	0365003		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>	<u>NOC</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Social Program Officer R18 (Social Program Officer 3)	0361173		18	1	40,201.50	1,540.92	22.0131
				2	41,406.83	1,587.12	22.6731
				3	42,652.07	1,634.85	23.3550
				4	43,938.79	1,684.17	24.0596
				5	45,870.70	1,758.22	25.1174
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Social Program Officer N24 (Social Program Officer 4) (Hired before April 1, 2001)	0361174		23	1	46,674.51	1,789.03	25.5576
				2	N/A		
				3	49,619.73	1,901.92	27.1703
				4	N/A		
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
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Social Program Officer N24 (Hired April 1, 2001-March 29, 2003)	0361174		23	1	46,674.51	1,789.03	25.5576
				2	48,122.73	1,844.54	26.3506
				3	49,619.73	1,901.92	27.1703
				4	51,166.05	1,961.19	28.0170
				5	53,467.12	2,049.39	29.2770
(Step available March 30, 2003)			24	5	55,142.05	2,113.59	30.1941
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Social Program Officer N24 (Hired March 30, 2003)	0361174		24	1	48,122.73	1,844.54	26.3506
				2	49,619.73	1,901.92	27.1703
				3	51,166.05	1,961.19	28.0170
				4	52,764.28	2,022.45	28.8921
				5	55,142.05	2,113.59	30.1941
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Stockworker R6 (Stockworker 1)	0361191	1472	06	1	28,444.89	1,090.29	15.5756
				2	30,097.38	1,153.63	16.4804
				3	32,262.79	1,236.63	17.6661
Stockworker R7 (Stockworker 3)	0361193	1472	07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Technical Assistant R7 (Technical Assistant 1)	0361101		07	1	29,257.05	1,121.42	16.0203
				2	30,964.85	1,186.88	16.9554
				3	33,203.05	1,272.67	18.1810
Technical Assistant R11 (Technical Assistant 2)	0361102		11	1	32,788.49	1,256.78	17.9540
				2	34,736.06	1,331.43	19.0204
				3	37,285.76	1,429.16	20.4166
Youth Employment Program Level 1	0363001	SEPS	03	2	27,658.03	1,060.13	15.1447
Youth Employment Program Level 2	0363002	SEPS	03	3	29,621.77	1,135.40	16.2200

SCHEDULE A NURSE SALARY SCHEDULE
 ANNUAL, BI-WEEKLY AND HOURLY RATES
 EFFECTIVE APRIL 2, 2000

Classification	Class Code	Grid Level	Step	Annual	Bi-weekly	Hourly
Nurse 4	0369104	4	1	39,626.49	1,518.88	21.6983
			2	41,127.93	1,576.43	22.5204
			3	42,687.03	1,636.19	23.3741
			4	44,304.82	1,698.20	24.2600
			5	45,983.67	1,762.55	25.1793
			6	47,726.70	1,829.36	26.1337
Nurse 5	0369105	5	1	41,127.93	1,576.43	22.5204
			2	42,687.03	1,636.19	23.3741
			3	44,304.82	1,698.20	24.2600
			4	45,983.67	1,762.55	25.1793
			5	47,726.70	1,829.36	26.1337
			6	49,535.73	1,898.70	27.1243
Nurse 7	0369107	7	1	44,304.82	1,698.20	24.2600
			2	45,983.67	1,762.55	25.1793
			3	47,726.70	1,829.36	26.1337
			4	49,535.73	1,898.70	27.1243
			5	51,412.85	1,970.65	28.1521
			6	53,361.20	2,045.33	29.2190
Nurse 9	0369109	9	1	47,726.70	1,829.36	26.1337
			2	49,535.73	1,898.70	27.1243
			3	51,412.85	1,970.65	28.1521
			4	53,361.20	2,045.33	29.2190
			5	55,383.64	2,122.85	30.3264
			6	57,482.52	2,203.30	31.4757

CATEGORY 'B' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Administrative Officer R14 (Administrative Officer 1)	0351501	14	1	35,758.24	1,370.61	19.5801
			2	36,815.37	1,411.13	20.1590
			3	37,907.47	1,452.99	20.7570
			4	39,035.83	1,496.24	21.3749
			5	40,720.42	1,560.81	22.2973
Administrative Officer R18 (Administrative Officer 3)	0351503	18	1	40,201.50	1,540.92	22.0131
			2	41,406.83	1,587.12	22.6731
			3	42,652.07	1,634.85	23.3550
			4	43,938.79	1,684.17	24.0596
			5	45,870.70	1,758.22	25.1174
Clerk R9 (Clerk 3)	0351103	9	1	30,964.85	1,186.88	16.9554
			2	32,788.49	1,256.78	17.9540
			3	35,177.75	1,348.36	19.2623
Clerk R11 (Clerk 4)	0351104	11	1	32,788.49	1,256.78	17.9540
			2	34,736.06	1,331.43	19.0204
			3	37,285.76	1,429.16	20.4166
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	0351105	13	1	34,736.06	1,331.43	19.0204
			2	N/A		
			3	36,815.37	1,411.13	20.1590
			4	N/A		
			5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)		14	5	40,720.42	1,560.81	22.2973
Clerk N14 (Hired April 1, 2001-March 29, 2003)	0351105	13	1	34,736.06	1,331.43	19.0204
			2	35,758.24	1,370.61	19.5801
			3	36,815.37	1,411.13	20.1590
			4	37,907.47	1,452.99	20.7570
			5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)		14	5	40,720.42	1,560.81	22.2973
Clerk N14 (Hired March 30, 2003)	0351105	14	1	35,758.24	1,370.61	19.5801
			2	36,815.37	1,411.13	20.1590
			3	37,907.47	1,452.99	20.7570
			4	39,035.83	1,496.24	21.3749
			5	40,720.42	1,560.81	22.2973
Clerk Stenographer R9 (Clerk Stenographer 3)	0353103	9	1	30,964.85	1,186.88	16.9554
			2	32,788.49	1,256.78	17.9540
			3	35,177.75	1,348.36	19.2623
Clerk Stenographer R11 (Clerk Stenographer 4)	0353104	11	1	32,788.49	1,256.78	17.9540
			2	34,736.06	1,331.43	19.0204
			3	37,285.76	1,429.16	20.4166
Clerk Stenographer N14	0353105	13	1	34,736.06	1,331.43	19.0204

CATEGORY 'B' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
(Clerk Stenographer 5)			2	N/A		
(Hired before April 1, 2001)			3	36,815.37	1,411.13	20.1590
			4	N/A		
			5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)		14	5	40,720.42	1,560.81	22.2973
Clerk Stenographer N14	0353105	13	1	34,736.06	1,331.43	19.0204
(Hired April 1, 2001-March 29, 2003)			2	35,758.24	1,370.61	19.5801
			3	36,815.37	1,411.13	20.1590
			4	37,907.47	1,452.99	20.7570
			5	39,537.53	1,515.47	21.6496
(Step available March 30, 2003)		14	5	40,720.42	1,560.81	22.2973
Clerk Stenographer N14	0353105	14	1	35,758.24	1,370.61	19.5801
(Hired March 30, 2003)			2	36,815.37	1,411.13	20.1590
			3	37,907.47	1,452.99	20.7570
			4	39,035.83	1,496.24	21.3749
			5	40,720.42	1,560.81	22.2973
Communications Officer R18	0351533	18	1	40,201.50	1,540.92	22.0131
(Communications Officer 3)			2	41,406.83	1,587.12	22.6731
			3	42,652.07	1,634.85	23.3550
			4	43,938.79	1,684.17	24.0596
			5	45,870.70	1,758.22	25.1174
Office Assistant R7	0351052	7	1	29,257.05	1,121.42	16.0203
(Office Assistant 2)			2	30,964.85	1,186.88	16.9554
			3	33,203.05	1,272.67	18.1810

Salary Administration Manual 2001

Tab 3 - Management

MANAGEMENT SALARY SCHEDULE

PUBLIC SERVICE
EMPLOYEE RELATIONS COMMISSION

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MANAGEMENT (BCSC) SALARY SCHEDULE	Page 6

<u>Classification Title</u>	<u>Class Code</u>	<u>Annual</u>	<u>Monthly</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Deputy Minister*	0101012				
	Minimum:	134,300.08	11,191.67	5,147.71	73.5387
	Maximum:	203,500.08	16,958.34	7,800.14	111.4306

*Salary effective for Deputy Ministers appointed or reappointed on or after June 5, 2001

Assistant Deputy Minister - ML11	0111011	105,595.60	8,799.63	4,047.47	57.8210
Assistant Deputy Minister - ML10	0111010	100,882.05	8,406.84	3,866.80	55.2400
Assistant Deputy Minister - ML9	0111009	96,296.60	8,024.72	3,691.04	52.7291

Please Note Classification Code

010 - Used only for coding positions designated as Deputy Minister (DM) on the OIC

011 - Used only for coding positions designated as Assistant Deputy Minister (ADM) on the OIC

Please see next page for alternate classification codes for Management Level 9-12 positions which are not specifically designated as Deputy Minister or Assistant Deputy Minister

Classification Title	Class Code	Annual	Monthly	Bi-weekly	Hourly
Management Level 12	0181012	144,000.00	12,000.01	5,519.51	78.8500
Management Level 11	0181011	105,595.60	8,799.63	4,047.47	57.8210
Management Level 10	0181010	100,882.05	8,406.84	3,866.80	55.2400
Management Level 09	0181009	96,296.60	8,024.72	3,691.04	52.7291
Management Level 08	0181008	87,890.11	7,324.18	3,368.82	48.1260
Management Level 07	0181007	81,775.56	6,814.63	3,134.45	44.7779
Management Level 06	0181006	75,661.54	6,305.13	2,900.10	41.4300
Management Level 05	0181005	70,311.93	5,859.33	2,695.05	38.5007
Management Level 04	0181004	65,726.48	5,477.21	2,519.29	35.9899
Management Level 03	0181003	59,612.71	4,967.73	2,284.95	32.6421
Management Level 02	0181002	53,498.43	4,458.20	2,050.59	29.2941
Management Level 01	0181001	49,743.40	4,145.28	1,906.66	27.2380
Management Level 01 Sub-level 1	0181101	47,891.06	3,990.92	1,835.66	26.2237
Management Level 01 Sub-level 2	0181201	47,170.47	3,930.87	1,808.04	25.8291
Management Level 01 Sub-level 3	0181301	46,450.41	3,870.87	1,780.44	25.4349
Management Level 01 Sub-level 4	0181401	45,009.76	3,750.81	1,725.22	24.6460
Management Level 01 Sub-level 5	0181501	43,579.80	3,631.65	1,670.41	23.8630
Management Level 01 Sub-level 6	0181601	42,166.81	3,513.90	1,616.25	23.0893
Management Level 01 Sub-level 7	0181701	40,755.12	3,396.26	1,562.14	22.3163
Management Level 01 Sub-level 8	0181801	39,342.38	3,278.53	1,507.99	21.5427
Management Level 01 Sub-level 9	0181901	37,928.86	3,160.74	1,453.81	20.7687

Classification Title	Class Code	Step	%	Annual	Bi-weekly	Hourly
Ministerial Assistant % of Management Level 04	0023013	1	80%	52,581.13	2,015.43	28.7919
		2	88%	57,839.42	2,216.98	31.6711
		3	94%	61,782.82	2,368.13	33.8304
		4	100%	65,726.48	2,519.29	35.9899
Special Assistant % of Management Level 03	0023002	1	80%	47,690.17	1,827.96	26.1137
		2	88%	52,459.29	2,010.76	28.7251
		3	94%	56,035.87	2,147.85	30.6836
		4	100%	59,612.71	2,284.95	32.6421
Executive Assistant % of Management Level 02	0023022	1	80%	42,798.69	1,640.47	23.4353
		2	88%	47,078.64	1,804.52	25.7789
		3	94%	50,288.40	1,927.55	27.5364
		4	100%	53,498.43	2,050.59	29.2941
Administrative Coordinator % of Management Level 01	0150005	1	90.26%	44,898.36	1,720.95	24.5850
		2	94.28%	46,898.10	1,797.60	25.6800
		3	97.94%	48,718.61	1,867.38	26.6769
		4	100%	49,743.40	1,906.66	27.2380

SENIOR SECRETARY SALARY SCHEDULE
 ANNUAL, BI-WEEKLY AND HOURLY RATES
 EFFECTIVE APRIL 1, 2001

<u>Classification Title</u>	<u>Class Code</u>		<u>Annual</u>	<u>Monthly</u>	<u>Bi-weekly</u>	<u>Hourly</u>
0181090 (Formerly Senior Executive Secretary) Up to 90.26% of Management Level 01	0181090		44,898.36	3,741.53 (Salary Maximum)	1,720.95	24.5850
		<u>Step</u>				
Executive Administrative Assistant Equivalent to BCGEU Grid 13 plus 5%	0180003	1	36,472.82	3,039.40	1,398.00	19.9714
		2	37,546.13	3,128.84	1,439.14	20.5591
		3	38,656.23	3,221.35	1,481.69	21.1670
		4	39,802.86	3,316.90	1,525.64	21.7949
		5	41,514.31	3,459.53	1,591.24	22.7320
Judicial Administrative Assistant Equivalent to BCGEU Grid 11 plus 5%	0180005	1	34,427.94	2,869.00	1,319.62	18.8517
		2	36,472.82	3,039.40	1,398.00	19.9714
		3	39,150.10	3,262.51	1,500.62	21.4374

MISCELLANEOUS MANAGEMENT SALARY SCHEDULE

ANNUAL, MONTHLY, BI-WEEKLY AND HOURLY RATES

EFFECTIVE APRIL 1, 2001

PUBLIC SERVICE
EMPLOYEE RELATIONS COMMISSION

Classification Title	Class Code	Annual	Monthly	Biweekly	Hourly
Public Service Internship Program Up to 100% of Management Level 1	013 0001	49,743.40	4,145.28	1,906.66	27.2380
Official Court Reporter Up to 68.08% of Management Level 1	014 1071	33,865.20	2,822.10	1,298.05	18.5436
Court Referee Up to 100% of Management Level 5	014 1090	70,311.93	5,859.33	2,695.05	38.5007

MANAGEMENT (BCSC) SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE JANUARY 1, 1996

Classification Title	Class Code	Annual	Bi-weekly	Hourly
BCSC Manager 1	0123001	82,878.62	3,176.73	45.3819
BCSC Manager 2	0123002	74,696.76	2,863.12	40.9017
BCSC Manager 3	0123003	68,155.13	2,612.38	37.3197
BCSC Manager 4	0123004	61,830.56	2,369.96	33.8566
BCSC Professional Administrator 2	0123006	58,016.57	2,223.77	31.7681
BCSC Professional Administrator 3	123007	53,105.78	2,035.54	29.0791

BCSC = British Columbia Systems Corporation

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Tab 4 - Nurses

Grid Level	Step	Annual	Monthly	Bi-weekly	Hourly
Graduate Nurse	1	39,135.75	3,261.31	1,500.07	21.4296
01	1	35,442.03	2,953.50	1,358.49	19.4070
	2	36,785.37	3,065.45	1,409.98	20.1426
	3	38,179.32	3,181.61	1,463.41	20.9059
	4	39,626.49	3,302.21	1,518.88	21.6983
	5	41,127.93	3,427.33	1,576.43	22.5204
	6	42,687.03	3,557.25	1,636.19	23.3741
02	1	36,785.37	3,065.45	1,409.98	20.1426
	2	38,179.32	3,181.61	1,463.41	20.9059
	3	39,626.49	3,302.21	1,518.88	21.6983
	4	41,127.93	3,427.33	1,576.43	22.5204
	5	42,687.03	3,557.25	1,636.19	23.3741
	6	44,304.82	3,692.07	1,698.20	24.2600
03	1	38,179.32	3,181.61	1,463.41	20.9059
	2	39,626.49	3,302.21	1,518.88	21.6983
	3	41,127.93	3,427.33	1,576.43	22.5204
	4	42,687.03	3,557.25	1,636.19	23.3741
	5	44,304.82	3,692.07	1,698.20	24.2600
	6	45,983.67	3,831.97	1,762.55	25.1793
04	1	39,626.49	3,302.21	1,518.88	21.6983
	2	41,127.93	3,427.33	1,576.43	22.5204
	3	43,362.74	3,613.56	1,662.09	23.7441
	4	44,980.54	3,748.38	1,724.10	24.6300
	5	46,659.38	3,888.28	1,788.45	25.5493
	6	48,402.41	4,033.53	1,855.26	26.5037
05	1	41,127.93	3,427.33	1,576.43	22.5204
	2	42,687.03	3,557.25	1,636.19	23.3741
	3	44,304.82	3,692.07	1,698.20	24.2600
	4	45,983.67	3,831.97	1,762.55	25.1793
	5	47,726.70	3,977.22	1,829.36	26.1337
	6	49,535.73	4,127.98	1,898.70	27.1243
06	1	42,687.03	3,557.25	1,636.19	23.3741
	2	44,304.82	3,692.07	1,698.20	24.2600
	3	45,983.67	3,831.97	1,762.55	25.1793
	4	47,726.70	3,977.22	1,829.36	26.1337
	5	49,535.73	4,127.98	1,898.70	27.1243
	6	51,412.85	4,284.40	1,970.65	28.1521
07	1	44,304.82	3,692.07	1,698.20	24.2600
	2	45,983.67	3,831.97	1,762.55	25.1793
	3	47,726.70	3,977.22	1,829.36	26.1337
	4	49,535.73	4,127.98	1,898.70	27.1243
	5	51,412.85	4,284.40	1,970.65	28.1521
	6	53,361.20	4,446.77	2,045.33	29.2190

Grid Level	Step	Annual	Monthly	Bi-weekly	Hourly
08	1	45,983.67	3,831.97	1,762.55	25.1793
	2	47,726.70	3,977.22	1,829.36	26.1337
	3	49,535.73	4,127.98	1,898.70	27.1243
	4	51,412.85	4,284.40	1,970.65	28.1521
	5	53,361.20	4,446.77	2,045.33	29.2190
	6	55,383.64	4,615.30	2,122.85	30.3264
09	1	47,726.70	3,977.22	1,829.36	26.1337
	2	49,535.73	4,127.98	1,898.70	27.1243
	3	51,412.85	4,284.40	1,970.65	28.1521
	4	53,361.20	4,446.77	2,045.33	29.2190
	5	55,383.64	4,615.30	2,122.85	30.3264
	6	57,482.52	4,790.21	2,203.30	31.4757
10	1	49,535.73	4,127.98	1,898.70	27.1243
	2	51,412.85	4,284.40	1,970.65	28.1521
	3	53,361.20	4,446.77	2,045.33	29.2190
	4	55,383.64	4,615.30	2,122.85	30.3264
	5	57,482.52	4,790.21	2,203.30	31.4757
	6	59,661.24	4,971.77	2,286.81	32.6687
11	1	51,412.85	4,284.40	1,970.65	28.1521
	2	53,361.20	4,446.77	2,045.33	29.2190
	3	55,383.64	4,615.30	2,122.85	30.3264
	4	57,482.52	4,790.21	2,203.30	31.4757
	5	59,661.24	4,971.77	2,286.81	32.6687
	6	61,922.66	5,160.22	2,373.49	33.9070

NURSE SALARY SCHEDULE
COMMUNITY SERVICES NURSE COMPONENT (C)
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 29, 2001

Classification Title	Class Code	Grid	Step	Annual	Bi-weekly	Hourly
Nurse 4 (C)	1221004	4	1	39,626.49	1,518.88	21.6983
			2	41,127.93	1,576.43	22.5204
			3	43,362.74	1,662.09	23.7441
			4	44,980.54	1,724.10	24.6300
			5	46,659.38	1,788.45	25.5493
			6	48,402.41	1,855.26	26.5037
Nurse 5 (C)	1221005	5	1	41,127.93	1,576.43	22.5204
			2	42,687.03	1,636.19	23.3741
			3	44,304.82	1,698.20	24.2600
			4	45,983.67	1,762.55	25.1793
			5	47,726.70	1,829.36	26.1337
			6	49,535.73	1,898.70	27.1243
Nurse 7 (C)	1221007	7	1	44,304.82	1,698.20	24.2600
			2	45,983.67	1,762.55	25.1793
			3	47,726.70	1,829.36	26.1337
			4	49,535.73	1,898.70	27.1243
			5	51,412.85	1,970.65	28.1521
			6	53,361.20	2,045.33	29.2190
Nurse 9 (C)	1221009	9	1	47,726.70	1,829.36	26.1337
			2	49,535.73	1,898.70	27.1243
			3	51,412.85	1,970.65	28.1521
			4	53,361.20	2,045.33	29.2190
			5	55,383.64	2,122.85	30.3264
			6	57,482.52	2,203.30	31.4757

Community Services Nurse Component:

All nurses who are employed in a program which provides other than 24 hour per day in-patient care services

These facilities are:

Nanaimo Correctional Centre
Chilliwack Forest Camps
Burnaby Correctional Centre for Women
Victoria Youth Custody Centre
Youth Forensic Psychiatric Services - by geographic location
Adult Forensic Community Clinics - by geographic location
B.C. Mental Health Society
Lakeview Youth Custody Centre
Terrace Community Correctional Centre
High Valley Youth Custody Centre
Burnaby Youth Open Custody Centre
Ministry of Transportation and Highways - Office of the Superintendent of Motor Vehicles
North Fraser Pre-Trial Services

NURSE SALARY SCHEDULE
HOSPITAL SERVICES COMPONENT (H)
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 29, 2001

Classification	Class Code	Grid	Step	Annual	Bi-weekly	Hourly
Nurse 4 (H)	1231004	4	1	39,626.49	1,518.88	21.6983
			2	41,127.93	1,576.43	22.5204
			3	43,362.74	1,662.09	23.7441
			4	44,980.54	1,724.10	24.6300
			5	46,659.38	1,788.45	25.5493
			6	48,402.41	1,855.26	26.5037
Nurse 5 (H)	1231005	5	1	41,127.93	1,576.43	22.5204
			2	42,687.03	1,636.19	23.3741
			3	44,304.82	1,698.20	24.2600
			4	45,983.67	1,762.55	25.1793
			5	47,726.70	1,829.36	26.1337
			6	49,535.73	1,898.70	27.1243
Nurse 7 (H)	1231007	7	1	44,304.82	1,698.20	24.2600
			2	45,983.67	1,762.55	25.1793
			3	47,726.70	1,829.36	26.1337
			4	49,535.73	1,898.70	27.1243
			5	51,412.85	1,970.65	28.1521
			6	53,361.20	2,045.33	29.2190
Nurse 9 (H)	1231009	9	1	47,726.70	1,829.36	26.1337
			2	49,535.73	1,898.70	27.1243
			3	51,412.85	1,970.65	28.1521
			4	53,361.20	2,045.33	29.2190
			5	55,383.64	2,122.85	30.3264
			6	57,482.52	2,203.30	31.4757
Nurse Graduate	1231000	N/A	1	39,135.75	1,500.07	21.4296

Hospital Services Nurse Component:

All nurses who are employed in a program which provides 24 hour per day in-patient care within a facility

These facilities are:

- Forensic Psychiatric Services - FPI and The Forensic Assessment Unit
- The Lodge at Broadmead
- Maple Cottage Detox
- Riverview Hospital
- Willow Clinic
- Vancouver Detox
- Maples Adolescent Treatment Centre
- Vancouver Pre-Trial Services Centre
- Youth Forensic Psychiatric Service In-Patient Assessment Unit
- Oak Bay Lodge
- Burnaby Secure Youth Custody Centre

Salary Administration Manual 2001

Tab 5 - PEA

PEA SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

GRID RANGE	STEP	Annual	Bi-weekly	Hourly
1	1	30,248.94	1,159.44	16.5634
	2	32,078.86	1,229.58	17.5654
	3	33,978.57	1,302.40	18.6057
	4	35,878.02	1,375.20	19.6457
2	1	31,381.44	1,202.85	17.1835
	2	33,279.82	1,275.61	18.2230
	3	35,253.34	1,351.26	19.3037
	4	37,226.06	1,426.87	20.3839
3	1	35,102.25	1,345.47	19.2209
	2	37,226.06	1,426.87	20.3839
	3	39,503.91	1,514.18	21.6312
	4	41,781.21	1,601.47	22.8781
4	1	38,303.75	1,468.18	20.9740
	2	40,218.71	1,541.58	22.0226
	3	42,454.83	1,627.29	23.2470
	4	44,844.99	1,718.90	24.5558
5	1	43,882.30	1,682.00	24.0286
	2	45,356.02	1,738.49	24.8356
	3	46,905.42	1,797.88	25.6840
	4	48,529.70	1,860.14	26.5734
6	1	45,232.74	1,733.77	24.7681
	2	46,696.04	1,789.86	25.5694
	3	47,048.22	1,803.35	25.7622
	4	49,238.89	1,887.32	26.9617
7	1	46,583.46	1,785.54	25.5077
	2	48,036.06	1,841.22	26.3031
	3	49,793.51	1,908.58	27.2654
	4	53,701.51	2,058.37	29.4053
8	1	49,793.51	1,908.58	27.2654
	2	51,636.00	1,979.20	28.2743
	3	53,478.22	2,049.82	29.2831
	4	55,457.09	2,125.67	30.3667
9	1	51,921.87	1,990.16	28.4309
	2	53,718.09	2,059.01	29.4144
	3	55,925.61	2,143.62	30.6232
	4	58,037.92	2,224.59	31.7798
10	1	54,049.96	2,071.73	29.5961
	2	55,386.23	2,122.95	30.3278
	3	57,435.70	2,201.51	31.4501
	4	59,693.22	2,288.04	32.6862

PEA SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

GRID RANGE	STEP	Annual	Bi-weekly	Hourly
11	1	54,623.29	2,093.71	29.9101
	2	56,671.96	2,172.23	31.0319
	3	58,561.78	2,244.67	32.0667
	4	60,705.65	2,326.84	33.2406
12	1	57,363.76	2,198.75	31.4107
	2	59,693.22	2,288.04	32.6862
	3	61,729.05	2,366.07	33.8010
	4	63,969.19	2,451.93	35.0276
13	1	60,705.65	2,326.84	33.2406
	2	62,929.74	2,412.09	34.4585
	3	64,533.43	2,473.56	35.3366
	4	66,772.77	2,559.39	36.5628
14	1	61,729.05	2,366.07	33.8010
	2	63,856.34	2,447.61	34.9658
	3	66,045.67	2,531.52	36.1646
	4	68,004.48	2,606.61	37.2372
15	1	64,348.11	2,466.46	35.2351
	2	66,705.38	2,556.81	36.5259
	3	68,405.60	2,621.98	37.4569
	4	70,779.18	2,712.96	38.7566
16	1	66,923.72	2,565.18	36.6454
	2	69,336.48	2,657.66	37.9666
	3	71,373.65	2,735.75	39.0821
	4	73,886.41	2,832.06	40.4580
17	1	69,499.33	2,663.90	38.0558
	2	71,967.58	2,758.51	39.4073
	3	74,341.69	2,849.51	40.7073
	4	76,993.64	2,951.16	42.1594

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Accounting Officer 1	2304201	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Accounting Officer 2	2304202	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Dental Officer 1	2303101	8	1	49,793.51	1,908.58	27.2654
			2	51,636.00	1,979.20	28.2743
			3	53,478.22	2,049.82	29.2831
			4	55,457.09	2,125.67	30.3667
Dental Officer 2	2303102	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Dental Officer 3	2303103	17	1	69,499.33	2,663.90	38.0558
			2	71,967.58	2,758.51	39.4073
			3	74,341.69	2,849.51	40.7073
			4	76,993.64	2,951.16	42.1594
Inspector Technical Classes	2203001	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Inspector Correspondence Schools 2	2202002	1	1	30,248.94	1,159.44	16.5634
			2	32,078.86	1,229.58	17.5654
			3	33,978.57	1,302.40	18.6057
			4	35,878.02	1,375.20	19.6457
Inspector Correspondence Schools 3	2202003	2	1	31,381.44	1,202.85	17.1835
			2	33,279.82	1,275.61	18.2230
			3	35,253.34	1,351.26	19.3037
			4	37,226.06	1,426.87	20.3839
Inspector Correspondence Schools 4	2202004	3	1	35,102.25	1,345.47	19.2209
			2	37,226.06	1,426.87	20.3839
			3	39,503.91	1,514.18	21.6312
			4	41,781.21	1,601.47	22.8781
Licensed Psychologist 1	2303131	9	1	51,921.87	1,990.16	28.4309
			2	53,718.09	2,059.01	29.4144
			3	55,925.61	2,143.62	30.6232
			4	58,037.92	2,224.59	31.7798

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Licensed Psychologist 2	2303132	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Psychologist 3	2303133	14	1	61,729.05	2,366.07	33.8010
			2	63,856.34	2,447.61	34.9658
			3	66,045.67	2,531.52	36.1646
			4	68,004.48	2,606.61	37.2372
Licensed Psychologist 4	2303134	16	1	66,923.72	2,565.18	36.6454
			2	69,336.48	2,657.66	37.9666
			3	71,373.65	2,735.75	39.0821
			4	73,886.41	2,832.06	40.4580
Licensed Psychologist 5	2303135	17	1	69,499.33	2,663.90	38.0558
			2	71,967.58	2,758.51	39.4073
			3	74,341.69	2,849.51	40.7073
			4	76,993.64	2,951.16	42.1594
Licensed Science Officer (Agrologist) 1	2401001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558
Licensed Science Officer (Agrologist) 2	2401002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Agrologist) 3	2401003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Agrologist) 4	2401004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Agrologist) 5	2401005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Licensed Science Officer (Architect) 1	2801001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Licensed Science Officer (Architect) 2	2801002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Architect) 3	2801003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Architect) 4	2801004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Architect) 5	2801005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Licensed Science Officer (Engineer) 1	2601001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558
Licensed Science Officer (Engineer) 2	2601002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Engineer) 3	2601003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Engineer) 4	2601004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Engineer) 5	2601005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Licensed Science Officer (Forester) 1	2501001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Licensed Science Officer (Forester) 2	2501002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Forester) 3	2501003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Forester) 4	2501004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Forester) 5	2501005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Licensed Science Officer (Geologist) 1	2701001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558
Licensed Science Officer (Geologist) 2	2701002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Geologist) 3	2701003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Geologist) 4	2701004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Geologist) 5	2701005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Licensed Science Officer (Other) 1	2901001	4	1	38,303.75	1,468.18	20.9740
			2	40,218.71	1,541.58	22.0226
			3	42,454.83	1,627.29	23.2470
			4	44,844.99	1,718.90	24.5558

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Licensed Science Officer (Other) 2	2901002	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Licensed Science Officer (Other) 3	2901003	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Licensed Science Officer (Other) 4	2901004	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Licensed Science Officer (Other) 5	2901005	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566
Pharmacist 1	2303111	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Pharmacist 2	2303112	9	1	51,921.87	1,990.16	28.4309
			2	53,718.09	2,059.01	29.4144
			3	55,925.61	2,143.62	30.6232
			4	58,037.92	2,224.59	31.7798
Pharmacist 3	2303113	11	1	54,623.29	2,093.71	29.9101
			2	56,671.96	2,172.23	31.0319
			3	58,561.78	2,244.67	32.0667
			4	60,705.65	2,326.84	33.2406
Pharmacist 4	2303114	14	1	61,729.05	2,366.07	33.8010
			2	63,856.34	2,447.61	34.9658
			3	66,045.67	2,531.52	36.1646
			4	68,004.48	2,606.61	37.2372
Physiotherapist 1	2303121	6	1	45,232.74	1,733.77	24.7681
			2	46,696.04	1,789.86	25.5694
			3	47,048.22	1,803.35	25.7622
			4	49,238.89	1,887.32	26.9617
Physiotherapist 2	2303122	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Level</u>	<u>Step</u>	<u>Annual</u>	<u>Bi-weekly</u>	<u>Hourly</u>
Physiotherapist 3	2303123	9	1	51,921.87	1,990.16	28.4309
			2	53,718.09	2,059.01	29.4144
			3	55,925.61	2,143.62	30.6232
			4	58,037.92	2,224.59	31.7798
Physiotherapist 4	2303124	10	1	54,049.96	2,071.73	29.5961
			2	55,386.23	2,122.95	30.3278
			3	57,435.70	2,201.51	31.4501
			4	59,693.22	2,288.04	32.6862
Physiotherapist 5	2303125	12	1	57,363.76	2,198.75	31.4107
			2	59,693.22	2,288.04	32.6862
			3	61,729.05	2,366.07	33.8010
			4	63,969.19	2,451.93	35.0276
Teacher 4	2201004	6	1	45,232.74	1,733.77	24.7681
			2	46,696.04	1,789.86	25.5694
			3	47,048.22	1,803.35	25.7622
			4	49,238.89	1,887.32	26.9617
Teacher 5	2201005	9	1	51,921.87	1,990.16	28.4309
			2	53,718.09	2,059.01	29.4144
			3	55,925.61	2,143.62	30.6232
			4	58,037.92	2,224.59	31.7798
Veterinarian 1	2303141	7	1	46,583.46	1,785.54	25.5077
			2	48,036.06	1,841.22	26.3031
			3	49,793.51	1,908.58	27.2654
			4	53,701.51	2,058.37	29.4053
Veterinarian 2	2303142	11	1	54,623.29	2,093.71	29.9101
			2	56,671.96	2,172.23	31.0319
			3	58,561.78	2,244.67	32.0667
			4	60,705.65	2,326.84	33.2406
Veterinarian 3	2303143	14	1	61,729.05	2,366.07	33.8010
			2	63,856.34	2,447.61	34.9658
			3	66,045.67	2,531.52	36.1646
			4	68,004.48	2,606.61	37.2372
Veterinarian 4	2303144	15	1	64,348.11	2,466.46	35.2351
			2	66,705.38	2,556.81	36.5259
			3	68,405.60	2,621.98	37.4569
			4	70,779.18	2,712.96	38.7566

Salary Administration Manual 2001

Tab 6 - Other Categories

SALARY SCHEDULES - OTHER CATEGORIES

PUBLIC SERVICE

EMPLOYEE RELATIONS COMMISSION

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LEGAL COUNSEL SALARY SCHEDULE

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LOCALLY ENGAGED EMPLOYEES SALARY SCHEDULE
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Page 6

LEGAL COUNSEL SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

CLASS. CODE	CLASSIFICATION TITLE	Year of Call	Annual	Biweekly	Hourly
044 1001	LEGAL COUNSEL LEVEL 1	1	47,061.94	1,803.88	25.7697
		2	50,535.47	1,937.02	27.6717
		3	54,009.26	2,070.17	29.5739
		4	57,483.31	2,203.33	31.4761
		5	60,957.36	2,336.49	33.3784
044 1002	LEGAL COUNSEL LEVEL 2	6	65,010.06	2,491.83	35.5976
		7	69,062.77	2,647.17	37.8167
		8	73,114.18	2,802.46	40.0351
		9	77,168.98	2,957.88	42.2554
		10	80,384.48	3,081.13	44.0161
		Step	Annual	Biweekly	Hourly
044 1103	LEGAL COUNSEL LEVEL 3A	1	86,816.27	3,327.66	47.5380
		2	88,960.03	3,409.83	48.7119
		3	91,102.48	3,491.95	49.8850
		4	93,245.72	3,574.10	51.0586
044 1203	LEGAL COUNSEL LEVEL 3B	1	93,246.76	3,574.14	51.0591
		2	95,620.36	3,665.12	52.3589
		3	97,993.71	3,756.09	53.6584
		4	100,367.05	3,847.06	54.9580
044 1004	LEGAL COUNSEL LEVEL 4	1	100,367.83	3,847.09	54.9584
		2	104,549.94	4,007.39	57.2484
		3	108,732.06	4,167.69	59.5384
		4	112,913.91	4,327.98	61.8283
		5	117,096.02	4,488.28	64.1183

SALARIED PHYSICIANS SALARY SCHEDULE
ANNUAL, MONTHLY, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 1, 2001

CLASSIFICATION TITLE	CLASS. CODE	Range	Annual	Monthly	Biweekly	Hourly
MEDICAL OFFICER 3	009 1103	Minimum	82,743.21	6,895.27	3,171.54	45.3077
		Maximum	90,764.36	7,563.70	3,478.99	49.6999
MEDICAL OFFICER 4	009 1104	Minimum	90,764.36	7,563.70	3,478.99	49.6999
		Maximum	98,149.72	8,179.14	3,762.07	53.7439
MEDICAL SPECIALIST/ADMINISTRATOR 1	009 1201	Minimum	91,992.65	7,666.05	3,526.07	50.3724
		Maximum	100,601.33	8,383.44	3,856.04	55.0863
MEDICAL SPECIALIST/ADMINISTRATOR 2	009 1202	Minimum	100,601.33	8,383.44	3,856.04	55.0863
		Maximum	109,209.49	9,100.79	4,185.99	59.7999
MEDICAL SPECIALIST/ADMINISTRATOR 3	009 1203	Minimum	109,209.49	9,100.79	4,185.99	59.7999
		Maximum	113,219.93	9,434.99	4,339.71	61.9959

JUDGES AND RELATED POSITIONS

SALARY SCHEDULE

Annual, Bi-weekly and Hourly Rates

CLASS. CODE	CLASSIFICATION TITLE	Effective Date		
		January 1, 2001	January 1, 2002	January 1, 2003
JUDGES:				
0051051	Judge Provincial Court of B.C.	155,000.10 5,941.14 84.8734	158,000.11 6,056.13 86.5161	161,250.05 6,180.70 88.2957
0051052	Master of the Supreme Court	155,000.10 5,941.14 84.8734	158,000.11 6,056.13 86.5161	161,250.05 6,180.70 88.2957
0051050	Associate Chief Judge Provincial Court of B.C.	161,000.11 6,171.12 88.1589	164,000.12 6,286.11 89.8016	167,250.06 6,410.68 91.5811
0051049	Chief Judge Provincial Court of B.C.	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
RELATED POSITIONS:				
0023006	Auditor General	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
0081010	Chief Electoral Officer	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
0023008	Child and Youth Advocate	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
0023007	Information and Privacy Commissioner	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
0023005	Ombudsman	165,000.12 6,324.44 90.3491	168,000.13 6,439.43 91.9919	171,250.07 6,564.00 93.7714
0023009	Police Complaints Commissioner	155,000.10 5,941.14 84.8734	158,000.11 6,056.13 86.5161	161,250.05 6,180.70 88.2957

APPOINTEES TO GOVERNMENT AGENCIES, BOARDS AND COMMISSIONS

PUBLIC SERVICE
EMPLOYEE RELATIONS COMMISSION

PER DIEM RATES
TREASURY BOARD DIRECTIVE 1/00

CATEGORY D APPOINTEES	POSITION	RATE
ADVISORY AND OPERATIONAL AGENCIES, BOARDS AND COMMISSIONS	CHAIR	Up to \$250 per diem
	VICE-CHAIR	Up to \$225 per diem
	MEMBERS	Up to \$175 per diem
REGULATORY AGENCIES, BOARDS AND COMMISSIONS	CHAIR	Up to \$350 per diem
	VICE-CHAIR	Up to \$300 per diem
	MEMBERS	Up to \$250 per diem

DIRECTORS OF CROWN CORPORATIONS

ANNUAL FEES AND PER DIEMS GOVERNMENT MANAGEMENT POLICY SUMMARY

PUBLIC SERVICE
EMPLOYEE RELATIONS COMMISSION

CATEGORY	ANNUAL DIRECTOR'S FEE		PER DIEM RATE
CHAIR	\$4,000	PLUS	\$500
DIRECTORS	\$3,000	PLUS	\$300

**LOCALLY ENGAGED EMPLOYEES SALARY SCHEDULE
LONDON/TOKYO**

PUBLIC SERVICE
EMPLOYEE RELATIONS COMMISSION

Locally engaged employees will receive the same salary revisions with the same effective date as those approved by the Federal Government of Canada for its locally engaged employees in the same locality.

Personnel Management; Policies and Procedures, Volume 1
Section 4.5, Appendix 7, Page 23, 21.8

Salary Administration Manual 2001

Tab 7 - Classification Code Index

Note: This section will be amended on a continuous and ongoing basis. Reprint this section periodically to ensure that you have the latest amendments.

Classification Codes

Classification Codes (also know as Job Codes on CHIPS) are used to identify the classification series and classification levels of positions. In addition classification codes can be used to indicate union status, PSA or Non-PSA status, union component assignment, Order-in-Council status, etc.

Requests for Classification Codes

Classification codes are controlled by the Public Service Employee Relations Commission and requests for new codes must be forwarded to the Classification and Organization Branch for review and approval.

Union Status

The first digit of the seven digit classification code indicates whether the position is included or excluded from a union and, if included, the union affiliation.

Code	Status
0	Excluded Position
1	Nurses
2	Professional Employees Association
3	BC Government and Service Employees' Union
8	Queen's Printer

Management Job Evaluation Plan Coding

The following information is intended to assist you with the coding of excluded positions classified under the Management Job Evaluation Plan (Management Levels 1 through 12). Classification codes are represented by 7 digits. For example purposes, the digits in the code have been numbered 1 through 7 (e.g., 1 2 3 4 5 6 7)

Digit	Description
1st Xxxxxxx	- The first digit is always “0” and indicates that the position is excluded.
2nd xXxxxxx	- The second digit is always “1”.
3rd xxXxxxx	<ul style="list-style-type: none"> - “0” indicates the position has the status of Deputy Minister - “1” indicates the position has the status of Assistant Deputy Minister - “3” indicates student classifications - “4” indicates legal service classifications (e.g., Court Reporters) - “5” indicates the position incumbent is a PSA OIC (other than Deputy Minister or Assistant Deputy Minister) - “6” indicates the position is an Agency, Board or Commission Non-PSA Management Level 1 - 12 - “8” indicates the position is PSA management other than Deputy Minister, Assistant Deputy Minister or OIC
4th xxxXxxx	<ul style="list-style-type: none"> - “1” indicates the general family of management from levels 1 - 12 - “2” indicates the specific family of Legal Officers
5th xxxxXxx	<ul style="list-style-type: none"> - “0” indicates no sub-level associated with the position - “1 - 9” indicates a sub-level of the job level as identified by the last two digits.
6th & 7th xxxxxXX	- “01 - 12” indicates the job level from 01 to 12

Management Interim Coding

Newly excluded positions which have not yet been evaluated in the management plan should be indicated by the use of “0001” for the last four digits of the classification code (e.g., 018-0001). This coding is necessary to indicate the incumbent is excluded and therefore eligible for management benefits during the interim period until the position is evaluated. When using this code pay careful attention to the employee’s compensation rate on CHIPS – the code is associated with the “No Fixed Salary” grade, which allows an employee to be paid up to \$99,999.00 bi-weekly.

PSA/Non-PSA Distinction

All BCGEU, PEA and BCNU/UPN employees are Public Service Act (PSA) appointments. Queen's Printer employees belonging to the printers' unions and Emergency Health Services Commission employees belonging to CUPE are Non-PSA.

Always PSA	Always Non-PSA
<ul style="list-style-type: none">• BCGEU• PEA• UPN/BCNU	<ul style="list-style-type: none">• Queen's Printer (Printers' Unions)• Employee Health Services Commission (CUPE employees)

Potential coding difficulties occur with non-bargaining unit employees of agencies, boards and commissions (ABCs). Each act establishing an ABC specifies whether or not employees are appointed under the PSA (this may vary for different categories of employees). Ministry staff need to be aware of the applicable act under which an ABC is set up and of the PSA/Non-PSA status of each employee according to that act. There are two types of classification codes that have been designated for employees of ABCs who are not bargaining unit or PSA management; these codes start with the first three digits **005** (primarily board chairs, vice chairs and members, and judges and justices of the peace) and **007** (ABC staff).

A major classification problem involves "management" employees appointed to ABC's. Even if these employees are Non-PSA, an ABC may decide that the terms and conditions of employment will be the same as those of PSA management. An additional classification code series has been created for Non-PSA management employees and begins with the digits "016". This code will apply only to those Non-PSA management employees paid in accordance with the Management Job Evaluation Plan (Levels 1 to 12). **The 015XXXX and 018XXXX series will be restricted to PSA employees only.**

All non-management ABC support staff who **are not** appointed under the PSA should be coded with classification codes starting **007**. Codes for excluded non-management ABC staff who **are** PSA do not change. These codes are dependent on terms and conditions of employment; most non-management excluded PSA staff are Schedule A (first three digits **036**)

For your information, the charts on the following page summarize the information given above.

PSA/Non-PSA Job Coding for Staff of Agencies, Boards and Commissions

ACT SPECIFIES PSA

Non-Management Employees:

- For non-management staff in a Bargaining Unit use applicable bargaining unit classification code
- For non-management staff who are excluded from a bargaining unit use classification code "036XXXX" (Schedule A)

Management Employees:

- For management staff use management job code "015XXXX" or "018XXXX"

ACT SPECIFIES NON-PSA

Non-Management Employees:

- For non-management staff use classification code "007XXXX"

Management Employees:

- For management staff paid in accordance with the Management Job Evaluation Plan (Levels 1 to 12) use classification code "016XXXX"
- For management staff **not** paid in accordance with the Management Job Evaluation Plan use classification code "005XXXX"

I. PUBLIC SERVICE ACT CLASSIFICATION CODES

For your information this list provides basic information about the PSA or Non-PSA status related to major employee groups and classification codes. It also indicates the CHIPS Salary Administration Plan the group belongs to.

<u>CODE DIGIT #</u> 1-2-3-4	<u>CHIPS Sal.</u> Admin Plan	<u>EMPLOYEE GROUP TYPE OR JOB CATEGORY</u>
<i>Bargaining Unit (PSA)</i>		
1 - - -	NUR	Nurses
2 - - -	PEA	Professional Employees Association
3 - - -	GEU	BC Government and Service Employees' Union
<i>Excluded</i>		
0 0 2 -	MRS	Order in Council Ministerial Assistant and Executive Assistant only
0 0 3 -	VAR	Legislative Assembly - Library Staff only
0 0 9 -	PHY	Salaried Physician
0 1 0 1	MGT	Deputy Minister and Associate Deputy Minister
0 1 1 1	MGT	Assistant Deputy Minister
0 1 3 -	VAR	Articled Student
0 1 4 -	VAR	Legal Services (Court Reporter)
0 1 5 0	MGT	Order in Council Administrative Assistant, Executive Administrative Assistant and Judicial Administrative Assistant
0 1 5 1	MGT	Order in Council Management (other than DM or ADM) - Levels 1 - 12
0 1 8 0	MGT	Executive Administrative Assistant, Judicial Administrative Assistant
0 1 8 1	MGT	Management - Levels 1 - 12 including sub levels
0 1 8 2	MGT	Legal Officer
0 3 5 -	OEX	Order in Council Category B appointments (have BCGEU Classification codes)
0 3 6 -	OEX	Schedule A (have union classification codes)
0 4 4 -	LGL	Legal Counsel

II. NON-PUBLIC SERVICE ACT CLASSIFICATION CODES

CODE DIGIT # 1-2-3-4	CHIPS Sal. Admin Plan	EMPLOYEE GROUP TYPE OR JOB CATEGORY
		<i>Bargaining Unit (Non-PSA)</i>
8 - - -	QP, QPA	Queen's Printer - Printers' Unions
		<i>Excluded (Non-PSA)</i>
blank	MLA	MLAs
001 -	VAR	Elected Officials (Ministers including Premier)
002 -	VAR	Order in Council Ombudsman and Auditor General only
003 -	VAR	Legislative Assembly (excluding Legislative Library staff who are PSA)
004 -	VAR	Government House Staff
0051	VAR	Order in Council Provincial Court (Judges and Justices of the Peace)
0053	VAR	Agency, Board and Commission Chairs and Board Members - primarily
007 -	CLU, LAB	Agency, Board and Commission "Non-Management" staff
008 -	VAR	Elections Branch
0161	MGT	Agency, Board and Commission Non-PSA Management Levels 1 - 12

Classification Code Listing:

On the following pages is a list of all valid classification codes found on the CHIPS system. The list has been sorted in classification code order and includes the classification code and classification title.

Special Note - Nurses

The Nurses salary schedule has two sets of classification codes - one set for Registered Nurses who are members of the BC Nurses Union (BCNU) and one set for Registered Psychiatric Nurses who are members of the Union of Psychiatric Nurses (UPN). Union affiliation is indicated by the **first three digits** of the classification code.

“**121**” - indicates Registered Nurses affiliated with the BCNU

“**120**” - indicates Registered Psychiatric Nurses affiliated with the UPN

Special Note - BCGEU

BCGEU classification codes were created to include component codes. The component code is indicated by the second and third digit of the classification code. Over the past several years, a number of the components have amalgamated; therefore, some components now have more than one component code. The following is a list of current BCGEU component codes. The first three digits have been included. The first digit is always “3” and indicates the classification is included in the BCGEU bargaining unit.

- 350** Social, Educational and Health Services
- 355** Administrative Services
- 362** Environmental, Technical and Operational Services
- 363** Environmental, Technical and Operational Services
- 366** Hospital and Allied Services
- 370** Environmental, Technical and Operational Services
- 372** Correctional Services
- 373** Environmental, Technical and Operational Services
- 375** Retail, Stores and Warehousing Services
- 379** Special Employment Programs (this is not an actual component)

CLASSIFICATION CODE	DESCRIPTION
	Elected Officials - Cabinet:
0000000	Members Legislative Assembly
0011001	Premier
0011101	Minister
	Ombudsman, Auditor General and Minister's Staff (OIC):
0023002	Special Assistant
0023005	Ombudsman
0023006	Auditor General
0023007	Information and Privacy Commissioner
0023013	Ministerial Assistant
0023022	Executive Assistant
	Staff - Legislative Assembly:
0031001	Chief of Hansard
0031002	Deputy Chief of Hansard
0031003	Senior Editor
0031004	Editor
0031005	Junior Editor
0031006	Index Editor
0031007	Read Editor
0031008	Transcriber
0031009	Recordist
0031010	Television Technician
0031011	Production Manager
0031012	Production Assistant
0031201	Financial Officer 1
0031202	Financial Officer 2
0031203	Financial Officer 3
0031204	Financial Officer 4
0031301	Administrative Officer 1
0031302	Administrative Officer 2
0031303	Administrative Officer 3
0031304	Administrative Officer 4
0032001	Office Assistant 1
0032002	Office Assistant 2
0032003	Clerk 3
0032004	Clerk 4
0032005	Clerk 5

0032006	Clerk Administrator
0032007	Administrative Assistant
0032016	Legislative Comptroller
0032022	Legislative Intern
0032111	Sergeant At Arms Sessional
0032211	Constituency Secretary
0032213	Executive Assistant
0032220	Administrator
0032223	Environment Coordinator
0032238	Manager of Accounting Operations
0032240	Personnel Advisor
0032243	Clerk Stenographer 3
0032244	Clerk Stenographer 4
0032252	Table Officer
0032253	Senior Table Officer
0032255	Clerk Of The Committees
0032257	Committee Assistant
0032258	Correspondence Secretary
0032262	Manager of Computer Systems
0033001	Executive Director
0033002	Senior Legislative Assistant
0033003	Legislative Assistant
0033004	Director of Communications
0033005	Communications Officer
0033006	Research Assistant
0033007	Print Room Operator
0033008	Constituency Assistant
0033009	Correspondence Assistant
0033113	Research Officer
0033114	Research Director
0033116	Receptionist
0033117	Liaison Officer
0033119	Systems Administrator
0033120	Systems Analyst
0033121	Print Room Officer
0033122	Caucus Administrator
0033123	Caucus Director

0034001	Dining Room Manager
0034002	Hostess
0034003	Wait Staff
0034004	Cook 3
0034005	Cook 2
0034006	Cook 1
0035001	Librarian 1
0035002	Librarian 2
0035003	Librarian 3
0035004	Legislative Librarian
0036001	Sergeant-at-Arms
0036002	Deputy Sergeant-at-Arms
0036003	Senior Security Officer
0036004	Security Officer
0036005	Sessional Security Supervisor
0036006	Sessional Security
0036007	Stores Clerk
0036008	Chief Courier
0036009	Mail Clerk

Government House Staff:

0041001	Government House Staff
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Provincial Courts:

0051049	Chief Judge - Provincial Court of BC
0051050	Associate Chief Judge Provincial Court BC
0051051	Judge Provincial Court of BC
0051052	Master of the Supreme Court
0051055	Justices of Peace

Agency, Board and Commission Chairs and Members:

0053011	Agent General
0053501	Chair
0053502	Vice-Chair
0053503	Member

Agencies, Boards and Commission Staff:

0071103	Clerk 3 Public Service Appeal Board
0071104	Clerk 4 Public Service Appeal Board
0071302	Student Co-op Grad Public Sector Employers Council
0071749	Office Assistant 2 Public Sector Employers Council

0071750	Clerk Stenographer 3 Public Sector Employers Council
0071751	Clerk Stenographer 3 BC Utilities Commission
0071754	Clerk Stenographer 4 Public Sector Employers Council
0071755	Clerk Stenographer 5 Public Sector Employers Council.
0071760	Public Information Officer 1 Public Sector Employers Council
0071762	Research Officer 2 Public Sector Employers Council
0071845	Clerk 5 BC Utilities Commission
0071851	Clerk Stenographer 4 BC Utilities Commission
0071901	Research Officer 1 (CLEU)
0071902	Research Officer 2 (CLEU)
0071903	Research Officer 3 (CLEU)
0071904	Research Officer 4 (CLEU)
0071905	Research Officer 5 (CLEU)
0071910	Air Services Observer (CLEU)
0071911	Electronic Monitor 1 80 Hrs (CLEU)
0071912	Electronic Monitor 2 80 Hrs (CLEU)
0071913	Electronic Monitor 3 80 Hrs (CLEU)
0071914	Electronic Monitor 4 80 Hrs (CLEU)
0071920	Electronic Monitor Specialist 80 Hrs (CLEU)
0071921	Forensic Analyst (CLEU)
0071930	Equipment Officer Assistant (CLEU)
0071931	Equipment Officer 1 (CLEU)
0071932	Equipment Officer 2 (CLEU)
0071933	Equipment Officer 3 (CLEU)
0071934	Equipment Officer 4 (CLEU)
0071940	Clerk Steno Conflict Interest
0071951	Analyst 1 (CLEU)
0071952	Analyst 2 (CLEU)
0071953	Analyst 3 (CLEU)
0071954	Analyst 4 (CLEU)
0071955	Analyst 5 (CLEU)
0071959	Analyst Assistant 1 (CLEU)
0071960	Analyst Assistant 2 (CLEU)
0071971	Systems Analyst 1 (CLEU)
0071972	Systems Analyst 2 (CLEU)
0071973	Systems Analyst 3 (CLEU)
0071974	Systems Analyst 4 (CLEU)

0071981	Financial Officer 1 (CLEU)
0071991	Administrative Officer 1 (CLEU)
0071992	Administrative Officer 2 (CLEU)
0071993	Administrative Officer 3 (CLEU)
0071994	Administrative Officer 4 (CLEU)
0071995	Administration Officer 5 (CLEU)
0072001	Special Investigator 1 80 Hrs (CLEU)
0072002	Special Investigator 2 80 Hrs (CLEU)
0072003	Special Investigator 3 80 Hrs (CLEU)
0072004	Special Investigator 4 80 Hrs (CLEU)
0072010	Recording Secretary Court Of Review
0072302	Student Co-op Graduate
0073001	Communications Tech 1 80 Hrs (CLEU)
0073002	Communications Tech 2 80 Hrs (CLEU)
0073003	Communications Tech Assistant
0073010	Jr. Intelligence Analyst
0074001	Charging Officer 1 (CLEU)
0074002	Charging Officer 2 (CLEU)
0074003	Charging Officer 3 (CLEU)
0074004	Charging Officer 4 (CLEU)
0075001	Youth Employment Program 1 (CLEU)
0075002	Youth Employment Program 2 (CLEU)
0075003	ISC Officer 1
0075004	ISC Officer 2
0075005	ISC Officer 3
0075006	ISC Officer 4
0076001	Word Process Operator
0076002	Mail Clerk
0076003	Collective Bargaining Information Sup
0076004	Technical Analyst
0076005	Senior Clerk
0076006	Casual Support
0076007	Reception/Administrative Support
0076008	Adjudicative Support
0076009	Leadhand
0076010	Technical Analyst 2
0076016	Secretary to Vice Chair

0076017	Secretary to Staff Lawyer
0076021	Senior Support HR and Administration
0076022	Administrative Assistant
0076023	File Clerk
0076026	Staff Lawyer
0076027	Special Investigator Officer
0076028	Manager Library Services
0076030	Deputy Registrar
0076031	Senior Solicitor
0076033	Supervisor Information Systems
0076034	Senior Secretary
0076035	Supervisor HR and Administration
0076040	Information Officer
0076051	Technical Support
0076052	Library Technician
0076059	Director of Statistics/Mediation Officer
0076060	Mediation Officer
0076061	Senior Mediation Officer
0077002	Chairman Board of Review
0077003	Member Board of Review
0077016	Vice Chairman Board of Review

Provincial Elections:

0081001	Election Assistant 1
0081002	Election Assistant 2
0081003	Election Assistant 3
0081004	Registration Clerk
0081005	Supervisor Registration Clerks
0081010	Chief Election Officer

Medical Group:

0091103	Medical Officer 3
0091104	Medical Officer 4
0091201	Medical Specialist/Administrator 1
0091202	Medical Specialist/Administrator 2
0091203	Medical Specialist/Administrator 3

Deputy Ministers:

0101012	Deputy Minister
0101112	Associate Deputy Minister

Assistant Deputy Ministers:

0111009 Assistant Deputy Minister ML9
0111010 Assistant Deputy Minister ML10
0111011 Assistant Deputy Minister ML11

BCSC Managers:

0123001 BCSC Manager 1
0123002 BCSC Manager 2
0123003 BCSC Manager 3
0123004 BCSC Manager 4
0123006 BCSC Professional Administrator 2
0123007 BCSC Professional Administrator 3

Students:

0130001 Public Service Internship Program
0132094 Articled Student (Probationer)
0132095 Articled Student (after 6 months)

Legal Services:

0141071 Official Court Reporter
0141090 Court Referee

Executive Secretaries (OICs):

0150005 Administrative Assistant – Minister's Officer

Management Levels 1 - 12 (OICs):

0151001 Management OIC Level 01
0151002 Management OIC Level 02
0151003 Management OIC Level 03
0151004 Management OIC Level 04
0151005 Management OIC Level 05
0151006 Management OIC Level 06
0151007 Management OIC Level 07
0151008 Management OIC Level 08
0151009 Management OIC Level 09
0151010 Management OIC Level 10
0151011 Management OIC Level 11
0151012 Management OIC Level 12
0151090 0151091 (Formerly known as Senior Executive Secretary)
0151901 Management OIC Level 1 Sub-level 09

Agency, Board & Commission Non-PSA Management Staff:

0161001 Management Level 1 ABC Non-PSA

0161002 Management Level 2 ABC Non-PSA
0161003 Management Level 3 ABC Non-PSA
0161004 Management Level 4 ABC Non-PSA
0161005 Management Level 5 ABC Non-PSA
0161006 Management Level 6 ABC Non-PSA
0161007 Management Level 7 ABC Non-PSA
0161008 Management Level 8 ABC Non-PSA
0161009 Management Level 9 ABC Non-PSA
0161010 Management Level 10 ABC Non-PSA
0161011 Management Level 11 ABC Non-PSA
0161012 Management Level 12 ABC Non-PSA
0161101 Management ABC Non-PSA Level 1 Sub-level 1
0161201 Management ABC Non-PSA Level 1 Sub-level 2
0161301 Management ABC Non-PSA Level 1 Sub-level 3
0161401 Management ABC Non-PSA Level 1 Sub-level 4
0161501 Management ABC Non-PSA Level 1 Sub-level 5
0161601 Management ABC Non-PSA Level 1 Sub-level 6
0161701 Management ABC Non-PSA Level 1 Sub-level 7
0161801 Management ABC Non-PSA Level 1 Sub-level 8
0161901 Management ABC Non-PSA Level 1 Sub-level 9

Management Job Evaluation Plan Interim Coding:

0180001 Management Interim Coding New Excluded

Executive Secretaries:

0180003 Executive Administrative Assistant
0180005 Judicial Administrative Assistant

Management Job Evaluation Plan:

0181001 Management Level 01
0181002 Management Level 02
0181003 Management Level 03
0181004 Management Level 04
0181005 Management Level 05
0181006 Management Level 06
0181007 Management Level 07
0181008 Management Level 08
0181009 Management Level 09
0181010 Management Level 10
0181011 Management Level 11

0181012 Management Level 12
0181090 018-1090 (Formerly known as Senior Executive Secretary)
0181101 Management Level 1 Sub-level 01
0181201 Management Level 1 Sub-level 02
0181301 Management Level 1 Sub-level 03
0181401 Management Level 1 Sub-level 04
0181501 Management Level 1 Sub-level 05
0181601 Management Level 1 Sub-level 06
0181701 Management Level 1 Sub-level 07
0181801 Management Level 1 Sub-level 08
0181901 Management Level 1 Sub-level 09

Legal Officers:

0182002 Management Legal Officer Level 2
0182004 Management Legal Officer Level 4
0182006 Management Legal Officer Level 6
0182007 Management Legal Officer Level 7
0182008 Management Legal Officer Level 8
0182009 Management Legal Officer Level 9

Category B:

0351052 Office Assistant 2
0351103 Clerk 3
0351104 Clerk 4
0351105 Clerk 5
0351501 Administrative Officer 1
0351503 Administrative Officer 3
0351533 Communications Officer (AO) 3
0353103 Clerk Stenographer 3
0353104 Clerk Stenographer 4
0353105 Clerk Stenographer 5

Schedule A:

0361051 Office Assistant 1
0361052 Office Assistant 2
0361101 Technical Assistant 1
0361102 Technical Assistant 2
0361103 Clerk 3
0361104 Clerk 4
0361105 Clerk 5

0361111	Court Clerk 1
0361112	Court Clerk 2
0361113	Court Clerk 3
0361172	Social Program Officer 2
0361173	Social Program Officer 3
0361174	Social Program Officer 4
0361191	Stockworker 1
0361193	Stockworker 3
0361301	Coop Education Training Program Level 2
0361302	Coop Education Training Program Level 3
0361401	Financial Officer 1
0361402	Financial Officer 2
0361403	Financial Officer 3
0361404	Financial Officer 4
0361405	Financial Officer 5
0361407	Financial Officer 7
0361501	Administrative Officer 1
0361502	Administrative Officer 2
0361503	Administrative Officer 3
0361504	Administrative Officer 4
0361505	Administrative Officer 5
0361506	Administrative Officer 6
0361531	Communications Officer 1
0361533	Communications Officer 3
0361534	Communications Officer 4
0361555	Deputy Sheriff Service 5
0362001	Public Service Training Program Level 1
0362002	Public Service Training Program Level 2
0362145	Photo Arts Technician 5
0362146	Photo Arts Technician 6
0363001	Youth Employment Program Level 1
0363002	Youth Employment Program Level 2
0364001	Public Service Internship Program
0364002	Public Service Internship Program (AS) <i>Articling Students</i>
0363103	Clerk Stenographer 3
0363104	Clerk Stenographer 4
0363105	Clerk Stenographer 5

0365002	Scientific/Technical Officer 2
0365003	Scientific/Technical Officer 3
0365008	Scientific/Technical Officer R16
0365101	Economist 1
0365102	Economist 2
0365105	Economist R23
0365106	Economist R25
0365107	Economist R28
0365121	Research Officer 1
0365122	Research Officer 2
0365123	Research Officer 3
0365124	Research Officer 4
0365125	Research Officer R14
0365126	Research Officer R16
0365127	Research Officer R18
0365128	Research Officer R23
0365129	Research Officer R25
0366151	Librarian 1
0366152	Librarian 2
0366154	Librarian 4
0368003	Information Systems Level 03
0368004	Information Systems Level 04
0368005	Information Systems Level 05
0368006	Information Systems Level 06
0368007	Information Systems Level 07
0368008	Information Systems Level 08
0368009	Information Systems Level 09
0368010	Information Systems Level 10
0368011	Information Systems Level 11
0368012	Information Systems Level 12
0368013	Information Systems Level 13
0368202	Machine Operator 2
0369001	Community Nurse 1 Excluded
0369002	Community Nurse 2 Excluded
0369003	Community Nurse 3 Excluded
0369004	Community Nurse 4 Excluded
0369005	Community Nurse 5 Excluded

0369006 Community Nurse 6 Excluded

Legal Counsel:

0441000 Legal Counsel - Interim Coding

0441001 Legal Counsel Level 1

0441002 Legal Counsel Level 2

0441004 Legal Counsel Level 4

0441103 Legal Counsel Level 3A

0441203 Legal Counsel Level 3B

Nurses:

1201101 Nurse 1 (RPN)

1201102 Nurse 2 (RPN)

1201103 Nurse 3 (RPN)

1201104 Nurse 4 (RPN)

1201105 Nurse 5 (RPN)

1201120 Nurse Graduate (RPN)

1201181 Medical Coder (RPN)

1201182 Medical Coder Supervisor (RPN)

1201301 Community Nurse 1 (RPN)

1201302 Community Nurse 2 (RPN)

1201303 Community Nurse 3 (RPN)

1201304 Community Nurse 4 (RPN)

1201305 Community Nurse 5 (RPN)

1201306 Community Nurse 6 (RPN)

1211101 Nurse 1 (RN)

1211102 Nurse 2 (RN)

1211103 Nurse 3 (RN)

1211104 Nurse 4 (RN)

1211105 Nurse 5 (RN)

1211120 Nurse Graduate (RN)

1211181 Medical Coder (RN)

1211182 Medical Coder Supervisor (RN)

1211301 Community Nurse 1 (RN)

1211302 Community Nurse 2 (RN)

1211303 Community Nurse 3 (RN)

1211304 Community Nurse 4 (RN)

1211305 Community Nurse 5 (RN)

1211306 Community Nurse 6 (RN)

Professional Employees Association:

2201004	Teacher 4
2201005	Teacher 5
2202002	Instructor Correspondence School 2
2202003	Instructor Correspondence School 3
2202004	Instructor Correspondence School 4
2203001	Inspector Technical Classes
2303101	Dental Officer 1
2303102	Dental Officer 2
2303103	Dental Officer 3
2303111	Pharmacist 1
2303112	Pharmacist 2
2303113	Pharmacist 3
2303114	Pharmacist 4
2303121	Physiotherapist 1
2303122	Physiotherapist 2
2303123	Physiotherapist 3
2303124	Physiotherapist 4
2303125	Physiotherapist 5
2303131	Licensed Psychologist 1
2303132	Licensed Psychologist 2
2303133	Licensed Psychologist 3
2303134	Licensed Psychologist 4
2303135	Licensed Psychologist 5
2303141	Veterinarian 1
2303142	Veterinarian 2
2303143	Veterinarian 3
2303144	Veterinarian 4
2304201	Accounting Officer 1
2304202	Accounting Officer 2 (Obsolete)
2401001	Licensed Science Officer (Agrologist) 1
2401002	Licensed Science Officer (Agrologist) 2
2401003	Licensed Science Officer (Agrologist) 3
2401004	Licensed Science Officer (Agrologist) 4
2401005	Licensed Science Officer (Agrologist) 5
2501001	Licensed Science Officer (Forester) 1
2501002	Licensed Science Officer (Forester) 2

2501003	Licensed Science Officer (Forester) 3
2501004	Licensed Science Officer (Forester) 4
2501005	Licensed Science Officer (Forester) 5
2601001	Licensed Science Officer (Engineer) 1
2601002	Licensed Science Officer (Engineer) 2
2601003	Licensed Science Officer (Engineer) 3
2601004	Licensed Science Officer (Engineer) 4
2601005	Licensed Science Officer (Engineer) 5
2701001	Licensed Science Officer (Geologist) 1
2701002	Licensed Science Officer (Geologist) 2
2701003	Licensed Science Officer (Geologist) 3
2701004	Licensed Science Officer (Geologist) 4
2701005	Licensed Science Officer (Geologist) 5
2801001	Licensed Science Officer (Architect) 1
2801002	Licensed Science Officer (Architect) 2
2801003	Licensed Science Officer (Architect) 3
2801004	Licensed Science Officer (Architect) 4
2801005	Licensed Science Officer (Architect) 5
2901001	Licensed Science Officer (Other) 1
2901002	Licensed Science Officer (Other) 2
2901003	Licensed Science Officer (Other) 3
2901004	Licensed Science Officer (Other) 4
2901005	Licensed Science Officer (Other) 5

BC Government and Service Employees' Union:

- Components:**
- 350 - Social, Education and Health Services**
 - 355 - Administrative Services**
 - 362 - Environment, Technical & Operational**
 - 363 - Environment, Technical & Operational**
 - 366 - Hospital and Allied Services**
 - 370 - Environment, Technical & Operational**
 - 372 - Correctional Services**
 - 373 - Environment, Technical & Operational**
 - 375 - Retail, Stores and Warehousing**
 - 379 - Special Employment Programs**

3501036	Coordinator Vocational Services
3501101	Child Care Counsellor 1
3501102	Child Care Counsellor 2

3501103	Child Care Counsellor 3
3501104	Child Care Counsellor 4
3501105	Child Care Counsellor 5
3501106	Child Care Counsellor R16
3501107	Child Care Counsellor R20
3501108	Child Care Counsellor R23
3501131	Psychologist Assistant
3501132	Psychologist Assistant R18
3501141	Psychologist 1
3501142	Psychologist 2
3501143	Psychologist 3
3501144	Psychologist 4
3501145	Psychologist 5
3501146	Psychologist R23
3501167	SPO 4 Training Level
3501168	SPO 4 – Growth Level 4A
3501169	Social Program Officer 4 - Growth
3501170	Social Program Officer Trainee
3501171	Social Program Officer 1
3501172	Social Program Officer 2
3501173	Social Program Officer 3
3501174	Social Program Officer 4
3501175	Social Program Officer 5
3501176	Social Program Officer 6
3501177	Social Program Officer 7
3501178	Social Program Officer R20
3501200	Social Program Officer Trainee FAW
3501201	Social Program Officer 1 FAW
3501202	Social Program Officer 2 FAW
3501203	Social Program Officer 3 ISDS
3501204	Social program Officer 4 ISDS
3501205	Social Program Officer 5 ISDS
3501212	Social Program Officer 1 EO/VO
3501222	Social Program Officer 2 FMW
3501231	Rehabilitation Consultant
3501243	Training Consultant
3501244	Training Consultant - Growth

3501245	Vocational Counsellor
3501246	Vocational Counsellor R20
3501501	Deputy Sheriff Service 1 (Inactive)
3501502	Deputy Sheriff Service 2 (Inactive)
3501503	Deputy Sheriff Service 3 (Inactive)
3501504	Deputy Sheriff Service 4 (Inactive)
3501505	Deputy Sheriff Service 5
3501506	Deputy Sheriff Service 6
3501507	Deputy Sheriff Service 7
3501508	Deputy Sheriff Service 8
3501509	Deputy Sheriff Service 9
3501510	Deputy Sheriff Service 10
3501511	Deputy Sheriff Service 11
3501512	Deputy Sheriff Service 12 (Inactive)
3501513	Deputy Sheriff Service 13 (Inactive)
3501531	Communications Officer 1
3501532	Communications Officer 2
3501533	Communications Officer 3
3501534	Communications Officer 4
3501535	Communications Officer 5
3501536	Communications Officer 6
3501537	Communications Officer 7
3502101	Clinician 1
3502102	Clinician 2
3502103	Clinician 3
3502121	Occupational Therapist 1
3502122	Occupational Therapist 2
3502123	Occupational Therapist 3
3502131	Dietitian 1
3502132	Dietitian 2
3502133	Dietitian R23
3502134	Dietitian R25
3502141	Nutritionist 1
3502142	Nutritionist 2
3502143	Nutritionist 3
3502144	Nutritionist R25
3502161	Inspector Hospital and Consultant 1

3502162	Inspector Hospital and Consultant 2
3502163	Inspector Hospital and Consultant 3
3503421	Dental Assistant 1
3503471	Case Aide
3503481	Interviewer 1
3513482	Interviewer 2
3504331	Education Officer 1
3504332	Education Officer 2
3504333	Education Officer 3
3504334	Education Officer R23
3504335	Education Officer R25
3504336	Education Officer R20
3505101	Economist 1
3505102	Economist 2
3505103	Economist 3
3505104	Economist R20
3505105	Economist R23
3505106	Economist R25
3505107	Economist R28
3505108	Economist R30
3505121	Research Officer 1
3505122	Research Officer 2
3505123	Research Officer 3
3505124	Research Officer 4
3505125	Research Officer 5
3505126	Research Officer R14
3505127	Research Officer R16
3505128	Research Officer R18
3505129	Research Officer R23
3506101	Archivist 1
3506102	Archivist 2
3506103	Archivist 3
3506104	Archivist 4
3506151	Librarian 1
3506152	Librarian 2
3506153	Librarian 3
3506154	Librarian 4

3506155	Librarian R16
3506156	Librarian R18
3506157	Librarian R23
3506158	Librarian R25
3507101	Social Worker Assistant 1
3507102	Social Worker Assistant 2
3508006	Information systems Level 06
3508007	Information systems Level 07
3508008	Information systems Level 08
3508009	Information systems Level 09
3508010	Information systems Level 10
3508011	Information systems Level 11
3508012	Information systems Level 12
3508013	Information systems Level 13
3551026	Health Unit Aide
3551051	Office Assistant 1
3551052	Office Assistant 2
3551071	Court Reporter
3551103	Clerk 3
3551104	Clerk 4
3551105	Clerk 5
3551111	Court Clerk 1
3551112	Court Clerk 2
3551113	Court Clerk 3
3551114	Court Clerk R13
3551121	Medical Records Technician
3551123	Case Assistant (Clerk 3)
3551131	Medical Records Librarian
3551151	Clerk Postal 1
3551152	Clerk Postal 2
3551153	Clerk Postal 3
3551173	Operator Switchboard 3
3551191	Stockworker 1
3551192	Stockworker 2
3551193	Stockworker 3
3551194	Stockworker 4
3551195	Stockworker 5

3551196	Stockworker 6
3551401	Financial Officer 1
3551402	Financial Officer 2
3551403	Financial Officer 3
3551404	Financial Officer 4
3551405	Financial Officer 5
3551406	Financial Officer 6
3551407	Financial Officer 7
3551501	Administrative Officer 1
3551502	Administrative Officer 2
3551503	Administrative Officer 3
3551504	Administrative Officer 4
3551505	Administrative Officer 5
3551506	Administrative Officer 6
3551507	Administrative Officer 7
3551508	Administrative Officer R30
3551511	Coordinator of Volunteers 1
3551512	Coordinator of Volunteers 2
3553021	Operator Radio and Teletype
3553103	Clerk Stenographer 3
3553104	Clerk Stenographer 4
3553105	Clerk Stenographer 5
3553131	Court Recorder
3554141	Operator Key Punch 1
3554142	Operator Key Punch 2
3554143	Operator Key Punch 3
3554144	Operator Key Punch 4
3558001	Information Systems Level 01
3558002	Information Systems Level 02
3558003	Information Systems Level 03
3558004	Information Systems Level 04
3558005	Information Systems Level 05
3621124	Conservation Officer 4
3621125	Conservation Officer 5
3621126	Conservation Officer 6
3621127	Conservation Officer 7
3621131	Forest Technician 1

3621132	Forest Technician 2
3621133	Forest Technician R9
3621181	Agricultural Officer 1
3621182	Agricultural Officer 2
3621231	Park Assistant 1
3621232	Park Assistant 2
3621233	Park Assistant 3
3621234	Park Assistant R11
3621251	Fish and Wildlife Assistant 1
3621252	Fish and Wildlife Assistant 2
3621400	Science Officer
3622181	Planning Officer 1
3622182	Planning Officer 2
3622183	Planning Officer 3
3622184	Planning Officer 4
3622185	Planning Officer R20
3622186	Planning Officer R23
3623201	Laboratory Assistant 1
3623202	Laboratory Assistant 2
3624260	Inspector Public Health Trainee
3624261	Inspector Public Health 1
3624262	Inspector Public Health 2
3624263	Inspector Public Health 3
3624264	Inspector Public Health 4
3625001	Biologist 1
3625002	Biologist 2
3625003	Biologist 3
3625004	Biologist 4
3625005	Biologist 5
3625401	Laboratory/Health Science Officer 1
3625402	Laboratory/Health Science Officer 2
3625403	Laboratory/Health Science Officer 3
3625404	Laboratory/Health Science Officer 4
3625405	Laboratory/Health Science Officer 5
3625406	Laboratory/Health Science Officer 6
3625407	Laboratory/Health Science Officer 7
3625408	Laboratory/Health Science Officer R16

3631101	Technical Assistant 1
3631102	Technical Assistant 2
3631121	Engineering Aide 1
3631122	Engineering Aide 2
3631123	Engineering Aide R9
3631124	Engineering Aide R7
3631203	Technician 3 (Obsolete)
3631301	Operator Radio 1 (Obsolete)
3631302	Operator Radio 2 (Obsolete)
3632104	Photographic Technician 4
3632141	Photo Arts Technician 1
3632142	Photo Arts Technician 2
3632143	Photo Arts Technician 3
3632144	Photo Arts Technician 4
3632145	Photo Arts Technician 5
3632146	Photo Arts Technician 6
3632147	Photo Arts Technician R14
3632148	Photo Arts Technician R16
3632149	Photo Arts Technician R18
3632150	Photo Arts Technician R20
3632151	Photo Arts Technician R23
3633001	Technical Enforcement Officer 1
3633002	Technical Enforcement Officer 2
3633003	Technical Enforcement Officer 3
3633004	Technical Enforcement Officer 4
3633005	Technical Enforcement Officer 5
3633006	Technical Enforcement Officer 6
3633007	Technical Enforcement Officer 7
3633008	Technical Enforcement Officer R14
3633009	Technical Enforcement Officer R16
3633011	Commercial Transport Inspector 1 (Inactive)
3633012	Commercial Transport Inspector 2 (Inactive)
3633013	Commercial Transport Inspector 3 (Inactive)
3633014	Commercial Transport Inspector 4
3633015	Commercial Transport Inspector 5
3633016	Commercial Transport Inspector 6
3633017	Commercial Transport Inspector 7

3633018	Commercial Transport Inspector 8
3633019	Commercial Transport Inspector 9
3633020	Commercial Transport Inspector 10
3633021	Commercial Transport Inspector 11 (Inactive)
3633022	Commercial Transport Inspector 12 (Inactive)
3633023	Commercial Transport Inspector 13 (Inactive)
3633101	Counsellor Apprenticeship/Industrial Training 1
3633102	Counsellor Apprenticeship/Industrial Training 2
3633103	Counsellor Apprenticeship/Industrial Training 3
3633104	Counsellor Apprenticeship/Industrial Training 4
3633121	Inspector Electrical 1
3633122	Inspector Electrical 2
3633131	Inspector Gas 1
3633132	Inspector Gas 2
3633141	Inspector Boiler 1
3633142	Inspector Boiler 2
3633151	Inspector Elevator 1
3633152	Inspector Elevator 2
3633171	Inspector Fire Commissioner's Office 1
3633172	Inspector Fire Commissioner's Office 2
3633173	Inspector Fire Commissioner's Office 3
3633174	Inspector Fire Commissioner's Office R20
3633202	Inspector Mechanical Motor Vehicles 2
3633203	Inspector Mechanical Motor Vehicles 3
3633204	Inspector Mechanical Motor Vehicles 4
3633205	Inspector Mechanical Motor Vehicles 5
3633221	Inspector Transport Inspecting Engineer 1
3633222	Inspector Transport Inspecting Engineer 2
3633223	Inspector Transport Inspecting Engineer 3
3633310	Safety Officer R18
3633311	Safety Officer 1
3633312	Safety Officer 2
3633313	Safety Officer 3
3633314	Safety Officer R20
3633315	Safety Officer R23
3634201	Pilot 1
3634202	Pilot 2

3634203	Pilot 3
3635001	Scientific/Technical Officer 1
3635002	Scientific/Technical Officer 2
3635003	Scientific/Technical Officer 3
3635004	Scientific/Technical Officer 4
3635005	Scientific/Technical Officer 5
3635006	Scientific/Technical Officer 6
3635007	Scientific/Technical Officer 7
3635008	Scientific/Technical Officer R13
3635009	Scientific/Technical Officer R16
3635101	Heritage Resources Officer 1
3635102	Heritage Resources Officer 2
3635103	Heritage Resources Officer 3
3635104	Heritage Resources Officer 4
3635105	Heritage Resources Officer 5
3635106	Heritage Resources Officer 6
3635107	Heritage Resources Officer 7
3635108	Heritage Resources Officer R16
3635201	Scientific/Technical Officer 1 Resource
3635202	Scientific/Technical Officer 2 Resource
3635203	Scientific/Technical Officer 3 Resource
3635204	Scientific/Technical Officer 4 Resource
3635205	Scientific/Technical Officer 5 Resource
3635206	Scientific/Technical Officer 6 Resource
3635207	Scientific/Technical Officer 7 Resource
3635208	Scientific/Technical Officer R13 Resource
3635209	Scientific/Technical Officer R16 Resource
3661111	Building Maintenance Worker 1
3661112	Building Maintenance Worker 2
3661132	Building Service Worker 2
3661133	Building Service Worker 3
3661134	Building Service Worker 4
3631135	Building Service Worker R9
3661161	Laboratory Aide
3661231	Attendant Library
3661501	Housekeeper Hospital
3662111	Laundry Worker 1

3662112	Laundry Worker 2
3662114	Laundry Worker R7
3662115	Laundry Worker R9
3662151	Sewing Machine Operator 1
3662152	Sewing Machine Operator 2
3662153	Sewing Machine Operator 3
3663111	Food Service Worker 1 (To be deleted)
3663131	Food Production Services 1 (Inactive)
3663132	Food Production Services 2
3663133	Food Production Services 3
3663134	Food Production Services 4
3663135	Food Production Services 5
3663136	Food Production Services 6
3663137	Food Production Services 7
3663138	Food Production Services 8 (Inactive)
3663139	Food Production Services 9 (Inactive)
3663140	Food Production Services 10 (Inactive)
3663141	Food Production Services 11 (Inactive)
3663142	Food Production Services 12 (Inactive)
3663143	Food Production Services 13 (Inactive)
3664121	Hairgroomer 1
3664122	Hairgroomer 2
3664161	Health Care Worker 1
3664162	Health Care Worker 2
3664163	Health Care Worker 3
3664171	Forensic Security Officer
3664172	Health Care Worker - Detox
3664173	Forensic Security Officer R13
3664251	Activity Worker 1
3664252	Activity Worker 2
3664253	Activity Worker 3
3664254	Activity Worker 4
3664255	Activity Worker 5
3664256	Activity Worker 6
3664257	Activity Worker R13
3664258	Activity Worker R23
3664259	Activity Worker R25

3664321	Custodial Attendant
3701316	Painter (Obsolete)
3701602	Building Maintenance Worker
3701612	Electrician's Helper (Obsolete)
3701641	Sign Fabricator 1
3701642	Sign Fabricator 2
3701643	Sign Fabricator 3
3701644	Sign Fabricator R7
3701645	Sign Fabricator R14
3701646	Sign Fabricator R16
3702102	Superintendent Mechanical 2
3702331	Mechanic 1
3703111	Utility Tradesman (Obsolete)
3703121	Utility Worker 1 Parks Branch Workshop
3703301	Printing Operator
3704112	TA Industrial Warehousing
3704129	TA Bridgeworker
3704133	TA Mechanic Heavy Vehicle and Equipment
3704134	TA Welder Heavy Vehicles and Equipment
3704135	TA Autobody Heavy Vehicle and Equipment
3704161	TA Electronics Radio Communications
3704164	TA Electronics Security
3704175	TA Electrician
3704210	TJ Gardener
3704212	TJ Industrial Warehousing
3704215	TJ Lithographer Press To 21"
3704217	TJ Shoemaker Orthopedic
3704221	TJ Electronics Domestic Radio TV
3704222	TJ Electronics Audiometric
3704224	TJ Mechanic Light Vehicle and Equipment
3704225	TJ Aircraft Mechanic
3704226	TJ Lithographer Press Over 21"
3704228	TJ Machinist
3704229	TJ Bridgeworker
3704230	TJ Upholsterer
3704233	TJ Mechanic Heavy Vehicle and Equipment
3704234	TJ Welder Heavy Vehicle and Equipment

3704235	TJ Autobody Heavy Vehicle and Equipment
3704236	TJ Machinist Heavy Vehicle and Equipment
3704237	TJ Engine Rebuild Heavy Vehicle and Equipment
3704238	TJ Electrical Rebuild Heavy Vehicle and Equipment
3704248	TJ Painter Decorator
3704249	TJ Instrument Mechanic
3704250	TJ Sheet Metal
3704251	TJ Carpenter
3704252	TJ Aircraft Maintenance Engineer
3704253	TJ Marine Fitter
3704254	TJ Shipwright
3704255	TJ Machinist Manufacturing
3704261	TJ Electronics Radio Communications
3704262	TJ Electronics TV Production
3704263	TJ Electronics Industrial
3704264	TJ Electronics Security
3704265	TJ Electronics Avionics
3704266	TJ Building Engineer
3704275	TJ Electrician
3704280	TJ Electronics Audiometric Advanced
3704310	TL Gardener
3704312	TL Industrial Warehousing
3704315	TL Lithographer Press To 21"
3704317	TL Shoemaker Orthopedic
3704321	TL Electronics Domestic Radio TV
3704322	TL Electronics Audiometric
3704324	TL Mechanic Light Vehicle and Equipment
3704326	TL Lithographic Press Over 21"
3704329	TL Bridgeworker
3704330	TL Upholsterer
3704333	TL Mechanic Heavy Vehicle and Equipment
3704334	TL Welder Heavy Vehicle and Equipment
3704335	TL Autobody Heavy Vehicle and Equipment
3704336	TL Machinist Heavy Vehicle and Equipment
3704337	TL Engine Rebuild Heavy Vehicle and Equipment
3704338	TL Electrical Rebuild Heavy Vehicle and Equipment
3704348	TL Painter Decorator

3704349	TL Instrument Mechanic
3704350	TL Sheet Metal
3704351	TL Carpenter
3704352	TL Aircraft Maintenance Engineer
3704353	TL Marine Fitter
3704354	TL Shipwright
3704355	TL Machinist Manufacturing
3704361	TL Electronics Radio Communication
3704362	TL Electronics TV Production
3704363	TL Electronics Industrial
3704364	TL Electronics Security
3704365	TL Electronics Avionics
3704375	TL Electrician
3704380	TL Electronics Audiometric Advanced
3704410	TS Gardener
3704412	TS Industrial Warehousing
3704415	TS Lithographic Press To 21"
3704421	TS Electronics Domestic Radio TV
3704422	TS Electronics Audiometric
3704424	TS Mechanic Light Vehicle and Equipment
3704426	TS Lithographic Press Over 21"
3704429	TS Bridgeworker
3704433	TS Mechanic Heavy Vehicle and Equipment
3704434	TS Welder Heavy Vehicle and Equipment
3704435	TS Autobody Heavy Vehicle and Equipment
3704436	TS Machinist Heavy Vehicle and Equipment
3704437	TS Engine Rebuild Heavy Vehicle and Equipment
3704438	TS Electrical Rebuild Heavy Vehicle and Equipment
3704448	TS Painter Decorator
3704450	TS Sheet Metal
3704451	TS Carpenter
3704452	TS Aircraft Maintenance Engineer
3704453	TS marine Fitter
3704454	TS Shipwright
3704455	TS Machinist Manufacturing
3704461	TS Electronics Radio Communications
3704462	TS Electronics TV Production

3704463	TS Electronics Industrial
3704464	TS Electronics Security
3704465	TS Electronics Avionics
3704475	TS Electrician
3704476	TS Electrician R23
3704510	TSS Gardener
3704512	TSS Industrial Warehousing
3704515	TSS Lithographic Press To 21"
3704524	TSS Mechanic Light Vehicle and Equipment
3704526	TSS Lithographic Press Over 21"
3704529	TSS Bridgeworker
3704533	TSS Mechanic Heavy Vehicle and Equipment
3704534	TSS Welder Heavy Vehicle and Equipment
3704537	TSS Engine Rebuild Heavy Vehicle and Equipment
3704548	TSS Painter Decorator
3704551	TSS Carpenter
3704552	TSS Aircraft Maintenance Engineer
3704553	TSS Marine Fitter
3704554	TSS Shipwright
3704555	TSS Machinist Manufacturing
3704561	TSS Electronics Radio Communications
3704575	TSS Electrician
3704612	TPS Industrial Warehousing
3704624	TPS Mechanic Light Vehicle and Equipment
3704629	TPS Bridgeworker
3704633	TPS Mechanic Heavy Vehicle and Equipment
3704651	TPS Carpenter
3704652	TPS Aircraft Maintenance Engineer
3704653	TPS Marine Fitter
3704661	TPS Electronics Radio Communications
3704675	TPS Electrician
3705101	Building Security Officer 1
3705102	Building Security Officer 2
3705103	Building Security Officer 3
3705312	Patrolman 1
3705313	Patrolman 2
3705314	Patrolman Corporal

3707135	Flag Person
3707138	Rock Scaler
3707301	Bridgeworker 1
3707302	Bridgeworker 2
3707303	Bridgeworker 3
3707321	Labourer
3707401	Yardworker
3707603	Forest Nursery Worker 3
3707604	Forest Nursery Worker 4
3707605	Forest Nursery Worker R7
3707611	Foreman 1
3707612	Foreman 2
3707613	Foreman 3
3707614	Foreman 4
3708124	Operator Control Tower
3708201	Machine Operator 1
3708202	Machine Operator 2
3708203	Machine Operator 3
3708204	Machine Operator 4
3708205	Machine Operator 5
3708207	Machine Operator 6
3709001	Cook Field Operations 1
3709002	Cook Field Operations 2
3709022	Flunkey
3721107	Instructor (Corrections)
3721108	Instructor (Corrections) Supervisor
3721121	Correctional Service 4 (SO)
3721122	Correctional Service 6 (CO)
3721123	Correctional Service 8 (PO)
3721125	Correctional Service 9 (SCO1)
3721126	Correctional Service 10 (SCO2)
3721127	Correctional Service 11 (SCO3)
3721130	Director Electronic Monitoring
3731300	Marine Captain
3732153	Deckhand
3732201	Marine Engineer Junior Apprentice 4th
3732213	Oiler

3732300	Marine Mate
3734101	Terminal Attendant 1
3734300	Maine Engineer
3751131	Manager 1
3751132	Manager 2
3751133	Manager 3
3751134	Manager 4
3751135	Manager 5
3751141	Assistant Manager 1
3751142	Assistant Manager 2
3751143	Assistant Manager 3
3751144	Assistant Manager 4
3751145	Assistant Manager 5
3751151	Product Consultant
3751161	Foreman
3751171	Concession Clerk
3751191	Shipper
3751211	Warehouseworker 1
3751212	Warehouseworker 2
3751213	Warehouseworker 3
3751221	Store Clerk
3751231	Assistant Shipper
3791301	Coop Education Training Program Level 2
3791302	Coop Education Training Program Level 3
3791303	Student AIESAC Undergraduate
3791304	Student AIESAC Graduate
3792001	Public Service Training Program Level 1
3792002	Public Service Training Program Level 2
3792003	Public Service Training Program Level 3
3793001	Youth Employment Program Level 1
3793002	Youth Employment Program Level 2
3794001	Public Service Internship Program

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Tab 8 - Miscellaneous Information

Note: This section has not yet been updated

RECORD OF WAGE INCREASES

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SPECIAL EMPLOYMENT PROGRAMS

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BCGEU SALARY SCHEDULE SORTED IN GRID ORDER	To be published at a later date
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<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
April 1, 1974	15.0%*	*Average only. Components received 11% to 18% increases.
October 1, 1974	8.0%*	*Average only. Most components received 5% to 12% increases.
November 1974 to March 1975	-	Minor increases to 5 components.
April 1, 1975	9.0%*	*Average only.
July 1, 1975	-	Minor increases to 4 components.
October 1, 1975	3.16%	Cost of living allowance.
April 1, 1976	4.58%	Cost of living allowance.
October 1, 1976	4.54%	Cost of living allowance.
February 1, 1977	2.17%	
April 1, 1977	2.59%	Cost of living allowance.
August 1, 1978	3.80%	Cost of living allowance.
August 1, 1979	8.0%	An increase of eight (8) percent with a minimum of \$80.00 and a maximum of \$159.00 per month to salary rates in the bargaining unit. Teachers received \$191.00.
August 1, 1980	8.0%	An increase of eight (8) percent to salary rates in the bargaining unit.
August 1, 1981	8.0%	An increase of eight (8) percent to salary rates in the bargaining unit.
August 1, 1982	6.5%*	*Average only. Base salaries were increased by \$100.00. Any salary at or below \$1386/month prior to August 1, 1982 were increased by an additional \$25/month.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
April 1, 1983	3.0%	Cost of living allowance.
August 1, 1983	1.5%*	*Average only. Base salaries were increased by \$25/month.
November 1, 1984	3.0%	Base salaries were increased by three (3) percent.
April 1, 1985	1.0%	Base rates were increased one (1) percent.
July 1, 1986	1.5%	Base salaries were increased by one and one half (1.5) percent.
November 1, 1986	2.0%	Base salaries were increased by two (2) percent.
April 5, 1987	-	The number of salary steps were compressed.
November 1, 1987	1.5%	Base salaries were increased by one and one half (1.5) percent.
August 1, 1988	5.5%	A general wage increase of five and one half (5.5) percent.
January 1, 1989	2.5%*	*Average only. Introduction of the salary grid. Average increase equal to 2.5%.
August 1, 1989	5.0%	A general wage increase of five (5) percent.
August 1, 1990	5.5%	A general wage increase of five and one half (5.5) percent.
January 1, 1991	-	Pay equity increase to selected female dominated classifications only. Most affected classes received an increase of 3.34%.
April 1, 1992	-	Pay equity increase to selected female dominated classifications only. Most affected classes received an increase of 3.34%

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
August 1, 1992	5.9%*	*Average only. All rates of pay for classifications were increased by \$1.00 (based on 70 hours biweekly). All employees received a retroactive payment based on \$1.00 per hour for all hours paid at straight time rate for the period from August 4, 1991, to and including August 1, 1992.
December 6, 1992	2.5%	All rates of pay for classifications were increased two and one half (2.5) percent for every employee at or above \$1540 biweekly or for employees below \$1540 biweekly, \$0.44 per hour.
August 1, 1993	2.17%	Cost of living allowance.
March 27, 1994	-	No general increase. Salary grid adjustments to selected classes.
October 9, 1994	-	Pay equity increases to selected female dominated classifications only.
March 27, 1995	1.5%	A general wage increase of one and one half (1.5) percent.
November 30, 1997	1.0%	A general wage increase of one (1.0) percent.
January 1, 2000	-	A lump sum payment of \$200 to full-time employees who have worked 1827 straight time hours between January 1, 1999 and December 31, 1999.
April 2, 2000	2.0%	A general wage increase of two (2.0) percent.
October 1, 2000	0.4%	A general wage increase of 0.4 percent to Step 3 of all grid levels. Information Systems Series levels with a 4th Step also receive a 0.4% increase to Step 4.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
April 1, 1974	11.0%	
April 1, 1975	7.0%	\$100 maximum.
October 1, 1975	10.0%	\$200 maximum.
October 1, 1976	5.0%	\$150 maximum.
October 1, 1977	5.7%	
October 1, 1978	5.0%	
October 1, 1979	8.0%	
October 1, 1980	8.0%	
April 1, 1981	3.0%	
July 1, 1981	3.0%	
October 1, 1981	10.2%	
July 1, 1984	2.0%	
April 1, 1985	1.0%	
July 1, 1986	1.5%	
November 1, 1986	2.0%	
November 1, 1987	1.5%	
August 1, 1988	5.5%	
August 1, 1989	5.0%	
August 1, 1990	5.5%	

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
August 4, 1991	3.5%	Applied to positions with a salary of up to \$79,000 (Levels 1 - 7).
August 2, 1992	3.5%	12 month delay - salary increase applied to levels which did not receive the August 4, 1991 increase (Levels 8 and above).
December 6, 1992	2.0%	Applied to positions with a salary of up to \$79,000 (Levels 1 to 6).
April 1, 1993	2.0%	4 month delay - salary increase applied to levels which did not receive the December 6, 1992 increase (Levels 7 to 11 only). Deputy Ministers' salaries frozen.
January 15, 1995	1.5%	Levels 1 to 10 only. Increase does not apply to positions with a salary of \$100,000 or greater.
November 30, 1997	1.0%	1% general increase including positions with a salary of \$100,000 or greater.
January 1, 2000	-	A lump sum payment of \$200 to full-time employees who have worked 1827 straight time hours between January 1, 1999 and December 31, 1999.
January 1, 2000	-	The maximum salary rate for Deputy Ministers is increased to \$144,000.
April 2, 2000	2.0%	A two (2.0) percent increase to all rates of pay except Deputy Ministers.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
April 1, 1974	25.0%	In addition, regular employees were eligible for a special payment (settlement bonus) of \$300 in total in lieu of retroactive conditions in the Agreement. Employees also received a lump sum payment in lieu of retroactivity (\$1700 to \$3200).
January 1, 1975	7.5%	
March 1, 1975	14.5%	Includes COLA.
January 1, 1976	5.4%	In addition, employees received a lump sum payment in lieu of retroactivity for overtime, standby and other such benefits (\$297 - \$511).
January 1, 1977	3.5%	In addition, employees received a lump sum settlement bonus of \$459 for period of Mar. 1/76 - Feb. 28/77.
January 1, 1978	6.4%	General Increase.
January 1, 1979	8.0%	General Increase.
January 1, 1980	8.0%	
August 1, 1980	3.0%	
January 1, 1981	11.0%	
August 1, 1981	3.0%	
January 1, 1982	5.0%	
August 1, 1982	5.9%*	*Average only. Across the board increase of \$127 per month.
January 1, 1983	2.85%	Rounded to nearest dollar.
January 1, 1983	-	Conversion to bi-weekly pay.
January 1, 1984	2.29%	General Increase.
December 31, 1985	0.69%	General Increase.
January 1, 1986	2.0%	General Increase.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
January 1, 1987	2.5%	General Increase.
January 1, 1988	2.2%	General Increase.
January 1, 1989	3.0%	General Increase.
January 1, 1990	6.25%	
April 1, 1990	6.43%*	*Average only. Conversion to salary grid.
January 1, 1991	5.0%	General Increase.
March 1, 1991	2.0%	General Increase.
January 1, 1992	3.5%	General Increase.
January 1, 1993	2.75%	General Increase.
March 26, 1995	1.5%	General Increase.
November 30, 1997	1.0%	General Increase
December 18, 1997	-	All positions classified in the Nurse series receive an increase equating to one pay level (3.79%). This does not apply to Community Nurse classifications.
April 2, 2000	2.0%	General increase.
June 1, 2000	-	Introduction of a new 4 level salary schedule and allocation under a new job evaluation plan provides for increases to some Nurse positions.
October 1, 2000	-	One pay grid increase to eligible positions.
April 29, 2001	-	Increase of \$0.37/hour to Steps 3-6 of Level 1. One pay grid increase to eligible positions.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
April 1, 1974	10.4%	
October 1, 1974	10.6%	
October 1, 1975	8.0%	
January 1, 1976	4.38%	
July 1, 1976	5.95%	
January 1, 1977	5.0%	
January 1, 1978	3.15%	
January 1, 1979	5.0%	General increase.
October 1, 1979	2.9%	*Average only. Across the board salary increase of \$65.00 per month.
January 1, 1980	8.0%	An increase of 8.0% with a maximum of \$200 per month to each employee in the Accounting Officer, Dental Officer, Licensed Home Economist, Licensed Psychologist, Pharmacist, Physiotherapist and Veterinarian series effective Jan. 1/80. For the remaining classifications, the sum of 8% of each employee's monthly basic salary to a maximum of \$200 per employee, to be used for implementation of proposed new classification plan. If the plan is not implemented on Jan 1/80, the employees covered are to receive a salary increase of 4% on Jan. 1/80
January 1, 1981	8.0%	General increase.
August 1, 1981	2.0%	General increase.
October 1, 1981	1.0%	Pharmacists and Physiotherapists only.
January 1, 1982	12.0%	General increase.
September 9, 1984	3.0%	General increase.
December 30, 1984	1.0%	General increase.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
November 3, 1985	1.0%	General increase.
September 7, 1986	1.0%	General increase.
January 11, 1987	1.5%*	*Average only. General increase of \$23.16 bi-weekly.
January 10, 1988	1.5%	General increase.
December 11, 1988	5.5%*	*Average only. General increase of \$87.00 bi-weekly, 6% to all Physiotherapist ranges and steps; 3% to all Pharmacist ranges and steps, special adjustments for Teachers.
May 1, 1989	-	Pharmacist 1-4, Physiotherapist 1-4, and LSO 1-2 ranges reduced to 4 steps by eliminating all but final 4 steps and moving employees at eliminated steps to minimum of revised range.
November 26, 1989	5.0%	General increase.
November 25, 1990	5.5%	General increase.
November 30, 1991	3.5%	General increase.
April 12, 1992	-	Pay Equity adjustments - 3.7% to all Pharmacist and Physiotherapist ranges and steps.
September 27, 1992	-	Pay Equity Adjustments: 3.7% to a Pharmacist 1 steps. 7.4% to all Pharmacist 2-4 steps. 7.4% to all Physiotherapist 1, 3, 4 and 5 steps. 7.537% to all Physiotherapist 2 steps.
November 27, 1992	2.0%	General increase.
June 5, 1994	-	Coverision to new salary grid.
December 4, 1994	1.5%	General increase.
December 3, 1995	-	Grid 7, Step 4 increased by 4.0%.
January 1, 1997	-	First step of the Licensed Science Officer 1 salary range (Grid Level 4) is eliminated.

<u>DATE</u>	<u>INCREASE</u>	<u>SUMMARY</u>
November 30, 1997	1.0%	General increase.
June 13, 1999	-	Grid increase to Licensed Psychologist 1, 2, 3 and 4 classifications.
January 1, 2000	-	A lump sum payment of \$200 to full-time employees who have worked 1827 hours between January 1, 1999 and December 31, 1999.
April 2, 2000	2.0%	General increase.
April 4, 2000	-	Grid increase to Licensed Psychologist 1 and 2 classifications.
April 1, 2001	2.5%	General increase. Also, grid increases to specified classifications.
March 31, 2002	-	Grid increases to specified classifications. Introduction of a new 5 step salary schedule. Positions at Step 4 for at least one year move to Step 5 (an increase of 3.7%).
March 30, 2003	-	Step 5 increased by 1.0%. Cost of Living Allowance.

Coop Education Training Program:

This program is restricted to persons registered in a recognized cooperative education program at a participating post-secondary institution.

For further information refer to Article 34.2 of the BCGEU Master Agreement.

Level	Definition	Grid	Step 1	Step 2	Step 3
1	Level 1 does not apply to this program.				
2	Employees registered in a recognized cooperative education program at a participating post-secondary institution, who are working towards a diploma or Bachelor's degree.	5	-	X	-
3	Employees registered in a recognized cooperative education program at a participating post-secondary institution, who are working towards a post-graduate degree.	11	-	X	-

Public Service Training Program:

The purpose of the program is to provide training for employment in the public service for those clients of Vocational Rehabilitation Services, Ministry of Education, Skills and Training, who experience difficulty in competing in the labour market; to provide training and encourage the development of skills which will assist those clients to overcome such difficulty and so become active participants in the labour force.

Before placement in the Provincial Government under this program, each person must be a registered client of Vocational Rehabilitation Service, Ministry of Education, Skills and Training, and must have received a job readiness assessment. Only those clients assessed as not job-ready will be eligible under this program.

For further information refer to Article 34.1 of the BCGEU Master Agreement.

Level	Definition	Grid	Step 1	Step 2	Step 3
1	Employees without a post-secondary degree or certificate working in their initial work term.	5	X	-	-
2	Level 1 employees working in a subsequent work term.	5	-	X	-
3	Employees who have completed a post-secondary degree or certificate (minimum two year course) and are placed into training positions where they are performing work consistent with their education level. Employees with a degree or certificate who are not performing work consistent with their education level shall be placed into Level 1.	11	-	X	-

Youth Employment Program:

The purpose of the Youth Employment Program (YEP) is to provide employment for students in the public service during the summer period of May 1st to September 15th. YEP students are individuals who have been enrolled in full-time studies at an accredited educational institution within the past six months. Work assignments are of a special project nature where the duties are temporary, time limited, and distinct from the day to day duties of a regular classified position.

For further information refer to Article 34.3 of the BCGEU Master Agreement.

Level	Definition	Grid	Step 1	Step 2	Step 3
1	Students enrolled in full-time studies at an accredited educational institution within the past six months at Grade 12 or below.	3	-	X	-
2	Students enrolled in full-time studies at an accredited educational institution within the past six months at a post-secondary level.	3	-	-	X

Public Service Internship Program:

The purpose of the Public Service Internship Program is to provide recent graduates from post-secondary universities and colleges with direct work experience and an orientation to government to encourage them to consider a career in the public service.

New graduates from post-secondary institutions will be recruited for a time-certain internship (48 weeks of auxiliary employment). As the program is intended to integrate workers with new ideas and competencies into the workforce, "new graduates" are described as having completed their relevant program training in the last year.

Definition	Grid	Step 1	Step 2	Step 3
Employees who are recent graduates from a university or who have received a college diploma or certificate and who are hired as part of an Internship Program.	13	X	-	-

***Note: Articling Students (Legal) will be classified as Schedule A employees under the following classification code:**

0364002 - Public Service Internship Program (AS)

International Association for Students of Economics and Business (AIESAC)

AIESAC is an international association which organizes foreign work experience for students with interests in business. The AIESAC exchange program is an excellent opportunity for ministries to benefit from employment of well qualified foreign students. It also provides an opportunity for British Columbia’s students to receive experience in business environments of other countries.

The AIESAC Program will be considered under the same policies and procedures that apply to the Coop Education Training Program.

Note: These positions are classified under the following titles:

- Student AIESAC Graduate
- Student AIESAC Undergraduate

Level	Definition	Grid	Step 1	Step 2	Step 3
Student AIESAC Undergraduate	Students who are working towards a diploma or Bachelor’s degree.	5	-	X	-
Student AIESAC Graduate	Students who are working towards a post-graduate degree.	11	-	X	-

Two Year Apprenticeship Program

1st year 65% of certified journeyman rate.*
2nd year 90% of certified journeyman rate.

Three Year Apprenticeship Program

1st year 65% of certified journeyman rate.*
2nd year 75% of certified journeyman rate.
3rd year 90% of certified journeyman rate.

Four Year Apprenticeship Program

1st year 65% of certified journeyman rate.*
2nd year 70% of certified journeyman rate.
3rd year 80% of certified journeyman rate.
4th year 90% of certified journeyman rate.

Five Year Apprenticeship Program

1st year 65% of certified journeyman rate.*
2nd year 70% of certified journeyman rate.
3rd year 75% of certified journeyman rate.
4th year 85% of certified journeyman rate.
5th year 90% of certified journeyman rate.

** Becomes 60% if the employee has not successfully completed a recognized pre-apprenticeship training program prior to being indentured.*