

Non Union Payscale - Expires March 31, 2027

			Hourly Rates	70 hours bi-weekly					Annualized 70 hours bi-weekly				
Salary Plan	Group	Step	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	2	1	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	2	2	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	2	3	19.37	1,204.70	1,241.10	1,278.20	1,316.70	1,355.90	31,442.67	32,392.71	33,361.02	34,365.87	35,388.99
NONU	3	1	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	3	2	19.57	1,217.30	1,253.70	1,291.50	1,330.00	1,369.90	31,771.53	32,721.57	33,708.15	34,713.00	35,754.39
NONU	3	3	20.35	1,265.60	1,303.40	1,342.60	1,383.20	1,424.50	33,032.16	34,018.74	35,041.86	36,101.52	37,179.45
NONU	4	1	19.19	1,193.50	1,229.20	1,266.30	1,304.10	1,343.30	31,150.35	32,082.12	33,050.43	34,037.01	35,060.13
NONU	4	2	19.96	1,241.80	1,278.90	1,317.40	1,356.60	1,397.20	32,410.98	33,379.29	34,384.14	35,407.26	36,466.92
NONU	4	3	20.76	1,291.50	1,330.00	1,369.90	1,411.20	1,453.20	33,708.15	34,713.00	35,754.39	36,832.32	37,928.52
NONU	4	4	21.60	1,343.30	1,383.90	1,425.20	1,467.90	1,512.00	35,060.13	36,119.79	37,197.72	38,312.19	39,463.20
NONU	4	5	22.46	1,396.50	1,438.50	1,481.90	1,526.70	1,572.20	36,448.65	37,544.85	38,677.59	39,846.87	41,034.42
NONU	5	1	24.42	1,519.00	1,564.50	1,611.40	1,659.70	1,709.40	39,645.90	40,833.45	42,057.54	43,318.17	44,615.34
NONU	5	2	25.44	1,582.00	1,629.60	1,678.60	1,729.00	1,780.80	41,290.20	42,532.56	43,811.46	45,126.90	46,478.88
NONU	5	3	26.51	1,648.50	1,698.20	1,749.30	1,801.80	1,855.70	43,025.85	44,323.02	45,656.73	47,026.98	48,433.77
NONU	5	4	27.60	1,716.40	1,768.20	1,821.40	1,876.00	1,932.00	44,798.04	46,150.02	47,538.54	48,963.60	50,425.20
NONU	5	5	28.77	1,789.20	1,843.10	1,898.40	1,955.10	2,013.90	46,698.12	48,104.91	49,548.24	51,028.11	52,562.79
NONU	6	1	30.49	1,896.30	1,953.00	2,011.80	2,072.00	2,134.30	49,493.43	50,973.30	52,507.98	54,079.20	55,705.23
NONU	6	2	31.79	1,976.80	2,036.30	2,097.20	2,160.20	2,225.30	51,594.48	53,147.43	54,736.92	56,381.22	58,080.33
NONU	6	3	33.10	2,058.70	2,120.30	2,184.00	2,249.80	2,317.00	53,732.07	55,339.83	57,002.40	58,719.78	60,473.70
NONU	6	4	34.48	2,144.10	2,208.50	2,275.00	2,343.60	2,413.60	55,961.01	57,641.85	59,377.50	61,167.96	62,994.96
NONU	6	5	35.94	2,234.40	2,301.60	2,370.90	2,442.30	2,515.80	58,317.84	60,071.76	61,880.49	63,744.03	65,662.38
NONU	7	1	32.34	2,011.80	2,072.00	2,134.30	2,198.00	2,263.80	52,507.98	54,079.20	55,705.23	57,367.80	59,085.18
NONU	7	2	33.76	2,100.00	2,163.00	2,228.10	2,294.60	2,363.20	54,810.00	56,454.30	58,153.41	59,889.06	61,679.52
NONU	7	3	35.11	2,184.00	2,249.80	2,317.00	2,386.30	2,457.70	57,002.40	58,719.78	60,473.70	62,282.43	64,145.97
NONU	7	4	36.58	2,275.00	2,343.60	2,413.60	2,485.70	2,560.60	59,377.50	61,167.96	62,994.96	64,876.77	66,831.66
NONU	7	5	38.47	2,369.50	2,464.00	2,538.20	2,614.50	2,692.90	61,843.95	64,310.40	66,247.02	68,238.45	70,284.69
NONU	8	1	35.52	2,209.20	2,275.70	2,344.30	2,414.30	2,486.40	57,660.12	59,395.77	61,186.23	63,013.23	64,895.04
NONU	8	2	37.01	2,300.90	2,370.20	2,441.60	2,515.10	2,590.70	60,053.49	61,862.22	63,725.76	65,644.11	67,617.27
NONU	8	3	38.56	2,398.20	2,470.30	2,544.50	2,620.80	2,699.20	62,593.02	64,474.83	66,411.45	68,402.88	70,449.12
NONU	8	4	40.18	2,499.00	2,573.90	2,650.90	2,730.70	2,812.60	65,223.90	67,178.79	69,188.49	71,271.27	73,408.86
NONU	8	5	41.82	2,601.20	2,678.90	2,759.40	2,842.00	2,927.40	67,891.32	69,919.29	72,020.34	74,176.20	76,405.14

Non Union Payscale - Expires March 31, 2027

			Hourly Rates	70 hours bi-weekly					Annualized 70 hours bi-weekly				
Salary Plan	Group	Step	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	9	1	39.02	2,426.90	2,499.70	2,574.60	2,651.60	2,731.40	63,342.09	65,242.17	67,197.06	69,206.76	71,289.54
NONU	9	2	40.66	2,529.10	2,604.70	2,683.10	2,763.60	2,846.20	66,009.51	67,982.67	70,028.91	72,129.96	74,285.82
NONU	9	3	42.32	2,632.00	2,711.10	2,792.30	2,876.30	2,962.40	68,695.20	70,759.71	72,879.03	75,071.43	77,318.64
NONU	9	4	44.11	2,743.30	2,825.90	2,910.60	2,998.10	3,087.70	71,600.13	73,755.99	75,966.66	78,250.41	80,588.97
NONU	9	5	45.97	2,858.80	2,944.90	3,033.10	3,124.10	3,217.90	74,614.68	76,861.89	79,163.91	81,539.01	83,987.19
NONU	10	1	42.86	2,665.60	2,745.40	2,828.00	2,912.70	3,000.20	69,572.16	71,654.94	73,810.80	76,021.47	78,305.22
NONU	10	2	44.64	2,776.20	2,859.50	2,945.60	3,033.80	3,124.80	72,458.82	74,632.95	76,880.16	79,182.18	81,557.28
NONU	10	3	46.48	2,891.00	2,977.80	3,067.40	3,159.10	3,253.60	75,455.10	77,720.58	80,059.14	82,452.51	84,918.96
NONU	10	4	48.46	3,014.20	3,104.50	3,197.60	3,293.50	3,392.20	78,670.62	81,027.45	83,457.36	85,960.35	88,536.42
NONU	10	5	50.43	3,136.70	3,230.50	3,327.10	3,427.20	3,530.10	81,867.87	84,316.05	86,837.31	89,449.92	92,135.61
NONU	11	1	47.05	2,926.70	3,014.20	3,104.50	3,197.60	3,293.50	76,386.87	78,670.62	81,027.45	83,457.36	85,960.35
NONU	11	2	49.03	3,048.50	3,140.20	3,234.70	3,332.00	3,432.10	79,565.85	81,959.22	84,425.67	86,965.20	89,577.81
NONU	11	3	51.02	3,173.10	3,268.30	3,366.30	3,467.10	3,571.40	82,817.91	85,302.63	87,860.43	90,491.31	93,213.54
NONU	11	4	53.18	3,307.50	3,406.90	3,509.10	3,614.10	3,722.60	86,325.75	88,920.09	91,587.51	94,328.01	97,159.86
NONU	11	5	55.39	3,444.70	3,548.30	3,654.70	3,764.60	3,877.30	89,906.67	92,610.63	95,387.67	98,256.06	101,197.53
NONU	12	1	53.06	3,299.80	3,398.50	3,500.70	3,605.70	3,714.20	86,124.78	88,700.85	91,368.27	94,108.77	96,940.62
NONU	12	2	55.25	3,436.30	3,539.20	3,645.60	3,754.80	3,867.50	89,687.43	92,373.12	95,150.16	98,000.28	100,941.75
NONU	12	3	57.57	3,580.50	3,687.60	3,798.20	3,912.30	4,029.90	93,451.05	96,246.36	99,133.02	102,111.03	105,180.39
NONU	12	4	59.98	3,729.60	3,841.60	3,957.10	4,076.10	4,198.60	97,342.56	100,265.76	103,280.31	106,386.21	109,583.46
NONU	12	5	62.45	3,884.30	4,000.50	4,120.20	4,244.10	4,371.50	101,380.23	104,413.05	107,537.22	110,771.01	114,096.15
NONU	13	1	58.37	3,630.20	3,739.40	3,851.40	3,966.90	4,085.90	94,748.22	97,598.34	100,521.54	103,536.09	106,641.99
NONU	13	2	60.80	3,781.40	3,894.80	4,011.70	4,132.10	4,256.00	98,694.54	101,654.28	104,705.37	107,847.81	111,081.60
NONU	13	3	63.30	3,936.80	4,055.10	4,176.90	4,302.20	4,431.00	102,750.48	105,838.11	109,017.09	112,287.42	115,649.10
NONU	13	4	65.94	4,101.30	4,224.50	4,351.20	4,481.40	4,615.80	107,043.93	110,259.45	113,566.32	116,964.54	120,472.38
NONU	13	5	68.71	4,273.50	4,401.60	4,533.90	4,669.70	4,809.70	111,538.35	114,881.76	118,334.79	121,879.17	125,533.17
NONU	14	1	64.24	3,995.60	4,115.30	4,238.50	4,365.90	4,496.80	104,285.16	107,409.33	110,624.85	113,949.99	117,366.48
NONU	14	2	66.89	4,160.10	4,284.70	4,413.50	4,545.80	4,682.30	108,578.61	111,830.67	115,192.35	118,645.38	122,208.03
NONU	14	3	69.70	4,335.10	4,465.30	4,599.00	4,736.90	4,879.00	113,146.11	116,544.33	120,033.90	123,633.09	127,341.90
NONU	14	4	72.56	4,513.60	4,648.70	4,788.00	4,931.50	5,079.20	117,804.96	121,331.07	124,966.80	128,712.15	132,567.12
NONU	14	5	75.57	4,700.50	4,841.20	4,986.10	5,135.90	5,289.90	122,683.05	126,355.32	130,137.21	134,046.99	138,066.39

Non Union Payscale - Expires March 31, 2027

			Hourly Rates	70 hours bi-weekly					Annualized 70 hours bi-weekly				
Salary Plan	Group	Step	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	15	1	74.88	4,393.20	4,796.40	4,940.60	5,089.00	5,241.60	114,662.52	125,186.04	128,949.66	132,822.90	136,805.76
NONU	15	2	77.98	4,575.20	4,995.20	5,145.00	5,299.70	5,458.60	119,412.72	130,374.72	134,284.50	138,322.17	142,469.46
NONU	15	3	81.21	4,764.20	5,201.70	5,357.80	5,518.80	5,684.70	124,345.62	135,764.37	139,838.58	144,040.68	148,370.67
NONU	15	4	84.62	4,965.80	5,421.50	5,583.90	5,751.20	5,923.40	129,607.38	141,501.15	145,739.79	150,106.32	154,600.74
NONU	15	5	88.12	5,170.20	5,644.80	5,814.20	5,988.50	6,168.40	134,942.22	147,329.28	151,750.62	156,299.85	160,995.24
NONU	16	1	83.88	4,830.70	5,373.90	5,534.90	5,700.80	5,871.60	126,081.27	140,258.79	144,460.89	148,790.88	153,248.76
NONU	16	2	87.43	5,034.40	5,600.70	5,768.70	5,941.60	6,120.10	131,397.84	146,178.27	150,563.07	155,075.76	159,734.61
NONU	16	3	90.99	5,239.50	5,828.90	6,003.90	6,183.80	6,369.30	136,750.95	152,134.29	156,701.79	161,397.18	166,238.73
NONU	16	4	94.80	5,459.30	6,073.20	6,255.20	6,442.80	6,636.00	142,487.73	158,510.52	163,260.72	168,157.08	173,199.60
NONU	16	5	98.79	5,688.90	6,328.70	6,518.40	6,713.70	6,915.30	148,480.29	165,179.07	170,130.24	175,227.57	180,489.33
NONU	17	1	89.89	5,176.50	5,758.20	5,931.10	6,108.90	6,292.30	135,106.65	150,289.02	154,801.71	159,442.29	164,229.03
NONU	17	2	93.62	5,390.70	5,996.90	6,176.80	6,362.30	6,553.40	140,697.27	156,519.09	161,214.48	166,056.03	171,043.74
NONU	17	3	97.56	5,618.20	6,249.60	6,437.20	6,630.40	6,829.20	146,635.02	163,114.56	168,010.92	173,053.44	178,242.12
NONU	17	4	101.60	5,850.60	6,508.60	6,703.90	6,904.80	7,112.00	152,700.66	169,874.46	174,971.79	180,215.28	185,623.20
NONU	17	5	105.83	6,094.90	6,779.50	6,983.20	7,192.50	7,408.10	159,076.89	176,944.95	182,261.52	187,724.25	193,351.41
NONU	18	1	99.22	5,713.40	6,356.00	6,546.40	6,743.10	6,945.40	149,119.74	165,891.60	170,861.04	175,994.91	181,274.94
NONU	18	2	103.39	5,954.20	6,623.40	6,822.20	7,026.60	7,237.30	155,404.62	172,870.74	178,059.42	183,394.26	188,893.53
NONU	18	3	107.69	6,200.60	6,897.80	7,105.00	7,318.50	7,538.30	161,835.66	180,032.58	185,440.50	191,012.85	196,749.63
NONU	18	4	112.17	6,459.60	7,185.50	7,401.10	7,623.00	7,851.90	168,595.56	187,541.55	193,168.71	198,960.30	204,934.59
NONU	18	5	116.84	6,729.10	7,485.10	7,709.80	7,940.80	8,178.80	175,629.51	195,361.11	201,225.78	207,254.88	213,466.68

NOTES:

Step/Merit Increases: Employees will move through the step progr

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. For non-union employees, increases are afforded through collective bargaining and by Council resolution.