

**JANUARY 1, 2024 – DECEMBER 31, 2026
COLLECTIVE AGREEMENT**

Between



and

**The Canadian Union of Public Employees
Local 417**



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COLLECTIVE AGREEMENT

between

THE CITY OF RED DEER, a municipal corporation of the Province of Alberta (hereinafter referred to as the 'City')
- of the first part -

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 417, Red Deer Civic Employees (hereinafter referred to as the 'Union')

- of the second part -

1 TERM OF AGREEMENT

- 1.1 This agreement shall be effective January 1, 2024, except as specifically provided herein.
- 1.2 This Agreement shall remain in full force until December 31, 2026, and thereafter from year by year unless and until either party shall have given to the other party, not less than sixty (60) days and not more than one-hundred and twenty (120) days preceding the expiry date of this Agreement or any subsequent annual expiry date, notice in writing requiring the other party to the Agreement to commence collective bargaining.

2 PURPOSE OF AGREEMENT

- 2.1 The purpose of this Agreement is:
- a) To maintain a harmonious and cooperative relationship between the City and the employees covered by the Union's certification.
 - b) To provide an amicable method of settling differences or grievances which may arise between the City and the employees.
 - c) To promote the mutual interests of the City, the employees and the public.
 - d) To set out certain benefits, wage rates and working conditions which have been negotiated for employees in positions within the scope of the Union certificate.

3 UNION RECOGNITION

3.1 Union Sole Agent

- a) This agreement covers all the employees whose bargaining rights are held by the Union under certificate Number 481-92. The City recognizes the Union as the sole bargaining agent.

- b) The City agrees not to bargain collectively with any other labour organization affecting employees covered by the certification mentioned in Article 3.1a) during the life of this Agreement. The City shall not make any special arrangement that contravenes provisions of the Collective Agreement with any individual or group of individuals other than with appointed or elected CUPE 417 Union representatives.

3.2 **Rights of Union Officers**

- a) The Union shall inform the City of current appointments of Union Officers, Shop Stewards, and Union representatives, and Shop Stewards shall be recognized by the City for the purpose of Article 60.
- b) No Union activity, other than grievance handling as permitted in Article 60 or negotiations involving both management and the Union, shall take place on City time, nor shall such activities take place on City property without the prior approval of the department head concerned.
- c) Representatives of the Union shall not suffer any loss of pay or benefits for the time involved in meetings with the Employer on negotiations, grievance and arbitration procedures, provided that not more than four (4) employees shall be paid by the City while attending.
- d) A City representative will distribute to all new Union affiliated employees, written material prepared by the Union. This will be provided as part of the initial sign-up process.

3.3 **Membership and Check Off**

- a) The City agrees to a bi-weekly check off of Union dues under the Rand Formula.
- b) The Union agrees to notify the City if there is to be any change in the amount of Union dues which the City is authorized to deduct under Article 3.3a).
- c) In this article 'Rand Formula' shall mean that all employees of the City of Red Deer certified for collective bargaining under Union Local 417 CUPE (in this Agreement referred to collectively as 'employees') shall, as a condition of employment, be required to pay the regular Union dues whether they are members of the Union or not. They shall have the right to become members of the Union by making application and paying the initiation fees required.
- d) All deductions under the terms of this article shall be payable to the Union by the fifteenth (15th) of the following month, together with a list of names and addresses and amount of dues deducted for employees covered by the certification, and including total wages for employees covered by the Union certificate.
- e) The Employer shall provide the Union on a monthly basis with a list of non-permanent employees in Casual positions who have worked during the previous month and the position(s) filled.
- f) The City will provide the Union with notice of Union Members retirement including the retiree's names and years of service.

4 MANAGEMENT RIGHTS

- 4.1 The Union recognizes the right of the Employer to hire, promote and demote, transfer, classify, suspend or otherwise discipline and dismiss any employees, subject to the right of the employee concerned to lodge a grievance in the manner and to the extent provided in this Agreement.
- 4.2 The Union further recognizes the right of the Employer to operate and manage its business and to establish and alter from time-to-time rules, regulations, and practices to be observed by the employees, which rules and regulations shall not be inconsistent with the provisions of this Agreement.
- 4.3 The Employer reserves all rights not specifically limited by the terms of this Agreement.

5 DEFINITIONS OF POSITIONS

- 5.1 A "permanent position" is a position established by the City as permanent.
- 5.2 A "part-time position" is a permanent position requiring an employee less than the regular hours per day or less than the regular days per week.
- 5.3 A "temporary position" is a position for a specific job not to exceed seven (7) months.
- 5.4 A "casual position" is a position to allow for substituting while employees are on sick leave, leave of absence, vacation, or in peak work periods to temporarily relieve an overload situation.
- 5.5 A recreation supported casual position within the Safe & Healthy Communities Department works flexible hours, flexible shifts and occasional hours as per operational requirements of the Employer and it is understood that there are no guaranteed hours of work.
- 5.6 A "seasonal position" is a non-permanent position required for work of a seasonal nature. It may have yearly requirements of up to eleven (11) months.
- 5.7 A "term" position is a position required to complete a specific project or assignment for a defined period not to exceed two (2) years.

6 DEFINITIONS OF EMPLOYEES

- 6.1 A "permanent employee" is an employee who has been appointed to a permanent position and who has successfully completed the required probationary period.
- 6.2 A "part-time employee" is an employee filling a part-time position.
- 6.3 A "non-permanent employee" is an employee filling a temporary or seasonal or casual position.
- 6.4 A "recreational section and culture section casual Employee" is an Employee filling a recreational section and culture section casual position.
- 6.5 A "term" Employee is an Employee in a term position for a specific or defined period of time not to exceed two (2) years. A "term" Employee shall have their conditions

of employment outlined in a letter of understanding between all the parties prior to the Employee starting work.

6.6 A "probationary employee" is an employee who is serving the required probationary period.

6.7 A "trial employee" is an employee serving a trial period.

7 GENDER AND NUMBER

7.1 Words importing the singular number shall include the plural and vice versa, and words importing the masculine gender shall include the feminine gender and vice versa wherever the content of this Agreement so requires.

8 TRIAL AND PROBATION PERIODS

8.1 The probationary period is to evaluate the newly hired employee for the purpose of attaining permanent status or continuance of employment in a seasonal/temporary/casual position.

- a) All newly hired employees shall be on probation for the first six (6) months from their date of hire.
- b) During the probationary period the employee shall be entitled to all the applicable rights and benefits of the Collective Agreement. However, all newly hired employees may be terminated at any time during the probationary period provided the provisions of the Employment Standards Code are followed.
- c) The probationary period will be extended by the length of any absence from work greater than ten (10) working days.

8.2 A trial period is the first four (4) months after a change of position. A change of position means a promotion or transfer into another position as a result of a job posting competition and shall be subject to the provisions of 8.2a), 8.2b), and 8.2c). In cases where an employee has previously completed a trial or probationary period in a classification, the trial (8.2a) and reversion (8.2b) provisions will not apply.

- a) Employees who have been transferred or promoted but who fail to perform satisfactorily during the trial period shall be returned to their former position without loss of seniority and shall be compensated at the rate for the former position.
- b) Employees who have been transferred or promoted but who request to return to their former position for good and substantial reasons during the trial period may do so without loss of seniority and shall be compensated at the rate for the former position. The employee's request shall be in writing with a copy to the Union. The Employer will not unreasonably deny an application to revert to the employee's former position.
- c) Any other employee who has been transferred or promoted as a result of another transfer or promotion that is reversed as a result of 8.2a) or 8.2b) shall be returned to their former position and salary without loss of seniority.

- d) The Union shall be notified in writing of any reversion as a result of Article 8.2.
- e) The trial period will be extended by the length of any absence from work greater than ten (10) working days.
- f) Non-permanent employees who have passed probation during prior employment are required to serve a trial period if rehired to a different department or section or position provided the break in service is less than twelve (12) months. If the break in service is greater than twelve (12) months they are considered to be a new hire and must serve a probationary period.

9 DISCRIMINATION

- 9.1 The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee by race, religious beliefs, gender, gender identity, gender expression, physical disability, mental disability, ancestry, place of origin, source of income, age, colour, sexual orientation, marital status, or family status, nor by reason of their membership or activity in the Union.
- 9.2 The principle of equal pay for equal work shall apply regardless of sex.

10 PROMOTIONS AND TRANSFERS

- 10.1 "Red-circled" employees shall be granted the consideration negotiated under the Agreement for the Position Evaluation Program on all new or vacated positions.
- 10.2 When a position anticipated to be of more than four (4) months duration is created or becomes vacant in any department and the Employer intends to fill it, the notice of the vacancy shall be posted as soon as possible on all department notice boards for five (5) consecutive working days in order that employees from all departments may have the opportunity of applying for the position, and one (1) copy of the vacancy notice shall be forwarded to the Union Recording Secretary. This would not apply to seasonal re-hires or casual positions required for sick leave replacement. Postings shall be consistent with the job description and shall include the approximate number of hours per week for the position. In the event a position is not to be filled immediately, the Union will be advised and given the reason why it is not being filled.
- 10.3 Where the necessary required qualifications, as outlined in the job description, performance, and abilities of the applicants to do the job are similar, the ranking (in the following order) of the applicants will be as follows:
 - a) Permanent employees presently employed by the department where the vacancy exists by bargaining unit seniority.
 - b) Permanent employees presently employed by other departments covered by this Agreement by bargaining unit seniority.
 - c) Non-permanent employees who have accumulated in excess of 2080 hours within the department where the vacancy exists

- d) Non-permanent employees in seasonal positions shall be considered up to nine (9) months from their last separation from employment.
 - e) Applicants from outside the bargaining unit will not be considered until all applications from permanent bargaining unit employees and active non-permanent employees with 2080 hours accumulated within the bargaining unit have been assessed.
- 10.4 For all posted hiring's, the Employer will notify all of the internal applicants and the Union as to who was the successful candidate within ten (10) working days. Any internal applicant who was not successful may present a grievance challenging the decision of the Employer providing the grievance is filed within fifteen (15) working days of the receipt of notification of who was the successful applicant.
- 10.5 Seasonal Re-hires: Non-permanent employees shall be hired or rehired as required provided a position exists. Those employees having prior employment in a seasonal position are given first consideration provided they are suitable for the position and have a suitable performance record.

11 OTHER EMPLOYEE CHANGES

- 11.1 Any employee promoted or transferred to a position within the City service outside the jurisdiction of this Agreement may, upon payment of Union dues, or a lesser amount satisfactory to the Union, retain seniority rights to return to any classification covered by this Agreement for a period not to exceed one (1) year from date of promotion or transfer.
- 11.2 When a vacancy occurs in a City position outside the scope of this Agreement, current employees shall, upon application, receive consideration according to their suitability and qualifications.
- 11.3 Where the Employer needs to move a permanent or permanent part-time non CUPE employee into a position within the CUPE Local 417 bargaining unit for a temporary period for rehabilitation purposes, the following will be adhered to by the parties:
- a) The employer will notify the Union in writing;
 - b) Each case will be dealt with on an individual basis by mutual agreement between the Union and the Employer;
 - c) Approval of the Union will not be unreasonably denied;
 - d) No such arrangement made under this Article will cause loss of employment or regular work hours to any permanent full-time or permanent part-time employee covered by this Collective Agreement;
 - e) During the period that a non-CUPE employee is employed within the CUPE Local 417 bargaining unit, union dues will be deducted and remitted to CUPE Local 417;
 - f) The employee on rehabilitation will not accumulate seniority within the CUPE Local 417 bargaining unit, and;
 - g) The employee from another bargaining unit working in the CUPE bargaining unit for rehabilitation shall not be given any advantage over any CUPE

employee for skill and experience gained during their rehabilitation period for any posted position within the CUPE bargaining unit.

- h) CUPE members shall be considered prior to any non-CUPE employees.

12 STAFF REDUCTION FOR PERMANENT EMPLOYEES

- 12.1 "Layoff" means a separation from permanent employment as a result of lack of work or a reduction in hours to less than thirty-seven and one-half (37.5) hours per week or forty (40) hours per week, as applicable.
- 12.2 "Short term layoff" means a separation from permanent employment for a period not exceeding fifteen (15) working days as a result of lack of work.
- 12.3 "Extended layoff" means a separation from permanent employment for a period exceeding fifteen (15) working days as a result of lack of work.
- 12.4 Layoffs shall be from the staff of the section where the lack of work has been identified and shall be based on seniority and qualifications, provided the remaining employee is able to do any of the remaining work.
- 12.5 No employee other than permanent part-time or full-time status will be retained in the department, where the lack of work has been identified.
- 12.6 An employee on short term layoff may not exercise layoff options outlined in 12.11, unless a second layoff occurs within twelve (12) months of the initial layoff.
- 12.7 Where a short-term layoff occurs the Employer shall provide the affected employees with at least five (5) working days' notice.
- 12.8 Where an extended layoff occurs the Employer shall provide the affected employees with at least ten (10) working days' notice.
- 12.9 Where a short-term layoff is to be extended the Employer must provide the employee with at least five (5) working days' notice of the extension.
- 12.10 An employee on extended layoff shall have:
- their benefit coverage ceases on the date of layoff unless a monthly premium has already been paid or the ten (10) day notice requirements have not been met by the Employer
 - any banked overtime/earned day accrual dollars paid out.
 - the option to have their accrued vacation paid out or remain accrued, which they may access during any layoff period.
 - their seniority, sick leave and accrued service for benefits purposes frozen.
- 12.11 The employee on extended layoff may have the following options:
- a) a vacant position within the same or comparable classification where the employee has the necessary qualifications, skills, and abilities;
 - b) the Employer, at their discretion, has the right to offer severance as outlined in Article 13;
 - c) may exercise seniority bumping rights, as outlined in Article 14, or;
 - d) accept recall, as outlined in Article 15.

The employee shall advise the employer withing five (5) working days of receipt of written layoff notice of the option they have chosen; however, if the employee selects bumping, this does not include the selection of the position.

- 12.12 An employee who is laid off shall cease to be an employee of The City of Red Deer where there has been a separation of permanent employment for periods that total one (1) year.

13 SEVERANCE FOR PERMANENT EMPLOYEES

- 13.1 Upon accepting the option of severance, if offered as outlined in Article 12.11 (b); or if the employee has no option to bump, the employee shall be terminated and severance calculated based on their length of continuous service with The City of Red Deer and as outlined in Article 13.2
- 13.2 The employee shall be eligible for a severance package of two (2) weeks salary per continuous years of service. Continuous service will be defined as continuous if it is without a break in service. The Employer, at their discretion, has the right to offer a similar severance package to other employees where personal circumstance and organizational effectiveness considerations warrant.

14 BUMPING FOR PERMANENT EMPLOYEES

- 14.1 Should the number of permanent employees be reduced, or a job be abolished, layoffs will be made on the basis of seniority with regard to occupational qualifications, those with the least seniority in the position being laid off first.
- 14.2 Employees who receive notice of extended layoff, shall be able to, at their choice, on a one-time only basis, bump a less senior permanent, or non-permanent employee in accordance with and subject to the following:
- a) The employer shall endeavour on the day of notice of layoff, but no later than three (3) working days of receipt of the notice of layoff the Employer shall provide to the employee a list of all positions into which they can bump.
 - b) Within seven (7) working days of receipt of the list referred to in (a) the employee shall provide written notice of the position chosen.
 - c) Employees will be permitted to bump upwards to a position within twelve (12) cents of their hourly rate.
 - d) Displaced employees will, in turn, have the same right to use their seniority for the same purpose.
 - e) The employee has the necessary required qualifications, skills and abilities as outlined in the job description. Providing the choice of position is agreed to by the Union, the City, and the employee a trial period of twenty (20) working days shall be provided for the employee to become familiar with the routine and duties and to demonstrate their skills. Should the employee be unsuccessful in demonstrating the required skills they will be laid off and retain their rights as a laid-off employee.

15 RECALLING FOR PERMANENT EMPLOYEES

- 15.1 Where a layoff has occurred and where the workload increases, employees on layoff will be recalled on the basis of seniority providing the employee has the necessary qualifications to adequately perform the duties of the position. To the extent possible, employees will be returned to their former position when the period of layoff expires.
- 15.2 Laid off employees who bump into lower-rated jobs are entitled to recall to their former position within twelve (12) months in advance of less senior employees.
- 15.3 No employee other than a permanent employee shall be recalled to a permanent position unless there is no one qualified to do the job.
- 15.4 Employees on layoff shall have their previously accumulated seniority, sick leave, and unexpended annual leave credits reinstated if they are recalled within twelve (12) months of their layoff date.

In the case of a recall, The City shall first directly contact the employee requesting that the employee advise of their intention to return, or not to return to their employment. An employee so notified, who does not wish to return to work, or does not return to work in the allotted time, shall be deemed to have resigned his/her employment with The City of Red Deer.

In the case The City cannot contact directly, a registered letter will be sent requesting that the employee advises of their intention to return, or not to return to their employment. An employee so notified, who does not wish to return to work, or does not return to work in the allotted time or does not indicate their intention within 14 days shall be deemed to have resigned their employment with The City of Red Deer.

- 15.5 Laid off employees shall keep their department, and the Human Resources Department apprised of their current address and phone number.

16 STAFF REDUCTION FOR NON-PERMANENT EMPLOYEES

- 16.1
- a) Where a non-permanent employee's term of employment is about to end, the Employer must provide five (5) working days' notice of their separation from employment provided the employee has worked for longer than three (3) months.
 - b) Where a non-permanent employee is temporarily sent home from work under Article 51.1, the notice requirements under this Article are not applicable.
 - c) When eight (8) hours' notice is provided to a recreational section and a culture section casual Employee that his/her shift is not required due to inclement weather, volumes and/or bookings, Article 51.1 is not applicable.
- 16.2 For the purpose of continuation of seasonal work in the Recreation, Parks and Culture Department, Public Works, and Environmental Services, employees may be retained on a day-to-day basis, workload and weather permitting, providing that the employee has received proper notice and such date has elapsed.

- 16.3 When a non-permanent employee is separated from employment:
- they shall not have bumping rights.
 - they shall not be eligible to receive severance as outlined in Article 13.
 - their benefit coverage (i.e., those eligible and receiving benefits) will cease on the date of termination unless a monthly premium has already been paid or notice requirements as per Article 16.1 have not been met by the Employer.
 - any accrued sick leave hours will be frozen for up to 12 months.
 - any banked dollars will be paid out.

17 CONTRACTING OUT

- 17.1 No permanent employee presently employed by the City within the scope of this Agreement shall lose their employment with the City, during the life of this Agreement, as a result of contracting out.

18 SENIORITY

- 18.1 Seniority shall apply to permanent employees based on the employee's length of service in a permanent position covered by this Collective Agreement, plus any accumulated service in other positions covered by this Collective Agreement. If an employee other than permanent obtains a permanent position, their seniority shall be prorated.
- 18.2 An employee shall not lose seniority rights if they are absent from work due to sickness, accident, or approved leave of absence.
- 18.3 An employee shall only lose their seniority in the event:
- a) They are dismissed for just cause and are not reinstated.
 - b) They resign.
 - c) They fail to return to work within fourteen (14) calendar days following a layoff and after being notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to keep the Employer informed of their current address.
 - d) They are laid off for a period longer than one (1) year, unless that layoff is due to reduced work hours.
- 18.4 Employees laid off as a result of reduced hours of work shall continue to accumulate seniority from date of hire or on a prorated basis, whichever is applicable.

19 NON-SHIFT WORKERS HOURS OF WORK

- 19.1 During the term of the Collective Agreement, the hours of work for office and non-office employees shall be between the hours of 6 a.m. to 6 p.m. Monday to Friday, with an average of forty (40) hours per week or thirty-seven and one-half (37.5) hours per week, whichever is applicable.

- 19.2 Employees shall be granted a one (1) hour lunch break without pay near the midpoint of the normal day.
- 19.3 By mutual agreement between the employee and the immediate supervisor the regular hours of work referred to in 19.1 and the length of the lunch break referred to in 19.2 may be altered.
- 19.4 As a component of their regular duties, the following positions are required to work outside of regular hours and may accumulate time off in lieu of extra hours worked in a day, at one and one-half times their extra hours worked. These hours are to be taken off during the quarter in which it is earned. Where lieu time in excess of eight (8) hours is not taken by the end of each quarter it shall be paid out at double time unless the incumbent and supervisor mutually agree to carry-over the hours.

Planning Services: Senior Planner, Planner

Corporate Communications: Communications Consultant, Corporate Events Specialist.

CSV Business Excellence: Funding & Business Supports Specialist, Research & Evaluation Specialist, Research & Evaluation Coordinator.

Safe & Healthy Communities: Community and Program Facilitator, Program Specialist, Marketing & Customer Service Specialist, Facility Pass and Booking Specialist, Facility Operations Custodial Specialist, Community Facilitator, Community & Program Facilitator – Special Events, Environmental Program Specialist.

Information Technology: Information Technology Analyst, Applications Systems Analyst, Coordinator Business Systems Support, Archives Coordinator, Archives Specialist, Corporate Information and Records Coordinator, IT Project and Business Support Coordinator, IT Data Analyst, Data Architect Geospatial Specialist, IT Project and Business Analyst, IT Security Architect, Web Systems Analyst.

Land and Economic Development: Land and Economic Development Officer, Land Coordinator

In the event that newly created positions require incumbents to work outside of the regular work hours, the Employer and the Union may agree to include these classifications under this article.

- 19.5 Employee driven requests for Variable Work schedules shall be considered in the following manner:
- a) Approval of the variable schedule remains at the discretion of the Supervisor or their designate.
 - b) An Employee who wishes to schedule their hours of work outside of their regular working hours shall initiate such request in writing to their immediate supervisor or designate.
 - c) The Employee must ensure that the Union is notified in writing of their intent to request a variable work schedule.

- d) The Employee shall submit a proposed schedule of hours of work, including lunch breaks, which shall not exceed the regular hours of work per pay period. (ie. seventy-five (75) or eighty (80) whichever is applicable for the pay period.)
 - e) Each request for a variable work schedule shall not exceed a period of six (6) months.
 - f) The daily hours of work on the proposed schedule may not exceed 12 hours.
 - g) The proposed schedule shall not result in increased costs to the Employer with respect to shift differential or overtime premiums.
- 19.6 Any hours worked before 6 a.m. or beyond 6 p.m. shall be paid at the applicable overtime or shift differential rate.
- 19.7 Employees, except for Recreation section and Culture section casual employees, are entitled to the equivalent of two (2) consecutive days off in each seven (7) day period.

20 SHIFT WORKERS HOURS OF WORK

- 20.1 This section applies to those employees working a Saturday or Sunday shift or those working a schedule designated as rotating, revolving or swing as defined below.
- 20.2 "Rotating shift" or "revolving shift" means a system whereby the employees change their work periods so that each employee in turn works each shift. "Swing shift" means a system whereby the employee's work periods overlap and dovetail into a different established shift system.
- 20.3 The regular hours of work for non-office employees (see Appendix B) and where the employer upon review, has the discretion to determine it to be necessary for office employees working in conjunction with non-office employees may be an average of forty (40) hours per week over the period of the established shift schedule. If upon review the employer determines it to be necessary to change the hours of an office worker, the supervisor will provide a minimum of ninety (90) days' notice of their reduction to thirty-seven-and one-half hours (37.5) per week or increase to forty (40) hours per week.
- 20.4 The regular hours of work for other office employees (see Appendix A) shall be an average of thirty-seven and one-half (37.5) hours per week over the period of the established shift schedule.
- 20.5 Where the rotating shift provides twenty-four (24) hour coverage a one-half (1/2) hour lunch break with pay shall be provided near the midpoint of shift or at a time mutually agreeable to the employee and the supervisor.
- 20.6 Where a swing shift or rotating shift is providing less than twenty-four (24) hour coverage the employee shall be provided with a one-half (1/2) hour lunch period without pay near the midpoint of the shift. By mutual agreement between the employee and the supervisor this unpaid lunch period may be extended.
- 20.7 Any hours worked before 6 a.m. or beyond 6 p.m. shall be paid at the applicable shift differential rate.

21 REST PERIODS

- 21.1 In every four (4) hours of work or three and three-quarter (3.75) hours of work, as applicable, employees are permitted to stop work for a rest period not exceeding fifteen (15) minutes.

22 RIGHT TO SET UP SHIFTS

- 22.1 Shift schedules may be established where the Employer can demonstrate either the need for more than the normal period of daily coverage or where the required work can be more efficiently performed on a shift basis (or a schedule of days that may include Saturday and/or Sunday).
- 22.2 The employees scheduled to work on a shift must be advised of the shift schedule at least seven (7) days prior to the implementation of a new or changed schedule. Overtime rates shall be paid for each day worked in lieu of the seven (7) day notice period. For shift changes made necessary by other employees' use of unscheduled paid time off, the notice required will be reduced to a three (3) day notice period. Overtime rates shall be paid for each day worked in lieu of the three (3) day notice period.
- 22.3 An emergency is a sudden unexpected occasion or combination of events calling for immediate action (e.g., including, but not limited to, snow management, or failure of equipment or systems providing essential public services). Emergency shifts may be established providing sixteen (16) hours' notice is given and providing that at least twelve (12) hours of rest is given between the employees' last shift and the emergency shift. A member of the Union Executive will be advised of all emergency shifts.
- 22.4 When an emergency shift is established but the sixteen (16) hour notice is not provided or the twelve (12) hour rest period is not provided, all hours worked on the first shift shall be at the overtime rate. The second and subsequent shifts shall be at the normal rate of pay.

23 COMPRESSED WORK WEEK SCHEDULE

- 23.1 The City of Red Deer will utilize Compressed Work Week Schedules, subject to Department Head approval, according to The City of Red Deer Administration Policy entitled "Compressed Work Week Schedules". The City will consult the CUPE Joint Labour Management Committee in the maintenance of the policy. When a request for a compressed work week is denied, the Department Head will provide the reason for denying the request in writing to the employees involved.
- 23.2 Time earned on the compressed work week schedule shall accumulate to a maximum of thirty (30) hours. When an employee reaches the maximum of thirty (30) hours, they must cease working the additional daily hours until such time as the employee's accumulated hours is less than thirty (30) hours.

24 ANNUAL VACATIONS

- 24.1 Permanent full-time employees shall be entitled to earn annual vacation at the following accrual rates:
- a) Three (3) weeks of vacation from their date of permanent employment up to and including seven (7) years of continuous service.
 - b) Four (4) weeks of vacation in the eighth (8th) year of service up to and including the fourteenth (14th) year of continuous service.
 - c) Five (5) weeks of vacation in the fifteenth (15th) year of service up to and including the twenty-third (23rd) year of continuous service.
 - d) Six (6) weeks of vacation in the twenty-fourth (24th) and for each subsequent year of continuous service.
- 24.2 Permanent part-time employees shall be entitled to vacation with pay as provided in 24.1 but the weekly rate of pay will be the same as that received on average over the preceding two (2) pay periods.
- 24.3 Non-permanent employees shall not accumulate vacation leave but shall be paid vacation pay at the rate of four percent (4%), based on the evaluated rate of pay until they have accumulated 2080 hours with The City, at which time they shall be paid vacation pay at the rate of six percent (6%).
- 24.4 When a non-permanent 4,160-hour employee achieves permanent status, their accrued hours of work shall be credited for the purpose of vacation entitlement.
- 24.5 Employees must utilize their vacation entitlement each year or the remainder; however, if the above has been applied, an employee may carry over one (1) week per year to a maximum accumulation equal to their annual entitlement, upon approval of the Department Head.
- 24.6 Subject to the Employer's requirements all employees shall be entitled to take their annual vacation when they so desire. Should a dispute arise between employees, preference as to when an employee may take their vacation shall be governed by seniority only once per calendar year.
- 24.7 If a holiday falls or is observed during or adjacent to an employee's annual vacation, that day shall not be considered a day of vacation but shall be paid as a holiday in accordance with this section.
- 24.8 Vacation pay on termination shall be calculated on the basis of the number of hours of vacation earned at the evaluated rate of pay under this Agreement, but not expended.
- 24.9 Employees must apply for leave at least ten (10) working days before the date they wish to commence this leave.
- 24.10 Where the City is having difficulty recruiting to specific positions and/or classifications, it may recognize equivalent service with another employer in establishing vacation accrual rates according to the current collective agreement, and/or to waive the benefit waiting period on hire as an incentive to candidates to accept employment.

- 24.11 All vacation requests shall be either accepted or rejected in writing within ten (10) days or earlier following receipt of the written request and will not be unreasonably denied.

25 HOLIDAYS

- 25.1 Employees who have worked for the Employer for thirty (30) days in the previous twelve (12) months shall be entitled to the evaluated daily pay for the holidays listed in 25.5 providing:

- a) the employee is not on an approved leave of absence that is of more than ten (10) working days duration; and
- b) the employee works the holiday if the holiday is a required day of work for the employee; and
- c) the employee does not have an unauthorized absence on their last scheduled working day before the holiday or on their first scheduled working day after the holiday.
- d) employees being laid off or recalled from layoff shall be entitled to pay for a holiday providing the foregoing conditions are met and providing the holiday falls on or is observed on the day of or the day immediately before or after the commencement of a period of layoff or immediately before or after the date of recall.

- 25.2 For employees covered by 19.1 and 20.3, the daily pay for holidays will be eight (8) times the evaluated hourly rate.

- 25.3 For employees covered by 19.1 and 20.4 the daily pay for holidays will be seven and one-half (7.5) times the evaluated hourly rate.

- 25.4 For non-permanent and part-time employees, the daily pay for holidays will be calculated as 5% of the employee's wages, general holiday pay and vacation pay earned in the four (4) weeks immediately preceding the general holiday.

- 25.5 Holidays are:

| | |
|---------------------|---|
| New Year's Day | Civic Holiday in August |
| February Family Day | Labour Day |
| Good Friday | National Day for Truth and Reconciliation |
| Easter Monday | Thanksgiving |
| Victoria Day | Remembrance Day |
| Canada Day | Christmas Day |
| | December 26 (Boxing Day) |

...and all holidays proclaimed or adopted by The City of Red Deer.

- 25.6 Permanent employees shall receive one-half (1/2) day off without loss of evaluated pay for either the afternoon of Christmas Eve or New Year's Eve. Time shall be taken between the dates of December 24 and January 2 as mutually agreed between the supervisor and the employee. Employees who, because of the requirements of service, cannot be granted time off shall receive equivalent evaluated pay in lieu.

25.7 In addition to the Holiday pay outlined in 25.2 thru 25.4, non-shift workers required to work on a holiday shall be paid a premium of twice the evaluated rate for all hours worked.

In addition to the Holiday pay outlined in 25.2 thru 25.4, shift workers required to work on a Holiday shall be paid a premium of twice the evaluated rate for eight (8) hours (or 7.5 hours, if applicable), and the remaining hours in the regular scheduled shift shall be paid at straight time.

25.8 When a holiday under 25.5 falls on an employee's day off, the first working day following the holiday shall be considered as a day off in lieu of the holiday.

25.9 If the employee is required to work on the day off granted under 25.8 the employee shall be compensated as provided in 25.7.

26 SICK LEAVE

26.1 All permanent employees shall accumulate sick leave after three (3) months of service at the rate of 3.46 hours per pay period for employees who work 75 hours bi-weekly and 3.69 hours per pay period for employees who work 80 hours bi-weekly, or at a prorated rate for employees working less than the regular hours per pay period. When an employee's hourly bi-weekly status changes their accumulated sick time shall be adjusted to reflect the same number of days at their present status.

26.2 After accumulating 2080 hours, non-permanent employees working seventy-five (75) hours bi-weekly shall accumulate short-term sick leave at the rate of 5.19 hours per pay period. Non-permanent employees working 80 hours bi-weekly shall accumulate short-term sick leave at the rate of 5.54 hours per pay period.

26.3 No employee may have more than eighty (80) days of sick leave to their credit.

26.4 When employees have sufficient accrued time, they are paid 100% of their regular earnings for up to six (6) casual sick leave incidents.

An incident is defined as an occurrence of sick time separated by days at work. Employee Disability Support Plan incidents or medically documented ongoing condition absences, Family Leave, and medical appointments would not be counted as incidents.

26.5 After six (6) sick leave incidents, employees are paid 90% of their regular earnings for new sick leave incidents for the rest of the payroll year.

26.6 Accrued sick time can be used to top-up the benefit coverage provided in the first year of the Employee Disability Support Plan.

26.7 All employees shall, prior to the commencement of their scheduled shift, notify their supervisor that they will be unable to report for work due to sickness.

26.8 A supervisor who suspects misuse of sick leave or for an absence of more than three (3) days may request a medical certificate if requested prior to the employee returning to work.

26.9 Failure by an employee to comply with the requirements of 26.7 or 26.8 may result in the employee losing entitlement to pay for the absence.

- 26.10 Failure by a supervisor to comply with the requirements of 26.8 bars the Employer from any action against the employee for that absence.
- 26.11 Any sick leave standing to the credit of an employee laid off shall remain to their credit for a period not exceeding twelve (12) months.
- 26.12 During any period of layoff the employee shall not be entitled to any sick leave with pay.
- 26.13 The City's obligation in granting of accumulated sick leave shall cease immediately when an employee is separated from the City's employment for any reason other than layoff.
- 26.14 The City will provide an Employee Disability Support Plan benefit. The Employee Disability Support Plan will be administered according to the agreed Employee Disability Support Plan regulations.
- 26.15 To be eligible to draw coverage from the Employee Disability Support Plan a permanent employee must have been sick for more than ten (10) working days and used their own sick leave to cover said days. If a permanent employee does not have ten (10) days of accumulated sick leave to their credit they must wait the remaining days of the waiting period before receiving benefits from the Employee Disability Support Plan.
- 26.16 Employees suffering from an addiction problem who are actively engaged in an Employer/Union recognized treatment program shall be eligible for coverage from the Employee Disability Support Plan while absent and will receive benefits until certified fit to return to modified or regular duties, or until the Employee Disability Support Plan entitlement is exhausted.
- 26.17 The City agrees to sit down with Union officers and discuss the maintenance of disability program documentation as well as the Union's role in representing their members who are on disability and the appropriate forum to bring forward issues and concerns for resolution.

27 WORKERS' COMPENSATION

- 27.1 When an employee is unable to work as a result of a compensable illness or accident that occurs in the course of their work, they shall be covered under the *Workers' Compensation Act*.
- 27.2 Should an employee not receive their first direct payment by a payday, the employee may request a substitute cheque subject to repayment upon the Workers' Compensation Board deciding on the employees claim.
- 27.3 The City will continue to pay the Employer's share of all applicable benefits (Pension, Group Life Insurance and Medical and Dental). While on Workers' Compensation the employee must make arrangements to pay their share of all benefits.

28 LEAVE WITHOUT PAY

- 28.1 A permanent employee may be entitled to leave of absence without pay and without loss of seniority or previously accumulated service-related allowances and benefits when they request such leave for good and sufficient cause. Such written request shall be in possession of the Employer no less than two (2) weeks prior to the requested commencement of leave. However, requests made within the two (2) weeks' notice period will be considered. A written response to the request will be provided outlining the rationale for the decision. There shall be no accumulation of service-related benefits and no access to disability benefits during leaves of absence which exceed ten (10) working days. The Employer will also advise the employee whether they will be eligible for disability benefit coverage on the scheduled date of return from leave. Employees ineligible will be required to return fit for work prior to becoming eligible for disability benefits.
- 28.2 Employees granted leave of absence without pay in excess of ten (10) working days shall make arrangements through the Human Resources Department to pay both the City and employee portion of applicable employee benefit premiums before their leave of absence commences.

29 LEAVE FOR UNION RESPONSIBILITIES

- 29.1 Leave of absence without pay and without loss of seniority may be granted for up to six (6) employees at any one time who have been elected or appointed to represent the Union at Union conventions subject to immediate exempt supervisor approval. Requests for these leaves shall be presented by the Union to the immediate exempt supervisor twenty (20) working days before the proposed leave. This may be waived if alternates are required due to immediate exempt supervisor rejection. Leave shall not be rejected unreasonably.
- 29.2 Leave of absence without pay and loss of seniority shall be granted to elected and appointed employees to attend Union Executive or Committee meetings or those of affiliated or chartered bodies. Notification of these leaves must be presented by the Union to the immediate supervisor a minimum of ten (10) working days before the noted leave.
- a) In no case will an employee be gone more than ten (10) days per calendar year (January 1 – December 31) for Union business for the purpose of Clause 29.2.
- 29.3 Subject to the Employer's business continuity needs, a leave of absence without pay and loss of seniority may be granted to up to twenty (20) employees at one time to attend a Union-sponsored training course. No employee will be granted more than fifteen (15) days per calendar year (January 1 – December 31). Request for such leave of absence must be presented by the Union to the Department Head(s) of the affected department(s) a minimum of twenty (20) working days before the proposed leave of absence.
- 29.4 An employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated shall be granted leave of absence without loss of seniority for a period of up to two (2) years.

- a) The period of leave granted under 29.4 shall be extended upon request by the Union provided the Department Head is advised of the extension not less than sixty (60) days before the extension will become effective.
- b) Where a period of leave under 29.4 or 29.4a) has been granted but the employee decides not to complete the full term of the leave, the employee must provide the Employer with twenty (20) working days' notice of their intention to return to work.
- c) When a leave of absence is granted, the Employer will continue to pay the employee and to provide the benefits to which the employee is entitled under this Collective Agreement, but the Union will reimburse the Employer for all pay and benefits, including the Employer's share plus an administrative fee of ten percent (10%).
- d) An employee returning from a leave of absence granted under this article and having provided the required notice of this intention will return to their previous position, if available. If the employee's position is not available on return, the employee shall receive the same pay range and step that they previously held before leave of absence, regardless of the position offered, except if it be a promotion from their previous position.

30 MILITARY SERVICE

- 30.1 When a leave of absence is granted for military service, it is agreed that the terms of such leave will be in accordance with the Federal Government of Canada regulations and any regulations passed by The City of Red Deer relative to City pension and group insurance contributions.

31 OTHER LEAVE

For the purposes of Article 31.1, 31.2, and 31.3, "Immediate family member" means parent, sibling, in-law, spouse (including common law or same gender partner), fiancé, child, grandparent, grandchild, or an individual for whom the Employee has guardianship responsibilities.

31.1 Bereavement Leave

Permanent full-time permanent part-time, temporary, term and seasonal employees shall be granted up to four (4) consecutive working days' bereavement leave with pay for the demise of an Employee's immediate family member. Bereavement leave shall be taken within seven (7) calendar days following the death. The supervisor may consider granting an employee's request to take the leave at a later date provided the leave is taken within twelve (12) months of the demise. The Employer may grant an employee's request for the leave on non-consecutive days provided the leave is taken within twenty (20) working days of the demise. When the employee can demonstrate a significant relationship with another person who is not an immediate family member, the supervisor may consider the person an immediate family member for purposes of this clause. Where the distance to the immediate family member exceeds 300 km's one way, up to two (2) working days will be provided for travelling time.

31.2 Family Leave

Permanent full-time employees shall be granted up to thirty-two (32) hours personal sick leave (to be deducted from the employee's available sick leave) in a calendar year to attend to an immediate family member during illness, critical illness treatment, surgery, convalescence, to visit an immediate family member who has a critical illness, or medical and dental appointment.

When the employee can demonstrate a close relationship with another person who is not an immediate family member, the supervisor may consider the person an immediate family member for purposes of this clause.

Before taking a leave under this section, the employee must give the employer as much notice as is reasonable and practicable in the circumstances. Permanent part-time employees shall be granted personal sick leave pro-rated on a percentage of eligible hours for full-time employees.

Where practical permanent employees are expected to arrange for Family medical and dental appointments outside of "normal" work hours (i.e. After hours, lunch breaks, earned days off, etc.).

31.3 Employee Medical and Dental Appointments

Where practical benefit eligible employees are expected to arrange for medical and dental appointments outside of "normal" work hours (i.e. After hours, lunch breaks, earned days off, etc.). Where this is not practical, the Employee can request time off work which would be deducted from available sick leave. Leaves for these appointments only apply to the Employee.

31.4 Funeral Leave

In each twelve (12) month period up to eight (8) hours leave of absence with pay to attend funerals may be permitted at the discretion of the Department Head. Shift workers may be granted up to an additional four (4) hours with pay to attend an out-of-town funeral.

Permanent part-time and non-permanent employees may be granted funeral leave pro-rated on a percentage of eligible hours for full-time employees.

31.5 Religious Holiday Leave

An employee may be granted leave for a religious holiday not covered by Article 25 upon written request to the Employer. Requests are to be submitted at least two (2) weeks prior to the date of the religious holiday. The employee shall use lieu time, banked overtime, or vacation time for approved leaves.

31.6 Personal Leave

An employee shall be eligible to apply for Personal Leave up to a maximum of sixteen (16) hours per calendar year. This leave will be deducted from an Employee's sick leave.

Personal Leave may be taken at any time within the calendar year, by mutual agreement between the employee and the supervisor. Employees shall endeavour to provide a minimum of twenty-four (24) hours' notice for a minimum of three (3) hour utilization.

Unused portions of personal leave that remains at the end of the calendar year are forfeited.

31.7 Additional Leave

All additional requests for the purpose listed in clause 31.1 and 31.4 shall be unpaid and at the discretion of the Department Head or Designate.

32 PARENTING LEAVE

32.1 Parenting Leave shall be comprised of three components:

- a) Maternity Leave – Up to 16 weeks leave granted to the biological mother in a period surrounding the birth of a child.
- b) Parental Leave – Up to 62 weeks leave for the biological or adoptive parents upon the birth or adoption of a child.
- c) Attending Leave – One (1) day for attending either the birth of a child or to bring a newborn baby or adopted child home.

32.2 Definitions

- a) Date of Delivery – the date the child is born, or the pregnancy otherwise terminates.
- b) Health Related Leave – the portion of a Maternity/ Parental leave for which the employee provides medical evidence concerning the health-related reason that she is unable to perform the duties of her position.
- c) SUB Plan – Supplementary Unemployment Benefit Plan to supplement the income received from Employment Insurance without penalty during the health-related portion of the Maternity/Parental leave.
- d) Voluntary Leave - the portion of a parenting leave that does not include the portion of a Maternity/Parental leave when a biological mother is not medically able to perform the duties of her position.

32.3 Eligibility

Permanent employees who meet the following eligibility requirements shall be entitled to Parenting Leave:

- a) for Maternity Leave, the employee must have ninety (90) days service with the City and be the biological mother of a newborn child;
- b) for Parental Leave, the employee must have ninety (90) days service with the City and be the biological mother or the other parent of a child, or be the adoptive parent of a child under the age of 18;
- c) for Attending Leave, be the parent of a child or be the adoptive parent of a child under the age of 18.

32.4 Length of Leave

- a) Maternity Leave will be granted for a mutually agreed period of time up to sixteen (16) weeks surrounding the birth of a child. Maternity leave can start no sooner than thirteen (13) weeks immediately before the estimated date of delivery.
- b) An employee must take a period of leave of at least six (6) weeks immediately following the delivery unless there is mutual agreement by the employee, her

supervisor and the employee's doctor that she can resume work earlier.

- c) If during the twelve (12) weeks immediately before the estimated date of delivery the pregnancy of an employee interferes with the performance of her duties, the Employer may give the employee written notice requiring her to start maternity leave.
- d) Parental Leave will be granted for up to sixty-two (62) weeks which may be taken by one parent or shared between them, but the total leave cannot exceed sixty-two (62) weeks.
- e) Where a biological mother takes parental leave in addition to maternity leave, the parental leave commences immediately upon the expiry of the maternity leave without a return to work.
- f) Parental Leave, with the exception of the biological mother, must be completed within 62 weeks immediately following the date of birth of the child. In the case of an adoptive parent the Parental Leave must be completed within 62 weeks of the date of placement of the adopted child.
- g) The total combination of Maternity/Parental Leave will not exceed 78 weeks, except in extenuating circumstances where the employee provides medical evidence, an additional unpaid leave of absence will be granted for not more than six (6) months.
- h) Attending Leave of one (1) day with pay shall be given to the parent for attending either the delivery of the child or attending to the release from hospital of the mother and child, or to bring an adopted child home.

32.5

Notice Requirements

- a) At least six (6) weeks written notice must be given to The City prior to the desired commencement of leave, the expected duration of the leave, and the estimated date of delivery.
- b) In the case of adoption, the employee shall notify The City when the application to adopt has been approved and shall keep the Employer informed as to the progress of the application. The employee shall be entitled to commence Parental Leave upon being notified by the agency that a child is available for placement, but no later than the date on which the child comes into the actual care and custody of the employee.
- c) An employee on leave shall give The City four weeks written notice of their intention to change the date of return to employment or their intention to terminate employment.

32.6

Compensation

- a) The voluntary portion of a Maternity/Parental Leave shall be considered leave without pay.
- b) Employees who meet Employment Insurance requirements will receive parental and/or maternity benefits.
- c) The health-related leave portion of the Maternity/Parental Leave (the period that a doctor certifies that the employee cannot perform the duties of her position) may be covered by several forms of coverage (Sick Leave,

Employee Disability Support Plan, and a Supplementary Unemployment Benefit (SUB Plan)) which will apply in varying circumstances. In order to be eligible for the SUB Plan an employee must be in receipt of EI, have hours in their personal sick accrual and have a doctor's certificate verifying that she is medically unable to work. The SUB Plan will normally supplement Employment Insurance benefits. The SUB Plan is normally in effect until one of the following occurs: the employee returns from leave or the employee's EI maternity benefit runs out or the employee is no longer on a health-related portion of the leave. Any medically related portion of leave which falls outside the period covered by the SUB Plan may be covered by Leave or the Employee Disability Support Plan depending on the employee's eligibility.

- d) To receive any sickness benefits from the City during the health-related portion of Maternity/Parental Leave, including top-up of EI benefits, employees must have sufficient accrual in their personal sickness benefits.
- e) An employee is entitled to general salary increases during parenting leave. Pay increases as a result of job re-evaluation, service increments, completion of probation and trial periods shall not apply during Parenting Leave.

32.7 **Benefit Coverage and Seniority**

- a) An employee may choose to maintain group life and health benefits while on parenting leave.
- b) During the health-related portion of Maternity Leave normal benefit premium sharing provisions will be continued, including pension provisions.
- c) An employee on parenting leave will not lose seniority or previously accumulated service-related allowances, nor shall such service-related allowances or benefits be accumulated during any period of leave.

32.8 **Benefit Premiums**

- a) The employee may choose to pre-pay both the employee and employer portions of the applicable employee benefit premiums before the leave commences or may request that all benefit plans be held open pending resumption of employment.
- b) An employee will be retroactively reimbursed the employee's portion of the benefit premiums, which the employee prepaid, for the medically related portion of the leave.
- c) Upon return from parenting leave an employee shall be entitled to purchase prior service into the Local Authorities Pension Plan.

32.9 **Return to Work**

- a) Prior to returning to work from Maternity Leave, the employee may be required to provide a medical certificate, at the expense of the City, that she is able to perform the required duties.
- b) An employee returning to work from parenting leave will be reinstated to the same or comparable position in terms of responsibility, pay, and benefits to the one held at the time parenting leave commenced, except if the position offered is a promotion from their previous position.

- c) An employee who does not report back to work by the end of the approved parenting leave is considered to have terminated employment with the City.
- d) While on parenting leave an employee is eligible to apply on job postings but the employee must be ready to assume the duties of the position within four (4) weeks of being offered the position.

33 COURT LEAVE

- 33.1 A permanent employee who is summoned for jury duty, subpoenaed as a witness, or subpoenaed as a defendant as a result of official duties shall not suffer any loss of salary whilst so serving provided that all fees payable to them as a result are paid to the Employer
- 33.2 This provision includes a request from an officer of the court or other peace officer to participate in a line up.

34 ABSENT WITHOUT APPROVAL

- 34.1 When an employee overstays any leave of absence without permission, they shall be deemed to have forfeited their position with the City unless, in the opinion of the department head, such overstay was justifiable.

35 GENERAL BENEFITS

35.1 Permanent Employee Application

- a) The benefits of this section only apply to permanent employees who meet the criteria for coverage and shall be prorated for employees working less than the normal annual hours. To qualify for pro-rated benefits an employee must work an average minimum of seventeen (17) hours per week.

35.2 Pension

- a) The City and the employee shall each pay their share of the premium to the present pension plan or to any further plan mutually agreed to by both parties. Employees eligible to participate in the Local Authorities Plan shall be entitled to join the plan after one (1) year's service. Should the employee decide to purchase their first year of prior service, the City will pay the Employer's share of the prior service within the legal five (5) year period.
- b) Employees who participated with another local authority or public body with whom there is a reciprocal transfer agreement in effect shall commence the pension contributions immediately.

35.3 Group Life Insurance

- a) The City shall pay the full premium costs of a Group Life Insurance Plan in respect of the first twenty-five thousand dollars (\$25,000) of coverage and the employee shall pay the premium costs on coverage over twenty-five thousand dollars (\$25,000). Coverage shall be twice (2X) the employee's annual regular salary.

- b) Permanent full and part-time employees may request and have access to The City's optional group life insurance program at their own expense.

35.4 **Medical and Dental Insurance**

- a) The employee shall be responsible for fifty (50%) percent of the premium cost of Alberta Health Care Insurance.
- b) The City shall pay the full premium cost of the Blue Cross Supplementary Medical Plan and Dental Plan as per the Blue Cross Summary of Benefits for The City of Red Deer.

35.5 **Non-permanent Employee Eligibility and Benefits**

- a) Non-permanent employees after having accumulated:
 - 2,080 hours of employment, shall be eligible for Alberta Health Care, Local Authorities Pension Plan and Group Life;
 - 4,160 hours of employment, shall be eligible for the Supplementary Medical Plan and the Dental Plan
- b) To be eligible for the above-mentioned benefits, a non-permanent employee must be actively employed and work a minimum of seventeen (17) hours per week for eight (8) weeks prior to requesting benefit coverage. Non-permanents that were eligible at the time of termination, upon re-hire will be eligible for the same benefits, if working the minimum of seventeen (17) hours per week.
- c) Non-permanent employees who work less than seventeen (17) hours per week for four (4) consecutive weeks shall lose their benefit eligibility until such time as they re-qualify for benefits under Article 35.5(b).
- d) A non-permanent employee who resigns shall lose their accumulated hours for the purpose of benefits.

35.6 **Mandatory Requirements**

- a) Permanent Employees under 35.2, 35.3 and 35.4 must remain in these plans during the term of their employment with the City unless they become ineligible.

35.7 **Employee Contributions**

- a) The employee's contributions for coverage under 35.2, 35.3 and 35.4 shall be deducted by the Employer through payroll deductions.
- b) Should an employee with more than five (5) years of service be placed on leave without pay due to illness and the employee continues to pay their premiums quarterly and in advance for coverage under 35.2, 35.3 and 35.4, the Employer will pay its share of the premiums for a period of up to one (1) year from the commencement of the leave without pay.
- c) Should the leave without pay due to illness extend beyond one (1) year the employee may maintain their coverage under 35.2, 35.3 and 35.4 by paying the employee's and the Employer's share of the premiums for the duration of the illness by submitting the total premiums quarterly and in advance to the Employer.

35.8 Employee Disability Support Plan (EDSP)

- a) The City of Red Deer and CUPE Local 417 agree that the Letter of Understanding re: The Employee Disability Support Plan – EDSP, which was signed by the parties and implemented on January 1, 2006, remains in effect until it is re-negotiated between the parties to the collective agreement.

36 INSTRUCTION COURSES

- 36.1 The City agrees to pay the full cost of any courses of instruction required by the City for any employee to better qualify the employee to perform their duties in their present position, or in a position to which they may be assigned or promoted. Such payment will be made when the employee has successfully completed the course.
- 36.2 It is the responsibility of the Employer to ensure that only competent operators shall be allowed to drive or operate powered mobile equipment. Where new powered mobile equipment is introduced, employees required to operate the equipment will be provided with any necessary familiarization and/or training.

37 TRAINING AND PROMOTIONS BASED ON FURTHER TRAINING

- 37.1 Employees may be permitted to enter into a career development program whereby they are permitted to work through different areas at the initiation of the department head and the approval of the Union and, once through the training program, the employee will receive the appropriate pay if they assume the position.
- 37.2 Seniority will not always prevail.

38 RETIREMENT ALLOWANCE

- 38.1 On retirement to City pension upon reaching age eligibility and after fifteen (15) consecutive years of service, employees shall receive one (1) day of vacation for each year of service.

39 PROTECTIVE CLOTHING AND EQUIPMENT

- 39.1 The City shall supply all necessary protective clothing and equipment as documented in safe work practices/procedures, and authorized by Departments Heads, so that employees can perform their duties in a manner that reduces the risk of illness or injury.
- 39.2 All safety equipment that the City has agreed to supply shall be kept in proper working condition by the City. Defective and faulty equipment shall be reported immediately to the supervisor.
- 39.3 The City shall have procedures and guidelines concerning required clothing and equipment for protective and identification purposes that will be part of each respective department's procedures manual, and such documents shall be supplied to the Union upon request.

40 EMPLOYEE PROTECTION**40.1 Quarantine**

No employee shall enter any building or portion thereof which is under quarantine.

40.2 Entry into Private Premises

When an employee has good and sufficient grounds to believe they may be subject to risk involving legal consequence, they shall contact their supervisor before entering any premises.

40.3 Legal Aid

All reasonable expenses and costs with respect to any criminal or civil action taken against or in respect to any employee covered by this Agreement arising out of such employee's action while carrying out their normal work duties will be paid by the City provided the selection of a solicitor is approved by the City and provided such actions do not constitute a gross disregard or neglect of their duty. Notwithstanding the foregoing, should an employee be found guilty of a criminal charge the City shall not be liable for any expense in relation to the employee's defence on that charge or related charges.

41 RESIDENCE

41.1 Residence within the City Limits shall not be a condition of employment. Notwithstanding the above, any member living out of the City limits shall satisfy the Employer that they have taken every reasonable precaution to ensure that they will be able to attend their shifts regularly and to respond to emergencies if available.

41.2 Employees shall keep their supervisor, and the Human Resources Department apprised of their current address and phone number.

42 SAFETY REGULATIONS AND SAFETY COMMITTEE

42.1 The parties agree that safety regulations are necessary and conformance with such regulations shall be a condition of employment.

42.2 The Employer shall establish a Joint Worksite Health and Safety Committee as per Occupational Health and Safety legislation and align with the established terms of reference. Their concerns shall relate to the health and safety of the employees.

42.3 There shall be a City-wide Corporate Health and Safety Committee whose duties shall align with the established terms of reference. There shall be both union and non-union employees on the Joint Worksite Health and Safety Committee. The Union may appoint up to two (2) representatives to the Corporate Health and Safety Committee. Upon request, the City will provide written documentation which identifies the root cause and corrective action(s) taken regarding H&S investigations to the Union.

42.4 The overall Committees focus shall be on the health and safety of the employees of the City as herein represented. Meetings shall take place a minimum of once

quarterly or more frequently if the Committee decides and minutes of the same are made available to the Employer, Employees, and the Union.

42.5 The Employer chairperson shall cause the names of the Committee members to be posted on the Employer's bulletin board.

42.6 Time spent by the employees in performance of their duties as members of the Occupational Health and Safety Committee shall be considered as time worked and payment made on the basis of straight-time earnings only.

42.7 Such Committee shall not deal with matters which ordinarily are or become a subject for negotiations between the Employer and the Union.

43 WORKING IN CONFINED SPACE

43.1 No employee shall be required to work alone in a dangerous ditch, manhole, conduit tunnel or in heading back high trees, nor in manholes or rooms in which poisonous gases are being generated, used, or are present.

44 STAFF IDENTIFICATION

44.1 The City agrees to supply an identifying item of clothing, together with an identification card, to personnel as it may consider necessary. Should the City decide to discontinue an issue, the Union will be notified and allowed an opportunity to discuss the reasons for discontinuance. Such articles shall remain the property of the City and shall be returned on termination in good condition subject to ordinary wear and tear.

45 POSITION EVALUATION

45.1 The parties agree that position descriptions, resultant ratings, salaries, and wages established in accordance with the Position Evaluation Program may need to be adjusted from time to time to meet changing needs of the City.

45.2 The parties agree that an ongoing Position Evaluation Committee shall be established to make decisions on matters pertaining to the Position Evaluation Program which are referred to it by the Employer or the Union or by both parties.

45.3 The Position Evaluation Committee shall consist of five (5) persons of whom two (2) shall be appointed by the Union and two (2) appointed by the Employer. The fifth member shall be Human Resources Officer or their delegate who shall act as Chairperson of the Committee but will not be a voting member of the Committee. Prior to naming a new Chairperson of the Committee, the City will discuss the selection with the Union.

45.4 Wage and salary levels established for each position as determined by the Position Evaluation Program as set out in the appended wage and salary schedule shall apply to all incumbent employees during such time as the employees are assigned to perform the duties of their position, except:

- a) In the case where an employee is subject to the provisions set out in the case of "red circling."

- b) In the case where an employee is subject to the provision set out in the case of "out-of-schedule" rate.
- c) When an employee is subject to Article 57.4.

46 OVERTIME

- 46.1 Overtime rates shall be paid for any work performed during any hours other than regular working hours, except hours worked while a special shift is in operation and shall be paid for work done on an employee's regular day off, whether it be a Saturday, Sunday, weekday, or for callouts.
- 46.2 The employees in the classification for which overtime work is required shall be given first chance to work that overtime before the employees in another classification are asked.
- 46.3 Permanent employees shall be entitled to double time (2X) their evaluated hourly rate for all hours of overtime worked.
- 46.4 Overtime for non-permanent employees Monday to Friday shall be paid at time and one-half (1.5) their hourly rate. They shall be paid at double time (2X) their hourly rate for Saturday, Sundays and holidays as stated in 25.5.
- 46.5 No employee shall be required to work overtime against their wishes when other employees are available to perform the required work.
- 46.6 A one-half (1/2) hour paid lunch break (including any travelling time) will be allowed employees working three (3) hours overtime beyond their regular shift. Where an employee is called in to work overtime, they will receive a one-half (1/2) hour paid lunch break (including any travelling time) upon completion of four (4) hours of overtime worked. In emergencies the supervisor may delay the commencement of the lunch break.
- 46.7 The City agrees to distribute overtime as evenly as possible among the members of a department or section concerned, except in the case of emergency.
- 46.8 Overtime for non-permanent employees who have accumulated 4,160 working hours shall be entitled to double time (2X) their evaluated hourly rate for all hours of overtime worked.

47 CALLOUT

- 47.1 A minimum of two (2) hours at the overtime rate specified in Article 46 shall be paid for each callout. An employee shall be considered on the callout until they have returned to the location where the callout was received, or they have returned to their place of residence.

48 BANKED OVERTIME

- 48.1 For each overtime hour worked an employee shall have the option of receiving overtime pay at the evaluated rate or banking time at the equivalent evaluated rate. This clause shall apply to all classifications of "both permanent and non-permanent employees."

- 48.2 The employee must designate at the time of work their choice of cash payment or lieu time.
- 48.3 An employee may bank the dollar equivalent of one hundred and twenty (120) hours evaluated pay. Once an employee has banked the dollar equivalent of one hundred and twenty (120) hours evaluated pay, any subsequent overtime worked shall be paid at the applicable overtime rates. If an employee withdraws hours from the overtime bank, the employee shall be able to re-bank to the maximum allowable. By mutual agreement between the Department Head and the employee, an employee may bank more than one hundred and twenty (120) hours. Overtime worked for another Department or Section, or during a declared disaster cannot be banked and shall be paid out.
- 48.4 Use of banked overtime shall be scheduled as mutually agreed between the supervisor and the employee. Should a dispute arise, the Department Head shall have final say. Any entitlement above 40 hours may be designated as time off at the discretion of the supervisor.
- All accumulated banked overtime hours in excess of sixty (60) hours, accumulated prior to December 01 must be scheduled prior to December 01 and taken before year-end, or shall be paid out.
- Any overtime accumulated in December, subject to the 120-hour maximum can be deferred to the following year, without exceeding the 120-hour maximum for the following year or shall be paid out.
- 48.5 Employees may request the City to pay out any portion of their banked overtime hours.

49 SHIFT PREMIUMS

- 49.1 This premium shall apply to all employees covered under Article 19 and 20 of this Agreement.
- 49.2 A premium of six percent (6%) of the employee's present evaluated hourly rate shall be paid to all employees for hours worked after 6 p.m. and before 6 a.m. The differential shall be paid for all hours worked on Saturdays or Sundays.
- 49.3 The payment of this premium may be adjusted by mutual consent for particular shift schedules providing the cost to the Employer does not exceed the six percent (6%) amount and providing the requirement to pay a six percent (6%) premium for all hours worked between midnight Friday and midnight Sunday is not violated.

50 CHANGE OF WORK ASSIGNMENTS

- 50.1 When an employee is assigned by the head of a department to substitute for any period of time in a position that is covered by this Agreement and that is at a higher rate of pay than their own, the employee shall be paid at the rate of pay for the higher position provided the employee meets the minimum requirements as outlined in the current position description. Employees not meeting the minimum requirements shall receive 95% of the rate for the higher position or an increase of 2% above their current rate whichever is higher, but in no case above the rate for the higher position. The employee must assume the major part of the

responsibilities, functions, and duties of the senior position in order to qualify for senior work pay. Such assignment shall be rotated between qualified employees where practical. For pay purposes, employees' senior assigned to Equipment Operator classifications will be assumed to meet the minimum requirements for the position.

- 50.2 A permanent employee who is required to temporarily assume a position which carries with it a lesser rate of pay shall suffer no reduction in their regular rate of pay.
- 50.3 An employee can be assigned by the Head of a Department to perform some higher-level responsibilities outside their normal job responsibilities. When the assignment is for more than one (1) day the employee will receive \$1.00 per hour more than they are currently being paid.
- 50.4 When an employee is assigned by the head of a department to substitute for any period of time in a position that is not covered by this Collective Agreement, the employee shall receive the lesser of a thirteen percent (13%) wage increase or the maximum for the position, but in no case will the employee receive less than they are currently being paid.
- 50.5 Senior work assignments of a seasonal nature shall be posted in accordance with Article 10.

51 REPORTING PAY AND PROCEDURE

- 51.1 Any non-permanent employee reporting for work and being sent home by the foreman or supervisor because of a lack of work as a result of circumstances beyond their control (e.g., inclement weather, mechanical problems, bomb threat) shall be entitled to one and one-half (1.5) hour's pay at the employee's current rate of pay.
- 51.2 If any employee works two (2) or more hours in any regular one-half (1/2) day before being sent home they shall be entitled to the full one-half (1/2) day at the appropriate rate.
- 51.3 No payment shall be made if an employee does not report to their foreman as ready for work.
- 51.4 Where non-permanent employees are sent home, those employees who have accumulated 4,160 hours shall be sent home last and returned to service first.

52 STANDBY / ON-CALL

- 52.1 **Standby** applies when employees are assigned to be available by telephone or electronic means for consultation and support, where the standby assignment does not restrict or limit the employee's activities while away from work. Employees need to be fit for duty however the consultation and support does not mean they will take action.

On-Call applies when employees must be able to mobilize (in person or remotely) to take action on and resolve service requests. Employees assigned on-call must be fit for duty as they would for any other regularly scheduled shift, be available to

attend at the worksite or service site and will have their activities while away from work restricted or limited.

Employees shall be paid for standby or on-call for each week from Thursday at the conclusion of regular hours to the following Thursday at the conclusion of regular hours.

Employees who are qualified to perform the duties required by standby or on-call may be required to take their turn at standby or on-call; however, any such employee may arrange for another qualified employee to substitute in their turn for standby or on-call.

52.2 **Standby**

- a) Employees assigned to be on standby shall be paid one-hundred and forty (\$140) for each full week of duty (or twenty \$20 per day) of duty.

52.3 **On-Call**

- a) Employees assigned to on-call duty shall be paid two hundred and eighty dollars (\$280) for each full week (or forty dollars {\$40} per day) of duty.
- b) Should an employee on on-call duty be required to work after their regular scheduled hours they shall be paid in accordance with Articles 46, 47 and 48.
- c) Should a holiday fall during an employee's period of on-call duty the employee shall be paid one-half (1/2) day's regular pay in addition to the on-call pay to which they are entitled.

53 TOOL ALLOWANCE

- 53.1 Forty dollars (\$40) per month tool allowance for apprentice mechanics and journeyman mechanics shall be made by The City, and such employees shall maintain a tool kit to at least the minimum standards prescribed by the department which shall be subject to periodic inspection.

In each calendar year, The City will reimburse, upon receipt, apprentice mechanics and journeyman mechanics up to \$300 towards the replacement or repair of consumable tools (as per consumable tool list). All metric tools required for 30 mm and over shall be provided by the Employer and shall remain the property of the City.

The City will provide fire and theft insurance for the mechanic's tools under its umbrella insurance policy. The mechanics will be responsible for paying the deductible (\$500) for any claims.

54 SAFETY GLASSES

- 54.1 Upon presentation of a receipt, The City of Red Deer will reimburse those City employees who are required by the City to wear prescription safety glasses for the majority of each shift. All other employees will be provided with appropriate safety eye wear as required.
- 54.2 The reimbursement will be to a maximum of \$250 per two years.

55 SAFETY FOOTWEAR ALLOWANCE

55.1 Upon presentation of a receipt, The City of Red Deer will reimburse those employees who are required to wear safety footwear. The reimbursement towards the cost of CSA approved safety footwear will be one-hundred fifty dollars (\$150.00) once per year for non-permanent employees and two-hundred dollars (\$200.00), maximum per year for permanent employees.

Non-permanent employees with 4160 hours will be entitled to receive the same entitlement as the permanent employees.

56 APPRENTICES

56.1 Apprentices shall be those employees employed under this classification and who are properly registered in the Provincial Apprenticeship Program.

56.2 Apprentices attending classes necessitated by the Apprenticeship Program shall receive a rate of pay equal to the difference between their regular net pay and any government allowance, exclusive of any government allowance for travelling expenses.

56.3 All deductions required by statute or by this Agreement will be made in the normal manner.

56.4 All Apprentices shall have their conditions of employment outlined in a letter of understanding between all parties prior to the Employee starting work.

57 APPLICATION OF THE PAY SCALE

57.1 Newly-hired employees or those promoted will be paid the probationary rate to commence on the date of assuming the duties of the position for the prescribed probationary or trial period, except as provided for in the agreements covering "red-circled" and "out-of-scope" employees or where other exceptions are specifically provided for.

57.2 The probationary or starting rate for a permanent position shall be ninety-five percent (95%) of the evaluated rate. Upon completion of the probationary period permanent employees will be paid at one hundred percent (100%) of the evaluated rate.

57.3 The probationary or starting rate for a non-permanent position shall be eighty-five (85%) of the evaluated rate. Upon completion of the probationary period non-permanent employees will be paid at ninety percent (90%) of the evaluated rate. Non-permanent employees with greater than an accumulated 4,160 hours will be paid at one hundred percent (100%) of the evaluated rate. Employees approaching 4,160 hours will not be terminated for the sole purpose of avoiding the increase in rate.

57.4 In promotional cases when the employee's present rate of pay falls between the probationary rate and the evaluated rate of pay for the position, the employee will retain their present rate of pay during the trial period and then be moved to the evaluated rate for the position upon satisfactory completion of the trial period. Subject to non-permanent rate adjustment as per Article 57.3.

- 57.5 Any permanent employee who is laid off and occupies a temporary position will be paid at the rate this position would be paid if it were permanent.

58 PAY DAYS

- 58.1 All employees shall have their pay directly deposited to an account of the employee's choice in a bank or other financial institution every second Friday. It is understood that pay will be for all time indicated up to the previous Saturday. An employee's pay will be deposited no later than 12:01 p.m. on the Friday. The City will provide a minimum of one hour notice if there is a problem with the deposit so that the employee can make special arrangements. At The City's discretion cheques may be issued to employees.

59 CAR ALLOWANCE

- 59.1 Any employee required to use their private vehicle on City business shall receive a mileage allowance in accordance with City policy.

60 DISCIPLINE AND DISMISSAL

- 60.1 Whenever circumstances permit, the City shall schedule a disciplinary discussion with the employee giving reasonable advance notice. At such a discussion, an employee may be accompanied by shop steward or union executive member. If an employee chooses to be accompanied by a shop steward or union executive member but should one not be available, the City shall not be prevented from meeting with the employee or taking action.
- 60.2 Whenever the City or its authorized supervisor deems it necessary to discipline an employee in a manner indicating that suspension or dismissal may follow any further infraction or may follow if such employee fails to bring their work up to a required standard by a given date, the supervisor shall, within ten (10) days thereafter, give written particulars of such discipline and the infraction and/or substandard performance to the employee involved with a copy to the Secretary of the Union. The employee's reply to such complaint will be included on or attached to the disciplinary report and become part of the record.
- 60.3 Adverse reports, letters of reprimand, disciplinary reports, including suspension, shall not be used against an employee at any time after twenty-four (24) months following the date of the report, letter, or suspension, provided there are no approved leave of absences within that twenty-four (24) month period. Following the twenty-four (24) months such documentation shall be physically removed from employee's personnel files and destroyed at the employee's request.
- 60.4 The Employer may discipline or dismiss an employee for just cause.
- 60.5 Any employee wishing to appeal against their dismissal must do so in writing to the City Manager through the proper officials of the Union; such notice of appeal must be in the hands of the City Manager no later than thirty (30) days from the date of dismissal.

61 HEARING OF GRIEVANCES AND DISPUTES

- 61.1 Any differences arising from the interpretation, application, operation, or contravention of any of the terms of this Agreement shall be dealt with as outlined in the following paragraphs.
- a) When a difference involves several employees or where the Union considers the difference is of general concern, the Union may submit a grievance at the level in the procedure considered appropriate for resolving the difference.
 - b) No grievance handling shall take place on City property or during working hours except where both parties and the immediate supervisor are represented. All employees shall give notice of their intended absence to their immediate supervisor prior to attending such meetings.
 - c) For the purposes of this article "immediate supervisor" shall mean the first level of supervision which is not a member of the bargaining unit.
 - d) The employee may request the assistance of a Union Officer or representative in preparing and/or presenting their grievance at all stages of the grievance procedure.
 - e) For the purpose of this clause the receipt of a pay stub or pay cheque which in the employee's view contains an error or omission shall be considered an incident.
 - f) The grievance shall be in written form and shall indicate the section of this Agreement which the union/grievor claims has been violated and the remedial action requested.
- 61.2 The employee concerned is allowed fifteen (15) working days from the date of the incident to contact their immediate supervisor, with or without a Shop Steward, with a request that the grievance be adjusted.
- 61.3 If the immediate supervisor is unable to adjust the grievance to the satisfaction of the grievor concerned within five (5) working days, the Union may within a further five (5) working days place the grievance before their department head for adjustment.
- 61.4 Where the department head is unable to adjust the grievance to the satisfaction of the Union/grievor within five (5) working days from the date of receiving the grievance, the Union shall, within a further five (5) working days, notify the Director in writing requesting that they adjust the grievance.
- 61.5 Where the Director is unable to adjust the grievance to the satisfaction of the Union/grievor within five (5) working days from the date of receiving the grievance, the Union shall, within a further five (5) working days, notify the City Manager in writing requesting that they adjust the grievance.
- 61.6 If the City Manager is unable to adjust the grievance to the satisfaction of the Union/grievor within twenty (20) working days of receipt of the grievance, the Union may within a further twenty (20) working days, by written notice, indicate that they intend to place the grievance before an Arbitration Board. If the union fails to do so within twenty (20) working days, the grievance shall be deemed to be abandoned.
- a) The written notice shall contain a statement of the grievance and the name

of the Union appointee to the arbitration board.

- b) The Employer shall, within five (5) working days of receipt of the notification, inform the Union of its appointee to the arbitration board.
- c) The two (2) appointees so selected shall, within five (5) working days of the appointment of the Employer's representative, appoint a third person as chairperson.
- d) Should the Employer fail to make an appointment within the five (5) day period the Union may request that the Minister of Manpower and Labour make the appointment of the Employer's representative.
- e) Should the two (2) appointees fail to agree upon a chairperson within the five (5) day period, either appointee may request that the Minister of Manpower and Labour appoint a chairperson for the board.
- f) The arbitration board shall hear and determine the difference in dispute and shall issue an award, in writing, not later than thirty (30) working days after the appointment of the chairperson provided, however, that with the consent of both parties such limitation of time may be extended.
- g) The decision of the arbitration board is final and binding upon the parties and upon any employee affected thereby. The decision of a majority is the award of the arbitration board.
- h) Where an arbitration board determines that an employee has been dismissed or otherwise disciplined by the Employer for cause and this Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration, the arbitration board may substitute such other penalty for the dismissal or discipline as it deems just and reasonable in all the circumstances.
- i) An employee who has been unjustly suspended or dismissed shall be immediately reinstated in their former position without loss of seniority. They shall be compensated for all time lost in an amount equal to their normal earnings during the pay period next preceding such dismissal or suspension, or by another arrangement as to compensation which is just and equitable in the opinion of the parties or in the opinion of a board of arbitration if the matter is referred to such a board.

61.7 No grievance shall be defeated or denied by any formal or technical objection provided that both parties have made every effort to follow the time limits set out in the grievance procedure. Time limits may be extended, in writing, upon mutual consent of both parties.

62 TECHNOLOGICAL CHANGES

62.1 The City will assume its responsibilities with regard to employees who may be affected by new technology, including significant automation or mechanization. For this reason, the City agrees to set up training, retraining, or refresher programs for employees thus affected. The City shall give the Union prior notice of the implementation of significant new technology and discuss with the Union any action liable to cause staff problems. If an employee cannot perform the duties of the current position as a result of technological improvements and has to transfer

to a lower-rated position and is able to do the work of the new position, that employee shall continue to receive the wage rate in place at the time of the transfer until such time as the lower rate reaches the red-circled rate.

63 BULLETIN BOARDS

63.1 The City will endeavour to provide bulletin board space for Union use at all work sites.

64 JOINT LABOUR MANAGEMENT AND UNION COMMITTEE

64.1 A Joint Labour Management and Union Committee shall meet during the term of this Collective Agreement to discuss any areas of concern of either party.

65 SPECIAL PROJECT PROGRAMS

65.1 Special rates of pay, benefits and working conditions will be negotiated for special project programs in which the City may wish to take advantage of, for which provincial and federal subsidies are available.




66 ADDENDUM UPDATE

66.1 Any addendum to the Collective Agreement that may currently be in effect will be corrected and updated as needed during the life of this agreement to conform to the current Collective Agreement.

67 COLLECTIVE AGREEMENT SIGNING PAGE

IN WITNESS WHEREOF The City, by its officers, has hereunto affixed its corporate seal and the Union, by its proper officers, has hereunto affixed its seal and executed this Agreement.

SIGNED AND EFFECTIVE this 4 day of December, 2024

| <u>THE CITY OF RED DEER</u> | <u>CUPE LOCAL 417</u> |
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|   |  |

ADDENDUM #1: EXISTING PRACTICE FOR 12-HOUR SHIFT WORKERS AT BOTH TREATMENT PLANTS

1. The following applies to Water Treatment Plant Employees and Wastewater Treatment Plant Employees who are required to work shifts greater than 8 hours:
 - a) A shift differential of 6% shall be paid to all operations staff holding positions in the Water Treatment Plant and Wastewater Treatment Plant on January 1, 2008, for hours worked after 4:30 pm and before 8:00 am. All newly hired operations staff will be eligible for shift differential per Article 48.

ADDENDUM #2: ENVIRONMENTAL SERVICES CERTIFICATION REQUIREMENTS

1. To comply with legislation in the Province of Alberta, The City of Red Deer is required to have appropriate certification levels to maintain its Approvals to Operate.
2. The City is committed to encouraging current employees within the Environmental Services Department to obtain Alberta Environment certification by funding appropriate courses.
3. Those employees within Environmental Services who acquire higher levels of Alberta Environment certification within their work area than the certification required for their position will be compensated with a 4% premium.
4. The City may under fill an Environmental Services job with a less than fully certified/experienced person. An under-fill development ladder will provide the employee an opportunity to acquire necessary certification, competencies and experience and provide appropriate compensation:
 - a) When fully certified, the employee would receive 100% of the rate
 - b) When certified at one level less than required and fully meet the experience requirement for the job, the employee would receive 96% of the rate
 - c) When certified at two levels less than required and fully meet the experience requirement for the job, the employee would receive 92% of the rate
 - d) When not certified and does not fully meet the experience requirement for the job, the employee would receive 88% of the rate
5. The above shall be subject to all appropriate overtime and shift premiums.
6. This program shall be consistently and uniformly applied within the department to jobs requiring certification.
7. Conditional offer letters shall outline the expectations and the reasonable timelines for the completion of the required certification.
8. All employees shall have equal opportunity to take the required courses.
9. If unsuccessful in progressing and/or developing the necessary certification or competencies, an under filled employee will be removed from the job and options for alternative employment with The City may be considered.

ADDENDUM #3: POSITION EVALUATION

The undersigned representatives of the above-mentioned parties agree to the principles outlined below as developed by the Joint Evaluation Committee for the Position Evaluation Program.

A. PURPOSE

The Position Evaluation Program is specifically designed to establish and maintain the internal relativity of all positions within the jurisdiction of the CUPE bargaining unit. It also provides a basis for the establishment of wages.

B. POLICY

All currently-occupied positions will be evaluated through the maintenance program. The following procedures shall be followed:

- a) New or amended position descriptions will be prepared whenever the position is changed due to organizational changes or the addition or deletion of responsibilities.
- b) The position descriptions will be reviewed for accuracy prior to refilling after a termination or other reason for becoming vacant.
- c) Where an Employee is required to be accountable for responsibilities not included in their current position description, the Employee shall identify those responsibilities in writing to their direct supervisor, with copies to the Union and to their respective Human Resources Consultant. Submitted requests for review shall be completed within a timely manner but shall not exceed six (6) months from the date of submission by the Employee. When changes to the position description are evident as a result of (a), (b), above, the procedure will be as prescribed under Section E, 'Describing and Rating Procedure.'
- d) The Union may submit a position evaluation dispute to grievance in accordance with Article 60. 'Hearing of Grievances and Disputes' of the Collective Agreement, except that such grievance shall be submitted specifically to the Human Resources as the first level.
- e) Where, as a result of a new or revised position description, the wage rate for the position is less than that presently being received by the incumbent, the incumbent will be 'red circled.'
- f)
 - i) An incumbent shall automatically receive any increase in wage as a result of an upward rating due to a position description revision.
 - ii) When a position is to be changed due to the addition of duties requiring additional training and updating existing similar skills, the incumbent in the position shall receive the necessary training at no cost.
 - iii) Upon completion of such training and assuming of related duties the incumbent shall be placed upon trial for a period of three (3) months. In the event of unsatisfactory performance, the incumbent shall revert to a lower position by exercising seniority rights.
 - iv) For the trial period only, the incumbent shall receive the higher of the trial or probationary rate for the new position or the rate for their original position, and then automatically the rate for the job.

- g) All new positions shall be filled in a manner consistent with the Collective Agreement.
- h) In the event an out-of-schedule rate for a position is introduced which applies to all incumbents in that position, the City shall notify Local 417, and such out-of-schedule rate shall continue in effect until the employer decides that the conditions which gave rise to it no longer exist. At that time the rate for the position shall be the evaluated rate, but any employee who was being paid the out-of-schedule rate shall continue to be paid the equivalent of the out-of-schedule rate, while working in the position, for a period of nine (9) months following the employer's termination of the out-of-schedule rate. All employees to whom this clause is applicable shall be notified accordingly, including new employees hired during the nine (9) month period, of the evaluated rate for the job classification.

All incumbents to said positions and/or the position supervisor shall have the right of appeal against the position description or position rating as described herein.

C. **DEFINITIONS**

The following definitions are to apply to the terms used herein and throughout the Position Evaluation Program.

- a) Benchmark or Key Positions are a selection of representative positions. These are used as a basis for comparison and guides for maintaining relativity of rating under the Rating Manual.
- b) Collective Agreement is the Collective Agreement currently in effect between The City of Red Deer and Local 417 of The Canadian Union of Public Employees.
- c) Employee is an employee of The City of Red Deer in the bargaining unit for which Local 417 is the recognized bargaining agent as defined in the Collective Agreement.
- d) Factors are the key elements that are present in the positions being evaluated and for which an evaluation rating system has been developed.
- e) Factor Degrees or Levels are the established measurement levels that have been assigned within each factor to indicate the extent to which the factor applies to the position being evaluated.
- f) Incumbent is an employee who has been appointed or promoted to a position. An employee is an incumbent in one position only.
- g) Position Analysis is the process of determining and recording the tasks and duties comprising a position and the required knowledge, responsibility, effort, and the working conditions involved in the performance of that position through the use of questionnaires, observation, and study.
- h) Position Description is the official record of the principal tasks and duties of a position as approved by the employer.
- i) Position Evaluation is the process of studying and analyzing a position to obtain detailed information about the content of the position and the rating of the position by use of the Rating Manual to determine the relationship of the position to other positions covered by this Position Evaluation Program.
- j) Position Rating is the selected degree levels, points, reasons for the rating, and the total points established for a job in accordance with the Rating Manual.

- k) Position Evaluation Committee is a committee with equal representation from the Union and the Employer, which will make decisions on matters pertaining to the Position Evaluation Program which are referred to it by the Employer or the Union or by both parties. When the committee is unable to reach a decision, the matter will follow the normal grievance procedure.
- l) Out-of-Schedule Rate is a wage rate paid to an employee, for a specific purpose and for a specified period of time, that is in excess of the maximum rate that is determined for the position in accordance with the Position Evaluation Program.
- m) Points is the numerical expression for measurement of each degree within each factor.
- n) Rating Manual contains the basic guides for analyzing and evaluating the content of a position from the description.
- o) Red Circled is the term used to describe a situation where the incumbent of a position is currently being paid at a wage in excess of that assigned to the position.
- p) Total Points is the sum of all points allotted to each position for all factors as determined in accordance with the Rating Manual.

D. GENERAL GUIDELINES

In the application of the Rating Manual the following general rules shall apply:

- a) It is the content of the position that is being analyzed, not the individual in the position.
- b) Positions are to be evaluated without regard to existing wage rates.
- c) Positions are to be placed in the appropriate level in each factor by considering the specific requirements of each position, the factor definition, and the description of each factor level.
- d) Workload is not a consideration when evaluating a position.
- e) No interpolation of factor degrees is to be made in the use of this program (i.e. no insertion of a factor rating that falls between the established degrees of the factor).
- f) The position description and rating of each position shall be relative to, consistent with, and in conformance to the position description and rating of the benchmark position and all other positions in the bargaining unit.

E. DESCRIBING AND RATING PROCEDURE

The following procedure shall be followed:

- a) The City shall prepare a proposed position description in accordance with the requirements of the Position Evaluation Program and its manual.
- b) If the position has an incumbent, the proposed position description shall be forwarded to said incumbent and incumbent's supervisor for comment and/or approval.
- c) The reviewed proposed position description shall then be forwarded to the Human Resources Manager who will:
 - i) If the incumbent and supervisor agree on the contents of the position description, forward the description to the Position Evaluation Committee or

- ii) If there is some disagreement on the contents of the position description, work with the incumbent and the supervisor until agreement is reached and then forward to the Position Evaluation Committee or
 - iii) If agreement cannot be reached between the incumbent and the supervisor, present the case to the City Manager for a decision on the description's contents and then forward to the Position Evaluation Committee.
- d) The Position Evaluation Committee shall jointly rate the position.
- e) The position rating shall then be signed by the Position Evaluation Committee as the official position rating with a copy forwarded to the Union and the Employer.
- f) In the event that the Position Evaluation Committee is unable to agree upon a rating, the City may install the proposed description and its proposed rating and shall formally advise the Union, who may within thirty (30) days of receipt of the unilateral installation decision lodge a grievance as provided for in the Collective Agreement, except that such grievance shall be submitted specifically to the Human Resources Department as the first level.
- g) If the incumbent of the position or the supervisor of the position does not agree with the rating, an appeal may be filed with the Position Evaluation Committee. The appeal shall be filed in writing on the official appeal form and shall state the reason for the appeal and provide facts and details to substantiate the appeal. Nothing contained herein shall inhibit the right of an incumbent to grieve against the position description.
- h) The Position Evaluation Committee's decision on the appeal shall be final and binding upon the parties and the employees affected.

ADDENDUM #4: POSITION EVALUATION (Application)

The undersigned representatives of the above-mentioned parties agree to the maintenance of the Position Evaluation Program as developed by the Joint Evaluation Committee subject to the conditions outlined below.

1. The parties have agreed upon a Position Evaluation Manual. This Manual is established as an aid to the parties to establish and maintain the Position Evaluation Program, specifically for the purpose of providing and maintaining the basis of an equitable wage structure and providing the method by which position descriptions and position ratings shall be maintained to meet new and changing conditions and work requirements.
2. The parties have agreed upon the descriptions and ratings of certain positions, referred to as 'benchmark positions,' which are a representative selection of positions chosen from the bargaining unit and are used as the basis for comparison and guidance in applying the position evaluation process to all positions performed by employees coming within the Local 417 bargaining unit.
3. The parties agree that this addendum (Position Evaluation - Application) applies to all jobs performed by employees coming within the Local 417 bargaining unit, and further agree that no basis shall exist for an incumbent employee in Local 417 bargaining unit to claim that a wage rate inequity exists, except as provided for herein as Item 8.
4. Wage levels established for each position, as set out in the appended salary schedule, shall apply to an incumbent employee during such time as the employee is assigned to perform the duties of the position, except in the case where an employee is subject to the provisions set out in the case of 'red circling.'
5.
 - a) Each employee who has been 'red circled' shall continue to receive the 'red-circled' rate until:
 - i) The employee successfully obtains a position where the position rate is close to or at, but does not exceed, the employee's 'red- circled' rate.
 - ii) The annual wage adjustments for the position equals or exceeds the employee's 'red- circled' rate.
 - b) In order to facilitate the upgrading of 'red-circled' employees to positions more in line but not exceeding their 'red-circled' rate, the provisions of Article 10.3 shall be waived only in the following manner:

"The ranking provision defined in Article 10.3 shall prevail for all employees seeking promotion except that 'red-circled' employees shall be entitled to apply for any job offering a wage close to but not exceeding their 'red-circled' rate, regardless of what department the vacancy occurs in and, further, shall be entitled to have their City-wide seniority applied as priority ranking.

Any such 'red-circled' applicant shall have their application considered based solely upon ability to assimilate the knowledge necessary to successfully complete the training, retraining, or development provided, and/or their City-wide seniority."

- c) In the upgrading process of 'red-circled' employees only permanent employees may compete for permanent vacancies and only non-permanent employees may compete for temporary vacancies.
 - d) When a 'red-circled' employee has successfully obtained a position with a higher rate of pay, the City will provide, at no cost to the 'red-circled' employee, up to three (3) months of off-site training and/or six (6) months of on-the-job training to enable the 'red-circled' employee to satisfactorily perform the duties of the higher position. The trial period for this employee will commence upon the completion of the off-site or on-the-job training period.
 - e) The Human Resources Department shall be responsible to facilitate, to the extent possible, the elimination of the 'red circling' of employees by:
 - i) Ensuring that 'red-circled' employees are aware of appropriate opportunities for upgrading.
 - ii) Ensuring that 'red-circled' employees are given fair consideration in the competition process and that the conditions provided in this addendum are adhered to.
 - iii) Ensuring that any necessary training and/or development that is identified as being required by the 'red-circled' employee to upgrade the employee for the position is provided.
- No appointments will be made without the concurrence of the Human Resources Department.
- f) The Union shall have made available to it a complete listing of all 'red-circled' employees, their City service-wide seniority, section and subsection seniority, their 'red-circled' position, and their age.
6. The Employer shall continue to supply Local 417 with a list of all employees. Such list shall contain the following information:
- a) Name of employee and department.
 - b) Position title.
 - c) Position rating and wage level resulting from position evaluation.
 - d) Employee's existing wage rate.
7. The Local 417 members on the Position Evaluation Committee will be allowed leave of absence with pay from time to time to carry out evaluation business and will retain all their rights as contained in the Collective Agreement.
8. a) Within sixty (60) days of receipt of the position description and position rating following the maintenance of the Position Evaluation Program, employees who disagree with the description or rating that has been established for their position, or Department Heads who disagree with a description or rating that has been established for a position within their department, may lodge an appeal with the Position Evaluation Committee requesting a review of the description and/or rating of the job. The appeal shall be in writing and must state the reason or reasons why the incumbent or Department Head disagrees with the position description and/or rating of the position.

- b) Each appeal shall be submitted in writing on an official appeal form agreed to by the Position Evaluation Committee, and the appeal reply shall be made in writing on an official appeal decision form agreed to by the Position Evaluation Committee.
 - c) The appeal decision and reason for such decision of the Position Evaluation Committee shall be communicated in writing to both the incumbent and Department Head concerned.
 - d) The appeal decision of the Position Evaluation Committee shall be considered final and binding upon the parties and the employee concerned.
 - e) Should the Position Evaluation Committee not be able to reach a decision on the appeal, the matter shall be referred to the principals involved (the Employer and the Union) by the Position Evaluation Committee for resolution. Either principal may submit the matter to grievance and, if necessary, arbitration for a decision in accordance with the applicable grievance provisions contained in the Collective Agreement.
9. For calculating the correct rate of pay effective January 1, 2024, the following shall be deemed to be the evaluated base rate and cost per point.
- a) Office Workers' Position Evaluation Program Rating
Rate of \$26.50 per hour for 224 points with 1 point above or below being worth 5.38 cents.
 - b) Non-Office Workers' Position Evaluation Program Rating
Rate of \$24.75 per hour for 170 points with 1 point above or below being worth 3.22 cents.
10. If, during the life of this Agreement, the Employer expands the use of 'out-of-schedule' rates to include twenty-five percent (25%) or more of the classifications covered by this Agreement, the compensation-to-points ratio will be open to re-negotiation.

LETTER OF UNDERSTANDING #1

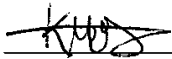
between
The City of Red Deer
and
CUPE Local 417
regarding

DISABILITY MANAGEMENT

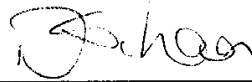
The City of Red Deer agree to engage CUPE Local 417 in discussions regarding the Employee Disability Support Plan (EDSP), Disability Management, Return to Work, Rehabilitation placements and the roles and responsibilities of the Union, the Employee and the Employer.

These discussions will occur following the monthly Labour/Management meetings.

It is also understood that changes to the Employee Disability Support Plan (EDSP) documentation will be finalized by December 31, 2023.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #2

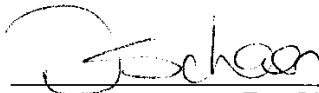
between
The City of Red Deer
and
CUPE Local 417
regarding

INFORMATION TECHNOLOGY SERVICES DEVELOPMENT LADDERS

It is hereby agreed and understood that the Information Technology Services Department may hire entry-level operators and systems personnel at the entry level, and as the personnel employed in these positions develop, they will be paid in accordance with the existing development ladder.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #3

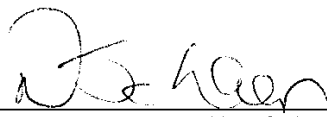
between
The City of Red Deer
and
CUPE Local 417
regarding

DEVELOPMENT LADDERS

It is hereby agreed and understood that should The City want to implement a development ladder for any classification involving various levels of skill and compensation, or change an existing development ladder, a letter of understanding will have to be negotiated with the Union prior to implementation. A copy of all development ladder rates of pay will be sent to the Union.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #4

between
The City of Red Deer
and
CUPE Local 417
regarding

FULL TIME UNION PRESIDENT

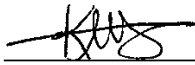
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role of the Local President for the duration of the term of the collective agreement.

1. The President of CUPE Local 417 shall be a full-time officer of the Union and shall be paid according to the Standing Motion of CUPE 417.
2. The President shall conduct negotiations, grievances and other Union business with the City without loss of pay.
3. Shop stewards where possible, shall attend, without loss of pay, the following meetings:
 - Grievance meetings
 - Investigative meetings that could lead to discipline
 - Disciplinary meetings

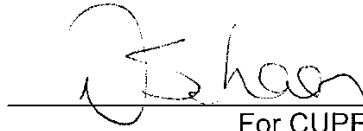
For any of the above noted meetings, the President may attend the meeting as the replacement for the Shop Steward.

4. The City shall bill the Union for wages plus the appropriate costs for benefits.
5. The President shall take responsibility for keeping their knowledge, skills and training requirements current for their home position during their term of office. The home department shall forward to the President the schedule for in-house training and/or any changes in the level of qualifications that are required for that position. However, should the parties decide that the President does not need to keep current with certain job requirements of his home position, the President shall be allowed sufficient time upon the expiry of their term should it be necessary to complete the training necessary to return to their home position.
6. The President, if a successful candidate for a permanent position in a job posting, shall step down as President at which time the Union shall appoint a successor.
7. The President shall return to their home position, or an alternative position mutually agreed to by the parties, upon termination of their term of office and any subsequent Employees affected shall also revert to their home positions. If the President is not able to return to their former position, and instead goes into an alternate position:
 - if that position is at a higher rate of pay they shall receive that rate of pay
 - If the position is at a lower rate of pay, their former rate of pay shall be maintained until that position's rate of pay meets or exceeds the President's former rate of pay

8. If the President is re-elected for a second and subsequent term, their former position will be released so that it can be filled on a permanent basis. The Employer's obligation under #7 above still applies.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #5

between
The City of Red Deer
and
CUPE Local 417
regarding

SENIOR PLANNER DEVELOPMENT

The parties recognize that at times it may be difficult to recruit fully qualified and skilled Senior Planners and that in the event that this occurs it may be necessary to hire a less than fully qualified and skilled Senior Planner.

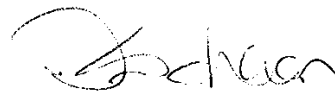
The parties hereby agree:

1. When the Planning Department has posted for a Senior Planner and management is unable to find a candidate that possesses the necessary skills and requirements of a Senior Planner as defined in the job description, they may hire an under qualified individual into the classification of Planner.
2. When an employee hired as a Planner under this Letter of Understanding acquires the necessary skills and qualification of the Senior Planner classification as defined in the job description, they will be re-classified to a Senior Planner and paid at the probationary rate. After 4 months of satisfactory performance in the position the Employee will be eligible to move to the final pay rate associated with their status.
3. One of the requirements of the Senior Planner position is an M.C.I.P. designation through the Canadian Institute of Planners. The M.C.I.P. is reasonably achievable within a maximum period of 6 years. If an employee hired under this Letter of Understanding is unable to achieve their M.C.I.P. within this timeframe they may face discipline up to and including termination.

This Letter of Understanding may be terminated at any time with either party providing 90 days notice. If terminated, employees hired under this Letter of Understanding will continue to be governed by the provisions of the Letter of Understanding, but no additional employees shall be hired under the provisions of this Letter of Understanding.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #6

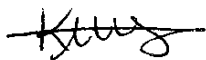
between
The City of Red Deer
and
CUPE Local 417
regarding

UNION RECORDING SECRETARY

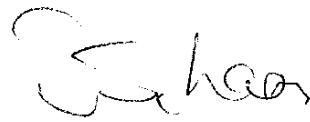
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role of the Local Recording Secretary for the term of this agreement.

1. The Recording Secretary of CUPE Local 417 shall be a part-time officer of the Union and shall be paid at their basic rate of pay and benefits during their term of office.
2. The Recording Secretary shall be granted two-half days or one full-day per month absence to conduct Union business without loss of pay. The Union shall cover these wages and benefit costs.
3. Such amount of wages plus the appropriate pro-rated costs for group benefits shall be billed to the Union on a periodic basis.

This agreement will be evaluated prior to its expiry with the possibility of extension by both parties.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #7

between
The City of Red Deer
and
CUPE Local 417
regarding

UNION SECRETARY TREASURER

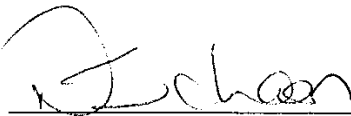
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role of the Local Secretary Treasurer for the term of this agreement.

1. The Secretary Treasurer of CUPE Local 417 shall be a part-time officer of the Union and shall be paid at their basic rate of pay and benefits during their term of office.
2. The Secretary Treasurer shall be granted two-half days or one full-day per month absence to conduct Union business without loss of pay. The Union shall cover these wages and benefit costs.
3. Such amount of wages plus the appropriate pro-rated costs for group benefits shall be billed to the Union on a periodic basis.

This agreement will be evaluated prior to its expiry with the possibility of extension by both parties.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #8

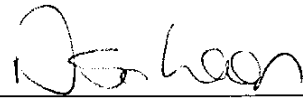
between
The City of Red Deer
and
CUPE Local 417
regarding

REPORTING PAY AND PROCEDURE

Both parties agree, that any classification whose hourly rate times 1.5 hours falls below the Employment Standards minimum guarantee of 3 hours at minimum wage, would receive the Employment Standards minimum guarantee.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #9

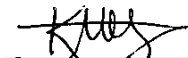
between
The City of Red Deer
and
CUPE Local 417
Regarding

UNION CHIEF SHOP STEWARD

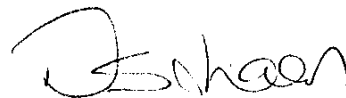
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role of the Local Chief Shop Steward for the term of this agreement.

1. The Chief Shop Steward of CUPE Local 417 shall be a part-time officer of the Union and shall be paid at their basic rate of pay and benefits during their term of office.
2. The Chief Shop Steward shall be granted two-half days or one full-day per month absence to conduct Union business without loss of pay. The Union shall cover these wages and benefit costs.
3. Such amount of wages plus the appropriate pro-rated costs for group benefits shall be billed to the Union on a periodic basis.
4. Such absences will be over & above attendance at any Employer initiated meetings.

This agreement will be evaluated prior to its expiry with the possibility of extension by both parties.



For The City of Red Deer



For CUPE Local 417

2024 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2024

| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | CCC1 | CENSUS CLERK | \$25.95 | 214 |
| CUPEI | MPRC | MAIL CLERK | \$27.83 | 248 |
| CUPEI | RFCT | RECEPTION/ADMIN SUPPORT | \$27.88 | 249 |
| CUPEI | RCR1 | RP&C CASHIER | \$29.16 | 272 |
| CUPEI | CSC1 | SALES & CUST SERVICE LEADER 1 | \$29.88 | 285 |
| CUPEI | CCO1 | CENSUS ELECTION ASSISTANT | \$29.93 | 286 |
| CUPEI | HOST | CUSTOMER EXP HOST - CITY HALL | \$29.93 | 286 |
| CUPEI | CSCS | CUSTOMER SERVICE REP 1 | \$30.60 | 298 |
| CUPEI | CCGC | MAIL & PRINT SERVICES CLERK | \$30.60 | 298 |
| CUPEI | RGCK | CSV GENERAL CLERK | \$30.93 | 304 |
| CUPEI | CHRP | CITY HALL RECEPTIONIST | \$31.21 | 309 |
| CUPEI | HRRC | HR RECEPTIONIST | \$31.26 | 310 |
| CUPEI | LASS | LAS CLIENT SERVICES SUPPORT | \$31.26 | 310 |
| CUPEI | RMCL | RECORDS MANAGEMENT CLASSIFIER | \$31.26 | 310 |
| CUPEI | TCSR | TRANSIT CUSTOMER SERVICE REP | \$31.82 | 320 |
| CUPEI | CSRM | COMM SERV RECORDS MGMT CLERK | \$31.93 | 322 |
| CUPEI | RMCE | ENG SERV RECORDS MGMT CLERK | \$31.93 | 322 |
| CUPEI | ESRP | ES CUSTOMER SERVICE SUPPORT | \$31.93 | 322 |
| CUPEI | ARTC | ARCHIVES TECHNICIAN | \$32.48 | 332 |
| CUPEI | EPSA | ENVIRO PROGRAM SUPPORT ASST | \$32.48 | 332 |
| CUPEI | SPCK | SUPPORT CLERK | \$32.48 | 332 |
| CUPEI | PCVS | COMMUNITY POLICING ASSISTANT | \$32.70 | 336 |
| CUPEI | CCAR | PAYMENT SERVICES ASSOCIATE | \$32.92 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$32.92 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$32.92 | 340 |
| CUPEI | ECSI | ENGINEERING SV ADMIN ASST | \$32.98 | 341 |
| CUPEI | EDAC | LAND & ECON DEV ADMIN CLERK | \$32.98 | 341 |
| CUPEI | RMCI | ADMIN & RECORDS MGMT CLERK | \$33.26 | 346 |
| CUPEI | BCS1 | I&L ADMINISTRATIVE ASSISTANT | \$33.26 | 346 |
| CUPEI | SAAD | SPECIAL ADMISONS ADMIN | \$33.26 | 346 |
| CUPEI | ESFC | ES EVT FLEET SERVICES CLERK | \$33.37 | 348 |
| CUPEI | WSCH | FLEET SERVICES CLERK | \$33.37 | 348 |
| CUPEI | CCO2 | CENSUS ELECTION COORDINATOR | \$33.81 | 356 |
| CUPEI | PATC | PROPERTY ASSESSMENT TECHNICIAN | \$33.81 | 356 |
| CUPEI | RCR2 | RP&C LEAD CASHIER | \$33.87 | 357 |
| CUPEI | SCLP | SCALE PERSON | \$33.92 | 358 |
| CUPEI | COAA | COMMUNITY SERVICES ADMIN ASST | \$33.98 | 359 |

2024 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2024 (con't)

| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LLSA | LEGAL & LEG SERVICES ADMIN AST | \$33.98 | 359 |
| CUPEI | CMAS | PUBLIC RELATIONS ASSISTANT | \$34.25 | 364 |
| CUPEI | EACK | ENGINEERING ACCOUNTING CLERK | \$34.97 | 377 |
| CUPEI | FSAA | FINANCIAL SERVICES ADMIN ASST | \$34.97 | 377 |
| CUPEI | ITSA | IT SERVICES SR ADMIN ASSISTANT | \$34.97 | 377 |
| CUPEI | ATCS | RAS SENIOR ADMIN ASSISTANT | \$34.97 | 377 |
| CUPEI | CSVC | CSV CLERK | \$35.19 | 381 |
| CUPEI | PWCS | PUBLIC WORKS ADMIN CLERK | \$35.19 | 381 |
| CUPEI | PWCK | PUBLIC WORKS CLERK | \$35.19 | 381 |
| CUPEI | POCS | DISCLOSURE & CHARGE PROCESS CL | \$35.25 | 382 |
| CUPEI | PGIS | POLICE GIS STENOGRAPHER | \$35.25 | 382 |
| CUPEI | CSGE | CUSTOMER SERVICE - GENERALIST | \$35.36 | 384 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$35.47 | 386 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$35.47 | 386 |
| CUPEI | TFAS | TRAFFIC ASSISTANT | \$35.47 | 386 |
| CUPEI | RNCS | RP&C ACCOUNTING SPECIALIST | \$35.58 | 388 |
| CUPEI | SECT | SECURITY SUPPORT TECHNICIAN | \$35.64 | 389 |
| CUPEI | TPAC | TREATMENT PLANT ADMIN ASST | \$35.64 | 389 |
| CUPEI | PCSC | POLICE CLIENT SERVICE CLERK | \$35.69 | 390 |
| CUPEI | POFC | POLICE OFFICE FINANCIAL CLERK | \$35.69 | 390 |
| CUPEI | PVSA | POLICE VICTIM SERVICES ASST | \$35.69 | 390 |
| CUPEI | SOSC | SUB-OFFICE SUPPORT CLERK | \$35.69 | 390 |
| CUPEI | AAPE | ES PREVENTION ADMIN SUPPORT | \$35.86 | 393 |
| CUPEI | CMSU | LEGISLATIVE ASSISTANT | \$35.97 | 395 |
| CUPEI | PGIA | POLICE OPERATIONS ADM CLERK | \$35.97 | 395 |
| CUPEI | LGCK | LAND & ECON DEV GENERAL CLERK | \$36.03 | 396 |
| CUPEI | TRAD | TRAFFIC ADMIN ASSISTANT | \$36.14 | 398 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$36.19 | 399 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$36.19 | 399 |
| CUPEI | GIST | GIS TECHNICIAN | \$36.25 | 400 |
| CUPEI | SRPN | SURVEY TECHNICIAN | \$36.36 | 402 |
| CUPEI | LUPA | LAND USE PLANNING ASSISTANT | \$36.63 | 407 |
| CUPEI | ESAA | EMERGENCY SERVICES ADMIN ASST | \$36.69 | 408 |
| CUPEI | LSCA | LEG SVS COUNCIL ADMIN ASST | \$36.69 | 408 |
| CUPEI | CECK | CEMETERY SERVICES SPECIALIST | \$36.91 | 412 |
| CUPEI | LGLA | LEGAL ASSISTANT | \$36.91 | 412 |
| CUPEI | CCCS | LS SENIOR ADMIN ASSISTANT | \$36.97 | 413 |
| CUPEI | ACPO | ADMINISTRATIVE CLERK - POLICE | \$37.02 | 414 |
| CUPEI | CDPI | DRYLAND PROGRAM LEADER 2 | \$37.24 | 418 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | PGL2 | PROGRAM LEADER 2 | \$37.24 | 418 |
| CUPEI | RMTC | CORPORATE RECORDS TECHNICIAN | \$37.30 | 419 |
| CUPEI | CSLI | CUSTOMER SERVICE - LICENSING | \$37.30 | 419 |
| CUPEI | CSPK | CUSTOMER SERVICE - PARKING | \$37.30 | 419 |
| CUPEI | IMES | INFORMATION MANAGEMENT TECH | \$37.30 | 419 |
| CUPEI | EXCO | POLICE EXHIBIT CUSTODIAN | \$37.30 | 419 |
| CUPEI | CSUW | COURT SUPPORT WORKER | \$37.35 | 420 |
| CUPEI | CFBM | FACIL PASS & BOOKING SPECIALIS | \$37.52 | 423 |
| CUPEI | ESCA | ES COMMUNICATIONS ADMIN SUPPOR | \$37.58 | 424 |
| CUPEI | EOAA | ES OPS ADMIN ASSISTANT | \$37.58 | 424 |
| CUPEI | COMS | COMMITTEES COORDINATOR | \$37.63 | 425 |
| CUPEI | EGSC | CUSTOMER SERVICE CLERK - ENG | \$37.63 | 425 |
| CUPEI | PYA2 | PROPERTY ASSESSOR 2 | \$37.63 | 425 |
| CUPEI | CCRA | COM & STRAT PLAN SR ADMIN ASST | \$37.69 | 426 |
| CUPEI | FISS | CORPORATE SERV ADMIN ASST | \$37.69 | 426 |
| CUPEI | CSAA | CSV SR ADMINISTRATIVE ASSIST | \$37.69 | 426 |
| CUPEI | CCSL | CUSTOMER SERVICE REP 2 | \$37.69 | 426 |
| CUPEI | DSAA | DEVELOPMENT SVS ADMIN ASST | \$37.69 | 426 |
| CUPEI | ESSA | EMERG SERV SENIOR ADMIN ASST | \$37.69 | 426 |
| CUPEI | ILSA | I&L SENIOR ADMIN ASSISTANT | \$37.69 | 426 |
| CUPEI | PSAA | PLANNING SERVICES ADMIN ASST | \$37.69 | 426 |
| CUPEI | PRAA | PROTECTIVE SERVICES ADMIN ASST | \$37.69 | 426 |
| CUPEI | LDSA | SR ADMIN ASSISTANT - LED | \$37.69 | 426 |
| CUPEI | ARGC | A/R UTILITIES GENERAL CLERK | \$37.85 | 429 |
| CUPEI | FCS2 | ES OPERATIONS ADMIN SUPPORT | \$37.91 | 430 |
| CUPEI | CHLG | AQUATICS PROGRAM LEADER 2 | \$37.96 | 431 |
| CUPEI | PCS2 | SUPPLY CHAIN TECHNICIAN | \$38.07 | 433 |
| CUPEI | TIOP | POLICE WATCH OPERATOR | \$38.24 | 436 |
| CUPEI | MOCK | MAIL & PRINTING SERVICES COORD | \$38.41 | 439 |
| CUPEI | CTDO | COURT LIAISON OFFICER | \$38.52 | 441 |
| CUPEI | POEA | POLICE EXECUTIVE ASSISTANT | \$38.63 | 443 |
| CUPEI | ESAC | ENVIRONMENTAL SERV ADMIN ASST | \$38.96 | 449 |
| CUPEI | PPN3 | GARAGE PARTS TECHNICIAN | \$39.07 | 451 |
| CUPEI | CSCK | CUSTOMER SERV SPECIALST PERMIT | \$39.29 | 455 |
| CUPEI | GAGC | FLEET ADMINISTRATIVE CLERK | \$39.35 | 456 |
| CUPEI | APCK | FINANCIAL SERVICES CLERK | \$39.51 | 459 |
| CUPEI | OCOF | POLICE CLIENT SERVICES REP | \$39.57 | 460 |
| CUPEI | PCOO | POLICE COMMUNICATIONS OPERATOR | \$39.57 | 460 |
| CUPEI | WCLO | ENVIRONMENTAL EDUCATOR | \$39.68 | 462 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LCPV | LAND SALES ADMIN CLERK | \$39.68 | 462 |
| CUPEI | SDSP | IT SERVICE DESK SPECIALIST | \$39.96 | 467 |
| CUPEI | SRSI | COMPLIANCE OFFICER | \$40.12 | 470 |
| CUPEI | EQCC | EQUITY COALITION COORDINATOR | \$40.18 | 471 |
| CUPEI | RNAC | CSV SYSTEMS SPECIALIST | \$40.35 | 474 |
| CUPEI | PROS | POL PROS RECORDS MGMT REVIEWER | \$40.40 | 475 |
| CUPEI | SEPC | SPECIAL EVENT PERMIT COORDINAT | \$40.57 | 478 |
| CUPEI | CMCO | CORPORATE MEETING ADMINISTRATR | \$40.68 | 480 |
| CUPEI | LTWS | LABORATORY TECHNOLOGIST WATER | \$40.79 | 482 |
| CUPEI | LBTN | WWTP LABORATORY TECHNOLOGIST | \$40.79 | 482 |
| CUPEI | SEPR | SPECIAL EVENTS PROGRAMMER | \$40.90 | 484 |
| CUPEI | LCIN | I&L LICENSE INSPECTOR | \$40.95 | 485 |
| CUPEI | APU2 | PROCUREMENT SUPPORT SPECIALIST | \$40.95 | 485 |
| CUPEI | CCCU | CUSTOMER SUPPORT REPRESENTATIV | \$41.01 | 486 |
| CUPEI | RMAN | CORP INFO & RECORDS ANALYST | \$41.06 | 487 |
| CUPEI | POTA | POLICE TRAINING ASSOCIATE | \$41.34 | 492 |
| CUPEI | TCWR | ENVSV SERV TECHNICAL WRITER | \$41.40 | 493 |
| CUPEI | SSDS | SENIOR SERVICE DESK SPECIALIST | \$41.40 | 493 |
| CUPEI | PLSE | HR ADMIN - CONSULTING SERVICES | \$41.56 | 496 |
| CUPEI | PASS | HR ADMIN - HEALTH SFTY & TRAIN | \$41.56 | 496 |
| CUPEI | HRTC | HR ADMIN - TOTAL COMPENSATION | \$41.56 | 496 |
| CUPEI | HRPN | HR ADMINISTRATOR - PENSION | \$41.56 | 496 |
| CUPEI | PBAC | HR ADMINISTRATOR BENEFITS ACCT | \$41.56 | 496 |
| CUPEI | ENRE | ENVIRO PROGRAM SPECIALIST | \$41.62 | 497 |
| CUPEI | PENR | PARKS ECOLOGICAL & PLANNING SP | \$41.62 | 497 |
| CUPEI | PYSV | HR ADMINISTRATOR PAYROLL/ACCTG | \$41.67 | 498 |
| CUPEI | ARUB | SPECIALIST - BUSINESS SUPPORT | \$41.67 | 498 |
| CUPEI | WEBC | DIGITAL MARKETING SPECIALIST | \$42.28 | 509 |
| CUPEI | GRDN | GIS TECHNOLOGIST | \$42.28 | 509 |
| CUPEI | ICST | INTERNAL COMMS SPECIALIST | \$42.28 | 509 |
| CUPEI | LADN | PARKS & OPEN SPACE DESIGNER | \$42.28 | 509 |
| CUPEI | SPEO | SPECIALIST - OPERATIONS (RAS) | \$42.34 | 510 |
| CUPEI | SWIN | WASTE MANAGEMENT INSPECTOR | \$42.39 | 511 |
| CUPEI | PRSC | CORPORATE EVENTS SPECIALIST | \$42.62 | 515 |
| CUPEI | EAMS | MARKETING SPECIALIST | \$42.62 | 515 |
| CUPEI | FUTT | CONS/MTCE UTILITY TECHNOLOGIST | \$42.73 | 517 |
| CUPEI | PACC | PUBLIC ART COORDINATOR | \$42.73 | 517 |
| CUPEI | FINA | ACCOUNTANT | \$42.78 | 518 |
| CUPEI | FSAT | FINANCIAL SERVICES ACCOUNTANT | \$42.78 | 518 |

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|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | HDAA | CSV DATA & SYSTEMS ANALYST | \$42.89 | 520 |
| CUPEI | URFR | URBAN FORESTER | \$42.95 | 521 |
| CUPEI | WDIV | WASTE DIVERSION SPECIALIST | \$42.95 | 521 |
| CUPEI | ILBA | I&L ANALYST | \$43.00 | 522 |
| CUPEI | LACO | LEGAL SERVICES COORDINATOR | \$43.00 | 522 |
| CUPEI | PGAD | PARKING COORDINATOR | \$43.00 | 522 |
| CUPEI | WMTS | WASTE MGMT TECH SPECIALIST | \$43.22 | 526 |
| CUPEI | EDRS | LAND & ECON DEV RESEARCH SPEC | \$43.45 | 530 |
| CUPEI | EDSP | LAND & ECON DEV SPECIALIST | \$43.45 | 530 |
| CUPEI | EACC | ENVIRONMENTAL SERV ACCOUNTANT | \$43.56 | 532 |
| CUPEI | TFPT | TRAFFIC ANALYSIS TECHNOLOGIST | \$43.56 | 532 |
| CUPEI | GIAN | GIS ANALYST | \$43.72 | 535 |
| CUPEI | WMCO | WORK MGMT COORDINATOR | \$43.89 | 538 |
| CUPEI | XCSP | CROSS CONNECTION SPECIALIST | \$43.94 | 539 |
| CUPEI | PRCO | ELECTION & PROJECT COORDINATOR | \$44.06 | 541 |
| CUPEI | PYA3 | PROPERTY ASSESSOR 3 | \$44.06 | 541 |
| CUPEI | INAC | MATERIEL MGMT COORDINATOR | \$44.17 | 543 |
| CUPEI | CCSS | COMMUNICATIONS CONSULTANT | \$44.22 | 544 |
| CUPEI | PCSS | POLICE COMMUNICATION SPECIALIST | \$44.22 | 544 |
| CUPEI | HRSF | HR SPECIALIST - FIELD SAFETY | \$44.33 | 546 |
| CUPEI | WSSP | ENVIRO SVS SECTION SPECIALIST | \$44.50 | 549 |
| CUPEI | DDVO | DEVELOPMENT OFFICER | \$44.89 | 556 |
| CUPEI | ERST | ENVIR REGULATORY TECHNOLOGIST | \$44.89 | 556 |
| CUPEI | GSCM | GEOSPATIAL SPECIALIST C&M | \$45.16 | 561 |
| CUPEI | RMIA | INSURANCE AND RISK ANALYST | \$45.16 | 561 |
| CUPEI | LSCI | LEAD SOURCE CONTROL INSPECTOR | \$45.33 | 564 |
| CUPEI | CMCR | CONST/MAINT COORDINATOR | \$45.38 | 565 |
| CUPEI | CSAN | CSV FINANCIAL ANALYST | \$45.50 | 567 |
| CUPEI | CASP | FUNDING & BUS SUPPORTS SPEC | \$45.50 | 567 |
| CUPEI | PWAN | PUBLIC WORKS ANALYST | \$45.50 | 567 |
| CUPEI | POCC | POLICE OPS COOMUNICATION COORD | \$45.55 | 568 |
| CUPEI | PORC | POLICE RECORDS COORDINATOR | \$45.55 | 568 |
| CUPEI | POWC | POLICE WATCH COORDINATOR | \$45.55 | 568 |
| CUPEI | ROAN | PPW OPERATIONS ANALYST | \$45.66 | 570 |
| CUPEI | HRSE | HR SPECIALIST FIELD UTILITIES | \$45.77 | 572 |
| CUPEI | TLWS | TRAINING LEAD | \$45.83 | 573 |
| CUPEI | APUA | PROCUREMENT & CONTRACT SPLST | \$45.94 | 575 |
| CUPEI | ACPC | ACCESS & PRIVACY COORDINATOR | \$45.99 | 576 |
| CUPEI | SRIP | DEVELOPMENT INSPECTOR | \$45.99 | 576 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | APPC | LEG SVS APPEALS COORDINATOR | \$45.99 | 576 |
| CUPEI | SUIC | STORMWATER UTIL IMPLEMENT COOR | \$45.99 | 576 |
| CUPEI | COOO | COORDINATOR - OPERATIONS (RAS) | \$46.16 | 579 |
| CUPEI | ESTC | ENVIRO SERVICES TECHNOLOGIST | \$46.33 | 582 |
| CUPEI | FLTK | FLEET TECHNOLOGIST | \$46.33 | 582 |
| CUPEI | SLTN | LEAD LABORATORY TECHNOLOGIST | \$46.33 | 582 |
| CUPEI | PWTK | PUBLIC WORKS TECHNOLOGIST | \$46.33 | 582 |
| CUPEI | EGAC | ENGINEERING ACCOUNTANT | \$46.49 | 585 |
| CUPEI | BYOF | MUNICIPAL ENFORCEMENT OFFICER | \$46.49 | 585 |
| CUPEI | PCIJ | POLICE CRIMINAL INTEL ANLYS JR | \$46.49 | 585 |
| CUPEI | RAPO | REVIEWER/ANALYST - POLICE | \$46.55 | 586 |
| CUPEI | TRAN | TRANSIT SYSTEM ANALYST | \$46.71 | 589 |
| CUPEI | PRCR | POLICY ANALYST | \$46.94 | 593 |
| CUPEI | PLJR | PLANNER | \$47.16 | 597 |
| CUPEI | DVTK | DEVELOPMENT TECHNICIAN | \$47.32 | 600 |
| CUPEI | PRDN | PROJECT COORDINATOR/DESIGNER | \$47.32 | 600 |
| CUPEI | ARCH | ARCHIVES SPECIALIST | \$47.38 | 601 |
| CUPEI | CADC | CSV FINANCE SPECIALIST | \$47.38 | 601 |
| CUPEI | SCOP | SIGNAL CONTROL OPERATOR | \$47.38 | 601 |
| CUPEI | GRSP | GRANTS SPECIALIST | \$47.43 | 602 |
| CUPEI | DATA | DATA ANALYST | \$47.54 | 604 |
| CUPEI | ITAN | INFORMATION TECHNOLOGY ANALYST | \$47.54 | 604 |
| CUPEI | PBSA | IT PROJECT & BUSINESS ANALYST | \$47.54 | 604 |
| CUPEI | MPSS | MUNI POLICING SVS SUPERVISOR | \$47.54 | 604 |
| CUPEI | WEBA | WEB ANALYST | \$47.54 | 604 |
| CUPEI | CCUS | MARKETING & CUSTOMER SERV SPEC | \$47.60 | 605 |
| CUPEI | PYA4 | PROPERTY ASSESSOR 4 | \$47.71 | 607 |
| CUPEI | APSA | IT APPLICATION SYSTEMS ANALYST | \$47.88 | 610 |
| CUPEI | LDAG | LAND SERVICES SPECIALIST | \$47.88 | 610 |
| CUPEI | PITA | POLICE INFO TECH ANALYST | \$47.88 | 610 |
| CUPEI | PERC | PERFORMANCE REPORTING COORD | \$47.93 | 611 |
| CUPEI | MUNT | MUNICIPAL TECHNOLOGIST | \$48.04 | 613 |
| CUPEI | GEOS | GEOSPATIAL SPECIALIST | \$48.32 | 618 |
| CUPEI | PRTK | PROJECTS SPECIALIST | \$48.32 | 618 |
| CUPEI | CRCS | CORPORATE CONTRACT SPECIALIST | \$48.38 | 619 |
| CUPEI | EDOF | LAND & ECON DEVEL OFFICER | \$48.38 | 619 |
| CUPEI | DVSW | POLICE DV SUPPORT WORKER | \$48.43 | 620 |
| CUPEI | WPLM | WTP MAINTENANCE LEAD | \$48.43 | 620 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | WWLM | WWTP LEAD OPERATOR MAINTENANCE | \$48.43 | 620 |
| CUPEI | LISC | LAND INFO SYSTEMS CONSULTANT | \$48.54 | 622 |
| CUPEI | FSAC | FINANCIAL COORDINATOR | \$48.65 | 624 |
| CUPEI | CRSS | CORPORATE SECURITY SPECIALIST | \$48.71 | 625 |
| CUPEI | SDVO | SENIOR DEVELOPMENT OFFICER | \$48.76 | 626 |
| CUPEI | BADV | FUNCTIONAL SUPPORT ANALYST | \$48.87 | 628 |
| CUPEI | SPAD | STRATEGIC PLANNING ADVISOR | \$48.87 | 628 |
| CUPEI | PTXS | TAX COLLECTION COORDINATOR | \$48.87 | 628 |
| CUPEI | MEOE | MUNI ENFORCE OFFICER - ENH ATH | \$48.93 | 629 |
| CUPEI | PGSP | PROGRAM SPECIALIST | \$48.98 | 630 |
| CUPEI | CMPL | CONST/MAINT PLANNING LEAD | \$49.10 | 632 |
| CUPEI | ACCR | ACCREDITATION COORDINATOR | \$49.32 | 636 |
| CUPEI | TBSC | BUSINESS SYSTEMS CONSULTANT | \$49.32 | 636 |
| CUPEI | MLTP | MAINTENANCE LEAD - TREATMNT PT | \$49.43 | 638 |
| CUPEI | CDAA | COORD-DATABASE & APPLIC ARCHIT | \$49.54 | 640 |
| CUPEI | CCOA | CREDIT COORDINATOR | \$49.54 | 640 |
| CUPEI | PPEC | PUBLIC PARTICIPATN ENGAGE COOR | \$49.54 | 640 |
| CUPEI | ECSC | ECOLOGICAL SERVICES COORD | \$49.59 | 641 |
| CUPEI | ECOC | ECOLOGICAL SVS OPERATION COORD | \$49.59 | 641 |
| CUPEI | SRCA | SENIOR COMMUNICATIONS CONSULTA | \$49.65 | 642 |
| CUPEI | TOCO | TECHNOLOGY OPERATIONS COORD | \$49.76 | 644 |
| CUPEI | PRSP | TECHNOLOGY SERV CENTRE COORD | \$49.76 | 644 |
| CUPEI | CMOL | CONST/MTNC OPERATIONS LEAD | \$49.81 | 645 |
| CUPEI | QMGC | QUALITY MANAGEMENT COORDINATOR | \$49.81 | 645 |
| CUPEI | CSFO | COMMUNITY SERVICES ACCOUNTANT | \$49.87 | 646 |
| CUPEI | EGDC | DEVELOPMENT COORDINATOR | \$49.98 | 648 |
| CUPEI | WDLO | LEAD OPERATOR - DISTRIBUTION | \$50.04 | 649 |
| CUPEI | WPLO | LEAD OPERATOR - TP OPERATIONS | \$50.04 | 649 |
| CUPEI | CSLO | LEAD OPERATR - WW COLLECTION | \$50.04 | 649 |
| CUPEI | WWLD | WWTP LEAD OPERATOR - OPS | \$50.04 | 649 |
| CUPEI | SCOF | SAFETY CODES OFFICER | \$50.37 | 655 |
| CUPEI | CDPC | CSV PLANNING COORDINATOR | \$50.48 | 657 |
| CUPEI | CFAA | COMM FACIL- ABORIGINAL AFFAIRS | \$50.59 | 659 |
| CUPEI | CIRC | CORP INF & RECORDS COORDINATOR | \$50.76 | 662 |
| CUPEI | CMPF | COMMUNITY & PROG FACILITATOR | \$50.92 | 665 |
| CUPEI | TXAN | OPERATIONS ANALYST | \$51.09 | 668 |
| CUPEI | PCCS | PROGRAM COORD COMMUNITY SAFETY | \$51.59 | 677 |
| CUPEI | ERSP | CONT SITE & ENV REGULATORY SPC | \$51.75 | 680 |
| CUPEI | CAPC | CAPITAL PROJECTS COORDINATOR | \$51.92 | 683 |

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|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | LARC | ARCHIVES COORDINATOR | \$51.97 | 684 |
| CUPEI | CBAS | COORD-BUSINESS APPLIC SUPPORT | \$51.97 | 684 |
| CUPEI | CPBS | IT PRJ BUSINESS & SUPPORT COOR | \$51.97 | 684 |
| CUPEI | BICO | BUSINESS SYSTEMS INTEL COORD | \$52.31 | 690 |
| CUPEI | DAAR | DATA ARCHITECT | \$52.31 | 690 |
| CUPEI | COMR | CSV RESEARCH & EVALUATION SPEC | \$52.53 | 694 |
| CUPEI | FIAD | DIVISION FINANCIAL ANALYST | \$52.53 | 694 |
| CUPEI | FIAN | FINANCIAL ANALYST | \$52.53 | 694 |
| CUPEI | COWK | COMMUNITY FACILITATOR | \$52.69 | 697 |
| CUPEI | NWAD | COORD-NETWORK, SECURITY & INFRS | \$52.86 | 700 |
| CUPEI | BOEC | MUNICIPAL ENFORCEMENT SUPV | \$52.92 | 701 |
| CUPEI | SPPC | PROGRAM SPECIALIST - SHC | \$53.03 | 703 |
| CUPEI | PCIA | POL CRIM INTELLIGENCE ANALYST | \$53.25 | 707 |
| CUPEI | PLSR | SENIOR PLANNER | \$53.69 | 715 |
| CUPEI | TRPL | SENIOR PLANNER TRANSIT | \$53.69 | 715 |
| CUPEI | FAPP | FUNCTIONAL SUPPORT TEAM SPVR | \$53.75 | 716 |
| CUPEI | SEAR | IT SECURITY ARCHITECT | \$53.75 | 716 |
| CUPEI | LSCO | TEAM LEAD SAFETY CODES OFFICER | \$54.08 | 722 |
| CUPEI | SPAA | SENIOR PROPERTY ASSESS/ANALYST | \$54.25 | 725 |
| CUPEI | LAPC | LAND COORDINATOR | \$54.80 | 735 |
| CUPEI | RECO | RESEARCH & EVALUATION COORD | \$55.19 | 742 |
| CUPEI | ACAN | RAS ASSESSMENT COORD/ANALYST | \$56.02 | 757 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$24.65 | 167 |
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$24.65 | 167 |
| CUPEO | PRAS | PROGRAM ASSISTANT | \$24.65 | 167 |
| CUPEO | LCPN | LITTER CONTROL PERSON | \$25.91 | 205 |
| CUPEO | POAM | POLICING AMBASSADOR | \$26.01 | 208 |
| CUPEO | LFIN | LIFEGUARD INSTRUCTOR | \$26.47 | 222 |
| CUPEO | CFOP | FACILITY OPERATIONS ASSISTANT | \$26.87 | 234 |
| CUPEO | CSWR | CUSTODIAL WORKER | \$27.63 | 257 |
| CUPEO | CFWL | FITNESS & WELLNESS LEADER 1 | \$28.46 | 282 |
| CUPEO | CDPL | DRYLAND PROGRAM LEADER 1 | \$28.92 | 296 |
| CUPEO | PLMN | PROGRAM LEADER | \$28.92 | 296 |
| CUPEO | SCMN | SOURCE CONTROL OPERATOR | \$29.72 | 320 |
| CUPEO | WLAB | WATERWORKS LABOURER | \$30.71 | 350 |
| CUPEO | PKL1 | PARKS LABOURER 1 | \$30.78 | 352 |
| CUPEO | ALFI | ADVANCED LIFEGUARD INSTRUCTOR | \$31.08 | 361 |
| CUPEO | FMWC | FACILITY MAINTNCE WRKR-CULTURE | \$31.18 | 364 |
| CUPEO | CPL1 | CHILD DEV PROGRAM LEADER | \$31.24 | 366 |
| CUPEO | EOP1 | EQUIPMENT OPERATOR 1 | \$31.77 | 382 |
| CUPEO | PIPC | PARK CARETAKER | \$31.94 | 387 |
| CUPEO | WWTU | WASTEWATER TP UTILITY PERSON | \$32.04 | 390 |
| CUPEO | FMBA | BUILDING MAINTENANCE ASSISTANT | \$32.10 | 392 |
| CUPEO | RDL1 | ROADS LABOURER 1 | \$32.43 | 402 |
| CUPEO | FCMW | FACILITY MAINTENANCE WORKER | \$32.67 | 409 |
| CUPEO | CFAO | FACILITY OPS WORKER COLLICUTT | \$32.67 | 409 |
| CUPEO | CSLD | CUSTODIAL LEAD | \$32.80 | 413 |
| CUPEO | FOW1 | FACILITY OPERATIONS WORKER 1 | \$33.33 | 429 |
| CUPEO | ALIL | ADV LIFEGUARD INSTRUCTOR LDR 1 | \$33.73 | 441 |
| CUPEO | WWL1 | ENV UTILITIES LABOURER | \$33.76 | 442 |
| CUPEO | WWCL | WASTEWATER COLLECTION LABOURER | \$33.76 | 442 |
| CUPEO | CFCL | FACILITY OPS CUSTODIAL LEAD | \$33.79 | 443 |
| CUPEO | EOP2 | EQUIPMENT OPERATOR 2 | \$33.86 | 445 |
| CUPEO | CMEO | CEMETERY EQUIPMENT OPERATOR | \$34.12 | 453 |
| CUPEO | STPN | MATERIEL MANAGEMENT TECHNICIAN | \$34.19 | 455 |
| CUPEO | PKSA | PARKS SHOP ATTENDANT | \$34.29 | 458 |
| CUPEO | PKL2 | PARKS LABOURER 2 | \$34.35 | 460 |
| CUPEO | FLUP | FLEET UT & TECH SUPPORT PERSON | \$34.45 | 463 |
| CUPEO | SCIN | SOURCE CONTROL INSPECTOR | \$34.45 | 463 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | PKEM | PARKS EQUIPMENT MTNC LABOURER | \$34.69 | 470 |
| CUPEO | FCML | FACILITY MAINTENANCE LEAD | \$34.72 | 471 |
| CUPEO | PMRT | PARKING METER REPAIR TECHNICA | \$34.72 | 471 |
| CUPEO | UFT1 | URBAN FORESTRY TECHNICIAN 1 | \$34.82 | 474 |
| CUPEO | TCAT | MAINTENANCE SUPPORT PERSON | \$34.95 | 478 |
| CUPEO | PKGR | PARKS GARDENER | \$34.95 | 478 |
| CUPEO | AUTS | EQUIPMENT SERVICE PERSON | \$35.02 | 480 |
| CUPEO | CFWC | FITNESS & WELLNESS LEADER 2 | \$35.18 | 485 |
| CUPEO | EOP3 | EQUIPMENT OPERATOR 3 | \$35.32 | 489 |
| CUPEO | RDL2 | ROADS LABOURER 2 | \$35.35 | 490 |
| CUPEO | WWL2 | WATER/WASTEWATER LABOURER 2 | \$35.35 | 490 |
| CUPEO | CMO2 | CONSTR & MAINT EQUIPMENT OP 2 | \$35.85 | 505 |
| CUPEO | CSTI | SPECIALIZED TRAINING INSTRUCTR | \$36.18 | 515 |
| CUPEO | SSTK | SIGN SHOP TECHNICIAN | \$36.21 | 516 |
| CUPEO | FOW2 | FACILITY OPERATIONS WORKER 2 | \$36.38 | 521 |
| CUPEO | MSL2 | SIGNS LABOURER 2 | \$36.44 | 523 |
| CUPEO | CBMW | BUILDING MTCE WORKER-COLLICUTT | \$36.77 | 533 |
| CUPEO | STSP | SR MATERIEL MGMT TECHNICIAN | \$36.77 | 533 |
| CUPEO | BMPR | BUILDING MAINT PERSON-PUB WKS | \$36.91 | 537 |
| CUPEO | CWED | ECOLOGICAL SERVICES TECHNICIAN | \$36.91 | 537 |
| CUPEO | HGAR | HEAD GARDENER | \$36.97 | 539 |
| CUPEO | UFLO | UNDERGROUND FACILITIES LOCATOR | \$37.10 | 543 |
| CUPEO | ARB1 | ARBORIST 1 | \$37.14 | 544 |
| CUPEO | WTRP | WTP MAINTENANCE REPAIR PERSON | \$37.30 | 549 |
| CUPEO | CFCS | FACILITY OPS CUSTODIAL SPECIAL | \$37.43 | 553 |
| CUPEO | CMO3 | CONSTR & MAINT EQUIPMENT OP 3 | \$37.77 | 563 |
| CUPEO | PFF1 | PARKS FOREPERSON 1 | \$37.77 | 563 |
| CUPEO | AHEO | AGGREGATE HYRDOVAC EQUIP OPTR | \$37.87 | 566 |
| CUPEO | PBFO | POLICE BLDG & FLEET MTNCE OP | \$37.96 | 569 |
| CUPEO | SCOO | SOURCE CONTROL OPERATOR | \$37.96 | 569 |
| CUPEO | WDOP | WATER DISTRIBUTION OPERATOR | \$37.96 | 569 |
| CUPEO | WWCO | WW COLLECTION OPERATOR | \$38.30 | 579 |
| CUPEO | EOP4 | EQUIPMENT OPERATOR 4 | \$38.49 | 585 |
| CUPEO | WPOP | WATER TREATMENT PLANT OPERATOR | \$38.73 | 592 |
| CUPEO | WWPO | WASTEWATER TRMT PLANT OP | \$38.96 | 599 |
| CUPEO | RNBM | FACILITY MAINENANCE SPECIALIST | \$39.12 | 604 |
| CUPEO | CMLA | ENV UTILITIES SYSTEM WORKER | \$39.19 | 606 |
| CUPEO | ARB2 | ARBORIST 2 | \$39.52 | 616 |
| CUPEO | EBGM | WWTP MAINTENANCE PERSON | \$39.99 | 630 |

2024 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2024 (con't)

| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | RLF1 | ROADS LABOUR FOREPERSON 1 | \$40.15 | 635 |
| CUPEO | WTPM | MAINTENANCE TRADES PERSON | \$40.42 | 643 |
| CUPEO | SCOI | SOURCE CONTROL INSPECTOR | \$40.55 | 647 |
| CUPEO | TVIO | WW COLLECTION INSPECTOR | \$40.55 | 647 |
| CUPEO | CMO4 | CONST/MAINT EQUIPMENT OP 4 | \$40.75 | 653 |
| CUPEO | ELWP | ELECTRICIAN - TREATMENT PLANTS | \$40.78 | 654 |
| CUPEO | IMTP | INDUSTRIAL MECHNIC- TRMNT PLNT | \$40.78 | 654 |
| CUPEO | PPTP | PLUMBER/PIPEFITTER- TRMNT PLNT | \$40.78 | 654 |
| CUPEO | ESSW | ENV UTILITIES SR SYSTEM WORKER | \$40.88 | 657 |
| CUPEO | INTW | INSTRUMENT TECH-TREATMENT PLNT | \$41.11 | 664 |
| CUPEO | WWMT | WWTP MAINTENANCE TRADESPERSON | \$41.41 | 673 |
| CUPEO | PKF2 | PARKS FOREPERSON 2 | \$41.91 | 688 |
| CUPEO | CFAT | FACILITY TECHNICIAN COLLICUTT | \$41.97 | 690 |
| CUPEO | HDMC | HEAVY EQUIPMENT TECHNICIAN | \$42.30 | 700 |
| CUPEO | BMOP | BUILDING OPERATOR | \$42.90 | 718 |
| CUPEO | FOPR | FACILITY OPERATOR | \$42.90 | 718 |
| CUPEO | SGNF | SIGN FOREPERSON | \$42.90 | 718 |
| CUPEO | WELD | WELDER | \$42.93 | 719 |
| CUPEO | GGMC | GARAGE GENERAL TECHNICIAN | \$42.97 | 720 |
| CUPEO | EOP5 | EQUIPMENT OPERATOR 5 | \$43.00 | 721 |
| CUPEO | PWF2 | PUBLIC WORKS LABOUR FOREMAN 2 | \$43.23 | 728 |
| CUPEO | AHFF | AGG/HYDROV FACILITIES FOREPERS | \$43.36 | 732 |
| CUPEO | CMFM | CEMETERY FOREMAN | \$43.56 | 738 |
| CUPEO | RLF2 | ROADS LABOUR FOREPERSON 2 | \$43.89 | 748 |
| CUPEO | GGML | GARAGE GENERAL TECHN LEAD HAND | \$44.36 | 762 |
| CUPEO | EOF1 | ENVIRONMENT OPERATIONS FOREMAN | \$45.12 | 785 |
| CUPEO | WWCF | WASTEWATER COLLECTIONS FOREMAN | \$45.12 | 785 |
| CUPEO | WTOF | WATER TREATMT OPS FOREPERSON | \$45.12 | 785 |
| CUPEO | CFOF | CONSTRUCT/MNTC OPS FOREPERSON | \$46.41 | 824 |

2025 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2025

| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | CCC1 | CENSUS CLERK | \$26.73 | 214 |
| CUPEI | MPRC | MAIL CLERK | \$28.67 | 248 |
| CUPEI | RFCT | RECEPTION/ADMIN SUPPORT | \$28.73 | 249 |
| CUPEI | RCR1 | RP&C CASHIER | \$30.04 | 272 |
| CUPEI | CSC1 | SALES & CUST SERVICE LEADER 1 | \$30.78 | 285 |
| CUPEI | CCO1 | CENSUS ELECTION ASSISTANT | \$30.84 | 286 |
| CUPEI | HOST | CUSTOMER EXP HOST - CITY HALL | \$30.84 | 286 |
| CUPEI | CSCS | CUSTOMER SERVICE REP 1 | \$31.52 | 298 |
| CUPEI | CCGC | MAIL & PRINT SERVICES CLERK | \$31.52 | 298 |
| CUPEI | RGCK | CSV GENERAL CLERK | \$31.86 | 304 |
| CUPEI | CHRP | CITY HALL RECEPTIONIST | \$32.15 | 309 |
| CUPEI | HRRC | HR RECEPTIONIST | \$32.21 | 310 |
| CUPEI | LASS | LAS CLIENT SERVICES SUPPORT | \$32.21 | 310 |
| CUPEI | RMCL | RECORDS MANAGEMENT CLASSIFIER | \$32.21 | 310 |
| CUPEI | TCSR | TRANSIT CUSTOMER SERVICE REP | \$32.78 | 320 |
| CUPEI | CSRM | COMM SERV RECORDS MGMT CLERK | \$32.89 | 322 |
| CUPEI | RMCE | ENG SERV RECORDS MGMT CLERK | \$32.89 | 322 |
| CUPEI | ESRP | ES CUSTOMER SERVICE SUPPORT | \$32.89 | 322 |
| CUPEI | ARTC | ARCHIVES TECHNICIAN | \$33.46 | 332 |
| CUPEI | EPSA | ENVIRO PROGRAM SUPPORT ASST | \$33.46 | 332 |
| CUPEI | SPCK | SUPPORT CLERK | \$33.46 | 332 |
| CUPEI | PCVS | COMMUNITY POLICING ASSISTANT | \$33.69 | 336 |
| CUPEI | CCAR | PAYMENT SERVICES ASSOCIATE | \$33.92 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$33.92 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$33.92 | 340 |
| CUPEI | ECSI | ENGINEERING SV ADMIN ASST | \$33.97 | 341 |
| CUPEI | EDAC | LAND & ECON DEV ADMIN CLERK | \$33.97 | 341 |
| CUPEI | RMCI | ADMIN & RECORDS MGMT CLERK | \$34.26 | 346 |
| CUPEI | BCS1 | I&L ADMINISTRATIVE ASSISTANT | \$34.26 | 346 |
| CUPEI | SAAD | SPECIAL ADMISSIONS ADMIN | \$34.26 | 346 |
| CUPEI | ESFC | ES EVT FLEET SERVICES CLERK | \$34.37 | 348 |
| CUPEI | WSCH | FLEET SERVICES CLERK | \$34.37 | 348 |
| CUPEI | CCO2 | CENSUS ELECTION COORDINATOR | \$34.83 | 356 |
| CUPEI | PATC | PROPERTY ASSESSMENT TECHNICIAN | \$34.83 | 356 |
| CUPEI | RCR2 | RP&C LEAD CASHIER | \$34.89 | 357 |
| CUPEI | SCLP | SCALE PERSON | \$34.94 | 358 |
| CUPEI | COAA | COMMUNITY SERVICES ADMIN ASST | \$35.00 | 359 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LLSA | LEGAL & LEG SERVICES ADMIN AST | \$35.00 | 359 |
| CUPEI | CMAS | PUBLIC RELATIONS ASSISTANT | \$35.29 | 364 |
| CUPEI | EACK | ENGINEERING ACCOUNTING CLERK | \$36.03 | 377 |
| CUPEI | FSAA | FINANCIAL SERVICES ADMIN ASST | \$36.03 | 377 |
| CUPEI | ITSA | IT SERVICES SR ADMIN ASSISTANT | \$36.03 | 377 |
| CUPEI | ATCS | RAS SENIOR ADMIN ASSISTANT | \$36.03 | 377 |
| CUPEI | CSVCL | CSV CLERK | \$36.26 | 381 |
| CUPEI | PWCS | PUBLIC WORKS ADMIN CLERK | \$36.26 | 381 |
| CUPEI | PWCK | PUBLIC WORKS CLERK | \$36.26 | 381 |
| CUPEI | POCS | DISCLOSURE & CHARGE PROCESS CL | \$36.31 | 382 |
| CUPEI | PGIS | POLICE GIS STENOGRAPHER | \$36.31 | 382 |
| CUPEI | CSGE | CUSTOMER SERVICE - GENERALIST | \$36.43 | 384 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$36.54 | 386 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$36.54 | 386 |
| CUPEI | TFAS | TRAFFIC ASSISTANT | \$36.54 | 386 |
| CUPEI | RNCS | RP&C ACCOUNTING SPECIALIST | \$36.65 | 388 |
| CUPEI | SECT | SECURITY SUPPORT TECHNICIAN | \$36.71 | 389 |
| CUPEI | TPAC | TREATMENT PLANT ADMIN ASST | \$36.71 | 389 |
| CUPEI | PCSC | POLICE CLIENT SERVICE CLERK | \$36.77 | 390 |
| CUPEI | POFC | POLICE OFFICE FINANCIAL CLERK | \$36.77 | 390 |
| CUPEI | PVSA | POLICE VICTIM SERVICES ASST | \$36.77 | 390 |
| CUPEI | SOSC | SUB-OFFICE SUPPORT CLERK | \$36.77 | 390 |
| CUPEI | AAPE | ES PREVENTION ADMIN SUPPORT | \$36.94 | 393 |
| CUPEI | CMSU | LEGISLATIVE ASSISTANT | \$37.05 | 395 |
| CUPEI | PGIA | POLICE OPERATIONS ADM CLERK | \$37.05 | 395 |
| CUPEI | LGCK | LAND & ECON DEV GENERAL CLERK | \$37.11 | 396 |
| CUPEI | TRAD | TRAFFIC ADMIN ASSISTANT | \$37.22 | 398 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$37.28 | 399 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$37.28 | 399 |
| CUPEI | GIST | GIS TECHNICIAN | \$37.34 | 400 |
| CUPEI | SRPN | SURVEY TECHNICIAN | \$37.45 | 402 |
| CUPEI | LUPA | LAND USE PLANNING ASSISTANT | \$37.74 | 407 |
| CUPEI | ESAA | EMERGENCY SERVICES ADMIN ASST | \$37.80 | 408 |
| CUPEI | LSCA | LEG SVS COUNCIL ADMIN ASST | \$37.80 | 408 |
| CUPEI | CECK | CEMETERY SERVICES SPECIALIST | \$38.02 | 412 |
| CUPEI | LGLA | LEGAL ASSISTANT | \$38.02 | 412 |
| CUPEI | CCCS | LS SENIOR ADMIN ASSISTANT | \$38.08 | 413 |
| CUPEI | ACPO | ADMINISTRATIVE CLERK - POLICE | \$38.14 | 414 |
| CUPEI | CDPI | DRYLAND PROGRAM LEADER 2 | \$38.37 | 418 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | PGL2 | PROGRAM LEADER 2 | \$38.37 | 418 |
| CUPEI | RMTC | CORPORATE RECORDS TECHNICIAN | \$38.42 | 419 |
| CUPEI | CSLI | CUSTOMER SERVICE - LICENSING | \$38.42 | 419 |
| CUPEI | CSPK | CUSTOMER SERVICE - PARKING | \$38.42 | 419 |
| CUPEI | IMES | INFORMATION MANAGEMENT TECH | \$38.42 | 419 |
| CUPEI | EXCO | POLICE EXHIBIT CUSTODIAN | \$38.42 | 419 |
| CUPEI | CSUW | COURT SUPPORT WORKER | \$38.48 | 420 |
| CUPEI | CFBM | FACIL PASS & BOOKING SPECIALIS | \$38.65 | 423 |
| CUPEI | ESCA | ES COMMUNICATIONS ADMIN SUPPOR | \$38.71 | 424 |
| CUPEI | EOAA | ES OPS ADMIN ASSISTANT | \$38.71 | 424 |
| CUPEI | COMS | COMMITTEES COORDINATOR | \$38.77 | 425 |
| CUPEI | EGSC | CUSTOMER SERVICE CLERK - ENG | \$38.77 | 425 |
| CUPEI | PYA2 | PROPERTY ASSESSOR 2 | \$38.77 | 425 |
| CUPEI | CCRA | COM & STRAT PLAN SR ADMIN ASST | \$38.82 | 426 |
| CUPEI | FISS | CORPORATE SERV ADMIN ASST | \$38.82 | 426 |
| CUPEI | CSAA | CSV SR ADMINISTRATIVE ASSIST | \$38.82 | 426 |
| CUPEI | CCSL | CUSTOMER SERVICE REP 2 | \$38.82 | 426 |
| CUPEI | DSAA | DEVELOPMENT SVS ADMIN ASST | \$38.82 | 426 |
| CUPEI | ESSA | EMERG SERV SENIOR ADMIN ASST | \$38.82 | 426 |
| CUPEI | ILSA | I&L SENIOR ADMIN ASSISTANT | \$38.82 | 426 |
| CUPEI | PSAA | PLANNING SERVICES ADMIN ASST | \$38.82 | 426 |
| CUPEI | PRAA | PROTECTIVE SERVICES ADMIN ASST | \$38.82 | 426 |
| CUPEI | LDSA | SR ADMIN ASSISTANT - LED | \$38.82 | 426 |
| CUPEI | ARGC | A/R UTILITIES GENERAL CLERK | \$38.99 | 429 |
| CUPEI | FCS2 | ES OPERATIONS ADMIN SUPPORT | \$39.05 | 430 |
| CUPEI | CHLG | AQUATICS PROGRAM LEADER 2 | \$39.11 | 431 |
| CUPEI | PCS2 | SUPPLY CHAIN TECHNICIAN | \$39.22 | 433 |
| CUPEI | TIOP | POLICE WATCH OPERATOR | \$39.39 | 436 |
| CUPEI | MOCK | MAIL & PRINTING SERVICES COORD | \$39.56 | 439 |
| CUPEI | CTDO | COURT LIAISON OFFICER | \$39.68 | 441 |
| CUPEI | POEA | POLICE EXECUTIVE ASSISTANT | \$39.79 | 443 |
| CUPEI | ESAC | ENVIRONMENTAL SERV ADMIN ASST | \$40.13 | 449 |
| CUPEI | PPN3 | GARAGE PARTS TECHNICIAN | \$40.25 | 451 |
| CUPEI | CSCK | CUSTOMER SERV SPECIALST PERMIT | \$40.48 | 455 |
| CUPEI | GAGC | FLEET ADMINISTRATIVE CLERK | \$40.53 | 456 |
| CUPEI | APCK | FINANCIAL SERVICES CLERK | \$40.70 | 459 |
| CUPEI | OCOF | POLICE CLIENT SERVICES REP | \$40.76 | 460 |
| CUPEI | PCOO | POLICE COMMUNICATIONS OPERATOR | \$40.76 | 460 |
| CUPEI | WCLO | ENVIRONMENTAL EDUCATOR | \$40.88 | 462 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LCPV | LAND SALES ADMIN CLERK | \$40.88 | 462 |
| CUPEI | SDSP | IT SERVICE DESK SPECIALIST | \$41.16 | 467 |
| CUPEI | SRSI | COMPLIANCE OFFICER | \$41.33 | 470 |
| CUPEI | EQCC | EQUITY COALITION COORDINATOR | \$41.39 | 471 |
| CUPEI | RNAC | CSV SYSTEMS SPECIALIST | \$41.56 | 474 |
| CUPEI | PROS | POL PROS RECORDS MGMT REVIEWER | \$41.62 | 475 |
| CUPEI | SEPC | SPECIAL EVENT PERMIT COORDINAT | \$41.79 | 478 |
| CUPEI | CMCO | CORPORATE MEETING ADMINISTRATR | \$41.90 | 480 |
| CUPEI | LTWS | LABORATORY TECHNOLOGIST WATER | \$42.02 | 482 |
| CUPEI | LBTN | WWTP LABORATORY TECHNOLOGIST | \$42.02 | 482 |
| CUPEI | SEPR | SPECIAL EVENTS PROGRAMMER | \$42.13 | 484 |
| CUPEI | LCIN | I&L LICENSE INSPECTOR | \$42.19 | 485 |
| CUPEI | APU2 | PROCUREMENT SUPPORT SPECIALIST | \$42.19 | 485 |
| CUPEI | CCCU | CUSTOMER SUPPORT REPRESENTATIV | \$42.24 | 486 |
| CUPEI | RMAN | CORP INFO & RECORDS ANALYST | \$42.30 | 487 |
| CUPEI | POTA | POLICE TRAINING ASSOCIATE | \$42.59 | 492 |
| CUPEI | TCWR | ENVS SV SERV TECHNICAL WRITER | \$42.64 | 493 |
| CUPEI | SSDS | SENIOR SERVICE DESK SPECIALIST | \$42.64 | 493 |
| CUPEI | PLSE | HR ADMIN - CONSULTING SERVICES | \$42.81 | 496 |
| CUPEI | PASS | HR ADMIN - HEALTH SFTY & TRAIN | \$42.81 | 496 |
| CUPEI | HRTC | HR ADMIN - TOTAL COMPENSATION | \$42.81 | 496 |
| CUPEI | HRPN | HR ADMINISTRATOR - PENSION | \$42.81 | 496 |
| CUPEI | PBAC | HR ADMINISTRATOR BENEFITS ACCT | \$42.81 | 496 |
| CUPEI | ENRE | ENVIRO PROGRAM SPECIALIST | \$42.87 | 497 |
| CUPEI | PENR | PARKS ECOLOGICAL & PLANNING SP | \$42.87 | 497 |
| CUPEI | PYSV | HR ADMINISTRATOR PAYROLL/ACCTG | \$42.93 | 498 |
| CUPEI | ARUB | SPECIALIST - BUSINESS SUPPORT | \$42.93 | 498 |
| CUPEI | WEBC | DIGITAL MARKETING SPECIALIST | \$43.56 | 509 |
| CUPEI | GRDN | GIS TECHNOLOGIST | \$43.56 | 509 |
| CUPEI | ICST | INTERNAL COMMS SPECIALIST | \$43.56 | 509 |
| CUPEI | LADN | PARKS & OPEN SPACE DESIGNER | \$43.56 | 509 |
| CUPEI | SPEO | SPECIALIST - OPERATIONS (RAS) | \$43.61 | 510 |
| CUPEI | SWIN | WASTE MANAGEMENT INSPECTOR | \$43.67 | 511 |
| CUPEI | PRSC | CORPORATE EVENTS SPECIALIST | \$43.90 | 515 |
| CUPEI | EAMS | MARKETING SPECIALIST | \$43.90 | 515 |
| CUPEI | FUTT | CONS/MTCE UTILITY TECHNOLOGIST | \$44.01 | 517 |
| CUPEI | PACC | PUBLIC ART COORDINATOR | \$44.01 | 517 |
| CUPEI | FINA | ACCOUNTANT | \$44.07 | 518 |
| CUPEI | FSAT | FINANCIAL SERVICES ACCOUNTANT | \$44.07 | 518 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | WMTS | WASTE MGMT TECH SPECIALIST | \$44.53 | 526 |
| CUPEI | HDAI | CSV DATA & SYSTEMS ANALYST | \$44.18 | 520 |
| CUPEI | URFR | URBAN FORESTER | \$44.24 | 521 |
| CUPEI | WDIV | WASTE DIVERSION SPECIALIST | \$44.24 | 521 |
| CUPEI | ILBA | I&L ANALYST | \$44.30 | 522 |
| CUPEI | LACO | LEGAL SERVICES COORDINATOR | \$44.30 | 522 |
| CUPEI | PGAD | PARKING COORDINATOR | \$44.30 | 522 |
| CUPEI | EDRS | LAND & ECON DEV RESEARCH SPEC | \$44.75 | 530 |
| CUPEI | EDSP | LAND & ECON DEV SPECIALIST | \$44.75 | 530 |
| CUPEI | EACC | ENVIRONMENTAL SERV ACCOUNTANT | \$44.87 | 532 |
| CUPEI | TFPT | TRAFFIC ANALYSIS TECHNOLOGIST | \$44.87 | 532 |
| CUPEI | GIAN | GIS ANALYST | \$45.04 | 535 |
| CUPEI | WMCO | WORK MGMT COORDINATOR | \$45.21 | 538 |
| CUPEI | XCSP | CROSS CONNECTION SPECIALIST | \$45.27 | 539 |
| CUPEI | PRCO | ELECTION & PROJECT COORDINATOR | \$45.38 | 541 |
| CUPEI | PYA3 | PROPERTY ASSESSOR 3 | \$45.38 | 541 |
| CUPEI | INAC | MATERIEL MGMT COORDINATOR | \$45.50 | 543 |
| CUPEI | CCSS | COMMUNICATIONS CONSULTANT | \$45.55 | 544 |
| CUPEI | PCSS | POLICE COMMUNICATION SPECIALIST | \$45.55 | 544 |
| CUPEI | HRSF | HR SPECIALIST - FIELD SAFETY | \$45.67 | 546 |
| CUPEI | WSSP | ENVIRO SVS SECTION SPECIALIST | \$45.84 | 549 |
| CUPEI | DDVO | DEVELOPMENT OFFICER | \$46.24 | 556 |
| CUPEI | ERST | ENVIR REGULATORY TECHNOLOGIST | \$46.24 | 556 |
| CUPEI | GSCM | GEOSPATIAL SPECIALIST C&M | \$46.52 | 561 |
| CUPEI | RMIA | INSURANCE AND RISK ANALYST | \$46.52 | 561 |
| CUPEI | LSCI | LEAD SOURCE CONTROL INSPECTOR | \$46.69 | 564 |
| CUPEI | CMCR | CONST/MAINT COORDINATOR | \$46.75 | 565 |
| CUPEI | CSAN | CSV FINANCIAL ANALYST | \$46.86 | 567 |
| CUPEI | CASP | FUNDING & BUS SUPPORTS SPEC | \$46.86 | 567 |
| CUPEI | PWAN | PUBLIC WORKS ANALYST | \$46.86 | 567 |
| CUPEI | POCC | POLICE OPS COOMUNICATION COORD | \$46.92 | 568 |
| CUPEI | PORC | POLICE RECORDS COORDINATOR | \$46.92 | 568 |
| CUPEI | POWC | POLICE WATCH COORDINATOR | \$46.92 | 568 |
| CUPEI | ROAN | PPW OPERATIONS ANALYST | \$47.04 | 570 |
| CUPEI | HRSE | HR SPECIALIST FIELD UTILITIES | \$47.15 | 572 |
| CUPEI | TLWS | TRAINING LEAD | \$47.21 | 573 |
| CUPEI | APUA | PROCUREMENT & CONTRACT SPLST | \$47.32 | 575 |
| CUPEI | ACPC | ACCESS & PRIVACY COORDINATOR | \$47.38 | 576 |
| CUPEI | SRIP | DEVELOPMENT INSPECTOR | \$47.38 | 576 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | APPC | LEG SVS APPEALS COORDINATOR | \$47.38 | 576 |
| CUPEI | SUIC | STORMWATER UTIL IMPLEMENT COOR | \$47.38 | 576 |
| CUPEI | COOO | COORDINATOR - OPERATIONS (RAS) | \$47.55 | 579 |
| CUPEI | ESTC | ENVIRO SERVICES TECHNOLOGIST | \$47.72 | 582 |
| CUPEI | FLTK | FLEET TECHNOLOGIST | \$47.72 | 582 |
| CUPEI | SLTN | LEAD LABORATORY TECHNOLOGIST | \$47.72 | 582 |
| CUPEI | PWTK | PUBLIC WORKS TECHNOLOGIST | \$47.72 | 582 |
| CUPEI | EGAC | ENGINEERING ACCOUNTANT | \$47.89 | 585 |
| CUPEI | BYOF | MUNICIPAL ENFORCEMENT OFFICER | \$47.89 | 585 |
| CUPEI | PCIJ | POLICE CRIMINAL INTEL ANLYS JR | \$47.89 | 585 |
| CUPEI | RAPO | REVIEWER/ANALYST - POLICE | \$47.95 | 586 |
| CUPEI | TRAN | TRANSIT SYSTEM ANALYST | \$48.12 | 589 |
| CUPEI | PRCR | POLICY ANALYST | \$48.35 | 593 |
| CUPEI | PLJR | PLANNER | \$48.58 | 597 |
| CUPEI | DVTK | DEVELOPMENT TECHNICIAN | \$48.75 | 600 |
| CUPEI | PRDN | PROJECT COORDINATOR/DESIGNER | \$48.75 | 600 |
| CUPEI | ARCH | ARCHIVES SPECIALIST | \$48.80 | 601 |
| CUPEI | CADC | CSV FINANCE SPECIALIST | \$48.80 | 601 |
| CUPEI | SCOP | SIGNAL CONTROL OPERATOR | \$48.80 | 601 |
| CUPEI | GRSP | GRANTS SPECIALIST | \$48.86 | 602 |
| CUPEI | DATA | DATA ANALYST | \$48.98 | 604 |
| CUPEI | ITAN | INFORMATION TECHNOLOGY ANALYST | \$48.98 | 604 |
| CUPEI | ITAN | INFORMATION TECHNOLOGY ANALYST | \$48.98 | 604 |
| CUPEI | PBSA | IT PROJECT & BUSINESS ANALYST | \$48.98 | 604 |
| CUPEI | MPSS | MUNI POLICING SVS SUPERVISOR | \$48.98 | 604 |
| CUPEI | WEBA | WEB ANALYST | \$48.98 | 604 |
| CUPEI | CCUS | MARKETING & CUSTOMER SERV SPEC | \$49.03 | 605 |
| CUPEI | PYA4 | PROPERTY ASSESSOR 4 | \$49.15 | 607 |
| CUPEI | APSA | IT APPLICATION SYSTEMS ANALYST | \$49.32 | 610 |
| CUPEI | LDAG | LAND SERVICES SPECIALIST | \$49.32 | 610 |
| CUPEI | PITA | POLICE INFO TECH ANALYST | \$49.32 | 610 |
| CUPEI | PERC | PERFORMANCE REPORTING COORD | \$49.37 | 611 |
| CUPEI | MUNT | MUNICIPAL TECHNOLOGIST | \$49.49 | 613 |
| CUPEI | GEOS | GEOSPATIAL SPECIALIST | \$49.77 | 618 |
| CUPEI | PRTK | PROJECTS SPECIALIST | \$49.77 | 618 |
| CUPEI | CRCS | CORPORATE CONTRACT SPECIALIST | \$49.83 | 619 |
| CUPEI | EDOF | LAND & ECON DEVEL OFFICER | \$49.83 | 619 |
| CUPEI | DVSW | POLICE DV SUPPORT WORKER | \$49.89 | 620 |
| CUPEI | WPLM | WTP MAINTENANCE LEAD | \$49.89 | 620 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | WWLM | WWTP LEAD OPERATOR MAINTENANCE | \$49.89 | 620 |
| CUPEI | LISC | LAND INFO SYSTEMS CONSULTANT | \$50.00 | 622 |
| CUPEI | FSAC | FINANCIAL COORDINATOR | \$50.12 | 624 |
| CUPEI | CRSS | CORPORATE SECURITY SPECIALIST | \$50.17 | 625 |
| CUPEI | SDVO | SENIOR DEVELOPMENT OFFICER | \$50.23 | 626 |
| CUPEI | BADV | FUNCTIONAL SUPPORT ANALYST | \$50.34 | 628 |
| CUPEI | SPAD | STRATEGIC PLANNING ADVISOR | \$50.34 | 628 |
| CUPEI | PTXS | TAX COLLECTION COORDINATOR | \$50.34 | 628 |
| CUPEI | MEOE | MUNI ENFORCE OFFICER - ENH ATH | \$50.40 | 629 |
| CUPEI | PGSP | PROGRAM SPECIALIST | \$50.46 | 630 |
| CUPEI | CMPL | CONST/MAINT PLANNING LEAD | \$50.57 | 632 |
| CUPEI | ACCR | ACCREDITATION COORDINATOR | \$50.80 | 636 |
| CUPEI | TBSC | BUSINESS SYSTEMS CONSULTANT | \$50.80 | 636 |
| CUPEI | MLTP | MAINTENANCE LEAD - TREATMNT PT | \$50.91 | 638 |
| CUPEI | CDAA | COORD-DATABASE & APPLIC ARCHIT | \$51.03 | 640 |
| CUPEI | CCOA | CREDIT COORDINATOR | \$51.03 | 640 |
| CUPEI | PPEC | PUBLIC PARTICIPATN ENGAGE COOR | \$51.03 | 640 |
| CUPEI | ECSC | ECOLOGICAL SERVICES COORD | \$51.09 | 641 |
| CUPEI | ECOC | ECOLOGICAL SVS OPERATION COORD | \$51.09 | 641 |
| CUPEI | SRCA | SENIOR COMMUNICATIONS CONSULTA | \$51.14 | 642 |
| CUPEI | TOCO | TECHNOLOGY OPERATIONS COORD | \$51.26 | 644 |
| CUPEI | PRSP | TECHNOLOGY SERV CENTRE COORD | \$51.26 | 644 |
| CUPEI | CMOL | CONST/MTNC OPERATIONS LEAD | \$51.31 | 645 |
| CUPEI | QMGC | QUALITY MANAGEMENT COORDINATOR | \$51.31 | 645 |
| CUPEI | CSFO | COMMUNITY SERVICES ACCOUNTANT | \$51.37 | 646 |
| CUPEI | EGDC | DEVELOPMENT COORDINATOR | \$51.48 | 648 |
| CUPEI | WDLO | LEAD OPERATOR - DISTRIBUTION | \$51.54 | 649 |
| CUPEI | WPLO | LEAD OPERATOR - TP OPERATIONS | \$51.54 | 649 |
| CUPEI | CSLO | LEAD OPERATR - WW COLLECTION | \$51.54 | 649 |
| CUPEI | WWLD | WWTP LEAD OPERATOR - OPS | \$51.54 | 649 |
| CUPEI | SCOF | SAFETY CODES OFFICER | \$51.88 | 655 |
| CUPEI | CDPC | CSV PLANNING COORDINATOR | \$52.00 | 657 |
| CUPEI | CFAA | COMM FACIL- ABORIGINAL AFFAIRS | \$52.11 | 659 |
| CUPEI | CIRC | CORP INF & RECORDS COORDINATOR | \$52.28 | 662 |
| CUPEI | CMPF | COMMUNITY & PROG FACILITATOR | \$52.45 | 665 |
| CUPEI | TXAN | OPERATIONS ANALYST | \$52.63 | 668 |
| CUPEI | PCCS | PROGRAM COORD COMMUNITY SAFETY | \$53.14 | 677 |
| CUPEI | ERSP | CONT SITE & ENV REGULATORY SPC | \$53.31 | 680 |
| CUPEI | CAPC | CAPITAL PROJECTS COORDINATOR | \$53.48 | 683 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | LARC | ARCHIVES COORDINATOR | \$53.54 | 684 |
| CUPEI | CBAS | COORD-BUSINESS APPLIC SUPPORT | \$53.54 | 684 |
| CUPEI | CPBS | IT PRJ BUSINESS & SUPPORT COOR | \$53.54 | 684 |
| CUPEI | BICO | BUSINESS SYSTEMS INTEL COORD | \$53.88 | 690 |
| CUPEI | DAAR | DATA ARCHITECT | \$53.88 | 690 |
| CUPEI | COMR | CSV RESEARCH & EVALUATION SPEC | \$54.11 | 694 |
| CUPEI | FIAD | DIVISION FINANCIAL ANALYST | \$54.11 | 694 |
| CUPEI | FIAN | FINANCIAL ANALYST | \$54.11 | 694 |
| CUPEI | COWK | COMMUNITY FACILITATOR | \$54.28 | 697 |
| CUPEI | NWAD | COORD-NETWORK, SECURITY & INFRS | \$54.45 | 700 |
| CUPEI | BOEC | MUNICIPAL ENFORCEMENT SUPV | \$54.51 | 701 |
| CUPEI | SPPC | PROGRAM SPECIALIST - SHC | \$54.62 | 703 |
| CUPEI | PCIA | POL CRIM INTELLIGENCE ANALYST | \$54.85 | 707 |
| CUPEI | PLSR | SENIOR PLANNER | \$55.31 | 715 |
| CUPEI | TRPL | SENIOR PLANNER TRANSIT | \$55.31 | 715 |
| CUPEI | FAPP | FUNCTIONAL SUPPORT TEAM SPVR | \$55.36 | 716 |
| CUPEI | SEAR | IT SECURITY ARCHITECT | \$55.36 | 716 |
| CUPEI | LSCO | TEAM LEAD SAFETY CODES OFFICER | \$55.71 | 722 |
| CUPEI | SPAA | SENIOR PROPERTY ASSESS/ANALYST | \$55.88 | 725 |
| CUPEI | LAPC | LAND COORDINATOR | \$56.45 | 735 |
| CUPEI | RECO | RESEARCH & EVALUATION COORD | \$56.85 | 742 |
| CUPEI | ACAN | RAS ASSESSMENT COORD/ANALYST | \$57.70 | 757 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$25.39 | 167 |
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$25.39 | 167 |
| CUPEO | PRAS | PROGRAM ASSISTANT | \$25.39 | 167 |
| CUPEO | LCPN | LITTER CONTROL PERSON | \$26.68 | 205 |
| CUPEO | POAM | POLICING AMBASSADOR | \$26.79 | 208 |
| CUPEO | LFIN | LIFEGUARD INSTRUCTOR | \$27.26 | 222 |
| CUPEO | CFOP | FACILITY OPERATIONS ASSISTANT | \$27.67 | 234 |
| CUPEO | CSWR | CUSTODIAL WORKER | \$28.46 | 257 |
| CUPEO | CFWL | FITNESS & WELLNESS LEADER 1 | \$29.31 | 282 |
| CUPEO | CDPL | DRYLAND PROGRAM LEADER 1 | \$29.79 | 296 |
| CUPEO | PLMN | PROGRAM LEADER | \$29.79 | 296 |
| CUPEO | SCMN | SOURCE CONTROL OPERATOR | \$30.61 | 320 |
| CUPEO | WLAB | WATERWORKS LABOURER | \$31.63 | 350 |
| CUPEO | PKL1 | PARKS LABOURER 1 | \$31.70 | 352 |
| CUPEO | ALFI | ADVANCED LIFEGUARD INSTRUCTOR | \$32.01 | 361 |
| CUPEO | FMWC | FACILITY MAINTNCE WRKR-CULTURE | \$32.11 | 364 |
| CUPEO | CPL1 | CHILD DEV PROGRAM LEADER | \$32.18 | 366 |
| CUPEO | EOP1 | EQUIPMENT OPERATOR 1 | \$32.72 | 382 |
| CUPEO | PIPC | PARK CARETAKER | \$32.89 | 387 |
| CUPEO | WWTU | WASTEWATER TP UTILITY PERSON | \$32.99 | 390 |
| CUPEO | FMBA | BUILDING MAINTENANCE ASSISTANT | \$33.06 | 392 |
| CUPEO | RDL1 | ROADS LABOURER 1 | \$33.40 | 402 |
| CUPEO | FCMW | FACILITY MAINTENANCE WORKER | \$33.64 | 409 |
| CUPEO | CFAO | FACILITY OPS WORKER COLLICUTT | \$33.64 | 409 |
| CUPEO | CSLD | CUSTODIAL LEAD | \$33.78 | 413 |
| CUPEO | FOW1 | FACILITY OPERATIONS WORKER 1 | \$34.32 | 429 |
| CUPEO | ALIL | ADV LIFEGUARD INSTRUCTOR LDR 1 | \$34.73 | 441 |
| CUPEO | WWL1 | ENV UTILITIES LABOURER | \$34.77 | 442 |
| CUPEO | WWCL | WASTEWATER COLLECTION LABOURER | \$34.77 | 442 |
| CUPEO | CFCL | FACILITY OPS CUSTODIAL LEAD | \$34.80 | 443 |
| CUPEO | EOP2 | EQUIPMENT OPERATOR 2 | \$34.87 | 445 |
| CUPEO | CMEO | CEMETERY EQUIPMENT OPERATOR | \$35.14 | 453 |
| CUPEO | STPN | MATERIEL MANAGEMENT TECHNICIAN | \$35.21 | 455 |
| CUPEO | PKSA | PARKS SHOP ATTENDANT | \$35.31 | 458 |
| CUPEO | PKL2 | PARKS LABOURER 2 | \$35.38 | 460 |
| CUPEO | FLUP | FLEET UT & TECH SUPPORT PERSON | \$35.48 | 463 |
| CUPEO | SCIN | SOURCE CONTROL INSPECTOR | \$35.48 | 463 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | PKEM | PARKS EQUIPMENT MTNC LABOURER | \$35.72 | 470 |
| CUPEO | FCML | FACILITY MAINTENANCE LEAD | \$35.76 | 471 |
| CUPEO | PMRT | PARKING METER REPAIR TECHNICA | \$35.76 | 471 |
| CUPEO | UFT1 | URBAN FORESTRY TECHNICIAN 1 | \$35.86 | 474 |
| CUPEO | TCAT | MAINTENANCE SUPPORT PERSON | \$36.00 | 478 |
| CUPEO | PKGR | PARKS GARDENER | \$36.00 | 478 |
| CUPEO | AUTS | EQUIPMENT SERVICE PERSON | \$36.06 | 480 |
| CUPEO | CFWC | FITNESS & WELLNESS LEADER 2 | \$36.23 | 485 |
| CUPEO | EOP3 | EQUIPMENT OPERATOR 3 | \$36.37 | 489 |
| CUPEO | RDL2 | ROADS LABOURER 2 | \$36.41 | 490 |
| CUPEO | WWL2 | WATER/WASTEWATER LABOURER 2 | \$36.41 | 490 |
| CUPEO | CMO2 | CONSTR & MAINT EQUIPMENT OP 2 | \$36.92 | 505 |
| CUPEO | CSTI | SPECIALIZED TRAINING INSTRUCTR | \$37.26 | 515 |
| CUPEO | SSTK | SIGN SHOP TECHNICIAN | \$37.29 | 516 |
| CUPEO | FOW2 | FACILITY OPERATIONS WORKER 2 | \$37.46 | 521 |
| CUPEO | MSL2 | SIGNS LABOURER 2 | \$37.53 | 523 |
| CUPEO | CBMW | BUILDING MTCE WORKER-COLLICUTT | \$37.87 | 533 |
| CUPEO | STSP | SR MATERIEL MGMT TECHNICIAN | \$37.87 | 533 |
| CUPEO | BMPR | BUILDING MAINT PERSON-PUB WKS | \$38.01 | 537 |
| CUPEO | CWED | ECOLOGICAL SERVICES TECHNICIAN | \$38.01 | 537 |
| CUPEO | HGAR | HEAD GARDENER | \$38.08 | 539 |
| CUPEO | UFLO | UNDERGROUND FACILITIES LOCATOR | \$38.21 | 543 |
| CUPEO | ARB1 | ARBORIST 1 | \$38.25 | 544 |
| CUPEO | WTRP | WTP MAINTENANCE REPAIR PERSON | \$38.42 | 549 |
| CUPEO | CFCS | FACILITY OPS CUSTODIAL SPECIAL | \$38.55 | 553 |
| CUPEO | CMO3 | CONSTR & MAINT EQUIPMENT OP 3 | \$38.90 | 563 |
| CUPEO | PFF1 | PARKS FOREPERSON 1 | \$38.90 | 563 |
| CUPEO | AHEO | AGGREGATE HYRDOVAC EQUIP OPTR | \$39.00 | 566 |
| CUPEO | PBFO | POLICE BLDG & FLEET MTNCE OP | \$39.10 | 569 |
| CUPEO | SCOO | SOURCE CONTROL OPERATOR | \$39.10 | 569 |
| CUPEO | WDOP | WATER DISTRIBUTION OPERATOR | \$39.10 | 569 |
| CUPEO | WWCO | WW COLLECTION OPERATOR | \$39.44 | 579 |
| CUPEO | EOP4 | EQUIPMENT OPERATOR 4 | \$39.65 | 585 |
| CUPEO | WPOP | WATER TREATMENT PLANT OPERATOR | \$39.88 | 592 |
| CUPEO | WWPO | WASTEWATER TRMT PLANT OP | \$40.12 | 599 |
| CUPEO | RNBM | FACILITY MAINENANCE SPECIALIST | \$40.29 | 604 |
| CUPEO | CMLA | ENV UTILITIES SYSTEM WORKER | \$40.36 | 606 |
| CUPEO | ARB2 | ARBORIST 2 | \$40.70 | 616 |
| CUPEO | EBGM | WWTP MAINTENANCE PERSON | \$41.18 | 630 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | RLF1 | ROADS LABOUR FOREPERSON 1 | \$41.35 | 635 |
| CUPEO | WTPM | MAINTENANCE TRADES PERSON | \$41.62 | 643 |
| CUPEO | SCOI | SOURCE CONTROL INSPECTOR | \$41.76 | 647 |
| CUPEO | TVIO | WW COLLECTION INSPECTOR | \$41.76 | 647 |
| CUPEO | CMO4 | CONST/MAINT EQUIPMENT OP 4 | \$41.97 | 653 |
| CUPEO | ELWP | ELECTRICIAN - TREATMENT PLANTS | \$42.00 | 654 |
| CUPEO | IMTP | INDUSTRIAL MECHNIC- TRMNT PLNT | \$42.00 | 654 |
| CUPEO | PPTP | PLUMBER/PIPEFITTER- TRMNT PLNT | \$42.00 | 654 |
| CUPEO | ESSW | ENV UTILITIES SR SYSTEM WORKER | \$42.10 | 657 |
| CUPEO | INTW | INSTRUMENT TECH-TREATMENT PLNT | \$42.34 | 664 |
| CUPEO | WWMT | WWTP MAINTENANCE TRADESPERSON | \$42.65 | 673 |
| CUPEO | PKF2 | PARKS FOREPERSON 2 | \$43.16 | 688 |
| CUPEO | CFAT | FACILITY TECHNICIAN COLLICUTT | \$43.23 | 690 |
| CUPEO | HDMC | HEAVY EQUIPMENT TECHNICIAN | \$43.57 | 700 |
| CUPEO | BMOP | BUILDING OPERATOR | \$44.18 | 718 |
| CUPEO | FOPR | FACILITY OPERATOR | \$44.18 | 718 |
| CUPEO | SGNF | SIGN FOREPERSON | \$44.18 | 718 |
| CUPEO | WELD | WELDER | \$44.22 | 719 |
| CUPEO | GGMC | GARAGE GENERAL TECHNICIAN | \$44.25 | 720 |
| CUPEO | EOP5 | EQUIPMENT OPERATOR 5 | \$44.28 | 721 |
| CUPEO | PWF2 | PUBLIC WORKS LABOUR FOREMAN 2 | \$44.52 | 728 |
| CUPEO | AHFF | AGG/HYDROV FACILITIES FOREPERS | \$44.66 | 732 |
| CUPEO | CMFM | CEMETERY FOREMAN | \$44.86 | 738 |
| CUPEO | RLF2 | ROADS LABOUR FOREPERSON 2 | \$45.21 | 748 |
| CUPEO | GGML | GARAGE GENERAL TECHN LEAD HAND | \$45.68 | 762 |
| CUPEO | EOF1 | ENVIRONMENT OPERATIONS FOREMAN | \$46.47 | 785 |
| CUPEO | WWCF | WASTEWATER COLLECTIONS FOREMAN | \$46.47 | 785 |
| CUPEO | WTOF | WATER TREATMT OPS FOREPERSON | \$46.47 | 785 |
| CUPEO | CFOF | CONSTRUCT/MNTC OPS FOREPERSON | \$47.80 | 824 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | CCC1 | CENSUS CLERK | \$27.53 | 214 |
| CUPEI | MPRC | MAIL CLERK | \$29.53 | 248 |
| CUPEI | RFCT | RECEPTION/ADMIN SUPPORT | \$29.59 | 249 |
| CUPEI | RCR1 | RP&C CASHIER | \$30.94 | 272 |
| CUPEI | CSC1 | SALES & CUST SERVICE LEADER 1 | \$31.70 | 285 |
| CUPEI | CCO1 | CENSUS ELECTION ASSISTANT | \$31.76 | 286 |
| CUPEI | HOST | CUSTOMER EXP HOST - CITY HALL | \$31.76 | 286 |
| CUPEI | CSCS | CUSTOMER SERVICE REP 1 | \$32.47 | 298 |
| CUPEI | CCGC | MAIL & PRINT SERVICES CLERK | \$32.47 | 298 |
| CUPEI | RGCK | CSV GENERAL CLERK | \$32.82 | 304 |
| CUPEI | CHRP | CITY HALL RECEPTIONIST | \$33.11 | 309 |
| CUPEI | HRRC | HR RECEPTIONIST | \$33.17 | 310 |
| CUPEI | LASS | LAS CLIENT SERVICES SUPPORT | \$33.17 | 310 |
| CUPEI | RMCL | RECORDS MANAGEMENT CLASSIFIER | \$33.17 | 310 |
| CUPEI | TCSR | TRANSIT CUSTOMER SERVICE REP | \$33.76 | 320 |
| CUPEI | CSRM | COMM SERV RECORDS MGMT CLERK | \$33.88 | 322 |
| CUPEI | RMCE | ENG SERV RECORDS MGMT CLERK | \$33.88 | 322 |
| CUPEI | ESRP | ES CUSTOMER SERVICE SUPPORT | \$33.88 | 322 |
| CUPEI | ARTC | ARCHIVES TECHNICIAN | \$34.47 | 332 |
| CUPEI | EPSA | ENVIRO PROGRAM SUPPORT ASST | \$34.47 | 332 |
| CUPEI | SPCK | SUPPORT CLERK | \$34.47 | 332 |
| CUPEI | PCVS | COMMUNITY POLICING ASSISTANT | \$34.70 | 336 |
| CUPEI | CCAR | PAYMENT SERVICES ASSOCIATE | \$34.94 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$34.94 | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | \$34.94 | 340 |
| CUPEI | ECSI | ENGINEERING SV ADMIN ASST | \$34.99 | 341 |
| CUPEI | EDAC | LAND & ECON DEV ADMIN CLERK | \$34.99 | 341 |
| CUPEI | RMCI | ADMIN & RECORDS MGMT CLERK | \$35.29 | 346 |
| CUPEI | BCS1 | I&L ADMINISTRATIVE ASSISTANT | \$35.29 | 346 |
| CUPEI | SAAD | SPECIAL ADMISSIONS ADMIN | \$35.29 | 346 |
| CUPEI | ESFC | ES EVT FLEET SERVICES CLERK | \$35.41 | 348 |
| CUPEI | WSCH | FLEET SERVICES CLERK | \$35.41 | 348 |
| CUPEI | CCO2 | CENSUS ELECTION COORDINATOR | \$35.88 | 356 |
| CUPEI | PATC | PROPERTY ASSESSMENT TECHNICIAN | \$35.88 | 356 |
| CUPEI | RCR2 | RP&C LEAD CASHIER | \$35.93 | 357 |
| CUPEI | SCLP | SCALE PERSON | \$35.99 | 358 |
| CUPEI | COAA | COMMUNITY SERVICES ADMIN ASST | \$36.05 | 359 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LLSA | LEGAL & LEG SERVICES ADMIN AST | \$36.05 | 359 |
| CUPEI | CMAS | PUBLIC RELATIONS ASSISTANT | \$36.35 | 364 |
| CUPEI | EACK | ENGINEERING ACCOUNTING CLERK | \$37.11 | 377 |
| CUPEI | FSAA | FINANCIAL SERVICES ADMIN ASST | \$37.11 | 377 |
| CUPEI | ITSA | IT SERVICES SR ADMIN ASSISTANT | \$37.11 | 377 |
| CUPEI | ATCS | RAS SENIOR ADMIN ASSISTANT | \$37.11 | 377 |
| CUPEI | CSVCL | CSV CLERK | \$37.34 | 381 |
| CUPEI | PWCS | PUBLIC WORKS ADMIN CLERK | \$37.34 | 381 |
| CUPEI | PWCK | PUBLIC WORKS CLERK | \$37.34 | 381 |
| CUPEI | POCS | DISCLOSURE & CHARGE PROCESS CL | \$37.40 | 382 |
| CUPEI | PGIS | POLICE GIS STENOGRAPHER | \$37.40 | 382 |
| CUPEI | CSGE | CUSTOMER SERVICE - GENERALIST | \$37.52 | 384 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$37.64 | 386 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | \$37.64 | 386 |
| CUPEI | TFAS | TRAFFIC ASSISTANT | \$37.64 | 386 |
| CUPEI | RNCS | RP&C ACCOUNTING SPECIALIST | \$37.76 | 388 |
| CUPEI | SECT | SECURITY SUPPORT TECHNICIAN | \$37.81 | 389 |
| CUPEI | TPAC | TREATMENT PLANT ADMIN ASST | \$37.81 | 389 |
| CUPEI | PCSC | POLICE CLIENT SERVICE CLERK | \$37.87 | 390 |
| CUPEI | POFC | POLICE OFFICE FINANCIAL CLERK | \$37.87 | 390 |
| CUPEI | PVSA | POLICE VICTIM SERVICES ASST | \$37.87 | 390 |
| CUPEI | SOSC | SUB-OFFICE SUPPORT CLERK | \$37.87 | 390 |
| CUPEI | AAPE | ES PREVENTION ADMIN SUPPORT | \$38.05 | 393 |
| CUPEI | CMSU | LEGISLATIVE ASSISTANT | \$38.17 | 395 |
| CUPEI | PGIA | POLICE OPERATIONS ADM CLERK | \$38.17 | 395 |
| CUPEI | LGCK | LAND & ECON DEV GENERAL CLERK | \$38.23 | 396 |
| CUPEI | TRAD | TRAFFIC ADMIN ASSISTANT | \$38.34 | 398 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$38.40 | 399 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | \$38.40 | 399 |
| CUPEI | GIST | GIS TECHNICIAN | \$38.46 | 400 |
| CUPEI | SRPN | SURVEY TECHNICIAN | \$38.58 | 402 |
| CUPEI | LUPA | LAND USE PLANNING ASSISTANT | \$38.87 | 407 |
| CUPEI | ESAA | EMERGENCY SERVICES ADMIN ASST | \$38.93 | 408 |
| CUPEI | LSCA | LEG SVS COUNCIL ADMIN ASST | \$38.93 | 408 |
| CUPEI | CECK | CEMETERY SERVICES SPECIALIST | \$39.17 | 412 |
| CUPEI | LGLA | LEGAL ASSISTANT | \$39.17 | 412 |
| CUPEI | CCCS | LS SENIOR ADMIN ASSISTANT | \$39.22 | 413 |
| CUPEI | ACPO | ADMINISTRATIVE CLERK - POLICE | \$39.28 | 414 |
| CUPEI | CDPI | DRYLAND PROGRAM LEADER 2 | \$39.52 | 418 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | PGL2 | PROGRAM LEADER 2 | \$39.52 | 418 |
| CUPEI | RMTC | CORPORATE RECORDS TECHNICIAN | \$39.58 | 419 |
| CUPEI | CSLI | CUSTOMER SERVICE - LICENSING | \$39.58 | 419 |
| CUPEI | CSPK | CUSTOMER SERVICE - PARKING | \$39.58 | 419 |
| CUPEI | IMES | INFORMATION MANAGEMENT TECH | \$39.58 | 419 |
| CUPEI | EXCO | POLICE EXHIBIT CUSTODIAN | \$39.58 | 419 |
| CUPEI | CSUW | COURT SUPPORT WORKER | \$39.64 | 420 |
| CUPEI | CFBM | FACIL PASS & BOOKING SPECIALIS | \$39.81 | 423 |
| CUPEI | ESCA | ES COMMUNICATIONS ADMIN SUPPOR | \$39.87 | 424 |
| CUPEI | EOAA | ES OPS ADMIN ASSISTANT | \$39.87 | 424 |
| CUPEI | COMS | COMMITTEES COORDINATOR | \$39.93 | 425 |
| CUPEI | EGSC | CUSTOMER SERVICE CLERK - ENG | \$39.93 | 425 |
| CUPEI | PYA2 | PROPERTY ASSESSOR 2 | \$39.93 | 425 |
| CUPEI | CCRA | COM & STRAT PLAN SR ADMIN ASST | \$39.99 | 426 |
| CUPEI | FISS | CORPORATE SERV ADMIN ASST | \$39.99 | 426 |
| CUPEI | CSAA | CSV SR ADMINISTRATIVE ASSIST | \$39.99 | 426 |
| CUPEI | CCSL | CUSTOMER SERVICE REP 2 | \$39.99 | 426 |
| CUPEI | DSAA | DEVELOPMENT SVS ADMIN ASST | \$39.99 | 426 |
| CUPEI | ESSA | EMERG SERV SENIOR ADMIN ASST | \$39.99 | 426 |
| CUPEI | ILSA | I&L SENIOR ADMIN ASSISTANT | \$39.99 | 426 |
| CUPEI | PSAA | PLANNING SERVICES ADMIN ASST | \$39.99 | 426 |
| CUPEI | PRAA | PROTECTIVE SERVICES ADMIN ASST | \$39.99 | 426 |
| CUPEI | LDSA | SR ADMIN ASSISTANT - LED | \$39.99 | 426 |
| CUPEI | ARGC | A/R UTILITIES GENERAL CLERK | \$40.16 | 429 |
| CUPEI | FCS2 | ES OPERATIONS ADMIN SUPPORT | \$40.22 | 430 |
| CUPEI | CHLG | AQUATICS PROGRAM LEADER 2 | \$40.28 | 431 |
| CUPEI | PCS2 | SUPPLY CHAIN TECHNICIAN | \$40.40 | 433 |
| CUPEI | TIOP | POLICE WATCH OPERATOR | \$40.58 | 436 |
| CUPEI | MOCK | MAIL & PRINTING SERVICES COORD | \$40.75 | 439 |
| CUPEI | CTDO | COURT LIAISON OFFICER | \$40.87 | 441 |
| CUPEI | POEA | POLICE EXECUTIVE ASSISTANT | \$40.99 | 443 |
| CUPEI | ESAC | ENVIRONMENTAL SERV ADMIN ASST | \$41.34 | 449 |
| CUPEI | PPN3 | GARAGE PARTS TECHNICIAN | \$41.46 | 451 |
| CUPEI | CSCK | CUSTOMER SERV SPECIALST PERMIT | \$41.69 | 455 |
| CUPEI | GAGC | FLEET ADMINISTRATIVE CLERK | \$41.75 | 456 |
| CUPEI | APCK | FINANCIAL SERVICES CLERK | \$41.93 | 459 |
| CUPEI | OCOF | POLICE CLIENT SERVICES REP | \$41.99 | 460 |
| CUPEI | PCOO | POLICE COMMUNICATIONS OPERATOR | \$41.99 | 460 |
| CUPEI | WCLO | ENVIRONMENTAL EDUCATOR | \$42.10 | 462 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | LCPV | LAND SALES ADMIN CLERK | \$42.10 | 462 |
| CUPEI | SDSP | IT SERVICE DESK SPECIALIST | \$42.40 | 467 |
| CUPEI | SRSI | COMPLIANCE OFFICER | \$42.57 | 470 |
| CUPEI | EQCC | EQUITY COALITION COORDINATOR | \$42.63 | 471 |
| CUPEI | RNAC | CSV SYSTEMS SPECIALIST | \$42.81 | 474 |
| CUPEI | PROS | POL PROS RECORDS MGMT REVIEWER | \$42.87 | 475 |
| CUPEI | SEPC | SPECIAL EVENT PERMIT COORDINAT | \$43.04 | 478 |
| CUPEI | CMCO | CORPORATE MEETING ADMINISTRATR | \$43.16 | 480 |
| CUPEI | LTWS | LABORATORY TECHNOLOGIST WATER | \$43.28 | 482 |
| CUPEI | LBTN | WWTP LABORATORY TECHNOLOGIST | \$43.28 | 482 |
| CUPEI | SEPR | SPECIAL EVENTS PROGRAMMER | \$43.40 | 484 |
| CUPEI | LCIN | I&L LICENSE INSPECTOR | \$43.45 | 485 |
| CUPEI | APU2 | PROCUREMENT SUPPORT SPECIALIST | \$43.45 | 485 |
| CUPEI | CCCU | CUSTOMER SUPPORT REPRESENTATIV | \$43.51 | 486 |
| CUPEI | RMAN | CORP INFO & RECORDS ANALYST | \$43.57 | 487 |
| CUPEI | POTA | POLICE TRAINING ASSOCIATE | \$43.87 | 492 |
| CUPEI | TCWR | ENVS SV SERV TECHNICAL WRITER | \$43.92 | 493 |
| CUPEI | SSDS | SENIOR SERVICE DESK SPECIALIST | \$43.92 | 493 |
| CUPEI | PLSE | HR ADMIN - CONSULTING SERVICES | \$44.10 | 496 |
| CUPEI | PASS | HR ADMIN - HEALTH SFTY & TRAIN | \$44.10 | 496 |
| CUPEI | HRTC | HR ADMIN - TOTAL COMPENSATION | \$44.10 | 496 |
| CUPEI | HRPN | HR ADMINISTRATOR - PENSION | \$44.10 | 496 |
| CUPEI | PBAC | HR ADMINISTRATOR BENEFITS ACCT | \$44.10 | 496 |
| CUPEI | ENRE | ENVIRO PROGRAM SPECIALIST | \$44.16 | 497 |
| CUPEI | PENR | PARKS ECOLOGICAL & PLANNING SP | \$44.16 | 497 |
| CUPEI | PYSV | HR ADMINISTRATOR PAYROLL/ACCTG | \$44.22 | 498 |
| CUPEI | ARUB | SPECIALIST - BUSINESS SUPPORT | \$44.22 | 498 |
| CUPEI | WEBC | DIGITAL MARKETING SPECIALIST | \$44.86 | 509 |
| CUPEI | GRDN | GIS TECHNOLOGIST | \$44.86 | 509 |
| CUPEI | ICST | INTERNAL COMMS SPECIALIST | \$44.86 | 509 |
| CUPEI | LADN | PARKS & OPEN SPACE DESIGNER | \$44.86 | 509 |
| CUPEI | SPEO | SPECIALIST - OPERATIONS (RAS) | \$44.92 | 510 |
| CUPEI | SWIN | WASTE MANAGEMENT INSPECTOR | \$44.98 | 511 |
| CUPEI | PRSC | CORPORATE EVENTS SPECIALIST | \$45.22 | 515 |
| CUPEI | EAMS | MARKETING SPECIALIST | \$45.22 | 515 |
| CUPEI | FUTT | CONS/MTCE UTILITY TECHNOLOGIST | \$45.33 | 517 |
| CUPEI | PACC | PUBLIC ART COORDINATOR | \$45.33 | 517 |
| CUPEI | FINA | ACCOUNTANT | \$45.39 | 518 |
| CUPEI | FSAT | FINANCIAL SERVICES ACCOUNTANT | \$45.39 | 518 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | HDAA | CSV DATA & SYSTEMS ANALYST | \$45.51 | 520 |
| CUPEI | URFR | URBAN FORESTER | \$45.57 | 521 |
| CUPEI | WDIV | WASTE DIVERSION SPECIALIST | \$45.57 | 521 |
| CUPEI | ILBA | I&L ANALYST | \$45.63 | 522 |
| CUPEI | LACO | LEGAL SERVICES COORDINATOR | \$45.63 | 522 |
| CUPEI | PGAD | PARKING COORDINATOR | \$45.63 | 522 |
| CUPEI | WMTS | WASTE MGMT TECH SPECIALIST | \$45.86 | 526 |
| CUPEI | EDRS | LAND & ECON DEV RESEARCH SPEC | \$46.10 | 530 |
| CUPEI | EDSP | LAND & ECON DEV SPECIALIST | \$46.10 | 530 |
| CUPEI | EACC | ENVIRONMENTAL SERV ACCOUNTANT | \$46.22 | 532 |
| CUPEI | TFPT | TRAFFIC ANALYSIS TECHNOLOGIST | \$46.22 | 532 |
| CUPEI | GIAN | GIS ANALYST | \$46.39 | 535 |
| CUPEI | WMCO | WORK MGMT COORDINATOR | \$46.57 | 538 |
| CUPEI | XCSP | CROSS CONNECTION SPECIALIST | \$46.63 | 539 |
| CUPEI | PRCO | ELECTION & PROJECT COORDINATOR | \$46.74 | 541 |
| CUPEI | PYA3 | PROPERTY ASSESSOR 3 | \$46.74 | 541 |
| CUPEI | INAC | MATERIEL MGMT COORDINATOR | \$46.86 | 543 |
| CUPEI | CCSS | COMMUNICATIONS CONSULTANT | \$46.92 | 544 |
| CUPEI | PCSS | POLICE COMMUNICATION SPECIALIST | \$46.92 | 544 |
| CUPEI | HRSF | HR SPECIALIST - FIELD SAFETY | \$47.04 | 546 |
| CUPEI | WSSP | ENVIRO SVS SECTION SPECIALIST | \$47.21 | 549 |
| CUPEI | DDVO | DEVELOPMENT OFFICER | \$47.63 | 556 |
| CUPEI | ERST | ENVIR REGULATORY TECHNOLOGIST | \$47.63 | 556 |
| CUPEI | GSCM | GEOSPATIAL SPECIALIST C&M | \$47.92 | 561 |
| CUPEI | RMIA | INSURANCE AND RISK ANALYST | \$47.92 | 561 |
| CUPEI | LSCI | LEAD SOURCE CONTROL INSPECTOR | \$48.10 | 564 |
| CUPEI | CMCR | CONST/MAINT COORDINATOR | \$48.15 | 565 |
| CUPEI | CSAN | CSV FINANCIAL ANALYST | \$48.27 | 567 |
| CUPEI | CASP | FUNDING & BUS SUPPORTS SPEC | \$48.27 | 567 |
| CUPEI | PWAN | PUBLIC WORKS ANALYST | \$48.27 | 567 |
| CUPEI | POCC | POLICE OPS COOMUNICATION COORD | \$48.33 | 568 |
| CUPEI | PORC | POLICE RECORDS COORDINATOR | \$48.33 | 568 |
| CUPEI | POWC | POLICE WATCH COORDINATOR | \$48.33 | 568 |
| CUPEI | ROAN | PPW OPERATIONS ANALYST | \$48.45 | 570 |
| CUPEI | HRSE | HR SPECIALIST FIELD UTILITIES | \$48.57 | 572 |
| CUPEI | TLWS | TRAINING LEAD | \$48.62 | 573 |
| CUPEI | APUA | PROCUREMENT & CONTRACT SPLST | \$48.74 | 575 |
| CUPEI | ACPC | ACCESS & PRIVACY COORDINATOR | \$48.80 | 576 |
| CUPEI | SRIP | DEVELOPMENT INSPECTOR | \$48.80 | 576 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | APPC | LEG SVS APPEALS COORDINATOR | \$48.80 | 576 |
| CUPEI | SUIC | STORMWATER UTIL IMPLEMENT COOR | \$48.80 | 576 |
| CUPEI | COOO | COORDINATOR - OPERATIONS (RAS) | \$48.98 | 579 |
| CUPEI | ESTC | ENVIRO SERVICES TECHNOLOGIST | \$49.15 | 582 |
| CUPEI | FLTK | FLEET TECHNOLOGIST | \$49.15 | 582 |
| CUPEI | SLTN | LEAD LABORATORY TECHNOLOGIST | \$49.15 | 582 |
| CUPEI | PWTK | PUBLIC WORKS TECHNOLOGIST | \$49.15 | 582 |
| CUPEI | EGAC | ENGINEERING ACCOUNTANT | \$49.33 | 585 |
| CUPEI | BYOF | MUNICIPAL ENFORCEMENT OFFICER | \$49.33 | 585 |
| CUPEI | PCIJ | POLICE CRIMINAL INTEL ANLYS JR | \$49.33 | 585 |
| CUPEI | RAPO | REVIEWER/ANALYST - POLICE | \$49.39 | 586 |
| CUPEI | TRAN | TRANSIT SYSTEM ANALYST | \$49.56 | 589 |
| CUPEI | PRCR | POLICY ANALYST | \$49.80 | 593 |
| CUPEI | PLJR | PLANNER | \$50.03 | 597 |
| CUPEI | DVTK | DEVELOPMENT TECHNICIAN | \$50.21 | 600 |
| CUPEI | PRDN | PROJECT COORDINATOR/DESIGNER | \$50.21 | 600 |
| CUPEI | ARCH | ARCHIVES SPECIALIST | \$50.27 | 601 |
| CUPEI | CADC | CSV FINANCE SPECIALIST | \$50.27 | 601 |
| CUPEI | SCOP | SIGNAL CONTROL OPERATOR | \$50.27 | 601 |
| CUPEI | GRSP | GRANTS SPECIALIST | \$50.33 | 602 |
| CUPEI | DATA | DATA ANALYST | \$50.45 | 604 |
| CUPEI | ITAN | INFORMATION TECHNOLOGY ANALYST | \$50.45 | 604 |
| CUPEI | PBSA | IT PROJECT & BUSINESS ANALYST | \$50.45 | 604 |
| CUPEI | MPSS | MUNI POLICING SVS SUPERVISOR | \$50.45 | 604 |
| CUPEI | WEBA | WEB ANALYST | \$50.45 | 604 |
| CUPEI | CCUS | MARKETING & CUSTOMER SERV SPEC | \$50.50 | 605 |
| CUPEI | PYA4 | PROPERTY ASSESSOR 4 | \$50.62 | 607 |
| CUPEI | APSA | IT APPLICATION SYSTEMS ANALYST | \$50.80 | 610 |
| CUPEI | LDAG | LAND SERVICES SPECIALIST | \$50.80 | 610 |
| CUPEI | PITA | POLICE INFO TECH ANALYST | \$50.80 | 610 |
| CUPEI | PERC | PERFORMANCE REPORTING COORD | \$50.86 | 611 |
| CUPEI | MUNT | MUNICIPAL TECHNOLOGIST | \$50.97 | 613 |
| CUPEI | GEOS | GEOSPATIAL SPECIALIST | \$51.27 | 618 |
| CUPEI | PRTK | PROJECTS SPECIALIST | \$51.27 | 618 |
| CUPEI | CRCS | CORPORATE CONTRACT SPECIALIST | \$51.33 | 619 |
| CUPEI | EDOF | LAND & ECON DEVEL OFFICER | \$51.33 | 619 |
| CUPEI | DVSW | POLICE DV SUPPORT WORKER | \$51.39 | 620 |
| CUPEI | WPLM | WTP MAINTENANCE LEAD | \$51.39 | 620 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEI | WWLM | WWTP LEAD OPERATOR MAINTENANCE | \$51.39 | 620 |
| CUPEI | LISC | LAND INFO SYSTEMS CONSULTANT | \$51.50 | 622 |
| CUPEI | FSAC | FINANCIAL COORDINATOR | \$51.62 | 624 |
| CUPEI | CRSS | CORPORATE SECURITY SPECIALIST | \$51.68 | 625 |
| CUPEI | SDVO | SENIOR DEVELOPMENT OFFICER | \$51.74 | 626 |
| CUPEI | BADV | FUNCTIONAL SUPPORT ANALYST | \$51.86 | 628 |
| CUPEI | SPAD | STRATEGIC PLANNING ADVISOR | \$51.86 | 628 |
| CUPEI | PTXS | TAX COLLECTION COORDINATOR | \$51.86 | 628 |
| CUPEI | MEOE | MUNI ENFORCE OFFICER - ENH ATH | \$51.91 | 629 |
| CUPEI | PGSP | PROGRAM SPECIALIST | \$51.97 | 630 |
| CUPEI | CMPL | CONST/MAINT PLANNING LEAD | \$52.09 | 632 |
| CUPEI | ACCR | ACCREDITATION COORDINATOR | \$52.33 | 636 |
| CUPEI | TBSC | BUSINESS SYSTEMS CONSULTANT | \$52.33 | 636 |
| CUPEI | MLTP | MAINTENANCE LEAD - TREATMNT PT | \$52.44 | 638 |
| CUPEI | CDAA | COORD-DATABASE & APPLIC ARCHIT | \$52.56 | 640 |
| CUPEI | CCOA | CREDIT COORDINATOR | \$52.56 | 640 |
| CUPEI | PPEC | PUBLIC PARTICIPATN ENGAGE COOR | \$52.56 | 640 |
| CUPEI | ECSC | ECOLOGICAL SERVICES COORD | \$52.62 | 641 |
| CUPEI | ECOC | ECOLOGICAL SVS OPERATION COORD | \$52.62 | 641 |
| CUPEI | SRCA | SENIOR COMMUNICATIONS CONSULTA | \$52.68 | 642 |
| CUPEI | TOCO | TECHNOLOGY OPERATIONS COORD | \$52.80 | 644 |
| CUPEI | PRSP | TECHNOLOGY SERV CENTRE COORD | \$52.80 | 644 |
| CUPEI | CMOL | CONST/MTNC OPERATIONS LEAD | \$52.85 | 645 |
| CUPEI | QMGC | QUALITY MANAGEMENT COORDINATOR | \$52.85 | 645 |
| CUPEI | CSFO | COMMUNITY SERVICES ACCOUNTANT | \$52.91 | 646 |
| CUPEI | EGDC | DEVELOPMENT COORDINATOR | \$53.03 | 648 |
| CUPEI | WDLO | LEAD OPERATOR - DISTRIBUTION | \$53.09 | 649 |
| CUPEI | WPLO | LEAD OPERATOR - TP OPERATIONS | \$53.09 | 649 |
| CUPEI | CSLO | LEAD OPERATR - WW COLLECTION | \$53.09 | 649 |
| CUPEI | WWLD | WWTP LEAD OPERATOR - OPS | \$53.09 | 649 |
| CUPEI | SCOF | SAFETY CODES OFFICER | \$53.44 | 655 |
| CUPEI | CDPC | CSV PLANNING COORDINATOR | \$53.56 | 657 |
| CUPEI | CFAA | COMM FACIL- ABORIGINAL AFFAIRS | \$53.68 | 659 |
| CUPEI | CIRC | CORP INF & RECORDS COORDINATOR | \$53.85 | 662 |
| CUPEI | CMPF | COMMUNITY & PROG FACILITATOR | \$54.03 | 665 |
| CUPEI | TXAN | OPERATIONS ANALYST | \$54.21 | 668 |
| CUPEI | PCCS | PROGRAM COORD COMMUNITY SAFETY | \$54.73 | 677 |
| CUPEI | ERSP | CONT SITE & ENV REGULATORY SPC | \$54.91 | 680 |
| CUPEI | CAPC | CAPITAL PROJECTS COORDINATOR | \$55.09 | 683 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|---------------------------------|-----------------------|-------------------------|
| CUPEI | LARC | ARCHIVES COORDINATOR | \$55.15 | 684 |
| CUPEI | CBAS | COORD-BUSINESS APPLIC SUPPORT | \$55.15 | 684 |
| CUPEI | CPBS | IT PRJ BUSINESS & SUPPORT COOR | \$55.15 | 684 |
| CUPEI | BICO | BUSINESS SYSTEMS INTEL COORD | \$55.50 | 690 |
| CUPEI | DAAR | DATA ARCHITECT | \$55.50 | 690 |
| CUPEI | COMR | CSV RESEARCH & EVALUATION SPEC | \$55.73 | 694 |
| CUPEI | FIAD | DIVISION FINANCIAL ANALYST | \$55.73 | 694 |
| CUPEI | FIAN | FINANCIAL ANALYST | \$55.73 | 694 |
| CUPEI | COWK | COMMUNITY FACILITATOR | \$55.91 | 697 |
| CUPEI | NWAD | COORD-NETWORK, SECURITY & INFRS | \$56.09 | 700 |
| CUPEI | BOEC | MUNICIPAL ENFORCEMENT SUPV | \$56.14 | 701 |
| CUPEI | SPPC | PROGRAM SPECIALIST - SHC | \$56.26 | 703 |
| CUPEI | PCIA | POL CRIM INTELLIGENCE ANALYST | \$56.50 | 707 |
| CUPEI | PLSR | SENIOR PLANNER | \$56.97 | 715 |
| CUPEI | TRPL | SENIOR PLANNER TRANSIT | \$56.97 | 715 |
| CUPEI | FAPP | FUNCTIONAL SUPPORT TEAM SPVR | \$57.03 | 716 |
| CUPEI | SEAR | IT SECURITY ARCHITECT | \$57.03 | 716 |
| CUPEI | LSCO | TEAM LEAD SAFETY CODES OFFICER | \$57.38 | 722 |
| CUPEI | SPAA | SENIOR PROPERTY ASSESS/ANALYST | \$57.55 | 725 |
| CUPEI | LAPC | LAND COORDINATOR | \$58.14 | 735 |
| CUPEI | RECO | RESEARCH & EVALUATION COORD | \$58.55 | 742 |
| CUPEI | ACAN | RAS ASSESSMENT COORD/ANALYST | \$59.43 | 757 |

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| JOB GROUP | JOB CODE | JOB TITLE | EVALUATED RATE | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$26.14 | 167 |
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | \$26.14 | 167 |
| CUPEO | PRAS | PROGRAM ASSISTANT | \$26.14 | 167 |
| CUPEO | LCPN | LITTER CONTROL PERSON | \$27.48 | 205 |
| CUPEO | POAM | POLICING AMBASSADOR | \$27.58 | 208 |
| CUPEO | LFIN | LIFEGUARD INSTRUCTOR | \$28.08 | 222 |
| CUPEO | CFOP | FACILITY OPERATIONS ASSISTANT | \$28.50 | 234 |
| CUPEO | CSWR | CUSTODIAL WORKER | \$29.31 | 257 |
| CUPEO | CFWL | FITNESS & WELLNESS LEADER 1 | \$30.18 | 282 |
| CUPEO | CDPL | DRYLAND PROGRAM LEADER 1 | \$30.68 | 296 |
| CUPEO | PLMN | PROGRAM LEADER | \$30.68 | 296 |
| CUPEO | SCMN | SOURCE CONTROL OPERATOR | \$31.52 | 320 |
| CUPEO | WLAB | WATERWORKS LABOURER | \$32.57 | 350 |
| CUPEO | PKL1 | PARKS LABOURER 1 | \$32.64 | 352 |
| CUPEO | ALFI | ADVANCED LIFEGUARD INSTRUCTOR | \$32.96 | 361 |
| CUPEO | FMWC | FACILITY MAINTNCE WRKR-CULTURE | \$33.07 | 364 |
| CUPEO | CPL1 | CHILD DEV PROGRAM LEADER | \$33.14 | 366 |
| CUPEO | EOP1 | EQUIPMENT OPERATOR 1 | \$33.70 | 382 |
| CUPEO | PIPC | PARK CARETAKER | \$33.87 | 387 |
| CUPEO | WWTU | WASTEWATER TP UTILITY PERSON | \$33.98 | 390 |
| CUPEO | FMBA | BUILDING MAINTENANCE ASSISTANT | \$34.05 | 392 |
| CUPEO | RDL1 | ROADS LABOURER 1 | \$34.40 | 402 |
| CUPEO | FCMW | FACILITY MAINTENANCE WORKER | \$34.65 | 409 |
| CUPEO | CFAO | FACILITY OPS WORKER COLLICUTT | \$34.65 | 409 |
| CUPEO | CSLD | CUSTODIAL LEAD | \$34.79 | 413 |
| CUPEO | FOW1 | FACILITY OPERATIONS WORKER 1 | \$35.35 | 429 |
| CUPEO | ALIL | ADV LIFEGUARD INSTRUCTOR LDR 1 | \$35.77 | 441 |
| CUPEO | WWL1 | ENV UTILITIES LABOURER | \$35.81 | 442 |
| CUPEO | WWCL | WASTEWATER COLLECTION LABOURER | \$35.81 | 442 |
| CUPEO | CFCL | FACILITY OPS CUSTODIAL LEAD | \$35.84 | 443 |
| CUPEO | EOP2 | EQUIPMENT OPERATOR 2 | \$35.91 | 445 |
| CUPEO | CMEO | CEMETERY EQUIPMENT OPERATOR | \$36.19 | 453 |
| CUPEO | STPN | MATERIEL MANAGEMENT TECHNICIAN | \$36.26 | 455 |
| CUPEO | PKSA | PARKS SHOP ATTENDANT | \$36.37 | 458 |
| CUPEO | PKL2 | PARKS LABOURER 2 | \$36.44 | 460 |
| CUPEO | FLUP | FLEET UT & TECH SUPPORT PERSON | \$36.54 | 463 |
| CUPEO | SCIN | SOURCE CONTROL INSPECTOR | \$36.54 | 463 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | PKEM | PARKS EQUIPMENT MTNC LABOURER | \$36.79 | 470 |
| CUPEO | FCML | FACILITY MAINTENANCE LEAD | \$36.82 | 471 |
| CUPEO | PMRT | PARKING METER REPAIR TECHNICA | \$36.82 | 471 |
| CUPEO | UFT1 | URBAN FORESTRY TECHNICIAN 1 | \$36.93 | 474 |
| CUPEO | TCAT | MAINTENANCE SUPPORT PERSON | \$37.07 | 478 |
| CUPEO | PKGR | PARKS GARDENER | \$37.07 | 478 |
| CUPEO | AUTS | EQUIPMENT SERVICE PERSON | \$37.14 | 480 |
| CUPEO | CFWC | FITNESS & WELLNESS LEADER 2 | \$37.32 | 485 |
| CUPEO | EOP3 | EQUIPMENT OPERATOR 3 | \$37.46 | 489 |
| CUPEO | RDL2 | ROADS LABOURER 2 | \$37.49 | 490 |
| CUPEO | WWL2 | WATER/WASTEWATER LABOURER 2 | \$37.49 | 490 |
| CUPEO | CMO2 | CONSTR & MAINT EQUIPMENT OP 2 | \$38.02 | 505 |
| CUPEO | CSTI | SPECIALIZED TRAINING INSTRUCTR | \$38.37 | 515 |
| CUPEO | SSTK | SIGN SHOP TECHNICIAN | \$38.40 | 516 |
| CUPEO | FOW2 | FACILITY OPERATIONS WORKER 2 | \$38.58 | 521 |
| CUPEO | MSL2 | SIGNS LABOURER 2 | \$38.65 | 523 |
| CUPEO | CBMW | BUILDING MTCE WORKER-COLLICUTT | \$39.00 | 533 |
| CUPEO | STSP | SR MATERIEL MGMT TECHNICIAN | \$39.00 | 533 |
| CUPEO | BMPR | BUILDING MAINT PERSON-PUB WKS | \$39.14 | 537 |
| CUPEO | CWED | ECOLOGICAL SERVICES TECHNICIAN | \$39.14 | 537 |
| CUPEO | HGAR | HEAD GARDENER | \$39.21 | 539 |
| CUPEO | UFLO | UNDERGROUND FACILITIES LOCATOR | \$39.35 | 543 |
| CUPEO | ARB1 | ARBORIST 1 | \$39.39 | 544 |
| CUPEO | WTRP | WTP MAINTENANCE REPAIR PERSON | \$39.56 | 549 |
| CUPEO | CFCS | FACILITY OPS CUSTODIAL SPECIAL | \$39.70 | 553 |
| CUPEO | CMO3 | CONSTR & MAINT EQUIPMENT OP 3 | \$40.06 | 563 |
| CUPEO | PFF1 | PARKS FOREPERSON 1 | \$40.06 | 563 |
| CUPEO | AHEO | AGGREGATE HYRDOVAC EQUIP OPTR | \$40.16 | 566 |
| CUPEO | PBFO | POLICE BLDG & FLEET MTNCE OP | \$40.27 | 569 |
| CUPEO | SCOO | SOURCE CONTROL OPERATOR | \$40.27 | 569 |
| CUPEO | WDOP | WATER DISTRIBUTION OPERATOR | \$40.27 | 569 |
| CUPEO | WWCO | WW COLLECTION OPERATOR | \$40.62 | 579 |
| CUPEO | EOP4 | EQUIPMENT OPERATOR 4 | \$40.83 | 585 |
| CUPEO | WPOP | WATER TREATMENT PLANT OPERATOR | \$41.07 | 592 |
| CUPEO | WWPO | WASTEWATER TRMT PLANT OP | \$41.32 | 599 |
| CUPEO | RNBM | FACILITY MAINENANCE SPECIALIST | \$41.50 | 604 |
| CUPEO | CMLA | ENV UTILITIES SYSTEM WORKER | \$41.57 | 606 |
| CUPEO | ARB2 | ARBORIST 2 | \$41.92 | 616 |
| CUPEO | EBGM | WWTP MAINTENANCE PERSON | \$42.41 | 630 |

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|------------------|-----------------|--------------------------------|-----------------------|-------------------------|
| CUPEO | RLF1 | ROADS LABOUR FOREPERSON 1 | \$42.59 | 635 |
| CUPEO | WTPM | MAINTENANCE TRADES PERSON | \$42.87 | 643 |
| CUPEO | SCOI | SOURCE CONTROL INSPECTOR | \$43.01 | 647 |
| CUPEO | TVIO | WW COLLECTION INSPECTOR | \$43.01 | 647 |
| CUPEO | CMO4 | CONST/MAINT EQUIPMENT OP 4 | \$43.22 | 653 |
| CUPEO | ELWP | ELECTRICIAN - TREATMENT PLANTS | \$43.25 | 654 |
| CUPEO | IMTP | INDUSTRIAL MECHNIC- TRMNT PLNT | \$43.25 | 654 |
| CUPEO | PPTP | PLUMBER/PIPEFITTER- TRMNT PLNT | \$43.25 | 654 |
| CUPEO | ESSW | ENV UTILITIES SR SYSTEM WORKER | \$43.36 | 657 |
| CUPEO | INTW | INSTRUMENT TECH-TREATMENT PLNT | \$43.60 | 664 |
| CUPEO | WWMT | WWTP MAINTENANCE TRADESPERSON | \$43.92 | 673 |
| CUPEO | PKF2 | PARKS FOREPERSON 2 | \$44.45 | 688 |
| CUPEO | CFAT | FACILITY TECHNICIAN COLLICUTT | \$44.52 | 690 |
| CUPEO | HDMC | HEAVY EQUIPMENT TECHNICIAN | \$44.87 | 700 |
| CUPEO | BMOP | BUILDING OPERATOR | \$45.50 | 718 |
| CUPEO | FOPR | FACILITY OPERATOR | \$45.50 | 718 |
| CUPEO | SGNF | SIGN FOREPERSON | \$45.50 | 718 |
| CUPEO | WELD | WELDER | \$45.54 | 719 |
| CUPEO | GGMC | GARAGE GENERAL TECHNICIAN | \$45.57 | 720 |
| CUPEO | EOP5 | EQUIPMENT OPERATOR 5 | \$45.61 | 721 |
| CUPEO | PWF2 | PUBLIC WORKS LABOUR FOREMAN 2 | \$45.85 | 728 |
| CUPEO | AHFF | AGG/HYDROV FACILITIES FOREPERS | \$45.99 | 732 |
| CUPEO | CMFM | CEMETERY FOREMAN | \$46.20 | 738 |
| CUPEO | RLF2 | ROADS LABOUR FOREPERSON 2 | \$46.56 | 748 |
| CUPEO | GGML | GARAGE GENERAL TECHN LEAD HAND | \$47.05 | 762 |
| CUPEO | EOF1 | ENVIRONMENT OPERATIONS FOREMAN | \$47.85 | 785 |
| CUPEO | WWCF | WASTEWATER COLLECTIONS FOREMAN | \$47.85 | 785 |
| CUPEO | WTOF | WATER TREATMT OPS FOREPERSON | \$47.85 | 785 |
| CUPEO | CFOF | CONSTRUCT/MNTC OPS FOREPERSON | \$49.23 | 824 |

CUPE Job Classification Groupings (Inside)
APPENDIX "C"

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | RFCT | RECEPTION/ADMIN SUPPORT | CLERICAL STENOGRAPHIC | 249 |
| CUPEI | ECSI | ENGINEERING SV ADMIN ASST | CLERICAL STENOGRAPHIC | 341 |
| CUPEI | BCS1 | I&L ADMINISTRATIVE ASSISTANT | CLERICAL STENOGRAPHIC | 346 |
| CUPEI | COAA | COMMUNITY SERVICES ADMIN ASST | CLERICAL STENOGRAPHIC | 359 |
| CUPEI | ATCS | RAS SENIOR ADMIN ASSISTANT | CLERICAL STENOGRAPHIC | 377 |
| CUPEI | FSAA | FINANCIAL SERVICES ADMIN ASST | CLERICAL STENOGRAPHIC | 377 |
| CUPEI | PWCS | PUBLIC WORKS ADMIN CLERK | CLERICAL STENOGRAPHIC | 381 |
| CUPEI | PGIS | POLICE GIS STENOGRAPHER | CLERICAL STENOGRAPHIC | 382 |
| CUPEI | POCS | DISCLOSURE & CHARGE PROCESS CL | CLERICAL STENOGRAPHIC | 382 |
| CUPEI | AAPE | ES PREVENTION ADMIN SUPPORT | CLERICAL STENOGRAPHIC | 393 |
| CUPEI | CMSU | LEGISLATIVE ASSISTANT | CLERICAL STENOGRAPHIC | 395 |
| CUPEI | PGIA | POLICE OPERATIONS ADM CLERK | CLERICAL STENOGRAPHIC | 395 |
| CUPEI | ESAA | EMERGENCY SERVICES ADMIN ASST | CLERICAL STENOGRAPHIC | 408 |
| CUPEI | LSCA | LEG SVS COUNCIL ADMIN ASST | CLERICAL STENOGRAPHIC | 408 |
| CUPEI | CCCS | LS SENIOR ADMIN ASSISTANT | CLERICAL STENOGRAPHIC | 413 |
| CUPEI | EOAA | ES OPS ADMIN ASSISTANT | CLERICAL STENOGRAPHIC | 424 |
| CUPEI | ESCA | ES COMMUNICATIONS ADMIN SUPPOR | CLERICAL STENOGRAPHIC | 424 |
| CUPEI | COMS | COMMITTEES COORDINATOR | CLERICAL STENOGRAPHIC | 425 |
| CUPEI | CCRA | COM & STRAT PLAN SR ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | CSAA | CSV SR ADMINISTRATIVE ASSIST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | DSAA | DEVELOPMENT SVS ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | ESSA | EMERG SERV SENIOR ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | FISS | CORPORATE SERV ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | ILSA | I&L SENIOR ADMIN ASSISTANT | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | LDSA | SR ADMIN ASSISTANT - LED | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | PRAA | PROTECTIVE SERVICES ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | PSAA | PLANNING SERVICES ADMIN ASST | CLERICAL STENOGRAPHIC | 426 |
| CUPEI | FCS2 | ES OPERATIONS ADMIN SUPPORT | CLERICAL STENOGRAPHIC | 430 |
| CUPEI | CMCO | CORPORATE MEETING ADMINISTRATR | CLERICAL STENOGRAPHIC | 480 |
| CUPEI | CCC1 | CENSUS CLERK | CLERICAL | 214 |
| CUPEI | MPRC | MAIL CLERK | CLERICAL | 248 |
| CUPEI | CCO1 | CENSUS ELECTION ASSISTANT | CLERICAL | 286 |
| CUPEI | CCGC | MAIL & PRINT SERVICES CLERK | CLERICAL | 298 |
| CUPEI | RGCK | CSV GENERAL CLERK | CLERICAL | 304 |
| CUPEI | RMCL | RECORDS MANAGEMENT CLASSIFIER | CLERICAL | 310 |
| CUPEI | TCSR | TRANSIT CUSTOMER SERVICE REP | CLERICAL | 320 |
| CUPEI | CSRM | COMM SERV RECORDS MGMT CLERK | CLERICAL | 322 |
| CUPEI | RMCE | ENG SERV RECORDS MGMT CLERK | CLERICAL | 322 |

CUPE Job Classification Groupings (Inside)
APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | SPCK | SUPPORT CLERK | CLERICAL | 332 |
| CUPEI | PCVS | COMMUNITY POLICING ASSISTANT | CLERICAL | 336 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | CLERICAL | 340 |
| CUPEI | POIR | POLICE DETACHMENT CLERK | CLERICAL | 340 |
| CUPEI | EDAC | LAND & ECON DEV ADMIN CLERK | CLERICAL | 341 |
| CUPEI | RMCI | ADMIN & RECORDS MGMT CLERK | CLERICAL | 346 |
| CUPEI | SAAD | SPECIAL ADMISSIONS ADMIN | CLERICAL | 346 |
| CUPEI | CCO2 | CENSUS ELECTION COORDINATOR | CLERICAL | 356 |
| CUPEI | EACK | ENGINEERING ACCOUNTING CLERK | CLERICAL | 377 |
| CUPEI | ITSA | IT SERVICES SR ADMIN ASSISTANT | CLERICAL | 377 |
| CUPEI | CSVCL | CSV CLERK | CLERICAL | 381 |
| CUPEI | PWCK | PUBLIC WORKS CLERK | CLERICAL | 381 |
| CUPEI | CSGE | CUSTOMER SERVICE - GENERALIST | CLERICAL | 384 |
| CUPEI | RNCS | RP&C ACCOUNTING SPECIALIST | CLERICAL | 388 |
| CUPEI | TPAC | TREATMENT PLANT ADMIN ASST | CLERICAL | 389 |
| CUPEI | PCSC | POLICE CLIENT SERVICE CLERK | CLERICAL | 390 |
| CUPEI | POFC | POLICE OFFICE FINANCIAL CLERK | CLERICAL | 390 |
| CUPEI | PVSA | POLICE VICTIM SERVICES ASST | CLERICAL | 390 |
| CUPEI | SOSC | SUB-OFFICE SUPPORT CLERK | CLERICAL | 390 |
| CUPEI | LGCK | LAND & ECON DEV GENERAL CLERK | CLERICAL | 396 |
| CUPEI | TRAD | TRAFFIC ADMIN ASSISTANT | CLERICAL | 398 |
| CUPEI | LUPA | LAND USE PLANNING ASSISTANT | CLERICAL | 407 |
| CUPEI | CECK | CEMETERY SERVICES SPECIALIST | CLERICAL | 412 |
| CUPEI | LGLA | LEGAL ASSISTANT | CLERICAL | 412 |
| CUPEI | ACPO | ADMINISTRATIVE CLERK - POLICE | CLERICAL | 414 |
| CUPEI | CSLI | CUSTOMER SERVICE - LICENSING | CLERICAL | 419 |
| CUPEI | CSPK | CUSTOMER SERVICE - PARKING | CLERICAL | 419 |
| CUPEI | RMTC | CORPORATE RECORDS TECHNICIAN | CLERICAL | 419 |
| CUPEI | CSUW | COURT SUPPORT WORKER | CLERICAL | 420 |
| CUPEI | CFBM | FACIL PASS & BOOKING SPECIALIS | CLERICAL | 423 |
| CUPEI | ARGC | A/R UTILITIES GENERAL CLERK | CLERICAL | 429 |
| CUPEI | PCS2 | SUPPLY CHAIN TECHNICIAN | CLERICAL | 433 |
| CUPEI | CTDO | COURT LIAISON OFFICER | CLERICAL | 441 |
| CUPEI | POEA | POLICE EXECUTIVE ASSISTANT | CLERICAL | 443 |
| CUPEI | ESAC | ENVIRONMENTAL SERV ADMIN ASST | CLERICAL | 449 |
| CUPEI | CSCK | CUSTOMER SERV SPECIALST PERMIT | CLERICAL | 455 |
| CUPEI | GAGC | FLEET ADMINISTRATIVE CLERK | CLERICAL | 456 |
| CUPEI | APCK | FINANCIAL SERVICES CLERK | CLERICAL | 459 |
| CUPEI | LCPV | LAND SALES ADMIN CLERK | CLERICAL | 462 |
| CUPEI | SEPC | SPECIAL EVENT PERMIT COORDINAT | CLERICAL | 478 |

**CUPE Job Classification Groupings (Inside)
APPENDIX "C" (con't)**

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | CCCU | CUSTOMER SUPPORT REPRESENTATIV | CLERICAL | 486 |
| CUPEI | HRPN | HR ADMINISTRATOR - PENSION | CLERICAL | 496 |
| CUPEI | HRTC | HR ADMIN - TOTAL COMPENSATION | CLERICAL | 496 |
| CUPEI | PASS | HR ADMIN - HEALTH SFTY & TRAIN | CLERICAL | 496 |
| CUPEI | PBAC | HR ADMINISTRATOR BENEFITS ACCT | CLERICAL | 496 |
| CUPEI | PLSE | HR ADMIN - CONSULTING SERVICES | CLERICAL | 496 |
| CUPEI | PYSV | HR ADMINISTRATOR PAYROLL/ACCTG | CLERICAL | 498 |
| CUPEI | LACO | LEGAL SERVICES COORDINATOR | CLERICAL | 522 |
| CUPEI | HOST | CUSTOMER EXP HOST - CITY HALL | RECEPTIONIST/CLERK | 286 |
| CUPEI | CHRP | CITY HALL RECEPTIONIST | RECEPTIONIST/CLERK | 309 |
| CUPEI | HRRC | HR RECEPTIONIST | RECEPTIONIST/CLERK | 310 |
| CUPEI | LASS | LAS CLIENT SERVICES SUPPORT | RECEPTIONIST/CLERK | 310 |
| CUPEI | ESRP | ES CUSTOMER SERVICE SUPPORT | RECEPTIONIST/CLERK | 322 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | RECEPTIONIST/CLERK | 399 |
| CUPEI | LGBC | LGS BOARD CLK/CLIENT SVC SU | RECEPTIONIST/CLERK | 399 |
| CUPEI | RGR1 | RP&C CASHIER | CASHIER | 272 |
| CUPEI | CSC1 | SALES & CUST SERVICE LEADER 1 | CASHIER | 285 |
| CUPEI | CSCS | CUSTOMER SERVICE REP 1 | CASHIER | 298 |
| CUPEI | CCAR | PAYMENT SERVICES ASSOCIATE | CASHIER | 340 |
| CUPEI | RGR2 | RP&C LEAD CASHIER | CASHIER | 357 |
| CUPEI | CCSL | CUSTOMER SERVICE REP 2 | CASHIER | 426 |
| CUPEI | PATC | PROPERTY ASSESSMENT TECHNICIAN | INSPECTIONS AND MONITORING | 356 |
| CUPEI | SCLP | SCALE PERSON | INSPECTIONS AND MONITORING | 358 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | INSPECTIONS AND MONITORING | 386 |
| CUPEI | PYA1 | PROPERTY ASSESSOR 1 | INSPECTIONS AND MONITORING | 386 |
| CUPEI | EXCO | POLICE EXHIBIT CUSTODIAN | INSPECTIONS AND MONITORING | 419 |
| CUPEI | PYA2 | PROPERTY ASSESSOR 2 | INSPECTIONS AND MONITORING | 425 |
| CUPEI | SRSI | COMPLIANCE OFFICER | INSPECTIONS AND MONITORING | 470 |
| CUPEI | LCIN | I&L LICENSE INSPECTOR | INSPECTIONS AND MONITORING | 485 |
| CUPEI | SWIN | WASTE MANAGEMENT INSPECTOR | INSPECTIONS AND MONITORING | 511 |
| CUPEI | PGAD | PARKING COORDINATOR | INSPECTIONS AND MONITORING | 522 |
| CUPEI | WMCO | WORK MGMT COORDINATOR | INSPECTIONS AND MONITORING | 538 |
| CUPEI | XCSP | CROSS CONNECTION SPECIALIST | INSPECTIONS AND MONITORING | 539 |
| CUPEI | PYA3 | PROPERTY ASSESSOR 3 | INSPECTIONS AND MONITORING | 541 |
| CUPEI | DDVO | DEVELOPMENT OFFICER | INSPECTIONS AND MONITORING | 556 |
| CUPEI | LSCI | LEAD SOURCE CONTROL INSPECTOR | INSPECTIONS AND MONITORING | 564 |
| CUPEI | BYOF | MUNICIPAL ENFORCEMENT OFFICER | INSPECTIONS AND MONITORING | 585 |
| CUPEI | PYA4 | PROPERTY ASSESSOR 4 | INSPECTIONS AND MONITORING | 607 |
| CUPEI | LDAG | LAND SERVICES SPECIALIST | INSPECTIONS AND MONITORING | 610 |
| CUPEI | MEOE | MUNI ENFORCE OFFICER - ENH ATH | INSPECTIONS AND MONITORING | 629 |

CUPE Job Classification Groupings (Inside)
APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | SCOF | SAFETY CODES OFFICER | INSPECTIONS AND MONITORING | 655 |
| CUPEI | BOEC | MUNICIPAL ENFORCEMENT SUPV | INSPECTIONS AND MONITORING | 701 |
| CUPEI | LSCO | TEAM LEAD SAFETY CODES OFFICER | INSPECTIONS AND MONITORING | 722 |
| CUPEI | SPAA | SENIOR PROPERTY ASSESS/ANALYST | INSPECTIONS AND MONITORING | 725 |
| CUPEI | LAPC | LAND COORDINATOR | INSPECTIONS AND MONITORING | 735 |
| CUPEI | ACAN | RAS ASSESSMENT COORD/ANALYST | INSPECTIONS AND MONITORING | 757 |
| CUPEI | ARTC | ARCHIVES TECHNICIAN | TECHNICAL | 332 |
| CUPEI | ESFC | ES EVT FLEET SERVICES CLERK | TECHNICAL | 348 |
| CUPEI | WSCH | FLEET SERVICES CLERK | TECHNICAL | 348 |
| CUPEI | TFAS | TRAFFIC ASSISTANT | TECHNICAL | 386 |
| CUPEI | GIST | GIS TECHNICIAN | TECHNICAL | 400 |
| CUPEI | SRPN | SURVEY TECHNICIAN | TECHNICAL | 402 |
| CUPEI | IMES | INFORMATION MANAGEMENT TECH | TECHNICAL | 419 |
| CUPEI | EGSC | CUSTOMER SERVICE CLERK - ENG | TECHNICAL | 425 |
| CUPEI | TIOP | POLICE WATCH OPERATOR | TECHNICAL | 436 |
| CUPEI | MOCK | MAIL & PRINTING SERVICES COORD | TECHNICAL | 439 |
| CUPEI | PPN3 | GARAGE PARTS TECHNICIAN | TECHNICAL | 451 |
| CUPEI | OCOF | POLICE CLIENT SERVICES REP | TECHNICAL | 460 |
| CUPEI | PCOO | POLICE COMMUNICATIONS OPERATOR | TECHNICAL | 460 |
| CUPEI | WCLO | ENVIRONMENTAL EDUCATOR | TECHNICAL | 462 |
| CUPEI | SDSP | IT SERVICE DESK SPECIALIST | TECHNICAL | 467 |
| CUPEI | RNAC | CSV SYSTEMS SPECIALIST | TECHNICAL | 474 |
| CUPEI | PROS | POL PROS RECORDS MGMT REVIEWER | TECHNICAL | 475 |
| CUPEI | LBTN | WWTP LABORATORY TECHNOLOGIST | TECHNICAL | 482 |
| CUPEI | LTWS | LABORATORY TECHNOLOGIST WATER | TECHNICAL | 482 |
| CUPEI | APU2 | PROCUREMENT SUPPORT SPECIALIST | TECHNICAL | 485 |
| CUPEI | RMAN | CORP INFO & RECORDS ANALYST | TECHNICAL | 487 |
| CUPEI | POTA | POLICE TRAINING ASSOCIATE | TECHNICAL | 492 |
| CUPEI | SSDS | SENIOR SERVICE DESK SPECIALIST | TECHNICAL | 493 |
| CUPEI | TCWR | ENVS SV SERV TECHNICAL WRITER | TECHNICAL | 493 |
| CUPEI | ENRE | ENVIRO PROGRAM SPECIALIST | TECHNICAL | 497 |
| CUPEI | PENR | PARKS ECOLOGICAL & PLANNING SP | TECHNICAL | 497 |
| CUPEI | ARUB | SPECIALIST - BUSINESS SUPPORT | TECHNICAL | 498 |
| CUPEI | GRDN | GIS TECHNOLOGIST | TECHNICAL | 509 |
| CUPEI | LADN | PARKS & OPEN SPACE DESIGNER | TECHNICAL | 509 |
| CUPEI | FUTT | CONS/MTCE UTILITY TECHNOLOGIST | TECHNICAL | 517 |
| CUPEI | FINA | ACCOUNTANT | TECHNICAL | 518 |
| CUPEI | FSAT | FINANCIAL SERVICES ACCOUNTANT | TECHNICAL | 518 |
| CUPEI | HDAA | CSV DATA & SYSTEMS ANALYST | TECHNICAL | 520 |
| CUPEI | URFR | URBAN FORESTER | TECHNICAL | 521 |

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| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | WDIV | WASTE DIVERSION SPECIALIST | TECHNICAL | 521 |
| CUPEI | ILBA | I&L ANALYST | TECHNICAL | 522 |
| CUPEI | WMTS | WASTE MGMT TECH SPECIALIST | TECHNICAL | 526 |
| CUPEI | EDRS | LAND & ECON DEV RESEARCH SPEC | TECHNICAL | 530 |
| CUPEI | EDSP | LAND & ECON DEV SPECIALIST | TECHNICAL | 530 |
| CUPEI | EACC | ENVIRONMENTAL SERV ACCOUNTANT | TECHNICAL | 532 |
| CUPEI | TFPT | TRAFFIC ANALYSIS TECHNOLOGIST | TECHNICAL | 532 |
| CUPEI | GIAN | GIS ANALYST | TECHNICAL | 535 |
| CUPEI | INAC | MATERIEL MGMT COORDINATOR | TECHNICAL | 543 |
| CUPEI | WSSP | ENVIRO SVS SECTION SPECIALIST | TECHNICAL | 549 |
| CUPEI | GSCM | GEOSPATIAL SPECIALIST C&M | TECHNICAL | 561 |
| CUPEI | RMIA | INSURANCE AND RISK ANALYST | TECHNICAL | 561 |
| CUPEI | CMCR | CONST/MAINT COORDINATOR | TECHNICAL | 565 |
| CUPEI | CSAN | CSV FINANCIAL ANALYST | TECHNICAL | 567 |
| CUPEI | PWAN | PUBLIC WORKS ANALYST | TECHNICAL | 567 |
| CUPEI | ROAN | PPW OPERATIONS ANALYST | TECHNICAL | 570 |
| CUPEI | TLWS | TRAINING LEAD | TECHNICAL | 573 |
| CUPEI | APUA | PROCUREMENT & CONTRACT SPLST | TECHNICAL | 575 |
| CUPEI | SRIP | DEVELOPMENT INSPECTOR | TECHNICAL | 576 |
| CUPEI | ESTC | ENVIRO SERVICES TECHNOLOGIST | TECHNICAL | 582 |
| CUPEI | FLTK | FLEET TECHNOLOGIST | TECHNICAL | 582 |
| CUPEI | PWTK | PUBLIC WORKS TECHNOLOGIST | TECHNICAL | 582 |
| CUPEI | SLTN | LEAD LABORATORY TECHNOLOGIST | TECHNICAL | 582 |
| CUPEI | EGAC | ENGINEERING ACCOUNTANT | TECHNICAL | 585 |
| CUPEI | PCIJ | POLICE CRIMINAL INTEL ANLYS JR | TECHNICAL | 585 |
| CUPEI | RAPO | REVIEWER/ANALYST - POLICE | TECHNICAL | 586 |
| CUPEI | PLJR | PLANNER | TECHNICAL | 597 |
| CUPEI | DVTK | DEVELOPMENT TECHNICIAN | TECHNICAL | 600 |
| CUPEI | PRDN | PROJECT COORDINATOR/DESIGNER | TECHNICAL | 600 |
| CUPEI | CADC | CSV FINANCE SPECIALIST | TECHNICAL | 601 |
| CUPEI | SCOP | SIGNAL CONTROL OPERATOR | TECHNICAL | 601 |
| CUPEI | GRSP | GRANTS SPECIALIST | TECHNICAL | 602 |
| CUPEI | DATA | DATA ANALYST | TECHNICAL | 604 |
| CUPEI | ITAN | INFORMATION TECHNOLOGY ANALYST | TECHNICAL | 604 |
| CUPEI | PBSA | IT PROJECT & BUSINESS ANALYST | TECHNICAL | 604 |
| CUPEI | WEBA | WEB ANALYST | TECHNICAL | 604 |
| CUPEI | APSA | IT APPLICATION SYSTEMS ANALYST | TECHNICAL | 610 |
| CUPEI | PITA | POLICE INFO TECH ANALYST | TECHNICAL | 610 |
| CUPEI | MUNT | MUNICIPAL TECHNOLOGIST | TECHNICAL | 613 |

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APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|---------------------------------|-----------------------------|-------------------------|
| CUPEI | GEOS | GEOSPATIAL SPECIALIST | TECHNICAL | 618 |
| CUPEI | PRTK | PROJECTS SPECIALIST | TECHNICAL | 618 |
| CUPEI | CRCS | CORPORATE CONTRACT SPECIALIST | TECHNICAL | 619 |
| CUPEI | WPLM | WTP MAINTENANCE LEAD | TECHNICAL | 620 |
| CUPEI | WWLM | WWTP LEAD OPERATOR MAINTENANCE | TECHNICAL | 620 |
| CUPEI | FSAC | FINANCIAL COORDINATOR | TECHNICAL | 624 |
| CUPEI | BADV | FUNCTIONAL SUPPORT ANALYST | TECHNICAL | 628 |
| CUPEI | PTXS | TAX COLLECTION COORDINATOR | TECHNICAL | 628 |
| CUPEI | CMPL | CONST/MAINT PLANNING LEAD | TECHNICAL | 632 |
| CUPEI | MLTP | MAINTENANCE LEAD - TREATMNT PT | TECHNICAL | 638 |
| CUPEI | CCOA | CREDIT COORDINATOR | TECHNICAL | 640 |
| CUPEI | CDAA | COORD-DATABASE & APPLIC ARCHIT | TECHNICAL | 640 |
| CUPEI | PRSP | TECHNOLOGY SERV CENTRE COORD | TECHNICAL | 644 |
| CUPEI | TOCO | TECHNOLOGY OPERATIONS COORD | TECHNICAL | 644 |
| CUPEI | CMOL | CONST/MTNC OPERATIONS LEAD | TECHNICAL | 645 |
| CUPEI | QMGC | QUALITY MANAGEMENT COORDINATOR | TECHNICAL | 645 |
| CUPEI | CSFO | COMMUNITY SERVICES ACCOUNTANT | TECHNICAL | 646 |
| CUPEI | EGDC | DEVELOPMENT COORDINATOR | TECHNICAL | 648 |
| CUPEI | CSLO | LEAD OPERATR - WW COLLECTION | TECHNICAL | 649 |
| CUPEI | WDLO | LEAD OPERATOR - DISTRIBUTION | TECHNICAL | 649 |
| CUPEI | WPLO | LEAD OPERATOR - TP OPERATIONS | TECHNICAL | 649 |
| CUPEI | WWLD | WWTP LEAD OPERATOR - OPS | TECHNICAL | 649 |
| CUPEI | TXAN | OPERATIONS ANALYST | TECHNICAL | 668 |
| CUPEI | CAPC | CAPITAL PROJECTS COORDINATOR | TECHNICAL | 683 |
| CUPEI | CBAS | COORD-BUSINESS APPLIC SUPPORT | TECHNICAL | 684 |
| CUPEI | CPBS | IT PRJ BUSINESS & SUPPORT COOR | TECHNICAL | 684 |
| CUPEI | DAAR | DATA ARCHITECT | TECHNICAL | 690 |
| CUPEI | FIAN | FINANCIAL ANALYST | TECHNICAL | 694 |
| CUPEI | NWAD | COORD-NETWORK, SECURITY & INFRS | TECHNICAL | 700 |
| CUPEI | PCIA | POL CRIM INTELLIGENCE ANALYST | TECHNICAL | 707 |
| CUPEI | PLSR | SENIOR PLANNER | TECHNICAL | 715 |
| CUPEI | SEAR | IT SECURITY ARCHITECT | TECHNICAL | 716 |
| CUPEI | EPSA | ENVIRO PROGRAM SUPPORT ASST | PROFESSIONAL SUPPORT | 332 |
| CUPEI | LLSA | LEGAL & LEG SERVICES ADMIN AST | PROFESSIONAL SUPPORT | 359 |
| CUPEI | CMAS | PUBLIC RELATIONS ASSISTANT | PROFESSIONAL SUPPORT | 364 |
| CUPEI | CDPI | DRYLAND PROGRAM LEADER 2 | PROFESSIONAL SUPPORT | 418 |
| CUPEI | PGL2 | PROGRAM LEADER 2 | PROFESSIONAL SUPPORT | 418 |
| CUPEI | CHLG | AQUATICS PROGRAM LEADER 2 | PROFESSIONAL SUPPORT | 431 |
| CUPEI | EQCC | EQUITY COALITION COORDINATOR | PROFESSIONAL SUPPORT | 471 |

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APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | SEPR | SPECIAL EVENTS PROGRAMMER | PROFESSIONAL SUPPORT | 484 |
| CUPEI | ICST | INTERNAL COMMS SPECIALIST | PROFESSIONAL SUPPORT | 509 |
| CUPEI | WEBC | DIGITAL MARKETING SPECIALIST | PROFESSIONAL SUPPORT | 509 |
| CUPEI | SPEO | SPECIALIST - OPERATIONS (RAS) | PROFESSIONAL SUPPORT | 510 |
| CUPEI | EAMS | MARKETING SPECIALIST | PROFESSIONAL SUPPORT | 515 |
| CUPEI | PRSC | CORPORATE EVENTS SPECIALIST | PROFESSIONAL SUPPORT | 515 |
| CUPEI | PACC | PUBLIC ART COORDINATOR | PROFESSIONAL SUPPORT | 517 |
| CUPEI | PRCO | ELECTION & PROJECT COORDINATOR | PROFESSIONAL SUPPORT | 541 |
| CUPEI | CCSS | COMMUNICATIONS CONSULTANT | PROFESSIONAL SUPPORT | 544 |
| CUPEI | PCSS | POLICE COMMUNICATION SPECIALST | PROFESSIONAL SUPPORT | 544 |
| CUPEI | HRSF | HR SPECIALIST - FIELD SAFETY | PROFESSIONAL SUPPORT | 546 |
| CUPEI | CASP | FUNDING & BUS SUPPORTS SPEC | PROFESSIONAL SUPPORT | 567 |
| CUPEI | POCC | POLICE OPS COOMUNICATION COORD | PROFESSIONAL SUPPORT | 568 |
| CUPEI | PORC | POLICE RECORDS COORDINATOR | PROFESSIONAL SUPPORT | 568 |
| CUPEI | POWC | POLICE WATCH COORDINATOR | PROFESSIONAL SUPPORT | 568 |
| CUPEI | HRSE | HR SPECIALIST FIELD UTILITIES | PROFESSIONAL SUPPORT | 572 |
| CUPEI | ACPC | ACCESS & PRIVACY COORDINATOR | PROFESSIONAL SUPPORT | 576 |
| CUPEI | APPC | LEG SVS APPEALS COORDINATOR | PROFESSIONAL SUPPORT | 576 |
| CUPEI | SUIC | STORMWATER UTIL IMPLEMENT COOR | PROFESSIONAL SUPPORT | 576 |
| CUPEI | COOO | COORDINATOR - OPERATIONS (RAS) | PROFESSIONAL SUPPORT | 579 |
| CUPEI | TRAN | TRANSIT SYSTEM ANALYST | PROFESSIONAL SUPPORT | 589 |
| CUPEI | PRCR | POLICY ANALYST | PROFESSIONAL SUPPORT | 593 |
| CUPEI | ARCH | ARCHIVES SPECIALIST | PROFESSIONAL SUPPORT | 601 |
| CUPEI | MPSS | MUNI POLICING SVS SUPERVISOR | PROFESSIONAL SUPPORT | 604 |
| CUPEI | CCUS | MARKETING & CUSTOMER SERV SPEC | PROFESSIONAL SUPPORT | 605 |
| CUPEI | PERC | PERFORMANCE REPORTING COORD | PROFESSIONAL SUPPORT | 611 |
| CUPEI | EDOF | LAND & ECON DEVEL OFFICER | PROFESSIONAL SUPPORT | 619 |
| CUPEI | DVSW | POLICE DV SUPPORT WORKER | PROFESSIONAL SUPPORT | 620 |
| CUPEI | LISC | LAND INFO SYSTEMS CONSULTANT | PROFESSIONAL SUPPORT | 622 |
| CUPEI | CRSS | CORPORATE SECURITY SPECIALIST | PROFESSIONAL SUPPORT | 625 |
| CUPEI | SDVO | SENIOR DEVELOPMENT OFFICER | PROFESSIONAL SUPPORT | 626 |
| CUPEI | SPAD | STRATEGIC PLANNING ADVISOR | PROFESSIONAL SUPPORT | 628 |
| CUPEI | PGSP | PROGRAM SPECIALIST | PROFESSIONAL SUPPORT | 630 |
| CUPEI | ACCR | ACCREDITATION COORDINATOR | PROFESSIONAL SUPPORT | 636 |
| CUPEI | TBSC | BUSINESS SYSTEMS CONSULTANT | PROFESSIONAL SUPPORT | 636 |
| CUPEI | PPEC | PUBLIC PARTICIPATN ENGAGE COOR | PROFESSIONAL SUPPORT | 640 |
| CUPEI | ECOC | ECOLOGICAL SVS OPERATION COORD | PROFESSIONAL SUPPORT | 641 |
| CUPEI | ECSC | ECOLOGICAL SERVICES COORD | PROFESSIONAL SUPPORT | 641 |
| CUPEI | SRCA | SENIOR COMMUNICATIONS CONSULTA | PROFESSIONAL SUPPORT | 642 |
| CUPEI | CDPC | CSV PLANNING COORDINATOR | PROFESSIONAL SUPPORT | 657 |

CUPE Job Classification Groupings (Inside)
APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEI | CFAA | COMM FACIL- ABORIGINAL AFFAIRS | PROFESSIONAL SUPPORT | 659 |
| CUPEI | CIRC | CORP INF & RECORDS COORDINATOR | PROFESSIONAL SUPPORT | 662 |
| CUPEI | CMPF | COMMUNITY & PROG FACILITATOR | PROFESSIONAL SUPPORT | 665 |
| CUPEI | PCCS | PROGRAM COORD COMMUNITY SAFETY | PROFESSIONAL SUPPORT | 677 |
| CUPEI | ERSP | CONT SITE & ENV REGULATORY SPC | PROFESSIONAL SUPPORT | 680 |
| CUPEI | LARC | ARCHIVES COORDINATOR | PROFESSIONAL SUPPORT | 684 |
| CUPEI | BICO | BUSINESS SYSTEMS INTEL COORD | PROFESSIONAL SUPPORT | 690 |
| CUPEI | COMR | CSV RESEARCH & EVALUATION SPEC | PROFESSIONAL SUPPORT | 694 |
| CUPEI | FIAD | DIVISION FINANCIAL ANALYST | PROFESSIONAL SUPPORT | 694 |
| CUPEI | COWK | COMMUNITY FACILITATOR | PROFESSIONAL SUPPORT | 697 |
| CUPEI | SPPC | PROGRAM SPECIALIST - SHC | PROFESSIONAL SUPPORT | 703 |
| CUPEI | TRPL | SENIOR PLANNER TRANSIT | PROFESSIONAL SUPPORT | 715 |
| CUPEI | FAPP | FUNCTIONAL SUPPORT TEAM SPVR | PROFESSIONAL SUPPORT | 716 |
| CUPEI | RECO | RESEARCH & EVALUATION COORD | PROFESSIONAL SUPPORT | 742 |
| CUPEI | ERST | ENVIR REGULATORY TECHNOLOGIST | TECHNICAL SUPPORT | 556 |

CUPE Job Classification Groupings (Outside)
APPENDIX "C"

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEO | SCMN | SOURCE CONTROL OPERATOR | INSPECTIONS AND MONITORING | 320 |
| CUPEO | SCIN | SOURCE CONTROL INSPECTOR | INSPECTIONS AND MONITORING | 463 |
| CUPEO | LCPN | LITTER CONTROL PERSON | LABOURER | 205 |
| CUPEO | WLAB | WATERWORKS LABOURER | LABOURER | 350 |
| CUPEO | PKL1 | PARKS LABOURER 1 | LABOURER | 352 |
| CUPEO | WWTU | WASTEWATER TP UTILITY PERSON | LABOURER | 390 |
| CUPEO | RDL1 | ROADS LABOURER 1 | LABOURER | 402 |
| CUPEO | WWCL | WASTEWATER COLLECTION LABOURER | LABOURER | 442 |
| CUPEO | WWL1 | ENV UTILITIES LABOURER | LABOURER | 442 |
| CUPEO | PKL2 | PARKS LABOURER 2 | LABOURER | 460 |
| CUPEO | FLUP | FLEET UT & TECH SUPPORT PERSON | LABOURER | 463 |
| CUPEO | RDL2 | ROADS LABOURER 2 | LABOURER | 490 |
| CUPEO | WWL2 | WATER/WASTEWATER LABOURER 2 | LABOURER | 490 |
| CUPEO | MSL2 | SIGNS LABOURER 2 | LABOURER | 523 |
| CUPEO | AHEO | AGGREGATE HYRDOVAC EQUIP OPTR | LABOURER | 566 |
| CUPEO | CMLA | ENV UTILITIES SYSTEM WORKER | LABOURER | 606 |
| CUPEO | ESSW | ENV UTILITIES SR SYSTEM WORKER | LABOURER | 657 |
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | OPERATOR/ATTENDANT | 167 |
| CUPEO | CFPA | FACILITY PROGRAM ASSISTANT | OPERATOR/ATTENDANT | 167 |
| CUPEO | PRAS | PROGRAM ASSISTANT | OPERATOR/ATTENDANT | 167 |
| CUPEO | POAM | POLICING AMBASSADOR | OPERATOR/ATTENDANT | 208 |
| CUPEO | LFIN | LIFEGUARD INSTRUCTOR | OPERATOR/ATTENDANT | 222 |
| CUPEO | CFOP | FACILITY OPERATIONS ASSISTANT | OPERATOR/ATTENDANT | 234 |
| CUPEO | CSWR | CUSTODIAL WORKER | OPERATOR/ATTENDANT | 257 |
| CUPEO | CFWL | FITNESS & WELLNESS LEADER 1 | OPERATOR/ATTENDANT | 282 |
| CUPEO | CDPL | DRYLAND PROGRAM LEADER 1 | OPERATOR/ATTENDANT | 296 |
| CUPEO | PLMN | PROGRAM LEADER | OPERATOR/ATTENDANT | 296 |
| CUPEO | ALFI | ADVANCED LIFEGUARD INSTRUCTOR | OPERATOR/ATTENDANT | 361 |
| CUPEO | FMWC | FACILITY MAINTNCE WRKR-CULTURE | OPERATOR/ATTENDANT | 364 |
| CUPEO | CPL1 | CHILD DEV PROGRAM LEADER | OPERATOR/ATTENDANT | 366 |
| CUPEO | PIPC | PARK CARETAKER | OPERATOR/ATTENDANT | 387 |
| CUPEO | FMBA | BUILDING MAINTENANCE ASSISTANT | OPERATOR/ATTENDANT | 392 |
| CUPEO | CFAO | FACILITY OPS WORKER COLLICUTT | OPERATOR/ATTENDANT | 409 |
| CUPEO | FCMW | FACILITY MAINTENANCE WORKER | OPERATOR/ATTENDANT | 409 |
| CUPEO | CSLD | CUSTODIAL LEAD | OPERATOR/ATTENDANT | 413 |
| CUPEO | FOW1 | FACILITY OPERATIONS WORKER 1 | OPERATOR/ATTENDANT | 429 |
| CUPEO | ALIL | ADV LIFEGUARD INSTRUCTOR LDR 1 | OPERATOR/ATTENDANT | 441 |
| CUPEO | CFCL | FACILITY OPS CUSTODIAL LEAD | OPERATOR/ATTENDANT | 443 |
| CUPEO | CMEO | CEMETERY EQUIPMENT OPERATOR | OPERATOR/ATTENDANT | 453 |

CUPE Job Classification Groupings (Outside)
APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEO | PKSA | PARKS SHOP ATTENDANT | OPERATOR/ATTENDANT | 458 |
| CUPEO | FCML | FACILITY MAINTENANCE LEAD | OPERATOR/ATTENDANT | 471 |
| CUPEO | TCAT | MAINTENANCE SUPPORT PERSON | OPERATOR/ATTENDANT | 478 |
| CUPEO | CFWC | FITNESS & WELLNESS LEADER 2 | OPERATOR/ATTENDANT | 485 |
| CUPEO | CMO2 | CONSTR & MAINT EQUIPMENT OP 2 | OPERATOR/ATTENDANT | 505 |
| CUPEO | CSTI | SPECIALIZED TRAINING INSTRUCTR | OPERATOR/ATTENDANT | 515 |
| CUPEO | FOW2 | FACILITY OPERATIONS WORKER 2 | OPERATOR/ATTENDANT | 521 |
| CUPEO | CBMW | BUILDING MTCE WORKER-COLLICUTT | OPERATOR/ATTENDANT | 533 |
| CUPEO | BMPR | BUILDING MAINT PERSON-PUB WKS | OPERATOR/ATTENDANT | 537 |
| CUPEO | CFCS | FACILITY OPS CUSTODIAL SPECIAL | OPERATOR/ATTENDANT | 553 |
| CUPEO | PBFO | POLICE BLDG & FLEET MTNCE OP | OPERATOR/ATTENDANT | 569 |
| CUPEO | SCOO | SOURCE CONTROL OPERATOR | OPERATOR/ATTENDANT | 569 |
| CUPEO | WDOP | WATER DISTRIBUTION OPERATOR | OPERATOR/ATTENDANT | 569 |
| CUPEO | WWCO | WW COLLECTION OPERATOR | OPERATOR/ATTENDANT | 579 |
| CUPEO | WPOP | WATER TREATMENT PLANT OPERATOR | OPERATOR/ATTENDANT | 592 |
| CUPEO | WWPO | WASTEWATER TRMT PLANT OP | OPERATOR/ATTENDANT | 599 |
| CUPEO | RNBM | FACILITY MAINENANCE SPECIALIST | OPERATOR/ATTENDANT | 604 |
| CUPEO | SCOI | SOURCE CONTROL INSPECTOR | OPERATOR/ATTENDANT | 647 |
| CUPEO | TVIO | WW COLLECTION INSPECTOR | OPERATOR/ATTENDANT | 647 |
| CUPEO | CFAT | FACILITY TECHNICIAN COLLICUTT | OPERATOR/ATTENDANT | 690 |
| CUPEO | BMOP | BUILDING OPERATOR | OPERATOR/ATTENDANT | 718 |
| CUPEO | FOPR | FACILITY OPERATOR | OPERATOR/ATTENDANT | 718 |
| CUPEO | EOP1 | EQUIPMENT OPERATOR 1 | TECHNICAL SUPPORT | 382 |
| CUPEO | EOP2 | EQUIPMENT OPERATOR 2 | TECHNICAL SUPPORT | 445 |
| CUPEO | STPN | MATERIEL MANAGEMENT TECHNICIAN | TECHNICAL SUPPORT | 455 |
| CUPEO | PKEM | PARKS EQUIPMENT MTNC LABOURER | TECHNICAL SUPPORT | 470 |
| CUPEO | PMRT | PARKING METER REPAIR TECHNICIA | TECHNICAL SUPPORT | 471 |
| CUPEO | UFT1 | URBAN FORESTRY TECHNICIAN 1 | TECHNICAL SUPPORT | 474 |
| CUPEO | PKGR | PARKS GARDENER | TECHNICAL SUPPORT | 478 |
| CUPEO | AUTS | EQUIPMENT SERVICE PERSON | TECHNICAL SUPPORT | 480 |
| CUPEO | EOP3 | EQUIPMENT OPERATOR 3 | TECHNICAL SUPPORT | 489 |
| CUPEO | SSTK | SIGN SHOP TECHNICIAN | TECHNICAL SUPPORT | 516 |
| CUPEO | STSP | SR MATERIEL MGMT TECHNICIAN | TECHNICAL SUPPORT | 533 |
| CUPEO | CWED | ECOLOGICAL SERVICES TECHNICIAN | TECHNICAL SUPPORT | 537 |
| CUPEO | UFLO | UNDERGROUND FACILITIES LOCATOR | TECHNICAL SUPPORT | 543 |
| CUPEO | ARB1 | ARBORIST 1 | TECHNICAL SUPPORT | 544 |
| CUPEO | WTRP | WTP MAINTENANCE REPAIR PERSON | TECHNICAL SUPPORT | 549 |
| CUPEO | CMO3 | CONSTR & MAINT EQUIPMENT OP 3 | TECHNICAL SUPPORT | 563 |
| CUPEO | EOP4 | EQUIPMENT OPERATOR 4 | TECHNICAL SUPPORT | 585 |
| CUPEO | ARB2 | ARBORIST 2 | TECHNICAL SUPPORT | 616 |

CUPE Job Classification Groupings (Outside)
APPENDIX "C" (con't)

| JOB GROUP | JOB CODE | JOB TITLE | CLASSIFICATION GROUP | EVALUATED POINTS |
|------------------|-----------------|--------------------------------|-----------------------------|-------------------------|
| CUPEO | EBGM | WWTP MAINTENANCE PERSON | TECHNICAL SUPPORT | 630 |
| CUPEO | WTPM | MAINTENANCE TRADES PERSON | TECHNICAL SUPPORT | 643 |
| CUPEO | CMO4 | CONST/MAINT EQUIPMENT OP 4 | TECHNICAL SUPPORT | 653 |
| CUPEO | ELWP | ELECTRICIAN - TREATMENT PLANTS | TECHNICAL SUPPORT | 654 |
| CUPEO | IMTP | INDUSTRIAL MECHNIC- TRMNT PLNT | TECHNICAL SUPPORT | 654 |
| CUPEO | PPTP | PLUMBER/PIPEFITTER- TRMNT PLNT | TECHNICAL SUPPORT | 654 |
| CUPEO | INTW | INSTRUMENT TECH-TREATMENT PLNT | TECHNICAL SUPPORT | 664 |
| CUPEO | WWMT | WWTP MAINTENANCE TRADESPERSON | TECHNICAL SUPPORT | 673 |
| CUPEO | HDMC | HEAVY EQUIPMENT TECHNICIAN | TECHNICAL SUPPORT | 700 |
| CUPEO | WELD | WELDER | TECHNICAL SUPPORT | 719 |
| CUPEO | GGMC | GARAGE GENERAL TECHNICIAN | TECHNICAL SUPPORT | 720 |
| CUPEO | EOP5 | EQUIPMENT OPERATOR 5 | TECHNICAL SUPPORT | 721 |
| CUPEO | HGAR | HEAD GARDENER | FOREMAN | 539 |
| CUPEO | PFF1 | PARKS FOREPERSON 1 | FOREMAN | 563 |
| CUPEO | RLF1 | ROADS LABOUR FOREPERSON 1 | FOREMAN | 635 |
| CUPEO | PKF2 | PARKS FOREPERSON 2 | FOREMAN | 688 |
| CUPEO | SGNF | SIGN FOREPERSON | FOREMAN | 718 |
| CUPEO | PWF2 | PUBLIC WORKS LABOUR FOREMAN 2 | FOREMAN | 728 |
| CUPEO | AHFF | AGG/HYDROV FACILITIES FOREPERS | FOREMAN | 732 |
| CUPEO | CMFM | CEMETERY FOREMAN | FOREMAN | 738 |
| CUPEO | RLF2 | ROADS LABOUR FOREPERSON 2 | FOREMAN | 748 |
| CUPEO | GGML | GARAGE GENERAL TECHN LEAD HAND | FOREMAN | 762 |
| CUPEO | EOF1 | ENVIRONMENT OPERATIONS FOREMAN | FOREMAN | 785 |
| CUPEO | WTOF | WATER TREATMT OPS FOREPERSON | FOREMAN | 785 |
| CUPEO | WWCF | WASTEWATER COLLECTIONS FOREMAN | FOREMAN | 785 |
| CUPEO | CFOF | CONSTRUCT/MNTC OPS FOREPERSON | FOREMAN | 824 |