

Personnel Management
Salary Administration Manual
2002



Public Service Employee Relations Commission

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Tab 1 - BCGEU

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
1	1	1	25,377.05	2,114.75	972.70	13.8957
	2	2	26,814.57	2,234.55	1,027.80	14.6829
	3	3	28,700.04	2,391.67	1,100.07	15.7153
2	1	1	26,084.33	2,173.69	999.81	14.2830
	2	2	27,569.33	2,297.44	1,056.73	15.0961
	3	3	29,517.68	2,459.81	1,131.41	16.1630
3	1	1	26,814.57	2,234.55	1,027.80	14.6829
	2	2	28,349.40	2,362.45	1,086.63	15.5233
	3	3	30,362.45	2,530.20	1,163.79	16.6256
4	1	1	27,569.33	2,297.44	1,056.73	15.0961
	2	2	29,156.08	2,429.67	1,117.55	15.9650
	3	3	31,235.40	2,602.95	1,197.25	17.1036
5	1	1	28,349.40	2,362.45	1,086.63	15.5233
	2	2	29,988.59	2,499.05	1,149.46	16.4209
	3	3	32,137.30	2,678.11	1,231.82	17.5974
6	1	1	29,156.08	2,429.67	1,117.55	15.9650
	2	2	30,849.80	2,570.82	1,182.47	16.8924
	3	3	33,069.47	2,755.79	1,267.55	18.1079
7	1	1	29,988.59	2,499.05	1,149.46	16.4209
	2	2	31,738.92	2,644.91	1,216.55	17.3793
	3	3	34,033.21	2,836.10	1,304.49	18.6356
8	1	1	30,849.80	2,570.82	1,182.47	16.8924
	2	2	32,658.57	2,721.55	1,251.80	17.8829
	3	3	35,028.26	2,919.02	1,342.63	19.1804
9	1	1	31,738.92	2,644.91	1,216.55	17.3793
	2	2	33,608.22	2,800.68	1,288.20	18.4029
	3	3	36,057.22	3,004.77	1,382.07	19.7439
10	1	1	32,658.57	2,721.55	1,251.80	17.8829
	2	2	34,589.96	2,882.50	1,325.83	18.9404
	3	3	37,119.84	3,093.32	1,422.80	20.3257
11	1	1	33,608.22	2,800.68	1,288.20	18.4029
	2	2	35,604.57	2,967.05	1,364.72	19.4960
	3	3	38,217.93	3,184.83	1,464.89	20.9270
12	1	1	34,589.96	2,882.50	1,325.83	18.9404
	2	2	36,652.32	3,054.36	1,404.88	20.0697
	3	3	39,353.08	3,279.42	1,508.40	21.5486

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
13	1	1	35,604.57	2,967.05	1,364.72	19.4960
	2	n/a	36,652.32	3,054.36	1,404.88	20.0697
	3	2	37,735.80	3,144.65	1,446.41	20.6630
	4	n/a	38,855.03	3,237.92	1,489.31	21.2759
	5	3	40,526.05	3,377.17	1,553.36	22.1909
14	1	1	36,652.32	3,054.36	1,404.88	20.0697
	2	n/a	37,735.80	3,144.65	1,446.41	20.6630
	3	2	38,855.03	3,237.92	1,489.31	21.2759
	4	n/a	40,011.83	3,334.32	1,533.65	21.9093
	5	3	41,738.42	3,478.20	1,599.83	22.8547
15	1	1	37,735.80	3,144.65	1,446.41	20.6630
	2	n/a	38,855.03	3,237.92	1,489.31	21.2759
	3	2	40,011.83	3,334.32	1,533.65	21.9093
	4	n/a	41,206.46	3,433.87	1,579.44	22.5634
	5	3	42,990.71	3,582.56	1,647.83	23.5404
16	1	1	38,855.03	3,237.92	1,489.31	21.2759
	2	n/a	40,011.83	3,334.32	1,533.65	21.9093
	3	2	41,206.46	3,433.87	1,579.44	22.5634
	4	n/a	42,442.05	3,536.84	1,626.80	23.2400
	5	3	44,285.00	3,690.42	1,697.44	24.2491
17	1	1	40,011.83	3,334.32	1,533.65	21.9093
	2	n/a	41,206.46	3,433.87	1,579.44	22.5634
	3	2	42,442.05	3,536.84	1,626.80	23.2400
	4	n/a	43,718.34	3,643.19	1,675.72	23.9389
	5	3	45,622.33	3,801.86	1,748.70	24.9814
18	1	1	41,206.46	3,433.87	1,579.44	22.5634
	2	n/a	42,442.05	3,536.84	1,626.80	23.2400
	3	2	43,718.34	3,643.19	1,675.72	23.9389
	4	n/a	45,037.15	3,753.10	1,726.27	24.6610
	5	3	47,017.59	3,918.13	1,802.18	25.7454
19	1	1	42,442.05	3,536.84	1,626.80	23.2400
	2	n/a	43,718.34	3,643.19	1,675.72	23.9389
	3	2	45,037.15	3,753.10	1,726.27	24.6610
	4	n/a	46,404.49	3,867.04	1,778.68	25.4097
	5	3	48,473.89	4,039.49	1,858.00	26.5429
20	1	1	43,718.34	3,643.19	1,675.72	23.9389
	2	n/a	45,037.15	3,753.10	1,726.27	24.6610
	3	2	46,404.49	3,867.04	1,778.68	25.4097
	4	n/a	47,841.49	3,986.79	1,833.76	26.1966
	5	3	49,979.24	4,164.94	1,915.70	27.3671

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
21	1	1	45,037.15	3,753.10	1,726.27	24.6610
	2	n/a	46,404.49	3,867.04	1,778.68	25.4097
	3	2	47,841.49	3,986.79	1,833.76	26.1966
	4	n/a	49,325.71	4,110.48	1,890.65	27.0093
	5	3	51,535.21	4,294.60	1,975.34	28.2191
22	1	1	46,404.49	3,867.04	1,778.68	25.4097
	2	n/a	47,841.49	3,986.79	1,833.76	26.1966
	3	2	49,325.71	4,110.48	1,890.65	27.0093
	4	n/a	50,860.28	4,238.36	1,949.47	27.8496
	5	3	53,142.05	4,428.50	2,036.93	29.0990
23	1	1	47,841.49	3,986.79	1,833.76	26.1966
	2	n/a	49,325.71	4,110.48	1,890.65	27.0093
	3	2	50,860.28	4,238.36	1,949.47	27.8496
	4	n/a	52,445.20	4,370.43	2,010.22	28.7174
	5	3	54,803.68	4,566.97	2,100.62	30.0089
24	1	1	49,325.71	4,110.48	1,890.65	27.0093
	2	n/a	50,860.28	4,238.36	1,949.47	27.8496
	3	2	52,445.20	4,370.43	2,010.22	28.7174
	4	n/a	54,083.35	4,506.95	2,073.01	29.6144
	5	3	56,520.61	4,710.05	2,166.43	30.9490
25	1	1	50,860.28	4,238.36	1,949.47	27.8496
	2	n/a	52,445.20	4,370.43	2,010.22	28.7174
	3	2	54,083.35	4,506.95	2,073.01	29.6144
	4	n/a	55,776.28	4,648.02	2,137.90	30.5414
	5	3	58,294.42	4,857.87	2,234.42	31.9203
26	1	1	52,445.20	4,370.43	2,010.22	28.7174
	2	n/a	54,083.35	4,506.95	2,073.01	29.6144
	3	2	55,776.28	4,648.02	2,137.90	30.5414
	4	n/a	57,525.83	4,793.82	2,204.96	31.4994
	5	3	60,127.45	5,010.62	2,304.68	32.9240
27	1	1	54,083.35	4,506.95	2,073.01	29.6144
	2	n/a	55,776.28	4,648.02	2,137.90	30.5414
	3	2	57,525.83	4,793.82	2,204.96	31.4994
	4	n/a	59,333.04	4,944.42	2,274.23	32.4890
	5	3	62,021.80	5,168.48	2,377.29	33.9613
28	1	1	55,776.28	4,648.02	2,137.90	30.5414
	2	n/a	57,525.83	4,793.82	2,204.96	31.4994
	3	2	59,333.04	4,944.42	2,274.23	32.4890
	4	n/a	61,201.03	5,100.09	2,345.83	33.5119
	5	3	63,979.02	5,331.58	2,452.31	35.0330

Grid Level	3A Step	3B Step	Annual	Monthly	Bi-weekly	Hourly
29	1	1	57,525.83	4,793.82	2,204.96	31.4994
	2	n/a	59,333.04	4,944.42	2,274.23	32.4890
	3	2	61,201.03	5,100.09	2,345.83	33.5119
	4	n/a	63,131.64	5,260.97	2,419.83	34.5690
	5	3	66,001.72	5,500.14	2,529.84	36.1406
30	1	1	59,333.04	4,944.42	2,274.23	32.4890
	2	n/a	61,201.03	5,100.09	2,345.83	33.5119
	3	2	63,131.64	5,260.97	2,419.83	34.5690
	4	n/a	65,171.82	5,430.98	2,498.03	35.6861
	5	3	68,091.73	5,674.31	2,609.95	37.2850
31	1	n/a	61,201.03	5,100.09	2,345.83	33.5119
	2	n/a	63,131.64	5,260.97	2,419.83	34.5690
	3	n/a	65,171.82	5,430.98	2,498.03	35.6861
	4	n/a	67,279.31	5,606.61	2,578.81	36.8401
	5	n/a	70,295.49	5,857.96	2,694.42	38.4917
32	1	n/a	63,131.64	5,260.97	2,419.83	34.5690
	2	n/a	65,171.82	5,430.98	2,498.03	35.6861
	3	n/a	67,279.31	5,606.61	2,578.81	36.8401
	4	n/a	69,455.94	5,787.99	2,662.24	38.0320
	5	n/a	72,572.04	6,047.67	2,781.68	39.7383

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	38,855.03	1,489.31	21.2759	
			2	N/A			
			3	41,206.46	1,579.44	22.5634	
			4	N/A			
			5	44,285.00	1,697.44	24.2491	
		17	5	45,622.33	1,748.70	24.9814	
		(Step available from March 30 2003)	18	5	47,017.59	1,802.18	25.7454

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	40,011.83	1,533.65	21.9093	
			2	41,206.46	1,579.44	22.5634	
			3	42,442.05	1,626.80	23.2400	
			4	43,718.34	1,675.72	23.9389	
			5	45,622.33	1,748.70	24.9814	
		(Step available from March 30 2003)	18	5	47,017.59	1,802.18	25.7454

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	41,206.46	1,579.44	22.5634
			2	42,442.05	1,626.80	23.2400
			3	43,718.34	1,675.72	23.9389
			4	45,037.15	1,726.27	24.6610
			5	47,017.59	1,802.18	25.7454

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	32,658.57	1,251.80	17.8829
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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 for the duration of the 12th Master Agreement 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 employees classified at the ISL 13 level prior to May 24, 2001, will receive an add-to-pay (payable for the duration of the 13th Master Agreement), 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. Employees who are being hired, promoted, reclassified or substituted into ISL 13 positions must use the 5 step salary grid (Appendix 3A).

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 were classified at the ISL 13 level prior to May 24, 2001, but who were not at "Step 4" prior to April 1, 2001, will access the add-to-pay when they have been at the top step of Range 30 for one year. The add-to-pay is payable for the duration of the 13th Master Agreement.

BCGEU SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Activity Worker R9 (Activity Worker 1)	3664251		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Activity Worker R11 (Activity Worker 2)	3664252		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Activity Worker R13	3664257		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Activity Worker R14 (Activity Worker 3)	3664253		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Activity Worker N18 (Activity Worker 4) (Hired before April 1, 2001)	3664254		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available from March 30 2003)	18	5	47,017.59	1,802.18	25.7454		
Activity Worker N18 (Hired April 1, 2001-March 29, 2003)	3664254		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available from March 30 2003)	18	5	47,017.59
Activity Worker N18 (Hired March 30, 2003)	3664254		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Activity Worker R18 (Activity Worker 5)	3664255		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

BCGEU SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

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	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available from March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Activity Worker N21 (Hired April 1, 2001-March 30, 2002)	3664256		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available from March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Activity Worker N21 (Hired March 31, 2002)	3664256		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Activity Worker N24 (Activity Worker R23) (Hired before April 1, 2001)	3664258		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available from March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Activity Worker N24 (Hired April 1, 2001-March 29, 2003)	3664258		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available from March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Activity Worker N24 (Hired March 30, 2003)	3664258		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Activity Worker N27 (Activity Worker R25) (Hired before April 1, 2001)	3664259		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available from March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available from March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

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Activity Worker N27 (Hired April 1, 2001-March 30, 2002)	3664259		25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available from March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available from March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Activity Worker N27 (Hired March 31, 2002-March 29, 2003)	3664259		26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available from March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
				Activity Worker N27 (Hired March 30, 2003)	3664259		27	1	54,083.35
2	55,776.28	2,137.90	30.5414						
3	57,525.83	2,204.96	31.4994						
4	59,333.04	2,274.23	32.4890						
5	62,021.80	2,377.29	33.9613						
Administrative Officer R14 (Administrative Officer 1)	3551501		14	1	36,652.32	1,404.88	20.0697		
				2	37,735.80	1,446.41	20.6630		
				3	38,855.03	1,489.31	21.2759		
				4	40,011.83	1,533.65	21.9093		
				5	41,738.42	1,599.83	22.8547		
Administrative Officer N18 (Administrative Officer 2) (Hired before April 1, 2001)	3551502		16	1	38,855.03	1,489.31	21.2759		
				2	N/A				
				3	41,206.46	1,579.44	22.5634		
				4	N/A				
				5	44,285.00	1,697.44	24.2491		
				(Step available from March 31, 2002)	17	5	45,622.33	1,748.70	24.9814
				(Step available from March 31, 2002)	18	5	47,017.59	1,802.18	25.7454
Administrative Officer N18 (Hired April 1, 2001-March 30, 2002)	3551502		17	1	40,011.83	1,533.65	21.9093		
				2	41,206.46	1,579.44	22.5634		
				3	42,442.05	1,626.80	23.2400		
				4	43,718.34	1,675.72	23.9389		
				5	45,622.33	1,748.70	24.9814		
				(Step available from March 31, 2002)	18	5	47,017.59	1,802.18	25.7454
				Administrative Officer N18 (Hired March 31, 2002)	3551502		18	1	41,206.46
2	42,442.05	1,626.80	23.2400						
3	43,718.34	1,675.72	23.9389						
4	45,037.15	1,726.27	24.6610						
5	47,017.59	1,802.18	25.7454						

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Administrative Officer R18 (Administrative Officer 3)	3551503		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Administrative Officer N21 (Administrative Officer 4) (Hired before April 1, 2001)	3551504		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
			21	5	51,535.21	1,975.34	28.2191
Administrative Officer N21 (Hired April 1, 2001)	3551504		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Administrative Officer N24 (Administrative Officer 5) (Hired before April 1, 2001)	3551505		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Administrative Officer N24 (Hired April 1, 2001-March 29,2003)	3551505		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Administrative Officer N24 (Hired March 30, 2003)	3551505		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Administrative Officer N27 (Administrative Officer 6) (Hired before April 1, 2001)	3551506		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		

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Administrative Officer N27 (Hired April 1, 2001-March 30, 2002)	3551506		25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Administrative Officer N27 (Hired March 31, 2002-March 29, 2003)	3551506		26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
				Administrative Officer N27 (Hired March 30, 2003)	3551506		27	1	54,083.35
2	55,776.28	2,137.90	30.5414						
3	57,525.83	2,204.96	31.4994						
4	59,333.04	2,274.23	32.4890						
5	62,021.80	2,377.29	33.9613						
Administrative Officer N30 (Administrative Officer 7) (Hired before April 1, 2001)	3551507		28	1	55,776.28	2,137.90	30.5414		
				2	N/A				
				3	59,333.04	2,274.23	32.4890		
				4	N/A				
				5	63,979.02	2,452.31	35.0330		
				29	5	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Administrative Officer N30 (Hired April 1, 2001-March 30, 2002)	3551507		29	1	57,525.83	2,204.96	31.4994		
				2	59,333.04	2,274.23	32.4890		
				3	61,201.03	2,345.83	33.5119		
				4	63,131.64	2,419.83	34.5690		
				5	66,001.72	2,529.84	36.1406		
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
				Administrative Officer N30 (Hired March 31, 2002)	3551507		30	1	59,333.04
2	61,201.03	2,345.83	33.5119						
3	63,131.64	2,419.83	34.5690						
4	65,171.82	2,498.03	35.6861						
5	68,091.73	2,609.95	37.2850						
Administrative Officer R30	3551508		30	1	59,333.04	2,274.23	32.4890		
				2	61,201.03	2,345.83	33.5119		
				3	63,131.64	2,419.83	34.5690		
				4	65,171.82	2,498.03	35.6861		
				5	68,091.73	2,609.95	37.2850		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Administrative Officer (AMI) N15 (Hired before April 1, 2001)	3551509		14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Administrative Officer (AMI) N15 (Hired April 1, 2001-March 29, 2003)	3551509		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Administrative Officer (AMI) N15 (Hired March 30, 2003)	3551509		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Agricultural Officer R7 (Agricultural Officer 1)	3621181	2222	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Agricultural Officer 2 (Obsolete)	3621182	2222	10	1	32,658.57	1,251.80	17.8829
				2	34,589.96	1,325.83	18.9404
				3	37,119.84	1,422.80	20.3257
Apprenticeship Counsellor (Growth to N24)	3633105	4213	CAI	L1	43,718.34	1,675.72	23.9389
				L2	45,037.15	1,726.27	24.6610
				L3	46,404.49	1,778.68	25.4097
Apprenticeship Counsellor N24 (Coun. Apprent./Industrial Train. 2, 3) (Hired before April 1, 2001)	3633103	4213	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Apprenticeship Counsellor N24 (Hired April 1, 2001-March 29, 2003)	3633103	4213	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Apprenticeship Counsellor N24 (Hired March 30, 2003)	3633103	4213	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Apprenticeship Counsellor N27 (Counsellor Apprent./Industrial Training 4) (Hired before April 1, 2001)	3633104	4213	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Apprenticeship Counsellor N27 (Hired April 1, 2001-March 30, 2002)	3633104	4213	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Apprenticeship Counsellor N27 (Hired March 31, 2002-March 29, 2003)	3633104	4213	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Apprenticeship Counsellor N27 (Hired March 30, 2003)	3633104	4213	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Archivist R13 (Archivist 1)	3506101	5113	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Archivist N18 (Archivist R16) (Hired before April 1, 2001)	3506106		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
	18	5	47,017.59	1,802.18	25.7454		

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Archivist N18 (Hired April 1, 2001-March 30, 2002)	3506106		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Archivist N18 (Hired March 31, 2002)	3506106		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Archivist R18 (Archivist 2)	3506102	5113	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Archivist N21 (Archivist R20) (Hired before April 1, 2001)	3506107		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Archivist N21 (Hired April 1, 2001-March 30, 2002)	3506107		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Archivist N21 (Hired March 31, 2002)	3506107		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Archivist N24 (Archivist 3) (Hired before April 1, 2001)	3506103	5113	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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Archivist N24 (Hired April 1, 2001-March 29, 2003)	3506103	5113	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Archivist N24 (Hired March 30, 2003)	3506103	5113	24	1	49,325.71	1,890.65	27.0093
				4	N/A		
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Archivist N27 (Archivist 4) (Hired before April 1, 2001)	3506104	5113	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Archivist N27 (Hired April 1, 2001-March 30, 2002)	3506104	5113	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Archivist N27 (Hired March 31, 2002-March 29, 2003)	3506104	5113	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Archivist N27 (Hired March 30, 2003)	3506104	5113	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Assistant Manager R14	3752101	6211	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547

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Assistant Manager R16	3752102	6211	16	1	38,855.03	1,489.31	21.2759
				2	40,011.83	1,533.65	21.9093
				3	41,206.46	1,579.44	22.5634
				4	42,442.05	1,626.80	23.2400
				5	44,285.00	1,697.44	24.2491
Assistant Shipper R11 (Assistant Shipper)	3751231	1471	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Biologist R13 (Biologist 1)	3625001	2121	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Biologist N18 (Biologist R16) (Hired before April 1, 2001)	3625008		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 31, 2002)	18	5	47,017.59	1,802.18	25.7454		
Biologist N18 (Hired April 1, 2001-March 30, 2002)	3625008		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Biologist N18 (Hired March 31, 2002)	3625008		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Biologist N21 (Biologist 2) (Hired before April 1, 2001)	3625002	2121	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Biologist N21 (Hired April 1, 2001-March 30, 2002)	3625002	2121	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Biologist N21 (Hired March 31, 2002)	3625002	2121	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Biologist N24 (Biologist 3) (Hired before April 1, 2001)	3625003	2121	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Biologist N24 (Hired April 1, 2001-March 29, 2003)	3625003	2121	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Biologist N24 (Hired March 30, 2003)	3625003	2121	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Biologist N27 (Biologist 4) (Hired before April 1, 2001)	3625004	2121	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Biologist N27 (Hired April 1, 2001-March 30, 2002)	3625004	2121	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Biologist N27 (Hired March 31, 2002-March 29, 2003)	3625004	2121	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

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Biologist N27 (Hired March 30, 2003)	3625004	2121	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Biologist N30 (Biologist 5) (Hired before April 1, 2001)	3625005	2121	28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	5	66,001.72	2,529.84
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Biologist N30 (Hired April 1, 2001-March 30, 2002)	3625005	2121	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)			30
Biologist N30 (Hired March 31, 2002)	3625005	2121	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Biologist R30	3625006	2121	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Bridgeworker 1 (Obsolete)	3707301	7271	08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Bridgeworker R9 (Bridgeworker 2)	3707302	7271	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Bridgeworker R11 (Bridgeworker 3)	3707303	7271	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Building Maintenance Worker R9 (Building Maintenance Worker)	3701602	7611	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Building Maintenance Worker R6 (Building Maintenance Worker 1, 2)	3661112		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Building Security Officer R6 (Building Security Officer 1)	3705101	6651	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Building Security Officer R9 (Building Security Officer 2)	3705102	6651	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Building Security Officer R11 (Building Security Officer 3)	3705103	6651	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Building Service Worker R6 (Building Service Worker 2)	3661132	6215	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Building Service Worker R7 (Building Service Worker 3)	3661133	6215	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Building Service Worker 4 (Obsolete)	3661134	6215	08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Building Service Worker R9	3661135	6215	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Building Service Worker R13	3661137	6215	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Building Service Worker R18	3661136		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Case Aide R11 (Case Aide)	3503471	4212	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Child Care Counsellor 1 (Obsolete)	3501101	4212	10	1	32,658.57	1,251.80	17.8829
				2	34,589.96	1,325.83	18.9404
				3	37,119.84	1,422.80	20.3257

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Child Care Counsellor R13 (Child Care Counsellor 2)	3501102	4212	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Child Care Counsellor R14 (Child Care Counsellor 3)	3501103	4212	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Child Care Counsellor N18 (Child Care Counsellor R16) (Hired before April 1, 2001)	3501106	4212	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 31, 2002)	18	5	47,017.59	1,802.18	25.7454		
Child Care Counsellor N18 (Hired April 1, 2001-March 30, 2002)	3501106	4212	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Child Care Counsellor N18 (Hired March 31, 2002)	3501106	4212	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Child Care Counsellor R18 (Child Care Counsellor 5)	3501105	4212	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Child Care Counsellor N21 (Child Care Counsellor R20) (Hired before April 1, 2001)	3501107	4212	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

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Child Care Counsellor N21 (Hired April 1, 2002-March 30, 2002)	3501107	4212	20	1	43,718.34	1,675.72	23.9389	
				2	45,037.15	1,726.27	24.6610	
				3	46,404.49	1,778.68	25.4097	
				4	47,841.49	1,833.76	26.1966	
				5	49,979.24	1,915.70	27.3671	
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34
Child Care Counsellor N21 (Hired March 31, 2002)	3501107	4212	21	1	45,037.15	1,726.27	24.6610	
				2	46,404.49	1,778.68	25.4097	
				3	47,841.49	1,833.76	26.1966	
				4	49,325.71	1,890.65	27.0093	
				5	51,535.21	1,975.34	28.2191	
Child Care Counsellor N24 (Child Care Counsellor R23) (Hired before April 1, 2001)	3501108	4212	23	1	47,841.49	1,833.76	26.1966	
				2	N/A			
				3	50,860.28	1,949.47	27.8496	
				4	N/A			
				5	54,803.68	2,100.62	30.0089	
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43
Child Care Counsellor N24 (Hired April 1, 2001-March 29, 2003)	3501108	4212	23	1	47,841.49	1,833.76	26.1966	
				2	49,325.71	1,890.65	27.0093	
				3	50,860.28	1,949.47	27.8496	
				4	52,445.20	2,010.22	28.7174	
				5	54,803.68	2,100.62	30.0089	
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43
Child Care Counsellor N24 (Hired March 30, 2003)	3501108	4212	24	1	49,325.71	1,890.65	27.0093	
				2	50,860.28	1,949.47	27.8496	
				3	52,445.20	2,010.22	28.7174	
				4	54,083.35	2,073.01	29.6144	
				5	56,520.61	2,166.43	30.9490	
Clerk R9 (Clerk 3)	3551103			09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029	
				3	36,057.22	1,382.07	19.7439	
Clerk R11 (Clerk 4)	3551104			11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960	
				3	38,217.93	1,464.89	20.9270	
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	3551105			13	1	35,604.57	1,364.72	19.4960
				2	N/A			
				3	37,735.80	1,446.41	20.6630	
				4	N/A			
				5	40,526.05	1,553.36	22.1909	
				(Step available March 30, 2003)	14	5	41,738.42	1,599.83

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Clerk N14 (Hired April 1, 2001-March 29, 2003)	3551105		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
				(Step available March 30, 2003)	14	5	41,738.42
Clerk N14 (Hired March 30, 2003)	3551105		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Clerk Postal R6 (Clerk Postal 1)	3551151	1461	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Clerk Postal R9 (Clerk Postal 2)	3551152	1461	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Clerk Postal R13 (Clerk Postal 3)	3551153	1461	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Clerk Stenographer R9 (Clerk Stenographer 3)	3553103		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Clerk Stenographer R11 (Clerk Stenographer 4)	3553104		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Clerk Stenographer N14 (Clerk Stenographer 5) (Hired before April 1, 2001)	3553105		13	1	35,604.57	1,364.72	19.4960
				2	N/A		
				3	37,735.80	1,446.41	20.6630
				4	N/A		
				5	40,526.05	1,553.36	22.1909
				(Step available March 30, 2003)	14	5	41,738.42
Clerk Stenographer N14 (Hired April 1, 2001-March 29, 2003)	3553105		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
				(Step available March 30, 2003)	14	5	41,738.42

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Clerk Stenographer N14 (Hired March 30, 2003)	3553105		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Clinician N21 (Clinician 1) (Hired before April 1, 2001)	3502101	3141	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Clinician N21 (Hired April 1, 2001-March 30, 2002)	3502101	3141	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Clinician N21 (Hired March 31, 2002)	3502101	3141	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Clinician N24 (Clinician R23) (Hired before April 1, 2001)	3502104		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Clinician N24 (Hired April 1, 2001-March 29, 2003)	3502104		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Clinician N24 (Hired March 30, 2003)	3502104		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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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	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Clinician N27 (Hired April 1, 2001-March 30, 2002)	3502102	3141	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Clinician N27 (Hired March 31, 2002-March 29, 2003)	3502102	3141	26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Clinician N27 (Hired March 30, 2003)	3502102	3141	27	1	54,083.35	2,073.01	29.6144		
				2	55,776.28	2,137.90	30.5414		
				3	57,525.83	2,204.96	31.4994		
				4	59,333.04	2,274.23	32.4890		
				5	62,021.80	2,377.29	33.9613		
Clinician N30 (Clinician 3) (Hired before April 1, 2001)	3502103	3141	28	1	55,776.28	2,137.90	30.5414		
				2	N/A				
				3	59,333.04	2,274.23	32.4890		
				4	N/A				
				5	63,979.02	2,452.31	35.0330		
				(Step available March 31, 2002)	29	5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Clinician N30 (Hired April 1, 2001-March 30, 2002)	3502103	3141	29	1	57,525.83	2,204.96	31.4994		
				2	59,333.04	2,274.23	32.4890		
				3	61,201.03	2,345.83	33.5119		
				4	63,131.64	2,419.83	34.5690		
				5	66,001.72	2,529.84	36.1406		
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Clinician N30 (Hired March 31, 2002)	3502103	3141	30	1	59,333.04	2,274.23	32.4890		
				2	61,201.03	2,345.83	33.5119		
				3	63,131.64	2,419.83	34.5690		
				4	65,171.82	2,498.03	35.6861		
				5	68,091.73	2,609.95	37.2850		

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Commercial Transport Inspector R14 (Commercial Transport Inspector 6)	3633016	6463	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Communications Officer R14 (Communications Officer 1)	3501531		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Communications Officer N18 (Communications Officer 2) (Hired before April 1, 2001)	3501532		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)	18	47,017.59	1,802.18	25.7454			
Communications Officer N18 (Hired April 1, 2001-March 29, 2003)	3501532		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	47,017.59	1,802.18
Communications Officer N18 (Hired March 30, 2003)	3501532		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Communications Officer R18 (Communications Officer 3)	3501533		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Communications Officer N21 (Communications Officer 4) (Hired before April 1, 2001)	3501534	5124	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	51,535.21	1,975.34

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	43,718.34	1,675.72	23.9389		
				2	45,037.15	1,726.27	24.6610		
				3	46,404.49	1,778.68	25.4097		
				4	47,841.49	1,833.76	26.1966		
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Communications Officer N21 (Hired March 31, 2002)	3501534	5124	21	1	45,037.15	1,726.27	24.6610		
				2	46,404.49	1,778.68	25.4097		
				3	47,841.49	1,833.76	26.1966		
				4	49,325.71	1,890.65	27.0093		
				5	51,535.21	1,975.34	28.2191		
Communications Officer N24 (Communications Officer 5) (Hired before April 1, 2001)	3501535	5124	23	1	47,841.49	1,833.76	26.1966		
				2	N/A				
				3	50,860.28	1,949.47	27.8496		
				4	N/A				
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Communications Officer N24 (Hired April 1, 2001-March 29, 2003)	3501535	5124	23	1	47,841.49	1,833.76	26.1966		
				2	49,325.71	1,890.65	27.0093		
				3	50,860.28	1,949.47	27.8496		
				4	52,445.20	2,010.22	28.7174		
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Communications Officer N24 (Hired March 30, 2003)	3501535	5124	24	1	49,325.71	1,890.65	27.0093		
				2	50,860.28	1,949.47	27.8496		
				3	52,445.20	2,010.22	28.7174		
				4	54,083.35	2,073.01	29.6144		
				5	56,520.61	2,166.43	30.9490		
Communications Officer N27 (Communications Officer 6) (Hired before April 1, 2001)	3501536	5124	25	1	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Communications Officer N27 (Hired April 1, 2001-March 30, 2002)	3501536	5124	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613

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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	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Communications Officer N27 (Hired March 30, 2003)	3501536	5124	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Communications Officer N30 (Communications Officer 7) (Hired before April 1, 2001)	3501537		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				(Step available March 31, 2002)	29	5	66,001.72
Communications Officer N30 (Hired April 1, 2001-March 30, 2002)	3501537		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Communications Officer N30 (Hired March 31, 2002)	3501537		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Community Program Officer (CVWS) R14	3501301		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Community Program Officer (CVWS) N18 (Hired before April 1, 2001)	3501302		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available from March 31, 2002)	17	5	45,622.33
	18	5	47,017.59	1,802.18	25.7454		

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Community Program Officer (CVWS) N18 (Hired April 1, 2001-March 30, 2002)	3501302		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available from March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Community Program Officer (CVWS) N18 (Hired March 31, 2002)	3501302		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Community Program Officer (CVWS) N24 (Hired before April 1, 2001)	3501303		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Community Program Officer (CVWS) N24 (Hired April 1, 2001-March 29,2003)	3501303		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Community Program Officer (CVWS) N24 (Hired March 30, 2003)	3501303		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Community Program Officer (Growth to N15) (Social Program Officer (FAW) - Growth)	3501207		FAW	L1	33,608.22	1,288.20	18.4029
				L2	34,589.96	1,325.83	18.9404
				L3	35,604.57	1,364.72	19.4960
Community Program Officer (FAW) N15 (Social Program Officer 1 (FAW)) (Hired before April 1, 2001)	3501201	4212	14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
(Step available March 30, 2003)			15	5	42,990.71	1,647.83	23.5404
Community Program Officer (FAW) N15 (Hired April 1, 2001-March 29, 2003)	3501201	4212	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
(Step available March 30, 2003)			15	5	42,990.71	1,647.83	23.5404

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Community Program Officer (FAW) N15 (Hired March 30, 2003)	3501201	4212	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Community Program Officer (EO/VO) N15 (Social Program Officer 1 (EO / VO)) (Hired before April 1, 2001)	3501212	4212	14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
			15	5	42,990.71	1,647.83	23.5404
Community Program Officer (EO/VO) N15 (Hired April 1, 2001)	3501212	4212	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Community Program Officer (FMW) N18 (Social Program Officer 2 (FMW)) (Hired before April 1, 2001)	3501222	4212	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
		(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454
Community Program Officer (FMW) N18 (Hired April 1, 2001-March 29, 2003)	3501222	4212	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
		(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454
Community Program Officer (FMW) N18 (Hired March 30, 2003)	3501222	4212	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Community Program Officer (IA) R18 (Social Program Officer 3 (ISDS))	3501203	4212	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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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	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Community Program Officer (IA) N21 (Hired April 1, 2001-March 30, 2002)	3501204	4212	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Community Program Officer (IA) N21 (Hired March 31, 2002)	3501204	4212	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Community Program Officer (IA) N24 (Social Program Officer 5 (ISDS)) (Hired before April 1, 2001)	3501205	4212	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
					24	5	56,520.61
Community Program Officer (IA) N24 (Hired April 1, 2001)	3501205	4212	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Concession Clerk R6 (Concession Clerk)	3751171	6421	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Conservation Officer R18 (Conservation Officer 4)	3621124	2224	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Conservation Officer N21 (Conservation Officer 5, 6) (Hired before April 1, 2001)	3621126	2224	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

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	43,718.34	1,675.72	23.9389		
				2	45,037.15	1,726.27	24.6610		
				3	46,404.49	1,778.68	25.4097		
				4	47,841.49	1,833.76	26.1966		
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Conservation Officer N21 (Hired March 31, 2002)	3621126	2224	21	1	45,037.15	1,726.27	24.6610		
				2	46,404.49	1,778.68	25.4097		
				3	47,841.49	1,833.76	26.1966		
				4	49,325.71	1,890.65	27.0093		
				5	51,535.21	1,975.34	28.2191		
				<hr/>					
Conservation Officer N24 (Conservation Officer R23) (Hired before April 1, 2001)	3621128		23	1	47,841.49	1,833.76	26.1966		
				2	N/A				
				3	50,860.28	1,949.47	27.8496		
				4	N/A				
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Conservation Officer N24 (Hired April 1, 2001-March 29, 2003)	3621128		23	1	47,841.49	1,833.76	26.1966		
				2	49,325.71	1,890.65	27.0093		
				3	50,860.28	1,949.47	27.8496		
				4	52,445.20	2,010.22	28.7174		
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Conservation Officer N24 (Hired March 30, 2003)	3621128		24	1	49,325.71	1,890.65	27.0093		
				2	50,860.28	1,949.47	27.8496		
				3	52,445.20	2,010.22	28.7174		
				4	54,083.35	2,073.01	29.6144		
				5	56,520.61	2,166.43	30.9490		
				<hr/>					
Conservation Officer N27 (Conservation Officer 7) (Hired before April 1, 2001)	3621127	2224	25	1	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Conservation Officer N27 (Hired April 1, 2001-March 30, 2002)	3621127	2224	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613

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	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Conservation Officer N27 (Hired March 30, 2003)	3621127	2224	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Control Tower Operator R9 (Operator Control Tower)	3708124	1475	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Coop. Education Training Program Level 2	3791301	SEPS	05	2	29,988.59	1,149.46	16.4209
Coop. Education Training Program Level 3	3791302	SEPS	11	2	35,604.57	1,364.72	19.4960
Coordinator of Volunteers R11 (Coordinator of Volunteers 1)	3551511	4212	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Coordinator of Volunteers R13 (Coordinator of Volunteers 2)	3551512	4212	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Correctional Services (Growth to CO)	3721120	6462	COR	L1	33,608.22	1,288.20	18.4029
				L2	34,589.96	1,325.83	18.9404
				L3	35,604.57	1,364.72	19.4960
Correctional Services (CO) N15 (Correctional Services Level 6 (CO)) (Hired before April 1, 2001)	3721122	6462	14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				15	5	42,990.71	1,647.83
Correctional Services (CO) N15 (Hired April 1, 2001)	3721122	6462	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404

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	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Correctional Services (SCO1) N21 (Correctional Services Level 9 (SCO1)) (Hired before April 1, 2001)	3721125	6462	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
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Correctional Services (SCO1) N21 (Hired April 1, 2001-March 30, 2002)	3721125	6462	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
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Correctional Services (SCO1) N21 (Hired March 31, 2002)	3721125	6462	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
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Correctional Services (SCO2) N24 (Correctional Services Level 10 (SCO2)) (Hired before April 1, 2001)	3721126	6462	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Correctional Services (SCO2) N24 (Hired April 1, 2001-March 29, 2003)	3721126	6462	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Correctional Services (SCO2) N24 (Hired March 30, 2003)	3721126	6462	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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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	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Correctional Services (SCO3) N27 (Hired April 1, 2001-March 30, 2002)	3721127	6462	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Correctional Services (SCO3) N27 (Hired March 31, 2002-March 29, 2003)	3721127	6462	26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Correctional Services (SCO3) N27 (Hired March 30, 2003)	3721127	6462	27	1	54,083.35	2,073.01	29.6144		
				2	55,776.28	2,137.90	30.5414		
				3	57,525.83	2,204.96	31.4994		
				4	59,333.04	2,274.23	32.4890		
				5	62,021.80	2,377.29	33.9613		
Court Clerk R9 (Court Clerk 1)	3551111	1443	09	1	31,738.92	1,216.55	17.3793		
				2	33,608.22	1,288.20	18.4029		
				3	36,057.22	1,382.07	19.7439		
Court Clerk R11 (Court Clerk 2)	3551112		11	1	33,608.22	1,288.20	18.4029		
				2	35,604.57	1,364.72	19.4960		
				3	38,217.93	1,464.89	20.9270		
Court Clerk R13	3551114		13	1	35,604.57	1,364.72	19.4960		
				2	36,652.32	1,404.88	20.0697		
				3	37,735.80	1,446.41	20.6630		
				4	38,855.03	1,489.31	21.2759		
				5	40,526.05	1,553.36	22.1909		
Court Clerk R14 (Court Clerk 3)	3551113	1244	14	1	36,652.32	1,404.88	20.0697		
				2	37,735.80	1,446.41	20.6630		
				3	38,855.03	1,489.31	21.2759		
				4	40,011.83	1,533.65	21.9093		
				5	41,738.42	1,599.83	22.8547		

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	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Court Clerk N18 (Hired April 1, 2001-March 30, 2002)	3551115		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)			18
Court Clerk N18 (Hired March 31, 2002)	3551115		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Court Recorder R9 (Court Recorder)	3553131	1244	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Court Reporter R15 (Court Reporter)	3551071	1244	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Deckhand R9 (Deckhand)	3732153	7433	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Dental Assistant R6 (Dental Assistant 1)	3503421	3411	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Deputy Sheriff N14 (Deputy Sheriff Service 5) (Hired before April 1, 2001)	3721505	6461	13	1	35,604.57	1,364.72	19.4960
				2	N/A		
				3	37,735.80	1,446.41	20.6630
				4	N/A		
				5	40,526.05	1,553.36	22.1909
				(Step available March 31, 2002)			14

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Deputy Sheriff N14 (Hired April 1, 2001-March 30, 2002)	3721505	6461	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
				(Step available March 31, 2002)	14	5	41,738.42
Deputy Sheriff N14 (Hired March 31, 2002)	3721505	6461	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Deputy Sheriff R14 (Deputy Sheriff Service 6)	3721506	6461	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Deputy Sheriff N18 (Deputy Sheriff Service 7) (Hired before April 1, 2001)	3721507	6461	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 30, 2003)	17	5	45,622.33
Deputy Sheriff N18 (Hired April 1, 2001-March 29, 2003)	3721507	6461	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	5	47,017.59
Deputy Sheriff N18 (Hired March 30, 2003)	3721507	6461	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Deputy Sheriff R18 (Deputy Sheriff Service 8)	3721508	6461	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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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	43,718.34	1,675.72	23.9389		
				2	N/A				
				3	46,404.49	1,778.68	25.4097		
				4	N/A				
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Deputy Sheriff N21 (Hired April 1, 2001-March 30, 2002)	3721509	6461	20	1	43,718.34	1,675.72	23.9389		
				2	45,037.15	1,726.27	24.6610		
				3	46,404.49	1,778.68	25.4097		
				4	47,841.49	1,833.76	26.1966		
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Deputy Sheriff N21 (Hired March 31, 2002)	3721509	6461	21	1	45,037.15	1,726.27	24.6610		
				2	46,404.49	1,778.68	25.4097		
				3	47,841.49	1,833.76	26.1966		
				4	49,325.71	1,890.65	27.0093		
				5	51,535.21	1,975.34	28.2191		
Deputy Sheriff N24 (Deputy Sheriff Service 10) (Hired before April 1, 2001)	3721510	6461	23	1	47,841.49	1,833.76	26.1966		
				2	N/A				
				3	50,860.28	1,949.47	27.8496		
				4	N/A				
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Deputy Sheriff N24 (Hired April 1, 2001-March 29, 2003)	3721510	6461	23	1	47,841.49	1,833.76	26.1966		
				2	49,325.71	1,890.65	27.0093		
				3	50,860.28	1,949.47	27.8496		
				4	52,445.20	2,010.22	28.7174		
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Deputy Sheriff N24 (Hired March 30, 2003)	3721510	6461	24	1	49,325.71	1,890.65	27.0093		
				2	50,860.28	1,949.47	27.8496		
				3	52,445.20	2,010.22	28.7174		
				4	54,083.35	2,073.01	29.6144		
				5	56,520.61	2,166.43	30.9490		
Deputy Sheriff N27 (Deputy Sheriff Service 11) (Hired before April 1, 2001)	3721511	6461	25	1	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613

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Deputy Sheriff N27 (Hired April 1, 2001-March 30, 2002)	3721511	6461	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Deputy Sheriff N27 (Hired March 31, 2002-March 29, 2003)	3721511	6461	26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
				Deputy Sheriff N27 (Hired March 30, 2003)	3721511	6461	27	1	54,083.35
2	55,776.28	2,137.90	30.5414						
3	57,525.83	2,204.96	31.4994						
4	59,333.04	2,274.23	32.4890						
5	62,021.80	2,377.29	33.9613						
<hr/>									
Dietitian N21 (Dietitian 1) (Hired before April 1, 2001)	3502131	3132	20	1	43,718.34	1,675.72	23.9389		
				2	N/A				
				3	46,404.49	1,778.68	25.4097		
				4	N/A				
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Dietitian N21 (Hired April 1, 2001-March 30, 2002)	3502131	3132	20	1	43,718.34	1,675.72	23.9389		
				2	45,037.15	1,726.27	24.6610		
				3	46,404.49	1,778.68	25.4097		
				4	47,841.49	1,833.76	26.1966		
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Dietitian N21 (Hired March 31, 2002)	3502131	3132	21	1	45,037.15	1,726.27	24.6610		
				2	46,404.49	1,778.68	25.4097		
				3	47,841.49	1,833.76	26.1966		
				4	49,325.71	1,890.65	27.0093		
				5	51,535.21	1,975.34	28.2191		
				<hr/>					
Dietitian N24 (Dietitian R23) (Hired before April 1, 2001)	3502133	3132	23	1	47,841.49	1,833.76	26.1966		
				2	N/A				
				3	50,860.28	1,949.47	27.8496		
				4	N/A				
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490

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	47,841.49	1,833.76	26.1966		
				2	49,325.71	1,890.65	27.0093		
				3	50,860.28	1,949.47	27.8496		
				4	52,445.20	2,010.22	28.7174		
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Dietitian N24 (Hired March 30, 2003)	3502133	3132	24	1	49,325.71	1,890.65	27.0093		
				2	50,860.28	1,949.47	27.8496		
				3	52,445.20	2,010.22	28.7174		
				4	54,083.35	2,073.01	29.6144		
				5	56,520.61	2,166.43	30.9490		
Dietitian N27 (Dietitian R25) (Hired before April 1, 2001)	3502134	3132	25	1	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Dietitian N27 (Hired April 1, 2001-March 30, 2002)	3502134	3132	25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Dietitian N27 (Hired March 31, 2002-March 29, 2003)	3502134	3132	26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Dietitian N27 (Hired March 30, 2003)	3502134	3132	27	1	54,083.35	2,073.01	29.6144		
				2	55,776.28	2,137.90	30.5414		
				3	57,525.83	2,204.96	31.4994		
				4	59,333.04	2,274.23	32.4890		
				5	62,021.80	2,377.29	33.9613		
Dietitian N30 (Dietitian 2) (Hired before April 1, 2001)	3502132	3132	28	1	55,776.28	2,137.90	30.5414		
				2	N/A				
				3	59,333.04	2,274.23	32.4890		
				4	N/A				
				5	63,979.02	2,452.31	35.0330		
					29	5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850

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Dietitian N30 (Hired April 1, 2001-March 30, 2002)	3502132	3132	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Dietitian N30 (Hired March 31, 2002)	3502132	3132	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Economist N21 (Economist R20) (Hired before April 1, 2001)	3505104	4162	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Economist N21 (Hired April 1, 2001-March 30, 2002)	3505104	4162	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Economist N21 (Hired March 31, 2002)	3505104	4162	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Economist N24 (Economist R23) (Hired before April 1, 2001)	3505105	4162	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Economist N24 (Hired April 1, 2001-March 29, 2003)	3505105	4162	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61

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Economist N24 (Hired March 30, 2003)	3505105	4162	24	1	49,325.71	1,890.65	27.0093	
				2	50,860.28	1,949.47	27.8496	
				3	52,445.20	2,010.22	28.7174	
				4	54,083.35	2,073.01	29.6144	
				5	56,520.61	2,166.43	30.9490	
Economist R24 (Economist 1)	3505101	4162	24	1	49,325.71	1,890.65	27.0093	
				2	50,860.28	1,949.47	27.8496	
				3	52,445.20	2,010.22	28.7174	
				4	54,083.35	2,073.01	29.6144	
				5	56,520.61	2,166.43	30.9490	
Economist N27 (Economist R25) (Hired before April 1, 2001)	3505106	4162	25	1	50,860.28	1,949.47	27.8496	
				2	N/A			
				3	54,083.35	2,073.01	29.6144	
				4	N/A			
				5	58,294.42	2,234.42	31.9203	
				26	5	60,127.45	2,304.68	32.9240
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Economist N27 (Hired April 1, 2001-March 30, 2002)	3505106	4162	26	1	52,445.20	2,010.22	28.7174	
				2	54,083.35	2,073.01	29.6144	
				3	55,776.28	2,137.90	30.5414	
				4	57,525.83	2,204.96	31.4994	
				5	60,127.45	2,304.68	32.9240	
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Economist N27 (Hired March 31, 2002)	3505106	4162	27	1	54,083.35	2,073.01	29.6144	
				2	55,776.28	2,137.90	30.5414	
				3	57,525.83	2,204.96	31.4994	
				4	59,333.04	2,274.23	32.4890	
				5	62,021.80	2,377.29	33.9613	
Economist R27 (Economist 2)	3505102	4162	27	1	54,083.35	2,073.01	29.6144	
				2	55,776.28	2,137.90	30.5414	
				3	57,525.83	2,204.96	31.4994	
				4	59,333.04	2,274.23	32.4890	
				5	62,021.80	2,377.29	33.9613	
Economist N30 (Economist R28) (Hired before April 1, 2001)	3505107	4162	28	1	55,776.28	2,137.90	30.5414	
				2	N/A			
				3	59,333.04	2,274.23	32.4890	
				4	N/A			
				5	63,979.02	2,452.31	35.0330	
				(Step available March 31, 2002)	29	5	66,001.72	2,529.84
	30	5	68,091.73	2,609.95	37.2850			

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Economist N30 (Hired April 1, 2001-March 30, 2002)	3505107	4162	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Economist N30 (Hired March 31, 2002)	3505107	4162	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Economist 3 (Obsolete)	3505103	4162	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
Economist R30	3505108	4162	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Economist N32 (Hired April 1, 2001-March 30, 2002)	3505109	4162	31	1	61,201.03	2,345.83	33.5119
				2	63,131.64	2,419.83	34.5690
				3	65,171.82	2,498.03	35.6861
				4	67,279.31	2,578.81	36.8401
				5	70,295.49	2,694.42	38.4917
				(Step available March 31, 2002)	32	5	72,572.04
Economist N32 (Hired March 31, 2002)	3505109	4162	32	1	63,131.64	2,419.83	34.5690
				2	65,171.82	2,498.03	35.6861
				3	67,279.31	2,578.81	36.8401
				4	69,455.94	2,662.24	38.0320
				5	72,572.04	2,781.68	39.7383
Education Officer R18 (Education Officer 1)	3504331	4166	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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Education Officer N21 (Education Officer R20) (Hired before April 1, 2001)	3504336	4166	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Education Officer N21 (Hired April 1, 2001-March 30, 2002)	3504336	4166	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Education Officer N21 (Hired March 31, 2002)	3504336	4166	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Education Officer N24 (Education Officer 2) (Hired before April 1, 2001)	3504332	4166	22	1	46,404.49	1,778.68	25.4097
				2	N/A		
				3	49,325.71	1,890.65	27.0093
				4	N/A		
				5	53,142.05	2,036.93	29.0990
				(Step available March 31, 2002)	23	5	54,803.68
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Education Officer N24 (Hired April 1, 2001-March 30, 2002)	3504332	4166	22	1	46,404.49	1,778.68	25.4097
				2	47,841.49	1,833.76	26.1966
				3	49,325.71	1,890.65	27.0093
				4	50,860.28	1,949.47	27.8496
				5	53,142.05	2,036.93	29.0990
				(Step available March 31, 2002)	23	5	54,803.68
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Education Officer N24 (Hired March 31, 2002-March 29, 2003)	3504332	4166	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Education Officer N24 (Hired March 30, 2003)	3504332	4166	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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Education Officer N24 (Education Officer R23) (Hired before April 1, 2001)	3504334	4166	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Education Officer N24 (Hired April 1, 2001-March 29, 2003)	3504334	4166	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Education Officer N24 (Hired March 30, 2003)	3504334	4166	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Education Officer R24 (Education Officer 3)	3504333	4166	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Education Officer N27 (Education Officer R25) (Hired before April 1, 2001)	3504335	4166	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Education Officer N27 (Hired April 1, 2001-March 30, 2002)	3504335	4166	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Education Officer N27 (Hired March 31, 2002)	3504335	4166	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

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	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Education Officer N30 (Hired April 1, 2001-March 30, 2002)	3504337		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)			30
Education Officer N30 (Hired March 31, 2002)	3504337		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Electrician's Helper (Obsolete)	3701612	7612	10	1	32,658.57	1,251.80	17.8829
				2	34,589.96	1,325.83	18.9404
				3	37,119.84	1,422.80	20.3257
Engineering Aide R6 (Engineering Aide 1)	3631121	7612	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Engineering Aide R7	3631124		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Engineering Aide R9	3631123		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Engineering Aide R11 (Engineering Aide 2)	3631122	2254	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Ferry Operator R6	3708306	7435	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Ferry Operator R9	3708309	7435	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Ferry Operator R11	3708311	7435	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Ferry Operator R13	3708313	7435	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Ferry Operator R14	3708314	7435	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Ferry Operator N18 (Ferry Operator R16) (Hired before April 1, 2001)	3708316		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 31, 2002)	18	5	47,017.59	1,802.18	25.7454		
Ferry Operator N18 (Hired April 1, 2001-March 30, 2002)	3708316		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Ferry Operator N18 (Hired March 31, 2002)	3708316		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Financial Officer R14 (Financial Officer 1)	3551401		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Financial Officer N18 (Financial Officer 2) (Hired before April 1, 2001)	3551402		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Financial Officer N18 (Hired April 1, 2001-March 30, 2002)	3551402		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)			18
Financial Officer N18 (Hired March 31, 2002)	3551402		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
				<hr/>			
Financial Officer R18 (Financial Officer 3)	3551403		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
				<hr/>			
Financial Officer N21 (Financial Officer 4) (Hired before April 1, 2001)	3551404		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				21	51,535.21	1,975.34	28.2191
Financial Officer N21 (Hired April 1, 2001)	3551404		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
				<hr/>			
Financial Officer N24 (Financial Officer 5) (Hired before April 1, 2001)	3551405		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 31, 2002)			24

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Financial Officer N24 (Hired April 1, 2001-March 30, 2002)	3551405		23	1	47,841.49	1,833.76	26.1966	
				2	49,325.71	1,890.65	27.0093	
				3	50,860.28	1,949.47	27.8496	
				4	52,445.20	2,010.22	28.7174	
				5	54,803.68	2,100.62	30.0089	
				(Step available March 31, 2002)	24	5	56,520.61	2,166.43
Financial Officer N24 (Hired March 31, 2002)	3551405		24	1	49,325.71	1,890.65	27.0093	
				2	50,860.28	1,949.47	27.8496	
				3	52,445.20	2,010.22	28.7174	
				4	54,083.35	2,073.01	29.6144	
				5	56,520.61	2,166.43	30.9490	
Financial Officer N27 (Financial Officer 6) (Hired before April 1, 2001)	3551406		25	1	50,860.28	1,949.47	27.8496	
				2	N/A			
				3	54,083.35	2,073.01	29.6144	
				4	N/A			
				5	58,294.42	2,234.42	31.9203	
				26	5	60,127.45	2,304.68	32.9240
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Financial Officer N27 (Hired April 1, 2001-March 30, 2002)	3551406		26	1	52,445.20	2,010.22	28.7174	
				2	54,083.35	2,073.01	29.6144	
				3	55,776.28	2,137.90	30.5414	
				4	57,525.83	2,204.96	31.4994	
				5	60,127.45	2,304.68	32.9240	
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Financial Officer N27 (Hired March 31, 2002)	3551406		27	1	54,083.35	2,073.01	29.6144	
				2	55,776.28	2,137.90	30.5414	
				3	57,525.83	2,204.96	31.4994	
				4	59,333.04	2,274.23	32.4890	
				5	62,021.80	2,377.29	33.9613	
Financial Officer N30 (Financial Officer 7) (Hired before April 1, 2001)	3551407		28	1	55,776.28	2,137.90	30.5414	
				2	N/A			
				3	59,333.04	2,274.23	32.4890	
				4	N/A			
				5	63,979.02	2,452.31	35.0330	
				29	5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95
Financial Officer N30 (Hired April 1, 2001-March 30, 2002)	3551407		29	1	57,525.83	2,204.96	31.4994	
				2	59,333.04	2,274.23	32.4890	
				3	61,201.03	2,345.83	33.5119	
				4	63,131.64	2,419.83	34.5690	
				5	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95

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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	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Financial Officer (Tax Audit) R24 (Hired before April 1, 2001)	3551410		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
Financial Officer (Tax Audit) R24 (Hired April 1, 2001)	3551410		24	5	56,520.61	2,166.43	30.9490
				1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
Financial Officer (Tax Audit) N27 (Hired before April 1, 2001)	3551411		25	5	56,520.61	2,166.43	30.9490
				1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)	27	5	62,021.80	2,377.29	33.9613		
Financial Officer (Tax Audit) N27 (Hired April 1, 2001-March 30, 2002)	3551411		26	5	60,127.45	2,304.68	32.9240
				1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)	27	5	62,021.80	2,377.29	33.9613		
Financial Officer (Tax Audit) N27 (Hired March 31, 2002)	3551411		27	5	62,021.80	2,377.29	33.9613
				1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
Financial Officer (Tax Audit) N30 (Hired before April 1, 2001)	3551412		28	5	62,021.80	2,377.29	33.9613
				1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
(Step available March 31, 2002)			29	5	66,001.72	2,529.84	36.1406
				5	68,091.73	2,609.95	37.2850
				30	5	68,091.73	2,609.95

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Financial Officer (Tax Audit) N30 (Hired April 1, 2001-March 30, 2002)	3551412		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Financial Officer (Tax Audit) N30 (Hired March 31, 2002)	3551412		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Fish and Wildlife Assistant R6 (Fish and Wildlife Assistant 1)	3621251		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Fish and Wildlife Assistant R7 (Fish and Wildlife Assistant 2)	3621252		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Flagperson R6 (Flag Person)	3707135	7611	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Flunkey R6 (Flunkey)	3709022	6442	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Food Production (Camp Cook) R7 (Cook Field Operations 2)	3709002	6242	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Food Production (Camp Cook) R9 (Cook Field Operations 1)	3709001	6242	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Food Production Services R7 (Food Production Services 2)	3663132	6642	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Food Production Services R9 (Food Production Services 3)	3663133	6642	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Food Production Services R11 (Food Production Services 4)	3663134		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270

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Food Production Services R13 (Food Production Services 5)	3663135	6241	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Food Production Services R14 (Food Production Services 6)	3663136	6241	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Food Production Services N18 (Food Production Services 7) (Hired before April 1, 2001)	3663137	6241	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454		
Food Production Services N18 (Hired April 1, 2001-March 29, 2003)	3663137	6241	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	5	47,017.59
Food Production Services N18 (Hired March 30, 2003)	3663137	6241	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Foreman (RSW) R16 (Foreman)	3751161	7217	16	1	38,855.03	1,489.31	21.2759
				2	40,011.83	1,533.65	21.9093
				3	41,206.46	1,579.44	22.5634
				4	42,442.05	1,626.80	23.2400
				5	44,285.00	1,697.44	24.2491
Foreman R13 (Foreman 1, 2)	3707612	7217	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Foreman R14 (Foreman 3)	3707613	7217	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547

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	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
			17	5	45,622.33	1,748.70	24.9814
			18	5	47,017.59	1,802.18	25.7454
(Step available March 30, 2003)							
Foreman N18 (Hired April 1, 2001-March 29, 2003)	3707614	7217	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
			18	5	47,017.59	1,802.18	25.7454
(Step available March 30, 2003)							
Foreman N18 (Hired March 30, 2003)	3707614	7217	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Foreman R18	3707615	7217	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Forensic Security Officer R11 (Forensic Security Officer)	3664171	6462	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Forensic Security Officer R13	3664173	6462	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Forest Nursery Worker R7	3707605	8432	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Forest Nursery Worker 3 (Obsolete)	3707603	8432	08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Forest Nursery Worker R9 (Forest Nursery Worker 4)	3707604	8432	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Forest Technician R6 (Forest Technician 1)	3621131		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Forest Technician R7 (Forest Technician 2)	3621132		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Forest Technician R9	3621133	2223	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Hairgroomer R13 (Hairgroomer 1)	3664121	6271	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Hairgroomer R14 (Hairgroomer 2)	3664122	6271	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Health Care Worker R9 (Health Care Worker 1, 2, 3)	3664162	3413	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Health Care Worker (Detox) R13 (Health Care Worker - Detox)	3664172	3413	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Health Unit Aide R7 (Health Unit Aide)	3551026	6631	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Heritage Resources Officer R13 (Heritage Resources Officer 1)	3635101	5212	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Heritage Resources Officer N15 (Heritage Resources Officer 2) (Hired before April 1, 2001)	3635102	5212	14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71

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Heritage Resources Officer N15 (Hired April 1, 2001-March 29, 2003)	3635102	5212	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Heritage Resources Officer N15 (Hired March 30, 2003)	3635102	5212	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Heritage Resources Officer N18 (Heritage Resources Officer R16) (Hired before April 1, 2001)	3635108	5212	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
Heritage Resources Officer N18 (Hired April 1, 2001-March 30, 2002)	3635108	5212	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Heritage Resources Officer N18 (Hired March 31, 2002)	3635108	5212	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Heritage Resources Officer R18 (Heritage Resources Officer 3)	3635103		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Heritage Resources Officer N21 (Heritage Resources Officer 4) (Hired before April 1, 2001)	3635104		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

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	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Heritage Resources Officer N21 (March 31, 2002)	3635104		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Heritage Resources Officer N24 (Heritage Resources Officer 5) (Hired before April 1, 2001)	3635105		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Heritage Resources Officer N24 (Hired April 1, 2001-March 29, 2003)	3635105		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Heritage Resources Officer N24 (Hired March 30, 2003)	3635105		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Heritage Resources Officer N27 (Heritage Resources Officer 6) (Hired before April 1, 2001)	3635106		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Heritage Resources Officer N27 (Hired April 1, 2001-March 30, 2002)	3635106		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		

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Heritage Resources Officer N27 (Hired March 31, 2002-March 29, 2003)	3635106		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Heritage Resources Officer N27 (Hired March 30, 2003)	3635106		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Heritage Resources Officer N30 (Heritage Resources Officer 7) (Hired before April 1, 2001)	3635107		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				(Step available March 31, 2002)	29	5	66,001.72
Heritage Resources Officer N30 (Hired April 1, 2001-March 30, 2002)	3635107		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Heritage Resources Officer N30 (Hired March 31, 2002)	3635107		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Information Systems R6 (Information Systems Level 1)	3558001	1422	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Information Systems R7 (Information Systems Level 2)	3558002	1422	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Information Systems R9 (Information Systems Level 3)	3558003		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Information Systems R11 (Information Systems Level 4)	3558004		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270

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Information Systems R13 (Information Systems Level 5)	3558005		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Information Systems R14 (Information Systems Level 6)	3508006		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Information Systems N18 (Information Systems Level 7) (Hired before April 1, 2001)	3508007		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 31, 2002)	18	5	47,017.59	1,802.18	25.7454		
Information Systems N18 (Hired April 1, 2001-March 30, 2002)	3508007		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Information Systems N18 (Hired March 31, 2002)	3508007		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Information Systems R18 (Information Systems Level 8)	3508008		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Information Systems N21 (Information Systems Level 9) (Hired before April 1, 2001)	3508009		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

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Information Systems N21 (Hired April 1, 2001-March 30, 2002)	3508009		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Information Systems N21 (Hired March 31, 2002)	3508009		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Information Systems N24 (Information Systems Level 10) (Hired before April 1, 2001)	3508010		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Information Systems N24 (Hired April 1, 2001-March 29, 2003)	3508010		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Information Systems N24 (Hired March 30, 2003)	3508010		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Information Systems N27 (Information Systems Level 11) (Hired before April 1, 2001) (See IS Guidelines for "Step 4")	3508011		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Information Systems N27 (Hired April 1, 2001-March 30, 2002)	3508011		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		

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	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Information Systems N27 (Hired March 30, 2003)	3508011		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Information Systems N30 (Information Systems Level 12) (Hired before April 1, 2001) (See IS Guidelines for "Step 4")	3508012		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				(Step available March 31, 2002)	29	5	66,001.72
Information Systems N30 (Hired April 1, 2001-March 30, 2002)	3508012		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Information Systems N30 (Hired March 31, 2002)	3508012		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Information Systems R30 (Information Systems Level 13) (See IS Guidelines for "Step 4")	3508013		130	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Only applicable to employees at ISL 13 prior to May 24/01 →					72,572.04	2,781.68	39.7383
Information Technology Work Practicum	3794101	SEPS	06	2	30,849.80	1,182.47	16.8924
Inspector Boiler R21 (Inspector Boiler 1)	3633141	2262	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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Inspector Boiler N24 (Inspector Boiler 2) (Hired before April 1, 2001)	3633142	2262	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Boiler N24 (Hired April 1, 2001-March 29, 2003)	3633142	2262	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Boiler N24 (Hired March 30, 2003)	3633142	2262	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Electrical R21 (Inspector Electrical 1)	3633121	2264	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Inspector Electrical N24 (Inspector Electrical 2) (Hired before April 1, 2001)	3633122	2264	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Electrical N24 (Hired April 1, 2001-March 29, 2003)	3633122	2264	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Electrical N24 (Hired March 30, 2003)	3633122	2264	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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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	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Elevator N24 (Hired April 1,2001-March 29, 2003)	3633152	2262	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Elevator N24 (Hired March 30, 2003)	3633152	2262	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Fire Commissioner's Office R15 (Inspector Fire Commissioner's Office 1)	3633171	6262	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Inspector Fire Commissioner's Office 2 - Obsolete	3633172	6262	19	1	42,442.05	1,626.80	23.2400
				2	43,718.34	1,675.72	23.9389
				3	45,037.15	1,726.27	24.6610
				4	46,404.49	1,778.68	25.4097
				5	48,473.89	1,858.00	26.5429
Inspector Fire Commissioner's Office N21 (Inspector Fire Commissioner's Office R20) (Hired before April 1, 2001)	3633174	6262	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Inspector Fire Commissioner's Office N21 (Hired April 1, 2001-March 30, 2002)	3633174	6262	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191

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	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Inspector Fire Commissioner's Office N24 (Inspector Fire Commissioner's Office 3) (Hired before April 1, 2001)	3633173	6262	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Fire Commissioner's Office N24 (Hired April 1, 2001-March 29, 2003)	3633173	6262	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Fire Commissioner's Office N24 (Hired March 30, 2003)	3633173	6262	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Gas R21 (Inspector Gas 1)	3633131	2264	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Inspector Gas N24 (Inspector Gas 2) (Hired before April 1, 2001)	3633132	2264	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Gas N24 (Hired April 1, 2001-March 29, 2003)	3633132	2264	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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Inspector Gas N24 (Hired March 30, 2003)	3633132	2264	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Hospital and Consultant N24 (Inspector Hospital and Consultant 2) (Hired before April 1, 2001)	3502162	4165	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Hospital and Consultant N24 (Hired April 1, 2001-March 29, 2003)	3502162	4165	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Hospital and Consultant N24 (Hired March 30, 2003)	3502162	4165	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Hospital and Consultant N27 (Inspector Hospital and Consultant 3) (Hired before April 1, 2001)	3502163	4165	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Inspector Hospital and Consultant N27 (Hired April 1, 2001-March 30, 2002)	3502163	4165	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Inspector Hospital and Consultant N27 (Hired March 31, 2002-March 29, 2003)	3502163	4165	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

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Inspector Hospital and Consultant N27 (Hired March 30, 2003)	3502163	4165	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Inspector Mechanical Motor Vehicles N21 (Inspector Mechanical Motor Vehicles 4) (Hired before April 1, 2001)	3633204	2262	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Inspector Mechanical Motor Vehicles N21 (Hired April 1, 2001-March 30, 2002)	3633204	2262	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Inspector Mechanical Motor Vehicles N21 (Hired March 31, 2002)	3633204	2262	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Inspector Mechanical Motor Vehicles N24 (Inspector Mechanical Motor Vehicles 5) (Hired before April 1, 2001)	3633205	2262	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Mechanical Motor Vehicles N24 (Hired April 1, 2001-March 29, 2003)	3633205	2262	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Mechanical Motor Vehicles N24 (Hired March 30, 2003)	3633205	2262	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Inspector Public Health R13 (Inspector Public Health 1)	3624261	2263	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Inspector Public Health N21 (Inspector Public Health 2) (Hired before April 1, 2001)	3624262	2263	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Inspector Public Health N21 (Hired April 1, 2001-March 30, 2002)	3624262	2263	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Inspector Public Health N21 (Hired March 31, 2002)	3624262	2263	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Inspector Public Health N24 (Inspector Public Health 3) (Hired before April 1, 2001)	3624263	2263	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Public Health N24 (Hired April 1, 2001-March 29, 2003)	3624263	2263	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Inspector Public Health N24 (Hired March 30, 2003)	3624263	2263	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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Inspector Public Health N30 (Inspector Public Health 4) (Hired before April 1, 2001)	3624264	2263	28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	5	66,001.72	2,529.84
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Inspector Public Health N30 (Hired April 1, 2001-March 30, 2002)	3624264	2263	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)			30
Inspector Public Health N30 (Hired March 31, 2002)	3624264	2263	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Inspector Transport Inspecting Engineer N24 (Inspector Transport Inspecting Engineer 2) (Hired before April 1, 2001)	3633222	2262	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)			24
Inspector Transport Inspecting Engineer N24 (Hired April 1, 2001-March 29, 2003)	3633222	2262	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)			24
Inspector Transport Inspecting Engineer N24 (Hired March 30, 2003)	3633222	2262	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Inspector Transport Inspecting Engineer N27 (Inspector Transport Inspecting Engineer R25) (Hired before April 1, 2001)	3633224		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)			26
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

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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	50,860.28	1,949.47	27.8496			
				2	52,445.20	2,010.22	28.7174			
				3	54,083.35	2,073.01	29.6144			
				4	55,776.28	2,137.90	30.5414			
				5	58,294.42	2,234.42	31.9203			
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240	
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613	
Inspector Transport Inspecting Engineer N27 (Hired March 31, 2002-March 29, 2003)	3633224		26	1	52,445.20	2,010.22	28.7174			
				2	54,083.35	2,073.01	29.6144			
				3	55,776.28	2,137.90	30.5414			
				4	57,525.83	2,204.96	31.4994			
				5	60,127.45	2,304.68	32.9240			
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613	
				Inspector Transport Inspecting Engineer N27 (Hired March 30, 2003)	3633224		27	1	54,083.35	2,073.01
2	55,776.28	2,137.90	30.5414							
3	57,525.83	2,204.96	31.4994							
4	59,333.04	2,274.23	32.4890							
5	62,021.80	2,377.29	33.9613							
<hr/>										
Inspector Transport Inspecting Engineer N30 (Inspector Transport Inspecting Engineer R28) (Hired before April 1, 2001)	3633225		28					1	55,776.28	2,137.90
				2	N/A					
				3	59,333.04	2,274.23	32.4890			
				4	N/A					
				5	63,979.02	2,452.31	35.0330			
				29	5	66,001.72	2,529.84	36.1406		
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850	
Inspector Transport Inspecting Engineer N30 (Hired April 1, 2001-March 30, 2002)	3633225		29	1	57,525.83	2,204.96	31.4994			
				2	59,333.04	2,274.23	32.4890			
				3	61,201.03	2,345.83	33.5119			
				4	63,131.64	2,419.83	34.5690			
				5	66,001.72	2,529.84	36.1406			
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850	
				Inspector Transport Inspecting Engineer N30 (Hired March 31, 2002)	3633225		30	1	59,333.04	2,274.23
2	61,201.03	2,345.83	33.5119							
3	63,131.64	2,419.83	34.5690							
4	65,171.82	2,498.03	35.6861							
5	68,091.73	2,609.95	37.2850							
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Inspector Transport Inspecting Engineer R30 (Inspector Transport Inspecting Engineer 3)	3633223	2262	30					1	59,333.04	2,274.23
				2	61,201.03	2,345.83	33.5119			
				3	63,131.64	2,419.83	34.5690			
				4	65,171.82	2,498.03	35.6861			
				5	68,091.73	2,609.95	37.2850			

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Instructor (Corrections) R18 (Instructor (Corrections))	3721107	4131	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
<hr/>							
Instructor (Corrections) N21 (Instructor (Corrections) R20) (Hired before April 1, 2001)	3721109	4131	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
<hr/>							
Instructor (Corrections) N21 (Hired April 1, 2001-March 30, 2002)	3721109	4131	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
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Instructor (Corrections) N21 (Hired March 31, 2002)	3721109	4131	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
<hr/>							
Instructor (Corrections) Supervisor N24 (Instructor (Corrections) Supervisor) (Hired before April 1, 2001)	3721108	4131	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
<hr/>							
Instructor (Corrections) Supervisor N24 (Hired April 1, 2001-March 29, 2003)	3721108	4131	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
<hr/>							
Instructor (Corrections) Supervisor N24 (Hired March 30, 2003)	3721108	4131	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Keypunch Operator R6 (Operator Key Punch 1, 2)	3554142	1422	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Keypunch Operator R7 (Operator Key Punch 3)	3554143	1422	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Keypunch Operator R9 (Operator Key Punch 4)	3554144	1422	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Laboratory Aide R9 (Laboratory Aide)	3661161	3212	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Laboratory Assistant R7 (Laboratory Assistant 1)	3623201	3212	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Laboratory Assistant R9 (Laboratory Assistant 2)	3623202	3212	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Laboratory Assistant R11	3623203	3212	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Laboratory / Health Science Officer R13 (Laboratory / Health Science Officer 1)	3625401		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Laboratory / Health Science Officer R14 (Laboratory / Health Science Officer 2)	3625402		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Laboratory / Health Science Officer N18 (Laboratory / Health Science Officer R16) (Hired before April 1, 2001)	3625408		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454

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Laboratory / Health Science Officer N18 (Hired April 1, 2001-March 30, 2002)	3625408		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Laboratory / Health Science Officer N18 (Hired March 31, 2002)	3625408		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Laboratory / Health Science Officer R18 (Laboratory / Health Science Officer 3)	3625403		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Laboratory / Health Science Officer N21 (Laboratory / Health Science Officer 4) (Hired before April 1, 2001)	3625404		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Laboratory / Health Science Officer N21 (Hired April 1, 2001-March 30, 2002)	3625404		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Laboratory / Health Science Officer N21 (Hired March 31, 2002)	3625404		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Laboratory / Health Science Officer N24 (Laboratory / Health Science Officer 5) (Hired before April 1, 2001)	3625405		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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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	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Laboratory / Health Science Officer N24 (Hired March 30, 2003)	3625405		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Laboratory / Health Science Officer N27 (Laboratory / Health Science Officer 6) (Hired before April 1, 2001)	3625406		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Laboratory / Health Science Officer N27 (Hired April 1, 2001-March 30, 2002)	3625406		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Laboratory / Health Science Officer N27 (Hired March 31, 2002-March 29, 2003)	3625406		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Laboratory / Health Science Officer N27 (Hired March 30, 2003)	3625406		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Laboratory / Health Science Officer N30 (Laboratory / Health Science Officer 7) (Hired before April 1, 2001)	3625407		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
					29	5	66,001.72
(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850		

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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	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Laboratory / Health Science Officer N30 (Hired March 31, 2002)	3625407		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Labourer R6 (Labourer)	3707321		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Laundry Worker R6 (Laundry Worker 1)	3662111	6681	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Laundry Worker R7	3662114	6681	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Laundry Worker 2 (Obsolete)	3662112	6681	08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Laundry Worker R9	3662115	6681	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Librarian R14 (Librarian 1)	3506151	5111	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Librarian N18 (Librarian R16) (Hired before April 1, 2001)	3506155	5111	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
	18	5	47,017.59	1,802.18	25.7454		

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	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Librarian N18 (Hired March 31, 2002)	3506155	5111	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
				Librarian R18	3506156	5111	18
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Librarian N21 (Librarian 2) (Hired before April 1, 2001)	3506152	5111	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Librarian N21 (Hired April 1, 2001-March 30, 2002)	3506152	5111	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Librarian N21 (Hired March 31, 2002)	3506152	5111	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
				Librarian N24 (Librarian R23) (Hired before April 1, 2001)	3506157	5111	23
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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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	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
			(Step available March 30, 2003)	24	5	56,520.61	2,166.43
Librarian N24 (Hired March 30, 2003)	3506157	5111	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Librarian N27 (Librarian R25) (Hired April 1, 2001)	3506158	5111	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
			(Step available March 31, 2002)	26	5	60,127.45	2,304.68
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Librarian N27 (Hired April 1, 2001-March 30, 2002)	3506158	5111	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
			(Step available March 31, 2002)	26	5	60,127.45	2,304.68
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Librarian N27 (Hired March 31, 2002-March 29, 2003)	3506158	5111	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Librarian N27 (Hired March 30, 2003)	3506158	5111	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Librarian N30 (Librarian 3) (Hired before April 1, 2001)	3506153	5111	28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
			(Step available March 31, 2002)	29	5	66,001.72	2,529.84
(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850		

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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	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Librarian N30 (Hired March 31, 2002)	3506153	5111	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Librarian R30 (Librarian 4)	3506154	5111	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Licensed Practical Nurse R14	3665112	3233	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Machine Operator R6 (Machine Operator 1)	3708201		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Machine Operator R9 (Machine Operator 2, 3)	3708203		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Machine Operator R11 (Machine Operator 4)	3708204		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Machine Operator R13 (Machine Operator 5)	3708205		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Machine Operator R14 (Machine Operator 6)	3708207		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Manager R14	3752001	6211	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
<hr/>							
Manager NSOM18 (Hired before April 1, 2001)	3752002	6211	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454		
<hr/>							
Manager NSOM18 (Hired April 1, 2001 to March 30, 2002)	3752002	6211	16	1	38,855.03	1,489.31	21.2759
				2	40,011.83	1,533.65	21.9093
				3	41,206.46	1,579.44	22.5634
				4	42,442.05	1,626.80	23.2400
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454		
<hr/>							
Manager NSOM18 (Hired March 31, 2002 to March 29, 2003)	3752002	6211	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	5	47,017.59
<hr/>							
Manager NSOM18 (Hired March 30, 2003)	3752002	6211	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Manager R18	3752003	6211	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
<hr/>							
Marine Captain N24 (Marine Captain) (Hired before April 1, 2001)	3731300	2273	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61

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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	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Marine Captain N24 (Hired March 30, 2003)	3731300	2273	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Marine Captain N27 (Marine Captain R25) (Hired before April 1, 2001)	3731301	2273	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Marine Captain N27 (Hired April 1, 2001-March 30, 2002)	3731301	2273	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Marine Captain N27 (Hired March 31, 2002-March 29, 2003)	3731301	2273	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Marine Captain N27 (Hired March 30, 2003)	3731301	2273	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Marine Engineer N21 (Marine Engineer) (Hired before April 1, 2001)	3734300	2274	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

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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	43,718.34	1,675.72	23.9389		
				2	45,037.15	1,726.27	24.6610		
				3	46,404.49	1,778.68	25.4097		
				4	47,841.49	1,833.76	26.1966		
				5	49,979.24	1,915.70	27.3671		
				(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191
Marine Engineer N21 (Hired March 31, 2002)	3734300	2274	21	1	45,037.15	1,726.27	24.6610		
				2	46,404.49	1,778.68	25.4097		
				3	47,841.49	1,833.76	26.1966		
				4	49,325.71	1,890.65	27.0093		
				5	51,535.21	1,975.34	28.2191		
Marine Engineer N24 (Marine Engineer R23) (Hired before April 1, 2001)	3734301	2274	23	1	47,841.49	1,833.76	26.1966		
				2	N/A				
				3	50,860.28	1,949.47	27.8496		
				4	N/A				
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Marine Engineer N24 (Hired April 1, 2001-March 29, 2003)	3734301	2274	23	1	47,841.49	1,833.76	26.1966		
				2	49,325.71	1,890.65	27.0093		
				3	50,860.28	1,949.47	27.8496		
				4	52,445.20	2,010.22	28.7174		
				5	54,803.68	2,100.62	30.0089		
				(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
Marine Engineer N24 (Hired March 30, 2003)	3734301	2274	24	1	49,325.71	1,890.65	27.0093		
				2	50,860.28	1,949.47	27.8496		
				3	52,445.20	2,010.22	28.7174		
				4	54,083.35	2,073.01	29.6144		
				5	56,520.61	2,166.43	30.9490		
Marine Engineer Junior (Apprentice - 4th) R13 (Marine Engineer Junior (Apprentice - 4th))	3732201	2274	13	1	35,604.57	1,364.72	19.4960		
				2	36,652.32	1,404.88	20.0697		
				3	37,735.80	1,446.41	20.6630		
				4	38,855.03	1,489.31	21.2759		
				5	40,526.05	1,553.36	22.1909		
Marine Mate N18 (Marine Mate) (Hired before April 1, 2001)	3732300	2273	16	1	38,855.03	1,489.31	21.2759		
				2	N/A				
				3	41,206.46	1,579.44	22.5634		
				4	N/A				
				5	44,285.00	1,697.44	24.2491		
					17	5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454

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	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)			18	5	47,017.59	1,802.18	25.7454
Marine Mate N18 (Hired March 30, 2003)	3732300	2273	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Marine Mate R18	3732301	2273	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Mechanic R11 (Mechanic 1)	3702331	7321	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Medical Records Librarian R14 (Medical Records Librarian)	3551131	1413	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Medical Records Technician R14 (Medical Records Technician)	3551121	1413	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Nutritionist N21 (Nutritionist 1) (Hired before April 1, 2001)	3502141	3152	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Nutritionist N21 (Hired April 1, 2001-March 30, 2002)	3502141	3152	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Nutritionist N21 (Hired March 31, 2002)	3502141	3152	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Nutritionist N24 (Nutritionist 2) (Hired before April 1, 2001)	3502142	3152	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Nutritionist N24 (Hired April 1, 2001-March 29, 2003)	3502142	3152	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Nutritionist N24 (Hired March 30, 2003)	3502142	3152	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Nutritionist N27 (Nutritionist R25) (Hired before April 1, 2001)	3502144	3152	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240		
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Nutritionist N27 (Hired April 1, 2001-March 30, 2002)	3502144	3152	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240		
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Nutritionist N27 (Hired March 31, 2002-March 29, 2003)	3502144	3152	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Nutritionist N27 (Hired March 30, 2003)	3502144	3152	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Nutritionist N30 (Nutritionist 3) (Hired before April 1, 2001)	3502143	3152	28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	5	66,001.72	2,529.84
(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850		
Nutritionist N30 (Hired April 1, 2001-March 30, 2002)	3502143	3152	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850		
Nutritionist N30 (Hired March 31, 2002)	3502143	3152	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Occupational Therapist N21 (Occupational Therapist 1) (Hired before April 1, 2001)	3502121	3143	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191		
Occupational Therapist N21 (Hired April 1, 2001-March 30, 2002)	3502121	3143	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)	21	5	51,535.21	1,975.34	28.2191		
Occupational Therapist N21 (Hired March 31, 2002)	3502121	3143	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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Occupational Therapist N24 (Occupational Therapist 2) (Hired before April 1, 2001)	3502122	3143	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Occupational Therapist N24 (Hired April 1, 2001-March 29, 2003)	3502122	3143	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Occupational Therapist N24 (Hired March 30, 2003)	3502122	3143	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Occupational Therapist N27 (Occupational Therapist 3) (Hired before April 1, 2001)	3502123	3143	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Occupational Therapist N27 (Hired April 1, 2001-March 30, 2002)	3502123	3143	25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Occupational Therapist N27 (Hired March 31, 2002-March 29, 2003)	3502123	3143	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Occupational Therapist N27 (Hired March 30, 2003)	3502123	3143	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
	3501301			3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly	
Office Assistant R6 (Office Assistant 1)	3551051		06	1	29,156.08	1,117.55	15.9650	
				2	30,849.80	1,182.47	16.8924	
				3	33,069.47	1,267.55	18.1079	
Office Assistant R7 (Office Assistant 2)	3551052		07	1	29,988.59	1,149.46	16.4209	
				2	31,738.92	1,216.55	17.3793	
				3	34,033.21	1,304.49	18.6356	
Oiler R13 (Oiler)	3732213	7434	13	1	35,604.57	1,364.72	19.4960	
				2	36,652.32	1,404.88	20.0697	
				3	37,735.80	1,446.41	20.6630	
	3501302				4	38,855.03	1,489.31	21.2759
					5	40,526.05	1,553.36	22.1909
Park Assistant R6 (Park Assistant 1)	3621231	8612	06	1	29,156.08	1,117.55	15.9650	
				2	30,849.80	1,182.47	16.8924	
				3	33,069.47	1,267.55	18.1079	
Park Assistant R7 (Park Assistant 2)	3501302	8612	07	1	29,988.59	1,149.46	16.4209	
				2	31,738.92	1,216.55	17.3793	
				3	34,033.21	1,304.49	18.6356	
Park Assistant R9	3621235		09	1	31,738.92	1,216.55	17.3793	
				2	33,608.22	1,288.20	18.4029	
				3	36,057.22	1,382.07	19.7439	
Park Assistant R11	3621234	2224	11	1	33,608.22	1,288.20	18.4029	
				2	35,604.57	1,364.72	19.4960	
				3	38,217.93	1,464.89	20.9270	
Park Assistant R13 (Park Assistant 3)	3621233	8256	13	1	35,604.57	1,364.72	19.4960	
				2	36,652.32	1,404.88	20.0697	
				3	37,735.80	1,446.41	20.6630	
	3501303				4	38,855.03	1,489.31	21.2759
					5	40,526.05	1,553.36	22.1909
Patrolman R9 (Patrolman 1)	3705312	6683	09	1	31,738.92	1,216.55	17.3793	
				2	33,608.22	1,288.20	18.4029	
				3	36,057.22	1,382.07	19.7439	
Patrolman R11 (Patrolman 2)	3705313	6683	11	1	33,608.22	1,288.20	18.4029	
				2	35,604.57	1,364.72	19.4960	
				3	38,217.93	1,464.89	20.9270	
Patrolman Corporal R14 (Patrolman Corporal)	3705314	6683	14	1	36,652.32	1,404.88	20.0697	
				2	37,735.80	1,446.41	20.6630	
				3	38,855.03	1,489.31	21.2759	
				4	40,011.83	1,533.65	21.9093	
				5	41,738.42	1,599.83	22.8547	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Photo Arts Technician 2 (Obsolete)	3632142		08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Photo Arts Technician R13 (Photo Arts Technician 3)	3632143		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Photo Arts Technician R14	3632147		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Photo Arts Technician R15 (Photo Arts Technician 4)	3632144		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Photo Arts Technician N18 (Photo Arts Technician R16) (Hired before April 1, 2001)	3632148		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)	18	47,017.59	1,802.18	25.7454			
Photo Arts Technician N18 (Hired April 1, 2001-March 30, 2002)	3632148		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	47,017.59	1,802.18
Photo Arts Technician N18 (Hired March 31, 2002)	3632148		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Photo Arts Technician 5 (Obsolete)	3632145		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814

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Photo Arts Technician R18	3632149		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Photo Arts Technician R21 (Photo Arts Technician 6)	3632146	5131	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Photo Arts Technician N24 (Photo Arts Technician R23) (Hired before April 1, 2001)	3632151		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Photo Arts Technician N24 (Hired April 1, 2001-March 29, 2003)	3632151		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Photo Arts Technician N24 (Hired March 30, 2003)	3632151		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Pilot 1 (Obsolete)	3634201	2271	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
Pilot R27 (Pilot 2)	3634202	2271	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Pilot 3 (Obsolete)	3634203	2271	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Planning Officer R18 (Planning Officer 1)	3622181	2153	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Planning Officer N21 (Planning Officer R20) (Hired before April 1, 2001)	3622185	2153	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Planning Officer N21 (Hired April 1, 2001-March 30, 2002)	3622185	2153	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Planning Officer N21 (Hired March 31, 2002)	3622185	2153	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Planning Officer N24 (Planning Officer 2) (Hired before April 1, 2001)	3622182	2153	22	1	46,404.49	1,778.68	25.4097
				2	N/A		
				3	49,325.71	1,890.65	27.0093
				4	N/A		
				5	53,142.05	2,036.93	29.0990
(Step available March 31, 2002)			23	5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Planning Officer N24 (Hired April 1, 2001-March 30, 2002)	3622182	2153	22	1	46,404.49	1,778.68	25.4097
				2	47,841.49	1,833.76	26.1966
				3	49,325.71	1,890.65	27.0093
				4	50,860.28	1,949.47	27.8496
				5	53,142.05	2,036.93	29.0990
(Step available March 31, 2002)			23	5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Planning Officer N24 (Hired March 31, 2002-March 29, 2003)	3622182	2153	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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Planning Officer N24 (Hired March 30, 2003)	3622182	2153	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Planning Officer N24 (Planning Officer R23) (Hired before April 1, 2001)	3622186	2153	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Planning Officer N24 (Hired April 1, 2001-March 29, 2003)	3622186	2153	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Planning Officer N24 (Hired March 30, 2003)	3622186	2153	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Planning Officer N27 (Planning Officer 3) (Hired before April 1, 2001)	3622183	2153	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
			26	5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Planning Officer N27 (Hired April 1, 2001-March 30, 2002)	3622183	2153	26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Planning Officer N27 (Hired March 31, 2002)	3622183	2153	27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

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Planning Officer N30 (Planning Officer 4) (Hired before April 1, 2001)	3622184	2153	28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Planning Officer N30 (Hired April 1, 2001-March 30, 2002)	3622184	2153	29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)			30
Planning Officer N30 (Hired March 31, 2002)	3622184	2153	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Planning Officer R30	3622187	2153	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Policy Analyst - Economics N27 (Hired April 1, 2001-March 30, 2002)	3505140		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)			26
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Economics N27 (Hired March 31, 2002-March 29, 2003)	3505140		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Economics N27 (Hired March 30, 2003)	3505140		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

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Policy Analyst - Economics N30 (Hired April 1, 2001-March 30, 2002)	3505141		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Policy Analyst - Economics N30 (Hired March 31, 2002)	3505141		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Policy Analyst - Economics N32 (Policy - Financial and Economic R30) (Hired April 1, 2001-March 30, 2002)	3505142		31	1	61,201.03	2,345.83	33.5119
				2	63,131.64	2,419.83	34.5690
				3	65,171.82	2,498.03	35.6861
				4	67,279.31	2,578.81	36.8401
				5	70,295.49	2,694.42	38.4917
(Step available March 31, 2002)			32	5	72,572.04	2,781.68	39.7383
Policy Analyst - Economics N32 (Hired March 31, 2002)	3505142		32	1	63,131.64	2,419.83	34.5690
				2	65,171.82	2,498.03	35.6861
				3	67,279.31	2,578.81	36.8401
				4	69,455.94	2,662.24	38.0320
				5	72,572.04	2,781.68	39.7383
Policy Analyst - Finance N27 (Hired April 1, 2001-March 30, 2002)	3555170		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Policy Analyst - Finance N27 (Hired March 31, 2002-March 29, 2003)	3555170		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Policy Analyst - Finance N27 (Hired March 30, 2003)	3555170		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy Analyst - Finance N30 (Hired April 1, 2001-March 30, 2002)	3555171		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Policy Analyst - Finance N30 (Hired March 31, 2002)	3555171		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Policy Analyst - Finance N32 (Hired April 1, 2001-March 30, 2002)	3555172		31	1	61,201.03	2,345.83	33.5119
				2	63,131.64	2,419.83	34.5690
				3	65,171.82	2,498.03	35.6861
				4	67,279.31	2,578.81	36.8401
				5	70,295.49	2,694.42	38.4917
(Step available March 31, 2002)			32	5	72,572.04	2,781.68	39.7383
Policy Analyst - Finance N32 (Hired March 31, 2002)	3555172		32	1	63,131.64	2,419.83	34.5690
				2	65,171.82	2,498.03	35.6861
				3	67,279.31	2,578.81	36.8401
				4	69,455.94	2,662.24	38.0320
				5	72,572.04	2,781.68	39.7383
Policy Analyst - Science N27 (Policy - Science R25) (Hired April 1, 2001-March 30, 2002)	3625160		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Science N27 (Hired March 31, 2002-March 29, 2003)	3625160		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Science N27 (Hired March 30, 2003)	3625160		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy Analyst - Science N30 (Policy - Science R28) (Hired April 1, 2001-March 30, 2002)	3625161		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Policy Analyst - Science N30 (Hired March 31, 2002)	3625161		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Policy Analyst - Science N32 (Policy - Science R30) (Hired April 1, 2001-March 30, 2002)	3625162		31	1	61,201.03	2,345.83	33.5119
				2	63,131.64	2,419.83	34.5690
				3	65,171.82	2,498.03	35.6861
				4	67,279.31	2,578.81	36.8401
				5	70,295.49	2,694.42	38.4917
(Step available March 31, 2002)			32	5	72,572.04	2,781.68	39.7383
Policy Analyst - Science N32 (Hired March 31, 2002)	3625162		32	1	63,131.64	2,419.83	34.5690
				2	65,171.82	2,498.03	35.6861
				3	67,279.31	2,578.81	36.8401
				4	69,455.94	2,662.24	38.0320
				5	72,572.04	2,781.68	39.7383
Policy Analyst - Social Education and Health N27 (Policy - Social Education and Health R25) (Hired April 1, 2001-March 30, 2002)	3505150		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Social Education and Health N27 (Hired March 31, 2002-March 29, 2003)	3505150		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Policy Analyst - Social Education and Health N27 (Hired March 30, 2003)	3505150		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Policy Analyst - Social Education and Health N30 (Policy - Social Education and Health R28) (Hired April 1, 2001-March 30, 2002)	3505151		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Policy Analyst - Social Education and Health N30 (Hired March 31, 2002)	3505151		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Policy Analyst - Social Education and Health N32 (Policy - Social Education and Health R30) (Hired April 1, 2001-March 30, 2002)	3505152		31	1	61,201.03	2,345.83	33.5119
				2	63,131.64	2,419.83	34.5690
				3	65,171.82	2,498.03	35.6861
				4	67,279.31	2,578.81	36.8401
				5	70,295.49	2,694.42	38.4917
(Step available March 31, 2002)			32	5	72,572.04	2,781.68	39.7383
Policy Analyst - Social Education and Health N32 (Hired March 31, 2002)	3505152		32	1	63,131.64	2,419.83	34.5690
				2	65,171.82	2,498.03	35.6861
				3	67,279.31	2,578.81	36.8401
				4	69,455.94	2,662.24	38.0320
				5	72,572.04	2,781.68	39.7383
Printing Operator R9 (Printing Operator)	3703301	7381	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Printing Operator R11	3703302	7381	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Probation Interviewer R11 (Interviewer 1)	3503481	4212	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Probation Interviewer R14 (Interviewer 2)	3503482	4212	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Product Consultant R13 (Product Consultant)	3751151	6421	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909

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	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Psychologist N21 (Hired April 1, 2001-March 30, 2002)	3501141	4151	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Psychologist N21 (Hired March 31, 2002)	3501141	4151	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Psychologist N24 (Psychologist R23) (Hired before April 1, 2001)	3501146	4151	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Psychologist N24 (Hired April 1, 2001-March 29, 2003)	3501146	4151	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Psychologist N24 (Hired March 30, 2003)	3501146	4151	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Psychologist N27 (Psychologist 2, 3) (Hired before April 1, 2001)	3501143	4151	25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

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	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Psychologist N27 (Hired March 31, 2002-March 29, 2003)	3501143	4151	26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
				Psychologist N27 (Hired March 30, 2003)	3501143	4151	27	1	54,083.35
2	55,776.28	2,137.90	30.5414						
3	57,525.83	2,204.96	31.4994						
4	59,333.04	2,274.23	32.4890						
5	62,021.80	2,377.29	33.9613						
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Psychologist N30 (Psychologist 4) (Hired before April 1, 2001)	3501144	4151	28	1	55,776.28	2,137.90	30.5414		
				2	N/A				
				3	59,333.04	2,274.23	32.4890		
				4	N/A				
				5	63,979.02	2,452.31	35.0330		
				29	5	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Psychologist N30 (Hired April 1, 2001-March 30, 2002)	3501144	4151	29	1	57,525.83	2,204.96	31.4994		
				2	59,333.04	2,274.23	32.4890		
				3	61,201.03	2,345.83	33.5119		
				4	63,131.64	2,419.83	34.5690		
				5	66,001.72	2,529.84	36.1406		
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
				Psychologist N30 (Hired March 31, 2002)	3501144	4151	30	1	59,333.04
2	61,201.03	2,345.83	33.5119						
3	63,131.64	2,419.83	34.5690						
4	65,171.82	2,498.03	35.6861						
5	68,091.73	2,609.95	37.2850						
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Psychologist R30 (Psychologist 5)	3501145	4151	30	1	59,333.04	2,274.23	32.4890		
				2	61,201.03	2,345.83	33.5119		
				3	63,131.64	2,419.83	34.5690		
				4	65,171.82	2,498.03	35.6861		
				5	68,091.73	2,609.95	37.2850		

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Psychologist Assistant R13 (Psychologist Assistant)	3501131		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Psychologist Assistant R18	3501132		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Public Service Internship Program	3794001	SEPS	13	1	35,604.57	1,364.72	19.4960
Public Service Training Program Level 1	3792001	SEPS	05	1	28,349.40	1,086.63	15.5233
Public Service Training Program Level 2	3792002	SEPS	05	2	29,988.59	1,149.46	16.4209
Public Service Training Program Level 3	3792003	SEPS	11	2	35,604.57	1,364.72	19.4960
Radio & Teletype Operator R7 (Operator Radio & Teletype)	3553021	1475	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Rehabilitation Consultant N21 (Rehabilitation Consultant) (Hired before April 1, 2001)	3501231	4213	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Rehabilitation Consultant N21 (Hired April 1, 2001-March 30, 2002)	3501231	4213	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Rehabilitation Consultant N21 (Hired March 31, 2002)	3501231	4213	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Research Officer R13 (Research Officer 1)	3505121		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909

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Research Officer R14	3505126		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
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Research Officer N18 (Research Officer R16) (Hired before April 1, 2001)	3505127		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
			17	5	45,622.33	1,748.70	24.9814
			18	5	47,017.59	1,802.18	25.7454
<hr/>							
Research Officer N18 (Hired April 1, 2001-March 29, 2003)	3505127		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
			18	5	47,017.59	1,802.18	25.7454
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Research Officer N18 (Hired March 30, 2003)	3505127		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Research Officer R18	3505128		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Research Officer N21 (Research Officer 2) (Hired before April 1, 2001)	3505122		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
			21	5	51,535.21	1,975.34	28.2191
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Research Officer N21 (Hired April 1, 2001)	3505122		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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Research Officer N24 (Research Officer 3) (Hired before April 1, 2001)	3505123		22	1	46,404.49	1,778.68	25.4097
				2	N/A		
				3	49,325.71	1,890.65	27.0093
				4	N/A		
				5	53,142.05	2,036.93	29.0990
				(Step available March 31, 2002)	23	5	54,803.68
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Research Officer N24 (Hired April 1, 2001-March 30, 2002)	3505123		22	1	46,404.49	1,778.68	25.4097
				2	47,841.49	1,833.76	26.1966
				3	49,325.71	1,890.65	27.0093
				4	50,860.28	1,949.47	27.8496
				5	53,142.05	2,036.93	29.0990
				(Step available March 31, 2002)	23	5	54,803.68
(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490		
Research Officer N24 (Hired March 31, 2002-March 29, 2003)	3505123		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Research Officer N24 (Hired March 30, 2003)	3505123		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Research Officer N24 (Research Officer R23) (Hired before April 1, 2001)	3505129		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Research Officer N24 (Hired April 1, 2001-March 29, 2003)	3505129		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Research Officer N24 (Hired March 30, 2003)	3505129		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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Research Officer R24 (Research Officer 4)	3505124		24	1	49,325.71	1,890.65	27.0093	
				2	50,860.28	1,949.47	27.8496	
				3	52,445.20	2,010.22	28.7174	
				4	54,083.35	2,073.01	29.6144	
				5	56,520.61	2,166.43	30.9490	
Research Officer N27 (Research Officer 5) (Hired before April 1, 2001)	3505125		25	1	50,860.28	1,949.47	27.8496	
				2	N/A			
				3	54,083.35	2,073.01	29.6144	
				4	N/A			
				5	58,294.42	2,234.42	31.9203	
				26	5	60,127.45	2,304.68	32.9240
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Research Officer N27 (Hired April 1, 2001-March 30, 2002)	3505125		26	1	52,445.20	2,010.22	28.7174	
				2	54,083.35	2,073.01	29.6144	
				3	55,776.28	2,137.90	30.5414	
				4	57,525.83	2,204.96	31.4994	
				5	60,127.45	2,304.68	32.9240	
				(Step available March 31, 2002)	27	5	62,021.80	2,377.29
Research Officer N27 (Hired March 31, 2002)	3505125		27	1	54,083.35	2,073.01	29.6144	
				2	55,776.28	2,137.90	30.5414	
				3	57,525.83	2,204.96	31.4994	
				4	59,333.04	2,274.23	32.4890	
				5	62,021.80	2,377.29	33.9613	
Research Officer N30 (Research Officer R28) (Hired before April 1, 2001)	3505130		28	1	55,776.28	2,137.90	30.5414	
				2	N/A			
				3	59,333.04	2,274.23	32.4890	
				4	N/A			
				5	63,979.02	2,452.31	35.0330	
				29	5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95
Research Officer N30 (Hired April 1, 2001-March 30, 2002)	3505130		29	1	57,525.83	2,204.96	31.4994	
				2	59,333.04	2,274.23	32.4890	
				3	61,201.03	2,345.83	33.5119	
				4	63,131.64	2,419.83	34.5690	
				5	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95
Research Officer N30 (Hired March 31, 2002)	3505130		30	1	59,333.04	2,274.23	32.4890	
				2	61,201.03	2,345.83	33.5119	
				3	63,131.64	2,419.83	34.5690	
				4	65,171.82	2,498.03	35.6861	
				5	68,091.73	2,609.95	37.2850	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Research Officer R30	3505131		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Rock Scaler R14 (Rock Scaler)	3707138	7621	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Safety Officer R15 (Safety Officer 1)	3633311	2263	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Safety Officer R18	3633310	2263	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Safety Officer 2 (Obsolete)	3633312	2263	19	1	42,442.05	1,626.80	23.2400
				2	43,718.34	1,675.72	23.9389
				3	45,037.15	1,726.27	24.6610
				4	46,404.49	1,778.68	25.4097
				5	48,473.89	1,858.00	26.5429
Safety Officer N21 (Safety Officer R20) (Hired before April 1, 2001)	3633314	2263	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Safety Officer N21 (Hired April 1, 2001-March 30, 2002)	3633314	2263	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Safety Officer N21 (Hired March 31, 2002)	3633314	2263	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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Safety Officer R21 (Safety Officer 3)	3633313	2263	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Safety Officer N24 (Safety Officer R23) (Hired before April 1, 2001)	3633315	2263	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Safety Officer N24 (Hired April 1, 2001-March 29, 2003)	3633315	2263	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Safety Officer N24 (Hired March 30, 2003)	3633315	2263	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Science Officer N30 (Science Officer) (Hired before April 1, 2001)	3621400		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
(Step available March 31, 2002)			29	5	66,001.72	2,529.84	36.1406
			30	5	68,091.73	2,609.95	37.2850
Science Officer N30 (Hired April 1, 2001-March 30, 2002)	3621400		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Science Officer N30 (Hired March 31, 2002)	3621400		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Scientific / Technical Officer R11 (Scientific / Technical Officer 1)	3635001		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270

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Scientific / Technical Officer R13	3635008		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Scientific / Technical Officer N15 (Scientific / Technical Officer 2) (Hired before April 1, 2001)	3635002		14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Scientific / Technical Officer N15 (Hired April 1, 2001-March 29, 2003)	3635002		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Scientific / Technical Officer N15 (Hired March 30, 2003)	3635002		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Scientific / Technical Officer N18 (Scientific / Technical Officer R16) (Hired before April 1, 2001)	3635009		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
Scientific / Technical Officer N18 (Hired April 1, 2001-March 30, 2002)	3635009		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59
Scientific / Technical Officer N18 (Hired March 31, 2002)	3635009		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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Scientific / Technical Officer R18 (Scientific / Technical Officer 3)	3635003		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Scientific / Technical Officer N21 (Scientific / Technical Officer 4) (Hired before April 1, 2001)	3635004		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
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Scientific / Technical Officer N21 (Hired April 1, 2001-March 30, 2002)	3635004		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
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Scientific / Technical Officer N21 (Hired March 31, 2002)	3635004		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
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Scientific / Technical Officer N24 (Scientific / Technical Officer 5) (Hired before April 1, 2001)	3635005		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Scientific / Technical Officer N24 (Hired April 1, 2001-March 29, 2003)	3635005		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Scientific / Technical Officer N24 (Hired March 30, 2003)	3635005		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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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	50,860.28	1,949.47	27.8496		
				2	N/A				
				3	54,083.35	2,073.01	29.6144		
				4	N/A				
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Scientific / Technical Officer N27 (Hired April 1, 2001-March 30, 2002)	3635006		25	1	50,860.28	1,949.47	27.8496		
				2	52,445.20	2,010.22	28.7174		
				3	54,083.35	2,073.01	29.6144		
				4	55,776.28	2,137.90	30.5414		
				5	58,294.42	2,234.42	31.9203		
				(Step available March 31, 2002)	26	5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Scientific / Technical Officer N27 (Hired March 31, 2002-March 29, 2003)	3635006		26	1	52,445.20	2,010.22	28.7174		
				2	54,083.35	2,073.01	29.6144		
				3	55,776.28	2,137.90	30.5414		
				4	57,525.83	2,204.96	31.4994		
				5	60,127.45	2,304.68	32.9240		
				(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613
Scientific / Technical Officer N27 (Hired March 30, 2003)	3635006		27	1	54,083.35	2,073.01	29.6144		
				2	55,776.28	2,137.90	30.5414		
				3	57,525.83	2,204.96	31.4994		
				4	59,333.04	2,274.23	32.4890		
				5	62,021.80	2,377.29	33.9613		
Scientific / Technical Officer N30 (Scientific / Technical Officer 7) (Hired before April 1, 2001)	3635007		28	1	55,776.28	2,137.90	30.5414		
				2	N/A				
				3	59,333.04	2,274.23	32.4890		
				4	N/A				
				5	63,979.02	2,452.31	35.0330		
				(Step available March 31, 2002)	29	5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Scientific / Technical Officer N30 (Hired April 1, 2001-March 30, 2002)	3635007		29	1	57,525.83	2,204.96	31.4994		
				2	59,333.04	2,274.23	32.4890		
				3	61,201.03	2,345.83	33.5119		
				4	63,131.64	2,419.83	34.5690		
				5	66,001.72	2,529.84	36.1406		
				(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850
Scientific / Technical Officer N30 (Hired March 31, 2002)	3635007		30	1	59,333.04	2,274.23	32.4890		
				2	61,201.03	2,345.83	33.5119		
				3	63,131.64	2,419.83	34.5690		
				4	65,171.82	2,498.03	35.6861		
				5	68,091.73	2,609.95	37.2850		

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer R30	3635010		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Scientific / Technical Officer (Resource) R11 (Scientific / Technical Officer 1 (Resource))	3635201		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Scientific / Technical Officer (Resource) R13	3635208		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Scientific / Technical Officer (Resource) N15 (Scientific / Technical Officer 2 (Resource)) (Hired before April 1, 2001)	3635202		14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Scientific / Technical Officer (Resource) N15 (Hired April 1, 2001-March 29, 2003)	3635202		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
				(Step available March 30, 2003)	15	5	42,990.71
Scientific / Technical Officer (Resource) N15 (Hired March 30, 2003)	3635202		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Scientific / Technical Officer (Resource) N18 (Scientific / Technical Officer R16 (Resource)) (Hired before April 1, 2001)	3635209		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				(Step available March 31, 2002)	17	5	45,622.33
Scientific / Technical Officer (Resource) N18 (Hired April 1, 2001-March 30, 2002)			17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)	18	5	47,017.59

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Scientific / Technical Officer (Resource) N18 (Hired March 31, 2002)			18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Scientific / Technical Officer (Resource) R18 (Scientific / Technical Officer 3 (Resource))	3635203		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Scientific / Technical Officer (Resource) N21 (Scientific / Technical Officer 4 (Resource)) (Hired before April 1, 2001)	3635204		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Scientific / Technical Officer (Resource) N21 (Hired April 1, 2001-March 30, 2002)	3635204		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Scientific / Technical Officer (Resource) N21 (Hired March 31, 2002)	3635204		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Scientific / Technical Officer (Resource) N24 (Scientific / Technical Officer 5 (Resource)) (Hired before April 1, 2001)	3635205		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Scientific / Technical Officer (Resource) N24 (Hired April 1, 2001-March 29, 2003)	3635205		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer (Resource) N24 (Hired March 30, 2003)	3635205		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Scientific / Technical Officer (Resource) N27 (Scientific / Technical Officer 6 (Resource)) (Hired before April 1, 2001)	3635206		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)		26	5	60,127.45	2,304.68	32.9240	
(Step available March 30, 2003)		27	5	62,021.80	2,377.29	33.9613	
Scientific / Technical Officer (Resource) N27 (Hired April 1, 2001-March 30, 2002)	3635206		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)		26	5	60,127.45	2,304.68	32.9240	
(Step available March 30, 2003)		27	5	62,021.80	2,377.29	33.9613	
Scientific / Technical Officer (Resource) N27 (Hired March 31, 2002-March 29, 2003)	3635206		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)		27	5	62,021.80	2,377.29	33.9613	
Scientific / Technical Officer (Resource) N27 (Hired March 30, 2003)	3635206		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Scientific / Technical Officer (Resource) N30 (Scientific / Technical Officer 7 (Resource)) (Hired before April 1, 2001)	3635207		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
(Step available March 31, 2002)		29	5	66,001.72	2,529.84	36.1406	
(Step available March 31, 2002)		30	5	68,091.73	2,609.95	37.2850	
Scientific / Technical Officer (Resource) N30 (Hired April 1, 2001-March 30, 2002)	3635207		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)		30	5	68,091.73	2,609.95	37.2850	

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Scientific / Technical Officer (Resource) N30 (Hired March 31, 2002)	3635207		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Sewing Machine Operator R7 (Sewing Machine Operator 1)	3662151	7342	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Sewing Machine Operator R9	3662154	7342	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Sewing Machine Operator R11	3662155	7342	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Sewing Machine Operator R13 (Sewing Machine Operator 2)	3662152	7342	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Sewing Machine Operator R14 (Sewing Machine Operator 3)	3662153	7342	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Shipper R13 (Shipper)	3751191	1471	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Sign Fabricator R7	3701644		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Sign Fabricator 1 (Obsolete)	3701641		08	1	30,849.80	1,182.47	16.8924
				2	32,658.57	1,251.80	17.8829
				3	35,028.26	1,342.63	19.1804
Sign Fabricator R9 (Sign Fabricator 2)	3701642		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439

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Sign Fabricator R14	3701645		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Sign Fabricator R15 (Sign Fabricator 3)	3701643		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Sign Fabricator N18 (Sign Fabricator R16) (Hired before April 1, 2001)	3701646		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Sign Fabricator N18 (Hired April 1, 2001-March 30, 2002)	3701646		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)			18
Sign Fabricator N18 (Hired March 31, 2002)	3701646		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Social Program Officer R14 (Social Program Officer 1)	3501171		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Social Program Officer N18 (Social Program Officer 2) (Hired before April 1, 2001)	3501172		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)			18	5	47,017.59	1,802.18	25.7454

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Social Program Officer N18 (Hired April 1, 2001-March 29, 2003)	3501172		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)			18	5	47,017.59	1,802.18	25.7454
Social Program Officer N18 (Hired March 30, 2003)	3501172		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Social Program Officer R18 (Social Program Officer 3)	3501173		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Social Program Officer N21 (Social Program Officer R20) (Hired before April 1, 2001)	3501178		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Social Program Officer N21 (Hired April 1, 2001-March 30, 2002)	3501178		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Social Program Officer N21 (Hired March 31, 2002)	3501178		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Social Program Officer R24 - Training Level	3501167		16	1	38,855.03	1,489.31	21.2759
Social Program Officer 4 - Growth Level 4A	3501168		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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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	42,442.05	1,626.80	23.2400
				L2	43,718.34	1,675.72	23.9389
				L3	45,037.15	1,726.27	24.6610
				L4	46,404.49	1,778.68	25.4097
<hr/>							
Social Program Officer N24 (Social Program Officer 4) (Hired before April 2, 2001) (See also - SPO-Child Protection)	3501174		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
<hr/>							
Social Program Officer N24 (Hired April 1, 2001-March 29, 2003)	3501174		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
<hr/>							
Social Program Officer N24 (Hired March 30, 2003)	3501174		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
<hr/>							
Social Program Officer N26 (Social Program Officer 5) (Hired before April 1, 2001) (See also SPO-Child Protection)	3501175		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 30, 2003)			26	5	60,127.45	2,304.68	32.9240
<hr/>							
Social Program Officer N26 (Hired April 1, 2001-March 29, 2003)	3501175		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 30, 2003)			26	5	60,127.45	2,304.68	32.9240
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Social Program Officer N26 (Hired March 30, 2003)	3501175		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
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Social Program Officer R28 (Social Program Officer 6)	3501176		28	1	55,776.28	2,137.90	30.5414
				2	57,525.83	2,204.96	31.4994
				3	59,333.04	2,274.23	32.4890
				4	61,201.03	2,345.83	33.5119
				5	63,979.02	2,452.31	35.0330

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Program Officer R30 (Social Program Officer 7)	3501177		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Social Program Officer (Child Protection) N24 (Social Program Officer R23 - Child Protection) (Hired before April 1, 2001)	3501180		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 31, 2002)			24	5	56,520.61	2,166.43	30.9490
Social Program Officer (Child Protection) N24 (Hired April 1, 2001-March 30, 2002)	3501180		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 31, 2002)			24	5	56,520.61	2,166.43	30.9490
Social Program Officer (Child Protection) N24 (Hired March 31, 2002)	3501180		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Social Program Officer (Child Protection) N26 (Social Program Officer R25 - Child Protection) (Hired before April 1, 2001)	3501301		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 30, 2003)			26	5	60,127.45	2,304.68	32.9240
Social Program Officer (Child Protection) N26 (Hired April 1, 2001-March 29, 2003)	3501302		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 30, 2003)			26	5	60,127.45	2,304.68	32.9240
Social Program Officer (Child Protection) N26 (Hired March 30, 2003)	3501181 3501302		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Social Worker Assistant R13 (Social Worker Assistant 2)	3507102	4212	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Stockworker R6 (Stockworker 1, 2)	3551192	1472	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
	3501303			3	33,069.47	1,267.55	18.1079
Stockworker R7 (Stockworker 3)	3551193	1472	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Stockworker R9 (Stockworker 4)	3551194	1472	09	1	31,738.92	1,216.55	17.3793
	3501303			2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Stockworker R11 (Stockworker 5, 6)	3551196	1472	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Stockworker R13	3501303	1472	13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Stockworker R16	3551198		16	1	38,855.03	1,489.31	21.2759
				2	40,011.83	1,533.65	21.9093
				3	41,206.46	1,579.44	22.5634
				4	42,442.05	1,626.80	23.2400
				5	44,285.00	1,697.44	24.2491
Store Clerk R9 (Store Clerk)	3751221	6421	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Student AIESAC Graduate	3791304	SEPS	11	2	35,604.57	1,364.72	19.4960
Student AIESAC Undergraduate	3791303	SEPS	05	2	29,988.59	1,149.46	16.4209
Superintendent Mechanical N21 (Superintendent Mechanical 2) (Hired before April 1, 2001)	3702102	7216	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21

BCGEU SALARY SCHEDULE
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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Superintendent Mechanical N21 (Hired April 1, 2001-March 30, 2002)	3702102	7216	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)	21	5	51,535.21
Superintendent Mechanical N21 (Hired March 31, 2002)	3702102	7216	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Supervisor R11	3752201		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Supervisor NSOM14 (Hired before April 1, 2001)	3752202		13	1	35,604.57	1,364.72	19.4960
				2	N/A		
				3	37,735.80	1,446.41	20.6630
				4	N/A		
				5	40,526.05	1,553.36	22.1909
				14	5	41,738.42	1,599.83
Supervisor NSOM14 (Hired April 1, 2001 to March 30, 2002)	3752202		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
				14	5	41,738.42	1,599.83
Supervisor NSOM14 (Hired March 31, 2002)	3752202		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Supervisor R14	3752203		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Technical Assistant R7 (Technical Assistant 1)	3631101		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356

BCGEU SALARY SCHEDULE
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EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Technical Assistant R11 (Technical Assistant 2)	3631102		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Technical Enforcement Officer R9 (Technical Enforcement Officer 1)	3633001		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Technical Enforcement Officer R11 (Technical Enforcement Officer 2)	3633002		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Technical Enforcement Officer R13 (Technical Enforcement Officer 3)	3633003		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Technical Enforcement Officer N15 (Technical Enforcement Officer R14) (Hired before April 1, 2001)	3633008		14	1	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
				(Step available March 31, 2002)	15	5	42,990.71
Technical Enforcement Officer N15 (Hired April 1, 2001 - March 30, 2002)	3633008		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
				(Step available March 31, 2002)	15	5	42,990.71
Technical Enforcement Officer N15 (Hired March 31, 2002)	3633008		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Technical Enforcement Officer R15 (Technical Enforcement Officer 4)	3633004		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Technical Enforcement Officer N18 (Technical Enforcement Officer R16) (Hired before April 1, 2001)	3633009		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Technical Enforcement Officer N18 (Hired April 1, 2001-March 30, 2002)	3633009		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 31, 2002)			18
Technical Enforcement Officer N18 (Hired March 31, 2002)	3633009		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Technical Enforcement Officer R18 (Technical Enforcement Officer 5)	3633005		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Technical Enforcement Officer N21 (Technical Enforcement Officer 6) (Hired before April 1, 2001)	3633006		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)			21
Technical Enforcement Officer N21 (Hired April 1, 2001-March 30, 2002)	3633006		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
				(Step available March 31, 2002)			21
Technical Enforcement Officer N21 (Hired March 31, 2002)	3633006		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Technical Enforcement Officer N24 (Hired April 1, 2001-March 29, 2003)	3633007		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
				(Step available March 30, 2003)	24	5	56,520.61
Technical Enforcement Officer N24 (Hired March 30, 2003)	3633007		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Technical Enforcement Officer N27 (Technical Enforcement Officer R25) (Hired before April 1, 2001)	3633010		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Technical Enforcement Officer N27 (Hired April 1, 2001-March 30, 2002)	3633010		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Technical Enforcement Officer N27 (Hired March 31, 2002-March 29, 2003)	3633010		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Technical Enforcement Officer N27 (Hired March 30, 2003)	3633010		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Technician 3 (Obsolete)	3631203	5227	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Terminal Attendant R7 (Terminal Attendant 1)	3734101	7435	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Training Consultant (Growth to N18)	3501244	4213	TC	L1	35,604.57	1,364.72	19.4960
				L2	36,652.32	1,404.88	20.0697
				L3	37,735.80	1,446.41	20.6630
Training Consultant N18 (Training Consultant) (Hired before April 1, 2001)	3501243	4213	16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	5	45,622.33	1,748.70
(Step available March 30, 2003)	18	5	47,017.59	1,802.18	25.7454		
Training Consultant N18 (Hired April 1, 2001-March 29, 2003)	3501243	4213	17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				(Step available March 30, 2003)	18	5	47,017.59
Training Consultant N18 (Hired March 30, 2003)	3501243	4213	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Utility Tradesman R15 (Utility Tradesman)	3703111	7611	15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Utility Worker R11 (Utility Worker 1 Parks Branch Workshop)	3703121	7611	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Vocational Counsellor R18 (Vocational Counsellor)	3501245	4153	18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Vocational Counsellor N21 (Hired April 1, 2001-March 30, 2002)	3501246	4153	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Vocational Counsellor N21 (Hired March 31, 2002)	3501246	4153	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Warehouseworker R7 (Warehouseworker 1)	3751211	7452	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Warehouseworker R9 (Warehouseworker 2)	3751212	7452	09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Warehouseworker R11 (Warehouseworker 3)	3751213	7452	11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Yardworker R6 (Yardworker)	3707401	7621	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Youth Employment Program Level 1	3793001	SEPS	03	2	28,349.40	1,086.63	15.5233
Youth Employment Program Level 2	3793002	SEPS	03	3	30,362.45	1,163.79	16.6256

<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 Carpenter	3704251	18	5	47,017.59	1,802.18	25.7454
TL Carpenter	3704351	20	5	49,979.24	1,915.70	27.3671
TS Carpenter	3704451	22	5	53,142.05	2,036.93	29.0990
TSS Carpenter	3704551	23	5	54,803.68	2,100.62	30.0089
TPS Carpenter	3704651	24	5	56,520.61	2,166.43	30.9490
TA Electrician (% 18)	3704175	18	5	47,017.59	1,802.18	25.7454
TJ Electrician	3704275	18	5	47,017.59	1,802.18	25.7454
TL Electrician	3704375	20	5	49,979.24	1,915.70	27.3671
TS Electrician	3704475	23	5	54,803.68	2,100.62	30.0089
TS Electrician R23	3704476	23	5	54,803.68	2,100.62	30.0089
TSS Electrician	3704575	23	5	54,803.68	2,100.62	30.0089
TPS Electrician	3704675	25	5	58,294.42	2,234.42	31.9203
TJ Electronics Audiometric	3704222	16	5	44,285.00	1,697.44	24.2491
TL Electronics Audiometric	3704322	17	5	45,622.33	1,748.70	24.9814
TS Electronics Audiometric	3704422	18	5	47,017.59	1,802.18	25.7454
TJ Electronics Audiometric Advanced	3704280	18	5	47,017.59	1,802.18	25.7454
TL Electronics Audiometric Advanced	3704380	20	5	49,979.24	1,915.70	27.3671
TJ Electronics Industrial	3704263	18	5	47,017.59	1,802.18	25.7454
TL Electronics Industrial	3704363	20	5	49,979.24	1,915.70	27.3671
TS Electronics Industrial	3704463	23	5	54,803.68	2,100.62	30.0089
TA Electronics Radio Communication (% 18)	3704161	18	5	47,017.59	1,802.18	25.7454
TJ Electronics Radio Communication	3704261	18	5	47,017.59	1,802.18	25.7454
TL Electronics Radio Communication	3704361	20	5	49,979.24	1,915.70	27.3671
TS Electronics Radio Communication	3704461	23	5	54,803.68	2,100.62	30.0089
TSS Electronics Radio Communication	3704561	23	5	54,803.68	2,100.62	30.0089
TPS Electronics Radio Communication	3704661	25	5	58,294.42	2,234.42	31.9203

<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>
TA Electronics Security (% 18)	3704164	18	5	47,017.59	1,802.18	25.7454
TJ Electronics Security	3704264	18	5	47,017.59	1,802.18	25.7454
TL Electronics Security	3704364	20	5	49,979.24	1,915.70	27.3671
TS Electronics Security	3704464	23	5	54,803.68	2,100.62	30.0089
TJ Gardener	3704210	11	3	38,217.93	1,464.89	20.9270
TL Gardener	3704310	12	3	39,353.08	1,508.40	21.5486
TS Gardener	3704410	13	3	40,526.05	1,553.36	22.1909
TSS Gardener	3704510	14	3	41,738.42	1,599.83	22.8547
TA Industrial Warehousing (% 10)	3704112	10	3	37,119.84	1,422.80	20.3257
TJ Industrial Warehousing	3704212	10	3	37,119.84	1,422.80	20.3257
TL Industrial Warehousing	3704312	11	3	38,217.93	1,464.89	20.9270
TS Industrial Warehousing	3704412	12	3	39,353.08	1,508.40	21.5486
TSS Industrial Warehousing	3704512	13	5	40,526.05	1,553.36	22.1909
TPS Industrial Warehousing	3704612	14	5	41,738.42	1,599.83	22.8547
TJ Lithographer Press Over 21"	3704226	13	5	40,526.05	1,553.36	22.1909
TL Lithographer Press Over 21"	3704326	14	5	41,738.42	1,599.83	22.8547
TS Lithographer Press Over 21"	3704426	15	5	42,990.71	1,647.83	23.5404
TSS Lithographer Press Over 21"	3704526	16	5	44,285.00	1,697.44	24.2491
TJ Lithographer Press To 21"	3704215	11	3	38,217.93	1,464.89	20.9270
TL Lithographer Press To 21"	3704315	12	3	39,353.08	1,508.40	21.5486
TS Lithographer Press To 21"	3704415	13	5	40,526.05	1,553.36	22.1909
TSS Lithographer Press To 21"	3704515	14	5	41,738.42	1,599.83	22.8547
TJ Machinist Manufacturing	3704255	18	5	47,017.59	1,802.18	25.7454
TL Machinist Manufacturing	3704355	20	5	49,979.24	1,915.70	27.3671
TS Machinist Manufacturing	3704455	22	5	53,142.05	2,036.93	29.0990

<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>
TSS Machinist Manufacturing	3704555	23	5	54,803.68	2,100.62	30.0089
TA Mechanic Heavy Vehicle & Equipment (%18)	3704133	18	5	47,017.59	1,802.18	25.7454
TJ Mechanic Heavy Vehicle & Equipment	3704233	18	5	47,017.59	1,802.18	25.7454
TL Mechanic Heavy Vehicle & Equipment	3704333	20	5	49,979.24	1,915.70	27.3671
TS Mechanic Heavy Vehicle & Equipment	3704433	22	5	53,142.05	2,036.93	29.0990
TSS Mechanic Heavy Vehicle & Equipment	3704533	23	5	54,803.68	2,100.62	30.0089
TPS Mechanic Heavy Vehicle & Equipment	3704633	24	5	56,520.61	2,166.43	30.9490
TJ Mechanic Light Vehicle & Equipment	3704224	13	5	40,526.05	1,553.36	22.1909
TL Mechanic Light Vehicle & Equipment	3704324	14	5	41,738.42	1,599.83	22.8547
TS Mechanic Light Vehicle & Equipment	3704424	15	5	42,990.71	1,647.83	23.5404
TSS Mechanic Light Vehicle & Equipment	3704524	16	5	44,285.00	1,697.44	24.2491
TPS Mechanic Light Vehicle & Equipment	3704624	17	5	45,622.33	1,748.70	24.9814
TJ Painter Decorator	3704248	16	5	44,285.00	1,697.44	24.2491
TL Painter Decorator	3704348	16	5	44,285.00	1,697.44	24.2491
TS Painter Decorator	3704448	17	5	45,622.33	1,748.70	24.9814
TSS Painter Decorator	3704548	18	5	47,017.59	1,802.18	25.7454
TJ Shipwright	3704254	18	5	47,017.59	1,802.18	25.7454
TL Shipwright	3704354	20	5	49,979.24	1,915.70	27.3671
TS Shipwright	3704454	22	5	53,142.05	2,036.93	29.0990
TSS Shipwright	3704554	23	5	54,803.68	2,100.62	30.0089
TJ Shoemaker Orthopedic	3704217	11	3	38,217.93	1,464.89	20.9270
TL Shoemaker Orthopedic	3704317	12	3	39,353.08	1,508.40	21.5486
TJ Upholsterer	3704230	13	5	40,526.05	1,553.36	22.1909
TL Upholsterer	3704330	14	5	41,738.42	1,599.83	22.8547
TA Welder Heavy Vehicle & Equipment (% 18)	3704134	18	5	47,017.59	1,802.18	25.7454
TJ Welder Heavy Vehicle & Equipment	3704234	18	5	47,017.59	1,802.18	25.7454

<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>
TL Welder Heavy Vehicle & Equipment	3704334	20	5	49,979.24	1,915.70	27.3671
TS Welder Heavy Vehicle & Equipment	3704434	22	5	53,142.05	2,036.93	29.0990
TSS Welder Heavy Vehicle & Equipment	3704534	23	5	54,803.68	2,100.62	30.0089

Salary Administration Manual 2002

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 MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Administrative Officer R14 (Administrative Officer 1)	0361501		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Administrative Officer N18 (Administrative Officer 2) (Hired before April 1, 2001)	0361502		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Administrative Officer N18 (Hired April 1, 2001-March 30, 2002)	0361502		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Administrative Officer N18 (Hired March 31, 2002)	0361502		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Administrative Officer R18 (Administrative Officer 3)	0361503		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Administrative Officer N21 (Administrative Officer 4) (Hired before April 1, 2001)	0361504		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
				21	51,535.21	1,975.34	28.2191
Administrative Officer N21 (Hired April 1, 2001)	0361504		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

<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	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Administrative Officer N24 (Hired April 1, 2001-March 29, 2003)	0361505		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Administrative Officer N24 (Hired March 30, 2003)	0361505		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Administrative Officer N27 (Administrative Officer 6) (Hired before April 1, 2001)	0361506		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Administrative Officer N27 (Hired April 1, 2001-March 30, 2002)	0361506		25	1	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Administrative Officer N27 (Hired March 31, 2002-March 29, 2003)	0361506		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613
Administrative Officer N27 (Hired March 30, 2003)	0361506		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Clerk R9 (Clerk 3)	0361103		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly	
				3	36,057.22	1,382.07	19.7439	
Clerk R11 (Clerk 4)	0361104		11	1	33,608.22	1,288.20	18.4029	
				2	35,604.57	1,364.72	19.4960	
				3	38,217.93	1,464.89	20.9270	
<hr/>								
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	0361105		13	1	35,604.57	1,364.72	19.4960	
				2	N/A			
				3	37,735.80	1,446.41	20.6630	
				4	N/A			
				5	40,526.05	1,553.36	22.1909	
			(Step available March 30, 2003)	14	5	41,738.42	1,599.83	22.8547
<hr/>								
Clerk N14 (Hired April 1, 2001-March 29, 2003)	0361105		13	1	35,604.57	1,364.72	19.4960	
				2	36,652.32	1,404.88	20.0697	
				3	37,735.80	1,446.41	20.6630	
				4	38,855.03	1,489.31	21.2759	
				5	40,526.05	1,553.36	22.1909	
			(Step available March 30, 2003)	14	5	41,738.42	1,599.83	22.8547
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Clerk N14 (Hired March 30, 2003)	0361105		14	1	36,652.32	1,404.88	20.0697	
				2	37,735.80	1,446.41	20.6630	
				3	38,855.03	1,489.31	21.2759	
				4	40,011.83	1,533.65	21.9093	
				5	41,738.42	1,599.83	22.8547	
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Clerk Stenographer R9 (Clerk Stenographer 3)	0363103		09	1	31,738.92	1,216.55	17.3793	
				2	33,608.22	1,288.20	18.4029	
				3	36,057.22	1,382.07	19.7439	
Clerk Stenographer R11 (Clerk Stenographer 4)	0363104		11	1	33,608.22	1,288.20	18.4029	
				2	35,604.57	1,364.72	19.4960	
				3	38,217.93	1,464.89	20.9270	
<hr/>								
Clerk Stenographer N14 (Clerk Stenographer 5) (Hired before April 1, 2001)	0363105		13	1	35,604.57	1,364.72	19.4960	
				2	N/A			
				3	37,735.80	1,446.41	20.6630	
				4	N/A			
				5	40,526.05	1,553.36	22.1909	
			(Step available March 30, 2003)	14	5	41,738.42	1,599.83	22.8547

SCHEDULE 'A' SALARY SCHEDULE
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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Clerk Stenographer N14 (Hired April 1, 2001-March 29, 2003)	0363105		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
(Step available March 30, 2003)			14	5	41,738.42	1,599.83	22.8547
Clerk Stenographer N14 (Hired March 30, 2003)	0363105		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Communications Officer R14 (Communications Officer 1)	0361531		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Communications Officer R18 (Communications Officer 3)	0361533		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Communications Officer N21 (Communications Officer 4) (Hired before April 1, 2001)	0361534	5124	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Communications Officer N21 (Hired April 1, 2001-March 30, 2002)	0361534	5124	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Communications Officer N21 (Hired March 31, 2002)	0361534	5124	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Coop. Education Training Program Level 2	0361301	SEPS	05	2	29,988.59	1,149.46	16.4209
Coop. Education Training Program Level 3	0361302	SEPS	11	2	35,604.57	1,364.72	19.4960
Court Clerk R9	0361111	1443	09	1	31,738.92	1,216.55	17.3793

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
(Court Clerk 1)				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Court Clerk R11 (Court Clerk 2)	0361112		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Court Clerk R14 (Court Clerk 3)	0361113	1244	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Economist N24 (Economist R23) (Hired before April 1, 2001)	0365105	4162	23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
			(Step available March 30, 2003)	24	56,520.61	2,166.43	30.9490
Economist N24 (Hired April 1, 2001-March 29, 2003)	0365105	4162	23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
			(Step available March 30, 2003)	24	56,520.61	2,166.43	30.9490
Economist N24 (Hired March 30, 2003)	0365105	4162	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Economist R24 (Economist 1)	0365101	4162	24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490

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	
Economist N27 (Economist R25) (Hired before April 1, 2001)	0365106	4162	25	1	50,860.28	1,949.47	27.8496	
				2	N/A			
				3	54,083.35	2,073.01	29.6144	
				4	N/A			
				5	58,294.42	2,234.42	31.9203	
				26	60,127.45	2,304.68	32.9240	
				(Step available March 31, 2002)	27	62,021.80	2,377.29	33.9613
Economist N27 (Hired April 1, 2001-March 30, 2002)	0365106	4162	26	1	52,445.20	2,010.22	28.7174	
				2	54,083.35	2,073.01	29.6144	
				3	55,776.28	2,137.90	30.5414	
				4	57,525.83	2,204.96	31.4994	
				5	60,127.45	2,304.68	32.9240	
				(Step available March 31, 2002)	27	62,021.80	2,377.29	33.9613
				Economist N27 (Hired March 31, 2002)	0365106	4162	27	1
2	55,776.28	2,137.90	30.5414					
3	57,525.83	2,204.96	31.4994					
4	59,333.04	2,274.23	32.4890					
5	62,021.80	2,377.29	33.9613					
Economist R27 (Economist 2)	0365102	4162	27	1	54,083.35	2,073.01	29.6144	
				2	55,776.28	2,137.90	30.5414	
				3	57,525.83	2,204.96	31.4994	
				4	59,333.04	2,274.23	32.4890	
				5	62,021.80	2,377.29	33.9613	
Economist N30 (Economist R28) (Hired before April 1, 2001)	0365107	4162	28	1	55,776.28	2,137.90	30.5414	
				2	N/A			
				3	59,333.04	2,274.23	32.4890	
				4	N/A			
				5	63,979.02	2,452.31	35.0330	
				29	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	68,091.73	2,609.95	37.2850
Economist N30 (Hired April 1, 2001-March 30, 2002)	0365107	4162	29	1	57,525.83	2,204.96	31.4994	
				2	59,333.04	2,274.23	32.4890	
				3	61,201.03	2,345.83	33.5119	
				4	63,131.64	2,419.83	34.5690	
				5	66,001.72	2,529.84	36.1406	
				(Step available March 31, 2002)	30	68,091.73	2,609.95	37.2850
Economist N30 (Hired March 31, 2002)	0365107	4162	30	1	59,333.04	2,274.23	32.4890	
				2	61,201.03	2,345.83	33.5119	
				3	63,131.64	2,419.83	34.5690	
				4	65,171.82	2,498.03	35.6861	
				5	68,091.73	2,609.95	37.2850	
Financial Officer R14 (Financial Officer 1)	0361401		14	1	36,652.32	1,404.88	20.0697	
				2	37,735.80	1,446.41	20.6630	

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
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Financial Officer N18	0361402		16	1	38,855.03	1,489.31	21.2759
(Financial Officer 2)				2	N/A		
(Hired before April 1, 2001)				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
			17	5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
<hr/>							
Financial Officer N18	0361402		17	1	40,011.83	1,533.65	21.9093
(Hired April 1, 2001-March 30, 2002)				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
<hr/>							
Financial Officer N18	0361402		18	1	41,206.46	1,579.44	22.5634
(Hired March 31, 2002)				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
<hr/>							
Financial Officer R18	0361403		18	1	41,206.46	1,579.44	22.5634
(Financial Officer 3)				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
<hr/>							
Financial Officer N21	0361404		20	1	43,718.34	1,675.72	23.9389
(Financial Officer 4)				2	N/A		
(Hired before April 1, 2001)				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
			21	5	51,535.21	1,975.34	28.2191
<hr/>							
Financial Officer N21	0361404		21	1	45,037.15	1,726.27	24.6610
(Hired April 1, 2001)				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Financial Officer N24 (Financial Officer 5) (Hired before April 1, 2001)	0361405		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 31, 2002)			24	5	56,520.61	2,166.43	30.9490
Financial Officer N24 (Hired April 1, 2001-March 30, 2002)	0361405		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 31, 2002)			24	5	56,520.61	2,166.43	30.9490
Financial Officer N24 (Hired March 31, 2002)	0361405		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Financial Officer N30 (Financial Officer 7) (Hired before April 1, 2001)	0361407		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
(Step available March 31, 2002)			29	5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Financial Officer N30 (Hired April 1, 2001-March 30, 2002)	0361407		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
(Step available March 31, 2002)			30	5	68,091.73	2,609.95	37.2850
Financial Officer N30 (Hired March 31, 2002)	0361407		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Information Systems Level R6 (Information Systems Level 1)	0368001	1422	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Information Systems Level R9 (Information Systems Level 3)	0368003		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
Information Systems Level R11 (Information Systems Level 4)	0368004		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960

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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>
				3	38,217.93	1,464.89	20.9270
Information Systems Level R13 (Information Systems Level 5)	0368005		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Information Systems Level R14 (Information Systems Level 6)	0368006		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Information Systems Level N18 (Information Systems Level 7) (Hired before April 1, 2001)	0368007		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
				17	45,622.33	1,748.70	24.9814
				18	47,017.59	1,802.18	25.7454
							(Step available March 31, 2002)
Information Systems Level N18 (Hired April 1, 2001-March 30, 2002)	0368007		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
				18	47,017.59	1,802.18	25.7454
							(Step available March 31, 2002)
Information Systems Level N18 (Hired March 31, 2002)	0368007		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Information Systems Level R18 (Information Systems Level 8)	0368008		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

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Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Information Systems Level N21 (Information Systems Level 9) (Hired before April 1, 2001)	0368009		20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Information Systems Level N21 (Hired April 1, 2001-March 30, 2002)	0368009		20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
(Step available March 31, 2002)			21	5	51,535.21	1,975.34	28.2191
Information Systems Level N21 (Hired March 31, 2002)	0368009		21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Information Systems Level N24 (Information Systems Level 10) (Hired before April 1, 2001)	0368010		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Information Systems Level N24 (Hired April 1, 2001-March 29, 2003)	0368010		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Information Systems Level N24 (Hired March 30, 2003)	0368010		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Information Systems Level N27 (Information Systems Level 11) (Hired before April 1, 2001)	0368011		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
(Step available March 31, 2002)			26	5	60,127.45	2,304.68	32.9240
(Step available March 30, 2003)			27	5	62,021.80	2,377.29	33.9613

**SCHEDULE 'A' SALARY SCHEDULE
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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	50,860.28	1,949.47	27.8496
				2	52,445.20	2,010.22	28.7174
				3	54,083.35	2,073.01	29.6144
				4	55,776.28	2,137.90	30.5414
				5	58,294.42	2,234.42	31.9203
				(Step available March 31, 2002)	26	5	60,127.45
(Step available March 30, 2003)	27	5	62,021.80	2,377.29	33.9613		
Information Systems Level N27 (Hired March 31, 2002-March 29, 2003)	0368011		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
				(Step available March 30, 2003)	27	5	62,021.80
Information Systems Level N27 (Hired March 30, 2003)	0368011		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613
Information Systems Level N30 (Information Systems Level 12) (Hired before April 1, 2001)	0368012		28	1	55,776.28	2,137.90	30.5414
				2	N/A		
				3	59,333.04	2,274.23	32.4890
				4	N/A		
				5	63,979.02	2,452.31	35.0330
				29	5	66,001.72	2,529.84
(Step available March 31, 2002)	30	5	68,091.73	2,609.95	37.2850		
Information Systems Level N30 (Hired April 1, 2001-March 30, 2002)	0368012		29	1	57,525.83	2,204.96	31.4994
				2	59,333.04	2,274.23	32.4890
				3	61,201.03	2,345.83	33.5119
				4	63,131.64	2,419.83	34.5690
				5	66,001.72	2,529.84	36.1406
				(Step available March 31, 2002)	30	5	68,091.73
Information Systems Level N30 (Hired March 31, 2002)	0368012		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Information Systems Level R30 (Information Systems Level 13)	0368013		30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
Only applicable to employees at ISL 13 prior to May 24, 2001				→	72,572.04	2,781.68	39.7383
Information Technology Work Practicum	0364101	SEPS	06	2	30,849.80	1,182.47	16.8924

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
Librarian R14 (Librarian 1)	0366151	5111	14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
<hr/>							
Librarian N21 (Librarian 2) (Hired before April 1, 2001)	0366152	5111	20	1	43,718.34	1,675.72	23.9389
				2	N/A		
				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
	(Step available March 31, 2002)		21	5	51,535.21	1,975.34	28.2191
<hr/>							
Librarian N21 (Hired April 1, 2001-March 30, 2002)	0366152	5111	20	1	43,718.34	1,675.72	23.9389
				2	45,037.15	1,726.27	24.6610
				3	46,404.49	1,778.68	25.4097
				4	47,841.49	1,833.76	26.1966
				5	49,979.24	1,915.70	27.3671
	(Step available March 31, 2002)		21	5	51,535.21	1,975.34	28.2191
<hr/>							
Librarian N21 (Hired March 31, 2002)	0366152	5111	21	1	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
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Librarian R30 (Librarian 4)	0366154	5111	30	1	59,333.04	2,274.23	32.4890
				2	61,201.03	2,345.83	33.5119
				3	63,131.64	2,419.83	34.5690
				4	65,171.82	2,498.03	35.6861
				5	68,091.73	2,609.95	37.2850
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Machine Operator R9 (Machine Operator 2)	0368202		09	1	31,738.92	1,216.55	17.3793
				2	33,608.22	1,288.20	18.4029
				3	36,057.22	1,382.07	19.7439
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Office Assistant R6 (Office Assistant 1)	0361051		06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
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Office Assistant R7 (Office Assistant 2)	0361052		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

<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	45,037.15	1,726.27	24.6610
				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
Public Service Internship Program	0364001	SEPS	13	1	35,604.57	1,364.72	19.4960
Public Service Internship Program (AS)	0364002	SEPS	13	1	35,604.57	1,364.72	19.4960
Public Service Training Program Level 1	0362001	SEPS	05	1	28,349.40	1,086.63	15.5233
Public Service Training Program Level 2	0362002	SEPS	05	2	29,988.59	1,149.46	16.4209
Public Service Training Program Level 3	0362003	SEPS	11	2	35,604.57	1,364.72	19.4960
Research Officer R13 (Research Officer 1)	0365121		13	1	35,604.57	1,364.72	19.4960
				2	36,652.32	1,404.88	20.0697
				3	37,735.80	1,446.41	20.6630
				4	38,855.03	1,489.31	21.2759
				5	40,526.05	1,553.36	22.1909
Research Officer R14	0365125		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
Research Officer N18 (Research Officer R16) (Hired before April 1, 2001)	0365126		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
			17	5	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)			18	5	47,017.59	1,802.18	25.7454
Research Officer N18 (Hired April 1, 2001-March 29, 2003)	0365126		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 30, 2003)			18	5	47,017.59	1,802.18	25.7454
Research Officer N18 (Hired March 30, 2003)	0365126		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Research Officer R18	0365127		18	1	41,206.46	1,579.44	22.5634

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Research Officer N21	0365122		20	1	43,718.34	1,675.72	23.9389
(Research Officer 2)				2	N/A		
(Hired before April 1, 2001)				3	46,404.49	1,778.68	25.4097
				4	N/A		
				5	49,979.24	1,915.70	27.3671
			21	5	51,535.21	1,975.34	28.2191
<hr/>							
Research Officer N21	0365122		21	1	45,037.15	1,726.27	24.6610
(Hired April 1, 2001)				2	46,404.49	1,778.68	25.4097
				3	47,841.49	1,833.76	26.1966
				4	49,325.71	1,890.65	27.0093
				5	51,535.21	1,975.34	28.2191
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Research Officer N24	0365123		22	1	46,404.49	1,778.68	25.4097
(Research Officer 3)				2	N/A		
(Hired before April 1, 2001)				3	49,325.71	1,890.65	27.0093
				4	N/A		
				5	53,142.05	2,036.93	29.0990
		(Step available March 31, 2002)	23	5	54,803.68	2,100.62	30.0089
		(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
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Research Officer N24	0365123		22	1	46,404.49	1,778.68	25.4097
(Hired April 1, 2001-March 30, 2002)				2	47,841.49	1,833.76	26.1966
				3	49,325.71	1,890.65	27.0093
				4	50,860.28	1,949.47	27.8496
				5	53,142.05	2,036.93	29.0990
		(Step available March 31, 2002)	23	5	54,803.68	2,100.62	30.0089
		(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
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Research Officer N24	0365123		23	1	47,841.49	1,833.76	26.1966
(Hired March 31, 2002-March 29, 2003)				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
		(Step available March 30, 2003)	24	5	56,520.61	2,166.43	30.9490
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Research Officer N24	0365123		24	1	49,325.71	1,890.65	27.0093
(Hired March 30, 2003)				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
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Research Officer N24	0365128		23	1	47,841.49	1,833.76	26.1966
(Research Officer R23)				2	N/A		
(Hired before April 1, 2001)				3	50,860.28	1,949.47	27.8496

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

Classification Title	Class Code	NOC	Grid Level	Step	Annual	Bi-weekly	Hourly
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Research Officer N24 (Hired April 1, 2001-March 29, 2003)	0365128		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
Research Officer N24 (Hired March 30, 2003)	0365128		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Research Officer R24 (Research Officer 4)	0365124		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
Research Officer N27 (Research Officer R25) (Hired before April 1, 2001)	0365129		25	1	50,860.28	1,949.47	27.8496
				2	N/A		
				3	54,083.35	2,073.01	29.6144
				4	N/A		
				5	58,294.42	2,234.42	31.9203
			26	5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Research Officer N27 (Hired April 1, 2001 - March 30, 2002)	0365129		26	1	52,445.20	2,010.22	28.7174
				2	54,083.35	2,073.01	29.6144
				3	55,776.28	2,137.90	30.5414
				4	57,525.83	2,204.96	31.4994
				5	60,127.45	2,304.68	32.9240
(Step available March 31, 2002)			27	5	62,021.80	2,377.29	33.9613
Research Officer N27 (Hired March 31, 2002)	0365129		27	1	54,083.35	2,073.01	29.6144
				2	55,776.28	2,137.90	30.5414
				3	57,525.83	2,204.96	31.4994
				4	59,333.04	2,274.23	32.4890
				5	62,021.80	2,377.29	33.9613

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

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	36,652.32	1,404.88	20.0697
				2	N/A		
				3	38,855.03	1,489.31	21.2759
				4	N/A		
				5	41,738.42	1,599.83	22.8547
(Step available March 30, 2003)			15	5	42,990.71	1,647.83	23.5404
Scientific/Technical Officer N15 (Hired April 1, 2001-March 29, 2003)	0365002		14	1	36,652.32	1,404.88	20.0697
				2	37,735.80	1,446.41	20.6630
				3	38,855.03	1,489.31	21.2759
				4	40,011.83	1,533.65	21.9093
				5	41,738.42	1,599.83	22.8547
(Step available March 30, 2003)			15	5	42,990.71	1,647.83	23.5404
Scientific/Technical Officer N15 (Hired March 30, 2003)	0365002		15	1	37,735.80	1,446.41	20.6630
				2	38,855.03	1,489.31	21.2759
				3	40,011.83	1,533.65	21.9093
				4	41,206.46	1,579.44	22.5634
				5	42,990.71	1,647.83	23.5404
Scientific/Technical Officer N18 (Scientific/Technical Officer R16) (Hired before April 1, 2001)	0365008		16	1	38,855.03	1,489.31	21.2759
				2	N/A		
				3	41,206.46	1,579.44	22.5634
				4	N/A		
				5	44,285.00	1,697.44	24.2491
(Step available March 31, 2002)			17	5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Scientific/Technical Officer N18 (Hired April 1, 2001-March 30, 2002)	0365008		17	1	40,011.83	1,533.65	21.9093
				2	41,206.46	1,579.44	22.5634
				3	42,442.05	1,626.80	23.2400
				4	43,718.34	1,675.72	23.9389
				5	45,622.33	1,748.70	24.9814
(Step available March 31, 2002)			18	5	47,017.59	1,802.18	25.7454
Scientific/Technical Officer N18 (Hired March 31, 2002)	0365008		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
Scientific/Technical Officer R18 (Scientific/Technical Officer 3)	0365003		18	1	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454

SCHEDULE 'A' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

<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	41,206.46	1,579.44	22.5634
				2	42,442.05	1,626.80	23.2400
				3	43,718.34	1,675.72	23.9389
				4	45,037.15	1,726.27	24.6610
				5	47,017.59	1,802.18	25.7454
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Social Program Officer N24 (Social Program Officer 4) (Hired before April 1, 2001)	0361174		23	1	47,841.49	1,833.76	26.1966
				2	N/A		
				3	50,860.28	1,949.47	27.8496
				4	N/A		
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Social Program Officer N24 (Hired April 1, 2001-March 29, 2003)	0361174		23	1	47,841.49	1,833.76	26.1966
				2	49,325.71	1,890.65	27.0093
				3	50,860.28	1,949.47	27.8496
				4	52,445.20	2,010.22	28.7174
				5	54,803.68	2,100.62	30.0089
(Step available March 30, 2003)			24	5	56,520.61	2,166.43	30.9490
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Social Program Officer N24 (Hired March 30, 2003)	0361174		24	1	49,325.71	1,890.65	27.0093
				2	50,860.28	1,949.47	27.8496
				3	52,445.20	2,010.22	28.7174
				4	54,083.35	2,073.01	29.6144
				5	56,520.61	2,166.43	30.9490
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Stockworker R6 (Stockworker 1)	0361191	1472	06	1	29,156.08	1,117.55	15.9650
				2	30,849.80	1,182.47	16.8924
				3	33,069.47	1,267.55	18.1079
Stockworker R7 (Stockworker 3)	0361193	1472	07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Technical Assistant R7 (Technical Assistant 1)	0361101		07	1	29,988.59	1,149.46	16.4209
				2	31,738.92	1,216.55	17.3793
				3	34,033.21	1,304.49	18.6356
Technical Assistant R11 (Technical Assistant 2)	0361102		11	1	33,608.22	1,288.20	18.4029
				2	35,604.57	1,364.72	19.4960
				3	38,217.93	1,464.89	20.9270
Youth Employment Program Level 1	0363001	SEPS	03	2	28,349.40	1,086.63	15.5233
Youth Employment Program Level 2	0363002	SEPS	03	3	30,362.45	1,163.79	16.6256

SCHEDULE A NURSE SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE APRIL 29, 2001

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	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	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 MARCH 31, 2002

<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	36,652.32	1,404.88	20.0697
			2	37,735.80	1,446.41	20.6630
			3	38,855.03	1,489.31	21.2759
			4	40,011.83	1,533.65	21.9093
			5	41,738.42	1,599.83	22.8547
Administrative Officer R18 (Administrative Officer 3)	0351503	18	1	41,206.46	1,579.44	22.5634
			2	42,442.05	1,626.80	23.2400
			3	43,718.34	1,675.72	23.9389
			4	45,037.15	1,726.27	24.6610
			5	47,017.59	1,802.18	25.7454
Clerk R9 (Clerk 3)	0351103	9	1	31,738.92	1,216.55	17.3793
			2	33,608.22	1,288.20	18.4029
			3	36,057.22	1,382.07	19.7439
Clerk R11 (Clerk 4)	0351104	11	1	33,608.22	1,288.20	18.4029
			2	35,604.57	1,364.72	19.4960
			3	38,217.93	1,464.89	20.9270
Clerk N14 (Clerk 5) (Hired before April 1, 2001)	0351105	13	1	35,604.57	1,364.72	19.4960
			2	N/A		
			3	37,735.80	1,446.41	20.6630
			4	N/A		
			5	40,526.05	1,553.36	22.1909
(Step available March 30, 2003)		14	5	41,738.42	1,599.83	22.8547
Clerk N14 (Hired April 1, 2001-March 29, 2003)	0351105	13	1	35,604.57	1,364.72	19.4960
			2	36,652.32	1,404.88	20.0697
			3	37,735.80	1,446.41	20.6630
			4	38,855.03	1,489.31	21.2759
			5	40,526.05	1,553.36	22.1909
(Step available March 30, 2003)		14	5	41,738.42	1,599.83	22.8547
Clerk N14 (Hired March 30, 2003)	0351105	14	1	36,652.32	1,404.88	20.0697
			2	37,735.80	1,446.41	20.6630
			3	38,855.03	1,489.31	21.2759
			4	40,011.83	1,533.65	21.9093
			5	41,738.42	1,599.83	22.8547
Clerk Stenographer R9 (Clerk Stenographer 3)	0353103	9	1	31,738.92	1,216.55	17.3793
			2	33,608.22	1,288.20	18.4029
			3	36,057.22	1,382.07	19.7439
Clerk Stenographer R11 (Clerk Stenographer 4)	0353104	11	1	33,608.22	1,288.20	18.4029
			2	35,604.57	1,364.72	19.4960
			3	38,217.93	1,464.89	20.9270
Clerk Stenographer N14	0353105	13	1	35,604.57	1,364.72	19.4960

CATEGORY 'B' SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

<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	37,735.80	1,446.41	20.6630
			4	N/A		
			5	40,526.05	1,553.36	22.1909
(Step available March 30, 2003)		14	5	41,738.42	1,599.83	22.8547
Clerk Stenographer N14	0353105	13	1	35,604.57	1,364.72	19.4960
(Hired April 1, 2001-March 29, 2003)			2	36,652.32	1,404.88	20.0697
			3	37,735.80	1,446.41	20.6630
			4	38,855.03	1,489.31	21.2759
			5	40,526.05	1,553.36	22.1909
(Step available March 30, 2003)		14	5	41,738.42	1,599.83	22.8547
Clerk Stenographer N14	0353105	14	1	36,652.32	1,404.88	20.0697
(Hired March 30, 2003)			2	37,735.80	1,446.41	20.6630
			3	38,855.03	1,489.31	21.2759
			4	40,011.83	1,533.65	21.9093
			5	41,738.42	1,599.83	22.8547
Communications Officer R18	0351533	18	1	41,206.46	1,579.44	22.5634
(Communications Officer 3)			2	42,442.05	1,626.80	23.2400
			3	43,718.34	1,675.72	23.9389
			4	45,037.15	1,726.27	24.6610
			5	47,017.59	1,802.18	25.7454
Office Assistant R7	0351052	7	1	29,988.59	1,149.46	16.4209
(Office Assistant 2)			2	31,738.92	1,216.55	17.3793
			3	34,033.21	1,304.49	18.6356

Salary Administration Manual 2002

Tab 3 - Management

DEPUTY MINISTER AND ASSISTANT DEPUTY MINISTER SALARY SCHEDULE	Page 1
MANAGEMENT SALARY SCHEDULE	Page 3
MINISTER'S STAFF SALARY SCHEDULE - Ministerial Assistant - Special Assistant - Executive Assistant - Administrative Coordinator	Page 5
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MANAGEMENT (BCSC) SALARY SCHEDULE	Page 8

<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	108,235.58	9,019.63	4,148.66	59.2666
Assistant Deputy Minister - ML10	0111010	103,404.10	8,617.01	3,963.47	56.6210
Assistant Deputy Minister - ML9	0111009	98,704.12	8,225.34	3,783.32	54.0474

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

MANAGEMENT SALARY SCHEDULE
 ANNUAL, MONTHLY, BI-WEEKLY AND HOURLY RATES
 EFFECTIVE MARCH 31, 2002

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	108,235.58	9,019.63	4,148.66	59.2666
Management Level 10	0181010	103,404.10	8,617.01	3,963.47	56.6210
Management Level 09	0181009	98,704.12	8,225.34	3,783.32	54.0474
Management Level 08	0181008	90,087.35	7,507.28	3,453.04	49.3291
Management Level 07	0181007	83,819.92	6,984.99	3,212.81	45.8973
Management Level 06	0181006	77,553.01	6,462.75	2,972.60	42.4657
Management Level 05	0181005	72,069.83	6,005.82	2,762.43	39.4633
Management Level 04	0181004	67,369.58	5,614.13	2,582.27	36.8896
Management Level 03	0181003	61,102.93	5,091.91	2,342.07	33.4581
Management Level 02	0181002	54,835.77	4,569.65	2,101.85	30.0264
Management Level 01	0181001	50,987.07	4,248.92	1,954.33	27.9190
Management Level 01 Sub-level 1	0181101	49,088.30	4,090.69	1,881.55	26.8793
Management Level 01 Sub-level 2	0181201	48,349.71	4,029.14	1,853.24	26.4749
Management Level 01 Sub-level 3	0181301	47,611.64	3,967.64	1,824.95	26.0707
Management Level 01 Sub-level 4	0181401	46,134.99	3,844.58	1,768.35	25.2621
Management Level 01 Sub-level 5	0181501	44,669.29	3,722.44	1,712.17	24.4596
Management Level 01 Sub-level 6	0181601	43,221.08	3,601.76	1,656.66	23.6666
Management Level 01 Sub-level 7	0181701	41,773.90	3,481.16	1,601.19	22.8741
Management Level 01 Sub-level 8	0181801	40,325.95	3,360.50	1,545.69	22.0813
Management Level 01 Sub-level 9	0181901	38,877.21	3,239.77	1,490.16	21.2880

Classification Title	Class Code	Step	%	Annual	Bi-weekly	Hourly
Ministerial Assistant % of Management Level 04	0023013	1	80%	53,895.77	2,065.82	29.5117
		2	88%	59,285.29	2,272.40	32.4629
		3	94%	63,327.31	2,427.33	34.6761
		4	100%	67,369.58	2,582.27	36.8896
Special Assistant % of Management Level 03	0023002	1	80%	48,882.45	1,873.66	26.7666
		2	88%	53,770.54	2,061.02	29.4431
		3	94%	57,436.87	2,201.55	31.4507
		4	100%	61,102.93	2,342.07	33.4581
Executive Assistant % of Management Level 02	0023022	1	80%	43,868.61	1,681.48	24.0211
		2	88%	48,255.53	1,849.63	26.4233
		3	94%	51,545.65	1,975.74	28.2249
		4	100%	54,835.77	2,101.85	30.0264
Administrative Coordinator % of Management Level 01	0150005	1	90.26%	46,020.98	1,763.98	25.1997
		2	94.28%	48,070.55	1,842.54	26.3220
		3	97.94%	49,936.72	1,914.07	27.3439
		4	100%	50,987.07	1,954.33	27.9190

SENIOR SECRETARY SALARY SCHEDULE

ANNUAL, BI-WEEKLY AND HOURLY RATES
 EFFECTIVE MARCH 31, 2002

<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		46,020.98	3,835.08	1,763.98	25.1997
				(Salary Maximum)		
		<u>Step</u>				
Executive Administrative Assistant Equivalent to BCGEU Grid 13 plus 5%	0180003	1	37,384.90	3,115.41	1,432.96	20.4709
		2	38,484.83	3,207.07	1,475.12	21.0731
		3	39,622.58	3,301.88	1,518.73	21.6961
		4	40,797.90	3,399.83	1,563.78	22.3397
		5	42,552.41	3,546.03	1,631.03	23.3004
Judicial Administrative Assistant Equivalent to BCGEU Grid 11 plus 5%	0180005	1	35,288.63	2,940.72	1,352.61	19.3230
		2	37,384.90	3,115.41	1,432.96	20.4709
		3	40,128.71	3,344.06	1,538.13	21.9733

MISCELLANEOUS MANAGEMENT SALARY SCHEDULE

ANNUAL, MONTHLY, BI-WEEKLY AND HOURLY RATES

EFFECTIVE MARCH 31, 2002

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	50,987.07	4,248.92	1,954.33	27.9190
Official Court Reporter Up to 68.08% of Management Level 1	014 1071	34,712.06	2,892.67	1,330.51	19.0073
Court Referee Up to 100% of Management Level 5	014 1090	72,069.83	6,005.82	2,762.43	39.4633

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

Salary Administration Manual 2002

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 2002

Tab 5 - PEA

PEA SALARY SCHEDULE
ANNUAL, BI-WEEKLY AND HOURLY RATES
EFFECTIVE MARCH 31, 2002

GRID RANGE	STEP	Annual	Bi-weekly	Hourly
1	1	39,297.51	1,506.27	21.5181
	2	41,065.84	1,574.05	22.4864
	3	42,913.74	1,644.88	23.4983
	4	44,844.87	1,718.90	24.5557
	5	46,504.15	1,782.50	25.4643
2	1	47,058.55	1,803.75	25.7679
	2	49,175.96	1,884.91	26.9273
	3	51,389.11	1,969.74	28.1391
	4	53,701.40	2,058.37	29.4053
	5	55,688.36	2,134.53	30.4933
3	1	52,309.02	2,005.00	28.6429
	2	54,662.79	2,095.22	29.9317
	3	57,122.75	2,189.51	31.2787
	4	59,693.33	2,288.04	32.6863
	5	61,901.79	2,372.69	33.8956
4	1	56,055.96	2,148.62	30.6946
	2	58,578.53	2,245.31	32.0759
	3	61,214.60	2,346.35	33.5193
	4	63,969.10	2,451.93	35.0276
	5	66,335.92	2,542.65	36.3236
5	1	62,023.62	2,377.36	33.9623
	2	64,814.66	2,484.34	35.4906
	3	67,731.18	2,596.13	37.0876
	4	70,779.19	2,712.96	38.7566
	5	73,398.03	2,813.34	40.1906
6	1	67,469.24	2,586.09	36.9441
	2	70,505.51	2,702.47	38.6067
	3	73,678.23	2,824.08	40.3440
	4	76,993.66	2,951.16	42.1594
	5	79,842.35	3,060.35	43.7193

<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					
Accounting Officer 2	2304202	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Dental Officer 1	2303101					
Dental Officer 2	2303102	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Dental Officer 3	2303103	6	1	67,469.24	2,586.09	36.9441
			2	70,505.51	2,702.47	38.6067
			3	73,678.23	2,824.08	40.3440
			4	76,993.66	2,951.16	42.1594
			5	79,842.35	3,060.35	43.7193
Inspector Technical Classes	2203001	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Inspector Correspondence Schools 2	2202002					
Inspector Correspondence Schools 3	2202003					
Inspector Correspondence Schools 4	2202004					
Licensed Psychologist 1	2303131					
Licensed Psychologist 2	2303132	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Psychologist 3	2303133	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906

<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 4	2303134	6	1	67,469.24	2,586.09	36.9441
			2	70,505.51	2,702.47	38.6067
			3	73,678.23	2,824.08	40.3440
			4	76,993.66	2,951.16	42.1594
			5	79,842.35	3,060.35	43.7193
Licensed Psychologist 5	2303135	6	1	67,469.24	2,586.09	36.9441
			2	70,505.51	2,702.47	38.6067
			3	73,678.23	2,824.08	40.3440
			4	76,993.66	2,951.16	42.1594
			5	79,842.35	3,060.35	43.7193
Licensed Science Officer (Agrologist) 1	2401001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643
Licensed Science Officer (Agrologist) 2	2401002	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Licensed Science Officer (Agrologist) 3	2401003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Agrologist) 4	2401004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Science Officer (Agrologist) 5	2401005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Licensed Science Officer (Architect) 1	2801001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643

<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	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Licensed Science Officer (Architect) 3	2801003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Architect) 4	2801004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Science Officer (Architect) 5	2801005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Licensed Science Officer (Engineer) 1	2601001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643
Licensed Science Officer (Engineer) 2	2601002	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Licensed Science Officer (Engineer) 3	2601003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Engineer) 4	2601004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236

<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 (Engineer) 5	2601005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Licensed Science Officer (Forester) 1	2501001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643
Licensed Science Officer (Forester) 2	2501002	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Licensed Science Officer (Forester) 3	2501003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Forester) 4	2501004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Science Officer (Forester) 5	2501005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Licensed Science Officer (Geologist) 1	2701001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643
Licensed Science Officer (Geologist) 2	2701002	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933

<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 (Geologist) 3	2701003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Geologist) 4	2701004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Science Officer (Geologist) 5	2701005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Licensed Science Officer (Other) 1	2901001	1	1	39,297.51	1,506.27	21.5181
			2	41,065.84	1,574.05	22.4864
			3	42,913.74	1,644.88	23.4983
			4	44,844.87	1,718.90	24.5557
			5	46,504.15	1,782.50	25.4643
Licensed Science Officer (Other) 2	2901002	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Licensed Science Officer (Other) 3	2901003	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Licensed Science Officer (Other) 4	2901004	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Licensed Science Officer (Other) 5	2901005	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906

<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>
Pharmacist 1	2303111	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Pharmacist 2	2303112	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Pharmacist 3	2303113	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Pharmacist 4	2303114	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Physiotherapist 1	2303121	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Physiotherapist 2	2303122	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Physiotherapist 3	2303123	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Physiotherapist 4	2303124	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956

<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 5	2303125	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Teacher 4	2201004	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Teacher 5	2201005	3	1	52,309.02	2,005.00	28.6429
			2	54,662.79	2,095.22	29.9317
			3	57,122.75	2,189.51	31.2787
			4	59,693.33	2,288.04	32.6863
			5	61,901.79	2,372.69	33.8956
Veterinarian 1	2303141	2	1	47,058.55	1,803.75	25.7679
			2	49,175.96	1,884.91	26.9273
			3	51,389.11	1,969.74	28.1391
			4	53,701.40	2,058.37	29.4053
			5	55,688.36	2,134.53	30.4933
Veterinarian 2	2303142	4	1	56,055.96	2,148.62	30.6946
			2	58,578.53	2,245.31	32.0759
			3	61,214.60	2,346.35	33.5193
			4	63,969.10	2,451.93	35.0276
			5	66,335.92	2,542.65	36.3236
Veterinarian 3	2303143	5	1	62,023.62	2,377.36	33.9623
			2	64,814.66	2,484.34	35.4906
			3	67,731.18	2,596.13	37.0876
			4	70,779.19	2,712.96	38.7566
			5	73,398.03	2,813.34	40.1906
Veterinarian 4	2303144	6	1	67,469.24	2,586.09	36.9441
			2	70,505.51	2,702.47	38.6067
			3	73,678.23	2,824.08	40.3440
			4	76,993.66	2,951.16	42.1594
			5	79,842.35	3,060.35	43.7193

Salary Administration Manual 2002

Tab 6 - Other Categories

SALARY SCHEDULES - OTHER CATEGORIES

PUBLIC SERVICE

EMPLOYEE RELATIONS COMMISSION

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LOCALLY ENGAGED EMPLOYEES SALARY SCHEDULE - London/Tokyo	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 2002

Tab 7 - Classification Code Index

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 X XXXXXX	▶ The first digit is always “0” and indicates that the position is excluded.
2nd X X XXXXX	▶ The second digit is always “1”.
3rd XX X XXXX	<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 XXX X XXX	<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 XXXX X XX	<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 XXXXX XX	▶ “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
▶ BCGEU	▶ Queen's Printer (Printers' Unions)
▶ PEA	▶ Employee Health Services
▶ UPN/BCNU	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

<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 (Non-PSA)</i>		
8 - - -	QP, QPA	Queen's Printer - Printers' Unions
<i>Excluded (Non-PSA)</i>		
blank	MLA	MLAs
0 0 1 -	VAR	Elected Officials (Ministers including Premier)
0 0 2 -	VAR	Order in Council Ombudsman and Auditor General only
0 0 3 -	VAR	Legislative Assembly (excluding Legislative Library staff who are PSA)
0 0 4 -	VAR	Government House Staff
0 0 5 1	VAR	Order in Council Provincial Court (Judges and Justices of the Peace)
0 0 5 3	VAR	Agency, Board and Commission Chairs and Board Members - primarily
0 0 7 -	CLU, LAB	Agency, Board and Commission "Non-Management" staff
0 0 8 -	VAR	Elections Branch
0 1 6 1	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)

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
0023008 Child and Youth Advocate
0023009 Police Complaint 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
	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 Supreme Court
0051055	Justices of Peace
	Agency, Board and Commission Chairs and Members:
0053011	Agent General
0053501	Chairperson
0053502	Vice-Chair
0053503	Member
	Agencies, Boards and Commission Staff:
0071103	Clerk 3 - Public Service Appeal Board
0071104	Clerk 4 - Public Service Appeal Board
0071105	Administrative Officer 3 - 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
0071847	Administrative Officer 2 - BC Utilities Commission
0071851	Clerk Stenographer 4 - BC Utilities Commission
0071903	Research Officer 3 (CLEU)
0071940	Clerk Steno Conflict Interest
0072004	Special Investigator 4 80 Hrs (CLEU)
0072010	Recording Secretary Court Of Review
0072302	Student Co-op Graduate
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 Electoral 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
	Legal Services:
0141071	Official Court Reporter
0141090	Court Referee
	Executive Secretaries (OICs):
0150005	Administrative Coordinator
	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 R7
0351103	Clerk R9
0351104	Clerk R11
0351105	Clerk N14
0351501	Administrative Officer R14
0351503	Administrative Officer R18

0351533 Communications Officer R18
0353103 Clerk Stenographer R9
0353104 Clerk Stenographer R11
0353105 Clerk Stenographer N14
Schedule A:
0361051 Office Assistant R6
0361052 Office Assistant R7
0361101 Technical Assistant R7
0361102 Technical Assistant R11
0361103 Clerk R9
0361104 Clerk R11
0361105 Clerk N14
0361111 Court Clerk R9
0361112 Court Clerk R11
0361113 Court Clerk R14
0361172 Social Program Officer N18
0361173 Social Program Officer R18
0361174 Social Program Officer N24
0361191 Stockworker R6
0361193 Stockworker R7
0361301 Coop Education Training Program Level 2
0361302 Coop Education Training Program Level 3
0361401 Financial Officer R14
0361402 Financial Officer N18
0361403 Financial Officer R18
0361404 Financial Officer N21
0361405 Financial Officer N24
0361407 Financial Officer N30
0361501 Administrative Officer R14
0361502 Administrative Officer N16
0361503 Administrative Officer R18
0361504 Administrative Officer N21
0361505 Administrative Officer N24
0361506 Administrative Officer N27
0361531 Communications Officer R14
0361533 Communications Officer R18
0361534 Communications Officer N21
0361555 Deputy Sheriff Service N14
0362001 Public Service Training Program Level 1

0362002	Public Service Training Program Level 2
0362003	Public Service Training Program Level 3
0362146	Photo Arts Technician N21
0363001	Youth Employment Program Level 1
0363002	Youth Employment Program Level 2
0363103	Clerk Stenographer R9
0363104	Clerk Stenographer R11
0363105	Clerk Stenographer N14
0364001	Public Service Internship Program
0364002	Public Service Internship Program (AS) Articling Students
0364101	Information Technology Work Practicum
0365002	Scientific/Technical Officer N15
0365003	Scientific/Technical Officer R18
0365008	Scientific/Technical Officer N18
0365101	Economist R24
0365102	Economist R27
0365105	Economist N24
0365106	Economist N27
0365107	Economist N30
0365121	Research Officer R13
0365122	Research Officer N21
0365123	Research Officer N24
0365124	Research Officer R24
0365125	Research Officer R14
0365126	Research Officer N18
0365127	Research Officer R18
0365128	Research Officer N24
0365129	Research Officer N27
0366151	Librarian R14
0366152	Librarian N21
0366154	Librarian R30
0368001	Information Systems R6
0368003	Information Systems R9
0368004	Information Systems R11
0368005	Information Systems R13
0368006	Information Systems R14
0368007	Information Systems N18
0368008	Information Systems R18
0368009	Information Systems N21

0368010 Information Systems N24
0368011 Information Systems N27
0368012 Information Systems N30
0368013 Information Systems R30
0368202 Machine Operator R9
0369104 Nurse 4
0369105 Nurse 5
0369107 Nurse 7
0369109 Nurse 9

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:

1221004 Nurse 4 (C)
1221005 Nurse 5 (C)
1221007 Nurse 7 (C)
1221009 Nurse 9 (C)
1231000 Nurse Graduate
1231004 Nurse 4 (H)
1231005 Nurse 5 (H)
1231007 Nurse 7 (H)
1231009 Nurse 9 (H)

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
	362 - Environment, Technical & Operational
	363 - Environment, Technical & Operational
	366 - Hospital and Allied Services
	370 - Environment, Technical & Operational
	372 - Correctional and Sheriff Services
	373 - Environment, Technical & Operational
	375 - Retail, Stores and Warehousing
	379 - Special Employment Programs
3501101	Child Care Counsellor 1 Obsolete
3501102	Child Care Counsellor R13
3501103	Child Care Counsellor R14
3501105	Child Care Counsellor R18
3501106	Child Care Counsellor N16
3501107	Child Care Counsellor N21
3501108	Child Care Counsellor N24
3501131	Psychologist Assistant R13
3501132	Psychologist Assistant R18
3501141	Psychologist N21
3501143	Psychologist N27
3501144	Psychologist N30
3501145	Psychologist R30
3501146	Psychologist N24
3501167	Social Program Officer R24 Training Level
3501168	Social Program Officer 4 – Growth Level 4A
3501169	Social Program Officer (Growth to N24)
3501171	Social Program Officer R14
3501172	Social Program Officer N18
3501173	Social Program Officer R18

3501174	Social Program Officer N24
3501175	Social Program Officer N26
3501176	Social Program Officer R28
3501177	Social Program Officer R30
3501178	Social Program Officer N21
3501180	Social Program Officer (Child Protection) N24
3501181	Social Program Officer (Child Protection) N26
3501201	Community Program Officer (FAW) N15
3501203	Community Program Officer (IA) R18
3501204	Community Program Officer (IA) N21
3501205	Community Program Officer (IA) N24
3501207	Community Program Officer (Growth to N15)
3501212	Community Program Officer (EO/VO) N15
3501222	Community Program Officer (FMW) N18
3501231	Rehabilitation Consultant N21
3501243	Training Consultant N18
3501244	Training Consultant (Growth to N18)
3501245	Vocational Counsellor R18
3501246	Vocational Counsellor N21
3501301	Community Program Officer (CVWS) R14
3501302	Community Program Officer (CVWS) N18
3501303	Community Program Officer (CVWS) N24
3501531	Communications Officer R14
3501532	Communications Officer N18
3501533	Communications Officer R18
3501534	Communications Officer N21
3501535	Communications Officer N24
3501536	Communications Officer N27
3501537	Communications Officer N30
3502101	Clinician N21
3502102	Clinician N27
3502103	Clinician N30
3502104	Clinician N24
3502121	Occupational Therapist N21
3502122	Occupational Therapist N24
3502123	Occupational Therapist N27
3502131	Dietitian N21
3502132	Dietitian N30
3502133	Dietitian N24

3502134	Dietitian N27
3502141	Nutritionist N21
3502142	Nutritionist N24
3502143	Nutritionist N30
3502144	Nutritionist N27
3502162	Inspector Hospital and Consultant N24
3502163	Inspector Hospital and Consultant N27
3503421	Dental Assistant R6
3503471	Case Aide R11
3503481	Probation Interviewer R11
3503482	Probation Interviewer R14
3504331	Education Officer R18
3504332	Education Officer N24
3504333	Education Officer R24
3504334	Education Officer N24
3504335	Education Officer N27
3504336	Education Officer N21
3504337	Education Officer N30
3505101	Economist R24
3505102	Economist R27
3505103	Economist 3 Obsolete
3505104	Economist N21
3505105	Economist N24
3505106	Economist N27
3505107	Economist N30
3505108	Economist R30
3505109	Economist N32
3505121	Research Officer R13
3505122	Research Officer N21
3505123	Research Officer N24
3505124	Research Officer R24
3505125	Research Officer N27
3505126	Research Officer R14
3505127	Research Officer N18
3505128	Research Officer R18
3505129	Research Officer N24
3505130	Research Officer N30
3505131	Research Officer R30
3505140	Policy - Economics N27

3505141	Policy - Economics N30
3505142	Policy - Economics N32
3505150	Policy - Social, Education and Health N27
3505151	Policy - Social, Education and Health N30
3505152	Policy - Social, Education and Health N32
3506101	Archivist R13
3506102	Archivist R18
3506103	Archivist N24
3506104	Archivist N27
3506106	Archivist N18
3506107	Archivist N21
3506151	Librarian R14
3506152	Librarian N21
3506153	Librarian N30
3506154	Librarian R30
3506155	Librarian N18
3506156	Librarian R18
3506157	Librarian N24
3506158	Librarian N27
3507102	Social Worker Assistant R13
3508006	Information Systems R14
3508007	Information Systems N18
3508008	Information Systems R18
3508009	Information Systems N21
3508010	Information Systems N24
3508011	Information Systems N27
3508012	Information Systems N30
3508013	Information Systems R30
3551026	Health Unit Aide R7
3551051	Office Assistant R6
3551052	Office Assistant R7
3551071	Court Reporter R15
3551103	Clerk R9
3551104	Clerk R11
3551105	Clerk N14
3551111	Court Clerk R9
3551112	Court Clerk R11
3551113	Court Clerk R14
3551114	Court Clerk R13

3551115	Court Clerk N18
3551121	Medical Records Technician R14
3551131	Medical Records Librarian R14
3551151	Clerk Postal R6
3551152	Clerk Postal R9
3551153	Clerk Postal R13
3551192	Stockworker R6
3551193	Stockworker R7
3551194	Stockworker R9
3551196	Stockworker R11
3551197	Stockworker R13
3551198	Stockworker R16
3551401	Financial Officer R14
3551402	Financial Officer N18
3551403	Financial Officer R18
3551404	Financial Officer N21
3551405	Financial Officer N24
3551406	Financial Officer N27
3551407	Financial Officer N30
3551408	Financial Officer R30
3551410	Financial Officer (Tax Audit) R24
3551411	Financial Officer (Tax Audit) N27
3551412	Financial Officer (Tax Audit) N30
3551501	Administrative Officer R14
3551502	Administrative Officer N18
3551503	Administrative Officer R18
3551504	Administrative Officer N21
3551505	Administrative Officer N24
3551506	Administrative Officer N27
3551507	Administrative Officer N30
3551508	Administrative Officer R30
3551509	Administrative Officer (AMI) N15
3551511	Coordinator of Volunteers R11
3551512	Coordinator of Volunteers R13
3553021	Operator Radio and Teletype R7
3553103	Clerk Stenographer R9
3553104	Clerk Stenographer R11
3553105	Clerk Stenographer N14
3553131	Court Recorder R9

3554142	Keypunch Operator R6
3554143	Keypunch Operator R7
3554144	Keypunch Operator R9
3555170	Policy - Finance N27
3555171	Policy - Finance N30
3555172	Policy - Finance N32
3558001	Information Systems R6
3558002	Information Systems R7
3558003	Information Systems R9
3558004	Information Systems R11
3558005	Information Systems R13
3621124	Conservation Officer R18
3621126	Conservation Officer N21
3621127	Conservation Officer N27
3621128	Conservation Officer N24
3621131	Forest Technician R6
3621132	Forest Technician R7
3621133	Forest Technician R9
3621181	Agricultural Officer R7
3621182	Agricultural Officer 2 Obsolete
3621231	Park Assistant R6
3621232	Park Assistant R7
3621233	Park Assistant R13
3621234	Park Assistant R11
3621235	Park Assistant R9
3621251	Fish and Wildlife Assistant R6
3621252	Fish and Wildlife Assistant R7
3621400	Science Officer N30
3622181	Planning Officer R18
3622182	Planning Officer N24
3622183	Planning Officer N27
3622184	Planning Officer N30
3622185	Planning Officer N21
3622186	Planning Officer N24
3622187	Planning Officer R30
3623201	Laboratory Assistant R7
3623202	Laboratory Assistant R9
3623203	Laboratory Assistant R11
3624261	Inspector Public Health R13

3624262	Inspector Public Health N21
3624263	Inspector Public Health N24
3624264	Inspector Public Health N30
3625001	Biologist R13
3625002	Biologist N21
3625003	Biologist N24
3625004	Biologist N27
3625005	Biologist N30
3625006	Biologist R30
3625008	Biologist N18
3625160	Policy - Science N27
3625161	Policy - Science N30
3625162	Policy - Science N32
3625401	Laboratory/Health Science Officer R13
3625402	Laboratory/Health Science Officer R14
3625403	Laboratory/Health Science Officer R18
3625404	Laboratory/Health Science Officer N21
3625405	Laboratory/Health Science Officer N24
3625406	Laboratory/Health Science Officer N27
3625407	Laboratory/Health Science Officer N30
3625408	Laboratory/Health Science Officer N18
3631101	Technical Assistant R7
3631102	Technical Assistant R11
3631121	Engineering Aide R6
3631122	Engineering Aide R11
3631123	Engineering Aide R9
3631124	Engineering Aide R7
3631203	Technician 3 (Obsolete)
3632142	Photo Arts Technician 2 Obsolete
3632143	Photo Arts Technician R13
3632144	Photo Arts Technician R15
3632145	Photo Arts Technician 5 Obsolete
3632146	Photo Arts Technician R21
3632147	Photo Arts Technician R14
3632148	N18R16
3632149	Photo Arts Technician R18
3632151	Photo Arts Technician N24
3633001	Technical Enforcement Officer R9
3633002	Technical Enforcement Officer R11

3633003	Technical Enforcement Officer R13
3633004	Technical Enforcement Officer R15
3633005	Technical Enforcement Officer R18
3633006	Technical Enforcement Officer N21
3633007	Technical Enforcement Officer N24
3633008	Technical Enforcement Officer N15
3633009	Technical Enforcement Officer N18
3633010	Technical Enforcement Officer N27
3633016	Commercial Transport Inspector R14
3633103	Apprenticeship Counsellor N24
3633104	Apprenticeship Counsellor N27
3633105	Apprenticeship Counsellor (Growth to N21)
3633121	Inspector Electrical R21
3633122	Inspector Electrical N24
3633131	Inspector Gas R21
3633132	Inspector Gas N24
3633141	Inspector Boiler R21
3633142	Inspector Boiler N24
3633152	Inspector Elevator N24
3633171	Inspector Fire Commissioner's Office R15
3633172	Inspector Fire Commissioner's Office 2 Obsolete
3633173	Inspector Fire Commissioner's Office N24
3633174	Inspector Fire Commissioner's Office N21
3633204	Inspector Mechanical Motor Vehicles N21
3633205	Inspector Mechanical Motor Vehicles N24
3633222	Inspector Transport Inspecting Engineer N24
3633223	Inspector Transport Inspecting Engineer R30
3633224	Inspector Transport Inspecting Engineer N27
3633225	Inspector Transport Inspecting Engineer N30
3633310	Safety Officer R18
3633311	Safety Officer R15
3633312	Safety Officer 2 Obsolete
3633313	Safety Officer R21
3633314	Safety Officer N21
3633315	Safety Officer N24
3634201	Pilot 1
3634202	Pilot R27
3634203	Pilot 3
3635001	Scientific/Technical Officer R11

3635002	Scientific/Technical Officer N15
3635003	Scientific/Technical Officer R18
3635004	Scientific/Technical Officer N21
3635005	Scientific/Technical Officer N24
3635006	Scientific/Technical Officer N27
3635007	Scientific/Technical Officer N30
3635008	Scientific/Technical Officer R13
3635009	Scientific/Technical Officer N18
3635010	Scientific/Technical Officer R30
3635101	Heritage Resources Officer R13
3635102	Heritage Resources Officer N15
3635103	Heritage Resources Officer R18
3635104	Heritage Resources Officer N21
3635105	Heritage Resources Officer N24
3635106	Heritage Resources Officer N27
3635107	Heritage Resources Officer N30
3635108	Heritage Resources Officer N18
3635201	Scientific/Technical Officer (Resource) R11
3635202	Scientific/Technical Officer (Resource) N15
3635203	Scientific/Technical Officer (Resource) R18
3635204	Scientific/Technical Officer (Resource) N21
3635205	Scientific/Technical Officer (Resource) N24
3635206	Scientific/Technical Officer (Resource) N27
3635207	Scientific/Technical Officer (Resource) N30
3635208	Scientific/Technical Officer (Resource) R13
3635209	Scientific/Technical Officer (Resource) N18
3661112	Building Maintenance Worker R6
3661132	Building Service Worker R6
3661133	Building Service Worker R7
3661134	Building Service Worker 4 Obsolete
3661135	Building Service Worker R9
3661136	Building Service Worker R18
3661137	Building Service Worker R13
3661161	Laboratory Aide R9
3662111	Laundry Worker R6
3662112	Laundry Worker 2 Obsolete
3662114	Laundry Worker R7
3662115	Laundry Worker R9
3662151	Sewing Machine Operator R7

3662152	Sewing Machine Operator R13
3662153	Sewing Machine Operator R14
3662154	Sewing Machine Operator R9
3662155	Sewing Machine Operator R11
3663132	Food Production Services R7
3663133	Food Production Services R9
3663134	Food Production Services R11
3663135	Food Production Services R13
3663136	Food Production Services R14
3663137	Food Production Services N18
3664121	Hairgroomer R13
3664122	Hairgroomer R14
3664162	Health Care Worker R9
3664171	Forensic Security Officer R11
3664172	Health Care Worker (Detox) R13
3664173	Forensic Security Officer R13
3664251	Activity Worker R9
3664252	Activity Worker R11
3664253	Activity Worker R14
3664254	Activity Worker N18
3664255	Activity Worker R18
3664256	Activity Worker N21
3664257	Activity Worker R13
3664258	Activity Worker N24
3664259	Activity Worker N27
3665112	Licensed Practical Nurse R14
3701602	Building Maintenance Worker R9
3701612	Electrician's Helper (Obsolete)
3701641	Sign Fabricator 1 Obsolete
3701642	Sign Fabricator R9
3701643	Sign Fabricator R15
3701644	Sign Fabricator R7
3701645	Sign Fabricator R14
3701646	Sign Fabricator N18
3702102	Superintendent Mechanical N21
3702331	Mechanic R11
3703111	Utility Tradesman R15
3703121	Utility Worker R11
3703301	Printing Operator R9

3703302	Printing Operator R11
3704112	TA Industrial Warehousing
3704133	TA Mechanic Heavy Vehicle and Equipment
3704134	TA Welder Heavy Vehicles 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
3704222	TJ Electronics Audiometric
3704224	TJ Mechanic Light Vehicle and Equipment
3704226	TJ Lithographer Press Over 21”
3704230	TJ Upholsterer
3704233	TJ Mechanic Heavy Vehicle and Equipment
3704234	TJ Welder Heavy Vehicle and Equipment
3704248	TJ Painter Decorator
3704251	TJ Carpenter
3704254	TJ Shipwright
3704255	TJ Machinist Manufacturing
3704261	TJ Electronics Radio Communications
3704263	TJ Electronics Industrial
3704264	TJ Electronics Security
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
3704322	TL Electronics Audiometric
3704324	TL Mechanic Light Vehicle and Equipment
3704326	TL Lithographic Press Over 21”
3704330	TL Upholsterer
3704333	TL Mechanic Heavy Vehicle and Equipment
3704334	TL Welder Heavy Vehicle and Equipment
3704348	TL Painter Decorator
3704351	TL Carpenter
3704354	TL Shipwright

3704355	TL Machinist Manufacturing
3704361	TL Electronics Radio Communication
3704363	TL Electronics Industrial
3704364	TL Electronics Security
3704375	TL Electrician
3704380	TL Electronics Audiometric Advanced
3704410	TS Gardener
3704412	TS Industrial Warehousing
3704415	TS Lithographic Press To 21”
3704422	TS Electronics Audiometric
3704424	TS Mechanic Light Vehicle and Equipment
3704426	TS Lithographic Press Over 21”
3704433	TS Mechanic Heavy Vehicle and Equipment
3704434	TS Welder Heavy Vehicle and Equipment
3704448	TS Painter Decorator
3704451	TS Carpenter
3704454	TS Shipwright
3704455	TS Machinist Manufacturing
3704461	TS Electronics Radio Communications
3704463	TS Electronics Industrial
3704464	TS Electronics Security
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”
3704533	TSS Mechanic Heavy Vehicle and Equipment
3704534	TSS Welder Heavy Vehicle and Equipment
3704548	TSS Painter Decorator
3704551	TSS Carpenter
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
3704633	TPS Mechanic Heavy Vehicle and Equipment

3704651	TPS Carpenter
3704661	TPS Electronics Radio Communications
3704675	TPS Electrician
3705101	Building Security Officer R6
3705102	Building Security Officer R9
3705103	Building Security Officer R11
3705312	Patrolman R9
3705313	Patrolman R11
3705314	Patrolman Corporal R14
3707135	Flag Person R6
3707138	Rock Scaler R14
3707301	Bridgeworker 1 Obsolete
3707302	Bridgeworker R9
3707303	Bridgeworker R11
3707321	Labourer R6
3707401	Yardworker R6
3707603	Forest Nursery Worker 3 Obsolete
3707604	Forest Nursery Worker R9
3707605	Forest Nursery Worker R7
3707612	Foreman R13
3707613	Foreman R14
3707614	Foreman N18
3707615	Foreman R18
3708124	Control Tower Operator R9
3708201	Machine Operator R6
3708203	Machine Operator R9
3708204	Machine Operator R11
3708205	Machine Operator R13
3708207	Machine Operator R14
3708306	Ferry Operator R6
3708309	Ferry Operator R9
3708311	Ferry Operator R11
3708313	Ferry Operator R13
3708314	Ferry Operator R14
3708316	Ferry Operator N18
3709001	Food Production (Camp Cook) R9
3709002	Food Production (Camp Cook) R7
3709022	Flunkey R6
3721107	Instructor (Corrections) R18

3721108	Instructor (Corrections) Supervisor N24
3721109	Instructor (Corrections) N21
3721120	Correctional Services (Growth to N15)
3721122	Correctional Service (CO) N15
3721123	Correctional Service (PO) R18
3721125	Correctional Service (SCO1) N21
3721126	Correctional Service (SCO2) N24
3721127	Correctional Service (SCO3) N27
3721505	Deputy Sheriff N14
3721506	Deputy Sheriff R14
3721507	Deputy Sheriff N18
3721508	Deputy Sheriff R18
3721509	Deputy Sheriff N21
3721510	Deputy Sheriff N24
3721511	Deputy Sheriff N27
3731300	Marine Captain N24
3731301	Marine Captain N27
3732153	Deckhand R9
3732201	Marine Engineer Junior Apprentice 4th R13
3732213	Oiler R13
3732300	Marine Mate N18
3732301	Marine Mate R18
3734101	Terminal Attendant R7
3734300	Marine Engineer N21
3734301	Marine Engineer N24
3751151	Product Consultant R13
3751161	Foreman (RSW) R16
3751171	Concession Clerk R6
3751191	Shipper R13
3751211	Warehouseworker R7
3751212	Warehouseworker R9
3751213	Warehouseworker R11
3751221	Store Clerk R9
3751231	Assistant Shipper R11
3752001	Manager R14
3752002	Manager NSOM18
3752003	Manager R18
3752101	Assistant Manager R14
3752102	Assistant Manager R16

3752201	Supervisor R11
3752202	Supervisor NSOM14
3752203	Supervisor R14
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
3794101	Information Technology Work Practicum

Salary Administration Manual 2002

Tab 8 - Miscellaneous Information

Note: This section has not yet been updated for 2002

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.*