

**Schedule A - 8 hrs/day - E&OE**

<u>Pay Grade</u>	<u>Classification Title</u>	<u>Jan.1, 2021 (2%) Rate</u>
01		23.32
02		24.24
03	*Environmental Outreach Assistant *Park Attendant	25.21
04	*Assistant Park Naturalist Cashier *Landfill Attendant – Compost *Recycling Worker	26.16
05	Cashier Receptionist *Landfill Attendant *Park Maintenance Worker 1 *Water Serviceperson *Waterworks/Wastewater Serviceperson	27.16
06	*Park Maintenance Worker 2 Recreation Assistant Senior Aquatic Worker Weigh Scale Attendant – Compost	28.14
07	Local Utility Operator 1 Park Maintenance Worker 3 Recreation Program Assistant Utility Operator 1 Environmental Outreach Coordinator	29.13
08	Park Maintenance Worker 4 Park Naturalist 1 Program Assistant 1	30.11

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09	Assistant Head Waterfront Lifeguard Equipment Operator 1 Household Hazardous Waste Attendant Local Utility Operator 2 Maintenance Worker - Depot Stewardship & Diversion Attendant Weigh Scale Attendant 1	31.09
10	Assistant Park Carpenter Assistant Park Technician Head Lifeguard/Instructor Head Waterfront Lifeguard Program Assistant 2 Purchasing Assistant Utility Operator 2 Weigh Scale Attendant 2	32.07
11	Assistant Greenskeeper Equipment Operator 2 Landfill Maintenance Worker Mechanic 1 Park Maintenance Worker 5 Warehouse Worker	33.07
12	Meter Reader Program Assistant 3 Recycling Supervisor	34.02
13	Equipment Operator 3 Greenskeeper Mechanic 2 Utility Operator 3	36.24
14	Equipment Maintenance Supervisor Mechanic 3 - Heavy Duty	38.61

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		<b>(2%)</b>
<b><u>Pay Grade</u></b>	<b><u>Classification Title</u></b>	<b><u>Rate</u></b>
15	Mechanic 4 Utility Operator 4 Utility Operator 4/Heavy Equipment Operator Treatment Plant Operator	41.13
16	Electrician 1 Local Utility Operator, Team Lead PRV/CV Mechanic Senior Heavy Duty Mechanic Utility Operator, Team Lead Treatment Plant Operator 2 Watershed Technologist 3 Welder	43.80
17	Electrician 2 Industrial Mechanic	46.63
18	Electrical & Instrumentation Team Lead Field Supervisor, Water Operations Field Supervisor, Water Treatment Operations	49.65
19		52.89
20		56.08
21		59.42
22		62.97

\* NOTE: Article 10.02 (iv) applies

**Schedule B - 8 hrs/day - E&OE**

<u>Pay Grade</u>	<u>Classification Title</u>	<u>Jan.1, 2021 (2%) Rate</u>	<u>Jun.1, 2021 (Min Wage) Rate</u>
B01 ^	Program Assistant	<b><i>14.60</i></b>	<b><i>15.20</i></b>
B02 ^	BusPerson/Catering Attendant Child Minder Concession Worker Skate Shop Attendant	<b><i>14.60</i></b>	<b><i>15.20</i></b>
B03	Lounge Attendant Program Instructor 1 Skate Patrol	15.63	
B04	Program Instructor 2 Program Monitor	17.41	
B05	Aquatic Worker 1 Program Instructor 3	19.99	
B06	Aquatic Worker 2 Program Instructor 4 Waterfront Lifeguard	21.25	
B07	Program Instructor 5	23.91	
B08	Instructional Team Leader 1	26.37	
B09	Instructional Team Leader 2	28.89	

^ B01 and B02 rates in bold italics reflect minimum wage, which exceeds the general increase

**Schedule A - 7 hr/day plus 8 hr/day as noted in (a) - E&OE  
Jan 1, 2021 (2.0%)**

<u>Pay Grade</u>	<u>Classification Title</u>	<u>Year</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
01		2021	21.55	22.40	23.32
02		2021	22.40	23.32	24.24
03		2021	23.32	24.24	25.21
04	Clerk 1 Operations Assistant	2021	24.24	25.21	26.16
04a	*Facility Attendant				
05	Clerk/Receptionist Kennel Assistant	2021	25.21	26.16	27.16
05a	*Facility Maintenance Worker 1				
06	Clerk 2 Clerk Typist 2	2021	26.16	27.16	28.14
07	Clerk 3 Clerk Typist 3 Data Entry Clerk Receptionist Technical Assistant	2021	27.16	28.14	29.13
08	Accounting Clerk 1 Clerk 4 Clerk Typist 4 Program Assistant Water Quality Technical Assistant - Lab/Sampling	2021	28.14	29.13	30.11
08a	Clerk 4 Electronics Technician 1 Facility Maintenance Worker 2				
09	Accounting Clerk 2 Administrative Secretary 1 Clerk 5 Clerk Typist 5 Park Patrol Officer Water Quality Technical Assistant – Aquatic Ecology	2021	29.13	30.11	31.09
09a	Clerk 5 Facility Maintenance Worker 3 Recycling Program Assistant				

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<u>Pay Grade</u>	<u>Classification Title</u>	<u>Year</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
10	Accounting Clerk 3 Administrative Clerk 1 Administrative Secretary 2 Animal Care Officer IT Technician Kennel Master Print Services Technician Program Technician Receptionist – Team Lead Water Sampling Technician 1	2021	30.11	31.09	32.07
10a	Administrative Clerk 1 Program Technician				
11	Accounting Clerk 4 Administrative Clerk 2 Administrative Secretary 3 Assistant Environmental Technician Cycling Coordinator Research Assistant	2021	31.09	32.07	33.07
12	Accounting Clerk 5 Administrative Clerk 3 Administrative Secretary 4 Assistant Bylaw Enforcement Officer Building Inspector 1 Lab Technician Park Naturalist 2 Technical Services Technician 1 Technician	2021	32.07	33.07	34.02
12a	Facility Maintenance Coordinator Facility Maintenance Worker 4 Technician				
13	Administrative Assistant Administrative Coordinator 1 Asset Maintenance Technician Coordinator IT & GIS Services Demand Management Assistant Environmental Technician 1 GIS Technician Information Technician 1 Property Manager 1 Recreation Program Coordinator 1 Senior Accounting Clerk Senior Administrative Secretary Watershed Technologist 1	2021	33.07	34.02	36.24

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<u>Pay Grade</u>	<u>Classification Title</u>	<u>Year</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
13a	Administrative Coordinator 1 Landfill Technician Supervisor Weigh Scales Warehouse Coordinator				
14	Administrative Coordinator 2 Bylaw Enforcement Officer 1 Computer Support Technician Draftsperson 2 Engineering Technician 1 Environmental Technician 2 Financial Analyst 1 Information Technician 2 Laboratory Technician 2 Planning Assistant Property Manager 2 Recreation Program Coordinator 2 Senior Park Naturalist Technician – Local Services Water Sampling Technician 2	2021	34.02	36.24	38.61
14a	Maintenance Management Coordinator Park Maintenance Leadhand				
15	Administrative Officer 1 Assistant Property Officer Bylaw Enforcement Officer 2 Environmental Science Officer 1 Finance Officer 2 Financial Analyst 2 GIS Technologist Information Technician 3 Park Planning Assistant 1 Policy Analyst Property Manager 3 Recreation Program Coordinator 3 Watershed Technologist 2 Web Technician	2021	36.24	38.61	41.13
15a	Building Services Coordinator Building Services Maintenance Supervisor Electronic Technician 2 Facility Maintenance Supervisor Park Technician Senior Operator 2				

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<u>Pay Grade</u>	<u>Classification Title</u>	<u>Year</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
16	Administrative Officer 2 Business System Support Technician Building Inspector 2 Database Analyst Draftsperson 3 Engineering Technician 2 Environmental Science Officer 2 Finance Officer 3 Financial Analyst 3 Information Technician 4 Laboratory Coordinator Planning Assistant 2 Programmer/Analyst Recreation Program Coordinator 4 Senior Bylaw Enforcement Officer System Support Technician Technical Services Technician 2	2021	38.61	41.13	43.80
16a	Park Operations Team Lead Maintenance Planner and Scheduler Purchaser Senior Operator 3 Team Lead Senior Park Maintenance Worker				
17	Administrative Officer 3 Application Development Analyst Aquatic Ecology Technician 3 Building Plumbing Inspector Demand Management Coordinator Engineering Technician 3 Environmental Analyst Environmental Contaminants Officer Financial Analyst 4 GIS Technologist 2 Information Technician 5 Park Facility Coordinator Planning Analyst Planning Assistant 3 Property Systems Officer Senior Property Manager Senior Water Sampling Technician Technical Services Technician 3	2021	41.13	43.80	46.63
17a	Electronic Technician 3 Industrial Automation Technician Park Operations Supervisor Supervisor Hartland Maintenance & Operations Supervisor Technical Services				



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18	Building Inspector 3 Business Systems Analyst Chief Draftsperson Engineering Technician 4 Environmental Science Officer 3 Payroll & Disbursements Supervisor Planner Research Planner Senior Financial Officer Senior CAD/GIS Technologist System Analyst Technical Services Technician 4 Web Development Analyst	2021	43.80	46.63	49.65
18a	Electronics Technologist Field Supervisor Wastewater Operations Field Supervisor Water Operations Field Supervisor Water/Wastewater Field Supervisor Mechanical Program Coordinator Waterworks/Wastewater Supervisor				
19	Database Administrator Engineer 3 Engineering Technician 5 Environmental Science Officer 4 Financial Advisor Network Analyst Senior Project Coordinator Senior Technical Services Technician Systems Officer	2021	46.63	49.65	52.89
19a	Supervisor Industrial Automation				
20	Engineer 4 Local Services Coordinator Senior Environmental Science Officer Senior GIS Administrator Senior Financial Advisor Senior Financial Analyst	2021	49.65	52.89	56.08
21	Architect 5 Engineer 5 Senior Planner Transportation Planner	2021	52.89	56.08	59.42
22		2021	56.08	59.42	62.97

\* NOTE: Article 10.02 (iv) applies

**CRHC Caretakers - E&OE**

<u>Step</u>	<b>Jan.1, 2021 (2%) <u>Rate</u></b>
1	25.47
2	26.53
3	27.59