

APPENDIX A – BASE WAGE RATES

Base Salary Rates Effective from May 1, 2023 Through and Including June 30, 2023

	Base Rate	2 Years	4 Years	6 Years	8 Years	10 Years	12 Years	14 Years & Over
Clerical 59L	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	\$20.37	\$20.87	\$21.40
Clerical 61L	\$18.50	\$18.96	\$19.44	\$19.92	\$20.42	\$20.93	\$21.45	\$21.99
Clerical 63L	\$19.25	\$19.73	\$20.22	\$20.73	\$21.25	\$21.78	\$22.32	\$22.88
Clerical 65L	\$20.25	\$20.76	\$21.28	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07
Clerical 68L	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.33	\$24.93	\$25.56
Clerical 70L	\$23.00	\$23.58	\$24.16	\$24.77	\$25.39	\$26.02	\$26.67	\$27.34
Dev Prof Level 1	\$20.75	\$21.27	\$21.80	\$22.35	\$22.90	\$23.48	\$24.06	\$24.67
Dev Prof Level 2	\$25.25	\$25.88	\$26.53	\$27.19	\$27.87	\$28.57	\$29.28	\$30.01
Dev Prof Level 3	\$31.00	\$31.78	\$32.57	\$33.38	\$34.22	\$35.07	\$35.95	\$36.85
Dev Prof Level 4	\$34.50	\$35.36	\$36.25	\$37.15	\$38.08	\$39.03	\$40.01	\$41.01
IT Specialist 01O	\$22.75	\$23.32	\$23.90	\$24.50	\$25.11	\$25.74	\$26.38	\$27.04
IT Specialist 02O	\$25.25	\$25.88	\$26.53	\$27.19	\$27.87	\$28.57	\$29.28	\$30.01
IT Specialist 03O	\$29.75	\$30.49	\$31.26	\$32.04	\$32.84	\$33.66	\$34.50	\$35.36
IT Specialist 04O	\$33.00	\$33.83	\$34.67	\$35.54	\$36.43	\$37.34	\$38.27	\$39.23
IT Specialist 05P	\$35.50	\$36.39	\$37.30	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20
Professional 05L	\$21.25	\$21.78	\$22.33	\$22.88	\$23.46	\$24.04	\$24.64	\$25.26
Professional 08L	\$23.50	\$24.09	\$24.69	\$25.31	\$25.94	\$26.59	\$27.25	\$27.93
Professional 11L	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70	\$29.42	\$30.15	\$30.91
Professional 14L	\$28.75	\$29.47	\$30.21	\$30.96	\$31.73	\$32.53	\$33.34	\$34.17
Professional 18L	\$33.25	\$34.08	\$34.93	\$35.81	\$36.70	\$37.62	\$38.56	\$39.52
Service 52L	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	\$20.37	\$20.87	\$21.40
Service 55L	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	\$20.37	\$20.87	\$21.40
Service 58L	\$18.50	\$18.96	\$19.44	\$19.92	\$20.42	\$20.93	\$21.45	\$21.99
Service 59L	\$18.50	\$18.96	\$19.44	\$19.92	\$20.42	\$20.93	\$21.45	\$21.99
Service 60L	\$19.00	\$19.48	\$19.96	\$20.46	\$20.97	\$21.50	\$22.03	\$22.59
Service 61L	\$19.00	\$19.48	\$19.96	\$20.46	\$20.97	\$21.50	\$22.03	\$22.59
Service 62L	\$19.50	\$19.99	\$20.49	\$21.00	\$21.52	\$22.06	\$22.61	\$23.18
Service 63L	\$19.50	\$19.99	\$20.49	\$21.00	\$21.52	\$22.06	\$22.61	\$23.18
Service 64L	\$20.00	\$20.50	\$21.01	\$21.54	\$22.08	\$22.63	\$23.19	\$23.77
Technical 59M	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	\$20.37	\$20.87	\$21.40
Technical 61M	\$19.00	\$19.48	\$19.96	\$20.46	\$20.97	\$21.50	\$22.03	\$22.59
Technical 63M	\$19.75	\$20.24	\$20.75	\$21.27	\$21.80	\$22.35	\$22.90	\$23.48
Technical 64M	\$20.25	\$20.76	\$21.28	\$21.81	\$22.35	\$22.91	\$23.48	\$24.07
Technical 65M	\$21.00	\$21.53	\$22.06	\$22.61	\$23.18	\$23.76	\$24.35	\$24.96
Technical 67M	\$22.25	\$22.81	\$23.38	\$23.96	\$24.56	\$25.17	\$25.80	\$26.45

APPENDIX A – BASE WAGE RATES (cont.)

Base Salary Rates Effective from July 1, 2023 Through and Including June 30, 2024

	Base Rate	2 Years	4 Years	6 Years	8 Years	10 Years	12 Years	14 Years & Over
Clerical 59L	\$18.54	\$19.00	\$19.48	\$19.97	\$20.46	\$20.98	\$21.50	\$22.04
Clerical 61L	\$19.06	\$19.53	\$20.02	\$20.52	\$21.03	\$21.56	\$22.10	\$22.65
Clerical 63L	\$19.83	\$20.32	\$20.83	\$21.35	\$21.89	\$22.43	\$22.99	\$23.57
Clerical 65L	\$20.86	\$21.38	\$21.91	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79
Clerical 68L	\$22.15	\$22.70	\$23.27	\$23.85	\$24.44	\$25.06	\$25.68	\$26.32
Clerical 70L	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15	\$26.80	\$27.47	\$28.16
Dev Prof Level 1	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41
Dev Prof Level 2	\$26.01	\$26.66	\$27.32	\$28.01	\$28.71	\$29.43	\$30.16	\$30.91
Dev Prof Level 3	\$31.93	\$32.73	\$33.55	\$34.39	\$35.24	\$36.13	\$37.03	\$37.95
Dev Prof Level 4	\$35.54	\$36.42	\$37.33	\$38.27	\$39.22	\$40.20	\$41.21	\$42.24
IT Specialist 01O	\$23.43	\$24.02	\$24.62	\$25.23	\$25.87	\$26.51	\$27.17	\$27.85
IT Specialist 02O	\$26.01	\$26.66	\$27.32	\$28.01	\$28.71	\$29.43	\$30.16	\$30.91
IT Specialist 03O	\$30.64	\$31.41	\$32.19	\$33.00	\$33.82	\$34.67	\$35.54	\$36.42
IT Specialist 04O	\$33.99	\$34.84	\$35.71	\$36.60	\$37.52	\$38.46	\$39.42	\$40.40
IT Specialist 05P	\$36.57	\$37.48	\$38.42	\$39.38	\$40.36	\$41.37	\$42.40	\$43.46
Professional 05L	\$21.89	\$22.43	\$23.00	\$23.57	\$24.16	\$24.76	\$25.38	\$26.02
Professional 08L	\$24.21	\$24.81	\$25.43	\$26.07	\$26.72	\$27.39	\$28.07	\$28.77
Professional 11L	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.06	\$31.83
Professional 14L	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20
Professional 18L	\$34.25	\$35.10	\$35.98	\$36.88	\$37.80	\$38.75	\$39.72	\$40.71
Service 52L	\$18.54	\$19.00	\$19.48	\$19.97	\$20.46	\$20.98	\$21.50	\$22.04
Service 55L	\$18.54	\$19.00	\$19.48	\$19.97	\$20.46	\$20.98	\$21.50	\$22.04
Service 58L	\$19.06	\$19.53	\$20.02	\$20.52	\$21.03	\$21.56	\$22.10	\$22.65
Service 59L	\$19.06	\$19.53	\$20.02	\$20.52	\$21.03	\$21.56	\$22.10	\$22.65
Service 60L	\$19.57	\$20.06	\$20.56	\$21.07	\$21.60	\$22.14	\$22.70	\$23.26
Service 61L	\$19.57	\$20.06	\$20.56	\$21.07	\$21.60	\$22.14	\$22.70	\$23.26
Service 62L	\$20.09	\$20.59	\$21.10	\$21.63	\$22.17	\$22.72	\$23.29	\$23.87
Service 63L	\$20.09	\$20.59	\$21.10	\$21.63	\$22.17	\$22.72	\$23.29	\$23.87
Service 64L	\$20.60	\$21.12	\$21.64	\$22.18	\$22.74	\$23.31	\$23.89	\$24.49
Technical 59M	\$18.54	\$19.00	\$19.48	\$19.97	\$20.46	\$20.98	\$21.50	\$22.04
Technical 61M	\$19.57	\$20.06	\$20.56	\$21.07	\$21.60	\$22.14	\$22.70	\$23.26
Technical 63M	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18
Technical 64M	\$20.86	\$21.38	\$21.91	\$22.46	\$23.02	\$23.60	\$24.19	\$24.79
Technical 65M	\$21.63	\$22.17	\$22.73	\$23.29	\$23.88	\$24.47	\$25.08	\$25.71
Technical 67M	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24

APPENDIX A – BASE WAGE RATES (cont.)

Base Salary Rates Effective from July 1, 2024 Through and Including June 30, 2025

	Base Rate	2 Years	4 Years	6 Years	8 Years	10 Years	12 Years	14 Years & Over
Clerical 59L	\$19.10	\$19.57	\$20.06	\$20.56	\$21.08	\$21.61	\$22.15	\$22.70
Clerical 61L	\$19.63	\$20.12	\$20.62	\$21.14	\$21.66	\$22.21	\$22.76	\$23.33
Clerical 63L	\$20.42	\$20.93	\$21.46	\$21.99	\$22.54	\$23.11	\$23.68	\$24.28
Clerical 65L	\$21.48	\$22.02	\$22.57	\$23.14	\$23.71	\$24.31	\$24.91	\$25.54
Clerical 68L	\$22.81	\$23.38	\$23.96	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11
Clerical 70L	\$24.40	\$25.01	\$25.64	\$26.28	\$26.93	\$27.61	\$28.30	\$29.00
Dev Prof Level 1	\$22.01	\$22.56	\$23.13	\$23.71	\$24.30	\$24.91	\$25.53	\$26.17
Dev Prof Level 2	\$26.79	\$27.46	\$28.14	\$28.85	\$29.57	\$30.31	\$31.07	\$31.84
Dev Prof Level 3	\$32.89	\$33.71	\$34.55	\$35.42	\$36.30	\$37.21	\$38.14	\$39.09
Dev Prof Level 4	\$36.60	\$37.52	\$38.45	\$39.42	\$40.40	\$41.41	\$42.45	\$43.51
IT Specialist 01O	\$24.14	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69
IT Specialist 02O	\$26.79	\$27.46	\$28.14	\$28.85	\$29.57	\$30.31	\$31.07	\$31.84
IT Specialist 03O	\$31.56	\$32.35	\$33.16	\$33.99	\$34.84	\$35.71	\$36.60	\$37.52
IT Specialist 04O	\$35.01	\$35.88	\$36.78	\$37.70	\$38.64	\$39.61	\$40.60	\$41.62
IT Specialist 05P	\$37.66	\$38.60	\$39.57	\$40.56	\$41.57	\$42.61	\$43.68	\$44.77
Professional 05L	\$22.54	\$23.11	\$23.69	\$24.28	\$24.88	\$25.51	\$26.14	\$26.80
Professional 08L	\$24.93	\$25.55	\$26.19	\$26.85	\$27.52	\$28.21	\$28.91	\$29.64
Professional 11L	\$27.58	\$28.27	\$28.98	\$29.70	\$30.45	\$31.21	\$31.99	\$32.79
Professional 14L	\$30.50	\$31.26	\$32.04	\$32.85	\$33.67	\$34.51	\$35.37	\$36.26
Professional 18L	\$35.27	\$36.16	\$37.06	\$37.99	\$38.94	\$39.91	\$40.91	\$41.93
Service 52L	\$19.10	\$19.57	\$20.06	\$20.56	\$21.08	\$21.61	\$22.15	\$22.70
Service 55L	\$19.10	\$19.57	\$20.06	\$20.56	\$21.08	\$21.61	\$22.15	\$22.70
Service 58L	\$19.63	\$20.12	\$20.62	\$21.14	\$21.66	\$22.21	\$22.76	\$23.33
Service 59L	\$19.63	\$20.12	\$20.62	\$21.14	\$21.66	\$22.21	\$22.76	\$23.33
Service 60L	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96
Service 61L	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96
Service 62L	\$20.69	\$21.20	\$21.73	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59
Service 63L	\$20.69	\$21.20	\$21.73	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59
Service 64L	\$21.22	\$21.75	\$22.29	\$22.85	\$23.42	\$24.01	\$24.61	\$25.22
Technical 59M	\$19.10	\$19.57	\$20.06	\$20.56	\$21.08	\$21.61	\$22.15	\$22.70
Technical 61M	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96
Technical 63M	\$20.95	\$21.48	\$22.01	\$22.56	\$23.13	\$23.71	\$24.30	\$24.91
Technical 64M	\$21.48	\$22.02	\$22.57	\$23.14	\$23.71	\$24.31	\$24.91	\$25.54
Technical 65M	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59	\$25.21	\$25.84	\$26.48
Technical 67M	\$23.61	\$24.20	\$24.80	\$25.42	\$26.06	\$26.71	\$27.37	\$28.06

APPENDIX A – BASE WAGE RATES (cont.)

Base Salary Rates Effective from July 1, 2025 Through and Including June 30, 2026

	Base Rate	2 Years	4 Years	6 Years	8 Years	10 Years	12 Years	14 Years & Over
Clerical 59L	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
Clerical 61L	\$20.22	\$20.72	\$21.24	\$21.77	\$22.31	\$22.87	\$23.44	\$24.03
Clerical 63L	\$21.03	\$21.56	\$22.10	\$22.65	\$23.22	\$23.80	\$24.39	\$25.00
Clerical 65L	\$22.13	\$22.68	\$23.25	\$23.83	\$24.42	\$25.04	\$25.66	\$26.30
Clerical 68L	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.25	\$27.93
Clerical 70L	\$25.13	\$25.76	\$26.41	\$27.07	\$27.74	\$28.44	\$29.15	\$29.87
Dev Prof Level 1	\$22.67	\$23.24	\$23.82	\$24.42	\$25.03	\$25.65	\$26.29	\$26.95
Dev Prof Level 2	\$27.59	\$28.28	\$28.99	\$29.71	\$30.46	\$31.22	\$32.00	\$32.80
Dev Prof Level 3	\$33.87	\$34.72	\$35.59	\$36.48	\$37.39	\$38.33	\$39.28	\$40.27
Dev Prof Level 4	\$37.70	\$38.64	\$39.61	\$40.60	\$41.61	\$42.65	\$43.72	\$44.81
IT Specialist 01O	\$24.86	\$25.48	\$26.12	\$26.77	\$27.44	\$28.13	\$28.83	\$29.55
IT Specialist 02O	\$27.59	\$28.28	\$28.99	\$29.71	\$30.46	\$31.22	\$32.00	\$32.80
IT Specialist 03O	\$32.51	\$33.32	\$34.15	\$35.01	\$35.88	\$36.78	\$37.70	\$38.64
IT Specialist 04O	\$36.06	\$36.96	\$37.89	\$38.83	\$39.80	\$40.80	\$41.82	\$42.86
IT Specialist 05P	\$38.79	\$39.76	\$40.76	\$41.77	\$42.82	\$43.89	\$44.99	\$46.11
Professional 05L	\$23.22	\$23.80	\$24.40	\$25.01	\$25.63	\$26.27	\$26.93	\$27.60
Professional 08L	\$25.68	\$26.32	\$26.98	\$27.65	\$28.34	\$29.05	\$29.78	\$30.52
Professional 11L	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.14	\$32.95	\$33.77
Professional 14L	\$31.42	\$32.20	\$33.01	\$33.83	\$34.68	\$35.54	\$36.43	\$37.34
Professional 18L	\$36.33	\$37.24	\$38.17	\$39.13	\$40.11	\$41.11	\$42.14	\$43.19
Service 52L	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
Service 55L	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
Service 58L	\$20.22	\$20.72	\$21.24	\$21.77	\$22.31	\$22.87	\$23.44	\$24.03
Service 59L	\$20.22	\$20.72	\$21.24	\$21.77	\$22.31	\$22.87	\$23.44	\$24.03
Service 60L	\$20.76	\$21.28	\$21.81	\$22.36	\$22.92	\$23.49	\$24.08	\$24.68
Service 61L	\$20.76	\$21.28	\$21.81	\$22.36	\$22.92	\$23.49	\$24.08	\$24.68
Service 62L	\$21.31	\$21.84	\$22.39	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33
Service 63L	\$21.31	\$21.84	\$22.39	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33
Service 64L	\$21.85	\$22.40	\$22.96	\$23.53	\$24.12	\$24.73	\$25.34	\$25.98
Technical 59M	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
Technical 61M	\$20.76	\$21.28	\$21.81	\$22.36	\$22.92	\$23.49	\$24.08	\$24.68
Technical 63M	\$21.58	\$22.12	\$22.67	\$23.24	\$23.82	\$24.42	\$25.03	\$25.65
Technical 64M	\$22.13	\$22.68	\$23.25	\$23.83	\$24.42	\$25.04	\$25.66	\$26.30
Technical 65M	\$22.95	\$23.52	\$24.11	\$24.71	\$25.33	\$25.96	\$26.61	\$27.28
Technical 67M	\$24.31	\$24.92	\$25.54	\$26.18	\$26.84	\$27.51	\$28.20	\$28.90