

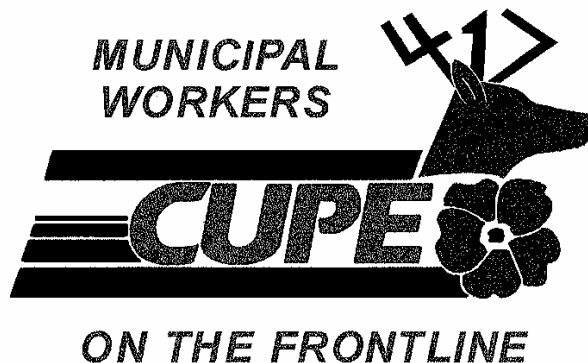
2010 - 2011
COLLECTIVE AGREEMENT

Between



and

The Canadian Union of Public Employees
Local 417



07277(13)

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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, 2010, except as specifically provided herein.

1.2 This Agreement shall remain in full force until December 31, 2011, and thereafter 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 61 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, and the City will honour a card from the Union authorizing deduction of the Union initiation fee.
- 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.

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 "recreational section and culture section casual position" is a position working 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.

5.8 A "protected seasonal position" is a permanent position of up to eleven (11) months, required to "protect" those employees who had been in permanent Seasonal positions prior to 1990. Employees in this position retain the rights of permanent employees. These positions will be made redundant as the result of normal attrition.

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.

a) 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.

b) 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.

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 "protected seasonal employee" is an employee who is being "protected" in a "protected seasonal position".

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

6.8 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.

All newly hired employees shall be on probation for the first six (6) months from their date of hire. 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. 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.

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 reason of age, race, creed, colour, national origin, political or

religious affiliation, sex or marital 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 qualifications, as outlined in the job description, performance, and abilities of the applicants to do the job are similar, the ranking 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

Non-permanent employees in seasonal positions shall be considered up to nine (9) months from their last separation from employment.

- d) 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.

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 of other than permanent status will be retained in the department, where the lack of work has been identified, in preference to a permanent employee.
- 12.6 An employee on short term layoff may not exercise seniority bumping rights unless a second layoff occurs within twelve (12) months of the initial layoff.
- 12.7 The employee may choose a vacant position within the same or comparable classification where the employee has the necessary qualifications, skills and abilities or may exercise seniority bumping rights.
- 12.8 Where an extended layoff occurs employees may exercise seniority bumping rights.
- 12.9 Where a short term layoff occurs the Employer shall provide the affected employees with at least five (5) working days' notice.
- 12.10 Where an extended layoff occurs the Employer shall provide the affected employees with at least ten (10) working days' notice.
- 12.11 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.
- 12.12 An employee on extended layoff shall have:
- their benefit coverage cease 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.
- 12.13 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 which total one (1) year.

13 BUMPING FOR PERMANENT EMPLOYEES

- 13.1 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.

13.2 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 employee shall advise the Employer within five (5) working days of receipt of written layoff notice of their intent to bump; however, this does not include the selection of the position.
- b) Within 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.
- c) Within ten (10) working days of receipt of the list referred to in (b) the employee shall provide written notice of the position chosen.
- d) Employees will be permitted to bump upwards to a position within twelve (12) cents of their hourly rate.
- e) Displaced employees will, in turn, have the same right to use their seniority for the same purpose.
- f) The employee is able to perform the normal requirements of the position. Providing the choice of position is agreed to by the Union, the City, and the employee a trial period of ten (10) 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.

13.3 Where an extended layoff situation has occurred or permanent position has been abolished, an affected employee who has no option to bump shall be eligible for a severance package of two (2) weeks salary per year of service. An employee who accepts a severance package shall be deemed to have terminated their employment with The City of Red Deer. 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 RECALLING FOR PERMANENT EMPLOYEES

14.1 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.

14.2 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.

14.3 No employee other than a permanent employee shall be recalled to a permanent position unless there is no one qualified to do the job.

14.4 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 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, or does not indicate their intention within 14 days shall be deemed to have resigned his/her employment with The City of Red Deer.

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

15 STAFF REDUCTION FOR NON-PERMANENT EMPLOYEES

15.1 (a) Where a non-permanent employee's term of employment is about to end, the Employer must provide five (5) working day's 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 50.1, 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 50.1 is not applicable.

15.2 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.

15.3 When a non-permanent employee is separated from employment:

- they shall not have bumping rights.
- 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 15.1 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.

16 CONTRACTING OUT

16.1 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.

17 SENIORITY

- 17.1 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.
- 17.2 An employee shall not lose seniority rights if they are absent from work due to sickness, accident, or approved leave of absence.
- 17.3 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.
- 17.4 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.

18 NON-SHIFT WORKERS HOURS OF WORK

- 18.1 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.
- 18.2 Employees shall be granted a one (1) hour lunch break without pay near the midpoint of the normal day.
- 18.3 By mutual agreement between the employee and the immediate supervisor the regular hours of work referred to in 18.1 and the length of the lunch break referred to in 18.2 may be altered.
- 18.4 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 straight time. 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.

Legislative Administrative Services: LAS Administrative Assistant

Communications and Strategic Planning: Communications Officer, Corporate Events Specialist

Recreation, Parks & Culture: Community and Program Facilitator, Program Specialist, Parks Ecological and Planning Specialist/Coordinator, Customer Service Specialist, Facility Pass and Booking Specialist, Aquatic Leader 2, Life Guard Instructor Leader 2, Sales and Customer Service Leader 2, Dry Land Program Leader 2, Fitness Wellness Leader 2, Facility Operations Custodial Specialist, Archivist

Community Services: Crime Prevention Coordinator

Social Planning: Community Facilitator, Contract Agreement Specialist, Program Coordinator

Information Technology: Network Administrator, Technical Analyst, Production Support 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.

18.5 Employee driven requests for Variable Work schedules shall be considered in the following manner:

- i) Approval of the variable schedule remains at the discretion of the Supervisor or their designate.
- ii) 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.
- iii) The Employee must ensure that the Union is notified in writing of their intent to request a variable work schedule.
- iv) 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.)
- v) Each request for a variable work schedule shall not exceed a period of six (6) months.
- vi) The daily hours of work on the proposed schedule may not exceed 12 hours.
- vii) The proposed schedule shall not result in increased costs to the Employer with respect to shift differential or overtime premiums.

18.6 Any hours worked before 6 a.m. or beyond 6 p.m. shall be paid at the applicable overtime or shift differential rate.

18.7 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.

19 SHIFT WORKERS HOURS OF WORK

19.1 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.

19.2 "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 or dovetail into a different established shift system.

19.3 The regular hours of work for non-office employees (see Appendix B) and for office employees working in conjunction with non-office employees shall be an average of forty (40) hours per week over the period of the established shift schedule.

19.4 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.

19.5 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.

19.6 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 REST PERIODS

20.1 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 ten (10) minutes.

21 RIGHT TO SET UP SHIFTS

21.1 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).

21.2 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.

21.3 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.

21.4 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.

22 COMPRESSED WORK WEEK SCHEDULE

22.1 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 ANNUAL VACATIONS

23.1 Permanent employees shall be entitled to:

- a) Three (3) weeks of vacation at evaluated rate of pay after one (1) year of service and for each subsequent year up to and including eight (8) years of service.
- b) Four (4) weeks of vacation at evaluated rate of pay in the ninth (9th) and each subsequent year of service up to and including the fifteenth (15th) year of service.
- c) Five (5) weeks of vacation at evaluated rate of pay in the sixteenth (16th) and each subsequent year of service up to and including the twenty-fourth (24th) year of service.
- d) Six (6) weeks of vacation at evaluated rate of pay in the twenty-fifth (25th) and for each subsequent year of service.

23.2 Part-time employees shall be entitled to vacation with pay as provided in 23.1 but the weekly rate of pay will be the same as that received on average over the preceding two (2) pay periods.

23.3 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%).
- 23.4 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.
- 23.5 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.
- 23.6 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.
- 23.7 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.
- 23.8 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.
- 23.9 Employees must apply for leave at least ten (10) working days before the date they wish to commence this leave.
- 23.10 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.
- 23.11 All vacation requests shall be either accepted or rejected in writing within ten (10) days or earlier following receipt of the written request.

24 HOLIDAYS

- 24.1 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 24.5 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.

24.2 For employees covered by 18.1 and 19.3 the daily pay for holidays will be eight (8) times the evaluated hourly rate.

24.3 For employees covered by 18.1 and 19.4 the daily pay for holidays will be seven and one-half (7.5) times the evaluated hourly rate.

24.4 For non-permanent and part-time employees the daily pay for holidays will be calculated on the basis of their normal evaluated hourly rate times the number of hours worked over the previous two (2) pay periods divided by twenty (20).

24.5 Holidays are:

New Year's Day	Civic Holiday in August
February Family Day	Labour Day
Good Friday	Thanksgiving
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	December 26 (Boxing Day)

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

24.6 Permanent employees shall receive one-half (1/2) day off without loss of evaluated pay either the afternoon of Christmas Eve or New Year's Eve 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.

24.7 In addition to the Holiday pay outlined in 24.2 thru 24.4, 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 24.2 thru 24.4, 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.

24.8 When a holiday under 24.5 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.

24.9 If the employee is required to work on the day off granted under 24.8 the employee shall be compensated as provided in 24.7.

25 SICK LEAVE

- 25.1 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.
- 25.2 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.
- 25.3 No employee may have more than eighty (80) days of sick leave to their credit.
- 25.4 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.
- 25.5 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.
- 25.6 Accrued sick time can be used to top-up the benefit coverage provided in the first year of the Employee Disability Support Plan.
- 25.7 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.
- 25.8 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.
- 25.9 Failure by an employee to comply with the requirements of 25.7 or 25.8 may result in the employee losing entitlement to pay for the absence.
- 25.10 Failure by a supervisor to comply with the requirements of 25.8 bars the Employer from any action against the employee for that absence.
- 25.11 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.
- 25.12 During any period of layoff the employee shall not be entitled to any sick leave with pay.

- 25.13 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.
- 25.14 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, by a committee comprised of no more than six (6) members, three (3) from each party.
- 25.15 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.
- 25.16 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.
- 25.17 The City agrees to sit down with Union officers and discuss a modified role for Employee Disability Support Plan committee members in disability management during the life of this agreement.

26 WORKERS' COMPENSATION

- 26.1 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.
- 26.2 Should an employee not receive direct payment in time of a payday, the City will pay the employee a substitute cheque.
- 26.3 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.

27 LEAVE WITHOUT PAY

- 27.1 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) week 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.

27.2 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.

28 LEAVE FOR UNION RESPONSIBILITIES

28.1 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 Department Head approval. Requests for these leaves shall be presented by the Union to the Department Head twenty (20) working days before the proposed leave. This may be waived if alternates are required due to Department Head rejection. Leave shall not be rejected unreasonably.

28.2 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 year for Union business for the purpose of Clause 28.2.

28.3 Subject to the needs of the Employer's programs, 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 in any twelve (12) month period. 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.

28.4 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 one (1) year.

a) The period of leave granted under 28.4 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 28.4 or 28.4a) 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.

29 MILITARY SERVICE

29.1 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.

30 PERSONAL LEAVE

30.1 Bereavement Leave

Permanent full-time employees shall be granted three (3) consecutive working days' bereavement leave with pay for the demise of an immediate family member of the employee's family. The Employer may grant an employee's request for the leave on non-consecutive days provided the leave is taken within ten (10) working days of the demise. When the employee can demonstrate a close relationship with another relative who is not an immediate family member, the supervisor can consider the relative 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.

Permanent part-time employees shall be granted bereavement leave in accordance with Article 30.1, pro-rated on the employee's daily rate of pay averaged over the previous two (2) pay periods.

30.2 Family Leave

Permanent full-time employees shall be granted up to forty (40) hours personal sick leave in a payroll year where care is required for an immediate family member during illness, surgery, convalescence, or to visit an immediate

family member who has a critical illness.

Permanent part-time employees shall be granted personal sick leave pro-rated on a percentage of eligible hours for full-time employees.

30.3

"Immediate family member" means: father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, legally recognized spouse, legally recognized children, son-in-law, daughter-in-law, grandchildren, and grandparents.

30.4 Employee Medical and Dental Appointments

Where practical permanent employees are expected to arrange for medical and dental appointments outside of “normal” work hours (ie. 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 family leave. Leaves for these appointments only apply to the employee.

30.5 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.

30.6 Additional Leave

All additional requests for the purpose listed in clause 30.1 and 30.5 shall be at the discretion of the Department Head or Designate.

31 PARENTING LEAVE

31.1 Parenting Leave shall be comprised of three components:

- a) Maternity Leave – Up to 15 weeks leave granted to the biological mother in a period surrounding the birth of a child.
- b) Parental Leave – Up to 37 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 new born baby or adopted child home.

31.2 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.

31.3 Eligibility

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

- a) for Maternity Leave, the employee must have twelve (12) months' service with the City and be the biological mother of a new born child;
- b) for Parental Leave, the employee must have twelve (12) months' service with the City and be biological mother or father of a child, or be the adoptive parent of a child under the age of 18;
- c) for Attending Leave, be the biological father of a child or be the adoptive parent of a child under the age of 18.

31.4 Length of Leave

- a) Maternity Leave will be granted for a mutually agreed period of time up to fifteen (15) weeks surrounding the birth of a child. Maternity leave can start no sooner than twelve (12) weeks immediately before the estimated date of delivery.
- b) An employee must take a period of leave of at least six 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 thirty-seven (37) weeks which may be taken by one parent or shared between them but the total leave cannot exceed thirty-seven (37) 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 52 weeks immediately following the date of birth of the child. In the case of an adoptive parent the Parental Leave must be completed within 52 weeks of the date of placement of the adopted child.
- g) The total combination of Maternity/Parental Leave will not exceed one (1) year, 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 father 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.

31.5 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.

31.6 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.

31.7 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.

31.8 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.

31.9 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.

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.

32 COURT LEAVE

32.1 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.

32.2 This provision includes a request from an officer of the court or other peace officer to participate in a line up.

33 ABSENT WITHOUT APPROVAL

33.1 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.

34 GENERAL BENEFITS

34.1 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.

34.2 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.

34.3 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.

34.4 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.

34.5 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 34.5b).

d) A non-permanent employee who resigns shall lose their accumulated hours for the purpose of benefits.

34.6 Mandatory Requirements

a) Permanent Employees under 34.2, 34.3 and 34.4 must remain in these plans during the term of their employment with the City unless they become ineligible.

34.7 Employee Contributions

a) The employee's contributions for coverage under 34.2, 34.3 and 34.4 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 34.2, 34.3 and 34.4, 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 34.2, 34.3 and 34.4 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.

34.8 Employee Disability Support Plan (EDSP)

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.

35 INSTRUCTION COURSES

35.1 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 do their job. Such payment will be made when the employee has successfully completed the course.

35.2 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.

36 TRAINING AND PROMOTIONS BASED ON FURTHER TRAINING

36.1 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.

36.2 Seniority will not always prevail.

37 RETIREMENT ALLOWANCE

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

38 PROTECTIVE CLOTHING AND EQUIPMENT

38.1 The City shall supply rubber boots and slickers to employees working in wet ditches and the employees shall be responsible for the care of same. A stock

of smocks for protection and identification shall be maintained in the RCMP Block for the use of matrons and guards. Leather gloves of an appropriate type shall be supplied to employees handling steel cable, cement blocks and tile, or other materials of similar nature.

- 38.2 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 EMPLOYEE PROTECTION

39.1 Quarantine

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

39.2 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.

39.3 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.

40 RESIDENCE

- 40.1 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.

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

41 SAFETY REGULATIONS AND SAFETY COMMITTEE

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

- 41.2 Each department/section shall establish an Occupational Health and Safety Committee consisting of a maximum of five (5) members and a chairperson. Their concerns shall relate to the health and safety of the employees of the department/section they are associated with.
- 41.3 Each chairperson shall represent the department/section on a City-wide Joint Safety Committee whose duties shall be such as to reduce unsafe acts/unsafe conditions and shall be the Committee that has responsibility for the occupational health and safety for all City employees. The Union shall appoint two members to sit on both the Joint Safety Committee and the Super Safe Operating Committee.
- a) This overall Committee shall meet at least quarterly and act upon referrals from departmental committees.
- b) The person(s) who represent the City as the resource safety officers shall assist all departments to develop and maintain effective safety programs.
- 41.4 The overall Committee shall have a continuing concern with respect to the health and safety of the employees of the City as herein represented. Meetings shall take place a minimum of once quarterly and a maximum of once monthly or more frequently if the Committee as a whole decides and minutes of the same are made available to the Employer and the Union.
- 41.5 The Employer chairperson shall cause the names of the Committee members to be posted on the Employer's bulletin board.
- 41.6 The duties of the overall Committee include:
- a) The receipt, consideration and disposition of complaints respecting the health and safety of the employees.
- b) The participation in the identification and control of health and safety hazards within the place of employment.
- c) Cooperation with the Occupational Health Services of the Province.
- d) Maintenance of records in connection with the receipt and disposition of complaints and the attendance to other matters relating to the duties of the Committee as may be contained in the Occupational Health and Safety Act.
- e) The setting up of emergency meetings of the Committee to deal with an emergency problem.
- 41.7 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.
- 41.8 Such Committee shall not deal with matters which ordinarily are or become a subject for negotiations between the Employer and the Union.

42 WORKING IN CONFINED SPACE

- 42.1 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.

43 STAFF IDENTIFICATION

- 43.1 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.

44 POSITION EVALUATION

- 44.1 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.

- 44.2 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.

- 44.3 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.

- 44.4 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 56.2.

- 44.5 All salary and wage rates shall have a starting or probationary rate to commence on date of assuming the duties of the position except where exceptions are specifically provided for. Following the completion of the probationary period, as provided for in Article 8 and 56, the rate for the position

shall be the maximum rate.

44.6 The probationary or starting rate for a position shall be ninety-five percent (95%) of the maximum rate.

44.7 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 100% of the evaluated rate. Employees approaching 4,160 hours will not be terminated for the sole purpose of avoiding the increase in rate.

45 OVERTIME

45.1 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.

45.2 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.

45.3 Permanent employees shall be entitled to double time (2X) their evaluated hourly rate for all hours of overtime worked.

45.4 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 24.5.

45.5 No employee shall be required to work overtime against their wishes when other employees are available to perform the required work.

45.6 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.

45.7 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.

45.8 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.

46 CALLOUT

46.1 A minimum of two (2) hours at the overtime rate specified in Article 45.3

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.

47 BANKED OVERTIME

47.1 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."

47.2 The employee must designate at the time of work their choice of cash payment or lieu time.

47.3 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.

47.4 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.

47.5 Employees may request the City to pay out any portion of their banked overtime hours.

48 SHIFT PREMIUMS

48.1 This premium shall apply to all employees covered under Article 19 of this Agreement.

48.2 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.

48.3 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.

49 CHANGE OF WORK ASSIGNMENTS

49.1 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.

49.2 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.

49.3 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 \$0.50 per hour more than they are currently being paid.

49.4 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.

49.5 Senior work assignments of a seasonal nature shall be posted in accordance with Article 10.

50 REPORTING PAY AND PROCEDURE

50.1 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.

50.2 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.

50.3 No payment shall be made if an employee does not report to their foreman as ready for work.

50.4 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.

51 STANDBY

51.1 Employees required to remain within telephone or radio/telephone contact and available to answer emergency and service calls during off-duty hours shall be paid for such standby for each week from Thursday at the conclusion of regular hours to the following Thursday at the conclusion of regular hours.

51.2 Employees assigned to standby duty shall be paid two hundred and forty-five dollars (\$245) for each full week of duty. Lesser periods of time shall be prorated.

51.3 Should an employee on standby duty be required to work after their regular scheduled hours they shall be paid in accordance with Articles 45, 46 and 47.

51.4 Should a holiday fall during an employee's period of standby duty the employee shall be paid one-half (1/2) day's regular pay in addition to the standby pay to which they are entitled.

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

52 TOOL ALLOWANCE

52.1 Thirty dollars (\$30) 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 \$200 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.

53 SAFETY GLASSES

53.1 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.

53.2 The reimbursement will be to a maximum of \$200 per two years.

54 SAFETY FOOTWEAR ALLOWANCE

54.1 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 \$75.00 once per year for non-permanent employees and \$125.00 maximum per year for permanent employees.

55 APPRENTICES

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

55.2 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.

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

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

56 APPLICATION OF THE PAY SCALE

56.1 Newly-hired employees or those promoted will be paid the probationary rate for the prescribed probationary or trial period and the maximum rate upon satisfactory completion of the probationary or trial period, except as provided for in the agreements covering "red- circled" and "out-of-scope" employees.

56.2 In promotional cases when the employee's present rate of pay falls between the probationary rate and the maximum rate of pay, the employee will retain their present rate of pay during the trial period and then be moved to the maximum rate for the position upon satisfactory completion of the trial period.

57 PAY DAYS

57.1 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.

58 CAR ALLOWANCE

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

59 DISCIPLINE AND DISMISSAL

59.1 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.

59.2 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.

59.3 The Employer may discipline or dismiss an employee for just cause.

59.4 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.

60 HEARING OF GRIEVANCES AND DISPUTES

60.1 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.

60.2 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.

60.3 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.

60.4 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.

60.5 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.

60.6 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.

60.7 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.

61 TECHNOLOGICAL CHANGES

61.1 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.

62 BULLETIN BOARDS

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

63 JOINT LABOUR MANAGEMENT AND UNION COMMITTEE

63.1 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.

64 SPECIAL PROJECT PROGRAMS

64.1 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.



65 ADDENDUM UPDATE

65.1 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.

66 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 *8th* day of *April*, 2010

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

ADDENDUM #1 EXISTING PRACTICE FOR EMPLOYEES WORKING IN ENVIRONMENTAL SERVICES

1. Water Treatment Plant and Wastewater Treatment Plant employees who are required to work 12 hour shifts:
 - a) Water Treatment Plant employees work 12-hour shifts for twelve (12) weeks. During the 12-week cycle, the hours worked average forty (40) hours per week.
 - b) Wastewater Treatment Plant employees work a combination of 12 hour and 8 hour shifts.
 - c) When an employee works a 12-hour shift on a statutory holiday, they are paid eight (8) hours for the statutory holiday worked, an additional eight (8) hours pay at double time, plus another four (4) hours at straight time, and shift premium on two (2) hours' pay.
 - d) Vacations are paid at straight time for scheduled vacation period and no premiums are paid.
 - e) Sick time is paid at straight time for time off work sick and no premiums are paid.
 - f) 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 am. All newly hired operations staff will be eligible for shift differential per Article 48.
 - g) The shift differential shall be paid to all operations staff for all hours worked on Saturdays and Sundays.
2. The four areas (Wastewater Treatment, Water Treatment, Waste Management, and Source Control) requiring employees to be available for consultation by telephone will develop a schedule for coverage of duties. When employees are assigned to be available by telephone for consultation purposes, they will be compensated a premium of \$125.00 per week.

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 or does not 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 does not 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. 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, 2010, the following shall be deemed to be the evaluated base rate and cost per point.
- a) Office Workers' Position Evaluation Program Rating
Rate of \$19.66 per hour for 224 points with 1 point above or below being worth 4.11 cents.
 - b) Non Office Workers' Position Evaluation Program Rating
Rate of \$18.36 per hour for 170 points with 1 point above or below being worth 2.46 cents.
10. For calculating the correct rate of pay effective August 8, 2010, the following shall be deemed to be the evaluated base rate and cost per point.
- a) Office Workers' Position Evaluation Program Rating
Rate of \$20.10 per hour for 224 points with 1 point above or below being worth 4.20 cents.
 - b) Non Office Workers' Position Evaluation Program Rating

Rate of \$18.77 per hour for 170 points with 1 point above or below being worth 2.51 cents.

11. For calculating the correct rate of pay effective January 1, 2011, the following shall be deemed to be the evaluated base rate and cost per point.

a) Office Workers' Position Evaluation Program Rating

Rate of \$20.70 per hour for 224 points with 1 point above or below being worth 4.33 cents.

b) Non Office Workers' Position Evaluation Program Rating

Rate of \$19.33 per hour for 170 points with 1 point above or below being worth 2.59 cents.

12. 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.

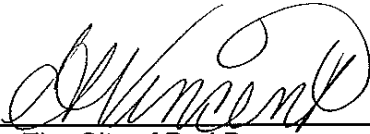
LETTER OF UNDERSTANDING #1

between

The City of Red Deer
and
CUPE Local 417
regarding

ENVIRONMENTAL SERVICES

The City of Red Deer commits to providing any new or revised organizational charts and job descriptions requiring certifications for each Environmental Services Sections to CUPE Local 417.



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


FULLTIME PRESIDENT (Richard Malcolm only)

The parties to the Collective Agreement have agreed that the following shall apply following final ratification of this Letter of Understanding and effective the first pay period in August 30, 2009:

1. The President of CUPE Local 417 (specific to present incumbent, Richard Malcolm only) shall be a full-time officer of the Union and shall be paid at rate of pay that of Public Works Labour Foreman 2 and benefits during his term of office.
2. The President shall conduct negotiations, grievances and other Union business with the City without loss of pay. The City shall cover these wages and benefit costs as per Article 3.2 of the Collective Agreement.
3. The President shall also conduct other Union business without loss of pay. The City shall pay his regular wages and bill the Union for these wages plus the appropriate pro-rated costs for benefits.
4. The President shall take responsibility for keeping his knowledge, skills and training

requirements current for his home position during his 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 his term (or his return to his position) should it be necessary to complete the training necessary to return to his home position.

- 5 It is understood between the parties that the President shall be entitled to all rights and privileges as outlined in the current and future Collective agreements between CUPE Local 417 and the City of Red Deer.
- 6 The President shall return to his home position upon termination of his term of office and any subsequent employees affected shall also revert to their home positions. It is also understood that either party may terminate this agreement with a thirty (30) day notice to the other party.
- 7 It is understood that this Letter of Agreement satisfies the provisions of Article 28 of the Collective Agreement.



For The City of Red Deer



For CUPE Local 417

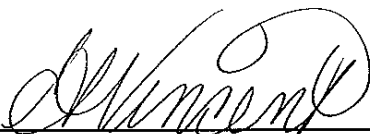
LETTER OF UNDERSTANDING #3

between

The City of Red Deer
and
CUPE Local 417
regarding

CLOTHING AND PROTECTIVE EQUIPMENT

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 prior to June 1, 2010.



For The City of Red Deer



For CUPE Local 417

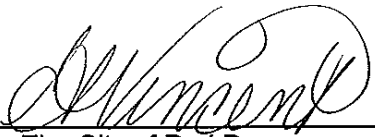
LETTER OF UNDERSTANDING #4

between

The City of Red Deer
and
CUPE Local 417
regarding

DISABILITY MANAGEMENT

The City of Red Deer agrees to engage CUPE Local 417 in discussions regarding the OHI recommendations concerning Disability Management, Return to Work, Rehabilitation placements and the roles and responsibilities of the Union, the Employee and the Employer.



For The City of Red Deer

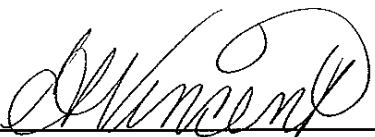
For CUPE Local 417**LETTER OF UNDERSTANDING #5**

between

The City of Red Deer
and
CUPE Local 417
regarding

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 #6

between
The City of Red Deer
and
CUPE Local 417
regarding

GUARANTEE TO PERMANENT EMPLOYEES WORKING IN A TEMPORARY POSITION

For the term of this agreement The City of Red Deer agrees that 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.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #7

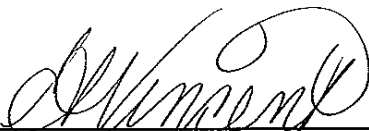
between
The City of Red Deer
and
CUPE Local 417
regarding

POSITION EVALUATION

Prior to the expiry of the current agreement, The City of Red Deer and CUPE 417 Job Evaluation committee members shall jointly explore options which may be considered as aid to, alternate to, or amendment to, existing job evaluation system(s).

It is agreed the current job evaluation system(s) shall remain in full force and effect unless there is a mutual agreement to change it prior to the end of the term of the current agreement.

It is understood that article 44 will stay as per current agreement.



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

EMPLOYEE DEVELOPMENT

The parties agree to meet to discuss the implementation of programs to support the development of Employees. Specifically, the parties will meet to discuss the implementation of language, literacy and comprehension programs to support employees in their career development.



For The City of Red Deer



For CUPE Local 417

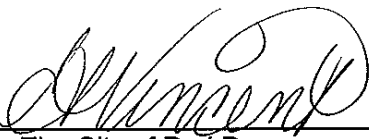
LETTER OF UNDERSTANDING #9

between
The City of Red Deer
and
CUPE Local 417
regarding

STATUS REVIEW COMMITTEE

A Joint Status Review Committee comprised of four members (2 union and 2 management) will meet as required to review the status of non-permanent and temporary employees.

The criteria for status review will be as determined and signed between the parties.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #10

between
The City of Red Deer
and
CUPE Local 417
regarding

INSPECTIONS & LICENSING CUSTOMER SERVICES DEVELOPMENT LADDER

It is hereby agreed and understood that the Inspections and Licensing Department may hire Customer Service personnel at minimum entry requirements, 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 #11

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 #12

between
The City of Red Deer
and
CUPE Local 417
regarding

COMMITTED TIME FOR UNION PRESIDENT TO CONDUCT UNION BUSINESS

The parties agree that it is an advantage to have regular committed access to the Union President to maintain a productive workplace as well as to resolve issues in a timely manner while continuing an ongoing mutually respectful relationship.

To this end, the parties will continue to discuss the implementation of paid leave for the Union President to conduct Union Business.



For The City of Red Deer



For CUPE Local 417

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	IVRC	IVR RECEPTIONIST CLERK	\$18.51	196
CUPEI	RFCT	RELIEF CLERK/TYPIST	\$18.51	196
CUPEI	CCC1	CITY CLERK STENO 1	\$18.71	201
CUPEI	MPRC	MAIL/PRINT ROOM CLERK	\$19.17	212
CUPEI	CCGC	MAIL ROOM CLERK	\$20.03	233
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	\$20.44	243
CUPEI	CCO1	CENSUS COORDINATOR 1	\$21.14	260
CUPEI	RCR1	RP&C CASHIER	\$21.63	272
CUPEI	CMAA	COMMUNICATIONS ADMIN ASSIST	\$22.13	284
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$22.17	285
CUPEI	RGCK	RP&C GENERAL CLERK	\$22.21	286
CUPEI	CCO2	CENSUS COORDINATOR 2	\$22.66	297
CUPEI	PTCK	PROPERTY TAX CLERK	\$22.95	304
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$23.19	310
CUPEI	HRRC	HR RECEPTIONIST	\$23.19	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$23.19	310
CUPEI	PCVS	POLICE CRIM PR/VICTIM SRV ASST	\$23.19	310
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$23.19	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$23.19	310
CUPEI	TOFA	TRANS OPER FACILITY ADMIN ASST	\$23.19	310
CUPEI	TFAS	TRAFFIC ASSISTANT	\$23.36	314
CUPEI	DSMN	WWTP DISPOSAL STATION MONITOR	\$23.60	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$23.69	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$23.69	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$23.69	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	\$23.69	322
CUPEI	SCLP	SCALE PERSON	\$23.89	327
CUPEI	ASLC	AQUATICS SCHOOL LESSONS COORD	\$23.93	328
CUPEI	TRCS	COMM SVS ADMIN ASST - TRANSIT	\$23.93	328
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$23.93	328
CUPEI	CCAR	CASH CLERK - A/R UTILITIES	\$24.43	340
CUPEI	POIR	POLICE INFORMATION RECORDS CLK	\$24.43	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$24.47	341
CUPEI	RPCS	RP&C ADMINISTRATIVE ASSISTANT	\$24.47	341
CUPEI	BCS1	ADMINISTRATIVE SECRETARY	\$24.67	346
CUPEI	CCRA	COMMUN CORP PLAN ADMIN ASST	\$24.67	346
CUPEI	SAAD	SPECIAL ADMISSONS ADMIN	\$24.67	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$24.76	348
CUPEI	TPAC	TREATMNT PLT ADMIN ASST	\$24.96	353
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$25.08	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$25.12	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	\$25.17	358
CUPEI	POFC	ADMIN ASST - POLICE	\$25.21	359
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	\$25.41	364

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CHRP	RECEPTIONIST/FIN SRV ADMIN AST	\$25.41	364
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$25.95	377
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$25.95	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$25.95	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$25.95	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$26.11	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$26.11	381
CUPEI	POCS	POLICE COURT STENOGRAPHER	\$26.15	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$26.15	382
CUPEI	RMTC	RECORDS MANAGEMENT TECHNICIAN	\$26.15	382
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$26.23	384
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$26.32	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$26.40	388
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$26.48	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$26.60	393
CUPEI	LBTN	LABORATORY TECHNICIAN	\$26.69	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$26.73	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$26.81	398
CUPEI	ATCS	ASSESS/TAX CLERK STENO	\$26.85	399
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$26.85	399
CUPEI	PWSC	PUBLIC WORKS SERVICES CLERK	\$26.85	399
CUPEI	GIST	GIS TECHNICIAN	\$26.89	400
CUPEI	SRPN	SURVEY TECHNICIAN	\$26.97	402
CUPEI	TIOP	POLICE WATCH INFO OPERATOR	\$27.30	410
CUPEI	CECK	CEMETERY CLERK	\$27.38	412
CUPEI	CCCS	LAS ADMIN ASSISTANT	\$27.38	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	\$27.38	412
CUPEI	OCCA	OCCURENCE ASSISTANT	\$27.38	412
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$27.63	418
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$27.67	419
CUPEI	SCMN	SOURCE CONTROL MONITOR	\$27.67	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$27.84	423
CUPEI	CSCK	CUSTOMER SERVICES SPECIALIST	\$27.92	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$27.92	425
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$28.08	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$28.12	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$28.17	431
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	\$28.25	433
CUPEI	CCCU	CASH/COLLECTIONS CLERK	\$28.33	435
CUPEI	CSCO	LAS COUNCIL SERVICES COORD	\$28.37	436
CUPEI	PRCO	LAS PROJECT COORDINATOR	\$28.37	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$28.49	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$28.58	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$28.66	443

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$28.91	449
CUPEI	SSCD	SECONDARY SUITE COORDINATOR	\$28.91	449
CUPEI	TFST	TRAFFIC SIGNAL TECHNICIAN	\$28.95	450
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$28.99	451
CUPEI	OSTK	PRODUCTION SUPPORT ANALYST	\$29.07	453
CUPEI	GAGC	FLEET ADMIN ASSISTANT	\$29.15	455
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	\$29.19	456
CUPEI	APCK	ACCOUNTS PAYABLE CLERK	\$29.32	459
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$29.40	461
CUPEI	EDSP	ECON DEVELOPMENT SPECIALIST	\$29.44	462
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$29.44	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$29.44	462
CUPEI	SRSI	COMPLIANCE OFFICER	\$29.77	470
CUPEI	TXAC	TAX COLLECTIONS OFFICER	\$29.85	472
CUPEI	ARUC	A/R UTILITIES CLERK	\$29.89	473
CUPEI	RMAN	RECORDS MANAGEMENT ANALYST	\$29.93	474
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	\$29.93	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	\$29.97	475
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$30.01	476
CUPEI	WSSP	WATER SECTION SPECIALIST	\$30.10	478
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$30.14	479
CUPEI	ASAR	ASSOCIATE ARCHIVIST	\$30.18	480
CUPEI	FISS	CORPORATE SERV DIVISIONAL COOR	\$30.18	480
CUPEI	CASP	CONTRACTS & AGREEMTS SPECIALST	\$30.38	485
CUPEI	BYOF	OPER SUPPORT ENFORCMT OFFICER	\$30.38	485
CUPEI	TCWR	ENVSV SERV TECHNICAL WRITER	\$30.71	493
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$30.80	495
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$30.84	496
CUPEI	PKBO	PARK BYLAW OFFICER	\$30.84	496
CUPEI	TPSO	TRANSIT PROTECTIVE SVS OFFICER	\$30.84	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$30.88	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$30.88	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$30.92	498
CUPEI	FINA	FINANCIAL ACCOUNTANT	\$31.00	500
CUPEI	OCOF	OCCURRENCE OFFICER	\$31.08	502
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$31.12	503
CUPEI	LLTN	LEAD LABORATORY TECHNICIAN	\$31.25	506
CUPEI	DDVO	DEPUTY DEVELOPMENT OFFICER	\$31.33	508
CUPEI	GRDN	GIS TECHNOLOGIST	\$31.37	509
CUPEI	PGAD	PARKING COORDINATOR	\$31.37	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$31.37	509
CUPEI	PRCR	POLICY & RESEARCH COORDINATOR	\$31.37	509
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$31.45	511
CUPEI	BTEO	TRAFFIC SERV ENFORCMT OFFICER	\$31.58	514

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	EAMS	EDUC/AWARENESS/MARKET SPECIAL	\$31.62	515
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$31.70	517
CUPEI	PACC	PUBLIC ART COORDINATOR	\$31.70	517
CUPEI	URFR	URBAN FORESTER	\$31.86	521
CUPEI	PWOF	PUBLIC WORKS OFFICE SUPERVISOR	\$31.90	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$32.07	526
CUPEI	BYRC	BYLAW RESEARCH COORDINATOR	\$32.11	527
CUPEI	LCIN	LICENSE/PERMIT INSPECTOR	\$32.36	533
CUPEI	FASA	CAPITAL ASSET ACCOUNTANT	\$32.44	535
CUPEI	GIAN	GIS ANALYST	\$32.44	535
CUPEI	QCTC	T PLANTS QUALITY CONTROL TECH	\$32.56	538
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$32.69	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$32.77	543
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$32.81	544
CUPEI	CCSS	COMMUNICATIONS OFFICER	\$32.81	544
CUPEI	APPC	LAS APPEALS COORDINATOR	\$32.81	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$32.89	546
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$33.14	552
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	\$33.26	555
CUPEI	BMCO	BUILDING MTCE COORDINATOR	\$33.34	557
CUPEI	RICO	CORP RECORDS & INFO COORD	\$33.34	557
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$33.51	561
CUPEI	BYEC	TRAFFIC SERV ENFORCMT OFF COOR	\$33.51	561
CUPEI	CPCO	CRIME PREVENTION COORDINATOR	\$33.75	567
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$33.79	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$33.79	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	\$33.88	570
CUPEI	TLWS	TRAINING LEAD	\$34.00	573
CUPEI	APUA	PROCUREMENT & CONTRACT SPECIAL	\$34.08	575
CUPEI	SPAN	TECHNICAL ANALYST	\$34.08	575
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$34.37	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$34.37	582
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$34.53	586
CUPEI	FSAC	FINANCIAL COORDINATOR	\$34.66	589
CUPEI	SRIP	PROJECT COORDINATOR INSPECTOR	\$35.11	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$35.11	600
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$35.15	601
CUPEI	NWAD	COORD-NETWORK,SECURITY & INFRS	\$35.15	601
CUPEI	CADC	FINANCE SPECIALIST - REC	\$35.15	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	\$35.15	601
CUPEI	TFAD	TRAFFIC ADMINISTRATOR	\$35.15	601
CUPEI	BOEC	OPERATIONAL ENFORCMT COORDINAT	\$35.27	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$35.40	607
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$35.52	610

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TPUC	TREATMENT PLANT UPGRADE COORD	\$35.60	612
CUPEI	PRTK	PROJECTS SPECIALIST	\$35.85	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$35.89	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$35.89	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$35.93	620
CUPEI	POSC	POLICE SUPPORT COORDINATOR	\$35.93	620
CUPEI	SRCA	SENIOR COMMUNICATIONS ADVISOR	\$35.93	620
CUPEI	GRSV	GRAPHICS ADMINISTRATOR	\$36.05	623
CUPEI	ARCH	ARCHIVIST	\$36.22	627
CUPEI	BADV	FINANCIAL APPLICATIONS ANALYST	\$36.26	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$36.26	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$36.34	630
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$36.71	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$36.71	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$36.75	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$36.79	641
CUPEI	COMR	COMMUNITY RESEARCHER	\$36.84	642
CUPEI	GSCO	GIS SOLUTIONS COORDINATOR	\$36.92	644
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$36.92	644
CUPEI	ENIN	ENVIRONMENTAL INITIATIVES COOR	\$37.00	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$37.08	648
CUPEI	SCOF	SAFETY CODES OFFICER	\$37.37	655
CUPEI	CDPC	PARKS PLANNING COORDINATOR	\$37.45	657
CUPEI	TXAN	TAX ANALYST	\$37.49	658
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	\$37.53	659
CUPEI	COWK	COMMUNITY FACILITATOR - SOC PL	\$37.53	659
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$37.78	665
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$38.52	683
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$38.56	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	\$38.56	684
CUPEI	RESP	RESEARCH & EVAL COORDINATOR-SP	\$38.81	690
CUPEI	FIAN	FINANCIAL ANALYST	\$38.97	694
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	\$39.34	703
CUPEI	FAPP	FINANCIAL APPLICATIONS TEAM SV	\$39.88	716
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$40.25	725
CUPEI	LAPC	LAND COORDINATOR	\$40.66	735
CUPEI	ACAN	ASSESSMENT COORD & ANALYST	\$41.56	757

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	IVRC	IVR RECEPTIONIST CLERK	\$18.92	196
CUPEI	RFCT	RELIEF CLERK/TYPIST	\$18.92	196
CUPEI	CCC1	CITY CLERK STENO 1	\$19.13	201
CUPEI	MPRC	MAIL/PRINT ROOM CLERK	\$19.60	212
CUPEI	CCGC	MAIL ROOM CLERK	\$20.48	233
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	\$20.90	243
CUPEI	CCO1	CENSUS COORDINATOR 1	\$21.61	260
CUPEI	RCR1	RP&C CASHIER	\$22.12	272
CUPEI	CMAA	COMMUNICATIONS ADMIN ASSIST	\$22.62	284
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$22.66	285
CUPEI	RGCK	RP&C GENERAL CLERK	\$22.70	286
CUPEI	CCO2	CENSUS COORDINATOR 2	\$23.17	297
CUPEI	PTCK	PROPERTY TAX CLERK	\$23.46	304
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$23.71	310
CUPEI	HRRC	HR RECEPTIONIST	\$23.71	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$23.71	310
CUPEI	PCVS	POLICE CRIM PR/VICTIM SRV ASST	\$23.71	310
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$23.71	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$23.71	310
CUPEI	TOFA	TRANS OPER FACILITY ADMIN ASST	\$23.71	310
CUPEI	TFAS	TRAFFIC ASSISTANT	\$23.88	314
CUPEI	DSMN	WWTP DISPOSAL STATION MONITOR	\$24.13	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$24.22	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$24.22	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$24.22	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	\$24.22	322
CUPEI	SCLP	SCALE PERSON	\$24.43	327
CUPEI	ASLC	AQUATICS SCHOOL LESSONS COORD	\$24.47	328
CUPEI	TRCS	COMM SVS ADMIN ASST - TRANSIT	\$24.47	328
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$24.47	328
CUPEI	CCAR	CASH CLERK - A/R UTILITIES	\$24.97	340
CUPEI	POIR	POLICE INFORMATION RECORDS CLK	\$24.97	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$25.02	341
CUPEI	RPCS	RP&C ADMINISTRATIVE ASSISTANT	\$25.02	341
CUPEI	BCS1	ADMINISTRATIVE SECRETARY	\$25.23	346
CUPEI	CCRA	COMMUN CORP PLAN ADMIN ASST	\$25.23	346
CUPEI	SAAD	SPECIAL ADMISSEONS ADMIN	\$25.23	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$25.31	348
CUPEI	TPAC	TREATMNT PLT ADMIN ASST	\$25.52	353
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$25.65	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$25.69	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	\$25.73	358
CUPEI	POFC	ADMIN ASST - POLICE	\$25.77	359
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	\$25.98	364

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CHRP	RECEPTIONIST/FIN SRV ADMIN AST	\$25.98	364
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$26.53	377
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$26.53	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$26.53	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$26.53	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$26.70	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$26.70	381
CUPEI	POCS	POLICE COURT STENOGRAPHER	\$26.74	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$26.74	382
CUPEI	RMTC	RECORDS MANAGEMENT TECHNICIAN	\$26.74	382
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$26.82	384
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$26.91	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$26.99	388
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$27.07	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$27.20	393
CUPEI	LBTN	LABORATORY TECHNICIAN	\$27.28	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$27.33	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$27.41	398
CUPEI	ATCS	ASSESS/TAX CLERK STENO	\$27.45	399
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$27.45	399
CUPEI	PWSC	PUBLIC WORKS SERVICES CLERK	\$27.45	399
CUPEI	GIST	GIS TECHNICIAN	\$27.49	400
CUPEI	SRPN	SURVEY TECHNICIAN	\$27.58	402
CUPEI	TIOP	POLICE WATCH INFO OPERATOR	\$27.91	410
CUPEI	CECK	CEMETERY CLERK	\$28.00	412
CUPEI	CCCS	LAS ADMIN ASSISTANT	\$28.00	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	\$28.00	412
CUPEI	OCCA	OCCURENCE ASSISTANT	\$28.00	412
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$28.25	418
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$28.29	419
CUPEI	SCMN	SOURCE CONTROL MONITOR	\$28.29	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$28.46	423
CUPEI	CSCK	CUSTOMER SERVICES SPECIALIST	\$28.54	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$28.54	425
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$28.71	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$28.75	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$28.80	431
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	\$28.88	433
CUPEI	CCCU	CASH/COLLECTIONS CLERK	\$28.96	435
CUPEI	CSCO	LAS COUNCIL SERVICES COORD	\$29.01	436
CUPEI	PRCO	LAS PROJECT COORDINATOR	\$29.01	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$29.13	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$29.22	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$29.30	443

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$29.55	449
CUPEI	SSCD	SECONDARY SUITE COORDINATOR	\$29.55	449
CUPEI	TFST	TRAFFIC SIGNAL TECHNICIAN	\$29.59	450
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$29.64	451
CUPEI	OSTK	PRODUCTION SUPPORT ANALYST	\$29.72	453
CUPEI	GAGC	FLEET ADMIN ASSISTANT	\$29.80	455
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	\$29.85	456
CUPEI	APCK	ACCOUNTS PAYABLE CLERK	\$29.97	459
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$30.06	461
CUPEI	EDSP	ECON DEVELOPMENT SPECIALIST	\$30.10	462
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$30.10	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$30.10	462
CUPEI	SRSI	COMPLIANCE OFFICER	\$30.43	470
CUPEI	TXAC	TAX COLLECTIONS OFFICER	\$30.52	472
CUPEI	ARUC	A/R UTILITIES CLERK	\$30.56	473
CUPEI	RMAN	RECORDS MANAGEMENT ANALYST	\$30.60	474
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	\$30.60	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	\$30.64	475
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$30.69	476
CUPEI	WSSP	WATER SECTION SPECIALIST	\$30.77	478
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$30.81	479
CUPEI	ASAR	ASSOCIATE ARCHIVIST	\$30.85	480
CUPEI	FISS	CORPORATE SERV DIVISIONAL COOR	\$30.85	480
CUPEI	CASP	CONTRACTS & AGREEMTS SPECIALST	\$31.06	485
CUPEI	BYOF	OPER SUPPORT ENFORCMT OFFICER	\$31.06	485
CUPEI	TCWR	ENVSV SERV TECHNICAL WRITER	\$31.40	493
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$31.48	495
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$31.53	496
CUPEI	PKBO	PARK BYLAW OFFICER	\$31.53	496
CUPEI	TPSO	TRANSIT PROTECTIVE SVS OFFICER	\$31.53	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$31.57	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$31.57	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$31.61	498
CUPEI	FINA	FINANCIAL ACCOUNTANT	\$31.69	500
CUPEI	OCOF	OCCURRENCE OFFICER	\$31.78	502
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$31.82	503
CUPEI	LLTN	LEAD LABORATORY TECHNICIAN	\$31.95	506
CUPEI	DDVO	DEPUTY DEVELOPMENT OFFICER	\$32.03	508
CUPEI	GRDN	GIS TECHNOLOGIST	\$32.07	509
CUPEI	PGAD	PARKING COORDINATOR	\$32.07	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$32.07	509
CUPEI	PRCR	POLICY & RESEARCH COORDINATOR	\$32.07	509
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$32.16	511
CUPEI	BTEO	TRAFFIC SERV ENFORCMT OFFICER	\$32.28	514

2010 CUPE Inside Pay Rates
APPENDIX "A"
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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	EAMS	EDUC/AWARENESS/MARKET SPECIAL	\$32.32	515
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$32.41	517
CUPEI	PACC	PUBLIC ART COORDINATOR	\$32.41	517
CUPEI	URFR	URBAN FORESTER	\$32.58	521
CUPEI	PWOF	PUBLIC WORKS OFFICE SUPERVISOR	\$32.62	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$32.79	526
CUPEI	BYRC	BYLAW RESEARCH COORDINATOR	\$32.83	527
CUPEI	LCIN	LICENSE/PERMIT INSPECTOR	\$33.08	533
CUPEI	FASA	CAPITAL ASSET ACCOUNTANT	\$33.17	535
CUPEI	GIAN	GIS ANALYST	\$33.17	535
CUPEI	QCTC	T PLANTS QUALITY CONTROL TECH	\$33.29	538
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$33.42	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$33.50	543
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$33.54	544
CUPEI	CCSS	COMMUNICATIONS OFFICER	\$33.54	544
CUPEI	APPC	LAS APPEALS COORDINATOR	\$33.54	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$33.63	546
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$33.88	552
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	\$34.01	555
CUPEI	BMCO	BUILDING MTCE COORDINATOR	\$34.09	557
CUPEI	RICO	CORP RECORDS & INFO COORD	\$34.09	557
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$34.26	561
CUPEI	BYEC	TRAFFIC SERV ENFORCMT OFF COOR	\$34.26	561
CUPEI	CPCO	CRIME PREVENTION COORDINATOR	\$34.51	567
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$34.55	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$34.55	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	\$34.64	570
CUPEI	TLWS	TRAINING LEAD	\$34.76	573
CUPEI	APUA	PROCUREMENT & CONTRACT SPECIAL	\$34.85	575
CUPEI	SPAN	TECHNICAL ANALYST	\$34.85	575
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$35.14	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$35.14	582
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$35.31	586
CUPEI	FSAC	FINANCIAL COORDINATOR	\$35.43	589
CUPEI	SRIP	PROJECT COORDINATOR INSPECTOR	\$35.90	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$35.90	600
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$35.94	601
CUPEI	NWAD	COORD-NETWORK,SECURITY & INFRS	\$35.94	601
CUPEI	CADC	FINANCE SPECIALIST - REC	\$35.94	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	\$35.94	601
CUPEI	TFAD	TRAFFIC ADMINISTRATOR	\$35.94	601
CUPEI	BOEC	OPERATIONAL ENFORCMT COORDINAT	\$36.06	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$36.19	607
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$36.32	610

2010 CUPE Inside Pay Rates
APPENDIX "A"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TPUC	TREATMENT PLANT UPGRADE COORD	\$36.40	612
CUPEI	PRTK	PROJECTS SPECIALIST	\$36.65	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$36.69	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$36.69	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$36.74	620
CUPEI	POSC	POLICE SUPPORT COORDINATOR	\$36.74	620
CUPEI	SRCA	SENIOR COMMUNICATIONS ADVISOR	\$36.74	620
CUPEI	GRSV	GRAPHICS ADMINISTRATOR	\$36.86	623
CUPEI	ARCH	ARCHIVIST	\$37.03	627
CUPEI	BADV	FINANCIAL APPLICATIONS ANALYST	\$37.07	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$37.07	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$37.16	630
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$37.53	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$37.53	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$37.58	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$37.62	641
CUPEI	COMR	COMMUNITY RESEARCHER	\$37.66	642
CUPEI	GSCO	GIS SOLUTIONS COORDINATOR	\$37.74	644
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$37.74	644
CUPEI	ENIN	ENVIRONMENTAL INITIATIVES COOR	\$37.83	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$37.91	648
CUPEI	SCOF	SAFETY CODES OFFICER	\$38.21	655
CUPEI	CDPC	PARKS PLANNING COORDINATOR	\$38.29	657
CUPEI	TXAN	TAX ANALYST	\$38.33	658
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	\$38.37	659
CUPEI	COWK	COMMUNITY FACILITATOR - SOC PL	\$38.37	659
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$38.63	665
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$39.38	683
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$39.42	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	\$39.42	684
CUPEI	RESP	RESEARCH & EVAL COORDINATOR-SP	\$39.68	690
CUPEI	FIAN	FINANCIAL ANALYST	\$39.84	694
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	\$40.22	703
CUPEI	FAPP	FINANCIAL APPLICATIONS TEAM SV	\$40.77	716
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$41.15	725
CUPEI	LAPC	LAND COORDINATOR	\$41.57	735
CUPEI	ACAN	ASSESSMENT COORD & ANALYST	\$42.49	757

2011 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2011

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	IVRC	IVR RECEPTIONIST CLERK	\$19.49	196
CUPEI	RFCT	RELIEF CLERK/TYPIST	\$19.49	196
CUPEI	CCC1	CITY CLERK STENO 1	\$19.70	201
CUPEI	MPRC	MAIL/PRINT ROOM CLERK	\$20.18	212
CUPEI	CCGC	MAIL ROOM CLERK	\$21.09	233
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	\$21.52	243
CUPEI	CCO1	CENSUS COORDINATOR 1	\$22.26	260
CUPEI	RCR1	RP&C CASHIER	\$22.78	272
CUPEI	CMAA	COMMUNICATIONS ADMIN ASSIST	\$23.30	284
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$23.34	285
CUPEI	RGCK	RP&C GENERAL CLERK	\$23.38	286
CUPEI	CCO2	CENSUS COORDINATOR 2	\$23.86	297
CUPEI	PTCK	PROPERTY TAX CLERK	\$24.16	304
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$24.42	310
CUPEI	HRRC	HR RECEPTIONIST	\$24.42	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$24.42	310
CUPEI	PCVS	POLICE CRIM PR/VICTIM SRV ASST	\$24.42	310
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$24.42	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$24.42	310
CUPEI	TOFA	TRANS OPER FACILITY ADMIN ASST	\$24.42	310
CUPEI	TFAS	TRAFFIC ASSISTANT	\$24.59	314
CUPEI	DSMN	WWTP DISPOSAL STATION MONITOR	\$24.85	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$24.94	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$24.94	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$24.94	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	\$24.94	322
CUPEI	SCLP	SCALE PERSON	\$25.16	327
CUPEI	ASLC	AQUATICS SCHOOL LESSONS COORD	\$25.20	328
CUPEI	TRCS	COMM SVS ADMIN ASST - TRANSIT	\$25.20	328
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$25.20	328
CUPEI	CCAR	CASH CLERK - A/R UTILITIES	\$25.72	340
CUPEI	POIR	POLICE INFORMATION RECORDS CLK	\$25.72	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$25.76	341
CUPEI	RPCS	RP&C ADMINISTRATIVE ASSISTANT	\$25.76	341
CUPEI	BCS1	ADMINISTRATIVE SECRETARY	\$25.98	346
CUPEI	CCRA	COMMUN CORP PLAN ADMIN ASST	\$25.98	346
CUPEI	SAAD	SPECIAL ADMISSONS ADMIN	\$25.98	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$26.07	348
CUPEI	TPAC	TREATMNT PLT ADMIN ASST	\$26.28	353
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$26.41	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$26.45	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	\$26.50	358
CUPEI	POFC	ADMIN ASST - POLICE	\$26.54	359

2011 CUPE Inside Pay Rates
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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	\$26.76	364
CUPEI	CHRP	RECEPTIONIST/FIN SRV ADMIN AST	\$26.76	364
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$27.32	377
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$27.32	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$27.32	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$27.32	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$27.49	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$27.49	381
CUPEI	POCS	POLICE COURT STENOGRAPHER	\$27.54	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$27.54	382
CUPEI	RMTC	RECORDS MANAGEMENT TECHNICIAN	\$27.54	382
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$27.62	384
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$27.71	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$27.80	388
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$27.88	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$28.01	393
CUPEI	LBTN	LABORATORY TECHNICIAN	\$28.10	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$28.14	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$28.23	398
CUPEI	ATCS	ASSESS/TAX CLERK STENO	\$28.27	399
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$28.27	399
CUPEI	PWSC	PUBLIC WORKS SERVICES CLERK	\$28.27	399
CUPEI	GIST	GIS TECHNICIAN	\$28.32	400
CUPEI	SRPN	SURVEY TECHNICIAN	\$28.40	402
CUPEI	TIOP	POLICE WATCH INFO OPERATOR	\$28.75	410
CUPEI	CECK	CEMETERY CLERK	\$28.83	412
CUPEI	CCCS	LAS ADMIN ASSISTANT	\$28.83	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	\$28.83	412
CUPEI	OCCA	OCCURENCE ASSISTANT	\$28.83	412
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$29.09	418
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$29.14	419
CUPEI	SCMN	SOURCE CONTROL MONITOR	\$29.14	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$29.31	423
CUPEI	CCK	CUSTOMER SERVICES SPECIALIST	\$29.40	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$29.40	425
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$29.57	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$29.61	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$29.66	431
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	\$29.74	433
CUPEI	CCCU	CASH/COLLECTIONS CLERK	\$29.83	435
CUPEI	CSCO	LAS COUNCIL SERVICES COORD	\$29.87	436
CUPEI	PRCO	LAS PROJECT COORDINATOR	\$29.87	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$30.00	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$30.09	441

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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$30.18	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$30.44	449
CUPEI	SSCD	SECONDARY SUITE COORDINATOR	\$30.44	449
CUPEI	TFST	TRAFFIC SIGNAL TECHNICIAN	\$30.48	450
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$30.52	451
CUPEI	OSTK	PRODUCTION SUPPORT ANALYST	\$30.61	453
CUPEI	GAGC	FLEET ADMIN ASSISTANT	\$30.70	455
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	\$30.74	456
CUPEI	APCK	ACCOUNTS PAYABLE CLERK	\$30.87	459
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$30.95	461
CUPEI	EDSP	ECON DEVELOPMENT SPECIALIST	\$31.00	462
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$31.00	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$31.00	462
CUPEI	SRSI	COMPLIANCE OFFICER	\$31.34	470
CUPEI	TXAC	TAX COLLECTIONS OFFICER	\$31.43	472
CUPEI	ARUC	A/R UTILITIES CLERK	\$31.47	473
CUPEI	RMAN	RECORDS MANAGEMENT ANALYST	\$31.52	474
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	\$31.52	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	\$31.56	475
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$31.60	476
CUPEI	WSSP	WATER SECTION SPECIALIST	\$31.69	478
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$31.73	479
CUPEI	ASAR	ASSOCIATE ARCHIVIST	\$31.78	480
CUPEI	FISS	CORPORATE SERV DIVISIONAL COOR	\$31.78	480
CUPEI	CASP	CONTRACTS & AGREEMTS SPECIALST	\$31.99	485
CUPEI	BYOF	OPER SUPPORT ENFORCMT OFFICER	\$31.99	485
CUPEI	TCWR	ENVSV SERV TECHNICAL WRITER	\$32.34	493
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$32.43	495
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$32.47	496
CUPEI	PKBO	PARK BYLAW OFFICER	\$32.47	496
CUPEI	TPSO	TRANSIT PROTECTIVE SVS OFFICER	\$32.47	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$32.51	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$32.51	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$32.56	498
CUPEI	FINA	FINANCIAL ACCOUNTANT	\$32.64	500
CUPEI	OCOF	OCCURRENCE OFFICER	\$32.73	502
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$32.77	503
CUPEI	LLTN	LEAD LABORATORY TECHNICIAN	\$32.90	506
CUPEI	DDVO	DEPUTY DEVELOPMENT OFFICER	\$32.99	508
CUPEI	GRDN	GIS TECHNOLOGIST	\$33.03	509
CUPEI	PGAD	PARKING COORDINATOR	\$33.03	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$33.03	509
CUPEI	PRCR	POLICY & RESEARCH COORDINATOR	\$33.03	509
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$33.12	511

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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	BTEO	TRAFFIC SERV ENFORCMT OFFICER	\$33.25	514
CUPEI	EAMS	EDUC/AWARENESS/MARKET SPECIAL	\$33.29	515
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$33.38	517
CUPEI	PACC	PUBLIC ART COORDINATOR	\$33.38	517
CUPEI	URFR	URBAN FORESTER	\$33.55	521
CUPEI	PWOF	PUBLIC WORKS OFFICE SUPERVISOR	\$33.59	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$33.77	526
CUPEI	BYRC	BYLAW RESEARCH COORDINATOR	\$33.81	527
CUPEI	LCIN	LICENSE/PERMIT INSPECTOR	\$34.07	533
CUPEI	FASA	CAPITAL ASSET ACCOUNTANT	\$34.16	535
CUPEI	GIAN	GIS ANALYST	\$34.16	535
CUPEI	QCTC	T PLANTS QUALITY CONTROL TECH	\$34.29	538
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$34.42	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$34.50	543
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$34.55	544
CUPEI	CCSS	COMMUNICATIONS OFFICER	\$34.55	544
CUPEI	APPC	LAS APPEALS COORDINATOR	\$34.55	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$34.63	546
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$34.89	552
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	\$35.02	555
CUPEI	BMCO	BUILDING MTCE COORDINATOR	\$35.11	557
CUPEI	RICO	CORP RECORDS & INFO COORD	\$35.11	557
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$35.28	561
CUPEI	BYEC	TRAFFIC SERV ENFORCMT OFF COOR	\$35.28	561
CUPEI	CPCO	CRIME PREVENTION COORDINATOR	\$35.54	567
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$35.58	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$35.58	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	\$35.67	570
CUPEI	TLWS	TRAINING LEAD	\$35.80	573
CUPEI	APUA	PROCUREMENT & CONTRACT SPECIAL	\$35.89	575
CUPEI	SPAN	TECHNICAL ANALYST	\$35.89	575
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$36.19	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$36.19	582
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$36.36	586
CUPEI	FSAC	FINANCIAL COORDINATOR	\$36.49	589
CUPEI	SRIP	PROJECT COORDINATOR INSPECTOR	\$36.97	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$36.97	600
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$37.01	601
CUPEI	NWAD	COORD-NETWORK,SECURITY & INFRS	\$37.01	601
CUPEI	CADC	FINANCE SPECIALIST - REC	\$37.01	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	\$37.01	601
CUPEI	TFAD	TRAFFIC ADMINISTRATOR	\$37.01	601
CUPEI	BOEC	OPERATIONAL ENFORCMT COORDINAT	\$37.14	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$37.27	607

2011 CUPE Inside Pay Rates
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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$37.40	610
CUPEI	TPUC	TREATMENT PLANT UPGRADE COORD	\$37.49	612
CUPEI	PRTK	PROJECTS SPECIALIST	\$37.75	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$37.79	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$37.79	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$37.83	620
CUPEI	POSC	POLICE SUPPORT COORDINATOR	\$37.83	620
CUPEI	SRCA	SENIOR COMMUNICATIONS ADVISOR	\$37.83	620
CUPEI	GRSV	GRAPHICS ADMINISTRATOR	\$37.96	623
CUPEI	ARCH	ARCHIVIST	\$38.14	627
CUPEI	BADV	FINANCIAL APPLICATIONS ANALYST	\$38.18	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$38.18	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$38.27	630
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$38.66	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$38.66	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$38.70	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$38.74	641
CUPEI	COMR	COMMUNITY RESEARCHER	\$38.79	642
CUPEI	GSCO	GIS SOLUTIONS COORDINATOR	\$38.87	644
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$38.87	644
CUPEI	ENIN	ENVIRONMENTAL INITIATIVES COOR	\$38.96	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$39.05	648
CUPEI	SCOF	SAFETY CODES OFFICER	\$39.35	655
CUPEI	CDPC	PARKS PLANNING COORDINATOR	\$39.44	657
CUPEI	TXAN	TAX ANALYST	\$39.48	658
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	\$39.52	659
CUPEI	COWK	COMMUNITY FACILITATOR - SOC PL	\$39.52	659
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$39.78	665
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$40.56	683
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$40.60	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	\$40.60	684
CUPEI	RESP	RESEARCH & EVAL COORDINATOR-SP	\$40.86	690
CUPEI	FIAN	FINANCIAL ANALYST	\$41.04	694
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	\$41.43	703
CUPEI	FAPP	FINANCIAL APPLICATIONS TEAM SV	\$41.99	716
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$42.38	725
CUPEI	LAPC	LAND COORDINATOR	\$42.81	735
CUPEI	ACAN	ASSESSMENT COORD & ANALYST	\$43.76	757

2010 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASST COLLICUT	\$18.29	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$18.29	167
CUPEO	INAQ	INSTRUCTOR - AQUATICS	\$18.78	187
CUPEO	ICMA	ICE MARSHALL	\$18.83	189
CUPEO	LCPN	LITTER CONTROL PERSON	\$19.22	205
CUPEO	LFIN	LIFEGUARD INSTUCTOR - REC	\$19.34	210
CUPEO	CLGI	LIFEGUARD INSTRUCTOR-COLLICUTT	\$19.64	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$19.93	234
CUPEO	CSWR	CUSTODIAL WORKER	\$20.50	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$21.11	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$21.46	296
CUPEO	PLMN	PROGRAM LEADER	\$21.46	296
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$22.54	340
CUPEO	WWTM	WWTP MAINTENANCE LABOURER	\$22.54	340
CUPEO	WLAB	WATERWORKS LABOURER	\$22.78	350
CUPEO	PKL1	PARKS LABOURER 1	\$22.83	352
CUPEO	CSLD	CUSTODIAL LEAD	\$23.01	359
CUPEO	CLSI	LIFEGUARD INSTRUCTOR LEADER 1	\$23.05	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$23.13	364
CUPEO	FLUP	FLEET UTILITY PERSON	\$23.47	378
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$23.57	382
CUPEO	PIPC	PARK CARETAKER	\$23.69	387
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$23.84	393
CUPEO	RDL1	ROADS LABOURER 1	\$24.06	402
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	\$24.06	402
CUPEO	MSL1	METERS & SIGNS LABOURER 1	\$24.16	406
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	\$24.23	409
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$24.23	409
CUPEO	CAAT	CELL AREA ATTENDANT	\$25.00	440
CUPEO	CLS2	LIFEGUARD INSTRUCTOR LEADER 2	\$25.02	441
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$25.07	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$25.12	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$25.32	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$25.37	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$25.44	458
CUPEO	PKL2	PARKS LABOURER 2	\$25.49	460
CUPEO	BIST	ECOLOGICAL SERVICES TECH 1	\$25.54	462
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$25.73	470
CUPEO	FCML	FACILITY MAINTENANCE LEAD	\$25.76	471
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	\$25.76	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$25.83	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$25.93	478

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Effective January 1, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	PKGR	PARKS GARDENER	\$25.93	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$25.98	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$26.10	485
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$26.20	489
CUPEO	RDL2	ROADS LABOURER 2	\$26.23	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$26.23	490
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$26.84	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$26.86	516
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$26.89	517
CUPEO	MSL2	METERS & SIGNS LABOURER 2	\$27.04	523
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	\$27.28	533
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$27.28	533
CUPEO	CWED	ECOLOGICAL SERVICES TECH 2	\$27.38	537
CUPEO	HGAR	HEAD GARDENER	\$27.43	539
CUPEO	TVIO	TELEVISION INSPECTION OPERATOR	\$27.48	541
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$27.68	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$27.77	553
CUPEO	PFF1	PARKS FOREMAN 1	\$28.02	563
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$28.17	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$28.41	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$28.56	585
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	\$28.59	586
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	\$29.03	604
CUPEO	ELTP	ELECTRICIAN - TREATMENT PLANTS	\$29.25	613
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$29.47	622
CUPEO	INTK	INSTRUMENT TECHNICIAN	\$29.77	634
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$29.79	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$29.99	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$29.99	643
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$30.11	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$30.23	653
CUPEO	SGNF	SIGNAGE FOREMAN	\$30.40	660
CUPEO	CSLO	COLLECTION SYSTEM LEAD OPERATR	\$30.60	668
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$30.72	673
CUPEO	ITEL	INSTRUMENT TECH/ELECTRICIAN	\$30.90	680
CUPEO	WWMM	WASTEWATER TP MAINT MILLWRIGHT	\$30.97	683
CUPEO	PKF2	PARKS FOREMAN 2	\$31.09	688
CUPEO	BMOP	BUILDING OPERATOR	\$31.14	690
CUPEO	FOPR	FACILITY OPERATOR	\$31.14	690
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	\$31.14	690
CUPEO	WWLO	LEAD OPERATOR -WWATER TRTMT PL	\$31.19	692
CUPEO	HDMC	HEAVY DUTY MECHANIC	\$31.39	700
CUPEO	WLOM	LEAD OPERATOR - MAINTENANCE	\$31.76	715
CUPEO	WELD	WELDER	\$31.85	719

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JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	GGMC	GARAGE GENERAL MECHANIC	\$31.88	720
CUPEO	ABMC	JOURNEYMAN AUTO BODY TECH	\$31.88	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$32.08	728
CUPEO	CMFM	CEMETERY FOREMAN	\$32.32	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	\$32.57	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	\$32.62	750

2010 CUPE Outside Pay Rates
APPENDIX "B"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASST COLLICUT	\$18.69	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$18.69	167
CUPEO	INAQ	INSTRUCTOR - AQUATICS	\$19.20	187
CUPEO	ICMA	ICE MARSHALL	\$19.25	189
CUPEO	LCPN	LITTER CONTROL PERSON	\$19.65	205
CUPEO	LFIN	LIFEGUARD INSTUCTOR - REC	\$19.78	210
CUPEO	CLGI	LIFEGUARD INSTRUCTOR-COLLICUTT	\$20.08	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$20.38	234
CUPEO	CSWR	CUSTODIAL WORKER	\$20.96	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$21.58	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$21.94	296
CUPEO	PLMN	PROGRAM LEADER	\$21.94	296
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$23.04	340
CUPEO	WWTM	WWTP MAINTENANCE LABOURER	\$23.04	340
CUPEO	WLAB	WATERWORKS LABOURER	\$23.29	350
CUPEO	PKL1	PARKS LABOURER 1	\$23.34	352
CUPEO	CSLD	CUSTODIAL LEAD	\$23.52	359
CUPEO	CLSI	LIFEGUARD INSTRUCTOR LEADER 1	\$23.57	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$23.65	364
CUPEO	FLUP	FLEET UTILITY PERSON	\$24.00	378
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$24.10	382
CUPEO	PIPC	PARK CARETAKER	\$24.22	387
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$24.37	393
CUPEO	RDL1	ROADS LABOURER 1	\$24.60	402

2010 CUPE Outside Pay Rates
APPENDIX "B"
Effective August 8, 2010

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	\$24.60	402
CUPEO	MSL1	METERS & SIGNS LABOURER 1	\$24.70	406
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	\$24.78	409
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$24.78	409
CUPEO	CAAT	CELL AREA ATTENDANT	\$25.56	440
CUPEO	CLS2	LIFEGUARD INSTRUCTOR LEADER 2	\$25.58	441
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$25.63	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$25.68	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$25.88	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$25.93	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$26.01	458
CUPEO	PKL2	PARKS LABOURER 2	\$26.06	460
CUPEO	BIST	ECOLOGICAL SERVICES TECH 1	\$26.11	462
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$26.31	470
CUPEO	FCML	FACILITY MAINTENANCE LEAD	\$26.33	471
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	\$26.33	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$26.41	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$26.51	478
CUPEO	PKGR	PARKS GARDENER	\$26.51	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$26.56	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$26.69	485
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$26.79	489
CUPEO	RDL2	ROADS LABOURER 2	\$26.81	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$26.81	490
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$27.44	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$27.46	516
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$27.49	517
CUPEO	MSL2	METERS & SIGNS LABOURER 2	\$27.64	523
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	\$27.89	533
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$27.89	533
CUPEO	CWED	ECOLOGICAL SERVICES TECH 2	\$27.99	537
CUPEO	HGAR	HEAD GARDENER	\$28.04	539
CUPEO	TVIO	TELEVISION INSPECTION OPERATOR	\$28.09	541
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$28.29	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$28.39	553
CUPEO	PFF1	PARKS FOREMAN 1	\$28.65	563
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$28.80	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$29.05	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$29.20	585
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	\$29.22	586
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	\$29.68	604
CUPEO	ELTP	ELECTRICIAN - TREATMENT PLANTS	\$29.90	613
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$30.13	622
CUPEO	INTK	INSTRUMENT TECHNICIAN	\$30.43	634

**2010 CUPE Outside Pay Rates
APPENDIX "B"
Effective August 8, 2010**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$30.46	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$30.66	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$30.66	643
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$30.78	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$30.91	653
CUPEO	SGNF	SIGNAGE FOREMAN	\$31.08	660
CUPEO	CSLO	COLLECTION SYSTEM LEAD OPERATR	\$31.28	668
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$31.41	673
CUPEO	ITEL	INSTRUMENT TECH/ELECTRICIAN	\$31.59	680
CUPEO	WWMM	WASTEWATER TP MAINT MILLWRIGHT	\$31.66	683
CUPEO	PKF2	PARKS FOREMAN 2	\$31.79	688
CUPEO	BMOP	BUILDING OPERATOR	\$31.84	690
CUPEO	FOPR	FACILITY OPERATOR	\$31.84	690
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	\$31.84	690
CUPEO	WWLO	LEAD OPERATOR -WWATER TRTMT PL	\$31.89	692
CUPEO	HDMC	HEAVY DUTY MECHANIC	\$32.09	700
CUPEO	WLOM	LEAD OPERATOR - MAINTENANCE	\$32.47	715
CUPEO	WELD	WELDER	\$32.57	719
CUPEO	GGMC	GARAGE GENERAL MECHANIC	\$32.59	720
CUPEO	ABMC	JOURNEYMAN AUTO BODY TECH	\$32.59	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$32.79	728
CUPEO	CMFM	CEMETERY FOREMAN	\$33.04	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	\$33.30	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	\$33.35	750

**2011 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2011**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASST COLLICUT	\$19.25	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$19.25	167
CUPEO	INAQ	INSTRUCTOR - AQUATICS	\$19.77	187
CUPEO	ICMA	ICE MARSHALL	\$19.82	189
CUPEO	LCPN	LITTER CONTROL PERSON	\$20.24	205
CUPEO	LFIN	LIFEGUARD INSTUCTOR - REC	\$20.37	210
CUPEO	CLGI	LIFEGUARD INSTRUCTOR-COLLICUTT	\$20.68	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$20.99	234

2011 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2011

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CSWR	CUSTODIAL WORKER	\$21.58	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$22.23	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$22.59	296
CUPEO	PLMN	PROGRAM LEADER	\$22.59	296
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$23.73	340
CUPEO	WWTM	WWTP MAINTENANCE LABOURER	\$23.73	340
CUPEO	WLAB	WATERWORKS LABOURER	\$23.99	350
CUPEO	PKL1	PARKS LABOURER 1	\$24.04	352
CUPEO	CSLD	CUSTODIAL LEAD	\$24.22	359
CUPEO	CLSI	LIFEGUARD INSTRUCTOR LEADER 1	\$24.27	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$24.35	364
CUPEO	FLUP	FLEET UTILITY PERSON	\$24.71	378
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$24.82	382
CUPEO	PIPC	PARK CARETAKER	\$24.95	387
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$25.10	393
CUPEO	RDL1	ROADS LABOURER 1	\$25.33	402
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	\$25.33	402
CUPEO	MSL1	METERS & SIGNS LABOURER 1	\$25.44	406
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	\$25.52	409
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$25.52	409
CUPEO	CAAT	CELL AREA ATTENDANT	\$26.32	440
CUPEO	CLS2	LIFEGUARD INSTRUCTOR LEADER 2	\$26.34	441
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$26.40	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$26.45	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$26.65	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$26.71	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$26.78	458
CUPEO	PKL2	PARKS LABOURER 2	\$26.84	460
CUPEO	BIST	ECOLOGICAL SERVICES TECH 1	\$26.89	462
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$27.09	470
CUPEO	FCML	FACILITY MAINTENANCE LEAD	\$27.12	471
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	\$27.12	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$27.20	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$27.30	478
CUPEO	PKGR	PARKS GARDENER	\$27.30	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$27.35	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$27.48	485
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$27.59	489
CUPEO	RDL2	ROADS LABOURER 2	\$27.61	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$27.61	490
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$28.26	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$28.28	516
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$28.31	517
CUPEO	MSL2	METERS & SIGNS LABOURER 2	\$28.47	523

2011 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2011

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	\$28.72	533
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$28.72	533
CUPEO	CWED	ECOLOGICAL SERVICES TECH 2	\$28.83	537
CUPEO	HGAR	HEAD GARDENER	\$28.88	539
CUPEO	TVIO	TELEVISION INSPECTION OPERATOR	\$28.93	541
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$29.14	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$29.24	553
CUPEO	PFF1	PARKS FOREMAN 1	\$29.50	563
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$29.66	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$29.91	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$30.07	585
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	\$30.10	586
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	\$30.56	604
CUPEO	ELTP	ELECTRICIAN - TREATMENT PLANTS	\$30.79	613
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$31.03	622
CUPEO	INTK	INSTRUMENT TECHNICIAN	\$31.34	634
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$31.36	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$31.57	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$31.57	643
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$31.70	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$31.83	653
CUPEO	SGNF	SIGNAGE FOREMAN	\$32.01	660
CUPEO	CSLO	COLLECTION SYSTEM LEAD OPERATR	\$32.22	668
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$32.35	673
CUPEO	ITEL	INSTRUMENT TECH/ELECTRICIAN	\$32.53	680
CUPEO	WWMM	WASTEWATER TP MAINT MILLWRIGHT	\$32.61	683
CUPEO	PKF2	PARKS FOREMAN 2	\$32.74	688
CUPEO	BMOP	BUILDING OPERATOR	\$32.79	690
CUPEO	FOPR	FACILITY OPERATOR	\$32.79	690
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	\$32.79	690
CUPEO	WWLO	LEAD OPERATOR -WWATER TRTMT PL	\$32.84	692
CUPEO	HDMC	HEAVY DUTY MECHANIC	\$33.05	700
CUPEO	WLOM	LEAD OPERATOR - MAINTENANCE	\$33.43	715
CUPEO	WELD	WELDER	\$33.54	719
CUPEO	GGMC	GARAGE GENERAL MECHANIC	\$33.56	720
CUPEO	ABMC	JOURNEYMAN AUTO BODY TECH	\$33.56	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$33.77	728
CUPEO	CMFM	CEMETERY FOREMAN	\$34.03	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	\$34.29	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	\$34.34	750

CUPE Job Classification Groupings
APPENDIX "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	RFCT	RELIEF CLERK/TYPIST	CLERICAL STENOGRAPHIC	196
CUPEI	CCC1	CITY CLERK STENO 1	CLERICAL STENOGRAPHIC	201
CUPEI	CCO1	CENSUS COORDINATOR 1	CLERICAL STENOGRAPHIC	260
CUPEI	CCO2	CENSUS COORDINATOR 2	CLERICAL STENOGRAPHIC	297
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	CLERICAL STENOGRAPHIC	310
CUPEI	TOFA	TRANS OPER FACILITY ADMIN ASST	CLERICAL STENOGRAPHIC	310
CUPEI	TRCS	COMM SVS ADMIN ASST - TRANSIT	CLERICAL STENOGRAPHIC	328
CUPEI	BCS1	ADMINISTRATIVE SECRETARY	CLERICAL STENOGRAPHIC	346
CUPEI	CCRA	COMMUN CORP PLAN ADMIN ASST	CLERICAL STENOGRAPHIC	346
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	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	POLICE COURT STENOGRAPHER	CLERICAL STENOGRAPHIC	382
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	CLERICAL STENOGRAPHIC	393
CUPEI	ATCS	ASSESS/TAX CLERK STENO	CLERICAL STENOGRAPHIC	399
CUPEI	CCCS	LAS ADMIN ASSISTANT	CLERICAL STENOGRAPHIC	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	CLERICAL STENOGRAPHIC	412
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	CLERICAL STENOGRAPHIC	430
CUPEI	CSCO	LAS COUNCIL SERVICES COORD	CLERICAL STENOGRAPHIC	436
CUPEI	PRCO	LAS PROJECT COORDINATOR	CLERICAL STENOGRAPHIC	436
CUPEI	FISS	CORPORATE SERV DIVISIONAL COOR	CLERICAL STENOGRAPHIC	480
CUPEI	MPRC	MAIL/PRINT ROOM CLERK	CLERICAL	212
CUPEI	CCGC	MAIL ROOM CLERK	CLERICAL	233
CUPEI	CMAA	COMMUNICATIONS ADMIN ASSIST	CLERICAL	284
CUPEI	RGCK	RP&C GENERAL CLERK	CLERICAL	286
CUPEI	PTCK	PROPERTY TAX CLERK	CLERICAL	304
CUPEI	PCVS	POLICE CRIM PR/VICTIM SRV ASST	CLERICAL	310
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	CLERICAL	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	CLERICAL	310
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	CLERICAL	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	CLERICAL	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	CLERICAL	322
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	CLERICAL	328
CUPEI	CCAR	CASH CLERK - A/R UTILITIES	CLERICAL	340
CUPEI	POIR	POLICE INFORMATION RECORDS CLK	CLERICAL	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	CLERICAL	341
CUPEI	RPCS	RP&C ADMINISTRATIVE ASSISTANT	CLERICAL	341
CUPEI	SAAD	SPECIAL ADMISSONS ADMIN	CLERICAL	346
CUPEI	TPAC	TREATMNT PLT ADMIN ASST	CLERICAL	353
CUPEI	POFC	ADMIN ASST - POLICE	CLERICAL	359
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	CLERICAL	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	CLERICAL	377
CUPEI	PWCK	PUBLIC WORKS CLERK	CLERICAL	381

CUPE Job Classification Groupings
APPENDIX "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	RMTC	RECORDS MANAGEMENT TECHNICIAN	CLERICAL	382
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	CLERICAL	388
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	PWSC	PUBLIC WORKS SERVICES CLERK	CLERICAL	399
CUPEI	CECK	CEMETERY CLERK	CLERICAL	412
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	CLERICAL	423
CUPEI	CSCK	CUSTOMER SERVICES SPECIALIST	CLERICAL	425
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	CLERICAL	429
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	CLERICAL	433
CUPEI	CCCU	CASH/COLLECTIONS CLERK	CLERICAL	435
CUPEI	CTDO	COURT LIAISON OFFICER	CLERICAL	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	CLERICAL	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	CLERICAL	449
CUPEI	GAGC	FLEET ADMIN ASSISTANT	CLERICAL	455
CUPEI	APCK	ACCOUNTS PAYABLE CLERK	CLERICAL	459
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	CLERICAL	461
CUPEI	LCPV	LAND SALES ADMIN CLERK	CLERICAL	462
CUPEI	TXAC	TAX COLLECTIONS OFFICER	CLERICAL	472
CUPEI	ARUC	A/R UTILITIES CLERK	CLERICAL	473
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	CLERICAL	496
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	CLERICAL	498
CUPEI	IVRC	IVR RECEPTIONIST CLERK	RECEPTIONIST/CLERK	196
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	CHRP	RECEPTIONIST/FIN SRV ADMIN AST	RECEPTIONIST/CLERK	364
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	CASHIER	243
CUPEI	RCR1	RP&C CASHIER	CASHIER	272
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	CASHIER	285
CUPEI	RCR2	RP&C LEAD CASHIER	CASHIER	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	CASHIER	358
CUPEI	DSMN	WWTP DISPOSAL STATION MONITOR	INSPECTIONS AND MONITORING	320
CUPEI	SCLP	SCALE PERSON	INSPECTIONS AND MONITORING	327
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	INSPECTIONS AND MONITORING	356
CUPEI	PYA1	PROPERTY ASSESSOR 1	INSPECTIONS AND MONITORING	386
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	INSPECTIONS AND MONITORING	419
CUPEI	SCMN	SOURCE CONTROL MONITOR	INSPECTIONS AND MONITORING	419
CUPEI	PYA2	PROPERTY ASSESSOR 2	INSPECTIONS AND MONITORING	425
CUPEI	SSCD	SECONDARY SUITE COORDINATOR	INSPECTIONS AND MONITORING	449
CUPEI	SRSI	COMPLIANCE OFFICER	INSPECTIONS AND MONITORING	470
CUPEI	BYOF	OPER SUPPORT ENFORCMT OFFICER	INSPECTIONS AND MONITORING	485
CUPEI	PKBO	PARK BYLAW OFFICER	INSPECTIONS AND MONITORING	496
CUPEI	TPSO	TRANSIT PROTECTIVE SVS OFFICER	INSPECTIONS AND MONITORING	496

CUPE Job Classification Groupings
APPENDIX "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	DDVO	DEPUTY DEVELOPMENT OFFICER	INSPECTIONS AND MONITORING	508
CUPEI	PGAD	PARKING COORDINATOR	INSPECTIONS AND MONITORING	509
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	INSPECTIONS AND MONITORING	511
CUPEI	BTEO	TRAFFIC SERV ENFORCMT OFFICER	INSPECTIONS AND MONITORING	514
CUPEI	LCIN	LICENSE/PERMIT INSPECTOR	INSPECTIONS AND MONITORING	533
CUPEI	PYA3	PROPERTY ASSESSOR 3	INSPECTIONS AND MONITORING	541
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	INSPECTIONS AND MONITORING	555
CUPEI	BYEC	TRAFFIC SERV ENFORCMT OFF COOR	INSPECTIONS AND MONITORING	561
CUPEI	BOEC	OPERATIONAL ENFORCMT COORDINAT	INSPECTIONS AND MONITORING	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	INSPECTIONS AND MONITORING	607
CUPEI	LDAG	LAND SERVICES SPECIALIST	INSPECTIONS AND MONITORING	610
CUPEI	TPUC	TREATMENT PLANT UPGRADE COORD	INSPECTIONS AND MONITORING	612
CUPEI	SCOF	SAFETY CODES OFFICER	INSPECTIONS AND MONITORING	655
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	INSPECTIONS AND MONITORING	725
CUPEI	LAPC	LAND COORDINATOR	INSPECTIONS AND MONITORING	735
CUPEI	ACAN	ASSESSMENT COORD & ANALYST	INSPECTIONS AND MONITORING	757
CUPEI	TFAS	TRAFFIC ASSISTANT	TECHNICAL	314
CUPEI	WSCH	FLEET SERVICES CLERK	TECHNICAL	348
CUPEI	ARTC	ARCHIVES TECHNICIAN	TECHNICAL	384
CUPEI	LBTN	LABORATORY TECHNICIAN	TECHNICAL	395
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	TECHNICAL	399
CUPEI	GIST	GIS TECHNICIAN	TECHNICAL	400
CUPEI	SRPN	SURVEY TECHNICIAN	TECHNICAL	402
CUPEI	TIOP	POLICE WATCH INFO OPERATOR	TECHNICAL	410
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	TECHNICAL	439
CUPEI	TFST	TRAFFIC SIGNAL TECHNICIAN	TECHNICAL	450
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	TECHNICAL	451
CUPEI	OSTK	PRODUCTION SUPPORT ANALYST	TECHNICAL	453
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	TECHNICAL	456
CUPEI	EDSP	ECON DEVELOPMENT SPECIALIST	TECHNICAL	462
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	TECHNICAL	462
CUPEI	RMAN	RECORDS MANAGEMENT ANALYST	TECHNICAL	474
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	TECHNICAL	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	TECHNICAL	475
CUPEI	EGAC	ENGINEERING ACCOUNTANT	TECHNICAL	476
CUPEI	WSSP	WATER SECTION SPECIALIST	TECHNICAL	478
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	TECHNICAL	479
CUPEI	TCWR	ENSVV SERV TECHNICAL WRITER	TECHNICAL	493
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	TECHNICAL	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	TECHNICAL	497
CUPEI	FINA	FINANCIAL ACCOUNTANT	TECHNICAL	500
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	TECHNICAL	503
CUPEI	LLTN	LEAD LABORATORY TECHNICIAN	TECHNICAL	506
CUPEI	GRDN	GIS TECHNOLOGIST	TECHNICAL	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	TECHNICAL	509

CUPE Job Classification Groupings
APPENDIX "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	TECHNICAL	517
CUPEI	URFR	URBAN FORESTER	TECHNICAL	521
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	TECHNICAL	526
CUPEI	FASA	CAPITAL ASSET ACCOUNTANT	TECHNICAL	535
CUPEI	GIAN	GIS ANALYST	TECHNICAL	535
CUPEI	OQTC	T PLANTS QUALITY CONTROL TECH	TECHNICAL	538
CUPEI	INAC	MATERIEL MGMT COORDINATOR	TECHNICAL	543
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	TECHNICAL	544
CUPEI	BMCO	BUILDING MTCE COORDINATOR	TECHNICAL	557
CUPEI	RICO	CORP RECORDS & INFO COORD	TECHNICAL	557
CUPEI	TLWS	TRAINING LEAD	TECHNICAL	573
CUPEI	APUA	PROCUREMENT & CONTRACT SPECIAL	TECHNICAL	575
CUPEI	SPAN	TECHNICAL ANALYST	TECHNICAL	575
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	TECHNICAL	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	TECHNICAL	582
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	TECHNICAL	586
CUPEI	FSAC	FINANCIAL COORDINATOR	TECHNICAL	589
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	TECHNICAL	600
CUPEI	SRIP	PROJECT COORDINATOR INSPECTOR	TECHNICAL	600
CUPEI	CADC	FINANCE SPECIALIST - REC	TECHNICAL	601
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	TECHNICAL	601
CUPEI	NWAD	COORD-NETWORK,SECURITY & INFRS	TECHNICAL	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	TECHNICAL	601
CUPEI	TFAD	TRAFFIC ADMINISTRATOR	TECHNICAL	601
CUPEI	PRTK	PROJECTS SPECIALIST	TECHNICAL	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	TECHNICAL	619
CUPEI	GRSV	GRAPHICS ADMINISTRATOR	TECHNICAL	623
CUPEI	BADV	FINANCIAL APPLICATIONS ANALYST	TECHNICAL	628
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	TECHNICAL	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	TECHNICAL	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	TECHNICAL	640
CUPEI	GSCO	GIS SOLUTIONS COORDINATOR	TECHNICAL	644
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	TECHNICAL	644
CUPEI	EGDC	DEVELOPMENT COORDINATOR	TECHNICAL	648
CUPEI	TXAN	TAX ANALYST	TECHNICAL	658
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	TECHNICAL	683
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	TECHNICAL	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	TECHNICAL	684
CUPEI	FIAN	FINANCIAL ANALYST	TECHNICAL	694
CUPEI	ASLC	AQUATICS SCHOOL LESSONS COORD	PROFESSIONAL SUPPORT	328
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	PROFESSIONAL SUPPORT	364
CUPEI	OCCA	OCCURENCE ASSISTANT	PROFESSIONAL SUPPORT	412
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	PROFESSIONAL SUPPORT	418
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	PROFESSIONAL SUPPORT	431
CUPEI	ASAR	ASSOCIATE ARCHIVIST	PROFESSIONAL SUPPORT	480

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CUPEI	CASP	CONTRACTS & AGREEMTS SPECIALST	PROFESSIONAL SUPPORT	485
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	PROFESSIONAL SUPPORT	495
CUPEI	OCOF	OCCURRENCE OFFICER	PROFESSIONAL SUPPORT	502
CUPEI	PRCR	POLICY & RESEARCH COORDINATOR	PROFESSIONAL SUPPORT	509
CUPEI	EAMS	EDUC/AWARENESS/MARKET SPECIAL	PROFESSIONAL SUPPORT	515
CUPEI	PACC	PUBLIC ART COORDINATOR	PROFESSIONAL SUPPORT	517
CUPEI	PWOF	PUBLIC WORKS OFFICE SUPERVISOR	PROFESSIONAL SUPPORT	522
CUPEI	BYRC	BYLAW RESEARCH COORDINATOR	PROFESSIONAL SUPPORT	527
CUPEI	APPC	LAS APPEALS COORDINATOR	PROFESSIONAL SUPPORT	544
CUPEI	CCSS	COMMUNICATIONS OFFICER	PROFESSIONAL SUPPORT	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	PROFESSIONAL SUPPORT	546
CUPEI	PERC	PERFORMANCE REPORTING COORD	PROFESSIONAL SUPPORT	552
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	PROFESSIONAL SUPPORT	561
CUPEI	CPCO	CRIME PREVENTION COORDINATOR	PROFESSIONAL SUPPORT	567
CUPEI	PORC	POLICE RECORDS COORDINATOR	PROFESSIONAL SUPPORT	568
CUPEI	POWC	POLICE WATCH COORDINATOR	PROFESSIONAL SUPPORT	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	PROFESSIONAL SUPPORT	570
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	PROFESSIONAL SUPPORT	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	PROFESSIONAL SUPPORT	620
CUPEI	POSC	POLICE SUPPORT COORDINATOR	PROFESSIONAL SUPPORT	620
CUPEI	SRCA	SENIOR COMMUNICATIONS ADVISOR	PROFESSIONAL SUPPORT	620
CUPEI	ARCH	ARCHIVIST	PROFESSIONAL SUPPORT	627
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	PROFESSIONAL SUPPORT	628
CUPEI	PGSP	PROGRAM SPECIALIST	PROFESSIONAL SUPPORT	630
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	PROFESSIONAL SUPPORT	641
CUPEI	COMR	COMMUNITY RESEARCHER	PROFESSIONAL SUPPORT	642
CUPEI	ENIN	ENVIRONMENTAL INITIATIVES COOR	PROFESSIONAL SUPPORT	646
CUPEI	CDPC	PARKS PLANNING COORDINATOR	PROFESSIONAL SUPPORT	657
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	PROFESSIONAL SUPPORT	659
CUPEI	COWK	COMMUNITY FACILITATOR - SOC PL	PROFESSIONAL SUPPORT	659
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	PROFESSIONAL SUPPORT	665
CUPEI	RESP	RESEARCH & EVAL COORDINATOR-SP	PROFESSIONAL SUPPORT	690
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	PROFESSIONAL SUPPORT	703
CUPEI	FAPP	FINANCIAL APPLICATIONS TEAM SV	PROFESSIONAL SUPPORT	716
CUPEO	LCPN	LITTER CONTROL PERSON	LABOURER	205
CUPEO	WWTM	WWTP MAINTENANCE LABOURER	LABOURER	340
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	LABOURER	340
CUPEO	WLAB	WATERWORKS LABOURER	LABOURER	350
CUPEO	PKL1	PARKS LABOURER 1	LABOURER	352
CUPEO	FLUP	FLEET UTILITY PERSON	LABOURER	378
CUPEO	RDL1	ROADS LABOURER 1	LABOURER	402
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	LABOURER	402
CUPEO	MSL1	METERS & SIGNS LABOURER 1	LABOURER	406
CUPEO	PKL2	PARKS LABOURER 2	LABOURER	460
CUPEO	RDL2	ROADS LABOURER 2	LABOURER	490

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JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	LABOURER	490
CUPEO	MSL2	METERS & SIGNS LABOURER 2	LABOURER	523
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	LABOURER	586
CUPEO	CFPA	FACILITY PROGRAM ASST COLLICUT	OPERATOR/ATTENDANT	167
CUPEO	PRAS	PROGRAM ASSISTANT	OPERATOR/ATTENDANT	167
CUPEO	INAQ	INSTRUCTOR - AQUATICS	OPERATOR/ATTENDANT	187
CUPEO	ICMA	ICE MARSHALL	OPERATOR/ATTENDANT	189
CUPEO	LFIN	LIFEGUARD INSTUCTOR - REC	OPERATOR/ATTENDANT	210
CUPEO	CLGI	LIFEGUARD INSTRUCTOR-COLLICUTT	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	CSLD	CUSTODIAL LEAD	OPERATOR/ATTENDANT	359
CUPEO	CLSI	LIFEGUARD INSTRUCTOR LEADER 1	OPERATOR/ATTENDANT	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	OPERATOR/ATTENDANT	364
CUPEO	PIPC	PARK CARETAKER	OPERATOR/ATTENDANT	387
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	OPERATOR/ATTENDANT	393
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	OPERATOR/ATTENDANT	409
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	OPERATOR/ATTENDANT	409
CUPEO	CAAT	CELL AREA ATTENDANT	OPERATOR/ATTENDANT	440
CUPEO	CLS2	LIFEGUARD INSTRUCTOR LEADER 2	OPERATOR/ATTENDANT	441
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	OPERATOR/ATTENDANT	443
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	OPERATOR/ATTENDANT	453
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	CSTI	SPECIALIZED TRAINING INSTRUCTR	OPERATOR/ATTENDANT	515
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	OPERATOR/ATTENDANT	517
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	OPERATOR/ATTENDANT	533
CUPEO	TVIO	TELEVISION INSPECTION OPERATOR	OPERATOR/ATTENDANT	541
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	OPERATOR/ATTENDANT	553
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	OPERATOR/ATTENDANT	604
CUPEO	CSLO	COLLECTION SYSTEM LEAD OPERATR	OPERATOR/ATTENDANT	668
CUPEO	BMOP	BUILDING OPERATOR	OPERATOR/ATTENDANT	690
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	OPERATOR/ATTENDANT	690
CUPEO	FOPR	FACILITY OPERATOR	OPERATOR/ATTENDANT	690
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	BIST	ECOLOGICAL SERVICES TECH 1	TECHNICAL SUPPORT	462
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	TECHNICAL SUPPORT	470
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	TECHNICAL SUPPORT	471

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JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
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 TECH 2	TECHNICAL SUPPORT	537
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	TECHNICAL SUPPORT	549
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	TECHNICAL SUPPORT	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	TECHNICAL SUPPORT	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	TECHNICAL SUPPORT	585
CUPEO	ELTP	ELECTRICIAN - TREATMENT PLANTS	TECHNICAL SUPPORT	613
CUPEO	EBGM	WWTP MAINTENANCE PERSON	TECHNICAL SUPPORT	622
CUPEO	INTK	INSTRUMENT TECHNICIAN	TECHNICAL SUPPORT	634
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	TECHNICAL SUPPORT	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	TECHNICAL SUPPORT	643
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	TECHNICAL SUPPORT	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	TECHNICAL SUPPORT	653
CUPEO	EOP5	EQUIPMENT OPERATOR 5	TECHNICAL SUPPORT	673
CUPEO	ITEL	INSTRUMENT TECH/ELECTRICIAN	TECHNICAL SUPPORT	680
CUPEO	WWMM	WASTEWATER TP MAINT MILLWRIGHT	TECHNICAL SUPPORT	683
CUPEO	WWLO	LEAD OPERATOR -WWATER TRTMT PL	TECHNICAL SUPPORT	692
CUPEO	HDMC	HEAVY DUTY MECHANIC	TECHNICAL SUPPORT	700
CUPEO	WLOM	LEAD OPERATOR - MAINTENANCE	TECHNICAL SUPPORT	715
CUPEO	WELD	WELDER	TECHNICAL SUPPORT	719
CUPEO	ABMC	JOURNEYMAN AUTO BODY TECH	TECHNICAL SUPPORT	720
CUPEO	GGMC	GARAGE GENERAL MECHANIC	TECHNICAL SUPPORT	720
CUPEO	HGAR	HEAD GARDENER	FOREMAN	539
CUPEO	PFF1	PARKS FOREMAN 1	FOREMAN	563
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	FOREMAN	635
CUPEO	SGNF	SIGNAGE FOREMAN	FOREMAN	660
CUPEO	PKF2	PARKS FOREMAN 2	FOREMAN	688
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	FOREMAN	728
CUPEO	CMFM	CEMETERY FOREMAN	FOREMAN	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	FOREMAN	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	FOREMAN	750

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