

CUPE 4705 Housing Salary Plan: Schedule "A" Administrative Employees																			
Group Step		Hourly Rates								70 hours bi-weekly					Annualized 70 hours biweekly				
		31-Mar-23 prior GWI	Market Adjustment \$0.25	01-Apr-23 3% GWI	Market Adjustment \$0.25	01-Apr-24 3% GWI	Market Adjustment \$0.30	01-Apr-25 3% GWI	01-Apr-26 3% GWI	31-Mar-23 prior GWI	01-Apr-23 Market Adj plus 3% GWI	01-Apr-24 Market Adj plus 3% GWI	01-Apr-25 Market Adj plus 3% GWI	01-Apr-26 3% GWI	31-Mar-23 prior GWI	01-Apr-23 Market Adj plus 3% GWI	01-Apr-24 Market Adj plus 3% GWI	01-Apr-25 Market Adj plus 3% GWI	01-Apr-26 3% GWI
1	1	19.56	19.81	20.40	20.65	21.27	21.57	22.22	22.89	1,369.20	1,428.00	1,488.90	1,555.40	1,602.30	35,736.12	37,270.80	38,860.29	40,595.94	41,820.03
1	2	20.07	20.32	20.93	21.18	21.82	22.12	22.78	23.46	1,404.90	1,465.10	1,527.40	1,594.60	1,642.20	36,667.89	38,239.11	39,865.14	41,619.06	42,861.42
1	3	20.47	20.72	21.34	21.59	22.24	22.54	23.22	23.92	1,432.90	1,493.80	1,556.80	1,625.40	1,674.40	37,398.69	38,988.18	40,632.48	42,422.94	43,701.84
1	4	21.19	21.44	22.08	22.33	23.00	23.30	24.00	24.72	1,483.30	1,545.60	1,610.00	1,680.00	1,730.40	38,714.13	40,340.16	42,021.00	43,848.00	45,163.44
1	5	21.79	22.04	22.70	22.95	23.64	23.94	24.66	25.40	1,525.30	1,589.00	1,654.80	1,726.20	1,778.00	39,810.33	41,472.90	43,190.28	45,053.82	46,405.80
2	1	20.44	20.69	21.31	21.56	22.21	22.51	23.19	23.89	1,430.80	1,491.70	1,554.70	1,623.30	1,672.30	37,343.88	38,933.37	40,577.67	42,368.13	43,647.03
2	2	20.88	21.13	21.76	22.01	22.67	22.97	23.66	24.37	1,461.60	1,523.20	1,586.90	1,656.20	1,705.90	38,147.76	39,755.52	41,418.09	43,226.82	44,523.99
2	3	21.53	21.78	22.43	22.68	23.36	23.66	24.37	25.10	1,507.10	1,570.10	1,635.20	1,705.90	1,757.00	39,335.31	40,979.61	42,678.72	44,523.99	45,857.70
2	4	22.12	22.37	23.04	23.29	23.99	24.29	25.02	25.77	1,548.40	1,612.80	1,679.30	1,751.40	1,803.90	40,413.24	42,094.08	43,829.73	45,711.54	47,081.79
2	5	22.70	22.95	23.64	23.89	24.61	24.91	25.66	26.43	1,589.00	1,654.80	1,722.70	1,796.20	1,850.10	41,472.90	43,190.28	44,962.47	46,880.82	48,287.61
3	1	21.11	21.36	22.00	22.25	22.92	23.22	23.92	24.64	1,477.70	1,540.00	1,604.40	1,674.40	1,724.80	38,567.97	40,194.00	41,874.84	43,701.84	45,017.28
3	2	21.75	22.00	22.66	22.91	23.60	23.90	24.62	25.36	1,522.50	1,586.20	1,652.00	1,723.40	1,775.20	39,737.25	41,399.82	43,117.20	44,980.74	46,332.72
3	3	22.41	22.66	23.34	23.59	24.30	24.60	25.34	26.10	1,568.70	1,633.80	1,701.00	1,773.80	1,827.00	40,943.07	42,642.18	44,396.10	46,296.18	47,684.70
3	4	23.14	23.39	24.09	24.34	25.07	25.37	26.13	26.91	1,619.80	1,686.30	1,754.90	1,829.10	1,883.70	42,276.78	44,012.43	45,802.89	47,739.51	49,164.57
3	5	23.84	24.09	24.81	25.06	25.81	26.11	26.89	27.70	1,668.80	1,736.70	1,806.70	1,882.30	1,939.00	43,555.68	45,327.87	47,154.87	49,128.03	50,607.90
4	1	22.08	22.33	23.00	23.25	23.95	24.25	24.98	25.73	1,545.60	1,610.00	1,676.50	1,748.60	1,801.10	40,340.16	42,021.00	43,756.65	45,638.46	47,008.71
4	2	22.74	22.99	23.68	23.93	24.65	24.95	25.70	26.47	1,591.80	1,657.60	1,725.50	1,799.00	1,852.90	41,545.98	43,263.36	45,035.55	46,953.90	48,360.69
4	3	23.44	23.69	24.40	24.65	25.39	25.69	26.46	27.25	1,640.80	1,708.00	1,777.30	1,852.20	1,907.50	42,824.88	44,578.80	46,387.53	48,342.42	49,785.75
4	4	24.14	24.39	25.12	25.37	26.13	26.43	27.22	28.04	1,689.80	1,758.40	1,829.10	1,905.40	1,962.80	44,103.78	45,894.24	47,739.51	49,730.94	51,229.08
4	5	24.94	25.19	25.95	26.20	26.99	27.29	28.11	28.95	1,745.80	1,816.50	1,889.30	1,967.70	2,026.50	45,565.38	47,410.65	49,310.73	51,356.97	52,891.65
5	1	22.84	23.09	23.78	24.03	24.75	25.05	25.80	26.57	1,598.80	1,664.60	1,732.50	1,806.00	1,859.90	41,728.68	43,446.06	45,218.25	47,136.60	48,543.39
5	2	23.58	23.83	24.54	24.79	25.53	25.83	26.60	27.40	1,650.60	1,717.80	1,787.10	1,862.00	1,918.00	43,080.66	44,834.58	46,643.31	48,598.20	50,059.80
5	3	24.30	24.55	25.29	25.54	26.31	26.61	27.41	28.23	1,701.00	1,770.30	1,841.70	1,918.70	1,976.10	44,396.10	46,204.83	48,068.37	50,078.07	51,576.21
5	4	25.05	25.30	26.06	26.31	27.10	27.40	28.22	29.07	1,753.50	1,824.20	1,897.00	1,975.40	2,034.90	45,766.35	47,611.62	49,511.70	51,557.94	53,110.89
5	5	25.80	26.05	26.83	27.08	27.89	28.19	29.04	29.91	1,806.00	1,878.10	1,952.30	2,032.80	2,093.70	47,136.60	49,018.41	50,955.03	53,056.08	54,645.57
6	1	23.79	24.04	24.76	25.01	25.76	26.06	26.84	27.65	1,665.30	1,733.20	1,803.20	1,878.80	1,935.50	43,464.33	45,236.52	47,063.52	49,036.68	50,516.55
6	2	24.57	24.82	25.56	25.81	26.58	26.88	27.69	28.52	1,719.90	1,789.20	1,860.60	1,938.30	1,996.40	44,889.39	46,698.12	48,561.66	50,589.63	52,106.04
6	3	25.31	25.56	26.33	26.58	27.38	27.68	28.51	29.37	1,771.70	1,843.10	1,916.60	1,995.70	2,055.90	46,241.37	48,104.91	50,023.26	52,087.77	53,658.99
6	4	26.15	26.40	27.19	27.44	28.26	28.56	29.42	30.30	1,830.50	1,903.30	1,978.20	2,059.40	2,121.00	47,776.05	49,676.13	51,631.02	53,750.34	55,358.10
6	5	26.95	27.20	28.02	28.27	29.12	29.42	30.30	31.21	1,886.50	1,961.40	2,038.40	2,121.00	2,184.70	49,237.65	51,192.54	53,202.24	55,358.10	57,020.67
7	1	25.05	25.30	26.06	26.31	27.10	27.40	28.22	29.07	1,753.50	1,824.20	1,897.00	1,975.40	2,034.90	45,766.35	47,611.62	49,511.70	51,557.94	53,110.89
7	2	25.80	26.05	26.83	27.08	27.89	28.19	29.04	29.91	1,806.00	1,878.10	1,952.30	2,032.80	2,093.70	47,136.60	49,018.41	50,955.03	53,056.08	54,645.57
7	3	26.59	26.84	27.65	27.90	28.74	29.04	29.91	30.81	1,861.30	1,935.50	2,011.80	2,093.70	2,156.70	48,579.93	50,516.55	52,507.98	54,645.57	56,289.87
7	4	27.47	27.72	28.55	28.80	29.66	29.96	30.86	31.79	1,922.90	1,998.50	2,076.20	2,160.20	2,225.30	50,187.69	52,160.85	54,188.82	56,381.22	58,080.33
7	5	28.31	28.56	29.42	29.67	30.56	30.86	31.79	32.74	1,981.70	2,059.40	2,139.20	2,225.30	2,291.80	51,722.37	53,750.34	55,833.12	58,080.33	59,815.98
8	1	26.06	26.31	27.10	27.35	28.17	28.47	29.32	30.20	1,824.20	1,897.00	1,971.90	2,052.40	2,114.00	47,611.62	49,511.70	51,466.59	53,567.64	55,175.40
8	2	26.95	27.20	28.02	28.27	29.12	29.42	30.30	31.21	1,886.50	1,961.40	2,038.40	2,121.00	2,184.70	49,237.65	51,192.54	53,202.24	55,358.10	57,020.67
8	3	27.86	28.11	28.95	29.20	30.08	30.38	31.29	32.23	1,950.20	2,026.50	2,105.60	2,190.30	2,256.10	50,900.22	52,891.65	54,956.16	57,166.83	58,884.21
8	4	28.81	29.06	29.93	30.18	31.09	31.39	32.33	33.30	2,016.70	2,095.10	2,176.30	2,263.10	2,331.00	52,635.87	54,682.11	56,801.43	59,066.91	60,839.10
8	5	29.76	30.01	30.91	31.16	32.09	32.39	33.36	34.36	2,083.20	2,163.70	2,246.30	2,335.20	2,405.20	54,371.52	56,472.57	58,628.43	60,948.72	62,775.72

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9	1	27.10	27.35	28.17	28.42	29.27	29.57	30.46	31.37	1,897.00	1,971.90	2,048.90	2,132.20	2,195.90	49,511.70	51,466.59	53,476.29	55,650.42	57,312.99
9	2	28.11	28.36	29.21	29.46	30.34	30.64	31.56	32.51	1,967.70	2,044.70	2,123.80	2,209.20	2,275.70	51,356.97	53,366.67	55,431.18	57,660.12	59,395.77
9	3	29.08	29.33	30.21	30.46	31.37	31.67	32.62	33.60	2,035.60	2,114.70	2,195.90	2,283.40	2,352.00	53,129.16	55,193.67	57,312.99	59,596.74	61,387.20
9	4	30.18	30.43	31.34	31.59	32.54	32.84	33.83	34.84	2,112.60	2,193.80	2,277.80	2,368.10	2,438.80	55,138.86	57,258.18	59,450.58	61,807.41	63,652.68
9	5	31.23	31.48	32.42	32.67	33.65	33.95	34.97	36.02	2,186.10	2,269.40	2,355.50	2,447.90	2,521.40	57,057.21	59,231.34	61,478.55	63,890.19	65,808.54
10	1	28.63	28.88	29.75	30.00	30.90	31.20	32.14	33.10	2,004.10	2,082.50	2,163.00	2,249.80	2,317.00	52,307.01	54,353.25	56,454.30	58,719.78	60,473.70
10	2	29.67	29.92	30.82	31.07	32.00	32.30	33.27	34.27	2,076.90	2,157.40	2,240.00	2,328.90	2,398.90	54,207.09	56,308.14	58,464.00	60,784.29	62,611.29
10	3	30.71	30.96	31.89	32.14	33.10	33.40	34.40	35.43	2,149.70	2,232.30	2,317.00	2,408.00	2,480.10	56,107.17	58,263.03	60,473.70	62,848.80	64,730.61
10	4	31.84	32.09	33.05	33.30	34.30	34.60	35.64	36.71	2,228.80	2,313.50	2,401.00	2,494.80	2,569.70	58,171.68	60,382.35	62,666.10	65,114.28	67,069.17
10	5	32.97	33.22	34.22	34.47	35.50	35.80	36.87	37.98	2,307.90	2,395.40	2,485.00	2,580.90	2,658.60	60,236.19	62,519.94	64,858.50	67,361.49	69,389.46
11	1	30.45	30.70	31.62	31.87	32.83	33.13	34.12	35.14	2,131.50	2,213.40	2,298.10	2,388.40	2,459.80	55,632.15	57,769.74	59,980.41	62,337.24	64,200.78
11	2	31.49	31.74	32.69	32.94	33.93	34.23	35.26	36.32	2,204.30	2,288.30	2,375.10	2,468.20	2,542.40	57,532.23	59,724.63	61,990.11	64,420.02	66,356.64
11	3	32.48	32.73	33.71	33.96	34.98	35.28	36.34	37.43	2,273.60	2,359.70	2,448.60	2,543.80	2,620.10	59,340.96	61,588.17	63,908.46	66,393.18	68,384.61
11	4	33.53	33.78	34.79	35.04	36.09	36.39	37.48	38.60	2,347.10	2,435.30	2,526.30	2,623.60	2,702.00	61,259.31	63,561.33	65,936.43	68,475.96	70,522.20
11	5	34.55	34.80	35.84	36.09	37.17	37.47	38.59	39.75	2,418.50	2,508.80	2,601.90	2,701.30	2,782.50	63,122.85	65,479.68	67,909.59	70,503.93	72,623.25

- Note:
- Step/Merit Increases:** Employees will move through the step progression based on a successful annual performance evaluation.
 - General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.