

Schedule A

Code	Position		Hourly Rates		
3002	Labourer I	2020 - 0.5% increase	\$20.88	\$21.25	
		2022 - 1.0% increase	\$21.09	\$21.46	
		2023 - 2.5% increase	\$21.62	\$22.00	
3003	Labourer II	2020 - 0.5% increase	\$23.53	\$24.30	
		2022 - 1.0% increase	\$23.77	\$24.54	
		2023 - 2.5% increase	\$24.36	\$25.15	
3004	Labourer III	2020 - 0.5% increase	\$25.90	\$26.58	\$27.03
		2022 - 1.0% increase	\$26.16	\$26.85	\$27.30
		2023 - 2.5% increase	\$26.81	\$27.52	\$27.98
3005	Pickup/Courier Driver	2020 - 0.5% increase	\$24.97	\$25.53	
		2022 - 1.0% increase	\$25.22	\$25.79	
		2023 - 2.5% increase	\$25.85	\$26.43	
3006	Survey Aide I	2020 - 0.5% increase	\$24.64	\$25.36	
		2022 - 1.0% increase	\$24.89	\$25.61	
		2023 - 2.5% increase	\$25.51	\$26.25	
3007	Survey Aide II	2020 - 0.5% increase	\$26.56	\$27.19	\$27.88
		2022 - 1.0% increase	\$26.83	\$27.46	\$28.16
		2023 - 2.5% increase	\$27.50	\$28.15	\$28.86
3008	PW Tech I	2020 - 0.5% increase	\$31.87	\$32.62	\$33.41
		2022 - 1.0% increase	\$32.19	\$32.95	\$33.74
		2023 - 2.5% increase	\$32.99	\$33.77	\$34.58
3009	PW Tech II	2020 - 0.5% increase	\$36.78	\$37.27	\$37.65
		2022 - 1.0% increase	\$37.15	\$37.64	\$38.03
		2023 - 2.5% increase	\$38.08	\$38.58	\$38.98
3032	Gravel Checker	2020 - 0.5% increase	\$29.25	\$29.91	\$30.38
		2022 - 1.0% increase	\$29.54	\$30.21	\$30.68
		2023 - 2.5% increase	\$30.28	\$30.97	\$31.45
3010	Concrete Worker I	2020 - 0.5% increase	\$30.69	\$31.36	\$32.08
		2022 - 1.0% increase	\$31.00	\$31.67	\$32.40
		2023 - 2.5% increase	\$31.78	\$32.46	\$33.21
3011	Concrete Worker II	2020 - 0.5% increase	\$32.21	\$33.11	\$34.02
		2022 - 1.0% increase	\$32.53	\$33.44	\$34.36
		2023 - 2.5% increase	\$33.34	\$34.28	\$35.22
3012	Truck Driver I	2020 - 0.5% increase	\$28.09	\$28.69	\$29.29
		2022 - 1.0% increase	\$28.37	\$28.98	\$29.58
		2023 - 2.5% increase	\$29.08	\$29.70	\$30.32
3013	Truck Driver II	2020 - 0.5% increase	\$29.75	\$30.48	\$31.19
		2022 - 1.0% increase	\$30.05	\$30.78	\$31.50
		2023 - 2.5% increase	\$30.80	\$31.55	\$32.29
3014	Truck Driver III	2020 - 0.5% increase	\$32.48	\$33.13	\$33.93
		2022 - 1.0% increase	\$32.80	\$33.46	\$34.27
		2023 - 2.5% increase	\$33.62	\$34.30	\$35.13

3015 Operator I	2020 - 0.5% increase	\$28.09	\$28.81	\$29.23
	2022 - 1.0% increase	\$28.37	\$29.10	\$29.52
	2023 - 2.5% increase	\$29.08	\$29.83	\$30.26
3016 Operator II	2020 - 0.5% increase	\$31.63	\$32.36	\$33.00
	2022 - 1.0% increase	\$31.95	\$32.68	\$33.33
	2023 - 2.5% increase	\$32.75	\$33.50	\$34.16
3017 Operator III	2020 - 0.5% increase	\$33.69	\$34.54	\$35.43
	2022 - 1.0% increase	\$34.03	\$34.89	\$35.78
	2023 - 2.5% increase	\$34.88	\$35.76	\$36.67

3031 Sign Person	2020 - 0.5% increase	\$33.43	\$34.29	\$35.18
	2022 - 1.0% increase	\$33.76	\$34.63	\$35.53
	2023 - 2.5% increase	\$34.60	\$35.50	\$36.42
3018 Yardperson	2020 - 0.5% increase	\$33.43	\$34.29	\$35.18
	2022 - 1.0% increase	\$33.76	\$34.63	\$35.53
	2023 - 2.5% increase	\$34.60	\$35.50	\$36.42
3068 North Yardperson	2020 - 0.5% increase	\$36.94	\$37.83	
	2022 - 1.0% increase	\$37.31	\$38.21	
	2023 - 2.5% increase	\$38.24	\$39.17	

3036 PW Leadhand	2020 - 0.5% increase	\$36.94	\$37.83				
	2022 - 1.0% increase	\$37.31	\$38.21				
	2023 - 2.5% increase	\$38.24	\$39.17				
3035 PW Project Foreperson	2020 - 0.5% increase	\$38.51	\$39.56				
	2022 - 1.0% increase	\$38.90	\$39.96				
	2023 - 2.5% increase	\$39.87	\$40.96				
3019 Operations Foreperson	2020 - 0.5% increase	\$41.69	\$42.57	\$43.52			
	2022 - 1.0% increase	\$42.11	\$43.00	\$43.96			
	2023 - 2.5% increase	\$43.16	\$44.08	\$45.06			
3034 W&WW Labourer	2020 - 0.5% increase	\$20.88	\$24.30	\$27.03			
	2022 - 1.0% increase	\$21.09	\$24.54	\$27.30			
	2023 - 2.5% increase	\$21.62	\$25.15	\$27.98			
3037 Wastewater Infrastructure Operator	2020 - 0.5% increase	\$30.42	\$33.00	\$35.43			
	2022 - 1.0% increase	\$30.72	\$33.33	\$35.78			
	2023 - 2.5% increase	\$31.49	\$34.16	\$36.67			
3020 W&WW Operator (Collection & Distribution)	2020 - 0.5% increase	\$30.42	\$32.93	\$34.43	\$36.90	\$38.64	\$41.11
	2022 - 1.0% increase	\$30.72	\$33.26	\$34.77	\$37.27	\$39.03	\$41.52
	2023 - 2.5% increase	\$31.49	\$34.09	\$35.64	\$38.20	\$40.01	\$42.56
3049 W&WW Operator (Transmission)	2020 - 0.5% increase	\$30.42	\$32.93	\$34.43	\$36.90	\$38.64	\$41.11
	2022 - 1.0% increase	\$30.72	\$33.26	\$34.77	\$37.27	\$39.03	\$41.52
	2023 - 2.5% increase	\$31.49	\$34.09	\$35.64	\$38.20	\$40.01	\$42.56
3038 W&WW Leadhand	2020 - 0.5% increase	\$38.46	\$40.20	\$42.67			
	2022 - 1.0% increase	\$38.84	\$40.60	\$43.10			
	2023 - 2.5% increase	\$39.81	\$41.62	\$44.18			

3066	W&WW Infrastructure Repair Technician	2020 - 0.5% increase	\$39.86	\$41.57	\$44.09
		2022 - 1.0% increase	\$40.26	\$41.99	\$44.53
		2023 - 2.5% increase	\$41.27	\$43.04	\$45.64
3021	W&WW Foreperson	2020 - 0.5% increase	\$42.63	\$44.30	\$45.84
		2022 - 1.0% increase	\$43.06	\$44.74	\$46.30
		2023 - 2.5% increase	\$44.14	\$45.86	\$47.46
3022	W&WW Electrician	2020 - 0.5% increase	\$44.33	\$46.01	\$47.52
		2022 - 1.0% increase	\$44.77	\$46.47	\$48.00
		2023 - 2.5% increase	\$45.89	\$47.63	\$49.20
3033	Utilities Facilities Maintenance Technician	2020 - 0.5% increase	\$52.73	\$54.50	\$56.37
		2022 - 1.0% increase	\$53.26	\$55.05	\$56.93
		2023 - 2.5% increase	\$54.59	\$56.43	\$58.35

3023	Vehicle Serviceperson I	2020 - 0.5% increase	\$33.23	\$33.69	\$34.14
		2022 - 1.0% increase	\$33.56	\$34.03	\$34.48
		2023 - 2.5% increase	\$34.40	\$34.88	\$35.34
3024	Vehicle Serviceperson II	2020 - 0.5% increase	\$36.36	\$37.10	\$37.80
		2022 - 1.0% increase	\$36.72	\$37.47	\$38.18
		2023 - 2.5% increase	\$37.64	\$38.41	\$39.13
3067	Shipper-Receiver, Materials Management	2020 - 0.5% increase	\$20.88	\$24.30	\$27.03
		2022 - 1.0% increase	\$21.09	\$24.54	\$27.30
		2023 - 2.5% increase	\$21.62	\$25.15	\$27.98
3025	Parts Person I	2020 - 0.5% increase	\$31.94	\$32.77	\$33.42
		2022 - 1.0% increase	\$32.26	\$33.10	\$33.75
		2023 - 2.5% increase	\$33.07	\$33.93	\$34.59
3026	Parts Person II	2020 - 0.5% increase	\$34.31	\$35.26	\$36.13
		2022 - 1.0% increase	\$34.65	\$35.61	\$36.49
		2023 - 2.5% increase	\$35.52	\$36.50	\$37.40
3027	Welder	2020 - 0.5% increase	\$42.25	\$43.80	\$45.45
		2022 - 1.0% increase	\$42.67	\$44.24	\$45.90
		2023 - 2.5% increase	\$43.74	\$45.35	\$47.05
3028	Small Engine Mechanic	2020 - 0.5% increase	\$30.90	\$31.75	\$32.60
		2022 - 1.0% increase	\$31.21	\$32.07	\$32.93
		2023 - 2.5% increase	\$31.99	\$32.87	\$33.75

3040	V&E Leadhand	2020 - 0.5% increase	\$47.26	\$48.66	
		2022 - 1.0% increase	\$47.73	\$49.15	
		2023 - 2.5% increase	\$48.92	\$50.38	
3030	V&E Chargehand	2020 - 0.5% increase	\$46.14	\$46.57	\$48.66
		2022 - 1.0% increase	\$46.60	\$47.04	\$49.15
		2023 - 2.5% increase	\$47.77	\$48.22	\$50.38
3042	Transit Leadhand	2020 - 0.5% increase	\$47.26	\$48.66	
		2022 - 1.0% increase	\$47.73	\$49.15	
		2023 - 2.5% increase	\$48.92	\$50.38	

3062 Fleet Services Technician	2020 - 0.5% increase	\$42.25	\$43.80	\$45.45
	2022 - 1.0% increase	\$42.67	\$44.24	\$45.90
	2023 - 2.5% increase	\$43.74	\$45.35	\$47.05

3043 Utility Operator I	2020 - 0.5% increase	\$28.09	\$28.81	\$29.23
	2022 - 1.0% increase	\$28.37	\$29.10	\$29.52
	2023 - 2.5% increase	\$29.08	\$29.83	\$30.26

3044 Utility Operator II	2020 - 0.5% increase	\$31.63	\$32.36	\$33.00
	2022 - 1.0% increase	\$31.95	\$32.68	\$33.33
	2023 - 2.5% increase	\$32.75	\$33.50	\$34.16

3045 Utility Operator III	2020 - 0.5% increase	\$33.79	\$35.90	\$38.00
	2022 - 1.0% increase	\$34.13	\$36.26	\$38.38
	2023 - 2.5% increase	\$34.98	\$37.17	\$39.34

3046 Utility Leadhand	2020 - 0.5% increase	\$37.32	\$39.45	\$41.63
	2022 - 1.0% increase	\$37.69	\$39.84	\$42.05
	2023 - 2.5% increase	\$38.63	\$40.84	\$43.10

3047 Infrastructure Foreperson	2020 - 0.5% increase	\$41.91	\$43.53	\$45.12
	2022 - 1.0% increase	\$42.33	\$43.97	\$45.57
	2023 - 2.5% increase	\$43.39	\$45.07	\$46.71

3048 Utility Labourer	2020 - 0.5% increase	\$20.88	\$24.30	\$27.03
	2022 - 1.0% increase	\$21.09	\$24.54	\$27.30
	2023 - 2.5% increase	\$21.62	\$25.15	\$27.98

3050 Traffic Support Aid	2020 - 0.5% increase			\$33.00
	2022 - 1.0% increase			\$33.33
	2023 - 2.5% increase			\$34.16

3051 Utilities Instrument Technician/Electrician Dual	2020 - 0.5% increase	\$46.53	\$48.29	\$49.91
	2022 - 1.0% increase	\$47.00	\$48.77	\$50.41
	2023 - 2.5% increase	\$48.18	\$49.99	\$51.67

3052 Utilities Electrician	2020 - 0.5% increase	\$44.33	\$46.01	\$47.52
	2022 - 1.0% increase	\$44.77	\$46.47	\$48.00
	2023 - 2.5% increase	\$45.89	\$47.63	\$49.20

3053 Utilities Instrument Technician	2020 - 0.5% increase	\$44.33	\$46.01	\$47.52
	2022 - 1.0% increase	\$44.77	\$46.47	\$48.00
	2023 - 2.5% increase	\$45.89	\$47.63	\$49.20

3063 Control System Technician	2020 - 0.5% increase	\$44.33	\$46.01	\$47.52
	2022 - 1.0% increase	\$44.77	\$46.47	\$48.00
	2023 - 2.5% increase	\$45.89	\$47.63	\$49.20

3101 Apprentice Auto Mechanic, 1st year (55%)	2020 - 0.5% increase	\$24.99		
	2022 - 1.0% increase	\$25.24		
	2023 - 2.5% increase	\$25.87		

3102 Apprentice Auto Mechanic, 2nd year (70%)	2020 - 0.5% increase	\$31.82		
	2022 - 1.0% increase	\$32.14		
	2023 - 2.5% increase	\$32.94		

3103	Apprentice Auto Mechanic, 3rd year (80%)	2020 - 0.5% increase	\$36.35
		2022 - 1.0% increase	\$36.71
		2023 - 2.5% increase	\$37.63
3104	Apprentice Auto Mechanic, 4th year (90%)	2020 - 0.5% increase	\$40.89
		2022 - 1.0% increase	\$41.30
		2023 - 2.5% increase	\$42.33

3111	Apprentice Heavy Duty Mechanic, 1st year (60%)	2020 - 0.5% increase	\$27.27
		2022 - 1.0% increase	\$27.54
		2023 - 2.5% increase	\$28.23
3112	Apprentice Heavy Duty Mechanic, 2nd year (70%)	2020 - 0.5% increase	\$31.82
		2022 - 1.0% increase	\$32.14
		2023 - 2.5% increase	\$32.94
3113	Apprentice Heavy Duty Mechanic, 3rd year (80%)	2020 - 0.5% increase	\$36.35
		2022 - 1.0% increase	\$36.71
		2023 - 2.5% increase	\$37.63
3114	Apprentice Heavy Duty Mechanic, 4th year (90%)	2020 - 0.5% increase	\$40.89
		2022 - 1.0% increase	\$41.30
		2023 - 2.5% increase	\$42.33

3129	Certified Technician (HD)	2020 - 0.5% increase	\$42.25	\$43.80	\$45.45
		2022 - 1.0% increase	\$42.67	\$44.24	\$45.90
		2023 - 2.5% increase	\$43.74	\$45.35	\$47.05

3131	Apprentice Transit Mechanic, 1st year (60%)	2020 - 0.5% increase	\$27.27
		2022 - 1.0% increase	\$27.54
		2023 - 2.5% increase	\$28.23
3132	Apprentice Transit Mechanic, 2nd year (70%)	2020 - 0.5% increase	\$31.82
		2022 - 1.0% increase	\$32.14
		2023 - 2.5% increase	\$32.94
3133	Apprentice Transit Mechanic, 3rd year (80%)	2020 - 0.5% increase	\$36.35
		2022 - 1.0% increase	\$36.71
		2023 - 2.5% increase	\$37.63
3134	Apprentice Transit Mechanic, 4th year (90%)	2020 - 0.5% increase	\$40.89
		2022 - 1.0% increase	\$41.30
		2023 - 2.5% increase	\$42.33

Hourly rates for apprentice technicians are a percentage of step 3 of Fleet Services Technician.