

**JANUARY 1, 2021 – DECEMBER 31, 2023
COLLECTIVE AGREEMENT**

Between



and

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



Table of Contents		Page #
1	TERM OF AGREEMENT	1
2	PURPOSE OF AGREEMENT	1
3	UNION RECOGNITION	1
4	MANAGEMENT RIGHTS	3
5	DEFINITIONS OF POSITIONS	3
6	DEFINITIONS OF EMPLOYEES.....	3
7	GENDER AND NUMBER.....	4
8	TRIAL AND PROBATION PERIODS.....	4
9	DISCRIMINATION	5
10	PROMOTIONS AND TRANSFERS.....	5
11	OTHER EMPLOYEE CHANGES.....	6
12	STAFF REDUCTION FOR PERMANENT EMPLOYEES	7
13	SEVERANCE FOR PERMANENT EMPLOYEES.....	8
14	BUMPING FOR PERMANENT EMPLOYEES	8
15	RECALLING FOR PERMANENT EMPLOYEES	8
16	STAFF REDUCTION FOR NON-PERMANENT EMPLOYEES	9
17	CONTRACTING OUT	10
18	SENIORITY	10
19	NON-SHIFT WORKERS HOURS OF WORK	10
20	SHIFT WORKERS HOURS OF WORK.....	12
21	REST PERIODS.....	12
22	RIGHT TO SET UP SHIFTS	12
23	COMPRESSED WORK WEEK SCHEDULE	13
24	ANNUAL VACATIONS.....	13
25	HOLIDAYS.....	14
26	SICK LEAVE.....	15

27	WORKERS' COMPENSATION	17
28	LEAVE WITHOUT PAY	17
29	LEAVE FOR UNION RESPONSIBILITIES.....	17
30	MILITARY SERVICE.....	18
31	OTHER LEAVE.....	18
31.1	Bereavement Leave	18
31.2	Family Illness Leave.....	19
31.3	Employee Medical and Dental Appointments.....	19
31.4	Funeral Leave	19
31.5	Religious Holiday Leave.....	19
31.6	Personal Leave	19
31.7	Additional Leave.....	20
32	PARENTING LEAVE	20
33	COURT LEAVE.....	23
34	ABSENT WITHOUT APPROVAL.....	23
35	GENERAL BENEFITS	23
36	INSTRUCTION COURSES.....	25
37	TRAINING AND PROMOTIONS BASED ON FURTHER TRAINING	25
38	RETIREMENT ALLOWANCE	25
39	PROTECTIVE CLOTHING AND EQUIPMENT	25
40	EMPLOYEE PROTECTION.....	26
41	RESIDENCE	26
42	SAFETY REGULATIONS AND SAFETY COMMITTEE	26
43	WORKING IN CONFINED SPACE.....	27
44	STAFF IDENTIFICATION	27
45	POSITION EVALUATION.....	27
46	OVERTIME.....	28
47	CALLOUT	28
48	BANKED OVERTIME	29
49	SHIFT PREMIUMS.....	29
50	CHANGE OF WORK ASSIGNMENTS.....	30
51	REPORTING PAY AND PROCEDURE.....	30

52	STANDBY / ON-CALL	31
53	TOOL ALLOWANCE	31
54	SAFETY GLASSES	32
55	SAFETY FOOTWEAR ALLOWANCE	32
56	APPRENTICES	32
57	APPLICATION OF THE PAY SCALE	32
58	PAY DAYS	33
59	CAR ALLOWANCE	33
60	DISCIPLINE AND DISMISSAL	33
61	HEARING OF GRIEVANCES AND DISPUTES	34
62	TECHNOLOGICAL CHANGES	36
63	BULLETIN BOARDS	36
64	JOINT LABOUR MANAGEMENT AND UNION COMMITTEE	36
65	SPECIAL PROJECT PROGRAMS	36
66	ADDENDUM UPDATE	36
67	COLLECTIVE AGREEMENT SIGNING PAGE	37
	ADDENDUM #1: EXISTING PRACTICE FOR 12-HOUR SHIFT WORKERS AT BOTH TREATMENT PLANTS	38
	ADDENDUM #2: ENVIRONMENTAL SERVICES CERTIFICATION REQUIREMENTS	39
	ADDENDUM #3: POSITION EVALUATION	40
	ADDENDUM #4: POSITION EVALUATION (APPLICATION)	44
	LETTER OF UNDERSTANDING #1	47
	<i>CLOTHING AND PROTECTIVE EQUIPMENT</i>	47
	LETTER OF UNDERSTANDING #2	48
	<i>DISABILITY MANAGEMENT</i>	48
	LETTER OF UNDERSTANDING #3	49
	<i>INFORMATION TECHNOLOGY SERVICES DEVELOPMENT LADDERS</i>	49
	LETTER OF UNDERSTANDING #4	50
	<i>STATUS REVIEW COMMITTEE</i>	50
	LETTER OF UNDERSTANDING #5	51
	<i>INSPECTIONS & LICENSING CUSTOMER SERVICES DEVELOPMENT LADDER</i>	51

LETTER OF UNDERSTANDING #6	52
<i>DEVELOPMENT LADDERS</i>	52
LETTER OF UNDERSTANDING #7	53
<i>FULL TIME UNION PRESIDENT</i>	53
LETTER OF UNDERSTANDING #8	55
<i>SENIOR PLANNER DEVELOPMENT</i>	55
LETTER OF UNDERSTANDING #9	56
<i>UNION RECORDING SECRETARY</i>	56
LETTER OF UNDERSTANDING #10	57
<i>UNION SECRETARY TREASURER</i>	57
LETTER OF UNDERSTANDING #11	58
<i>REPORTING PAY AND PROCEDURE</i>	58
LETTER OF UNDERSTANDING #12	59
<i>UNION CHIEF SHOP STEWARD</i>	59
2021 CUPE INSIDE PAY RATES	60
2021 CUPE OUTSIDE PAY RATES	67
2022 CUPE INSIDE PAY RATES	70
2022 CUPE OUTSIDE PAY RATES	77
2023 CUPE INSIDE PAY RATES	80
2023 CUPE OUTSIDE PAY RATES	88
CUPE JOB CLASSIFICATION GROUPINGS	91

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, 2021, except as specifically provided herein.
- 1.2 This Agreement shall remain in full force until December 31, 2023, and thereafter from year by year unless and until either party shall have given to the other party, not less than sixty (60) days and not more than one-hundred and twenty (120) days preceding the expiry date of this Agreement or any subsequent annual expiry date, notice in writing requiring the other party to the Agreement to commence collective bargaining.

2 PURPOSE OF AGREEMENT

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

3 UNION RECOGNITION

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

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

3.2 Rights of Union Officers

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

3.3 Membership and Check Off

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

4 MANAGEMENT RIGHTS

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

5 DEFINITIONS OF POSITIONS

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

6 DEFINITIONS OF EMPLOYEES

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

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

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

7 GENDER AND NUMBER

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

8 TRIAL AND PROBATION PERIODS

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

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

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

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

greater than ten (10) working days.

- f) Non-permanent employees who have passed probation during prior employment are required to serve a trial period if rehired to a different department or section or position provided the break in service is less than twelve (12) months. If the break in service is greater than twelve (12) months they are considered to be a new hire and must serve a probationary period.

9 DISCRIMINATION

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

9.2 The principle of equal pay for equal work shall apply regardless of sex.

10 PROMOTIONS AND TRANSFERS

10.1 "Red-circled" employees shall be granted the consideration negotiated under the Agreement for the Position Evaluation Program on all new or vacated positions.

10.2 When a position anticipated to be of more than four (4) months duration is created or becomes vacant in any department and the Employer intends to fill it, the notice of the vacancy shall be posted as soon as possible on all department notice boards for five (5) consecutive working days in order that employees from all departments may have the opportunity of applying for the position, and one (1) copy of the vacancy notice shall be forwarded to the Union Recording Secretary. This would not apply to seasonal re-hires or casual positions required for sick leave replacement. Postings shall be consistent with the job description and shall include the approximate number of hours per week for the position. In the event a position is not to be filled immediately, the Union will be advised and given the reason why it is not being filled.

10.3 Where the necessary required qualifications, as outlined in the job description, performance, and abilities of the applicants to do the job are similar, the ranking (in the following order) of the applicants will be as follows:

- a) Permanent employees presently employed by the department where the vacancy exists by bargaining unit seniority.
- b) Permanent employees presently employed by other departments covered by this Agreement by bargaining unit seniority.
- c) Non-permanent employees who have accumulated in excess of 2080 hours within the department where the vacancy exists
- d) Non-permanent employees in seasonal positions shall be considered up to nine (9) months from their last separation from employment.
- e) Applicants from outside the bargaining unit will not be considered until all applications from permanent bargaining unit employees and active non-permanent employees with 2080 hours accumulated within the bargaining

unit have been assessed.

- 10.4 For all posted hiring's, the Employer will notify all of the internal applicants and the Union as to who was the successful candidate within ten (10) working days. Any internal applicant who was not successful may present a grievance challenging the decision of the Employer providing the grievance is filed within fifteen (15) working days of the receipt of notification of who was the successful applicant.
- 10.5 Seasonal Re-hires: Non-permanent employees shall be hired or rehired as required provided a position exists. Those employees having prior employment in a seasonal position are given first consideration provided they are suitable for the position and have a suitable performance record.

11 OTHER EMPLOYEE CHANGES

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

12 STAFF REDUCTION FOR PERMANENT EMPLOYEES

- 12.1 "Layoff" means a separation from permanent employment as a result of lack of work or a reduction in hours to less than thirty-seven and one-half (37.5) hours per week or forty (40) hours per week, as applicable.
- 12.2 "Short term layoff" means a separation from permanent employment for a period not exceeding fifteen (15) working days as a result of lack of work.
- 12.3 "Extended layoff" means a separation from permanent employment for a period exceeding fifteen (15) working days as a result of lack of work.
- 12.4 Layoffs shall be from the staff of the section where the lack of work has been identified and shall be based on seniority and qualifications, provided the remaining employee is able to do any of the remaining work.
- 12.5 No employee other than permanent part-time or full-time status will be retained in the department, where the lack of work has been identified.
- 12.6 An employee on short term layoff may not exercise layoff options outlined in 12.11, unless a second layoff occurs within twelve (12) months of the initial layoff.
- 12.7 Where a short-term layoff occurs the Employer shall provide the affected employees with at least five (5) working days' notice.
- 12.8 Where an extended layoff occurs the Employer shall provide the affected employees with at least ten (10) working days' notice.
- 12.9 Where a short-term layoff is to be extended the Employer must provide the employee with at least five (5) working days' notice of the extension.
- 12.10 An employee on extended layoff shall have:
- their benefit coverage ceases on the date of layoff unless a monthly premium has already been paid or the ten (10) day notice requirements have not been met by the Employer
 - any banked overtime/earned day accrual dollars paid out.
 - the option to have their accrued vacation paid out or remain accrued, which they may access during any layoff period.
 - their seniority, sick leave and accrued service for benefits purposes frozen.
- 12.11 The employee on extended layoff may have the following options:
- a) a vacant position within the same or comparable classification where the employee has the necessary qualifications, skills, and abilities;
 - b) the Employer, at their discretion, has the right to offer severance as outlined in Article 13;
 - c) may exercise seniority bumping rights, as outlined in Article 14, or;
 - d) accept recall, as outlined in Article 15.
- The employee shall advise the employer within five (5) working days of receipt of written layoff notice of the option they have chosen; however, if the employee selects bumping, this does not include the selection of the position.
- 12.12 An employee who is laid off shall cease to be an employee of The City of Red Deer where there has been a separation of permanent employment for periods that total one (1) year.

13 SEVERANCE FOR PERMANENT EMPLOYEES

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

14 BUMPING FOR PERMANENT EMPLOYEES

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

15 RECALLING FOR PERMANENT EMPLOYEES

- 15.1 Where a layoff has occurred and where the workload increases, employees on layoff will be recalled on the basis of seniority providing the employee has the necessary qualifications to adequately perform the duties of the position. To the extent possible, employees will be returned to their former position when the period of layoff expires.
- 15.2 Laid off employees who bump into lower-rated jobs are entitled to recall to their former position within twelve (12) months in advance of less senior employees.

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

15.4 Employees on layoff shall have their previously accumulated seniority, sick leave, and unexpended annual leave credits reinstated if they are recalled within twelve (12) months of their layoff date.

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

In the case The City cannot contact directly, a registered letter will be sent requesting that the employee 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 their employment with The City of Red Deer.

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

16 STAFF REDUCTION FOR NON-PERMANENT EMPLOYEES

16.1 a) Where a non-permanent employee's term of employment is about to end, the Employer must provide five (5) working days' notice of their separation from employment provided the employee has worked for longer than three (3) months.

b) Where a non-permanent employee is temporarily sent home from work under Article 51.1, the notice requirements under this Article are not applicable.

c) When eight (8) hours notice is provided to a recreational section and a culture section casual Employee that his/her shift is not required due to inclement weather, volumes and/or bookings, Article 51.1 is not applicable.

16.2 For the purpose of continuation of seasonal work in the Recreation, Parks and Culture Department, Public Works, and Environmental Services, employees may be retained on a day-to-day basis, workload and weather permitting, providing that the employee has received proper notice and such date has elapsed.

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

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

17 CONTRACTING OUT

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

18 SENIORITY

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

19 NON-SHIFT WORKERS HOURS OF WORK

- 19.1 During the term of the Collective Agreement, the hours of work for office and non-office employees shall be between the hours of 6 a.m. to 6 p.m. Monday to Friday, with an average of forty (40) hours per week or thirty-seven and one-half (37.5) hours per week, whichever is applicable.
- 19.2 Employees shall be granted a one (1) hour lunch break without pay near the midpoint of the normal day.
- 19.3 By mutual agreement between the employee and the immediate supervisor the regular hours of work referred to in 19.1 and the length of the lunch break referred to in 19.2 may be altered.
- 19.4 As a component of their regular duties, the following positions are required to work outside of regular hours and may accumulate time off in lieu of extra hours worked in a day, at one and one-half times their extra hours worked. These hours are to be taken off during the quarter in which it is earned. Where lieu time in excess of eight (8) hours is not taken by the end of each quarter it shall be paid out at double time unless the incumbent and supervisor mutually agree to carry-over the hours.

Planning Services: Senior Planner, Planner

Corporate Communications: Communications Consultant, Corporate Events Specialist.

Safe & Healthy Communities: Community and Program Facilitator, Program Specialist, Customer Service Specialist, Facility Pass and Booking Specialist, Advanced Lifeguard Instructor Leader 1, Aquatic Leader 2, Sales and Customer Service Leader 2, Dry Land Program Leader 2, Fitness Wellness Leader 2, Facility Operations Custodial Specialist, Community Facilitator, Program Coordinator, Funding & Business Supports Specialist, Community & Program Facilitator – Special Events.

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

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

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

- 19.5 Employee driven requests for Variable Work schedules shall be considered in the following manner:
- a) Approval of the variable schedule remains at the discretion of the Supervisor or their designate.
 - b) An Employee who wishes to schedule their hours of work outside of their regular working hours shall initiate such request in writing to their immediate supervisor or designate.
 - c) The Employee must ensure that the Union is notified in writing of their intent to request a variable work schedule.
 - d) The Employee shall submit a proposed schedule of hours of work, including lunch breaks, which shall not exceed the regular hours of work per pay period. (ie. seventy-five (75) or eighty (80) whichever is applicable for the pay period.)
 - e) Each request for a variable work schedule shall not exceed a period of six (6) months.
 - f) The daily hours of work on the proposed schedule may not exceed 12 hours.
 - g) The proposed schedule shall not result in increased costs to the Employer with respect to shift differential or overtime premiums.
- 19.6 Any hours worked before 6 a.m. or beyond 6 p.m. shall be paid at the applicable overtime or shift differential rate.
- 19.7 Employees, except for Recreation section and Culture section casual employees, are entitled to the equivalent of two (2) consecutive days off in each seven (7) day period.

20 SHIFT WORKERS HOURS OF WORK

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

21 REST PERIODS

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

22 RIGHT TO SET UP SHIFTS

- 22.1 Shift schedules may be established where the Employer can demonstrate either the need for more than the normal period of daily coverage or where the required work can be more efficiently performed on a shift basis (or a schedule of days that may include Saturday and/or Sunday).
- 22.2 The employees scheduled to work on a shift must be advised of the shift schedule at least seven (7) days prior to the implementation of a new or changed schedule. Overtime rates shall be paid for each day worked in lieu of the seven (7) day notice period. For shift changes made necessary by other employees' use of unscheduled paid time off, the notice required will be reduced to a three (3) day

notice period. Overtime rates shall be paid for each day worked in lieu of the three (3) day notice period.

- 22.3 An emergency is a sudden unexpected occasion or combination of events calling for immediate action (e.g., including, but not limited to, snow management, or failure of equipment or systems providing essential public services). Emergency shifts may be established providing sixteen (16) hours notice is given and providing that at least twelve (12) hours of rest is given between the employees' last shift and the emergency shift. A member of the Union Executive will be advised of all emergency shifts.
- 22.4 When an emergency shift is established but the sixteen (16) hour notice is not provided or the twelve (12) hour rest period is not provided, all hours worked on the first shift shall be at the overtime rate. The second and subsequent shifts shall be at the normal rate of pay.

23 COMPRESSED WORK WEEK SCHEDULE

- 23.1 The City of Red Deer will utilize Compressed Work Week Schedules, subject to Department Head approval, according to The City of Red Deer Administration Policy entitled "Compressed Work Week Schedules". The City will consult the CUPE Joint Labour Management Committee in the maintenance of the policy. When a request for a compressed work week is denied, the Department Head will provide the reason for denying the request in writing to the employees involved.

24 ANNUAL VACATIONS

- 24.1 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.
- 24.2 Part-time employees shall be entitled to vacation with pay as provided in 24.1 but the weekly rate of pay will be the same as that received on average over the preceding two (2) pay periods.
- 24.3 Non-permanent employees shall not accumulate vacation leave but shall be paid vacation pay at the rate of four percent (4%), based on the evaluated rate of pay until they have accumulated 2080 hours with The City, at which time they shall be paid vacation pay at the rate of six percent (6%).
- 24.4 When a non-permanent 4,160 hour employee achieves permanent status, their accrued hours of work shall be credited for the purpose of vacation entitlement.

- 24.5 Employees must utilize their vacation entitlement each year or the remainder; however, if the above has been applied, an employee may carry over one (1) week per year to a maximum accumulation equal to their annual entitlement, upon approval of the Department Head.
- 24.6 Subject to the Employer's requirements all employees shall be entitled to take their annual vacation when they so desire. Should a dispute arise between employees, preference as to when an employee may take their vacation shall be governed by seniority only once per calendar year.
- 24.7 If a holiday falls or is observed during or adjacent to an employee's annual vacation, that day shall not be considered a day of vacation but shall be paid as a holiday in accordance with this section.
- 24.8 Vacation pay on termination shall be calculated on the basis of the number of hours of vacation earned at the evaluated rate of pay under this Agreement, but not expended.
- 24.9 Employees must apply for leave at least ten (10) working days before the date they wish to commence this leave.
- 24.10 Where The City is having difficulty recruiting to specific positions and/or classifications, it may recognize equivalent service with another employer in establishing vacation accrual rates according to the current collective agreement, and/or to waive the benefit waiting period on hire as an incentive to candidates to accept employment.
- 24.11 All vacation requests shall be either accepted or rejected in writing within ten (10) days or earlier following receipt of the written request.

25 HOLIDAYS

- 25.1 Employees who have worked for the Employer for thirty (30) days in the previous twelve (12) months shall be entitled to the evaluated daily pay for the holidays listed in 25.5 providing:
- a) the employee is not on an approved leave of absence that is of more than ten (10) working days duration; and
 - b) the employee works the holiday if the holiday is a required day of work for the employee; and
 - c) the employee does not have an unauthorized absence on their last scheduled working day before the holiday or on their first scheduled working day after the holiday.
 - d) employees being laid off or recalled from layoff shall be entitled to pay for a holiday providing the foregoing conditions are met and providing the holiday falls on or is observed on the day of or the day immediately before or after the commencement of a period of layoff or immediately before or after the date of recall.
- 25.2 For employees covered by 19.1 and 20.3 the daily pay for holidays will be eight (8) times the evaluated hourly rate.
- 25.3 For employees covered by 19.1 and 20.4 the daily pay for holidays will be seven and one-half (7.5) times the evaluated hourly rate.

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

25.5 Holidays are:

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

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

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

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

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

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

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

26 SICK LEAVE

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

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

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

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

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

- 26.5 After six (6) sick leave incidents, employees are paid 90% of their regular earnings for new sick leave incidents for the rest of the payroll year.
- 26.6 Accrued sick time can be used to top-up the benefit coverage provided in the first year of the Employee Disability Support Plan.
- 26.7 All employees shall, prior to the commencement of their scheduled shift, notify their supervisor that they will be unable to report for work due to sickness.
- 26.8 A supervisor who suspects misuse of sick leave or for an absence of more than three (3) days may request a medical certificate if requested prior to the employee returning to work.
- 26.9 Failure by an employee to comply with the requirements of 26.7 or 26.8 may result in the employee losing entitlement to pay for the absence.
- 26.10 Failure by a supervisor to comply with the requirements of 26.8 bars the Employer from any action against the employee for that absence.
- 26.11 Any sick leave standing to the credit of an employee laid off shall remain to their credit for a period not exceeding twelve (12) months.
- 26.12 During any period of layoff the employee shall not be entitled to any sick leave with pay.
- 26.13 The City's obligation in granting of accumulated sick leave shall cease immediately when an employee is separated from the City's employment for any reason other than layoff.
- 26.14 The City will provide an Employee Disability Support Plan benefit. The Employee Disability Support Plan will be administered, according to the agreed Employee Disability Support Plan regulations.
- 26.15 To be eligible to draw coverage from the Employee Disability Support Plan a permanent employee must have been sick for more than ten (10) working days and used their own sick leave to cover said days. If a permanent employee does not have ten (10) days of accumulated sick leave to their credit they must wait the remaining days of the waiting period before receiving benefits from the Employee Disability Support Plan.
- 26.16 Employees suffering from an addiction problem who are actively engaged in an Employer/Union recognized treatment program shall be eligible for coverage from the Employee Disability Support Plan while absent and will receive benefits until certified fit to return to modified or regular duties, or until the Employee Disability Support Plan entitlement is exhausted.
- 26.17 The City agrees to sit down with Union officers and discuss the maintenance of disability program documentation as well as the Union's role in representing their members who are on disability and the appropriate forum to bring forward issues and concerns for resolution.

27 WORKERS' COMPENSATION

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

28 LEAVE WITHOUT PAY

- 28.1 A permanent employee may be entitled to leave of absence without pay and without loss of seniority or previously accumulated service-related allowances and benefits when they request such leave for good and sufficient cause. Such written request shall be in possession of the Employer no less than two (2) weeks prior to the requested commencement of leave. However, requests made within the two (2) 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.
- 28.2 Employees granted leave of absence without pay in excess of ten (10) working days shall make arrangements through the Human Resources Department to pay both the City and employee portion of applicable employee benefit premiums before their leave of absence commences.

29 LEAVE FOR UNION RESPONSIBILITIES

- 29.1 Leave of absence without pay and without loss of seniority may be granted for up to six (6) employees at any one time who have been elected or appointed to represent the Union at Union conventions subject to immediate exempt supervisor approval. Requests for these leaves shall be presented by the Union to the immediate exempt supervisor twenty (20) working days before the proposed leave. This may be waived if alternates are required due to immediate exempt supervisor rejection. Leave shall not be rejected unreasonably.
- 29.2 Leave of absence without pay and loss of seniority shall be granted to elected and appointed employees to attend Union Executive or Committee meetings or those of affiliated or chartered bodies. Notification of these leaves must be presented by the Union to the immediate supervisor a minimum of ten (10) working days before the noted leave.
- a) In no case will an employee be gone more than ten (10) days per calendar year (January 1 – December 31) for Union business for the purpose of Clause 29.2.

- 29.3 Subject to the 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 per calendar year (January 1 – December 31). Request for such leave of absence must be presented by the Union to the Department Head(s) of the affected department(s) a minimum of twenty (20) working days before the proposed leave of absence.
- 29.4 An employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated shall be granted leave of absence without loss of seniority for a period of up to two (2) years.
- a) The period of leave granted under 29.4 shall be extended upon request by the Union provided the Department Head is advised of the extension not less than sixty (60) days before the extension will become effective.
 - b) Where a period of leave under 29.4 or 29.4a) has been granted but the employee decides not to complete the full term of the leave, the employee must provide the Employer with twenty (20) working days' notice of their intention to return to work.
 - c) When a leave of absence is granted, the Employer will continue to pay the employee and to provide the benefits to which the employee is entitled under this Collective Agreement, but the Union will reimburse the Employer for all pay and benefits, including the Employer's share plus an administrative fee of ten percent (10%).
 - d) An employee returning from a leave of absence granted under this article and having provided the required notice of this intention will return to their previous position, if available. If the employee's position is not available on return, the employee shall receive the same pay range and step that they previously held before leave of absence, regardless of the position offered, except if it be a promotion from their previous position.

30 MILITARY SERVICE

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

31 OTHER LEAVE

31.1 Bereavement Leave

Permanent full-time employees shall be granted four (4) 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 twenty (20) 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 and seasonal and temporary employees shall be granted bereavement leave in accordance with Article 31.1, pro-rated on the employee's daily rate of pay averaged over the previous two (2) pay periods.

31.2 Family Illness Leave

Permanent full-time employees shall be granted up to thirty-two (32) hours personal sick leave (to be deducted from the employee's available sick leave) in a calendar year to attend to an immediate family member during illness, critical illness treatment, surgery, convalescence, or to visit an immediate family member who has a critical illness. Before taking a leave under this section, the employee must give the employer as much notice as is reasonable and practicable in the circumstances.

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

"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.

31.3 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).

- a) Leaves for medical and dental appointments apply to the employee, their father, mother, legally recognized spouse, and legally recognized children will be deducted from available family illness leave.

31.4 Funeral Leave

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

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

31.5 Religious Holiday Leave

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

31.6 Personal Leave

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

Personal Leave may be taken at any time within the calendar year, by mutual agreement between the employee and the supervisor. Employees shall endeavour to provide a minimum of twenty-four (24) hours' notice. Personal Leave must be used in a minimum of four (4) hour increments.

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

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

31.7 **Additional Leave**

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

32 PARENTING LEAVE

32.1 Parenting Leave shall be comprised of three components:

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

32.2 **Definitions**

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

32.3 **Eligibility**

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

- a) for Maternity Leave, the employee must have ninety (90) days service with the City and be the biological mother of a new born child;
- b) for Parental Leave, the employee must have ninety (90) days service with the City and be the 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.

32.4 Length of Leave

- a) Maternity Leave will be granted for a mutually agreed period of time up to sixteen (16) weeks surrounding the birth of a child. Maternity leave can start no sooner than thirteen (13) weeks immediately before the estimated date of delivery.
- b) An employee must take a period of leave of at least six (6) weeks immediately following the delivery unless there is mutual agreement by the employee, her supervisor and the employee's doctor that she can resume work earlier.
- c) If during the twelve (12) weeks immediately before the estimated date of delivery the pregnancy of an employee interferes with the performance of her duties, the Employer may give the employee written notice requiring her to start maternity leave.
- d) Parental Leave will be granted for up to sixty-two (62) weeks which may be taken by one parent or shared between them but the total leave cannot exceed sixty-two (62) weeks.
- e) Where a biological mother takes parental leave in addition to maternity leave, the parental leave commences immediately upon the expiry of the maternity leave without a return to work.
- f) Parental Leave, with the exception of the biological mother, must be completed within 62 weeks immediately following the date of birth of the child. In the case of an adoptive parent the Parental Leave must be completed within 62 weeks of the date of placement of the adopted child.
- g) The total combination of Maternity/Parental Leave will not exceed 78 weeks, except in extenuating circumstances where the employee provides medical evidence, an additional unpaid leave of absence will be granted for not more than six (6) months.
- h) Attending Leave of one (1) day with pay shall be given to the 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.

32.5 Notice Requirements

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

32.6 Compensation

- a) The voluntary portion of a Maternity/Parental Leave shall be considered leave without pay.
- b) Employees who meet Employment Insurance requirements will receive parental and/or maternity benefits.
- c) The health-related leave portion of the Maternity/Parental Leave (the period that a doctor certifies that the employee cannot perform the duties of her position) may be covered by several forms of coverage (Sick Leave, Employee Disability Support Plan, and a Supplementary Unemployment Benefit (SUB Plan)) which will apply in varying circumstances. In order to be eligible for the SUB Plan an employee must be in receipt of EI, have hours in their personal sick accrual and have a doctor's certificate verifying that she is medically unable to work. The SUB Plan will normally supplement Employment Insurance benefits. The SUB Plan is normally in effect until one of the following occurs: the employee returns from leave or the employee's EI maternity benefit runs out or the employee is no longer on a health-related portion of the leave. Any medically related portion of leave which falls outside the period covered by the SUB Plan may be covered by Leave or the Employee Disability Support Plan depending on the employee's eligibility.
- d) To receive any sickness benefits from the City during the health-related portion of Maternity/Parental Leave, including top-up of EI benefits, employees must have sufficient accrual in their personal sickness benefits.
- e) An employee is entitled to general salary increases during parenting leave. Pay increases as a result of job re-evaluation, service increments, completion of probation and trial periods shall not apply during Parenting Leave.

32.7 Benefit Coverage and Seniority

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

32.8 Benefit Premiums

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

32.9 Return to Work

- a) Prior to returning to work from Maternity Leave, the employee may be required to provide a medical certificate, at the expense of the City, that she is able to perform the required duties.
- b) An employee returning to work from parenting leave will be reinstated to the same or comparable position in terms of responsibility, pay, and benefits to the one held at the time parenting leave commenced, except if the position offered is a promotion from their previous position.
- c) An employee who does not report back to work by the end of the approved parenting leave is considered to have terminated employment with the City.
- d) While on parenting leave an employee is eligible to apply on job postings but the employee must be ready to assume the duties of the position within four (4) weeks of being offered the position.

33 COURT LEAVE

33.1 A permanent employee who is summoned for jury duty, subpoenaed as a witness, or subpoenaed as a defendant as a result of official duties shall not suffer any loss of salary whilst so serving provided that all fees payable to them as a result are paid to the Employer

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

34 ABSENT WITHOUT APPROVAL

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

35 GENERAL BENEFITS**35.1 Permanent Employee Application**

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

35.2 Pension

- a) The City and the employee shall each pay their share of the premium to the present pension plan or to any further plan mutually agreed to by both parties. Employees eligible to participate in the Local Authorities Plan shall be entitled to join the plan after one (1) year's service. Should the employee decide to purchase their first year of prior service, the City will pay the Employer's share of the prior service within the legal five (5) year period.

- b) Employees who participated with another local authority or public body with whom there is a reciprocal transfer agreement in effect shall commence the pension contributions immediately.

35.3 Group Life Insurance

- a) The City shall pay the full premium costs of a Group Life Insurance Plan in respect of the first twenty-five thousand dollars (\$25,000) of coverage and the employee shall pay the premium costs on coverage over twenty-five thousand dollars (\$25,000). Coverage shall be twice (2X) the employee's annual regular salary.
- b) Permanent full and part-time employees may request and have access to The City's optional group life insurance program at their own expense.

35.4 Medical and Dental Insurance

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

35.5 Non-permanent Employee Eligibility and Benefits

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

35.6 Mandatory Requirements

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

35.7 Employee Contributions

- a) The employee's contributions for coverage under 35.2, 35.3 and 35.4 shall be deducted by the Employer through payroll deductions.

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

35.8 Employee Disability Support Plan (EDSP)

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

36 INSTRUCTION COURSES

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

37 TRAINING AND PROMOTIONS BASED ON FURTHER TRAINING

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

38 RETIREMENT ALLOWANCE

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

39 PROTECTIVE CLOTHING AND EQUIPMENT

- 39.1 The City shall supply all necessary protective clothing and equipment as documented in safe work practices/procedures, and authorized by Departments

Heads, so that employees can perform their duties in a manner that reduces the risk of illness or injury.

- 39.2 All safety equipment that the City has agreed to supply shall be kept in proper working condition by the City. Defective and faulty equipment shall be reported immediately to the supervisor.

40 EMPLOYEE PROTECTION

40.1 Quarantine

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

40.2 Entry into Private Premises

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

40.3 Legal Aid

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

41 RESIDENCE

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

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

42 SAFETY REGULATIONS AND SAFETY COMMITTEE

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

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

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

identifies the root cause and corrective action(s) taken regarding H&S investigations to the Union.

- 42.4 The overall Committees focus shall be on the health and safety of the employees of the City as herein represented. Meetings shall take place a minimum of once quarterly or more frequently if the Committee decides and minutes of the same are made available to the Employer, Employees, and the Union.
- 42.5 The Employer chairperson shall cause the names of the Committee members to be posted on the Employer's bulletin board.
- 42.6 Time spent by the employees in performance of their duties as members of the Occupational Health and Safety Committee shall be considered as time worked and payment made on the basis of straight-time earnings only.
- 42.7 Such Committee shall not deal with matters which ordinarily are or become a subject for negotiations between the Employer and the Union.

43 WORKING IN CONFINED SPACE

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

44 STAFF IDENTIFICATION

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

45 POSITION EVALUATION

- 45.1 The parties agree that position descriptions, resultant ratings, salaries, and wages established in accordance with the Position Evaluation Program may need to be adjusted from time to time to meet changing needs of the City.
- 45.2 The parties agree that an ongoing Position Evaluation Committee shall be established to make decisions on matters pertaining to the Position Evaluation Program which are referred to it by the Employer or the Union or by both parties.
- 45.3 The Position Evaluation Committee shall consist of five (5) persons of whom two (2) shall be appointed by the Union and two (2) appointed by the Employer. The fifth member shall be Human Resources Officer or their delegate who shall act as Chairperson of the Committee but will not be a voting member of the Committee. Prior to naming a new Chairperson of the Committee, the City will discuss the selection with the Union.
- 45.4 Wage and salary levels established for each position as determined by the Position Evaluation Program as set out in the appended wage and salary schedule shall apply to all incumbent employees during such time as the employees are assigned to perform the duties of their position, except:

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

46 OVERTIME

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

47 CALLOUT

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

48 BANKED OVERTIME

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

49 SHIFT PREMIUMS

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

50 CHANGE OF WORK ASSIGNMENTS

- 50.1 When an employee is assigned by the head of a department to substitute for any period of time in a position that is covered by this Agreement and that is at a higher rate of pay than their own, the employee shall be paid at the rate of pay for the higher position provided the employee meets the minimum requirements as outlined in the current position description. Employees not meeting the minimum requirements shall receive 95% of the rate for the higher position or an increase of 2% above their current rate whichever is higher, but in no case above the rate for the higher position. The employee must assume the major part of the responsibilities, functions, and duties of the senior position in order to qualify for senior work pay. Such assignment shall be rotated between qualified employees where practical. For pay purposes, employees' senior assigned to Equipment Operator classifications will be assumed to meet the minimum requirements for the position.
- 50.2 A permanent employee who is required to temporarily assume a position which carries with it a lesser rate of pay shall suffer no reduction in their regular rate of pay.
- 50.3 An employee can be assigned by the Head of a Department to perform some higher-level responsibilities outside their normal job responsibilities. When the assignment is for more than one (1) day the employee will receive \$1.00 per hour more than they are currently being paid.
- 50.4 When an employee is assigned by the head of a department to substitute for any period of time in a position that is not covered by this Collective Agreement, the employee shall receive the lesser of a thirteen percent (13%) wage increase or the maximum for the position, but in no case will the employee receive less than they are currently being paid.
- 50.5 Senior work assignments of a seasonal nature shall be posted in accordance with Article 10.

51 REPORTING PAY AND PROCEDURE

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

52 STANDBY / ON-CALL

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

On-Call applies when employees must be able to mobilize (in person or remotely) to take action on and resolve service requests. Employees assigned on-call must be fit for duty as they would for any other regularly scheduled shift, be available to attend at the worksite or service site and will have their activities while away from work restricted or limited.

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

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

52.2 **Standby**

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

52.3 **On-Call**

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

53 TOOL ALLOWANCE

53.1 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.

54 SAFETY GLASSES

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

55 SAFETY FOOTWEAR ALLOWANCE

- 55.1 Upon presentation of a receipt, The City of Red Deer will reimburse those employees who are required to wear safety footwear. The reimbursement towards the cost of CSA approved safety footwear will be one-hundred fifty dollars (\$150.00) once per year for non-permanent employees and two-hundred dollars (\$200.00), maximum per year for permanent employees.
- Non-permanent employees with 4160 hours will be entitled to receive the same entitlement as the permanent employees.

56 APPRENTICES

- 56.1 Apprentices shall be those employees employed under this classification and who are properly registered in the Provincial Apprenticeship Program.
- 56.2 Apprentices attending classes necessitated by the Apprenticeship Program shall receive a rate of pay equal to the difference between their regular net pay and any government allowance, exclusive of any government allowance for travelling expenses.
- 56.3 All deductions required by statute or by this Agreement will be made in the normal manner.
- 56.4 All Apprentices shall have their conditions of employment outlined in a letter of understanding between all parties prior to the Employee starting work.

57 APPLICATION OF THE PAY SCALE

- 57.1 Newly-hired employees or those promoted will be paid the probationary rate to commence on the date of assuming the duties of the position for the prescribed probationary or trial period, except as provided for in the agreements covering "red-circled" and "out-of-scope" employees or where other exceptions are specifically provided for.
- 57.2 The probationary or starting rate for a permanent position shall be ninety-five percent (95%) of the evaluated rate. Upon completion of the probationary period permanent employees will be paid at one hundred percent (100%) of the evaluated rate.
- 57.3 The probationary or starting rate for a non-permanent position shall be eighty-five (85%) of the evaluated rate. Upon completion of the probationary period non-permanent employees will be paid at ninety percent (90%) of the evaluated rate. Non-permanent employees with greater than an accumulated 4,160 hours will be paid at one hundred percent (100%) of the evaluated rate. Employees approaching

4,160 hours will not be terminated for the sole purpose of avoiding the increase in rate.

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

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

58 PAY DAYS

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

59 CAR ALLOWANCE

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

60 DISCIPLINE AND DISMISSAL

60.1 Whenever circumstances permit, the City shall schedule a disciplinary discussion with the employee giving reasonable advance notice. At such a discussion, an employee may be accompanied by shop steward or union executive member. If an employee chooses to be accompanied by a shop steward or union executive member but should one not be available, the City shall not be prevented from meeting with the employee or taking action.

60.2 Whenever the City or its authorized supervisor deems it necessary to discipline an employee in a manner indicating that suspension or dismissal may follow any further infraction or may follow if such employee fails to bring their work up to a required standard by a given date, the supervisor shall, within ten (10) days thereafter, give written particulars of such discipline and the infraction and/or substandard performance to the employee involved with a copy to the Secretary of the Union. The employee's reply to such complaint will be included on or attached to the disciplinary report and become part of the record.

60.3 Adverse reports, letters of reprimand, disciplinary reports, including suspension, shall not be used against an employee at any time after twenty-four (24) months following the date of the report, letter, or suspension, provided there are no approved leave of absences within that twenty-four (24) month period. Following the twenty-four (24) months such documentation shall be physically removed from employee's personnel files and destroyed at the employee's request.

- 60.4 The Employer may discipline or dismiss an employee for just cause.
- 60.5 Any employee wishing to appeal against their dismissal must do so in writing to the City Manager through the proper officials of the Union; such notice of appeal must be in the hands of the City Manager no later than thirty (30) days from the date of dismissal.

61 HEARING OF GRIEVANCES AND DISPUTES

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

- 61.6 If the City Manager is unable to adjust the grievance to the satisfaction of the Union/grievor within twenty (20) working days of receipt of the grievance, the Union may within a further twenty (20) working days, by written notice, indicate that they intend to place the grievance before an Arbitration Board. If the union fails to do so within twenty (20) working days, the grievance shall be deemed to be abandoned.
- a) The written notice shall contain a statement of the grievance and the name of the Union appointee to the arbitration board.
 - b) The Employer shall, within five (5) working days of receipt of the notification, inform the Union of its appointee to the arbitration board.
 - c) The two (2) appointees so selected shall, within five (5) working days of the appointment of the Employer's representative, appoint a third person as chairperson.
 - d) Should the Employer fail to make an appointment within the five (5) day period the Union may request that the Minister of Manpower and Labour make the appointment of the Employer's representative.
 - e) Should the two (2) appointees fail to agree upon a chairperson within the five (5) day period, either appointee may request that the Minister of Manpower and Labour appoint a chairperson for the board.
 - f) The arbitration board shall hear and determine the difference in dispute and shall issue an award, in writing, not later than thirty (30) working days after the appointment of the chairperson provided, however, that with the consent of both parties such limitation of time may be extended.
 - g) The decision of the arbitration board is final and binding upon the parties and upon any employee affected thereby. The decision of a majority is the award of the arbitration board.
 - h) Where an arbitration board determines that an employee has been dismissed or otherwise disciplined by the Employer for cause and this Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration, the arbitration board may substitute such other penalty for the dismissal or discipline as it deems just and reasonable in all the circumstances.
 - i) An employee who has been unjustly suspended or dismissed shall be immediately reinstated in their former position without loss of seniority. They shall be compensated for all time lost in an amount equal to their normal earnings during the pay period next preceding such dismissal or suspension, or by another arrangement as to compensation which is just and equitable in the opinion of the parties or in the opinion of a board of arbitration if the matter is referred to such a board.
- 61.7 No grievance shall be defeated or denied by any formal or technical objection provided that both parties have made every effort to follow the time limits set out in the grievance procedure. Time limits may be extended, in writing, upon mutual consent of both parties.

62 TECHNOLOGICAL CHANGES

- 62.1 The City will assume its responsibilities with regard to employees who may be affected by new technology, including significant automation or mechanization. For this reason, the City agrees to set up training, retraining, or refresher programs for employees thus affected. The City shall give the Union prior notice of the implementation of significant new technology and discuss with the Union any action liable to cause staff problems. If an employee cannot perform the duties of the current position as a result of technological improvements and has to transfer to a lower-rated position and is able to do the work of the new position, that employee shall continue to receive the wage rate in place at the time of the transfer until such time as the lower rate reaches the red-circled rate.

63 BULLETIN BOARDS

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

64 JOINT LABOUR MANAGEMENT AND UNION COMMITTEE

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

65 SPECIAL PROJECT PROGRAMS

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

66 ADDENDUM UPDATE


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

67

COLLECTIVE AGREEMENT SIGNING PAGE

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

SIGNED AND EFFECTIVE this *10* day of *JANUARY*, 2023

<u>THE CITY OF RED DEER</u>	<u>CUPE LOCAL 417</u>
<p><i>[Handwritten Signature]</i></p>  <p>The seal of the City of Red Deer is circular with a dotted border. It features a central figure of a stag with large antlers. The text around the seal reads: "THE CITY OF RED DEER" at the top, "EX ELEGANTIA PABULUM" in the middle, and "INCORPORATED MARCH 25, 1913" at the bottom.</p>	<p><i>[Handwritten Signature]</i></p>

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

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

ADDENDUM #2: ENVIRONMENTAL SERVICES CERTIFICATION REQUIREMENTS

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

ADDENDUM #3: POSITION EVALUATION

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

A. PURPOSE

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

B. POLICY

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

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

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

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

C. **DEFINITIONS**

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

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

or by both parties. When the committee is unable to reach a decision, the matter will follow the normal grievance procedure.

- l) Out-of-Schedule Rate is a wage rate paid to an employee, for a specific purpose and for a specified period of time, that is in excess of the maximum rate that is determined for the position in accordance with the Position Evaluation Program.
- m) Points is the numerical expression for measurement of each degree within each factor.
- n) Rating Manual contains the basic guides for analyzing and evaluating the content of a position from the description.
- o) Red Circled is the term used to describe a situation where the incumbent of a position is currently being paid at a wage in excess of that assigned to the position.
- p) Total Points is the sum of all points allotted to each position for all factors as determined in accordance with the Rating Manual.

D. **GENERAL GUIDELINES**

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

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

E. **DESCRIBING AND RATING PROCEDURE**

The following procedure shall be followed:

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

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

ADDENDUM #4: POSITION EVALUATION (Application)

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

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

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

Any such 'red-circled' applicant shall have their application considered based solely upon ability to assimilate the knowledge necessary to successfully complete the training, retraining, or development provided, and/or their City-wide seniority."
 - c) In the upgrading process of 'red-circled' employees only permanent employees may compete for permanent vacancies and only non-permanent employees may compete for temporary vacancies.

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

- d) The appeal decision of the Position Evaluation Committee shall be considered final and binding upon the parties and the employee concerned.
 - e) Should the Position Evaluation Committee not be able to reach a decision on the appeal, the matter shall be referred to the principals involved (the Employer and the Union) by the Position Evaluation Committee for resolution. Either principal may submit the matter to grievance and, if necessary, arbitration for a decision in accordance with the applicable grievance provisions contained in the Collective Agreement.
9. For calculating the correct rate of pay effective January 1, 2023, the following shall be deemed to be the evaluated base rate and cost per point.
- a) Office Workers' Position Evaluation Program Rating
Rate of \$25.73 per hour for 224 points with 1 point above or below being worth 5.38 cents.
 - b) Non-Office Workers' Position Evaluation Program Rating
Rate of \$24.03 per hour for 170 points with 1 point above or below being worth 3.22 cents.
10. If, during the life of this Agreement, the Employer expands the use of 'out-of-schedule' rates to include twenty-five percent (25%) or more of the classifications covered by this Agreement, the compensation-to-points ratio will be open to re-negotiation.

LETTER OF UNDERSTANDING #1

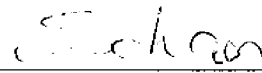
between
The City of Red Deer
and
CUPE Local 417
regarding

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 upon request.



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #2

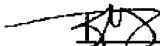
between
The City of Red Deer
and
CUPE Local 417
regarding

DISABILITY MANAGEMENT

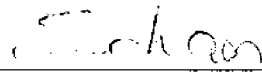
The City of Red Deer agree to engage CUPE Local 417 in discussions regarding the Employee Disability Support Plan (EDSP), Disability Management, Return to Work, Rehabilitation placements and the roles and responsibilities of the Union, the Employee and the Employer.

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

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



For The City of Red Deer



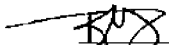
For CUPE Local 417

LETTER OF UNDERSTANDING #3

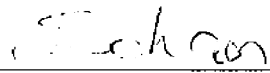
between
The City of Red Deer
and
CUPE Local 417
regarding

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

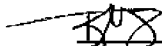
LETTER OF UNDERSTANDING #4

between
The City of Red Deer
and
CUPE Local 417
regarding

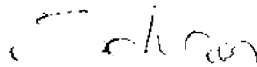
STATUS REVIEW COMMITTEE

A Joint Status Review Committee comprised of four members (2 union and 2 management) will meet every other month to review the status of non-permanent employees as defined in articles 5.3, 5.4, 5.5, 5.6 and 5.7.

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



For The City of Red Deer



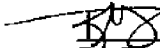
For CUPE Local 417

LETTER OF UNDERSTANDING #5

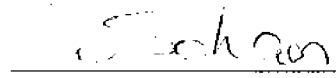
between
The City of Red Deer
and
CUPE Local 417
regarding

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



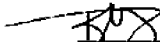
For CUPE Local 417

LETTER OF UNDERSTANDING #6


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 #7

between
The City of Red Deer
and
CUPE Local 417
regarding

FULL TIME UNION PRESIDENT

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

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

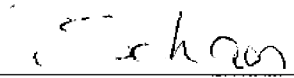
For any of the above noted meetings, the President may attend the meeting as the replacement for the Shop Steward.

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

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



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #8

between
The City of Red Deer
and
CUPE Local 417
regarding

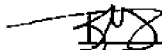
SENIOR PLANNER DEVELOPMENT

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

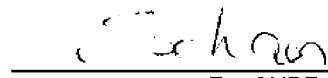
The parties hereby agree:

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

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



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #9

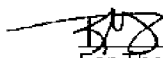
between
The City of Red Deer
and
CUPE Local 417
regarding

UNION RECORDING SECRETARY

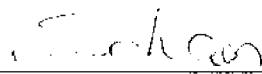
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role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

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

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



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #10


between
The City of Red Deer
and
CUPE Local 417
regarding

UNION SECRETARY TREASURER

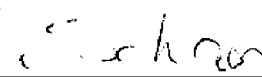
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role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

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

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



For The City of Red Deer



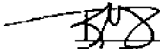
For CUPE Local 417

LETTER OF UNDERSTANDING #11

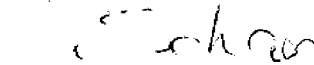
between
The City of Red Deer
and
CUPE Local 417
regarding

REPORTING PAY AND PROCEDURE

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



For The City of Red Deer



For CUPE Local 417

LETTER OF UNDERSTANDING #12


between
The City of Red Deer
and
CUPE Local 417
Regarding

UNION CHIEF SHOP STEWARD

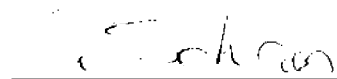
In an effort to promote good labour relations between the City and the Union, and to efficiently manage the costs associated with City Employees being away from work to attend to Union business, the parties to the collective agreement have come to the following understanding with respect to the role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

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

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



For The City of Red Deer



For CUPE Local 417

**2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCC1	CENSUS CLERK	\$24.82	214
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	\$26.36	243
CUPEI	MPRC	MAIL CLERK	\$26.62	248
CUPEI	RFCT	RECEPTION/ADMIN SUPPORT	\$26.67	249
CUPEI	RCR1	RP&C CASHIER	\$27.89	272
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$28.58	285
CUPEI	CCO1	CENSUS ELECTION ASSISTANT	\$28.63	286
CUPEI	CCGC	MAIL & PRINT SERVICES CLERK	\$29.27	298
CUPEI	RGCK	RP&C GENERAL CLERK	\$29.59	304
CUPEI	CHRP	CITY HALL RECEPTIONIST	\$29.85	309
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$29.91	310
CUPEI	HRRC	HR RECEPTIONIST	\$29.91	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$29.91	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$29.91	310
CUPEI	SCMN	SOURCE CONTROL MONITOR	\$30.44	320
CUPEI	TCSR	TRANSIT CUSTOMER SERVICE REP	\$30.44	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$30.54	322
CUPEI	CSUW	COURT SUPPORT WORKER	\$30.54	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$30.54	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$30.54	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	\$30.54	322
CUPEI	SCLP	SCALE PERSON	\$30.81	327
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$31.07	332
CUPEI	EPSA	ENVIRO PROGRAM SUPPORT ASST	\$31.07	332
CUPEI	PCVS	COMMUNITY POLICING ASST	\$31.28	336
CUPEI	CCAR	CASH CLERK	\$31.50	340
CUPEI	POIR	POLICE DETACHMENT CLERK	\$31.50	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$31.55	341
CUPEI	CCRA	COMMUN & STRAT PLAN ADMIN ASST	\$31.81	346
CUPEI	BCS1	I&L ADMINISTRATIVE ASSISTANT	\$31.81	346
CUPEI	SAAD	SPECIAL ADMISONS ADMIN	\$31.81	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$31.92	348
CUPEI	CCO2	CENSUS ELECTION COORDINATOR	\$32.34	356
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$32.34	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$32.40	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	\$32.45	358
CUPEI	COAA	COMMUNITY SERVICES ADMIN ASST	\$32.50	359
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	\$32.77	364

2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$33.46	377
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$33.46	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$33.46	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$33.46	377
CUPEI	ATCS	RAS SENIOR ADMIN ASSISTANT	\$33.46	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$33.67	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$33.67	381
CUPEI	POCS	POLICE COURT STENOGRAPHER	\$33.72	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$33.72	382
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$33.93	386
CUPEI	TFAS	TRAFFIC ASSISTANT	\$33.93	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$34.04	388
CUPEI	TPAC	TREATMENT PLANT ADMIN ASST	\$34.09	389
CUPEI	PCSC	POLICE CLIENT SERVICE CLERK	\$34.14	390
CUPEI	POFC	POLICE OFFICE FINANCIAL CLERK	\$34.14	390
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$34.14	390
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$34.14	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$34.30	393
CUPEI	CMSU	CORPORATE MEETING SUPPORT	\$34.41	395
CUPEI	PGIA	POLICE GIS ADMIN CLERK	\$34.41	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$34.46	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$34.57	398
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	\$34.62	399
CUPEI	GIST	GIS TECHNICIAN	\$34.67	400
CUPEI	SRPN	SURVEY TECHNICIAN	\$34.78	402
CUPEI	LSCA	LEG SVS COUNCIL ADMIN ASST	\$35.10	408
CUPEI	CECK	CEMETERY SERVICES SPECIALIST	\$35.31	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	\$35.31	412
CUPEI	LGLA	LEGAL ASSISTANT	\$35.31	412
CUPEI	CCCS	LS SENIOR ADMIN ASSISTANT	\$35.36	413
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$35.63	418
CUPEI	RMTC	CORPORATE RECORDS TECHNICIAN	\$35.68	419
CUPEI	IMES	INFORMATION MANAGEMENT TECH	\$35.68	419
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$35.68	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$35.89	423
CUPEI	ESCA	ES COMMUNICATIONS ADMIN SUPPOR	\$35.95	424
CUPEI	EOAA	ES OPS ADMIN ASSISTANT	\$35.95	424
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$36.00	425

2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CSCK	CUSTOMER SERVICES SPECIALIST	\$36.00	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$36.00	425
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$36.05	426
CUPEI	FISS	CORPORATE SERV ADMIN ASST	\$36.05	426
CUPEI	DSAA	DEVELOPMENT SVS ADMIN ASST	\$36.05	426
CUPEI	ESSA	EMERG SERV SENIOR ADMIN ASST	\$36.05	426
CUPEI	ILSA	I&L SENIOR ADMIN ASSISTANT	\$36.05	426
CUPEI	PSAA	PLANNING SERVICES ADMIN ASST	\$36.05	426
CUPEI	PRAA	PROTECTIVE SERVICES ADMIN ASST	\$36.05	426
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$36.21	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$36.26	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$36.32	431
CUPEI	TIOP	POLICE WATCH OPERATOR	\$36.58	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$36.74	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$36.85	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$36.95	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$37.27	449
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$37.38	451
CUPEI	GAGC	FLEET ADMINISTRATIVE CLERK	\$37.64	456
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	\$37.64	456
CUPEI	LBTN	WWTP LABORATORY TECHNICIAN	\$37.64	456
CUPEI	APCK	FINANCIAL SERVICES CLERK	\$37.80	459
CUPEI	OCOF	POLICE CLIENT SERVICES REP	\$37.85	460
CUPEI	PCOO	POLICE COMMUNICATIONS OPERATOR	\$37.85	460
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$37.96	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$37.96	462
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	\$38.01	463
CUPEI	SDSP	IT SERVICEDESK SPECIALIST	\$38.22	467
CUPEI	SRSI	COMPLIANCE OFFICER	\$38.38	470
CUPEI	EQCC	EQUITY COALITION COORDINATOR	\$38.44	471
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	\$38.60	474
CUPEI	SEPC	SPECIAL EVENT PERMIT COORDINAT	\$38.81	478
CUPEI	WSSP	WATER SECTION SPECIALIST	\$38.81	478
CUPEI	FUTT	CONS/MTCE UTILITY SPECIALIST	\$38.91	480
CUPEI	CMCO	CORPORATE MEETING ADMINISTRATR	\$38.91	480
CUPEI	SEPR	SPECIAL EVENTS PROGRAMMER	\$39.12	484
CUPEI	LCIN	I&L LICENSE INSPECTOR	\$39.18	485
CUPEI	APU2	PROCUREMENT SUPPORT SPECIALIST	\$39.18	485

2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCCU	CUSTOMER SUPPORT REPRESENTATIV	\$39.23	486
CUPEI	RMAN	CORP INFO & RECORDS ANALYST	\$39.28	487
CUPEI	POTA	POLICE TRAINING ASSOCIATE	\$39.55	492
CUPEI	TCWR	ENVS SV SERV TECHNICAL WRITER	\$39.60	493
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$39.76	496
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$39.76	496
CUPEI	PBAC	HR ADMINISTRATOR BENEFITS ACCT	\$39.76	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$39.81	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$39.81	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$39.87	498
CUPEI	LACO	LEGAL SERVICES COORDINATOR	\$39.87	498
CUPEI	ARUB	SPECIALIST - BUSINESS SUPPORT	\$39.87	498
CUPEI	SLTN	WWTP SR LABORATORY TECHNICIAN	\$40.29	506
CUPEI	GRDN	GIS TECHNOLOGIST	\$40.45	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$40.45	509
CUPEI	WEBC	WEB CONTENT SPECIALIST	\$40.45	509
CUPEI	SPEO	SPECIALIST - OPERATIONS	\$40.50	510
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$40.56	511
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$40.77	515
CUPEI	EAMS	MARKETING SPECIALIST	\$40.77	515
CUPEI	PACC	PUBLIC ART COORDINATOR	\$40.87	517
CUPEI	FINA	ACCOUNTANT	\$40.93	518
CUPEI	FSAT	FINANCIAL SERVICES ACCOUNTANT	\$40.93	518
CUPEI	HDAA	SOCIAL PLANNING DATA ANALYST	\$41.03	520
CUPEI	URFR	URBAN FORESTER	\$41.09	521
CUPEI	WDIV	WASTE DIVERSION SPECIALIST	\$41.09	521
CUPEI	ILBA	I&L BUSINESS ANALYST	\$41.14	522
CUPEI	PGAD	PARKING COORDINATOR	\$41.14	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$41.35	526
CUPEI	EDSP	LAND & ECON DEV SPECIALIST	\$41.56	530
CUPEI	EACC	ENVIRONMENTAL SERV ACCOUNTANT	\$41.67	532
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$41.67	532
CUPEI	GIAN	GIS ANALYST	\$41.83	535
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$41.88	536
CUPEI	WMCO	WORK MGMT COORDINATOR	\$41.99	538
CUPEI	PRCO	LS PROJECT COORDINATOR	\$42.14	541
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$42.14	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$42.25	543

2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCSS	COMMUNICATIONS CONSULTANT	\$42.30	544
CUPEI	PCSS	POLICE COMMUNICATION SPECIALST	\$42.30	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$42.41	546
CUPEI	BYOF	MUNICIPAL ENFORCEMENT OFFICER	\$42.62	550
CUPEI	DDVO	DEVELOPMENT OFFICER	\$42.94	556
CUPEI	LSCI	LEAD SOURCE CONTROL INSPECTOR	\$43.36	564
CUPEI	CASP	FUNDING & BUS SUPPORTS SPEC	\$43.52	567
CUPEI	PWAN	PUBLIC WORKS ANALYST	\$43.52	567
CUPEI	POCC	POLICE OPS COOMUNICATION COORD	\$43.58	568
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$43.58	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$43.58	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	\$43.68	570
CUPEI	ROAN	ROADS ANALYST	\$43.68	570
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$43.79	572
CUPEI	HRSE	HR SPECIALIST FIELD SAFETY ELP	\$43.79	572
CUPEI	TLWS	TRAINING LEAD	\$43.84	573
CUPEI	ERSP	ENVIRO REGULATORY SUPP PERSON	\$43.89	574
CUPEI	APUA	PROCUREMENT & CONTRACT SPLST	\$43.95	575
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$44.00	576
CUPEI	SRIP	DEVELOPMENT INSPECTOR	\$44.00	576
CUPEI	APPC	LEG SVS APPEALS COORDINATOR	\$44.00	576
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$44.32	582
CUPEI	FLTK	FLEET TECHNOLOGIST	\$44.32	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$44.32	582
CUPEI	PCIJ	POLICE CRIMINAL INTEL ANLYS JR	\$44.48	585
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$44.53	586
CUPEI	TRAN	TRANSIT SYSTEM ANALYST	\$44.69	589
CUPEI	PRCR	POLICY ANALYST	\$44.90	593
CUPEI	PLJR	PLANNER	\$45.11	597
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$45.27	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$45.27	600
CUPEI	ARCH	ARCHIVES SPECIALIST	\$45.32	601
CUPEI	CADC	FINANCE SPECIALIST - REC	\$45.32	601
CUPEI	GRSP	GRANTS SPECIALIST	\$45.38	602
CUPEI	PTXS	TAX COLLECTION COORDINATOR	\$45.38	602
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	\$45.48	604
CUPEI	MPSS	MUNI POLICING SVS SUPERVISOR	\$45.48	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$45.64	607

2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	APSA	IT APPLICATION SYSTEMS ANALYST	\$45.80	610
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$45.80	610
CUPEI	PITA	POLICE INFO TECH ANALYST	\$45.80	610
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$45.85	611
CUPEI	PRTK	PROJECTS SPECIALIST	\$46.22	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$46.28	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$46.28	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$46.33	620
CUPEI	WPLM	WTP LEAD OPERATOR MAINTENANCE	\$46.33	620
CUPEI	WWLM	WWTP LEAD OPERATOR MAINTENANCE	\$46.33	620
CUPEI	LISC	LAND INFO SYSTEMS CONSULTANT	\$46.44	622
CUPEI	BOEC	MUNICIPAL ENFORCEMENT SUPV	\$46.44	622
CUPEI	FSAC	FINANCIAL COORDINATOR	\$46.54	624
CUPEI	BADV	FUNCTIONAL SUPPORT ANALYST	\$46.75	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$46.75	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$46.86	630
CUPEI	CMPL	CONST/MAINT PLANNING LEAD	\$46.97	632
CUPEI	ACCR	ACCREDITATION COORDINATOR	\$47.18	636
CUPEI	TBSC	BUSINESS SYSTEMS CONSULTANT	\$47.18	636
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$47.34	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$47.34	639
CUPEI	CSLO	LEAD OPERATR - WW COLLECTION	\$47.34	639
CUPEI	WWLD	WWTP LEAD OPERATOR - OPS	\$47.34	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$47.39	640
CUPEI	CCOA	CREDIT COORDINATOR	\$47.39	640
CUPEI	PPEC	PUBLIC PARTICIPATN ENGAGE COOR	\$47.39	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$47.44	641
CUPEI	ECOC	ECOLOGICAL SVS OPERATION COORD	\$47.44	641
CUPEI	SRCA	SENIOR COMMUNICATIONS CONSULTA	\$47.50	642
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$47.60	644
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$47.60	644
CUPEI	CMOL	CONST/MTNC OPERATIONS LEAD	\$47.65	645
CUPEI	QMGC	QUALITY MANAGEMENT COORDINATOR	\$47.65	645
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$47.71	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$47.81	648
CUPEI	SCOF	SAFETY CODES OFFICER	\$48.18	655
CUPEI	CDPC	PARKS PLANNING COORDINATOR	\$48.29	657
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$48.71	665

**2021 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2021**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TXAN	OPERATIONS ANALYST	\$48.87	668
CUPEI	COMR	RESEARCH AND EVALUATION COORD	\$48.87	668
CUPEI	SDVO	SENIOR DEVELOPMENT OFFICER	\$48.87	668
CUPEI	PCCS	PROGRAM COORD COMMUNITY SAFETY	\$49.35	677
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$49.67	683
CUPEI	LARC	ARCHIVES COORDINATOR	\$49.72	684
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$49.72	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	\$49.72	684
CUPEI	FIAN	FINANCIAL ANALYST	\$50.25	694
CUPEI	COWK	COMMUNITY FACILITATOR	\$50.41	697
CUPEI	NWAD	COORD-NETWORK, SECURITY & INFRS	\$50.57	700
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	\$50.73	703
CUPEI	PCIA	POL CRIM INTELLIGENCE ANALYST	\$50.94	707
CUPEI	PLSR	SENIOR PLANNER	\$51.36	715
CUPEI	TRPL	SENIOR PLANNER TRANSIT	\$51.36	715
CUPEI	FAPP	FUNCTIONAL SUPPORT TEAM SPVR	\$51.42	716
CUPEI	LSCO	TEAM LEAD SAFETY CODES OFFICER	\$51.73	722
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$51.89	725
CUPEI	LAPC	LAND COORDINATOR	\$52.42	735
CUPEI	ACAN	RAS ASSESSMENT COORD/ANALYST	\$53.59	757

2021 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	\$23.57	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$23.57	167
CUPEO	LCPN	LITTER CONTROL PERSON	\$24.78	205
CUPEO	LFIN	LIFEGUARD INSTUCTOR	\$25.32	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$25.70	234
CUPEO	CSWR	CUSTODIAL WORKER	\$26.43	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$27.22	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$27.66	296
CUPEO	PLMN	PROGRAM LEADER	\$27.66	296
CUPEO	WLAB	WATERWORKS LABOURER	\$29.37	350
CUPEO	PKL1	PARKS LABOURER 1	\$29.44	352
CUPEO	CSLD	CUSTODIAL LEAD	\$29.66	359
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$29.72	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$29.82	364
CUPEO	FLUP	FLEET UTILITY PERSON	\$30.26	378
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$30.39	382
CUPEO	PIPC	PARK CARETAKER	\$30.54	387
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$30.64	390
CUPEO	FMBA	BUILDING MAINTENANCE ASSISTANT	\$30.70	392
CUPEO	RDL1	ROADS LABOURER 1	\$31.02	402
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	\$31.02	402
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$31.24	409
CUPEO	FOW1	FACILITY OPERATIONS WORKER 1	\$31.88	429
CUPEO	ALIL	ADV LIFEGUARD INSTRUCTOR LDR 1	\$32.26	441
CUPEO	WWCL	WASTEWATER COLLECTION LABOURER	\$32.29	442
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$32.32	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$32.38	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$32.64	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$32.70	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$32.79	458
CUPEO	PKL2	PARKS LABOURER 2	\$32.86	460
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$33.17	470
CUPEO	PMRT	PARKING METER REPAIR TECHNICA	\$33.21	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$33.30	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$33.43	478
CUPEO	PKGR	PARKS GARDENER	\$33.43	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$33.49	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$33.65	485

2021 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$33.78	489
CUPEO	RDL2	ROADS LABOURER 2	\$33.81	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$33.81	490
CUPEO	CMO2	CONSTR & MAINT EQUIPMENT OP 2	\$34.28	505
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$34.60	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$34.63	516
CUPEO	FOW2	FACILITY OPERATIONS WORKER 2	\$34.79	521
CUPEO	MSL2	METERS & SIGNS LABOURER 2	\$34.85	523
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$35.17	533
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$35.30	537
CUPEO	CWED	ECOLOGICAL SERVICES TECHNICIAN	\$35.30	537
CUPEO	HGAR	HEAD GARDENER	\$35.36	539
CUPEO	ARB1	ARBORIST 1	\$35.52	544
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$35.68	549
CUPEO	WTRP	WTP MAINTENANCE REPAIR PERSON	\$35.68	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$35.80	553
CUPEO	CMO3	CONSTR & MAINT EQUIPMENT OP 3	\$36.12	563
CUPEO	PFF1	PARKS FOREMAN 1	\$36.12	563
CUPEO	PBFO	POLICE BLDG & FLEET MTNCE OP	\$36.31	569
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$36.31	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$36.63	579
CUPEO	WWCO	WW COLLECTION OPERATOR	\$36.63	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$36.82	585
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	\$36.85	586
CUPEO	ARB2	ARBORIST 2	\$37.80	616
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$38.24	630
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$38.40	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$38.65	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$38.65	643
CUPEO	TVIO	WW COLLECTION INSPECTOR	\$38.78	647
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$38.81	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$38.97	653
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$39.61	673
CUPEO	WWMT	WWTP MAINTENANCE TRADESPERSON	\$39.61	673
CUPEO	PKF2	PARKS FOREMAN 2	\$40.08	688
CUPEO	HDMC	HEAVY DUTY MECHANIC	\$40.46	700
CUPEO	BMOP	BUILDING OPERATOR	\$41.03	718
CUPEO	FOPR	FACILITY OPERATOR	\$41.03	718

2021 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2021

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	SGNF	SIGNAGE FOREMAN	\$41.03	718
CUPEO	WELD	WELDER	\$41.06	719
CUPEO	GGMC	GARAGE GENERAL MECHANIC	\$41.09	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$41.35	728
CUPEO	CMFM	CEMETERY FOREMAN	\$41.66	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	\$41.98	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	\$42.42	762
CUPEO	EOF1	ENVIRONMENT OPERATIONS FOREMAN	\$43.15	785
CUPEO	CFOF	CONSTRUCT/MNTC OPS FOREPERSON	\$44.39	824

**2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCC1	CENSUS CLERK	\$24.82	214
CUPEI	CSCS	SALES & CUST SERV REP COLLICUT	\$26.36	243
CUPEI	MPRC	MAIL CLERK	\$26.62	248
CUPEI	RFCT	RECEPTION/ADMIN SUPPORT	\$26.67	249
CUPEI	RCR1	RP&C CASHIER	\$27.89	272
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$28.58	285
CUPEI	CCO1	CENSUS ELECTION ASSISTANT	\$28.63	286
CUPEI	CCGC	MAIL & PRINT SERVICES CLERK	\$29.27	298
CUPEI	RGCK	RP&C GENERAL CLERK	\$29.59	304
CUPEI	CHRP	CITY HALL RECEPTIONIST	\$29.85	309
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$29.91	310
CUPEI	HRRC	HR RECEPTIONIST	\$29.91	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$29.91	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$29.91	310
CUPEI	SCMN	SOURCE CONTROL MONITOR	\$30.44	320
CUPEI	TCSR	TRANSIT CUSTOMER SERVICE REP	\$30.44	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$30.54	322
CUPEI	CSUW	COURT SUPPORT WORKER	\$30.54	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$30.54	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$30.54	322
CUPEI	RMCI	RECORDS MGMT CLERK - I&L	\$30.54	322
CUPEI	SCLP	SCALE PERSON	\$30.81	327
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$31.07	332
CUPEI	EPSA	ENVIRO PROGRAM SUPPORT ASST	\$31.07	332
CUPEI	PCVS	COMMUNITY POLICING ASST	\$31.28	336
CUPEI	CCAR	CASH CLERK	\$31.50	340
CUPEI	POIR	POLICE DETACHMENT CLERK	\$31.50	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$31.55	341
CUPEI	CCRA	COMMUN & STRAT PLAN ADMIN ASST	\$31.81	346
CUPEI	BCS1	I&L ADMINISTRATIVE ASSISTANT	\$31.81	346
CUPEI	SAAD	SPECIAL ADMISONS ADMIN	\$31.81	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$31.92	348
CUPEI	CCO2	CENSUS ELECTION COORDINATOR	\$32.34	356
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$32.34	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$32.40	357
CUPEI	CCSL	SALES & CUSTOMER SERV LEADER 2	\$32.45	358
CUPEI	COAA	COMMUNITY SERVICES ADMIN ASST	\$32.50	359
CUPEI	CMAS	COMMUNICATIONS ASSISTANT	\$32.77	364

2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$33.46	377
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$33.46	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$33.46	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$33.46	377
CUPEI	ATCS	RAS SENIOR ADMIN ASSISTANT	\$33.46	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$33.67	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$33.67	381
CUPEI	POCS	POLICE COURT STENOGRAPHER	\$33.72	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$33.72	382
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$33.93	386
CUPEI	TFAS	TRAFFIC ASSISTANT	\$33.93	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$34.04	388
CUPEI	TPAC	TREATMENT PLANT ADMIN ASST	\$34.09	389
CUPEI	PCSC	POLICE CLIENT SERVICE CLERK	\$34.14	390
CUPEI	POFC	POLICE OFFICE FINANCIAL CLERK	\$34.14	390
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$34.14	390
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$34.14	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$34.30	393
CUPEI	CMSU	CORPORATE MEETING SUPPORT	\$34.41	395
CUPEI	PGIA	POLICE GIS ADMIN CLERK	\$34.41	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$34.46	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$34.57	398
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	\$34.62	399
CUPEI	GIST	GIS TECHNICIAN	\$34.67	400
CUPEI	SRPN	SURVEY TECHNICIAN	\$34.78	402
CUPEI	LSCA	LEG SVS COUNCIL ADMIN ASST	\$35.10	408
CUPEI	CECK	CEMETERY SERVICES SPECIALIST	\$35.31	412
CUPEI	COMS	LAS COMMITTEES COORDINATOR	\$35.31	412
CUPEI	LGLA	LEGAL ASSISTANT	\$35.31	412
CUPEI	CCCS	LS SENIOR ADMIN ASSISTANT	\$35.36	413
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$35.63	418
CUPEI	RMTC	CORPORATE RECORDS TECHNICIAN	\$35.68	419
CUPEI	IMES	INFORMATION MANAGEMENT TECH	\$35.68	419
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$35.68	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$35.89	423
CUPEI	ESCA	ES COMMUNICATIONS ADMIN SUPPOR	\$35.95	424
CUPEI	EOAA	ES OPS ADMIN ASSISTANT	\$35.95	424
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$36.00	425

2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CSCK	CUSTOMER SERVICES SPECIALIST	\$36.00	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$36.00	425
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$36.05	426
CUPEI	FISS	CORPORATE SERV ADMIN ASST	\$36.05	426
CUPEI	DSAA	DEVELOPMENT SVS ADMIN ASST	\$36.05	426
CUPEI	ESSA	EMERG SERV SENIOR ADMIN ASST	\$36.05	426
CUPEI	ILSA	I&L SENIOR ADMIN ASSISTANT	\$36.05	426
CUPEI	PSAA	PLANNING SERVICES ADMIN ASST	\$36.05	426
CUPEI	PRAA	PROTECTIVE SERVICES ADMIN ASST	\$36.05	426
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$36.21	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$36.26	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$36.32	431
CUPEI	TIOP	POLICE WATCH OPERATOR	\$36.58	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$36.74	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$36.85	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$36.95	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$37.27	449
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$37.38	451
CUPEI	GAGC	FLEET ADMINISTRATIVE CLERK	\$37.64	456
CUPEI	LTWS	LABORATORY TECH -WATER SECTION	\$37.64	456
CUPEI	LBTN	WWTP LABORATORY TECHNICIAN	\$37.64	456
CUPEI	APCK	FINANCIAL SERVICES CLERK	\$37.80	459
CUPEI	OCOF	POLICE CLIENT SERVICES REP	\$37.85	460
CUPEI	PCOO	POLICE COMMUNICATIONS OPERATOR	\$37.85	460
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$37.96	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$37.96	462
CUPEI	SCIN	SOURCE CONTROL INSPECTOR	\$38.01	463
CUPEI	SDSP	IT SERVICEDESK SPECIALIST	\$38.22	467
CUPEI	SRSI	COMPLIANCE OFFICER	\$38.38	470
CUPEI	EQCC	EQUITY COALITION COORDINATOR	\$38.44	471
CUPEI	RNAC	RP&C SYSTEMS COORDINATOR	\$38.60	474
CUPEI	SEPC	SPECIAL EVENT PERMIT COORDINAT	\$38.81	478
CUPEI	WSSP	WATER SECTION SPECIALIST	\$38.81	478
CUPEI	FUTT	CONS/MTCE UTILITY SPECIALIST	\$38.91	480
CUPEI	CMCO	CORPORATE MEETING ADMINISTRATR	\$38.91	480
CUPEI	SEPR	SPECIAL EVENTS PROGRAMMER	\$39.12	484
CUPEI	LCIN	I&L LICENSE INSPECTOR	\$39.18	485
CUPEI	APU2	PROCUREMENT SUPPORT SPECIALIST	\$39.18	485

2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCCU	CUSTOMER SUPPORT REPRESENTATIV	\$39.23	486
CUPEI	RMAN	CORP INFO & RECORDS ANALYST	\$39.28	487
CUPEI	POTA	POLICE TRAINING ASSOCIATE	\$39.55	492
CUPEI	TCWR	ENVS SV SERV TECHNICAL WRITER	\$39.60	493
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$39.76	496
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$39.76	496
CUPEI	PBAC	HR ADMINISTRATOR BENEFITS ACCT	\$39.76	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$39.81	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$39.81	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$39.87	498
CUPEI	LACO	LEGAL SERVICES COORDINATOR	\$39.87	498
CUPEI	ARUB	SPECIALIST - BUSINESS SUPPORT	\$39.87	498
CUPEI	SLTN	WWTP SR LABORATORY TECHNICIAN	\$40.29	506
CUPEI	GRDN	GIS TECHNOLOGIST	\$40.45	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$40.45	509
CUPEI	WEBC	WEB CONTENT SPECIALIST	\$40.45	509
CUPEI	SPEO	SPECIALIST - OPERATIONS	\$40.50	510
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$40.56	511
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$40.77	515
CUPEI	EAMS	MARKETING SPECIALIST	\$40.77	515
CUPEI	PACC	PUBLIC ART COORDINATOR	\$40.87	517
CUPEI	FINA	ACCOUNTANT	\$40.93	518
CUPEI	FSAT	FINANCIAL SERVICES ACCOUNTANT	\$40.93	518
CUPEI	HDAA	SOCIAL PLANNING DATA ANALYST	\$41.03	520
CUPEI	URFR	URBAN FORESTER	\$41.09	521
CUPEI	WDIV	WASTE DIVERSION SPECIALIST	\$41.09	521
CUPEI	ILBA	I&L BUSINESS ANALYST	\$41.14	522
CUPEI	PGAD	PARKING COORDINATOR	\$41.14	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$41.35	526
CUPEI	EDSP	LAND & ECON DEV SPECIALIST	\$41.56	530
CUPEI	EACC	ENVIRONMENTAL SERV ACCOUNTANT	\$41.67	532
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$41.67	532
CUPEI	GIAN	GIS ANALYST	\$41.83	535
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$41.88	536
CUPEI	WMCO	WORK MGMT COORDINATOR	\$41.99	538
CUPEI	PRCO	LS PROJECT COORDINATOR	\$42.14	541
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$42.14	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$42.25	543

2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCSS	COMMUNICATIONS CONSULTANT	\$42.30	544
CUPEI	PCSS	POLICE COMMUNICATION SPECIALST	\$42.30	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$42.41	546
CUPEI	BYOF	MUNICIPAL ENFORCEMENT OFFICER	\$42.62	550
CUPEI	DDVO	DEVELOPMENT OFFICER	\$42.94	556
CUPEI	LSCI	LEAD SOURCE CONTROL INSPECTOR	\$43.36	564
CUPEI	CASP	FUNDING & BUS SUPPORTS SPEC	\$43.52	567
CUPEI	PWAN	PUBLIC WORKS ANALYST	\$43.52	567
CUPEI	POCC	POLICE OPS COOMUNICATION COORD	\$43.58	568
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$43.58	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$43.58	568
CUPEI	CCUS	CUSTOMER SERV SPECIALIST -COLL	\$43.68	570
CUPEI	ROAN	ROADS ANALYST	\$43.68	570
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$43.79	572
CUPEI	HRSE	HR SPECIALIST FIELD SAFETY ELP	\$43.79	572
CUPEI	TLWS	TRAINING LEAD	\$43.84	573
CUPEI	ERSP	ENVIRO REGULATORY SUPP PERSON	\$43.89	574
CUPEI	APUA	PROCUREMENT & CONTRACT SPLST	\$43.95	575
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$44.00	576
CUPEI	SRIP	DEVELOPMENT INSPECTOR	\$44.00	576
CUPEI	APPC	LEG SVS APPEALS COORDINATOR	\$44.00	576
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$44.32	582
CUPEI	FLTK	FLEET TECHNOLOGIST	\$44.32	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$44.32	582
CUPEI	PCIJ	POLICE CRIMINAL INTEL ANLYS JR	\$44.48	585
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$44.53	586
CUPEI	TRAN	TRANSIT SYSTEM ANALYST	\$44.69	589
CUPEI	PRCR	POLICY ANALYST	\$44.90	593
CUPEI	PLJR	PLANNER	\$45.11	597
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$45.27	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$45.27	600
CUPEI	ARCH	ARCHIVES SPECIALIST	\$45.32	601
CUPEI	CADC	FINANCE SPECIALIST - REC	\$45.32	601
CUPEI	GRSP	GRANTS SPECIALIST	\$45.38	602
CUPEI	PTXS	TAX COLLECTION COORDINATOR	\$45.38	602
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	\$45.48	604
CUPEI	MPSS	MUNI POLICING SVS SUPERVISOR	\$45.48	604
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$45.64	607

2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	APSA	IT APPLICATION SYSTEMS ANALYST	\$45.80	610
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$45.80	610
CUPEI	PITA	POLICE INFO TECH ANALYST	\$45.80	610
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$45.85	611
CUPEI	PRTK	PROJECTS SPECIALIST	\$46.22	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$46.28	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$46.28	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$46.33	620
CUPEI	WPLM	WTP LEAD OPERATOR MAINTENANCE	\$46.33	620
CUPEI	WWLM	WWTP LEAD OPERATOR MAINTENANCE	\$46.33	620
CUPEI	LISC	LAND INFO SYSTEMS CONSULTANT	\$46.44	622
CUPEI	BOEC	MUNICIPAL ENFORCEMENT SUPV	\$46.44	622
CUPEI	FSAC	FINANCIAL COORDINATOR	\$46.54	624
CUPEI	BADV	FUNCTIONAL SUPPORT ANALYST	\$46.75	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$46.75	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$46.86	630
CUPEI	CMPL	CONST/MAINT PLANNING LEAD	\$46.97	632
CUPEI	ACCR	ACCREDITATION COORDINATOR	\$47.18	636
CUPEI	TBSC	BUSINESS SYSTEMS CONSULTANT	\$47.18	636
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$47.34	639
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$47.34	639
CUPEI	CSLO	LEAD OPERATR - WW COLLECTION	\$47.34	639
CUPEI	WWLD	WWTP LEAD OPERATOR - OPS	\$47.34	639
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$47.39	640
CUPEI	CCOA	CREDIT COORDINATOR	\$47.39	640
CUPEI	PPEC	PUBLIC PARTICIPATN ENGAGE COOR	\$47.39	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$47.44	641
CUPEI	ECOC	ECOLOGICAL SVS OPERATION COORD	\$47.44	641
CUPEI	SRCA	SENIOR COMMUNICATIONS CONSULTA	\$47.50	642
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$47.60	644
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$47.60	644
CUPEI	CMOL	CONST/MTNC OPERATIONS LEAD	\$47.65	645
CUPEI	QMGC	QUALITY MANAGEMENT COORDINATOR	\$47.65	645
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$47.71	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$47.81	648
CUPEI	SCOF	SAFETY CODES OFFICER	\$48.18	655
CUPEI	CDPC	PARKS PLANNING COORDINATOR	\$48.29	657
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$48.71	665

**2022 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2022**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TXAN	OPERATIONS ANALYST	\$48.87	668
CUPEI	COMR	RESEARCH AND EVALUATION COORD	\$48.87	668
CUPEI	SDVO	SENIOR DEVELOPMENT OFFICER	\$48.87	668
CUPEI	PCCS	PROGRAM COORD COMMUNITY SAFETY	\$49.35	677
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$49.67	683
CUPEI	LARC	ARCHIVES COORDINATOR	\$49.72	684
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$49.72	684
CUPEI	RMIA	RISK MGMT & INSURANCE ANALYST	\$49.72	684
CUPEI	FIAN	FINANCIAL ANALYST	\$50.25	694
CUPEI	COWK	COMMUNITY FACILITATOR	\$50.41	697
CUPEI	NWAD	COORD-NETWORK, SECURITY & INFRS	\$50.57	700
CUPEI	SPPC	PROGRAM COORD- SOCIAL PLANNING	\$50.73	703
CUPEI	PCIA	POL CRIM INTELLIGENCE ANALYST	\$50.94	707
CUPEI	PLSR	SENIOR PLANNER	\$51.36	715
CUPEI	TRPL	SENIOR PLANNER TRANSIT	\$51.36	715
CUPEI	FAPP	FUNCTIONAL SUPPORT TEAM SPVR	\$51.42	716
CUPEI	LSCO	TEAM LEAD SAFETY CODES OFFICER	\$51.73	722
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$51.89	725
CUPEI	LAPC	LAND COORDINATOR	\$52.42	735
CUPEI	ACAN	RAS ASSESSMENT COORD/ANALYST	\$53.59	757

2022 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	\$23.57	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$23.57	167
CUPEO	LCPN	LITTER CONTROL PERSON	\$24.78	205
CUPEO	LFIN	LIFEGUARD INSTUCTOR	\$25.32	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$25.70	234
CUPEO	CSWR	CUSTODIAL WORKER	\$26.43	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$27.22	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$27.66	296
CUPEO	PLMN	PROGRAM LEADER	\$27.66	296
CUPEO	WLAB	WATERWORKS LABOURER	\$29.37	350
CUPEO	PKL1	PARKS LABOURER 1	\$29.44	352
CUPEO	CSLD	CUSTODIAL LEAD	\$29.66	359
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$29.72	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$29.82	364
CUPEO	FLUP	FLEET UTILITY PERSON	\$30.26	378
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$30.39	382
CUPEO	PIPC	PARK CARETAKER	\$30.54	387
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$30.64	390
CUPEO	FMBA	BUILDING MAINTENANCE ASSISTANT	\$30.70	392
CUPEO	RDL1	ROADS LABOURER 1	\$31.02	402
CUPEO	WWL1	WATER/WASTEWATER LABOURER 1	\$31.02	402
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$31.24	409
CUPEO	FOW1	FACILITY OPERATIONS WORKER 1	\$31.88	429
CUPEO	ALIL	ADV LIFEGUARD INSTRUCTOR LDR 1	\$32.26	441
CUPEO	WWCL	WASTEWATER COLLECTION LABOURER	\$32.29	442
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$32.32	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$32.38	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$32.64	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$32.70	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$32.79	458
CUPEO	PKL2	PARKS LABOURER 2	\$32.86	460
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$33.17	470
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	\$33.21	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$33.30	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$33.43	478
CUPEO	PKGR	PARKS GARDENER	\$33.43	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$33.49	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$33.65	485

2022 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$33.78	489
CUPEO	RDL2	ROADS LABOURER 2	\$33.81	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$33.81	490
CUPEO	CMO2	CONSTR & MAINT EQUIPMENT OP 2	\$34.28	505
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$34.60	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$34.63	516
CUPEO	FOW2	FACILITY OPERATIONS WORKER 2	\$34.79	521
CUPEO	MSL2	METERS & SIGNS LABOURER 2	\$34.85	523
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$35.17	533
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$35.30	537
CUPEO	CWED	ECOLOGICAL SERVICES TECHNICIAN	\$35.30	537
CUPEO	HGAR	HEAD GARDENER	\$35.36	539
CUPEO	ARB1	ARBORIST 1	\$35.52	544
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$35.68	549
CUPEO	WTRP	WTP MAINTENANCE REPAIR PERSON	\$35.68	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$35.80	553
CUPEO	CMO3	CONSTR & MAINT EQUIPMENT OP 3	\$36.12	563
CUPEO	PFF1	PARKS FOREMAN 1	\$36.12	563
CUPEO	PBFO	POLICE BLDG & FLEET MTNCE OP	\$36.31	569
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$36.31	569
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$36.63	579
CUPEO	WWCO	WW COLLECTION OPERATOR	\$36.63	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$36.82	585
CUPEO	CMLA	CONSTRUCTN & MAINTNCE LABOURER	\$36.85	586
CUPEO	ARB2	ARBORIST 2	\$37.80	616
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$38.24	630
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$38.40	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$38.65	643
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$38.65	643
CUPEO	TVIO	WW COLLECTION INSPECTOR	\$38.78	647
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$38.81	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$38.97	653
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$39.61	673
CUPEO	WWMT	WWTP MAINTENANCE TRADESPERSON	\$39.61	673
CUPEO	PKF2	PARKS FOREMAN 2	\$40.08	688
CUPEO	HDMC	HEAVY DUTY MECHANIC	\$40.46	700
CUPEO	BMOP	BUILDING OPERATOR	\$41.03	718
CUPEO	FOPR	FACILITY OPERATOR	\$41.03	718

2022 CUPE Outside Pay Rates
APPENDIX "B"
Effective January 1, 2022

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	SGNF	SIGNAGE FOREMAN	\$41.03	718
CUPEO	WELD	WELDER	\$41.06	719
CUPEO	GGMC	GARAGE GENERAL MECHANIC	\$41.09	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$41.35	728
CUPEO	CMFM	CEMETERY FOREMAN	\$41.66	738
CUPEO	RLF2	ROADS LABOUR FOREMAN 2	\$41.98	748
CUPEO	GGML	GARAGE GENERAL MECHANIC LEAD H	\$42.42	762
CUPEO	EOF1	ENVIRONMENT OPERATIONS FOREMAN	\$43.15	785
CUPEO	CFOF	CONSTRUCT/MNTC OPS FOREPERSON	\$44.39	824

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	CCC1	CENSUS CLERK	\$25.19	214
CUPEI	MPRC	MAIL CLERK	\$27.02	248
CUPEI	RFCT	RECEPTION/ADMIN SUPPORT	\$27.07	249
CUPEI	RCR1	RP&C CASHIER	\$28.31	272
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	\$29.01	285
CUPEI	CCO1	CENSUS ELECTION ASSISTANT	\$29.06	286
CUPEI	HOST	HOST - CITY HALL	\$29.06	286
CUPEI	CSCS	CUSTOMER SERVICE REP 1	\$29.71	298
CUPEI	CCGC	MAIL & PRINT SERVICES CLERK	\$29.71	298
CUPEI	RGCK	CSV GENERAL CLERK	\$30.03	304
CUPEI	CHRP	CITY HALL RECEPTIONIST	\$30.30	309
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	\$30.35	310
CUPEI	HRRC	HR RECEPTIONIST	\$30.35	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	\$30.35	310
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	\$30.35	310
CUPEI	TCSR	TRANSIT CUSTOMER SERVICE REP	\$30.89	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	\$31.00	322
CUPEI	CSUW	COURT SUPPORT WORKER	\$31.00	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	\$31.00	322
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	\$31.00	322
CUPEI	ARTC	ARCHIVES TECHNICIAN	\$31.54	332
CUPEI	EPSA	ENVIRO PROGRAM SUPPORT ASST	\$31.54	332
CUPEI	PCVS	COMMUNITY POLICING ASSISTANT	\$31.75	336
CUPEI	CCAR	PAYMENT SERVICES ASSOCIATE	\$31.97	340
CUPEI	POIR	POLICE DETACHMENT CLERK	\$31.97	340
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	\$32.02	341
CUPEI	RMCI	I&L ADMIN & RECORDS MGMT CLERK	\$32.29	346
CUPEI	BCS1	I&L ADMINISTRATIVE ASSISTANT	\$32.29	346
CUPEI	SAAD	SPECIAL ADMISSIONS ADMIN	\$32.29	346
CUPEI	WSCH	FLEET SERVICES CLERK	\$32.40	348
CUPEI	CCO2	CENSUS ELECTION COORDINATOR	\$32.83	356
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	\$32.83	356
CUPEI	RCR2	RP&C LEAD CASHIER	\$32.88	357
CUPEI	SCLP	SCALE PERSON	\$32.94	358
CUPEI	COAA	COMMUNITY SERVICES ADMIN ASST	\$32.99	359
CUPEI	CMAS	PUBLIC RELATIONS ASSISTANT	\$33.26	364
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	\$33.96	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	\$33.96	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	\$33.96	377

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	ATCS	RAS SENIOR ADMIN ASSISTANT	\$33.96	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	\$34.17	381
CUPEI	PWCK	PUBLIC WORKS CLERK	\$34.17	381
CUPEI	POCS	DISCLOSURE & CHARGE PROCESS CL	\$34.23	382
CUPEI	PGIS	POLICE GIS STENOGRAPHER	\$34.23	382
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$34.44	386
CUPEI	PYA1	PROPERTY ASSESSOR 1	\$34.44	386
CUPEI	TFAS	TRAFFIC ASSISTANT	\$34.44	386
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	\$34.55	388
CUPEI	SECT	SECURITY SUPPORT TECHNICIAN	\$34.60	389
CUPEI	TPAC	TREATMENT PLANT ADMIN ASST	\$34.60	389
CUPEI	PCSC	POLICE CLIENT SERVICE CLERK	\$34.66	390
CUPEI	POFC	POLICE OFFICE FINANCIAL CLERK	\$34.66	390
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	\$34.66	390
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	\$34.66	390
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	\$34.82	393
CUPEI	CMSU	LEGISLATIVE ASSISTANT	\$34.92	395
CUPEI	PGIA	POLICE GIS ADMIN CLERK	\$34.92	395
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	\$34.98	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	\$35.09	398
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	\$35.14	399
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	\$35.14	399
CUPEI	GIST	GIS TECHNICIAN	\$35.19	400
CUPEI	CSGE	CUSTOMER SERVICE - GENERALIST	\$35.25	401
CUPEI	CCSL	CUSTOMER SERVICE REP 2	\$35.30	402
CUPEI	SRPN	SURVEY TECHNICIAN	\$35.30	402
CUPEI	LUPA	LAND USE PLANNING ASSISTANT	\$35.57	407
CUPEI	ESAA	EMERGENCY SERVICES ADMIN ASST	\$35.62	408
CUPEI	LSCA	LEG SVS COUNCIL ADMIN ASST	\$35.62	408
CUPEI	CECK	CEMETERY SERVICES SPECIALIST	\$35.84	412
CUPEI	LGLA	LEGAL ASSISTANT	\$35.84	412
CUPEI	CCCS	LS SENIOR ADMIN ASSISTANT	\$35.89	413
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	\$35.95	414
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	\$36.16	418
CUPEI	PGL2	PROGRAM LEADER 2	\$36.16	418
CUPEI	RMTC	CORPORATE RECORDS TECHNICIAN	\$36.22	419
CUPEI	CSLI	CUSTOMER SERVICE - LICENSING	\$36.22	419
CUPEI	CSPK	CUSTOMER SERVICE - PARKING	\$36.22	419
CUPEI	CSCK	CUSTOMERSERVICE SPECIALIST INL	\$36.22	419

**2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	IMES	INFORMATION MANAGEMENT TECH	\$36.22	419
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	\$36.22	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	\$36.43	423
CUPEI	ESCA	ES COMMUNICATIONS ADMIN SUPPOR	\$36.48	424
CUPEI	EOAA	ES OPS ADMIN ASSISTANT	\$36.48	424
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	\$36.54	425
CUPEI	COMS	LS COMMITTEES COORDINATOR	\$36.54	425
CUPEI	PYA2	PROPERTY ASSESSOR 2	\$36.54	425
CUPEI	CCRA	COM & STRAT PLAN SR ADMIN ASST	\$36.59	426
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	\$36.59	426
CUPEI	FISS	CORPORATE SERV ADMIN ASST	\$36.59	426
CUPEI	DSAA	DEVELOPMENT SVS ADMIN ASST	\$36.59	426
CUPEI	ESSA	EMERG SERV SENIOR ADMIN ASST	\$36.59	426
CUPEI	ILSA	I&L SENIOR ADMIN ASSISTANT	\$36.59	426
CUPEI	PSAA	PLANNING SERVICES ADMIN ASST	\$36.59	426
CUPEI	PRAA	PROTECTIVE SERVICES ADMIN ASST	\$36.59	426
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	\$36.75	429
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	\$36.81	430
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	\$36.86	431
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	\$36.97	433
CUPEI	TIOP	POLICE WATCH OPERATOR	\$37.13	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	\$37.29	439
CUPEI	CTDO	COURT LIAISON OFFICER	\$37.40	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	\$37.51	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	\$37.83	449
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	\$37.94	451
CUPEI	GAGC	FLEET ADMINISTRATIVE CLERK	\$38.20	456
CUPEI	APCK	FINANCIAL SERVICES CLERK	\$38.37	459
CUPEI	OCOF	POLICE CLIENT SERVICES REP	\$38.42	460
CUPEI	PCOO	POLICE COMMUNICATIONS OPERATOR	\$38.42	460
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	\$38.53	462
CUPEI	LCPV	LAND SALES ADMIN CLERK	\$38.53	462
CUPEI	SDSP	IT SERVICEDESK SPECIALIST	\$38.80	467
CUPEI	SRSI	COMPLIANCE OFFICER	\$38.96	470
CUPEI	EQCC	EQUITY COALITION COORDINATOR	\$39.01	471
CUPEI	RNAC	CSV SYSTEMS SPECIALIST	\$39.17	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	\$39.23	475
CUPEI	SEPC	SPECIAL EVENT PERMIT COORDINAT	\$39.39	478
CUPEI	CMCO	CORPORATE MEETING ADMINISTRATR	\$39.50	480

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	LTWS	LABORATORY TECHNOLOGIST WATER	\$39.60	482
CUPEI	LBTN	WWTP LABORATORY TECHNOLOGIST	\$39.60	482
CUPEI	SEPR	SPECIAL EVENTS PROGRAMMER	\$39.71	484
CUPEI	LCIN	I&L LICENSE INSPECTOR	\$39.76	485
CUPEI	APU2	PROCUREMENT SUPPORT SPECIALIST	\$39.76	485
CUPEI	CCCU	CUSTOMER SUPPORT REPRESENTATIV	\$39.82	486
CUPEI	RMAN	CORP INFO & RECORDS ANALYST	\$39.87	487
CUPEI	POTA	POLICE TRAINING ASSOCIATE	\$40.14	492
CUPEI	TCWR	ENSVV SERV TECHNICAL WRITER	\$40.19	493
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	\$40.36	496
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	\$40.36	496
CUPEI	HRTC	HR ADMIN - TOTAL COMPENSATION	\$40.36	496
CUPEI	HRPN	HR ADMINISTRATOR - PENSION	\$40.36	496
CUPEI	PBAC	HR ADMINISTRATOR BENEFITS ACCT	\$40.36	496
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	\$40.41	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	\$40.41	497
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	\$40.46	498
CUPEI	LACO	LEGAL SERVICES COORDINATOR	\$40.46	498
CUPEI	ARUB	SPECIALIST - BUSINESS SUPPORT	\$40.46	498
CUPEI	WEBC	DIGITAL MARKETING SPECIALIST	\$41.05	509
CUPEI	GRDN	GIS TECHNOLOGIST	\$41.05	509
CUPEI	ICST	INTERNAL COMMS SPECIALIST	\$41.05	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	\$41.05	509
CUPEI	SPEO	SPECIALIST - OPERATIONS (RAS)	\$41.11	510
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	\$41.16	511
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	\$41.38	515
CUPEI	EAMS	MARKETING SPECIALIST	\$41.38	515
CUPEI	FUTT	CONS/MTCE UTILITY TECHNOLOGIST	\$41.48	517
CUPEI	PACC	PUBLIC ART COORDINATOR	\$41.48	517
CUPEI	FINA	ACCOUNTANT	\$41.54	518
CUPEI	FSAT	FINANCIAL SERVICES ACCOUNTANT	\$41.54	518
CUPEI	HDAA	CSV DATA & SYSTEMS ANALYST	\$41.65	520
CUPEI	URFR	URBAN FORESTER	\$41.70	521
CUPEI	WDIV	WASTE DIVERSION SPECIALIST	\$41.70	521
CUPEI	ILBA	I&L ANALYST	\$41.75	522
CUPEI	PGAD	PARKING COORDINATOR	\$41.75	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	\$41.97	526
CUPEI	EDRS	LAND & ECON DEV RESEARCH SPEC	\$42.18	530
CUPEI	EDSP	LAND & ECON DEV SPECIALIST	\$42.18	530

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	EACC	ENVIRONMENTAL SERV ACCOUNTANT	\$42.29	532
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	\$42.29	532
CUPEI	GIAN	GIS ANALYST	\$42.45	535
CUPEI	WMCO	WORK MGMT COORDINATOR	\$42.61	538
CUPEI	XCSP	CROSS CONNECTION SPECIALIST	\$42.67	539
CUPEI	PRCO	LS PROJECT COORDINATOR	\$42.78	541
CUPEI	PYA3	PROPERTY ASSESSOR 3	\$42.78	541
CUPEI	INAC	MATERIEL MGMT COORDINATOR	\$42.88	543
CUPEI	CCSS	COMMUNICATIONS CONSULTANT	\$42.94	544
CUPEI	PCSS	POLICE COMMUNICATION SPECIALST	\$42.94	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	\$43.04	546
CUPEI	WSSP	ENVIRO SVS SECTION SPECIALIST	\$43.21	549
CUPEI	BYOF	MUNICIPAL ENFORCEMENT OFFICER	\$43.26	550
CUPEI	DDVO	DEVELOPMENT OFFICER	\$43.58	556
CUPEI	RMIA	INSURANCE AND RISK ANALYST	\$43.85	561
CUPEI	LSCI	LEAD SOURCE CONTROL INSPECTOR	\$44.01	564
CUPEI	CSAN	CSV FINANCIAL ANALYST	\$44.17	567
CUPEI	CASP	FUNDING & BUS SUPPORTS SPEC	\$44.17	567
CUPEI	PWAN	PUBLIC WORKS ANALYST	\$44.17	567
CUPEI	POCC	POLICE OPS COOMUNICATION COORD	\$44.23	568
CUPEI	PORC	POLICE RECORDS COORDINATOR	\$44.23	568
CUPEI	POWC	POLICE WATCH COORDINATOR	\$44.23	568
CUPEI	ROAN	ROADS ANALYST	\$44.33	570
CUPEI	HRSE	HR SPECIALIST FIELD UTILITIES	\$44.44	572
CUPEI	TLWS	TRAINING LEAD	\$44.50	573
CUPEI	ERSP	ENV REGULATORY SUPPORT PERSON	\$44.55	574
CUPEI	APUA	PROCUREMENT & CONTRACT SPLST	\$44.60	575
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	\$44.66	576
CUPEI	SRIP	DEVELOPMENT INSPECTOR	\$44.66	576
CUPEI	APPC	LEG SVS APPEALS COORDINATOR	\$44.66	576
CUPEI	SUIC	STORMWATER UTIL IMPLEMENT COOR	\$44.66	576
CUPEI	COOO	COORDINATOR - OPERATIONS (RAS)	\$44.82	579
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	\$44.98	582
CUPEI	FLTK	FLEET TECHNOLOGIST	\$44.98	582
CUPEI	SLTN	LEAD LABORATORY TECHNOLOGIST	\$44.98	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	\$44.98	582
CUPEI	EGAC	ENGINEERING ACCOUNTANT	\$45.14	585
CUPEI	PCIJ	POLICE CRIMINAL INTEL ANLYS JR	\$45.14	585
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	\$45.19	586

**2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023**

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TRAN	TRANSIT SYSTEM ANALYST	\$45.36	589
CUPEI	PRCR	POLICY ANALYST	\$45.57	593
CUPEI	PLJR	PLANNER	\$45.79	597
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	\$45.95	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	\$45.95	600
CUPEI	ARCH	ARCHIVES SPECIALIST	\$46.00	601
CUPEI	CADC	CSV FINANCE SPECIALIST	\$46.00	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	\$46.00	601
CUPEI	GRSP	GRANTS SPECIALIST	\$46.06	602
CUPEI	DATA	DATA ANALYST	\$46.16	604
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	\$46.16	604
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	\$46.16	604
CUPEI	PBSA	IT PROJECT & BUSINESS ANALYST	\$46.16	604
CUPEI	MPSS	MUNI POLICING SVS SUPERVISOR	\$46.16	604
CUPEI	WEBA	WEB ANALYST	\$46.16	604
CUPEI	CCUS	MARKETING & CUSTOMER SERV SPEC	\$46.22	605
CUPEI	PYA4	PROPERTY ASSESSOR 4	\$46.32	607
CUPEI	APSA	IT APPLICATION SYSTEMS ANALYST	\$46.49	610
CUPEI	LDAG	LAND SERVICES SPECIALIST	\$46.49	610
CUPEI	PITA	POLICE INFO TECH ANALYST	\$46.49	610
CUPEI	PERC	PERFORMANCE REPORTING COORD	\$46.54	611
CUPEI	GEOS	GEOSPATIAL SPECIALIST	\$46.92	618
CUPEI	PRTK	PROJECTS SPECIALIST	\$46.92	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	\$46.97	619
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	\$46.97	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	\$47.02	620
CUPEI	WPLM	WTP MAINTENANCE LEAD	\$47.02	620
CUPEI	WWLM	WWTP LEAD OPERATOR MAINTENANCE	\$47.02	620
CUPEI	LISC	LAND INFO SYSTEMS CONSULTANT	\$47.13	622
CUPEI	BOEC	MUNICIPAL ENFORCEMENT SUPV	\$47.13	622
CUPEI	FSAC	FINANCIAL COORDINATOR	\$47.24	624
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	\$47.29	625
CUPEI	SDVO	SENIOR DEVELOPMENT OFFICER	\$47.35	626
CUPEI	BADV	FUNCTIONAL SUPPORT ANALYST	\$47.45	628
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	\$47.45	628
CUPEI	PTXS	TAX COLLECTION COORDINATOR	\$47.45	628
CUPEI	PGSP	PROGRAM SPECIALIST	\$47.56	630
CUPEI	CMPL	CONST/MAINT PLANNING LEAD	\$47.67	632
CUPEI	ACCR	ACCREDITATION COORDINATOR	\$47.88	636

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	TBSC	BUSINESS SYSTEMS CONSULTANT	\$47.88	636
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	\$48.10	640
CUPEI	CCOA	CREDIT COORDINATOR	\$48.10	640
CUPEI	PPEC	PUBLIC PARTICIPATN ENGAGE COOR	\$48.10	640
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	\$48.15	641
CUPEI	ECOC	ECOLOGICAL SVS OPERATION COORD	\$48.15	641
CUPEI	SRCA	SENIOR COMMUNICATIONS CONSULTA	\$48.21	642
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	\$48.31	644
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	\$48.31	644
CUPEI	CMOL	CONST/MTNC OPERATIONS LEAD	\$48.37	645
CUPEI	QMGC	QUALITY MANAGEMENT COORDINATOR	\$48.37	645
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	\$48.42	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	\$48.53	648
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	\$48.58	649
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	\$48.58	649
CUPEI	CSLO	LEAD OPERATR - WW COLLECTION	\$48.58	649
CUPEI	WWLD	WWTP LEAD OPERATOR - OPS	\$48.58	649
CUPEI	SCOF	SAFETY CODES OFFICER	\$48.90	655
CUPEI	CDPC	CSV PLANNING COORDINATOR	\$49.01	657
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	\$49.12	659
CUPEI	CIRC	CORP INF & RECORDS COORDINATOR	\$49.28	662
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	\$49.44	665
CUPEI	TXAN	OPERATIONS ANALYST	\$49.60	668
CUPEI	PCCS	PROGRAM COORD COMMUNITY SAFETY	\$50.09	677
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	\$50.41	683
CUPEI	LARC	ARCHIVES COORDINATOR	\$50.46	684
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	\$50.46	684
CUPEI	CPBS	IT PRJ BUSINESS & SUPPORT COOR	\$50.46	684
CUPEI	BICO	BUSINESS SYSTEMS INTEL COORD	\$50.79	690
CUPEI	DAAR	DATA ARCHITECT	\$50.79	690
CUPEI	COMR	CSV RESEARCH & EVALUATION SPEC	\$51.00	694
CUPEI	FIAN	FINANCIAL ANALYST	\$51.00	694
CUPEI	FIAD	FINANCIAL ANALYST - DEV & PROT	\$51.00	694
CUPEI	COWK	COMMUNITY FACILITATOR	\$51.16	697
CUPEI	NWAD	COORD-NETWORK, SECURITY & INFRS	\$51.32	700
CUPEI	SPPC	PROGRAM SPECIALIST - SHC	\$51.49	703
CUPEI	PCIA	POL CRIM INTELLIGENCE ANALYST	\$51.70	707
CUPEI	PLSR	SENIOR PLANNER	\$52.13	715
CUPEI	TRPL	SENIOR PLANNER TRANSIT	\$52.13	715

2023 CUPE Inside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEI	FAPP	FUNCTIONAL SUPPORT TEAM SPVR	\$52.18	716
CUPEI	SEAR	IT SECURITY ARCHITECT	\$52.18	716
CUPEI	LSCO	TEAM LEAD SAFETY CODES OFFICER	\$52.51	722
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	\$52.67	725
CUPEI	LAPC	LAND COORDINATOR	\$53.21	735
CUPEI	RECO	RESEARCH & EVALUATION COORD	\$53.58	742
CUPEI	ACAN	RAS ASSESSMENT COORD/ANALYST	\$54.39	757

2023 CUPE Outside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	\$23.93	167
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	\$23.93	167
CUPEO	PRAS	PROGRAM ASSISTANT	\$23.93	167
CUPEO	LCPN	LITTER CONTROL PERSON	\$25.16	205
CUPEO	POAM	POLICING AMBASSADOR	\$25.25	208
CUPEO	LFIN	LIFEGUARD INSTUCTOR	\$25.70	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	\$26.09	234
CUPEO	CSWR	CUSTODIAL WORKER	\$26.83	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	\$27.63	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	\$28.08	296
CUPEO	PLMN	PROGRAM LEADER	\$28.08	296
CUPEO	SCMN	SOURCE CONTROL OPERATOR	\$28.85	320
CUPEO	WLAB	WATERWORKS LABOURER	\$29.82	350
CUPEO	PKL1	PARKS LABOURER 1	\$29.88	352
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	\$30.17	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	\$30.27	364
CUPEO	CPL1	CHILD DEV PROGRAM LEADER	\$30.33	366
CUPEO	EOP1	EQUIPMENT OPERATOR 1	\$30.85	382
CUPEO	PIPC	PARK CARETAKER	\$31.01	387
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	\$31.11	390
CUPEO	FMBA	BUILDING MAINTENANCE ASSISTANT	\$31.17	392
CUPEO	RDL1	ROADS LABOURER 1	\$31.49	402
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	\$31.72	409
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	\$31.72	409
CUPEO	CSLD	CUSTODIAL LEAD	\$31.84	413
CUPEO	FOW1	FACILITY OPERATIONS WORKER 1	\$32.36	429
CUPEO	ALIL	ADV LIFEGUARD INSTRUCTOR LDR 1	\$32.75	441
CUPEO	WWL1	ENV UTILITIES LABOURER	\$32.78	442
CUPEO	WWCL	WASTEWATER COLLECTION LABOURER	\$32.78	442
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	\$32.81	443
CUPEO	EOP2	EQUIPMENT OPERATOR 2	\$32.87	445
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	\$33.13	453
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	\$33.20	455
CUPEO	PKSA	PARKS SHOP ATTENDANT	\$33.29	458
CUPEO	PKL2	PARKS LABOURER 2	\$33.36	460
CUPEO	FLUP	FLEET UT & TECH SUPPORT PERSON	\$33.45	463
CUPEO	SCIN	SOURCE CONTROL INSPECTOR	\$33.45	463
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	\$33.68	470

2023 CUPE Outside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	FCML	FACILITY MAINTENANCE LEAD	\$33.71	471
CUPEO	PMRT	PARKING METER REPAIR TECHNICIA	\$33.71	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	\$33.81	474
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	\$33.94	478
CUPEO	PKGR	PARKS GARDENER	\$33.94	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	\$34.00	480
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	\$34.16	485
CUPEO	EOP3	EQUIPMENT OPERATOR 3	\$34.29	489
CUPEO	RDL2	ROADS LABOURER 2	\$34.32	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	\$34.32	490
CUPEO	CMO2	CONSTR & MAINT EQUIPMENT OP 2	\$34.80	505
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	\$35.13	515
CUPEO	SSTK	SIGN SHOP TECHNICIAN	\$35.16	516
CUPEO	FOW2	FACILITY OPERATIONS WORKER 2	\$35.32	521
CUPEO	MSL2	SIGNS LABOURER 2	\$35.38	523
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	\$35.70	533
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	\$35.70	533
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	\$35.83	537
CUPEO	CWED	ECOLOGICAL SERVICES TECHNICIAN	\$35.83	537
CUPEO	HGAR	HEAD GARDENER	\$35.90	539
CUPEO	UFLO	UNDERGROUND FACILITIES LOCATOR	\$36.03	543
CUPEO	ARB1	ARBORIST 1	\$36.06	544
CUPEO	WTRP	WTP MAINTENANCE REPAIR PERSON	\$36.22	549
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	\$36.35	553
CUPEO	CMO3	CONSTR & MAINT EQUIPMENT OP 3	\$36.67	563
CUPEO	PFF1	PARKS FOREMAN 1	\$36.67	563
CUPEO	PBFO	POLICE BLDG & FLEET MTNCE OP	\$36.86	569
CUPEO	SCOO	SOURCE CONTROL OPERATOR	\$36.86	569
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	\$36.86	569
CUPEO	WWCO	WW COLLECTION OPERATOR	\$37.18	579
CUPEO	EOP4	EQUIPMENT OPERATOR 4	\$37.38	585
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	\$37.60	592
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	\$37.83	599
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	\$37.99	604
CUPEO	CMLA	ENV UTILITIES SYSTEM WORKER	\$38.05	606
CUPEO	ARB2	ARBORIST 2	\$38.37	616
CUPEO	EBGM	WWTP MAINTENANCE PERSON	\$38.82	630
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	\$38.98	635
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	\$39.24	643

2023 CUPE Outside Pay Rates
APPENDIX "A"
Effective January 1, 2023

JOB GROUP	JOB CODE	JOB TITLE	EVALUATED RATE	EVALUATED POINTS
CUPEO	WTPM	MAINTENANCE TRADES PERSON	\$39.24	643
CUPEO	SCOI	SOURCE CONTROL INSPECTOR	\$39.37	647
CUPEO	TVIO	WW COLLECTION INSPECTOR	\$39.37	647
CUPEO	INTW	INSTRUMENT TECH-WATER SECTION	\$39.40	648
CUPEO	CMO4	CONST/MAINT EQUIPMENT OP 4	\$39.56	653
CUPEO	ESSW	ENV UTILITIES SR SYSTEM WORKER	\$39.69	657
CUPEO	EOP5	EQUIPMENT OPERATOR 5	\$40.21	673
CUPEO	WWMT	WWTP MAINTENANCE TRADESPERSON	\$40.21	673
CUPEO	PKF2	PARKS FOREMAN 2	\$40.69	688
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	\$40.75	690
CUPEO	HDMC	HEAVY EQUIPMENT TECHNICIAN	\$41.07	700
CUPEO	BMOP	BUILDING OPERATOR	\$41.65	718
CUPEO	FOPR	FACILITY OPERATOR	\$41.65	718
CUPEO	SGNF	SIGNAGE FOREMAN	\$41.65	718
CUPEO	WELD	WELDER	\$41.69	719
CUPEO	GGMC	GARAGE GENERAL TECHNICIAN	\$41.72	720
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	\$41.98	728
CUPEO	AHFF	AGG/HYDROV FACILITIES FOREPERS	\$42.10	732
CUPEO	CMFM	CEMETERY FOREMAN	\$42.30	738
CUPEO	RLF2	ROADS LABOURER FOREMAN 2	\$42.62	748
CUPEO	GGML	GARAGE GENERAL TECHN LEAD HAND	\$43.07	762
CUPEO	EOF1	ENVIRONMENT OPERATIONS FOREMAN	\$43.81	785
CUPEO	WWCF	WASTEWATER COLLECTIONS FOREMAN	\$43.81	785
CUPEO	WTOF	WATER TREATMT OPS FOREPERSON	\$43.81	785
CUPEO	CFOF	CONSTRUCT/MNTC OPS FOREPERSON	\$45.06	824

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	RFCT	RECEPTION/ADMIN SUPPORT	CLERICAL STENOGRAPHIC	249
CUPEI	ECSI	ENGINEERING SV ADMIN ASST	CLERICAL STENOGRAPHIC	310
CUPEI	BCS1	I&L ADMINISTRATIVE ASSISTANT	CLERICAL STENOGRAPHIC	346
CUPEI	COAA	COMMUNITY SERVICES ADMIN ASST	CLERICAL STENOGRAPHIC	359
CUPEI	ATCS	RAS SENIOR ADMIN ASSISTANT	CLERICAL STENOGRAPHIC	377
CUPEI	FSAA	FINANCIAL SERVICES ADMIN ASST	CLERICAL STENOGRAPHIC	377
CUPEI	PWCS	PUBLIC WORKS ADMIN CLERK	CLERICAL STENOGRAPHIC	381
CUPEI	PGIS	POLICE GIS STENOGRAPHER	CLERICAL STENOGRAPHIC	382
CUPEI	POCS	DISCLOSURE & CHARGE PROCESS CL	CLERICAL STENOGRAPHIC	382
CUPEI	AAPE	ES PREVENTION ADMIN SUPPORT	CLERICAL STENOGRAPHIC	393
CUPEI	CMSU	LEGISLATIVE ASSISTANT	CLERICAL STENOGRAPHIC	395
CUPEI	PGIA	POLICE GIS ADMIN CLERK	CLERICAL STENOGRAPHIC	395
CUPEI	ESAA	EMERGENCY SERVICES ADMIN ASST	CLERICAL STENOGRAPHIC	408
CUPEI	LSCA	LEG SVS COUNCIL ADMIN ASST	CLERICAL STENOGRAPHIC	408
CUPEI	CCCS	LS SENIOR ADMIN ASSISTANT	CLERICAL STENOGRAPHIC	413
CUPEI	EOAA	ES OPS ADMIN ASSISTANT	CLERICAL STENOGRAPHIC	424
CUPEI	ESCA	ES COMMUNICATIONS ADMIN SUPPOR	CLERICAL STENOGRAPHIC	424
CUPEI	COMS	LS COMMITTEES COORDINATOR	CLERICAL STENOGRAPHIC	425
CUPEI	CCRA	COM & STRAT PLAN SR ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	CSAA	COMM SERVICES SR ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	DSAA	DEVELOPMENT SVS ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	ESSA	EMERG SERV SENIOR ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	FISS	CORPORATE SERV ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	ILSA	I&L SENIOR ADMIN ASSISTANT	CLERICAL STENOGRAPHIC	426
CUPEI	PRAA	PROTECTIVE SERVICES ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	PSAA	PLANNING SERVICES ADMIN ASST	CLERICAL STENOGRAPHIC	426
CUPEI	FCS2	ES OPERATIONS ADMIN SUPPORT	CLERICAL STENOGRAPHIC	430
CUPEI	CMCO	CORPORATE MEETING ADMINISTRATR	CLERICAL STENOGRAPHIC	480
CUPEI	CCC1	CENSUS CLERK	CLERICAL	214
CUPEI	MPRC	MAIL CLERK	CLERICAL	248
CUPEI	CCO1	CENSUS ELECTION ASSISTANT	CLERICAL	286
CUPEI	CCGC	MAIL & PRINT SERVICES CLERK	CLERICAL	298
CUPEI	RGCK	CSV GENERAL CLERK	CLERICAL	304
CUPEI	RMCL	RECORDS MANAGEMENT CLASSIFIER	CLERICAL	310
CUPEI	TCSR	TRANSIT CUSTOMER SERVICE REP	CLERICAL	320
CUPEI	CSRM	COMM SERV RECORDS MGMT CLERK	CLERICAL	322
CUPEI	CSUW	COURT SUPPORT WORKER	CLERICAL	322
CUPEI	RMCE	ENG SERV RECORDS MGMT CLERK	CLERICAL	322
CUPEI	PCVS	COMMUNITY POLICING ASSISTANT	CLERICAL	336
CUPEI	POIR	POLICE DETACHMENT CLERK	CLERICAL	340

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	EDAC	LAND & ECON DEV ADMIN CLERK	CLERICAL	341
CUPEI	RMCI	I&L ADMIN & RECORDS MGMT CLERK	CLERICAL	346
CUPEI	SAAD	SPECIAL ADMISONS ADMIN	CLERICAL	346
CUPEI	CCO2	CENSUS ELECTION COORDINATOR	CLERICAL	356
CUPEI	EACK	ENGINEERING ACCOUNTING CLERK	CLERICAL	377
CUPEI	ITSA	IT SERVICES SR ADMIN ASSISTANT	CLERICAL	377
CUPEI	PWCK	PUBLIC WORKS CLERK	CLERICAL	381
CUPEI	RNCS	RP&C ACCOUNTING SPECIALIST	CLERICAL	388
CUPEI	TPAC	TREATMENT PLANT ADMIN ASST	CLERICAL	389
CUPEI	PCSC	POLICE CLIENT SERVICE CLERK	CLERICAL	390
CUPEI	POFC	POLICE OFFICE FINANCIAL CLERK	CLERICAL	390
CUPEI	PVSA	POLICE VICTIM SERVICES ASST	CLERICAL	390
CUPEI	SOSC	SUB-OFFICE SUPPORT CLERK	CLERICAL	390
CUPEI	LGCK	LAND & ECON DEV GENERAL CLERK	CLERICAL	396
CUPEI	TRAD	TRAFFIC ADMIN ASSISTANT	CLERICAL	398
CUPEI	CSGE	CUSTOMER SERVICE - GENERALIST	CLERICAL	401
CUPEI	LUPA	LAND USE PLANNING ASSISTANT	CLERICAL	407
CUPEI	CECK	CEMETERY SERVICES SPECIALIST	CLERICAL	412
CUPEI	LGLA	LEGAL ASSISTANT	CLERICAL	412
CUPEI	ACPO	ADMINISTRATIVE CLERK - POLICE	CLERICAL	414
CUPEI	CSDK	CUSTOMERSERVICE SPECIALIST INL	CLERICAL	419
CUPEI	CSLI	CUSTOMER SERVICE - LICENSING	CLERICAL	419
CUPEI	CSPK	CUSTOMER SERVICE - PARKING	CLERICAL	419
CUPEI	RMTC	CORPORATE RECORDS TECHNICIAN	CLERICAL	419
CUPEI	CFBM	FACIL PASS & BOOKING SPECIALIS	CLERICAL	423
CUPEI	ARGC	A/R UTILITIES GENERAL CLERK	CLERICAL	429
CUPEI	PCS2	SUPPLY CHAIN TECHNICIAN	CLERICAL	433
CUPEI	CTDO	COURT LIAISON OFFICER	CLERICAL	441
CUPEI	POEA	POLICE EXECUTIVE ASSISTANT	CLERICAL	443
CUPEI	ESAC	ENVIRONMENTAL SERV ADMIN ASST	CLERICAL	449
CUPEI	GAGC	FLEET ADMINISTRATIVE CLERK	CLERICAL	456
CUPEI	APCK	FINANCIAL SERVICES CLERK	CLERICAL	459
CUPEI	LCPV	LAND SALES ADMIN CLERK	CLERICAL	462
CUPEI	SEPC	SPECIAL EVENT PERMIT COORDINAT	CLERICAL	478
CUPEI	CCCU	CUSTOMER SUPPORT REPRESENTATIV	CLERICAL	486
CUPEI	HRPN	HR ADMINISTRATOR - PENSION	CLERICAL	496
CUPEI	HRTC	HR ADMIN - TOTAL COMPENSATION	CLERICAL	496
CUPEI	PASS	HR ADMIN - HEALTH SFTY & TRAIN	CLERICAL	496
CUPEI	PBAC	HR ADMINISTRATOR BENEFITS ACCT	CLERICAL	496
CUPEI	PLSE	HR ADMIN - CONSULTING SERVICES	CLERICAL	496

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	LACO	LEGAL SERVICES COORDINATOR	CLERICAL	498
CUPEI	PYSV	HR ADMINISTRATOR PAYROLL/ACCTG	CLERICAL	498
CUPEI	HOST	HOST - CITY HALL	RECEPTIONIST/CLERK	286
CUPEI	CHRP	CITY HALL RECEPTIONIST	RECEPTIONIST/CLERK	309
CUPEI	HRRC	HR RECEPTIONIST	RECEPTIONIST/CLERK	310
CUPEI	LASS	LAS CLIENT SERVICES SUPPORT	RECEPTIONIST/CLERK	310
CUPEI	ESRP	ES CUSTOMER SERVICE SUPPORT	RECEPTIONIST/CLERK	322
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	RECEPTIONIST/CLERK	399
CUPEI	LGBC	LGS BOARD CLK/CLIENT SVC SU	RECEPTIONIST/CLERK	399
CUPEI	RCR1	RP&C CASHIER	CASHIER	272
CUPEI	CSC1	SALES & CUST SERVICE LEADER 1	CASHIER	285
CUPEI	CSCS	CUSTOMER SERVICE REP 1	CASHIER	298
CUPEI	CCAR	PAYMENT SERVICES ASSOCIATE	CASHIER	340
CUPEI	RCR2	RP&C LEAD CASHIER	CASHIER	357
CUPEI	CCSL	CUSTOMER SERVICE REP 2	CASHIER	402
CUPEI	PATC	PROPERTY ASSESSMENT TECHNICIAN	INSPECTIONS AND MONITORING	356
CUPEI	SCLP	SCALE PERSON	INSPECTIONS AND MONITORING	358
CUPEI	PYA1	PROPERTY ASSESSOR 1	INSPECTIONS AND MONITORING	386
CUPEI	PYA1	PROPERTY ASSESSOR 1	INSPECTIONS AND MONITORING	386
CUPEI	EXCO	POLICE EXHIBIT CUSTODIAN	INSPECTIONS AND MONITORING	419
CUPEI	PYA2	PROPERTY ASSESSOR 2	INSPECTIONS AND MONITORING	425
CUPEI	SRSI	COMPLIANCE OFFICER	INSPECTIONS AND MONITORING	470
CUPEI	LCIN	I&L LICENSE INSPECTOR	INSPECTIONS AND MONITORING	485
CUPEI	SWIN	WASTE MANAGEMENT INSPECTOR	INSPECTIONS AND MONITORING	511
CUPEI	PGAD	PARKING COORDINATOR	INSPECTIONS AND MONITORING	522
CUPEI	WMCO	WORK MGMT COORDINATOR	INSPECTIONS AND MONITORING	538
CUPEI	XCSP	CROSS CONNECTION SPECIALIST	INSPECTIONS AND MONITORING	539
CUPEI	PYA3	PROPERTY ASSESSOR 3	INSPECTIONS AND MONITORING	541
CUPEI	BYOF	MUNICIPAL ENFORCEMENT OFFICER	INSPECTIONS AND MONITORING	550
CUPEI	DDVO	DEVELOPMENT OFFICER	INSPECTIONS AND MONITORING	556
CUPEI	LSCI	LEAD SOURCE CONTROL INSPECTOR	INSPECTIONS AND MONITORING	564
CUPEI	PYA4	PROPERTY ASSESSOR 4	INSPECTIONS AND MONITORING	607
CUPEI	LDAG	LAND SERVICES SPECIALIST	INSPECTIONS AND MONITORING	610
CUPEI	BOEC	MUNICIPAL ENFORCEMENT SUPV	INSPECTIONS AND MONITORING	622
CUPEI	SCOF	SAFETY CODES OFFICER	INSPECTIONS AND MONITORING	655
CUPEI	LSCO	TEAM LEAD SAFETY CODES OFFICER	INSPECTIONS AND MONITORING	722
CUPEI	SPAA	SENIOR PROPERTY ASSESS/ANALYST	INSPECTIONS AND MONITORING	725
CUPEI	LAPC	LAND COORDINATOR	INSPECTIONS AND MONITORING	735
CUPEI	ACAN	RAS ASSESSMENT COORD/ANALYST	INSPECTIONS AND MONITORING	757
CUPEI	ARTC	ARCHIVES TECHNICIAN	TECHNICAL	332

**CUPE Job Classification Groupings
Appendix "C"**

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	WSCH	FLEET SERVICES CLERK	TECHNICAL	348
CUPEI	TFAS	TRAFFIC ASSISTANT	TECHNICAL	386
CUPEI	GIST	GIS TECHNICIAN	TECHNICAL	400
CUPEI	SRPN	SURVEY TECHNICIAN	TECHNICAL	402
CUPEI	IMES	INFORMATION MANAGEMENT TECH	TECHNICAL	419
CUPEI	EGSC	CUSTOMER SERVICE CLERK - ENG	TECHNICAL	425
CUPEI	TIOP	POLICE WATCH OPERATOR	TECHNICAL	436
CUPEI	MOCK	MAIL & PRINTING SERVICES COORD	TECHNICAL	439
CUPEI	PPN3	GARAGE PARTS TECHNICIAN	TECHNICAL	451
CUPEI	OCOF	POLICE CLIENT SERVICES REP	TECHNICAL	460
CUPEI	PCOO	POLICE COMMUNICATIONS OPERATOR	TECHNICAL	460
CUPEI	WCLO	ENVIRONMENTAL EDUCATOR	TECHNICAL	462
CUPEI	SDSP	IT SERVICEDESK SPECIALIST	TECHNICAL	467
CUPEI	RNAC	CSV SYSTEMS SPECIALIST	TECHNICAL	474
CUPEI	PROS	POL PROS RECORDS MGMT REVIEWER	TECHNICAL	475
CUPEI	LBTN	WWTP LABORATORY TECHNOLOGIST	TECHNICAL	482
CUPEI	LTWS	LABORATORY TECHNOLOGIST WATER	TECHNICAL	482
CUPEI	APU2	PROCUREMENT SUPPORT SPECIALIST	TECHNICAL	485
CUPEI	RMAN	CORP INFO & RECORDS ANALYST	TECHNICAL	487
CUPEI	POTA	POLICE TRAINING ASSOCIATE	TECHNICAL	492
CUPEI	TCWR	ENSVV SERV TECHNICAL WRITER	TECHNICAL	493
CUPEI	ENRE	ENVIRO PROGRAM SPECIALIST	TECHNICAL	497
CUPEI	PENR	PARKS ECOLOGICAL & PLANNING SP	TECHNICAL	497
CUPEI	ARUB	SPECIALIST - BUSINESS SUPPORT	TECHNICAL	498
CUPEI	GRDN	GIS TECHNOLOGIST	TECHNICAL	509
CUPEI	LADN	PARKS & OPEN SPACE DESIGNER	TECHNICAL	509
CUPEI	FUTT	CONS/MTCE UTILITY TECHNOLOGIST	TECHNICAL	517
CUPEI	FINA	ACCOUNTANT	TECHNICAL	518
CUPEI	FSAT	FINANCIAL SERVICES ACCOUNTANT	TECHNICAL	518
CUPEI	HDAA	CSV DATA & SYSTEMS ANALYST	TECHNICAL	520
CUPEI	URFR	URBAN FORESTER	TECHNICAL	521
CUPEI	WDIV	WASTE DIVERSION SPECIALIST	TECHNICAL	521
CUPEI	ILBA	I&L ANALYST	TECHNICAL	522
CUPEI	WMTS	WASTE MGMT TECH SPECIALIST	TECHNICAL	526
CUPEI	EDRS	LAND & ECON DEV RESEARCH SPEC	TECHNICAL	530
CUPEI	EDSP	LAND & ECON DEV SPECIALIST	TECHNICAL	530
CUPEI	EACC	ENVIRONMENTAL SERV ACCOUNTANT	TECHNICAL	532
CUPEI	TFPT	TRAFFIC ANALYSIS TECHNOLOGIST	TECHNICAL	532
CUPEI	GIAN	GIS ANALYST	TECHNICAL	535
CUPEI	INAC	MATERIEL MGMT COORDINATOR	TECHNICAL	543

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	WSSP	ENVIRO SVS SECTION SPECIALIST	TECHNICAL	549
CUPEI	RMIA	INSURANCE AND RISK ANALYST	TECHNICAL	561
CUPEI	CSAN	CSV FINANCIAL ANALYST	TECHNICAL	567
CUPEI	PWAN	PUBLIC WORKS ANALYST	TECHNICAL	567
CUPEI	ROAN	ROADS ANALYST	TECHNICAL	570
CUPEI	TLWS	TRAINING LEAD	TECHNICAL	573
CUPEI	APUA	PROCUREMENT & CONTRACT SPLST	TECHNICAL	575
CUPEI	SRIP	DEVELOPMENT INSPECTOR	TECHNICAL	576
CUPEI	ESTC	ENVIRO SERVICES TECHNOLOGIST	TECHNICAL	582
CUPEI	FLTK	FLEET TECHNOLOGIST	TECHNICAL	582
CUPEI	PWTK	PUBLIC WORKS TECHNOLOGIST	TECHNICAL	582
CUPEI	SLTN	LEAD LABORATORY TECHNOLOGIST	TECHNICAL	582
CUPEI	EGAC	ENGINEERING ACCOUNTANT	TECHNICAL	585
CUPEI	PCIJ	POLICE CRIMINAL INTEL ANLYS JR	TECHNICAL	585
CUPEI	RAPO	REVIEWER/ANALYST - POLICE	TECHNICAL	586
CUPEI	PLJR	PLANNER	TECHNICAL	597
CUPEI	DVTK	DEVELOPMENT TECHNICIAN	TECHNICAL	600
CUPEI	PRDN	PROJECT COORDINATOR/DESIGNER	TECHNICAL	600
CUPEI	CADC	CSV FINANCE SPECIALIST	TECHNICAL	601
CUPEI	SCOP	SIGNAL CONTROL OPERATOR	TECHNICAL	601
CUPEI	GRSP	GRANTS SPECIALIST	TECHNICAL	602
CUPEI	DATA	DATA ANALYST	TECHNICAL	604
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	TECHNICAL	604
CUPEI	ITAN	INFORMATION TECHNOLOGY ANALYST	TECHNICAL	604
CUPEI	PBSA	IT PROJECT & BUSINESS ANALYST	TECHNICAL	604
CUPEI	WEBA	WEB ANALYST	TECHNICAL	604
CUPEI	APSA	IT APPLICATION SYSTEMS ANALYST	TECHNICAL	610
CUPEI	PITA	POLICE INFO TECH ANALYST	TECHNICAL	610
CUPEI	GEOS	GEOSPATIAL SPECIALIST	TECHNICAL	618
CUPEI	PRTK	PROJECTS SPECIALIST	TECHNICAL	618
CUPEI	CRCS	CORPORATE CONTRACT SPECIALIST	TECHNICAL	619
CUPEI	WPLM	WTP MAINTENANCE LEAD	TECHNICAL	620
CUPEI	WWLM	WWTP LEAD OPERATOR MAINTENANCE	TECHNICAL	620
CUPEI	FSAC	FINANCIAL COORDINATOR	TECHNICAL	624
CUPEI	BADV	FUNCTIONAL SUPPORT ANALYST	TECHNICAL	628
CUPEI	PTXS	TAX COLLECTION COORDINATOR	TECHNICAL	628
CUPEI	CMPL	CONST/MAINT PLANNING LEAD	TECHNICAL	632
CUPEI	CCOA	CREDIT COORDINATOR	TECHNICAL	640
CUPEI	CDAA	COORD-DATABASE & APPLIC ARCHIT	TECHNICAL	640
CUPEI	PRSP	TECHNOLOGY SERV CENTRE COORD	TECHNICAL	644

**CUPE Job Classification Groupings
Appendix "C"**

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	TOCO	TECHNOLOGY OPERATIONS COORD	TECHNICAL	644
CUPEI	CMOL	CONST/MTNC OPERATIONS LEAD	TECHNICAL	645
CUPEI	QMGC	QUALITY MANAGEMENT COORDINATOR	TECHNICAL	645
CUPEI	CSFO	COMMUNITY SERVICES ACCOUNTANT	TECHNICAL	646
CUPEI	EGDC	DEVELOPMENT COORDINATOR	TECHNICAL	648
CUPEI	CSLO	LEAD OPERATR - WW COLLECTION	TECHNICAL	649
CUPEI	WDLO	LEAD OPERATOR - DISTRIBUTION	TECHNICAL	649
CUPEI	WPLO	LEAD OPERATOR - TP OPERATIONS	TECHNICAL	649
CUPEI	WWLD	WWTP LEAD OPERATOR - OPS	TECHNICAL	649
CUPEI	TXAN	OPERATIONS ANALYST	TECHNICAL	668
CUPEI	CAPC	CAPITAL PROJECTS COORDINATOR	TECHNICAL	683
CUPEI	CBAS	COORD-BUSINESS APPLIC SUPPORT	TECHNICAL	684
CUPEI	CPBS	IT PRJ BUSINESS & SUPPORT COOR	TECHNICAL	684
CUPEI	DAAR	DATA ARCHITECT	TECHNICAL	690
CUPEI	FIAN	FINANCIAL ANALYST	TECHNICAL	694
CUPEI	NWAD	COORD-NETWORK, SECURITY & INFRS	TECHNICAL	700
CUPEI	PCIA	POL CRIM INTELLIGENCE ANALYST	TECHNICAL	707
CUPEI	PLSR	SENIOR PLANNER	TECHNICAL	715
CUPEI	SEAR	IT SECURITY ARCHITECT	TECHNICAL	716
CUPEI	EPSA	ENVIRO PROGRAM SUPPORT ASST	PROFESSIONAL SUPPORT	332
CUPEI	CMAS	PUBLIC RELATIONS ASSISTANT	PROFESSIONAL SUPPORT	364
CUPEI	CDPI	DRYLAND PROGRAM LEADER 2	PROFESSIONAL SUPPORT	418
CUPEI	PGL2	PROGRAM LEADER 2	PROFESSIONAL SUPPORT	418
CUPEI	CHLG	AQUATICS PROGRAM LEADER 2	PROFESSIONAL SUPPORT	431
CUPEI	EQCC	EQUITY COALITION COORDINATOR	PROFESSIONAL SUPPORT	471
CUPEI	SEPR	SPECIAL EVENTS PROGRAMMER	PROFESSIONAL SUPPORT	484
CUPEI	ICST	INTERNAL COMMS SPECIALIST	PROFESSIONAL SUPPORT	509
CUPEI	WEBC	DIGITAL MARKETING SPECIALIST	PROFESSIONAL SUPPORT	509
CUPEI	SPEO	SPECIALIST - OPERATIONS (RAS)	PROFESSIONAL SUPPORT	510
CUPEI	EAMS	MARKETING SPECIALIST	PROFESSIONAL SUPPORT	515
CUPEI	PRSC	CORPORATE EVENTS SPECIALIST	PROFESSIONAL SUPPORT	515
CUPEI	PACC	PUBLIC ART COORDINATOR	PROFESSIONAL SUPPORT	517
CUPEI	PRCO	LS PROJECT COORDINATOR	PROFESSIONAL SUPPORT	541
CUPEI	CCSS	COMMUNICATIONS CONSULTANT	PROFESSIONAL SUPPORT	544
CUPEI	PCSS	POLICE COMMUNICATION SPECIALST	PROFESSIONAL SUPPORT	544
CUPEI	HRSF	HR SPECIALIST - FIELD SAFETY	PROFESSIONAL SUPPORT	546
CUPEI	CASP	FUNDING & BUS SUPPORTS SPEC	PROFESSIONAL SUPPORT	567
CUPEI	POCC	POLICE OPS COOMUNICATION COORD	PROFESSIONAL SUPPORT	568
CUPEI	PORC	POLICE RECORDS COORDINATOR	PROFESSIONAL SUPPORT	568
CUPEI	POWC	POLICE WATCH COORDINATOR	PROFESSIONAL SUPPORT	568

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEI	HRSE	HR SPECIALIST FIELD UTILITIES	PROFESSIONAL SUPPORT	572
CUPEI	ACPC	ACCESS & PRIVACY COORDINATOR	PROFESSIONAL SUPPORT	576
CUPEI	APPC	LEG SVS APPEALS COORDINATOR	PROFESSIONAL SUPPORT	576
CUPEI	SUIC	STORMWATER UTIL IMPLEMENT COOR	PROFESSIONAL SUPPORT	576
CUPEI	COOO	COORDINATOR - OPERATIONS (RAS)	PROFESSIONAL SUPPORT	579
CUPEI	TRAN	TRANSIT SYSTEM ANALYST	PROFESSIONAL SUPPORT	589
CUPEI	PRCR	POLICY ANALYST	PROFESSIONAL SUPPORT	593
CUPEI	ARCH	ARCHIVES SPECIALIST	PROFESSIONAL SUPPORT	601
CUPEI	MPSS	MUNI POLICING SVS SUPERVISOR	PROFESSIONAL SUPPORT	604
CUPEI	CCUS	MARKETING & CUSTOMER SERV SPEC	PROFESSIONAL SUPPORT	605
CUPEI	PERC	PERFORMANCE REPORTING COORD	PROFESSIONAL SUPPORT	611
CUPEI	EDOF	LAND & ECON DEVEL OFFICER	PROFESSIONAL SUPPORT	619
CUPEI	DVSW	POLICE DV SOCIAL WORKER	PROFESSIONAL SUPPORT	620
CUPEI	LISC	LAND INFO SYSTEMS CONSULTANT	PROFESSIONAL SUPPORT	622
CUPEI	CRSS	CORPORATE SECURITY SPECIALIST	PROFESSIONAL SUPPORT	625
CUPEI	SDVO	SENIOR DEVELOPMENT OFFICER	PROFESSIONAL SUPPORT	626
CUPEI	SPAD	STRATEGIC PLANNING ADVISOR	PROFESSIONAL SUPPORT	628
CUPEI	PGSP	PROGRAM SPECIALIST	PROFESSIONAL SUPPORT	630
CUPEI	ACCR	ACCREDITATION COORDINATOR	PROFESSIONAL SUPPORT	636
CUPEI	TBSC	BUSINESS SYSTEMS CONSULTANT	PROFESSIONAL SUPPORT	636
CUPEI	PPEC	PUBLIC PARTICIPATN ENGAGE COOR	PROFESSIONAL SUPPORT	640
CUPEI	ECOC	ECOLOGICAL SVS OPERATION COORD	PROFESSIONAL SUPPORT	641
CUPEI	ECSC	ECOLOGICAL SERVICES COORD	PROFESSIONAL SUPPORT	641
CUPEI	SRCA	SENIOR COMMUNICATIONS CONSULTA	PROFESSIONAL SUPPORT	642
CUPEI	CDPC	CSV PLANNING COORDINATOR	PROFESSIONAL SUPPORT	657
CUPEI	CFAA	COMM FACIL- ABORIGINAL AFFAIRS	PROFESSIONAL SUPPORT	659
CUPEI	CIRC	CORP INF & RECORDS COORDINATOR	PROFESSIONAL SUPPORT	662
CUPEI	CMPF	COMMUNITY & PROG FACILITATOR	PROFESSIONAL SUPPORT	665
CUPEI	PCCS	PROGRAM COORD COMMUNITY SAFETY	PROFESSIONAL SUPPORT	677
CUPEI	LARC	ARCHIVES COORDINATOR	PROFESSIONAL SUPPORT	684
CUPEI	BICO	BUSINESS SYSTEMS INTEL COORD	PROFESSIONAL SUPPORT	690
CUPEI	COMR	CSV RESEARCH & EVALUATION SPEC	PROFESSIONAL SUPPORT	694
CUPEI	FIAD	FINANCIAL ANALYST - DEV & PROT	PROFESSIONAL SUPPORT	694
CUPEI	COWK	COMMUNITY FACILITATOR	PROFESSIONAL SUPPORT	697
CUPEI	SPPC	PROGRAM SPECIALIST - SHC	PROFESSIONAL SUPPORT	703
CUPEI	TRPL	SENIOR PLANNER TRANSIT	PROFESSIONAL SUPPORT	715
CUPEI	FAPP	FUNCTIONAL SUPPORT TEAM SPVR	PROFESSIONAL SUPPORT	716
CUPEI	RECO	RESEARCH & EVALUATION COORD	PROFESSIONAL SUPPORT	742
CUPEI	ERSP	ENV REGULATORY SUPPORT PERSON	TECHNICAL SUPPORT	574
CUPEO	SCMN	SOURCE CONTROL OPERATOR	INSPECTIONS AND MONITORING	320

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEO	SCIN	SOURCE CONTROL INSPECTOR	INSPECTIONS AND MONITORING	463
CUPEO	LCPN	LITTER CONTROL PERSON	LABOURER	205
CUPEO	WLAB	WATERWORKS LABOURER	LABOURER	350
CUPEO	PKL1	PARKS LABOURER 1	LABOURER	352
CUPEO	WWTU	WASTEWATER TP UTILITY PERSON	LABOURER	390
CUPEO	RDL1	ROADS LABOURER 1	LABOURER	402
CUPEO	WWCL	WASTEWATER COLLECTION LABOURER	LABOURER	442
CUPEO	WWL1	ENV UTILITIES LABOURER	LABOURER	442
CUPEO	PKL2	PARKS LABOURER 2	LABOURER	460
CUPEO	FLUP	FLEET UT & TECH SUPPORT PERSON	LABOURER	463
CUPEO	RDL2	ROADS LABOURER 2	LABOURER	490
CUPEO	WWL2	WATER/WASTEWATER LABOURER 2	LABOURER	490
CUPEO	MSL2	SIGNS LABOURER 2	LABOURER	523
CUPEO	CMLA	ENV UTILITIES SYSTEM WORKER	LABOURER	606
CUPEO	ESSW	ENV UTILITIES SR SYSTEM WORKER	LABOURER	657
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	OPERATOR/ATTENDANT	167
CUPEO	CFPA	FACILITY PROGRAM ASSISTANT	OPERATOR/ATTENDANT	167
CUPEO	PRAS	PROGRAM ASSISTANT	OPERATOR/ATTENDANT	167
CUPEO	POAM	POLICING AMBASSADOR	OPERATOR/ATTENDANT	208
CUPEO	LFIN	LIFEGUARD INSTUCTOR	OPERATOR/ATTENDANT	222
CUPEO	CFOP	FACILITY OPERATIONS ASSISTANT	OPERATOR/ATTENDANT	234
CUPEO	CSWR	CUSTODIAL WORKER	OPERATOR/ATTENDANT	257
CUPEO	CFWL	FITNESS & WELLNESS LEADER 1	OPERATOR/ATTENDANT	282
CUPEO	CDPL	DRYLAND PROGRAM LEADER 1	OPERATOR/ATTENDANT	296
CUPEO	PLMN	PROGRAM LEADER	OPERATOR/ATTENDANT	296
CUPEO	ALFI	ADVANCED LIFEGUARD INSTRUCTOR	OPERATOR/ATTENDANT	361
CUPEO	FMWC	FACILITY MAINTNCE WRKR-CULTURE	OPERATOR/ATTENDANT	364
CUPEO	CPL1	CHILD DEV PROGRAM LEADER	OPERATOR/ATTENDANT	366
CUPEO	PIPC	PARK CARETAKER	OPERATOR/ATTENDANT	387
CUPEO	FMBA	BUILDING MAINTENANCE ASSISTANT	OPERATOR/ATTENDANT	392
CUPEO	CFAO	FACILITY OPS WORKER COLLICUTT	OPERATOR/ATTENDANT	409
CUPEO	FCMW	FACILITY MAINTENANCE WORKER	OPERATOR/ATTENDANT	409
CUPEO	CSLD	CUSTODIAL LEAD	OPERATOR/ATTENDANT	413
CUPEO	FOW1	FACILITY OPERATIONS WORKER 1	OPERATOR/ATTENDANT	429
CUPEO	ALIL	ADV LIFEGUARD INSTRUCTOR LDR 1	OPERATOR/ATTENDANT	441
CUPEO	CFCL	FACILITY OPS CUSTODIAL LEAD	OPERATOR/ATTENDANT	443
CUPEO	CMEO	CEMETERY EQUIPMENT OPERATOR	OPERATOR/ATTENDANT	453
CUPEO	PKSA	PARKS SHOP ATTENDANT	OPERATOR/ATTENDANT	458
CUPEO	FCML	FACILITY MAINTENANCE LEAD	OPERATOR/ATTENDANT	471
CUPEO	TCAT	MAINTENANCE SUPPORT PERSON	OPERATOR/ATTENDANT	478

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
CUPEO	CFWC	FITNESS & WELLNESS LEADER 2	OPERATOR/ATTENDANT	485
CUPEO	CMO2	CONSTR & MAINT EQUIPMENT OP 2	OPERATOR/ATTENDANT	505
CUPEO	CSTI	SPECIALIZED TRAINING INSTRUCTR	OPERATOR/ATTENDANT	515
CUPEO	FOW2	FACILITY OPERATIONS WORKER 2	OPERATOR/ATTENDANT	521
CUPEO	CBMW	BUILDING MTCE WORKER-COLLICUTT	OPERATOR/ATTENDANT	533
CUPEO	BMPR	BUILDING MAINT PERSON-PUB WKS	OPERATOR/ATTENDANT	537
CUPEO	CFCS	FACILITY OPS CUSTODIAL SPECIAL	OPERATOR/ATTENDANT	553
CUPEO	PBFO	POLICE BLDG & FLEET MTNCE OP	OPERATOR/ATTENDANT	569
CUPEO	SCOO	SOURCE CONTROL OPERATOR	OPERATOR/ATTENDANT	569
CUPEO	WDOP	WATER DISTRIBUTION OPERATOR	OPERATOR/ATTENDANT	569
CUPEO	WWCO	WW COLLECTION OPERATOR	OPERATOR/ATTENDANT	579
CUPEO	WPOP	WATER TREATMENT PLANT OPERATOR	OPERATOR/ATTENDANT	592
CUPEO	WWPO	WASTEWATER TRMT PLANT OP	OPERATOR/ATTENDANT	599
CUPEO	RNBM	FACILITY MAINENANCE SPECIALIST	OPERATOR/ATTENDANT	604
CUPEO	SCOI	SOURCE CONTROL INSPECTOR	OPERATOR/ATTENDANT	647
CUPEO	TVIO	WW COLLECTION INSPECTOR	OPERATOR/ATTENDANT	647
CUPEO	CFAT	FACILITY TECHNICIAN COLLICUTT	OPERATOR/ATTENDANT	690
CUPEO	BMOP	BUILDING OPERATOR	OPERATOR/ATTENDANT	718
CUPEO	FOPR	FACILITY OPERATOR	OPERATOR/ATTENDANT	718
CUPEO	EOP1	EQUIPMENT OPERATOR 1	TECHNICAL SUPPORT	382
CUPEO	EOP2	EQUIPMENT OPERATOR 2	TECHNICAL SUPPORT	445
CUPEO	STPN	MATERIEL MANAGEMENT TECHNICIAN	TECHNICAL SUPPORT	455
CUPEO	PKEM	PARKS EQUIPMENT MTNC LABOURER	TECHNICAL SUPPORT	470
CUPEO	PMRT	PARKING METER REPAIR TECHNICA	TECHNICAL SUPPORT	471
CUPEO	UFT1	URBAN FORESTRY TECHNICIAN 1	TECHNICAL SUPPORT	474
CUPEO	PKGR	PARKS GARDENER	TECHNICAL SUPPORT	478
CUPEO	AUTS	EQUIPMENT SERVICE PERSON	TECHNICAL SUPPORT	480
CUPEO	EOP3	EQUIPMENT OPERATOR 3	TECHNICAL SUPPORT	489
CUPEO	SSTK	SIGN SHOP TECHNICIAN	TECHNICAL SUPPORT	516
CUPEO	STSP	SR MATERIEL MGMT TECHNICIAN	TECHNICAL SUPPORT	533
CUPEO	CWED	ECOLOGICAL SERVICES TECHNICIAN	TECHNICAL SUPPORT	537
CUPEO	UFLO	UNDERGROUND FACILITIES LOCATOR	TECHNICAL SUPPORT	543
CUPEO	ARB1	ARBORIST 1	TECHNICAL SUPPORT	544
CUPEO	WTRP	WTP MAINTENANCE REPAIR PERSON	TECHNICAL SUPPORT	549
CUPEO	CMO3	CONSTR & MAINT EQUIPMENT OP 3	TECHNICAL SUPPORT	563
CUPEO	EOP4	EQUIPMENT OPERATOR 4	TECHNICAL SUPPORT	585
CUPEO	ARB2	ARBORIST 2	TECHNICAL SUPPORT	616
CUPEO	EBGM	WWTP MAINTENANCE PERSON	TECHNICAL SUPPORT	630
CUPEO	ELWP	ELECTRICIAN - WATER SECTION	TECHNICAL SUPPORT	643

CUPE Job Classification Groupings
Appendix "C"

JOB GROUP	JOB CODE	JOB TITLE	CLASSIFICATION GROUP	EVALUATED POINTS
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	WWMT	WWTP MAINTENANCE TRADESPERSON	TECHNICAL SUPPORT	673
CUPEO	HDMC	HEAVY EQUIPMENT TECHNICIAN	TECHNICAL SUPPORT	700
CUPEO	WELD	WELDER	TECHNICAL SUPPORT	719
CUPEO	GGMC	GARAGE GENERAL TECHNICIAN	TECHNICAL SUPPORT	720
CUPEO	HGAR	HEAD GARDENER	FOREMAN	539
CUPEO	PFF1	PARKS FOREMAN 1	FOREMAN	563
CUPEO	RLF1	ROADS LABOUR FOREMAN 1	FOREMAN	635
CUPEO	PKF2	PARKS FOREMAN 2	FOREMAN	688
CUPEO	SGNF	SIGNAGE FOREMAN	FOREMAN	718
CUPEO	PWF2	PUBLIC WORKS LABOUR FOREMAN 2	FOREMAN	728
CUPEO	AHFF	AGG/HYDROV FACILITIES FOREPERS	FOREMAN	732
CUPEO	CMFM	CEMETERY FOREMAN	FOREMAN	738
CUPEO	RLF2	ROADS LABOURER FOREMAN 2	FOREMAN	748
CUPEO	GGML	GARAGE GENERAL TECHN LEAD HAND	FOREMAN	762
CUPEO	EOF1	ENVIRONMENT OPERATIONS FOREMAN	FOREMAN	785
CUPEO	WTOF	WATER TREATMT OPS FOREPERSON	FOREMAN	785
CUPEO	WWCF	WASTEWATER COLLECTIONS FOREMAN	FOREMAN	785
CUPEO	CFOF	CONSTRUCT/MNTC OPS FOREPERSON	FOREMAN	824