

WAGE SCHEDULE



Rate **Rate** **Rate** **Rate**
Jan 1 **Jan 1** **Jan 1** **Jan 1**
2007 **2008** **2009** **2010**

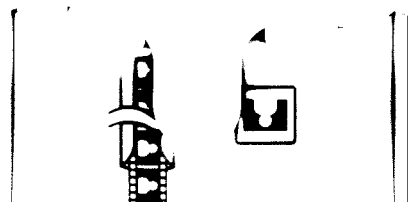
Classification		+ 3%	+ 3%	+ 3%	+ 3.5%
Level 1		19.75	20.34	20.95	21.68
Level 2		20.59	21.21	21.85	22.61
Level 3		21.44	22.08	22.74	23.54
Level 4		22.30	22.97	23.66	24.49
Level 5		23.15	23.84	24.56	25.42
Level 6		24.00	24.72	25.46	26.35
Level 7		24.85	25.60	26.37	27.29
Level 8		25.71	26.48	27.27	28.22
Level 9		26.56	27.36	28.18	29.17
Level 10		27.42	28.24	29.09	30.11

7 hr day – Schedule B

Level	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 11	28.68	29.84	30.74	31.82
Level 12	29.93	31.69	32.64	33.78
Level 13	31.19	33.79	34.80	36.02
Level 14	32.45	36.14	37.22	38.52
Level 15	33.70	38.74	39.90	41.30
Level 16	34.96	41.54	42.79	44.29
Level 17	36.21	44.54	45.88	47.49
Level 18	37.47	47.74	49.17	50.89
Level 19	38.67	51.15	52.67	54.51

8 hr day – Schedule A

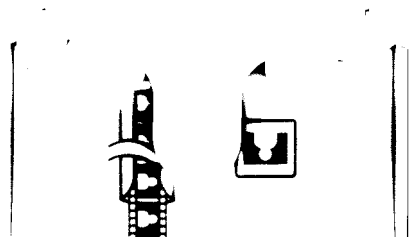
Level	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 11	28.29	29.43	30.31	31.37
Level 12	29.56	31.30	32.24	33.37
Level 13	30.82	33.39	34.39	35.59
Level 14	32.07	35.72	36.79	38.08
Level 15	33.33	38.32	39.47	40.85
Level 16		41.12	42.35	43.83
Level 17		44.12	45.44	47.03
Level 18		47.32	48.74	50.45
Level 19		50.72	52.24	54.07



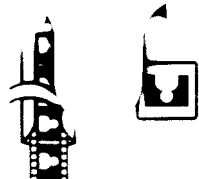
CLASSIFICATIONS



Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 1	19.75	20.34	20.95	21.68
Level 2	20.59	21.21	21.85	22.61
Clerk (temp/casual) Labourer Labourer Relief - Sanitation				
Level 3	21.44	22.08	22.74	23.54
Cashier Trades Assistant				
Level 4	22.30	22.97	23.66	24.49
Clerk – Fire Services Custodian Equipment Operator, Asphalt Program Assistant, Arenas Truck Driver - Parks Water Meter Reader Water/Wastewater Systems Operator in Training				
Level 5	23.15	23.84	24.56	25.42
Asphalt Operator/Truck Driver Logistics Clerk Parks Utility Assistant Sanitation Worker Stores Clerk - Purchasing Truck Driver II, Public Works Zamboni Operator				



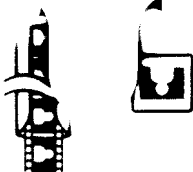
Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 6	24.00	24.72	25.46	26.35
Accounting Clerk, Parks				
Clerk – Legislative Services				
Clerk, Parks				
Crane/Equipment Operator				
Customer Service Representative				
Equipment Operator - Parks				
Exhibit and Property Clerk				
Invoice Clerk				
Police Finance Clerk				
Police Fleet Coordinator				
Prisoner Guard				
Purchasing Clerk				
Records Data Clerk				
Refuse Collector Operator				
Roads Serviceperson				
Service Centre Storekeeper				
Serviceperson				
Sweeper Operator				
Switchboard Operator, Police Services				
Switchboard Operator/Permit Centre Clerk				
Traffic Service Person				
User Rate Clerk				
Watch Clerk				
Level 7	24.85	25.60	26.37	27.29
40 Hr Operator/Dispatcher				
Accounts Payable Clerk				
Allocation Clerk				
Allocation Clerk, Parks				
Allocations Clerk, Arena				
Building Services Technician				
Business Licence Clerk				
Clerk Dispatcher, Public Works				
Clerk Support Specialist				
Client Support Specialist				
Collection Clerk, Finance				
Communications Clerk, Economic Development				
Court Liaison Clerk				
Economic Development Coordinator				



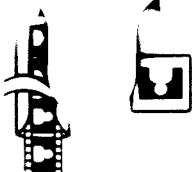
Equipment Operator, Public Works
 Financial Systems Coordinator
 General Ledger Clerk
 Parks Maintenance Worker
 Parks Maintenance Worker - Sportsfields
 Parks Maintenance Worker - Trails
 Permit Centre Information Clerk
 Property Clerk, Finance
 Property Services Clerk
 RCMP Information Clerk
 Roads Sub-Foreman
 Secretary, Finance
 Service Centre Clerk
 Service Centre Maintenance
 Steno - Engineering
 Steno Engineering Services, DSD
 Steno, Building Inspections
 Steno, Bylaw
 Steno, Community Planning
 Steno, Crim Intell Sec & Property Crime
 Steno, Municipal Drugs, RCMP
 Steno, Planning
 Surveyor
 Tax Clerk
 User Rate Billing Clerk
 User Rates Clerk

Level 8	25.71	26.48	27.27	28.22
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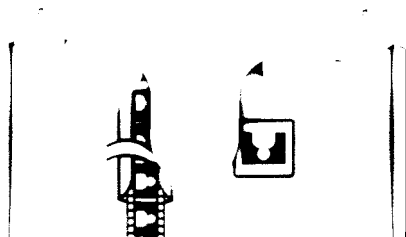
911 Emergency Services Operator
 Business Licence Investigator
 Bylaw Regulation Clerk
 Engineering Clerk , Construction
 Gardener
 Parks Utility Worker
 Police Information Support Specialist
 Police Services Admin Support Coordinator
 RCMP Administration Clerk
 RCMP Information Supervisor
 Receivables Clerk
 Secretary Parks
 Secretary to the Officer in Charge, Police
 Sign Maker
 Steno, Legislative Services



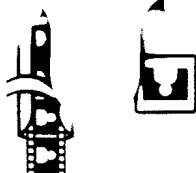
Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 8	25.71	26.48	27.27	28.22
Steno Operations, Police Steno, Risk Management Steno, Serious Crime Steno, Traffic Police Trails Supervisor - Parks Utility Supervisor - Parks				
Level 9	26.56	27.36	28.18	29.17
Accounting Clerk, Payroll Buyer CAD Technician Carpentry Tradesperson Construction Sub-Foreman Coordinator of Cashiers Drainage Sub-Foreman Facilities Technician, Parks Graphics Specialist, Parks Head Lifeguard Junior Applications Analyst Legislative Services Coordinator Mechanic, Small Equipment Payroll Clerk Project Budget Accounting Clerk Records Data Supervisor Recreation Coordinator Recreation Coordinator – Aquatics Recreation Coordinator - Arena Recreation Coordinator – Arts & Culture Recreation Coordinator – Marketing Recreation Coordinator – Presch Children-N Recreation Coordinator – Presch Children-S Recreation Coordinator – Seniors Recreation Coordinator – Special Needs/LEAP Recreation Coordinator – Wellness and Fitness Recreation Coordinator – Youth/South Recreation Coordinator – Indoor Sport/Gym Regulation Asst - DSD Sanitation and Cemetery Foreman Steno Coordinator, Legislative Services				



Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 9	26.56	27.36	28.18	29.17
Supervisor, Central Stores Traffic Marking Specialist Utilities Technician Utility Worker Water/Wastewater Systems Operator				
Level 10	27.42	28.24	29.09	30.11
Asst Accountant, Capital Assets Building Maintenance Supervisor Bylaw Enforcement Officer Community Policing Coordinator Destination Marketing Coordinator Engineering Liaison Support Technician Foreman, Traffic Management GIS Mapping Technician Marketing & Communications Specialist Municipal Enforcement Officer, Comm Transport Municipal Services Inspector Occupational Health & Safety Coordinator Planning Assistant Property Services Technician Subdivision Technician Waste and Storm Water Systems Operator				
Level 11 – 7 hr day	28.68	29.84	30.74	31.82
Assistant Accountant Communications Coordinator, Engineering Engineering Development Technician Engineering Services Technologist Engineering Traffic Technologist GIS Technologist GIS Technologist - DSD Programmer Analyst Programmer/Network Analyst Revenue Supervisor Senior Client Support Specialist - ITO Senior Surveyor				



Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 11 – 8 hr day	28.29	29.43	30.31	31.37
Foreman, Drainage				
Foreman, Roads				
Foreman, Roads Management				
Mechanic, Emergency Vehicle Technician				
Mechanic, Fleet Maintenance				
Municipal Services Inspector/Design				
Parks Supervisor				
Supervisor of Recreation & Culture Facilities				
Trades Supervisor - Parks				
Turf & Parks Supervisor				
Water Technician				
Level 12 – 7 hr day	29.93	31.69	32.64	33.78
Building Inspector				
E-Government Communications Officer				
Engineering Projects Technologist				
Plan Checker				
Police Senior Technical Support Specialist				
Research and Information Analyst				
Senior Tech Support Specialist, Network				
Systems Analyst – Financial Systems & Reporting				
Traffic/Transportation Eng Technician				
Water Resources Technologist				
Level 12 – 8 hr day	29.56	31.30	32.24	33.37
Electronics Instrumentation Technologist				
Senior Water Technician				
Sub-Foreman, Fleet Maintenance				
Wastewater Foreman				
Level 13 – 7 hr day	31.19	33.79	34.80	36.02
Environmental Coordinator				
Senior Applications Analyst				
Senior GIS Specialist				



Classification	Jan 1/2007	Jan 1/2008	Jan 1/2009	Jan 1/2010
Level 13 – 7 hr day	31.19	33.79	34.80	36.02
Sr Engineering Development Technician Supervisor of Bylaw Services Grants Coordinator				
Level 13 – 8 hr day	30.82	33.39	34.39	35.59
Engineering Construction Specialist Fleet Maintenance Foreman General Foreman, Wastewater Collection Instrumentation & Telemetry Technologist Water Distribution Foreman				
Level 14 – 7 hr day	32.45	36.14	37.22	38.52
Accountant Financial Analyst Financial Analyst – Systems & Reporting Property Services Agent				
Level 14 – 8 hr day	32.07	35.72	36.79	38.08
Construction Foreman Urban Forestry Coordinator				
Level 15 – 7 hr day	33.70	38.74	39.90	41.30
Subdivision Planner Traffic Transportation Engineering Specialist				
Level 15 – 8 hr day	33.33	38.32	39.47	40.85
General Foreman, Waterworks				
Level 16 – 7 hr day	34.96	41.54	42.79	44.29
Level 16 – 8 hr day		41.12	42.35	43.83

