

Schedule 'A'

PAY	OCC		2019	2020	2021	2022	
GRADE	CODE		Band 1	\$25.16	\$25.60	\$26.05	\$26.51
401	4101		APPRENTICE				
			Band 2	\$26.05	\$26.50	\$26.97	\$27.44
402	4202		APPRENTICE				
	4561		FACILITY OPERATOR - UNCERTIFIED (CENTENNIAL POOL)				
			Band 3	\$26.92	\$27.39	\$27.87	\$28.36
403	4303		APPRENTICE				
	4020		CUSTODIAN/YARDPERSON				
	4121		LABOURER, ENVIRONMENTAL SERVICES				
			Band 4	\$27.80	\$28.28	\$28.78	\$29.28
404	4404		APPRENTICE				
	4670	***	FACILITY OPERATOR - CERTIFIED				
	4010		LABOURER (WORKS)				
	4511		PARKS PATROL/WINTER LABOURER				
	4630		HARBOUR TECHNICIAN/SANITATION LABOURER				
	4820		GREENHOUSE OPERATOR				
	4115		SEO TRAILS AND WORKS LABOURER				
	4217		SEO TRAILS				
	4111		SMALL EQUIPMENT OPERATOR - WORKS				
	4112		SMALL EQUIPMENT OPERATOR - PARKS				
	4110		SMALL EQUIPMENT OPERATOR - TRAILS				
	4120		SPORTSFIELD MAINTENANCE OPERATOR				
	4235		TRAFFIC OPERATIONS LABOURER				
	4170		TRUCK DRIVER				
	4216		UTILITY PERSON II - PARKS				
	4155		UTILITY PERSON II - IRRIGATION				
			Band 5	\$29.80	\$30.32	\$30.85	\$31.39
405	4505		APPRENTICE				
	4750	***	FACILITY OPERATOR - CLASS B				
	4700		GARDENER				
	4310		GRADER OPERATOR				
	4240		HEAVY EQUIPMENT/SWEEPER OPERATOR (HEO)				
	4644		TECHNICAL STORES REPRESENTATIVE				
	4645		TECHNICAL STORES REPRESENTATIVE (TRANSIT)				
	4210	*	TRAFFIC REPAIRPERSON - SIGNS				
	4025		WORK ORDER TECHNICIAN				
	4681		UTILITY I - IRRIGATION TURF				
	4810		UTILITY I - TECHNICAL SERVICES				
	4680		UTILITY PERSON I - PLAYGROUNDS				
	4150		UTILITY PERSON II - WORKS				

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				2019	2020	2021	2022
			Band 6	\$31.82	\$32.37	\$32.94	\$33.52
406	4606 4230 4825 4690 4250 4280 4187	*** *** ***	APPRENTICE AGRICULTURAL EQUIPMENT REPAIR TECHNICIAN ARBORIST II CEMETERY OPERATOR II IRRIGATION TECHNICIAN - TURF TRAFFIC REPAIRPERSON - SIGNALS UTILITY I - IRRIGATION (TECH. SRVS.)				
			Band 7	\$33.84	\$34.43	\$35.04	\$35.65
407	4707 4260 4830 4182 4832 4191	*** *** ***	APPRENTICE ARBORIST I LEADHAND FACILITIES LEADHAND TRAILS LEADHAND ROADS OPERATIONS LICENSED MECHANIC B				
			Band 8	\$35.85	\$36.47	\$37.11	\$37.76
408	4808 4220 4183 4770 4194 4831 4222 4188 4189 4380 4355	*** *** *** *** *** *** *** *** *** ***	APPRENTICE CEMETERY OPERATOR I HARBOUR COORDINATOR LEADHAND AGRICULTURAL EQUIPMENT LEADHAND HORTICULTURE LEADHAND PARKS LEADHAND ENVIRONMENTAL SERVICES LEADHAND SPORTS FIELDS LEADHAND TECH. SERVICES LICENSED MECHANIC A SENIOR GREENHOUSE OPERATOR				
			Band 9	\$40.96	\$41.68	\$42.41	\$43.15
409	4839 4390 4285 4290	*** *** ***	LEADHAND FORESTRY EMERGENCY VEHICLE TECHICIAN TRAFFIC SIGNALS ELECTRICIAN TRAFFIC REPAIR TECHNICIAN II				
			Band 10	\$43.56	\$44.32	\$45.10	\$45.89
410	4370 4400	*** ***	LEADHAND LICENSED MECHANIC LEADHAND TRAFFIC SIGNALS				
			*	LESS .60 CENTS UNTIL CERTIFICATION IS COMPLETE			
			**	88% UNTIL CERTIFICATION IS COMPLETE			
	4190	Shift W	WINTER EQUIPMENT MAINTENANCE PERSON		\$1.00/HR. PREMIUM		
	4315	Shift P	SINGLE PERSON PLOW OPERATION		\$1.75/HR PREMIUM		
	4175	Shift A	DUTIES REQUIRING AZ LICENCING		\$1.00/HR. PREMIUM		
			***	POSITIONS INELIGIBLE FOR THE 3% PREMIUM OUTLINED IN ARTICLE 23.03 (as it has been already built into the base rate through JE)			
				Probationary Employees - \$.30 per hour lower than the job designation rate			
				Temporary Employees - \$.60 per hour lower than the job designation rate			

Schedule 'B'

PAY	OCC			2019	2020	2021	2022
GRADE	CODE		Band 1	\$25.16	\$25.60	\$26.05	\$26.51
431	4510		CREW LEADER/LABOURER PARKS				
	4515		PARKS LABOURER - WINTER OPERATIONS				
	4030		SEASONAL LABOURER, ENVIRONMENTAL SERVICES				
			Band 2	\$26.05	\$26.50	\$26.97	\$27.44
432							
			Band 3	\$26.92	\$27.39	\$27.87	\$28.36
433	4560		FACILITY OPERATOR - UNCERTIFIED				
	4730		HARBOURPERSON ASSISTANT				
			Band 4	\$27.80	\$28.28	\$28.78	\$29.28
434	4050	*	WINTER SHIFT CREW LEAD				
			Band 5	\$29.80	\$30.32	\$30.85	\$31.39
435	4133	*	SEASONAL LEADHAND TRAILS				
	4186	*	URBAN FOREST TECHNICIAN				
			Band 6	\$31.82	\$32.37	\$32.94	\$33.52
436	4185	*	LEADHAND TURF				
	4140	*	SEASONAL LEADHAND SPORTSFIELD				
	4180	*	SEASONAL LEADHAND HORTICULTURE				
			Band 7	\$33.84	\$34.43	\$35.04	\$35.65
437							
			Band 8	\$35.85	\$36.47	\$37.11	\$37.76
438							
			Band 9	\$40.96	\$41.68	\$42.41	\$43.15
439							
			Band 10	\$43.56	\$44.32	\$45.10	\$45.89
	4190	Shift W	WINTER EQUIPMENT MAINTENANCE PERSON	\$1.00/HR. PREMIUM			
	4315	Shift P	SINGLE PERSON PLOW OPERATION	\$1.75/HR PREMIUM			
	4175	Shift A	DUTIES REQUIRING AZ LICENCING	\$1.00/HR. PREMIUM			
			TEMPORARY LEADHAND (Article 23.03)	3% PREMIUM			
		*	POSITIONS INELIGIBLE FOR THE 3% PREMIUM OUTLINED IN ARTICLE 23.03 (as it has been already built into the base rate through JE)				