

SOURCE	Union		
EFF.	58	01	01
TERM.	70	12	31
No. OF EMPLOYEES	430		
NOMBRE D'EMPLOYÉS	430		

\*\*\*\*\*  
 \*  
 \* 1988 - 1990 \*  
 \* COLLECTIVE AGREEMENT \*  
 \*  
 \* Between \*  
 \* THE CORPORATION OF THE DISTRICT OF BURNABY \*  
 \* And \*  
 \* CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 23 \*  
 \* / INSIDE WORKERS' DIVISION! \*  
 \*\*\*\*\*

SIGN 27 1988

0731303.

1988-1990  
COLLECTIVE AGREEMENT  
BETWEEN  
THE CORPORATION OF THE DISTRICT OF BURNABY  
AND  
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 23 (BURNABY CIVIC EMPLOYEES)  
on behalf of its INSIDE WORKERS' DIVISION

I N D E X

<u>SECTION</u>	<u>PAGE</u>
1. <u>GENERAL</u> .....	1
1.1 Term of Agreement.....	1
1.2 Coverage.....	2
1.3 Use of Masculine and Singular Terms.....	2
2. <u>DEFINITIONS OF EMPLOYEES</u> .....	2
2.1 Definitions of Employees.....	2
2.2 Probation.....	2
3. <u>UNION SECURITY</u> .....	3
4. <u>HOURS OF WORK</u> .....	3
4.1 Hours of Work.....	3
(a) standard Work Day <b>and</b> Work Week.....	3
(b) Non-Standard Work Day.....	3
(c) Non-Standard Work Week.....	3
(d) Advance Notice.....	4
(e) Compressed Work Week, <b>9-Day</b> Fortnight, staggered Hours.....	4
(f) Auxiliary Employees.....	4
4.2 Rest Periods.....	5
4.3 Shift Work and Shift Differential.....	5
4.4 Daily Guarantee.....	5
4.5 Callout.....	6
4.6 Standby.....	6
4.7 Meal Periods.....	7
4.8 Meal Allowances.....	8
5. <u>VACANCIES</u> .....	9
6. <u>SENIORITY</u> .....	9
6.10 Regular Full-Time, Temporary Full-Time and Regular Part-Time Employees.....	9
6.11 Regular Seniority Pool.....	9

INDEX (cont'd)

<u>SECTION</u>	<u>PAGE</u>
6.12 Application of Seniority.....	10
(a) Application of Skill, Knowledge and Ability.....	10
(b) Layoffs.....	10
(c) Advance Notice of Layoff.....	10
(d) Recall.....	10
(e) Rights of Employees Promoted Out of the Bargaining Unit.....	11
6.20 Auxiliary Employees.....	11
7. <u>CLASSIFICATION AND PAY</u> .....	13
7.10 Classification and Evaluation of Positions.....	13
7.20 Rates of Pay and Increment Dates.....	13
7.30 Overtime.....	14
7.31 Overtime - Regular Full-Time and Temporary Full-Time Employees.....	14
7.32 Overtime - Regular Part-Time and Auxiliary Employees.....	15
7.40 Pay for Acting in a Senior Capacity.....	16
7.50 Service Pay.....	16
7.60 Special Benefit.....	16
7.70 Resolution of Problems by Mutual Agreement.....	16
7.80 Derivation of Bi-Weekly Rates for Salaried Employees.....	16
8. <u>VACATIONS</u> .....	17
8.1 Annual Vacation Entitlement.....	17
8.2 Annual Vacation Deferment.....	18
8.3 Early Retirement.....	18
8.4 Supplementary Vacation Entitlement.....	18
8.5 Vacation Pay Rates and Adjustments.....	19
9. <u>PUBLIC HOLIDAYS</u> .....	19
9.10 Regular Full-Time and Temporary Full-Time Employees.....	19
9.11 Basic Entitlement.....	19
9.12 Employees Who Normally work on Public Holidays..	20
9.20 Regular Part-Time and Auxiliary Employees.....	22
10. <u>HEALTH AND WELFARE BENEFITS</u> .....	22
10.10 Medical Services Plan.....	22
10.20 Dental Services Plan.....	22
10.30 Extended Health Benefits Plan.....	23
10.40 Benefit Administration.....	23
10.41 Short Term Sickness and Accident Leave (STSA)....	24

INDEX (cont'd)

<u>SECTION</u>	<u>PAGE</u>
10.42 Occupational Injury Time Loss (WCB).....	25
10.43 Long Term Sick Leave.....	25
10.44 Disabled Employees.....	26
10.45 Total and Permanent Disability.....	27
10.46 Death Benefit Plan.....	27
10.47 Optional Additional Death Benefit.....	28
10.50 Benefits During Layoff.....	29
10.51 Benefits During Strike or Lockout.....	29
10.60 Benefits for Regular Part-Time and Auxiliary Employees.....	29
10.70 Continuation of Pension Contributions.....	31
11. <u>LEAVE OF ABSENCE</u> .....	31
11.1 Absence from Duty of Union Officials.....	31
11.2 Leave of Absence Without Pay for Adoption of a Child.....	32
11.3 Compassionate Leave - Regulations and Procedure..	33
11.4 Jury and Witness Duty.....	34
12. <u>TECHNOLOGICAL MANGE</u> .....	34
13. <u>MANGES AFFECTING THE AGREEMENT</u> .....	34
14. <u>LABOUR MANAGEMENT COMMITTEE</u> .....	34
14.10 Occupational Health and Safety.....	35
15. <u>SEXUAL HARASSMENT</u> .....	35
16. <u>GRIEVANCE PROCEDURE</u> .....	35
16.1 Definition.....	35
16.2 Procedure.....	35
16.3 .....	38
16.4 .....	38
17. <u>RESIDUAL ITEMS</u> .....	38
 <u>SCHEDULES</u> 	
"A" RATES OF PAY.....	39
"B" NOTES.....	93
"C" SERVICE PAY.....	97
"D" VACATION ENTITLEMENT TABLE.....	99
"E" TECHNOLOGICAL CHANGE.....	101
"F" COMPRESSED WORK WEEK - FRINGE BENEFIT CONVERSION.....	103
"G" EMPLOYMENT STANDARDS ACT PRINCIPLES.....	105

INDEX (cont'd)

SCHEDULES (cont'd)

	<u>PAGE</u>
"H" RESIDUAL TIME.....	106



1.

THIS AGREEMENT MADE THE 11TH DAY OF APRIL, IN THE YEAR ONE THOUSAND NINE HUNDRED AND EIGHTY-NINE

BETWEEN:

THE CORPORATION OF THE DISTRICT OF BURNABY

(hereinafter called the "Corporation")

Of the First Part

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 23  
(Burnaby Civic Employees)

on behalf of its INSIDE WORKERS' DIVISION

(hereinafter called the "Union")

Of the Second Part

1. GENERAL

1.1 Term of Agreement

This Agreement shall be for a term of three years with effect from 1988 January 01 to 1990 December 31, both dates inclusive. Should either party hereto at any time within four (4) months immediately preceding the date of expiry of this Agreement by written notice require the other party hereto to commence collective bargaining, or should the parties be deemed to have given notice under Section 62 of the Industrial Relations Act, this Agreement shall continue in full force and effect, and, except with respect to changes to rates of pay made pursuant to the Job Evaluation Agreement between the parties et al, neither party shall make any change or alter the terms of this Agreement until:

- (a) The Union can lawfully strike in accordance with the provisions of Part V of the Industrial Relations Act; or
- (b) The Corporation can lawfully lock out in accordance with the provisions of Part V of the Industrial Relations Act; or
- (c) The parties shall have concluded a renewal or revision of this Agreement or shall have entered into a new Collective Agreement;

whichever is the earliest.

The operation of Sub-Section (2) of Section 66 of the Industrial Relations Act shall be specifically excluded from, and shall not be applicable to this Agreement.

1.2 Coverage

This Agreement shall apply to all those employed by the Corporation who occupy the position classes listed under Schedule "A" of this Agreement and amendments thereto by agreement of the parties hereto or in accordance with the Industrial Relations Act.

1.3 Use of Masculine and Singular Terms

Whenever the masculine or singular is used in this Agreement, the same shall be construed as meaning the feminine or plural unless otherwise specifically stated.

2. DEFINITIONS OF EMPLOYEES

2.1 A Regular Full-Time Employee is an employee who is employed on a full-time basis of 35, 37-1/2, 40 or such other number of weekly hours as is recognized in the Collective Agreement as normal for a particular class of positions, for an indefinite period of time.

A Temporary Full-Time Employee is an employee who is employed on a full-time basis as set forth above, for a definite and limited period of time (which may be extended or cut short by circumstances which could not be foreseen at the time of hiring).

Where Temporary Full-Time Employees are hired for a specific project and are advised at the time of being hired of the expected duration of the project, the Corporation will notify the Union as soon as possible in the event circumstances subsequently arise which have the effect of terminating the project earlier than had been expected and announced.

A Regular Part-Time Employee is an employee who is employed on a regular part-time schedule of weekly hours which are less than the number constituting full-time employment for a particular class of positions, for an indefinite period of time.

An Auxiliary Employee is any other employee.

2.2 Probation

- (a) All new Regular Full-Time and Temporary Full-Time Employees shall complete a probationary period of six (6) months of service.
- (b) Regular Part-Time Employees shall complete a probationary period of the same number of hours as are applicable to a Regular Full-Time Employee occupying a similar classified position.
- (c) The definition of probation referred to in Clause 2.2(a) and (b) shall not include employees on probation during the first six (6) months of a promotion or transfer.

3. UNION SECURITY

- (a) Every probationary employee shall become a member of the Union by the pay period immediately following the completion of thirty (30) calendar days of employment.
- (b) The dues formula for all employees shall be such amounts as determined by Article Eleven, Sections 1 and 2, of the Constitution and By-laws of the Union.
- (c) All members shall remain as members of the Union as a condition of employment; provided that no employee shall be deprived of employment by reason of loss of Union membership for any reason other than failure to pay regular Union dues.
- (d) The Corporation will deduct from the pay of each employee covered by this Agreement all regular Union dues as determined by the Union and will transmit the total amount so deducted to the Union; provided that each employee has signed a form, to be supplied by the Corporation, authorizing the said deduction. The form shall be substantially the form as provided for in Section 10(2) of the Industrial Relations Act.

4. HOURS OF WORK4.1 Hours of Work(a) Standard Work Day and Work Week

Subject to paragraph (b) the standard work day of Inside Employees shall be from 08:30 h to 16:30 h with one (1) hour for lunch; and subject to paragraph (c) the standard work week of Inside Employees shall consist of five (5) consecutive working days from Monday to Friday inclusive.

(b) Non-Standard Work Day

Where the nature of a department, division of a department, or occupation requires daily hours of work other than the standard work day set out in paragraph (a), the normal work day for Regular Full-Time and Temporary Full-Time Employees in such operations shall be any seven (7), seven and one-half (7-1/2) or eight (8) consecutive hours of work exclusive of one-half (1/2) or one (1) hour lunch period. This provision shall apply to those positions and position classes set out in Schedule "8" and any additions agreed to subsequently by mutual consent of the parties hereto. The work day for part-time employees shall be in accordance with the "Employment Standards Act".

(c) Non-Standard Work Week

Where the nature of a department, division of a department, or occupation requires a six (6) or seven (7) day operation



per week, the normal work week for Regular Full-Time and Temporary Full-Time Employees in such operations may be any five (5) consecutive days with two (2) days of rest. This provision shall apply to those positions and position classes set out in schedule "B" and any additions agreed to subsequently by mutual consent of the parties hereto. The normal work week for part-time employees in such operations shall be Monday to Sunday inclusive.

(d) Advance Notice

The Corporation will notify the Union at least seven (7) days in advance of any additional positions or position classes to be included under the provisions of a non-standard day or non-standard week other than those positions agreed to as set out in Schedule "B" and shall advise the Union of the pay rates and working hours for such positions. Pay rates shall be subject to collective bargaining.

(e) Compressed Work Week, 9-Day Fortnight, Staggered Hours

(1) The parties hereto agree to confer with respect to an adjusted work week based on the standard 35, 37-1/2 or 40 hour work week, as follows:

- (a) The scheduling of a work week of less than five (5) consecutive days, or
- (b) The scheduling of a 9-day fortnight, or
- (c) Staggered hours of work whereby the daily starting and quitting time for certain employees may differ by up to one hour from the standard daily starting and quitting time.

(2) Provided that such adjusted work week is firstly appropriate with respect to the efficient and optimum operation of the Civic service and secondly appropriate with respect to the nature and requirements of an occupation, such adjusted work week may be implemented on a trial basis during the term of this Agreement by mutual agreement of the employees directly affected by the change and the parties to this Agreement.

(3) The principles governing the conversion of employee fringe benefits in cases of the introduction or renewal of compressed work weeks are set forth in Schedule "F", attached to this Agreement and which shall form a part of this Agreement.

(f) Normal daily and weekly hours shall be deemed to be 8 and 40 respectively for all Auxilia Employees except in the case of an Auxiliary Employee working in a position normally occupied by a full-time employee whose normal hours shall be deemed to be the normal hours of the Auxiliary Employee.

4.2 Rest Periods

A ten (10) minute rest period shall be allowed during the first half of each working shift and a further ten (10) minute rest period during the second half. The department head will designate the time and the manner in which an employee's rest period may be taken.

4.3 Shift Work and Shift Differential

- (a) Shift work for inside employees may be instituted whenever, in the opinion of the department head concerned, such work is necessary.
- (b) Where employees in classes of work for which salaries have been established on the basis of a normal week of daytime work are required to work on shifts, a pay differential shall be applied.
- (c) Shift differential shall consist of sixty cents (60¢) per hour and shall be payable for those hours of a regular shift so worked by an employee outside the exempt hours of work; provided, however, that if more than one-half of the hours of the regular shift so worked fall outside the exempt hours of work, the shift differential shall be applied to the hours worked in the entire regular shift.

For the purpose of this Clause 4.3, "exempt hours of work" means the normal hours of work defined in Clause 4.1(a) standard work day and work week, together with the hour immediately preceding and the hour immediately following such normal hours of work. That is, the normal hours of work are from 08:30 h to 16:30 h and therefore the exempt hours of work shall be those hours from 07:30 h to 17:30 h.

- (d) Shift differential shall not apply to certain positions or position classes as set out in Schedule "B" and additions thereto by mutual agreement of the parties hereto.
- (e) No shift differential premium will be paid to Auxiliary Employees unless they are relieving full-time employees on shifts that would otherwise carry such premiums.

4.4 Daily Guarantee

- (1) Subject to the provisions of paragraph (3), an employee reporting for his scheduled shift on the call of the Corporation shall receive his regular hourly rate of pay for the entire period spent at his place of work, with a minimum of two hours' pay at his regular hourly rate.
- (2) Subject to the provisions of paragraph (3), an employee other than a school student on a school day who commences work on his scheduled shift, shall receive his regular hourly rate of

pay for the entire period spent at his place of work, with a minimum of four hours' pay at his regular hourly rate.

- (3) In any case where an employee (i) reports for **his** regular shift but refuses to commence work, or (ii) commences work but refuses to continue working, he shall not be entitled to receive the minimum payments set forth in paragraphs (1) and (2).

#### 4.5 callout

The following provisions shall apply to Regular Full-Time and Temporary Full-Time Employees:

- (a) An employee who is called back to work by the Corporation at any time after he **has** completed his regular shift, except where such employee is required to work overtime as a consequence of an oral or written notice given prior to the end of the employee's previous shift as provided in Clause 7.31, shall be paid at the rate of double his normal rate of pay for the time actually worked and in addition thereto he shall be paid one (1) hour at double his normal rate of pay for travelling time to and from home. Except as otherwise provided under this Clause 4.5(b) an employee who is called back to work under this Clause 4.5 shall be paid a minimum of three (3) hours (the minimum includes one (1) hour for travelling time) at double his **normal** rate of pay.
- (b) If, after a callout, an additional call or calls are made upon the employee before the expiry of the minimum three (3) hour period or before he arrives home, whichever shall last occur, the additional call or calls shall not qualify the employee for an additional minimum three (3) hour period or periods but the employee shall be paid at double his normal rate of pay for the time actually worked and an additional one (1) hour at double his normal rate of pay for travelling time to and from home. where two (2) separate calls are completed by an employee within a three (3) hour period the employee shall be paid at double his normal rate of pay for a minimum of four (4) hours (the minimum includes two (2) hours for travelling time).
- (c) For the **purposes** of this Clause 4.5 a callout shall commence 1/2 hour before actual commencement of work for which the employee **was** called back and terminate 1/2 hour after actual completion of such work. The 1/2 hour at the commencement and termination of the callout time is the travelling time allowed the employee hereunder.

#### 4.6 Standby

The following provisions shall apply to all employees:

- (a) Employees who are required by the Corporation to stand by for a call to work between the end of a normal day shift on the

first day of work in a normal work week as defined in Clause 4.1 (excluding public holidays) and the commencement of a normal day shift on the last day of work in the normal work week shall be paid one (1) hour's pay at the employee's normal rate of pay for each period of eight (8) hours that the employee stands by as required by the Corporation in addition to any callout pay to which he may be entitled under Clause 4.5.

- (b) Employees who are required by the Corporation to stand by for a call to work at any time except employees who are required to stand by for a call to work under Clause (a) shall be paid one (1) hour's pay at the employee's normal rate of pay for each period of six (6) hours that the employee stands by as required by the Corporation in addition to any callout pay to which he may be entitled under Clause 4.5.
- (c) Where the period of time which an employee stands by under this Clause 4.6 exceeds a multiple of six (6) hours or eight (8) hours (as the case may be) the employee shall be paid one (1) hour's pay at the rate provided in this Clause 4.6 for the remainder of the standby time unless the remainder is not more than one-half (1/2) of the standby period of six (6) hours or eight (8) hours (as the case may be) in which event the premium payable to the employee for the remainder shall be one-half (1/2) hour's pay at the rate provided in this Clause 4.6.

#### 4.7 Meal Periods

The following provisions shall apply to Regular Full-Time Employees and Temporary Full-Time Employees:

- (a) During Overtime Worked Immediately following or Immediately Preceding an Employee's Regular Shift

If an employee is required to work overtime immediately following or immediately preceding the employee's regular shift under Clause 7.31(a)(i) or Clause 7.31(a)(ii) then upon the completion by the employee of two (2) continuous hours of such overtime work, the employee shall be given a paid meal period of one-half (1/2) hour which the Corporation may permit the employee to begin at any time within the two (2) hour work period if the Corporation estimates that two (2) hours of overtime work will be required; provided however that, except in the case of an emergency, the meal period shall begin no later than the end of the two (2) hour work period. Upon the completion by the employee of three and one-half (3-1/2) continuous hours of overtime work following the completion of the two (2) hour work period by the employee, the employee shall be given another paid meal period of one-half (1/2) hour which, except in the case of an emergency, shall be taken at the end of each three and one-half (3-1/2) hour work period.

(b) During Callouts and Scheduled Overtime Worked Other Than Immediately Following or Immediately Preceding an Employee's Regular Shift

An employee who completes three and one-half (3-1/2) continuous hours of overtime work at any time other than immediately following or immediately preceding the employee's regular shift after being called back to work by the Corporation under Clause 4.5 or after the commencement of overtime work previously scheduled by the Corporation under Clause 7.31(a)(iii) shall be given a paid meal period of one-half (1/2) hour which the Corporation may permit the employee to begin at any time within the three and one-half (3-1/2) hour work period if the Corporation estimates that three and one-half (3-1/2) hours of overtime work will be required; provided however that, except in the case of an emergency, the meal period shall begin no later than the end of the three and one-half (3-1/2) hour work period. Upon the completion by the employee of three and one-half (3-1/2) continuous hours of overtime work following the completion of the three and one-half (3-1/2) hour work period by the employee the employee shall be given another paid meal period of one-half (1/2) hour which, except in the case of an emergency, shall be taken at the end of each three and one-half (3-1/2) hour work period.

- (c) For each meal period given to an employee under Clause 4.7(a) or Clause 4.7(b) the employee shall be paid one-half (1/2) hour's pay at double the employee's normal rate of pay.
- (d) Where by reason of an emergency it is not feasible to give a meal period at the designated time under Clause 4.7(a) or Clause 4.7(b), it shall be taken as soon as practicable and in addition the Corporation shall be responsible for supplying a reasonable form of nourishment during the course of the work at such time as the employee would have been otherwise entitled to a paid meal period. The supplying of nourishment by the Corporation does not disqualify the employee from receiving the appropriate meal allowance under Clause 4.8.

4.8 Meal Allowances

The following provisions shall apply to Regular full-Time Employees and Temporary full-Time Employees:

- (a) The Corporation shall not be responsible for supplying nourishment to employees except as provided in Clause 4.7(d).
- (b) Except as provided in Clause 4.8(c) the Corporation shall reimburse to the employee the following meal allowances:
- (i) \$7.50 for the first meal period; and
  - (ii) \$2.50 for each succeeding meal period.

(c) Where an employee works overtime other than immediately preceding or immediately following the employee's regular shift and the employee was given oral or written notice by the Corporation prior to the end of the day preceding the working of such overtime that the employee may be required to work overtime for at least four (4) continuous hours, the Corporation shall reimburse to the employee the following meal allowances:

- (i) no allowance for the first meal period;
- (ii) \$7.50 for the second meal period; and
- (iii) \$2.50 for each succeeding meal period.

5. VACANCIES

Effective 1988 September 15:

- (a) Any vacant position or any new position that is a Regular Pull-Time, Regular Part-Time or Temporary Full-Time Position (if such temporary position is expected to exceed four months), but excluding Regular Part-Time and Temporary Full-Time positions of Clerk-Typist I, Junior File Clerk, Mail Clerk and Microfilm operator, shall be boarded for a period of ten (10) calendar days and all employees shall be permitted to apply. Such period shall be extended one (1) working day for each public holiday occurring during the posting period.
- (b) Boarding notices shall contain the following information: nature of position, qualifications, required knowledge and education, skills, shift, wage or salary rate or range, and anticipated length of any temporary assignment, if posted. All job postings shall state "this position is open to male and female applicants".
- (c) All employees desiring to apply shall be supplied with a form of application to be provided by the Corporation.

6. SENIORITY

6.10 Regular Full-Time, Temporary Full-Time and Regular Part-Time Employees

6.11 Regular Seniority Pool

A seniority pool will be established for Regular Pull-Time, Temporary Full-Time and Regular Part-Time Employees.

Access to the Regular Seniority Pool will be extended to:

- (a) All Regular Pull-Time Employees upon completion of the probationary period.

- (b) All Temporary Full-Time Employees upon completion of twelve months of continuous service.
- (c) All Regular Part-Time Employees upon completion of the same number of hours as are applicable to a Regular Full-Time Employee occupying a similar classified position.
- (d) Upon qualifying for a Regular Seniority Pool, an employee will be credited with his full period of service or all hours worked since his first day of employment in one or other of the eligible categories, i.e. Regular Full-Time, Temporary Full-Time, or Regular Part-Time.

#### 8.12 Application of Seniority

##### (a) Application of Skill, Knowledge and Ability

In making appointments, promotions, transfers and demotions, the skill, knowledge and ability of the applicant concerned shall be the primary consideration, but where such qualifications are equal, length of service shall be the determining factor.

##### (b) Layoffs

In the event of a layoff, employees shall be laid off in the reverse order of their bargaining unit-wide seniority, provided that an employee may **bump** a junior employee only in cases where the senior employee is qualified to fill the lower positions.

##### (c) Advance Notice of Layoff

Except in cases of inclement weather, strikes, lockouts or other circumstances beyond the control of the Corporation, the Corporation shall notify employees, who have acquired seniority rights, and who are to be laid off, at least ten (10) working days prior to the effective date of layoff. If the employee has not had the opportunity to work during the ten (10) days referred to above, he shall be paid for those days for which work **was** not made available.

##### (d) Recall

Employees shall be recalled to positions for which they are qualified, in the order of their seniority, either bargaining unit-wide or by branch or by class as the case may be.

No new employees shall be hired following a layoff until those who were laid off have been given a reasonable opportunity of recall as follows:

The Corporation **shall make** every reasonable attempt to contact employees in order of seniority, and employees shall be recalled in such order providing that they respond within the stipulated time limits. Upon making contact with an employee, the Corporation shall specify the time when the employee shall report for work. **An** employee who does not respond within 48 hours of the Corporation's initial attempt to contact him or who refuses to report for work shall be dropped to the bottom of the appropriate list for recall. An employee shall report to work at the time specified by the Corporation or, in extenuating circumstances, within two weeks of the Corporation's initial attempt to contact him. Each employee on layoff will be responsible for keeping the Corporation notified of a current contact point through which he can be reached.

**An** employee shall lose seniority and right of recall if continuously laid off from work for a period of more than twelve (12) consecutive months.

(e) Rights of Employees Promoted Out of the Bargaining Unit

In the event of an employee being promoted from a position for which the Union either had bargaining authority at the time of the promotion or subsequently obtained bargaining authority, to a position whether included in or excluded from the Union contract, and such employee being subsequently laid off or demoted to a position for which the Union has bargaining authority, the Corporation shall have the right to place such employee in the position previously held by him or in any vacant position for which such employee is considered qualified. The employee, if so placed as the result of being laid off or demoted, shall suffer no loss of seniority and such seniority shall be his total length of service with the Corporation.

6.20 Auxiliary Employees

A seniority pool will be established for Auxiliary Employees. Access to each Auxiliary Seniority Pool will be extended to all Auxiliary Employees as follows:

- (a) **As** soon as an Auxiliary Employee has worked 1,500 hours within two consecutive calendar years, such employee will gain entry onto the auxiliary seniority list in his or her jurisdiction, and will be deemed to possess seniority.
- (b) Upon gaining entry onto the Auxiliary seniority list, an employee will be credited with the number of hours worked in any class of positions, and will hold class seniority in any such class accordingly.
- (c) **An** employee who has gained entry onto the Auxiliary seniority list, will continue to accumulate class seniority in any



class in which he or she works in accordance with the number of hours worked in a position within such class.

- (d) An Auxiliary Employee's seniority will be lost as the result of a break in service with the Corporation which exceeds one year,
- (e) Where pay ranges exist, eligibility for advancement from one step to the next (increment) shall be based on the number of hours served by a Regular Full-Time Employee for such eligibility.
- (f) In accordance with the Regional Memorandum of Agreement dated 1978 April 21, the Corporation has determined that Auxiliary class seniority is to be exercised departmentally with the exception of the Parks and Engineering Departments where class seniority is to be exercised within the following divisions:

Parks

- Administration
- Operations
- Aquatics
- Concessions
- Fine Arts
- Playgrounds and Centres
- Rinks

Engineering

- Administration
- Operations

- (g) In the event of a layoff of Auxiliary Employees within a class, those employees having greatest seniority within the class shall be the last ones laid off.
- (h) Except in cases of inclement weather, strikes, lockouts or other circumstances beyond the control of the Corporation, the Corporation shall notify Auxiliary Employees, who have acquired seniority rights, and who are to be laid off, at least ten (10) working days prior to the effective date of layoff. If the employee has not had the opportunity to work during the ten (10) days referred to above, he shall be paid for those days for which work ~~was~~ not made available.
- (i) Other than as might be provided for pursuant to the terms of paragraph (g) herein, no Auxiliary Employee shall have the right to bump another employee after having been laid off.
- (j) An Auxiliary Employee having class seniority, and having been laid off, must, if he wishes to be considered for future Auxiliary employment, elect to register himself with the

Corporation for future Auxiliary employment in which case he will be given preference in hiring for future vacancies within various classes on the basis of his class seniority.

- (k) Registration for future Auxiliary employment will be made upon a standard form which will be signed and dated by the applicant and which will state the classes within which the applicant would be willing to accept a position. The completed form will be signed and dated by an authorized representative of the Corporation and both the applicant and the Union will be provided with a copy by way of receipt.
- (l) When an Auxiliary Employee who has attained class seniority, who has been laid off and who has registered for future auxiliary employment, also registers his desire to be taken into consideration for Auxiliary work in a class for which he does not possess class seniority, he shall be taken into consideration for appointment to a position within such new class on the basis of his skills, knowledge and ability, and in any case where there is no registered applicant possessing seniority in the new class in question, and where his skills, knowledge and ability are sufficient so as to render him qualified, then
  - (i) if the Auxiliary Employee is the only registered and qualified applicant, he shall be appointed to the said position.
  - (ii) if the Auxiliary Employee is one of several registered and qualified applicants, the appointment to the said position shall be based on their relative skills, knowledge and ability, and if their skills, knowledge and ability are considered to be equal, then the registered and qualified applicant possessing the greatest total Auxiliary seniority with the Corporation shall be appointed.

## 7. CLASSIFICATION AND PAY

### 7.10 Classification and Evaluation of Positions

The classification, evaluation, reclassification and revaluation of positions covered by this Agreement shall be determined in accordance with the current Classification and Evaluation Agreement made between the Corporation and the union dated 1979 March 27.

### 7.20 Rates of Pay and Increment Dates

- (a) The rates of pay for each class shall be as set out in the Schedules attached to this Agreement except for those classes which have been established or revalued subsequent to that date, in which cases the rates of pay shall be effective as

of the date of establishment or revaluation. The Union acknowledges and confirms that, having regard to existing duties and responsibilities as of the date of execution of this Agreement, differences and rates of pay between various positions classified in Schedule "A" hereof are fair and equitable with the exception of any requests for revaluation or reclassification currently unresolved.

- (b) In-service pay adjustments arising from increments, reclassifications, revaluations, and promotions shall commence for the bi-weekly pay period, the first day of which is nearest the calendar date of the pay adjustments.

7.30 Overtime

7.31 Overtime • Regular Full-Time and Temporary Full-Time Employees

- (a) Regular Full-Time Employees and Temporary Full-Time Employees shall be paid at overtime rates for all overtime worked:
  - (i) immediately following the employee's regular shift;
  - (ii) immediately preceding the employee's regular shift consequent upon an oral or written notice given prior to the end of the employee's previous regular shift;
  - (iii) at any other time than at the times set forth in items (a)(i) or (a)(ii) of this Clause 7.31 consequent upon an oral or written notice given prior to the end of the employee's previous regular shift except as otherwise provided in Clause 9, Public Holidays.
- (b) Regular Full-Time Employees and Temporary Full-Time Employees shall be paid for the performance of overtime work scheduled by the Corporation under Clause (a) at the following overtime rates:
  - (i) time and one-half the standard rate of pay for the first two (2) hours of overtime worked immediately preceding or immediately following an employee's regular shift on any regular working day of the employee;
  - (ii) double the standard rate of pay for all overtime in excess of the first two (2) hours thereof worked immediately preceding or immediately following an employee's regular shift on any regular working day of the employee;
  - (iii) double the standard rate of pay for all overtime worked at any other time than immediately preceding or immediately following an employee's regular shift on any regular working day of the employee.

- (c) For the purpose of computing overtime, leave of absence **m**  
out pay shall not be considered as hours worked.
- (d) An employee shall elect at the time of working such overtime whether to be paid for it or instead to receive compensating time off in lieu. An employee who elects to receive compensating time off shall be credited with compensating time off equivalent to the number of hours which he would have been paid for the overtime worked, and, subject to an employee's request to be granted compensating time off being approved by his department head. (or delegate) such employee shall be granted any portion of the compensating time off to his credit at the pay rate or rates in effect at the time the overtime in question **was** worked. All compensating time off credited during a particular calendar year but which has not been granted to an employee by March 31st of the immediately following year shall be paid in cash at that time at the pay rate or rates in effect at the time the overtime in question **was** worked.

7.32 Overtime - Regular Part-Time and Auxiliary Employees

(a) Normal Hours - Regular Part-Time Employees

For **purposes** of applying overtime rates, normal daily and weekly hours for all Regular Part-Time Employees shall be deemed to be those of a Regular Full-Time Employee whose position is similarly classified.

(b) Normal Hours - Auxiliary Employees

- (1) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to the Collective Agreement as operating on a 7-day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) **days** during a work week (which for the purposes of this clause **shall** be deemed to commence at 00:01 h on Monday morning and to end at 23:59 h on the immediately following Sunday).
- (2) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to the Collective Agreement as operating on a 6-day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) days during the 6-day week as defined in the Collective Agreement.

(c) Overtime Rates - Auxiliary and Regular Part-Time Employees

Overtime rates will be paid on the following basis to all Auxiliary and Regular Part-Time Employees:

- (1) Time and one-half for the first 4 hours worked in excess of the normal daily hours in a day;
- (2) Two times for hours worked beyond 4 in excess of the normal daily hours in a day;
- (3) In any case where an employee **has** already performed work on five days during the week, time and one-half for any hours worked prior to 12:00 h on his sixth day of work in that week, two times for hours worked after 12:00 h on his sixth day, and two times for all hours worked on his seventh day of work in that week.

7.40 Pay for Acting in a Senior Capacity

On every occasion that an inside employe is temporarily required to accept the responsibilities and carry out the duties incident to a position covered by this Agreement which is senior to the position which he normally holds, he shall be paid for every day that he carries out the duties of the senior position at the minimum rate in the scale for such senior position, except where the salary received in his own position is equal to, or exceeds, the minimum of the senior position in which case he shall receive the next higher rate in the pay range of the senior position.

For the purpose of this section, appointments of employees to a level of higher responsibility must be authorized in writing by the Head of the Department.

7.50 Service Pay

The provision for Service Pay shall be in accordance with the terms of Schedule "C", Service Pay, which is attached to this Agreement and which shall form a part of this Agreement.

7.60 Special Benefit

All Regular Full-Time and Temporary Full-Time Employees who have completed a probationary period of six (6) months of service will receive one **and** one-half percent (1-1/2%) of the basic monthly salary, which **amount** shall be added to the basic monthly **salary**.

- 7.70 In the event that a problem occurs that is not provided for by these provisions, it shall be resolved by mutual agreement of the parties hereto.

7.80 Derivation of Bi-Weekly Rates for Salaried Employees

The monthly salaries set forth in Schedule "A" shall be the basis for the application of any general salary increases. The formula for converting the monthly salaries to hourly and bi-weekly rates is **as** follows:

$$\frac{\text{Monthly Rate} \times 12}{26.089 \times \text{bi-weekly hours}} = \text{hourly rate (taken to 2 decimal places)}$$

$$\text{hourly rate (taken to 2 decimal places)} \times \text{bi-weekly hours} = \text{bi-weekly rate (taken to 2 decimal places)}$$

The resultant hourly and bi-weekly rates are the pay rates to which salaried employees are entitled. The monthly salaries shall be calculated to the nearest dollar (e.g. 50¢ or more shall be increased to the next highest dollar and less than 50¢ shall not be counted).

## 8. VACATIONS

### 8.1 Annual Vacation Entitlement

Paid annual vacation for Regular Full-Time and Temporary Full-Time Employees shall be allowed as follows:

- (a) Employees leaving the service in less than twelve (12) months from the date of appointment shall be granted vacation pay in accordance with the "Employment Standards Act".
- (b) In the first (1st) part calendar year of service, vacation will be granted on the basis of one-twelfth (1/12) of ten (10) working days for each month or portion of a month greater than one-half (1/2) worked by December 31st.
- (c) Fifteen (15) working days of annual vacation during the second (2nd) up to and including the ninth (9th) calendar year of service.
- (d) Twenty (20) working days of annual vacation during the tenth (10th) up to and including the seventeenth (17th) calendar year of service.
- (e) Twenty-five (25) working days of annual vacation during the eighteenth (18th) up to and including the twenty-fifth (25th) calendar year of service.
- (f) Thirty (30) working **days** of annual vacation during the twenty-sixth (26th) and all subsequent calendar years of service.
- (g) Employees who leave the service after completion of twelve (12) consecutive months of employment shall receive vacation pay for the calendar year in which termination occurs on the basis of one-twelfth (1/12) of their vacation entitlement for that year for each month or portion of a month greater than one-half (1/2) worked to the date of termination, or at that percentage of wages earned during the calendar year set by the "Employment Standards Act", whichever is greater.

- (h) "Calendar Year" for the purposes of this Agreement shall mean the twelve (12) month period from January 1st to December 31st inclusive.

#### 8.2 Annual Vacation Deferment

An employee who is entitled to annual vacation of twenty (20) working **days** or more in **any** year:

- (a) shall take at least fifteen (15) working days of such annual vacation during the year in which he earns such vacation, and
- (b) **may** defer the taking of any part of such annual vacation in excess of fifteen (15) working **days**.

PROVIDED HOWEVER that the maximum deferred vacation which an employee may accumulate at **any** one time pursuant to this Clause 8.2 shall **be** twenty (20) working days.

#### 8.3 Early Retirement

An employee entitled to twenty-five (25) or more **days** of annual vacation shall be entitled to defer up to five (5) days per year of **his** vacation into an Early Retirement Bank. An employee entitled to thirty (30) or more days of annual vacation shall be entitled to defer up to ten (10) days per year of his vacation into an Early Retirement Bank. Such deferred vacation **may** only be taken immediately prior to retirement. The Employer may, at its sole discretion, permit an employee to use such banked vacation under other circumstances.

#### 8.4 Supplementary Vacation Entitlement

Each employee shall be entitled to the following paid vacation (supplementary vacation) in addition to the annual vacation to which he or she is entitled under Clause 8.1:

- (a) Each employee upon commencing his eleventh, sixteenth, twenty-first, twenty-sixth, thirty-first, thirty-sixth, forty-first or forty-sixth calendar year of service in 1978 or in **any** subsequent year, shall thereupon become entitled to five (5) working days of supplementary vacation.
- (b) It is understood between the parties that each employee shall become entitled to his or her supplementary vacation under this Clause 8.4 on the first **day** of January in the year in which he or she qualifies for such supplementary vacation. An employee shall retain his or her supplementary vacation entitlement notwithstanding that such employee's employment is terminated prior to the end of the period to which the entitlement applies. (An explanatory note and table is annexed hereto **as** Schedule "D" for the purposes of clarification.)

### 8.5 Vacation Pay Rates and Adjustments

- (a) All employees other than those entitled to an annual percentage of earnings in lieu of vacation, will be paid their annual vacation pay at their respective regular or classified rates of pay.
- (b) **As** soon as possible following December 31st in each year, a vacation pay adjustment will be made in a lump sum to all employees other than those entitled to an annual percentage of earnings in lieu of vacation, where such employees' annual basic earnings exclusive of overtime and any other premium payments not normally taken into account in the computation of annual vacation pay exceeded their regular base rate earnings during the year in question. Such cash payments shall reflect the proportionate difference between the actual annual basic earnings and regular base rate earnings applied to the employees' annual vacation pay for the year in question, but shall not be paid in any case where the total amount payable is less than one dollar (\$1.00).
- (c) In all cases of terminations of service for any reason other than **as** provided for in Clause 8.5(d), or death in service, adjustment will be made for any overpayment of vacation.

#### (d) Vacation in the Year of Retirement

Any regular employee:

- (a) who has reached minimum retirement age as defined in the Pension (Municipal) Act and has completed at least ten (10) years of pensionable service in accordance with and as defined in the said Act; or
- (b) whose age and years of service with the Employer total eighty (80) years or more,

shall be entitled to receive full annual vacation on termination of his employment for any reason. All other employees who leave the service shall be entitled to vacation in accordance with the appropriate clauses in this Section.

## 9. PUBLIC HOLIDAYS

### 9.10 Regular Full-Time and Temporary Full-Time Employees

#### 9.11 Basic Entitlement

All Regular Full-Time and Temporary Full-Time Employees shall be entitled to a holiday with pay on the following public holidays, namely: New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day appointed by council to be a civic holiday.



**PROVIDED THAT:**(a) Day proclaimed in Lieu of a Saturday or Sunday

Whenever one of the above-mentioned public holidays falls on a Saturday or a Sunday and the Government of Canada and the Government of the Province of British Columbia, or either of them in the absence of the other, proclaim that such public holiday be observed on a day other than Saturday or Sunday, then the day so proclaimed shall be read in substitution for such public holiday;

**SAVE AND EXCEPT THAT:**No Day Proclaimed in Lieu of Saturday or Sunday

Whenever one of the aforementioned public holidays falls on a Saturday or a Sunday and neither the Government of Canada nor the Government of the Province of British Columbia proclaims that such public holiday be observed on a day other than Saturday or Sunday, or the proclamations of such governments do not proclaim the same day for the observance of such public holiday, then not less than seven (7) calendar days prior to that public holiday the Corporation shall post a notice or notices in conspicuous places so that each employee affected thereby may have ready access to and see the same, designating the employee's holiday entitlement in accordance with one of the following methods:

- (1) one day's pay at his regular rate of pay, or
- (2) a holiday with pay within the calendar year in which such public holiday falls, on any normal working day which immediately precedes or immediately follows one of the employee's normal rest days or one of the public holidays hereinbefore defined in Clause 9.11.

(b) Termination of Service

In the case of an employee's termination of service for any reason, adjustment will be made for any over-compensation provided under Clause 9.11(a)(2).

(c) Advance Notice

Prior to the posting of any notice advising the employees of their entitlement under Clause 9.11(a) herein, the Corporation will afford the Union an opportunity to discuss the substance of the notice.

**9.12 Employees Who Normally Work on Public Holidays**

- (a) Subject to Clause (b), the following provisions shall apply to the employees hereinafter specified whose duties normally require them to work on public holidays:

- (i) if an employee whose duties normally require him to work on public holidays is required to work on any public holiday as provided in Clause 9.11 which falls on or is observed on any day from Monday to Friday inclusive, then he shall be paid the regular rate for the holiday and in addition thereto he shall be given compensating time off equivalent to one and one-half (1-1/2) times the number of hours worked on that public holiday;
  - (ii) if such employee is required to **work** on the day off given to him in lieu of a public holiday, pursuant to the provisions of this Clause (a), then in lieu of such holiday he shall be paid his regular pay for the holiday plus double the hourly rate of pay of the employee computed on the basis of his normal working hours worked on such day off;
  - (iii) time worked on a public holiday or on the day off given to the employee in lieu of a public holiday pursuant to the provisions of this Clause (a) shall not be treated as overtime except as provided in Clause 7.31(a) and (b) (e.g. where an employee covered by this Clause 9.12 whose standard work day is 7 hours, works for 10 consecutive hours on a public holiday or on the day off given to that employee in lieu of a public holiday, that employee shall be paid time and one-half the standard rate of pay for the eighth and ninth hours of work and double the standard rate of pay for the tenth hour of work).
- (b) Whenever a public holiday defined in Clause 9.11 falls on a Saturday or Sunday and is observed on any day from Monday to Friday, the day on which such holiday is observed shall, for the purposes of those employees referred to in Clause (a), be deemed to be a public holiday and if such employees work on the Saturday or Sunday they shall not be entitled to public holiday premium pay for work on either of those days.

Notwithstanding anything contained in Clause 9.11 or Clause (a) prior to the beginning of any calendar year the Corporation and the Union may agree that whenever a public holiday defined in Clause 9.11 falls on a Saturday or Sunday, those employees referred to in Clause (a) shall be paid public holiday premium pay for working on the Saturday or Sunday but such employees shall be paid public holiday premium pay only once for the same holiday.

For the purposes of this Clause (b) "public Holiday Premium Pay" means the equivalent compensation paid to employees referred to in clause (a) for working on a public holiday defined in Clause 9.11 which falls on or is observed on any day from Monday to Friday.

- (c) An employee (except an employee governed by Clause (a)) who is required to work on a public holiday defined in Clause 9.11 which falls on or is observed on any day from Monday to Friday inclusive shall be paid his normal rate for the said holiday plus double the hourly rate of pay of the employee computed on the basis of his normal working hours for the hours worked on the holiday.

9.20 Regular Part-Time and Auxiliary Employees

A Public Holiday will be treated as a normal working day for all Auxiliary and Regular Part-Time Employees. Thus, an employee who works on a public holiday will be paid at straight time rates for the normal daily hours and at normal overtime rates for any hours worked in excess of normal daily or weekly hours. Similarly, an employee who does not work on a public holiday will not receive any pay or compensating time off in lieu of the holiday.

10. HEALTH AND WELFARE BENEFITS

10.10 Medical Services Plan

Regular Full-Time and Temporary Full-Time Employees shall be entitled to be covered under the Medical Services Plan commencing the first day of the calendar month following the date of employment.

The Corporation shall **pay** 100% of the premiums required by the plan.

10.20 Dental Services Plan

- (a) Regular Full-Time Employees who have completed the probationary period of six months, as described in Section 2, and Temporary Full-Time Employees who have completed *such* probationary period and an additional six months' service, shall be entitled to be enrolled in the Dental Services Plan and to be covered effective the first day of the calendar month following completion of the required period of service.
- (b) A spouse, dependent children to age 21, and dependent children over age 21 in full-time attendance at a recognized school or college shall be covered as employee dependents.
- (c) Dental services will be covered in accordance with the plan as follows:
- Plan "A" - 90% (diagnosis, prevention, surgery, restorations, denture repairs, endodontics and gum treatment)
- Plan "B" - 60% (crowns, bridges and partial or complete dentures)

Plan "C" - 50% (orthodontic coverage, 50% to a maximum benefit of \$1,500 (effective 1989 January 01) per person per lifetime (adults and children) with immediate cover on the effective date and no run-off on termination of the plan)

- (d) The Corporation shall pay 100% of the premiums required for the plan.

10.30 Extended Health Benefits Plan

- (a) Regular Full-Time Employees and Temporary Full-Time Employees who have completed the probationary period of six months shall be entitled to enroll and to be covered effective the first day of the calendar month following such period.
- (b) A spouse, dependent children to age 21, and dependent children over age 21 in full-time attendance at a recognized school or college, shall be covered as employee dependants.
- (c) The plan shall reimburse employees at the rate of 80% of insured eligible expenses after a deductible of \$25 per family per year.
- (d) The plan shall include eyeglass option (expenses incurred relative to the purchase of lenses and frames, or contact Lenses may be claimed up to the amount of \$150.00 per covered person per 24-month period).
- (e) The Corporation shall pay 100% of the premiums required for the Plan.

10.40 Benefit Administration

(a) Membership

Regular Full-Time and Temporary Full-Time Employees shall become members of the Burnaby Municipal Benefit Society (hereinafter referred to as the "Society") after three (3) months of probationary employment, as defined in Clause 2.2, as a condition of remaining and continuing in such employment, and shall be covered for Sick Leave and Death and Disability benefits, as outlined hereinafter in this Agreement.

(b) Administration

The parties agree that the Society shall administer the sick leave, occupational disability, total disability and death benefit plans in accordance with this Agreement and the Constitution and By-laws of the Society.

(c) Certification of Disability

The Corporation or the Society may require an employee to provide written confirmation or certification at any time of the employee's disability or incapacity to work, or continuing incapacity to work and the date when the employee is expected to be able to return to regular duties on a full or part-time basis. Such confirmation may be required in the form of a statement from the employee's physician, the medical consultants of the Corporation or the Society, or the Employee Nurse.

(d) Appeals

Any appeals with respect to sick leave benefits shall be presented in writing (on a form to be approved by the Corporation and the Union) to the Directors of the Society. The Directors shall make a final and binding decision on the appeal.

(e) Part-Time Return to Work

Employees who are able to return to their regular duties on a part-time basis shall be considered to be on one absence for the purposes of the plan and shall have a reduction of sick leave entitlement credits, calculated on a pro rata basis.

10.41 Short Term Sickness and Accident Leave (STSA)

(a) Short Term Sickness and Accident Leave shall mean loss of time from work caused by sickness, accident or disability for the first two weeks of each sick leave absence (a week shall mean 35, 37.5 or 40 hours, i.e. the regular weekly hours).

(b) The rate of benefits for STSA leave shall be 85% of "after-tax" salary.

Such rate of benefits for STSA leave may be adjusted by the Directors of the Society after 1982 January 01 to achieve regular take-home pay (i.e. "no gain, no loss") for members of the Society. Applicable employee/employer benefit contributions will continue, and Superannuation contributions will be based on the regular wage or salary rate of the member.

(c) The rate of benefit, premium, penalties, and incentive for Short Term Sick Leave shall be based on one accounting system for the members of the Society who are covered by the Inside, Outside, Foreman, Library and Museum Employees' Union Agreements (hereinafter referred to as the "Local 23 members") considered as one group separate and apart from all other members of the Benefit Society.

(d) The members shall pay the Short Term Sick Leave premium, which shall be 2% of regular gross salary. Premium revenue

in excess of the annual cost of Short Term Sick Leave shall be refunded to eligible employees by the Directors of the Society.

The amount of premium refund shall be up to 50% of the difference between the Short Term Sick Leave premium paid and the Short Term Sick Leave benefit received by each member during a calendar year, based on the availability of funds, as determined by the Directors of the Society.

10.42 Occupational Injury Time Loss (WCB)

- (a) Members as defined in Clause 10.40(a) will continue to receive the equivalent of regular take-home pay and applicable benefits during time loss due to occupational injury, subject to Clause (c) hereof.
- (b) The Corporation will pay the first day or part day of time loss due to an occupational injury at regular gross pay.
- (c) Time loss from the second day onwards will be paid in an amount which will achieve the member's regular after-tax "take-home" pay, as follows:
  - (1) a tax-free amount from the STSA fund of the Society equivalent to the amount payable by WCB to the employee. WCB payments shall be assigned by the member to the Society.
  - (2) a taxable supplement, payable by the Corporation which, when added to the amount calculated in Clause 10.42(c) (1), will achieve the member's regular take-home pay.
  - (3) during the period of disability, applicable Employer/employee benefit contributions will continue to be made by the Employer/employee, and Superannuation contributions will be based on the regular wage or salary rate of the member.
  - (4) should WCB not accept a member's claim, then the total time loss period shall be treated retroactively as a sickness and the provisions of Clauses 10.41 and 10.43 shall apply with appropriate adjustments being made in payments made to the member.

10.43 Long Term Sick Leave

- (a) Long Term Sick Leave shall mean loss of time from work caused by sickness or disability commencing with the third week of continuous absence, to a maximum of 67 weeks, based on the following sick leave benefit entitlement.
- (b) Members of the Society shall earn Long Term Sick Leave credits as follows:

- (1) An initial credit of 15 weeks after three months' probationary employment. Such initial credit will be reinstated in full after a member has returned to work for a continuous period of one month.
- (2) An additional accumulation or accrual of six weeks credit for each calendar year of probationary and permanent service to a maximum additional credit of 52 weeks.
- (c) Members on Long Term Sick Leave may draw on their earned credits as described above until all Long Term Sick Leave credits and any other paid time credits are used, at which point the Corporation will allow such member leave of absence without pay for one month. Separation will occur at the end of that time unless application for further leave of absence without pay is applied for, and approved by the Corporation. Applicable benefit premiums shall be paid by the Corporation until the end of the month following termination of Long Term Sick Leave benefits.
- (d) The benefit rate for Long Term Sick Leave shall be 85% of regular gross salary.
- (e) the Employer/employee portion of U.I.C. rebates or reductions related to the Long Term Sick Leave Benefit plan shall be utilized to pay for Long Term Sick Leave benefits. The balance of the cost shall be paid by the Corporation.

10.44 Disabled Employees

The Corporation and the Union recognize that certain employees who are physically disabled are unable to continue in their regular position. Such employees may be able to work on a part-time or full-time basis in light work positions.

The Corporation and the Union encourage a cooperative effort between Management and Union representatives and the Burnaby Municipal Benefit Society and have agreed to form a committee to review the cases of such employees.

The four-member committee shall consist of the Personnel Director, the Department Head of the Department in which the affected employee is currently employed, the President - LOCAL 23, and the Chairman of the Union Division in which the affected employee is currently a member, or their designates; and any decisions of the committee must be unanimous.

The committee may decide that a disabled employee be placed in a light duty position, as agreed to by the committee; however, any resulting increase in staff budget costs is subject to the approval of the Municipal Manager.

10.45 Total and Permanent Disability(a) Qualification and Payment

If evidence satisfactory to the Directors of the Society is received that any member ~~has become~~ totally and permanently disabled by accident, injury or disease, so that he will be permanently, continuously and wholly prevented thereby from performing any work for compensation or profit, then, providing the member has been a member of the Society for a period of one year, such member shall be entitled to a total disability benefit, which, when combined with any compensation (other than an employee's privately purchased insurance) such as time loss payment, under Workers' Compensation, any disability pension benefits pursuant to the Canada Pension Plan, or any periodic payments related to the disability under a "no fault" automobile insurance policy, will achieve a benefit calculated as follows:

67% of the regular salary rate at the time of disability, such rate of benefit to be indexed annually in accordance with annual general wage increases, but in any event shall not exceed a maximum benefit of \$2,500 per month.

- (b) The parties agree that application shall be made to the Superannuation Commissioner for approval of the Total and Permanent Disability Plan whereby the period of disability will be considered as "service" and will be approved for purposes of an indexed pension at maximum retirement age.
- (c) The benefit shall be continued during the period of total disability from year to year until the maximum retirement age of the employee pursuant to the Pension (Municipal) Act.
- (d) The balance of funds on hand in the previous Medium Term Sick Leave Plan at the date this Agreement comes into effect shall be placed in reserve and the interest earnings therefrom shall be used to pay for Long Term Total Disability benefits. The balance of the cost of Long Term Total Disability shall be paid 100% by the Corporation and, in addition, the Corporation will continue to pay the required premiums for the B.C. Medical Plan, Dental Plan, Extended Health Benefits Plan and Group Life Plan (\$25,000) during the period of disability.

10.46 Death Benefit Plan

- (a) Regular Full-Time Employees and Temporary Full-Time Employees who have completed six months probationary employment shall be entitled to a death benefit as follows,

A member who is in receipt of the Long Term Total Disability Benefit referred to under Clause 10.45 shall continue to have the basic amount of death benefit of \$25,000, as set out in part (b) hereof.



- (b) The basic **amount** of death benefit shall be \$25,000 to age 65 or retirement, whichever is earlier. A supplemental benefit of \$25,000 shall be provided for those **members** with a spouse, or with **dependent children** to age 21, or **with** any other person who is a dependant pursuant to the Income Tax Act. The supplemental benefit shall also continue until age 65 or the retirement of the member, whichever is *the* earlier.

The **spouse** shall mean a legally married **husband** or wife, or a **common-law spouse** with whom the member has been co-habiting for a **minimum** period of two years.

- (c) At retirement on Superannuation or at age 65, whichever is earlier, an employee shall receive a \$500 cash payout.
- (d) The Corporation shall pay 100% of the cost of the **Death Benefit Plan**.

#### 10.47 Optional Additional Death Benefit

The parties will ask the Society to make *the* following optional **insurance** plan available to its **members** through an Insurance Carrier:

- (a) Death Benefit in units of \$10,000 to a **maximum** of \$100,000 on *any* one life.
- (b) **Monthly premiums** and bi-weekly payroll deductions per \$10,000 of coverage are as follows:

<u>Age</u>	<u>Monthly Premiums</u> <u>Per \$10,000</u>	<u>Bi-weekly Payroll</u> <u>Deduction</u> <u>Per \$10,000</u>
Under 40	\$ 1.70	\$ .78
40 to 49	3.00	1.38
50 to 54	6.00	2.76
55 to 59	10.50	4.83
60 to 64	16.00	7.36

and to be paid by the **member**.

- (c) Evidence of insurability to require a short form questionnaire. No medical examination will be required and the applicant will either be accepted or rejected at the time of application.
- (d) No percentage participation required of **the** group.
- (e) An exclusion will be a two year suicide clause.
- (f) spouse cover will be available whether or not the member participates, on the same terms as for the member.

(g) Premium payment will be **made** available through payroll deduction.

(h) **There** shall be a conversion privilege pursuant to the Plan.

#### 10.50 Benefits During Layoff

Temporary Full-Time and Regular Full-Time **Employees who** have gained seniority rights and **who** are laid off from employment due to lack of work shall be entitled to leave without pay status until the end of the calendar month following the month during which layoff occurs, for the **purpose** of continuing coverage under the Health and welfare Benefit plans on which **they** have been enrolled, e.g. S.C. Medical, Extended Health, Dental Plan, Death Benefit Plan, Long Term Total Disability Plan, and Optional Additional Death Benefit coverage.

The Corporation agrees to ensure that such leave without pay status and benefit coverage continues in effect at the employee's cost during such period, provided **that** such cost is paid in advance by or recovered from the employee concerned.

#### 10.51 Benefits During Strike or Lockout

In the event of a strike or lockout, the Corporation agrees to continue payment of applicable benefit premiums of the Local 23 members for the S.C. Medical Plan, Extended Health Benefit Plan, Dental Plan, Death Benefit Plan, Long Term Total Disability Plan and Optional Additional Death Benefit premiums during the strike or lockout and the union agrees to reimburse the Corporation for 100% of such premium costs.

For the **purposes** of Clauses 10.50 and 10.51 and for the calendar year 1979 only, the Death Benefit premium shall be 25 cents per month per \$1,000 of coverage and the Long Term Total Disability premium shall be 0.7% of salary. After the calendar year 1979 such premium rates shall be based on the previous year's premium experience.

#### 10.60 Benefits for Regular Part-Time and Auxiliary Employees

(a) Auxiliary **Employees** shall be paid an amount (hereinafter called "the **Employee** benefit compensation") equal to 12% of their regular earnings in lieu of all employee benefits, including those providing time off with pay, such as compassionate leave (hereinafter called "employee benefits") set forth in Clauses 8—Vacations, 9—public Holidays, 10—Health and welfare Benefits and 11.3—Compassionate Leave - **Regulations and Procedure**, of this Agreement, provided however that the employee benefit compensation of those Auxiliary Employees **who have** gained entry onto the Auxiliary seniority list shall be increased to 16% of their regular earnings.

- (b) Regular Part-Time Employees who have worked at least 913 hours, and regularly work at least 20 hours each week shall be given the option of receiving employee benefits or being paid an amount equal to 16% of their regular earnings in lieu of employee benefits. Eligible Regular Part-Time Employees shall be entitled to the benefits set forth in paragraph (c) notwithstanding their election to be paid a percentage of regular earnings in lieu of employee benefits. An eligible Regular Part-Time Employee who has exercised his option shall have no further right to exercise that option.

A Regular Part-Time Employee who elects to receive employee benefits shall be provided with benefits as follows:

- (1) Compensation for vacation and public holidays to be calculated at 10% of earnings and added to regular pay.
- (2) Short Term and Long Term Sick Leave, and Total Disability Benefits per Clauses 10.41, 10.43 and 10.46 to be based on the percentage that the hours worked bears to full-time scheduled hours, subject to paragraph (3) hereof.
- (3) In the event of absence due to occupational injuries, Clause 10.42 shall apply.
- (4) Premiums payable by employees for Short Term Sick Leave shall be based on the calculation outlined in paragraph (2) and the Corporation shall pay the full cost of Long Term Sick Leave and Total Disability Benefits.
- (5) The Corporation shall pay 100% of the premium costs of the Dental Plan, Extended Health Benefits and Group Life Insurance.
- (6) The employee shall pay 100% of the premium cost of the Medical Services Plan, if applicable.

A Regular Part-Time Employee who elects to receive employee benefits shall become a member of the Burnaby Municipal Benefit Society as a condition of becoming and remaining eligible for employee benefits.

- (c) Regular Part-Time Employees who have worked at least 913 hours shall be entitled on a pro-rated basis to the same benefits as Regular Full-Time Employees are entitled to, namely: Compassionate Leave, Maternity Leave, Adoption Leave, Court Attendance and Jury Duty: provided however that if a Regular Part-Time Employee has elected to be paid an amount equal to 16% of regular earnings in lieu of employee benefits he shall not be paid 16% of regular earnings when on unpaid leave of absence.

- (d) Regular Part-Time Employees who have worked less than 913 hours shall be paid an amount equal to 12% of their regular earnings in lieu of employee benefits and Regular Part-Time Employees who have worked at least 913 hours but have not elected to receive employee benefits shall be entitled to receive an amount equal to 16% of regular earnings in lieu of employee benefits. Eligible Regular Part-Time Employees shall be entitled to the benefits set forth in paragraph (c) hereof notwithstanding their election to be paid a percentage of regular earnings in lieu of employee benefits.

10.70 Continuation of Pension Contributions

Where, due to a layoff, a Full-Time Employee has had his hours of work reduced and his employment status changed, the employee may, at his option, continue to contribute to the Municipal Superannuation Plan. Contributions made by the Employer and the employee shall be made on the basis of the new hours worked and are subject to the requirements of the Pension (Municipal) Act.

11. LEAVE OF ABSENCE

11.1 Absence from Duty of Union Officials

- (a) All applications for leave of absence whether with or without pay shall be granted only to those official union representatives whose absence in any specific case does not interfere with the operation of the Corporation. Requests for such leave of absence shall nevertheless be given precedence over any other applications for leave on the same day.
- (b) With respect to any leave of absence granted without pay, the Corporation shall continue to pay each representative's regular wage or salary and shall render an account to the Union for such amount, including the Corporation's contribution on behalf of each such representative for group life insurance coverage, medical coverage, sickness and accident insurance coverage and Municipal Superannuation. The Union shall reimburse the Corporation to the amount of the account rendered within sixty (60) days.
- (c) Upon application to, and upon receiving the permission of the Personnel Director in each specific case, official representatives of the Union may be granted time off for the purpose of collective bargaining with the Corporation or for the purpose of settling a grievance as outlined elsewhere in this Agreement. Not more than three such official representatives shall be granted leave of absence without loss of pay for the time so spent. Further official representatives may be granted leave of absence without pay.
- (d) Upon application to, and upon receiving the permission of the Personnel Director in each specific case, official represent-

atives of the union shall be granted leave of absence without **pay** for the **purpose** of attending the national and B.C. divisional conventions of the C.U.P.E., the annual convention of the B.C. Federation of Labour and the biennial convention of the Canadian Labour Congress.

- (e) Upon application to, and upon receiving the permission of the Personnel Director in each specific case, official representatives of the Union may be granted leave of absence without **pay** for the purpose of transacting other business in connection with matters affecting members of the bargaining unit or in connection with other matters affecting the Canadian Union of Public Employees.
- (f) The Corporation agrees that any full-time officer of the union who is on leave of absence for the purpose of performing his duties as an officer of the union shall not lose his seniority in the service of the Corporation and shall continue to accumulate seniority while he is performing such duties. Upon retirement from his duties as an officer of the union, such former union officer shall be entitled to return to a position within the class of positions to which his former position was allocated and for which he is qualified if any position within such class is held by an employee with less seniority than his own. If all of the positions within such class are held by employees with more seniority than his own or have been abolished, such former Union officer shall be entitled to return to any other vacant position for which he is qualified.
- (g) The Corporation agrees that any employee who might be elected or appointed to a full-time position with the Canadian union of public Employees, the New Westminster District Labour Council, the B.C. Federation of Labour or the Canadian Labour Congress shall be granted leave of absence without pay and shall not lose his seniority in the service of the Corporation while on such leave of absence. upon termination of such period of office, such an employee may return to the first vacant position for which he is qualified in the service of the Corporation.
- (h) The Union shall provide the Corporation with a list of its elected officers, job stewards and any other official representatives. This list shall be kept current by the Union at all times.

#### 11.2 Leave of Absence Without Pay for Adoption of a Child

If an employee requests leave of absence without pay for the purpose of attending to his adoption of a child, such employee may **make** application to the Personnel Director for the required leave, and leave of absence without pay to a maximum of four months shall not be unreasonably withheld. An employee who has been granted such leave may apply to the Personnel Director for an extension thereof up to an additional two (2) months.

When the adoption leave is taken, the employee must prepay to the Corporation the total cost of premiums for benefits to which the employee is entitled for the period of the leave. An adoption leave will not be considered as service for the purposes of earning vacation, public holidays, sick leave or increments.

#### 11.3 Compassionate Leave - Regulations And Procedure

- (a) Any employee who has completed six (6) months of employment, may be granted compassionate leave without loss of pay for a period not to exceed three (3) working days in the following events:
  - (i) in the case of the death of the employee's wife, husband, child, ward, brother, sister, parent, guardian or common-law spouse;
  - (ii) in the case of the death of any other relative if living in the employee's household; or
  - (iii) in any case when it is for the purpose of attending to the affairs connected with the funeral of a parent-in-law or a grandparent of the employee.
- (b) Any employee who qualifies for compassionate leave without loss of pay under paragraph (a) herein, and who is required both to attend to the affairs connected with the funeral and also to travel in connection with the funeral to a point outside the Lower Mainland of British Columbia (defined as the area included within the Greater Vancouver Regional District, Central Fraser Valley Regional District, Dewdney-Allouette Regional District, Fraser-Cheam Regional District, Powell River Regional District, Squamish-Lillooet Regional District and Sunshine Coast Regional District) may be granted additional leave without loss of pay for a further period of two (2) working days.
- (c) Requests for leave under paragraphs (a) and (b) herein shall be submitted to the employee's Department Head who will determine and approve the number of days required in each case.
- (d) An employee who qualifies for compassionate leave without loss of pay under paragraph (a) herein may be granted such leave when on annual vacation if approved by his Department Head. An employee who is absent on sick leave with or without pay or is absent on Workers' Compensation, shall not be entitled to such compassionate leave without loss of pay.
- (e) Upon application to, and upon receiving permission of the Department Head, an employee may be granted leave of up to one-half (1/2) day without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by paragraph (a) herein.

- (f) An application shall be completed and forwarded through the Supervisor and Department Head to Finance.

11.4 Jury and Witness Duty

- (a) Regular **Full-Time Employees** or Temporary Full-Time Employees who are called for Jury Duty or subpoenaed as a Crown witness shall be given time off work during the period of such duty. The employee shall suffer no loss of his regular rate of pay for the time **so spent and any** remuneration received by the employee for such duty shall be remitted to the Employer.
- (b) Any costs related to the Court appearance (such as transportation, parking **and** meals) shall remain the responsibility of the employee. Employees are not required to remit to the Employer allowances they receive from the Court for travelling, meals or related expenses.
- (c) In cases where an employee's private affairs have occasioned a court appearance, such leave to attend at court shall be without pay.
- (d) Employees granted leave of absence under this Clause shall not lose any seniority or benefits as provided under the Collective Agreement.

12. TECHNOLOGICAL CHANGE

Technological change shall be subject to the provisions of Schedule "E" attached hereto and forming a part of this Agreement.

13. CHANGES AFFECTING THE AGREEMENT

The Corporation agrees that any reports or recommendations made to Council dealing with matters covered by this Agreement, including recommendations for changes in method of operation that may affect wage rates, work loads or reduction of employment will be communicated to the Union at such interval before they are dealt with **by** Council as to afford the Union reasonable opportunity to consider them and make representations to Council concerning them and, further, that if employees are deprived of employment by an implementation of such change, they shall receive priority consideration for other employment with the Corporation.

14. LABOUR MANAGEMENT COMMITTEE

- (a) A Labour Management Committee shall be established with the following principal objectives:
- (1) To develop and maintain a continuous effective channel of labour management communication.

- (2) To provide a means whereby the Corporation can keep the Union and employees informed of proposed organizational and technological changes.
- (3) To consider and make recommendations to resolve the effects of any proposed changes on individual employees.
- (4) To consider and make recommendations to resolve matters affecting job security or the safety, health and well-being of employees on the job.
- (5) To consider and make recommendations with respect to the training and development of employees on the job.
- (6) To encourage employee and Union suggestions.

(b) Members

The Committee shall be composed of eight (8) members, four (4) to be appointed by the Corporation and four (4) to be appointed by the Union.

14.10 Occupational Health and Safety

An Occupational Health and Safety Committee shall be established consisting of up to six (6) representatives of the Employer and up to six (6) Union-appointed representatives. The Committee shall discuss matters related to occupational health and safety and shall make recommendations to the Municipal Manager.

15. SEXUAL HARASSMENT

Effective 1988 September 15:

The Employer and the Union agree that sexual harassment shall not be tolerated in the workplace.

16. GRIEVANCE PROCEDURE

16.1 Definition

A grievance shall mean any difference concerning the interpretation, application or operation of this Agreement, or any grievance concerning any alleged violation of this Agreement, or any difference concerning the suspension, discipline or dismissal of an employee, but shall not include an appeal with respect to sick leave benefits provided by the Burnaby Municipal Benefit Society.

16.2 Procedure

An employee and his immediate Supervisor shall attempt to resolve a potential grievance as defined in Clause 16.1 before it is submitted to the formal grievance procedure outlined below.



However, if the employee and Supervisor are unable to resolve such potential grievance, it shall be finally and conclusively settled without stoppage of work by the following steps:

The employee shall formally take up the grievance with the Supervisor from **whose** decision it arose within four (4) working days of the grievance arising.

If the employee wishes to pursue the grievance further he shall, within two (2) working days of having taken the grievance up with the Supervisor in Step 1, present such grievance in writing, on a form to be approved **by** the Corporation and the Union, to the Department Head. The Department Head will provide a reply to the employee in writing within two (2) working days of receipt of the grievance.

- (a) If, having received a reply from the Department Head, the employee wishes to pursue the grievance further, he shall within two (2) working days of receiving said reply, forward the completed grievance form to the Office of the Municipal Manager. The Manager's Office shall refer the grievance to a Grievance Sub-Committee within one (1) working day.
- (b) The Grievance Sub-Committee shall consist of an appointee of the Union and an appointee of the Municipal Manager.
- (c) The Grievance Sub-Committee shall have the right to jointly investigate all aspects of the grievance and to interview the Aggrieved, the Supervisor, the Department Head and any other person who may have knowledge of the circumstances of the grievance.
- (d) The Grievance Sub-Committee shall, within five (5) working days from the time of receiving the grievance, communicate in writing any mutually agreed findings and recommendations as to the definition and resolution of the grievance, or its failure to agree, to the Aggrieved and the Department Head involved, the Municipal Manager, the President of the Union and the Personnel Director.
- (e) Either member of the Grievance Sub-Committee may, within five (5) working days of the time of receiving the grievance, **by-pass** Step 4 of this Grievance Procedure and refer the grievance to a Board of Arbitration of three persons as referred to in Step 5 of this Procedure.

Step 4

- (a) Either member of the Grievance Sub-Committee may request the convening of a Joint Grievance Committee to hear the grievance.
- (b) The Joint Grievance Committee shall be comprised of two appointees of the Municipal Manager, one of whom shall be Chairman, and *two* appointees of the Union.
- (c) The Joint Grievance Committee shall consider the grievance and shall forward a statement of a unanimous, majority or tie vote decision, within five (5) working days of the date the grievance was received by the Municipal Manager.
- (d) A unanimous or majority decision of the Joint Grievance Committee shall be binding on the Corporation, the Union and the Aggrieved.

Step 5

- (a) In the event the Joint Grievance Committee is unable to reach a unanimous or majority decision, or in the event of a request from either member of the Grievance Sub-Committee as referred to in Step 3, the Corporation or the Union may submit the grievance to a Board of Arbitration of three (3) persons, one of whom shall be appointed by the Municipal Manager and one by the Union. Such appointment shall be made within five (5) working days of the failure of the Joint Grievance Committee to reach a decision, or of the receipt of a request from either member of the Grievance Sub-Committee, as referred to in Step 3. The third member shall be appointed within five (5) working days by the two members so appointed, and shall be Chairman.
- (b) Should the members appointed by the parties fail to agree on a Chairman within the said five (5) working days the said Chairman shall be appointed by the Minister of Labour of the Province of British Columbia.
- (c) Where under Section 16 an Arbitration Board finds that an employee has been dismissed, suspended or otherwise disciplined for other than proper cause, such Arbitration Board **may**:
  - (1) direct the Corporation to reinstate the employee and pay to the employee a **sum** equal to his wages lost by reason of his dismissal, suspension, or other discipline, or such lesser **sum** as, in the opinion of the Arbitration Board, is fair and reasonable; or
  - (2) **make** such other order as it considers fair and reasonable, having regard to the terms of this Agreement.


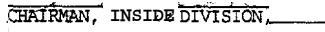

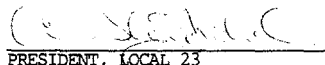
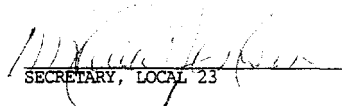
- (d) The majority decision of the Board shall be final and binding on both parties and each party shall bear the expense of their arbitrator and pay one-half of the expenses of the Chairman. The Board shall finally settle such difference or grievance and communicate its decision within fourteen (14) calendar days after the appointment of the Chairman.
- 16.3 The stipulated time mentioned in Steps 2, 3, 4 and 5 may be extended by mutual consent of the appointee of the Union and the appointee of the Municipal Manager.
- 16.4 The Corporation or the Union shall have the same rights of grievance with respect to the matters set out in Clause 16.1 and the procedures to be applied as set out in Steps 2, 3, 4 and 5 of the Grievance Procedure.
17. RESIDUAL ITEMS

The Schedules attached hereto and marked with the letters "G" and "H" shall form a part of this Agreement.

IN WITNESS WHEREOF the Corporation has caused these presents to be sealed with its Corporate Seal and signed by its proper officials on its behalf, and the Union has caused these presents to be executed under the hands of its proper officers duly authorized in that behalf as of the day and year first above written.

THE CORPORATION OF THE DISTRICT  
OF BURNABY:

CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 23 (Burnaby  
civic Employees) on behalf of  
its INSIDE WORKERS' DIVISION:

 MAYOR	 CHAIRMAN, INSIDE DIVISION, LOCAL 23
 CLERK	 PRESIDENT, LOCAL 23
	 SECRETARY, LOCAL 23

## THE CORPORATION OF THE DISTRICT OF BURNABY

## SCHEDULE "A" - INSIDE DIVISION - 1988

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month January 01 to June 30
Accountant—Cash Manager	C	29	\$ 3199-3343-3494-3652-3818
Accounting Clerk 1		14	1653-1726-1805-1886-1970
Accounting Clerk 2		17	1886-1970-2060-2152-2250
Accounting Clerk 3		20	2152-2250-2350-2457-2568
Accounting Clerk—Health*		17	1886-1970-2060-2152-2250
Administrative Asst.—Fire Dept.		21	2250-2350-2457-2568-2683
Administrative Assistant—Preventative Services		19	2060-2152-2250-2350-2457
Administrative Clerk—Engineering		21	2250-2350-2457-2568-2683
Administrative Officer 1—Clerks' Dept.	C	22	2350-2457-2568-2683-2802
Administrative Officer 2—Clerks' Dept.		24	2568-2683-2802-2930-3063
Administrator—Volunteer Services		24	2568-2683-2802-2930-3063
Aquatic Leader 1*	B,F	17	1886-1970-2060-2152-2250
Aquatic Leader 2*	B,F	21	2250-2350-2457-2568-2683
Arena Maintenance Supervisor*	S	21	2250-2350-2457-2568-2683
Asst. Centre Manager—Facility Operations		23	2457-2568-2683-2802-2930
Asst. Centre Manager—Programs		23	2457-2568-2683-2802-2930
Asst. Chief public Health Inspector	C	29	3199-3343-3494-3652-3818
Assistant to Coordinator of Volunteers		16	1805-1886-1970-2060-2152
Assistant Purchasing Agent		27	2930-3063-3199-3343-3494
Assistant Stadium Supervisor*		16	1805-1886-1970-2060-2152
Assistant Supervisor—Mapping & Drafting		26	2802-2930-3063-3199-3343
Assistant Supervisor—Tax Collection		19	2060-2152-2250-2350-2457
Attendant—Children*		8	1271-1329-1387-1451-1515
Booking Clerk		14	1653-1726-1805-1886-1970
Budget Accountant		30	3343-3494-3652-3818-3990
Budget Clerk—Office Supervisor		20	2152-2250-2350-2457-2568
Budget Clerk 1—Finance		19	2060-2152-2250-2350-2457
Budget Clerk 2—Finance		22	2350-2457-2568-2683-2802
Building Inspector 1		19	2060-2152-2250-2350-2457
Building Inspector 2		21	2250-2350-2457-2568-2683
Building Inspector 3	Q	26	2802-2930-3063-3199-3343
Building Permit Clerk		14	1653-1726-1805-1886-1970
Building Service Worker 1*	R	13+14%	1805-1884-1968-2058-2150
Buyer 1		19	2060-2152-2250-2350-2457
Buyer 2		24	2568-2683-2802-2930-3063
By-Law Enforcement Coordinator		23	2457-2568-2683-2802-2930
By-Law Enforcement Officer		21	2250-2350-2457-2568-2683
Cashier		15	1726-1805-1886-1970-2060
Cashier Attendant	B,M	13	1583-1653-1726-1805-1886
Cashier—Traffic		12	1515-1583-1653-1726-1805
Clerical Supervisor—Health Programs		18	1805-1886-1970-2060-2152
Clerk 1	A,N	10	1387-1451-1515-1583-1653
Clerk 2	V	13	1583-1653-1726-1805-1886
Clerk 3		17	1886-1970-2060-2152-2250
Clerk 4		19	2060-2152-2250-2350-2457

SCHEDULE "A" (cont'd)

Page 2

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month January 01 to June 30
Clerk 5		22	\$ 2350-2457-2568-2683-2802
Clerk—Audiometrist		14	1653-1726-1805-1886-1970
Clerk—Block Watch Program*		15	1726-1805-1886-1970-2060
Clerk—Data Entry Operator		14	1653-1726-1805-1886-1970
Clerk—Fire Department Administration		17	1886-1970-2060-2152-2250
Clerk—Fire Prevention*		13	1583-1653-1726-1805-1886
Clerk—Home Care Services		13	1583-1653-1726-1805-1886
Clerk—Key-Punch Operator 1	A	13	1583-1653-1726-1805-1886
Clerk—Parks Operation & Maintenance	B,I	18	1970-2060-2152-2250-2350
Clerk—Purchasing		14	1653-1726-1805-1886-1970
Clerk—Traffic		12	1387-1451-1515-1583-1653
Clerk Stenographer 1	A	10	1387-1451-1515-1583-1653
Clerk Stenographer 2		12	1515-1583-1653-1726-1805
Clerk Stenographer 3		14	1653-1726-1805-1886-1970
Clerk Stenographer 4		17	1886-1970-2060-2152-2250
Clerk Typist 1	A	9	1329-1387-1451-1515-1583
Clerk Typist 2		11	1451-1515-1583-1653-1726
Clerk Typist 3	N	14	1653-1726-1805-1886-1970
Clerk Typist—Finance		16	1805-1886-1970-2060-2152
<del>Clerk Typist—Planning Assistant</del>		<del>13</del>	<del>1583-1653-1726-1805-1886</del>
Clerk Typist—Preventative Services		13	1583-1653-1726-1805-1886
Clerk Typist—RCMP		12	1515-1583-1653-1726-1805
Clerk Typist—Youth Services		12	1515-1583-1653-1726-1805
Client Services Specialist 1		23	2457-2568-2683-2802-2930
Client Services Specialist 2		26	2802-2930-3063-3199-3343
Communications Operator 1	O	14+7%	1769-1847-1931-2018-2108
Communications Operator 2	O	16+7%	1931-2018-2108-2204-2303
Community Youth Worker	S	22	2350-2457-2568-2683-2802
Computer Operator 1	A	15	1726-1805-1886-1970-2060
Computer Operator 2		20	2152-2250-2350-2457-2568
Computer Programmer 1		22	2350-2457-2568-2683-2802
Computer Programmer 2		24	2568-2683-2802-2930-3063
Computer Programmer—Analyst		27	2930-3063-3199-3343-3494
Contracts Clerk		17	1886-1970-2060-2152-2250
Contracts Technician		25	2683-2802-2930-3063-3199
Coordinator—Fine Arts	S	23	2457-2568-2683-2802-2930
Coordinator—Recreation Programmes	S	20	2152-2250-2350-2457-2568
Coord. Special Serv. and Programmes	S	23	2457-2568-2683-2802-2930
Cost Estimator—Engineering		24	2568-2683-2802-2930-3063
C.P.I.C. Operator Clerk		13	1583-1653-1726-1805-1886
Custodial Guard	B,J	16	1805-1886-1970-2060-2152
Custodian—Municipal Hall Complex	B,I	16+7%	1931-2018-2108-2204-2303
Data Base Administrator*		30	3343-3494-3652-3818-3990
Development Plan Technician		24	2568-2683-2802-2930-3063
Dispatcher Clerk	B,I	20	2152-2250-2350-2457-2568

## SCHEDULE "A" (cont'd)

Page 3

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range per Month January 01 to June 30
Drafting Clerk		12	\$ 1515-1583-1653-1726-1805
Draftsman 1	A	11	1451-1515-1583-1653-1726
Draftsman 2		17	1886-1970-2060-2152-2250
Draftsperson—Bldg. Maint. Div.	B	20	2152-2250-2350-2457-2568
Economic Development Coordinator		32	3652-3818-3990-4170-4357
Elder Citizens' Centre Coordinator	S	20	2152-2250-2350-2457-2568
Electrical Inspector 1	Q	25	2683-2802-2930-3063-3199
Electrical Inspector 2	Q	27	2930-3063-3199-3343-3494
Engineering Inspector*	B	22	2350-2457-2568-2683-2802
Engineering Technician—Coord.		27	2930-3063-3199-3343-3494
Engineering Technician—Design		25	2683-2802-2930-3063-3199
Estimator 1—Engineering		23	2457-2568-2683-2802-2930
Fine and Performing Arts Programmer	S	20	2152-2250-2350-2457-2568
Fine Arts Leader	S	17	1886-1970-2060-2152-2250
Food Services Worker		14	1653-1726-1805-1886-1970
Golf Course Ranger	B,M	13	1583-1653-1726-1805-1886
Graphics Artist		24	2568-2683-2802-2930-3063
Graphics Technician		21	2250-2350-2457-2568-2683
Iceman/Janitor	B,J	15+7%	1847-1931-2018-2108-2204
Identification Technician—RCMP		16	1805-1886-1970-2060-2152
Implementation Technician		25	2683-2802-2930-3063-3199
Information Clerk		12	1515-1583-1653-1726-1805
Instrumentman 1A	D	17	1886-1970-2060-2152-2250
Instrumentman 2	D	21	2250-2350-2457-2568-2683
Janitor Leader	R	16+7%	1931-2018-2108-2204-2303
Junior File Clerk	A	9	1329-1387-1451-1515-1583
Landscape Technician		20	2152-2250-2350-2457-2568
Legal Secretary		16	1805-1886-1970-2060-2152
Legal Survey Technologist		23	2457-2568-2683-2802-2930
License Inspector		21	2250-2350-2457-2568-2683
Licensed Practical Nurse	T	16	1805-1886-1970-2060-2152
Lifeguard/Instructor—Aquatics	B,M	16	1805-1886-1970-2060-2152
Mail-Clerk	A	9	1329-1387-1451-1515-1583
Mapping and Drafting Technician		19	2060-2152-2250-2350-2457
Mapping Technician 1		16	1805-1886-1970-2060-2152
Mapping Technician 2		20	2152-2250-2350-2457-2568
Mapping Technician 3		23	2457-2568-2683-2802-2930
Microfilm Operator	A	9	1329-1387-1451-1515-1583
Nutritionist		23	2457-2568-2683-2802-2930
Nutritionist—Long Term Care		23	2457-2568-2683-2802-2930
O.S.R. Clerk		13	1583-1653-1726-1805-1886
Office Supervisor—Bonsor	S	18	1970-2060-2152-2250-2350
Office Supervisor—Building Dept.		20	2152-2250-2350-2457-2568
Outdoor Leader 1	B,K	10	1387-1451-1515-1583-1653
Outdoor Leader 2	B,K	11	1451-1515-1583-1653-1726

SCHEDULE "A" (cont'd)

Page 4

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month January 01 to June 30
Outdoor Leader 3	B,K	14	\$ 1653-1726-1805-1886-1970
Outdoor Leader 4	B,K	15	1726-1805-1886-1970-2060
P.I.R.S./O.S.R. operator		12	1515-1583-1653-1726-1805
Parking Patrolman	B,L	20	2152-2250-2350-2457-2568
Parks Design Supervisor		27	2930-3063-3199-3343-3494
Parks Design Technician		25	2683-2802-2930-3063-3199
Parks Janitor	R	13+14%	1805-1884-1968-2058-2150
Partsman 2	B,I	20	2152-2250-2350-2457-2568
Payroll Clerk 1		16	1805-1886-1970-2060-2152
Payroll Clerk 2		18	1970-2060-2152-2250-2350
Payroll Supervisor		25	2683-2802-2930-3063-3199
Permit Processing Clerk		15	1726-1805-1886-1970-2060
Physical Plant Maintenance Coordinator*	P	26	2802-2930-3063-3199-3343
Physical Plant Maintenance Man 1	W	17+7%	2018-2108-2204-2303-2408
Physical Plant Maintenance Man 2	B,I	23	2457-2568-2683-2802-2930
Plan Checking Assistant 1		19	2060-2152-2250-2350-2457
Plan Checking Assistant 2		21	2250-2350-2457-2568-2683
Plan Checking Assistant 3		24	2568-2683-2802-2930-3063
Plan Checking supervisor		27	2930-3063-3199-3343-3494
Planner 1		28	3063-3199-3343-3494-3652
Planner 2	C	30	3343-3494-3652-3818-3990
Planner 3		33	3818-3990-4170-4357-4554
planning Analyst-Programme Coordinator		26	2802-2930-3063-3199-3343
Planning Assistant 1	A	11	1451-1515-1583-1653-1726
Planning Assistant 2		17	1886-1970-2060-2152-2250
Planning Assistant 3		21	2250-2350-2457-2568-2683
Planning Technician		25	2683-2802-2930-3063-3199
Planning Technician--Information Systems		21	2250-2350-2457-2568-2683
Planning Technician--Subdivisions and Rezoning		23	2457-2568-2683-2802-2930
Plumbing and Gas Inspector 1	Q	25	2683-2802-2930-3063-3199
Plumbing and Gas Inspector 2	Q	27	2930-3063-3199-3343-3494
Police Accounts Clerk		14	1653-1726-1805-1886-1970
Pool Janitor	B,J	16	1805-1886-1970-2060-2152
Printshop Clerk 1	A	10	1387-1451-1515-1583-1653
Printshop Clerk 2		11	1451-1515-1583-1653-1726
Printshop operator		19	2060-2152-2250-2350-2457
Program Leader	S	10	1387-1451-1515-1583-1653
Property Rental Coordinator		24	2568-2683-2802-2930-3063
Property Valuator-Negotiator 1	C	22	2350-2457-2568-2683-2802
Property Valuator-Negotiator 2	C	28	3063-3199-3343-3494-3652
Psychologist		26	2802-2930-3063-3199-3343
Public Health Inspector A	C	19	2060-2152-2250-2350-2457
public Health Inspector 1*	C	25	2683-2802-2930-3063-3199
RRAP Advisor		23	2457-2568-2683-2802-2930
Records Clerk--Clerk's Department		15	1726-1805-1886-1970-2060

SCHEDULE "A" (cont'd)

Page 5

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month January 01 to June 30
Records Clerk — Poince		11	\$ 1451-1515-1583-1653-1726
Recreation Attendant 1	B,M	9	1329-1387-1451-1515-1583
Recreation Attendant 2	B,M	10	1387-1451-1515-1583-1653
Recreation Centre Supervisor 1	S	21	2250-2350-2457-2568-2683
Recreation Centre Supervisor 2	S	23	2457-2568-2683-2802-2930
Recreation Clerk 1	H	12	1515-1583-1653-1726-1805
Recreation Clerk 2	H	13	1583-1653-1726-1805-1886
Recreation Facility Attendant		11	1451-1515-1583-1653-1726
Recreation Leader 1	S	15	1726-1805-1886-1970-2060
Recreation Leader 2	S	17	1886-1970-2060-2152-2250
Recreation Programmer		19	2060-2152-2250-2350-2457
Recreation Programmer—Preschool Pro.		19	2060-2152-2250-2350-2457
Recreation Programmer—Rks & Aq.		19	2060-2152-2250-2350-2457
Rehabilitation Therapist—Home Care	U	23	2457-2568-2683-2802-2930
Rehabilitation Therapist—Long Term Care	U	23	2457-2568-2683-2802-2930
Rehabilitation Therapist—Schools	U	23	2457-2568-2683-2802-2930
Research Officer—Parks Mtnce.	B	23	2457-2568-2683-2802-2930
Research Officer— Parks and Recreation		21	2250-2350-2457-2568-2683
Residential Beating Inspector		23	2457-2568-2683-2802-2930
Secretary to the Medical Health Officer		16	1805-1886-1970-2060-2152
Senior By-Law & Claims Inspector—Eng.	B,I	25	2683-2802-2930-3063-3199
Senior Iceman/Janitor*	B,J	18+7%	2108-2204-2303-2408-2515
Senior License Inspector		24	2568-2683-2802-2930-3063
Senior Printshop Operator		21	2250-2350-2457-2568-2683
Social Worker—Long Term Care		24	2568-2683-2802-2930-3063
Speech Language Pathologist		25	2683-2802-2930-3063-3199
Storekeeper — Pine Arts		13	1583-1653-1726-1805-1886
Storeman	B,I	19	2060-2152-2250-2350-2457
Supervisor — Building Inspections	Q	29	3199-3343-3494-3652-3818
Supervisor — Central Stores	B,I	24	2568-2683-2802-2930-3063
Supervisor— Development Plan Approval		28	3063-3199-3343-3494-3652
Supervisor — Food Services	S	18	1970-2060-2152-2250-2350
Supervisor — Plumbing & Gas Inspections	Q	29	3199-3343-3494-3652-3818
Supervisor — Print Shop		24	2568-2683-2802-2930-3063
Supervisor—Public Health Inspections	C	27	2930-3063-3199-3343-3494
Supervisor — Sports & Outdoor Rec.	S	24	2568-2683-2802-2930-3063
Supervisor — Youth Services	S	24	2568-2683-2802-2930-3063
Survey Assistant	A,D	13	1583-1653-1726-1805-1886
Swangard Stadium Attendant	B,K	17	1886-1970-2060-2152-2250
Systems Analyst		28	3063-3199-3343-3494-3652
Technical Supervisor — James Cowan Th.	T	19	2060-2152-2250-2350-2457
Technical Support Specialist		28	3063-3199-3343-3494-3652
Telephone Operator — Receptionist	A,E	11	1451-1515-1583-1653-1726
Theatre and Special Events Coord.		22	2350-2457-2568-2683-2802
Traffic Assistant 1		15	1726-1805-1886-1970-2060



SCHEDULE "A" (cont'd)

Page 6

<u>CLASS TITLE</u>	<u>Schedule "B" Note</u>	<u>Pay Grade</u>	<u>1988 Salary Range Per Month January 01 to June 30</u>
Traffic Assistant 2		17	\$ 1886-1970-2060-2152-2250
Traffic Assistant 3		24	2568-2683-2802-2930-3063
Traffic Technician		25	2683-2802-2930-3063-3199
Training and Safety Officer	B,X	25	2683-2802-2930-3063-3199
Transportation Planning Technician		25	2683-2802-2930-3063-3199
Utilities Information Clerk	V	15	1726-1805-1886-1970-2060
Water Service Inspector	B,I	21	2250-2350-2457-2568-2683
word Processor operator		14	1653-1726-1805-1886-1970
<b>Works</b> Inspector 1	B,I	18	1970-2060-2152-2250-2350

Note:

- \* Classes and/or pay grades that **have** been abolished, reclassified and/or revalued subsequent to **1988** January 01 are only effective up to or from the date such change occurred.

SCHEDULE "A" (cont'd)

Page 7

THE CORPORATION OF THE DISTRICT OF BURNABY  
INSIDE PAY CONVERSION SCHEDULE - REGULAR RATES  
Effective 1988 January 01 to 1988 June 30

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Monthly	Bi-Weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi-Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,271	584.50	58.45	15,252	8.35	7.31	593.60	8.48	7.42
-	1,329	611.10	61.11	15,948	8.73	7.64	620.20	8.86	7.76
-	1,387	637.70	63.77	16,644	9.11	7.97	647.50	9.25	8.09
-	1,451	667.10	66.71	17,412	9.53	8.34	677.60	9.68	8.47
8	1,515	696.50	69.65	18,180	9.95	8.71	707.70	10.10	8.84
9	1,583	728.00	72.80	18,996	10.40	9.10	739.20	10.56	9.24
10	1,653	760.20	76.02	19,836	10.86	9.50	771.40	11.02	9.65
11	1,726	793.80	79.38	20,712	11.34	9.92	805.70	11.51	10.07
12	1,805	830.20	83.02	21,660	11.86	10.38	842.80	12.04	10.53
13	1,886	867.30	86.73	22,632	12.39	10.84	880.60	12.58	11.01
14	1,970	905.80	90.58	23,640	12.94	11.33	919.80	13.14	11.50
15	2,060	947.80	94.78	24,720	13.54	11.84	961.80	13.74	12.02
16	2,152	989.80	98.98	25,824	14.14	12.37	1,004.50	14.35	12.56
17	2,250	1,034.60	103.46	27,000	14.78	12.94	1,050.70	15.01	13.13
18	2,350	1,080.80	108.08	28,200	15.44	13.51	1,096.90	15.67	13.71
19	2,457	1,129.80	112.98	29,484	16.14	14.13	1,147.30	16.39	14.34
20	2,568	1,180.90	118.09	30,816	16.87	14.76	1,199.10	17.13	14.99
21	2,683	1,234.10	123.41	32,196	17.63	15.43	1,252.30	17.89	15.66
22	2,802	1,288.70	128.87	33,624	18.41	16.11	1,308.30	18.69	16.35
23	2,930	1,347.50	134.75	35,160	19.25	16.85	1,367.80	19.54	17.10
24	3,063	1,409.10	140.91	36,756	20.13	17.61	1,430.10	20.43	17.88
25	3,199	1,471.40	147.14	38,388	21.02	18.39	1,493.80	21.34	18.67
26	3,343	1,537.90	153.79	40,116	21.97	19.22	1,561.00	22.30	19.51
27	3,494	1,607.20	160.72	41,928	22.96	20.09	1,631.00	23.30	20.39
28	3,652	1,680.00	168.00	43,824	24.00	21.00	1,705.20	24.36	21.31
29	3,818	1,756.30	175.63	45,816	25.09	21.95	1,782.20	25.46	22.28
30	3,990	1,835.40	183.54	47,880	26.22	22.94	1,862.70	26.61	23.28
31	4,170	1,918.00	191.80	50,040	27.40	23.98	1,946.70	27.81	24.34
32	4,357	2,004.10	200.41	52,284	28.63	25.05	2,034.20	29.06	25.43
33	4,554	2,094.40	209.44	54,648	29.92	26.18	2,125.90	30.37	26.58

- Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six month probationary period.

SCHEDULE "A" (cont'd)

Page 8

CORPORATION OF THE DISTRICT OF BURNABY  
INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATES  
Effective 1988 January 01 to 1988 June 30

	Basic Rate			Basic Rate + 1-1/2%				
	Monthly	Bi-Weekly	Yearly	Hourly		Bi-Weekly	Hourly	
				37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<b>Pay Grade 13 + 14%</b>								
Step 1	1,805	830.40	21,660	10.38		842.40	10.53	
2	1,884	866.40	22,608	10.83		879.20	10.99	
3	1,968	905.60	23,616	11.32		918.40	11.48	
4	2,058	946.40	24,696	11.83		960.80	12.01	
5	2,150	988.80	25,800	12.36		1,004.00	12.55	
<b>Pay Grade 14 + 7%</b>								
Step 1	1,769	813.75	21,228	10.85		825.75	11.01	
2	1,847	849.75	22,164	11.33		862.50	11.50	
3	1,931	888.00	23,172	11.84		901.50	12.02	
4	2,018	928.50	24,216	12.38		942.00	12.56	
5	2,108	969.75	25,296	12.93		984.00	13.12	
<b>Pay Grade 15 + 7%</b>								
Step 1	1,847	849.75	22,164	11.33	10.62	862.50	11.50	10.78
2	1,931	888.00	23,172	11.84	11.10	901.50	12.02	11.27
3	2,018	928.50	24,216	12.38	11.60	942.00	12.56	11.78
4	2,108	969.75	25,296	12.93	12.12	984.00	13.12	12.30
5	2,204	1,014.00	26,448	13.52	12.67	1,029.00	13.72	12.86
<b>Pay Grade 16 + 7%</b>								
Step 1	1,931	888.00	23,172	11.84	11.10	901.50	12.02	11.27
2	2,018	928.50	24,216	12.38	11.60	942.00	12.56	11.78
3	2,108	969.75	25,296	12.93	12.12	984.00	13.12	12.30
4	2,204	1,014.00	26,448	13.52	12.67	1,029.00	13.72	12.86
5	2,303	1,059.00	27,636	14.12	13.24	1,075.50	14.34	13.44
<b>Pay Grade 17 + 7%</b>								
Step 1	2,018	928.50	24,216	12.38	11.60	942.00	12.56	11.78
2	2,108	969.75	25,296	12.93	12.12	984.00	13.12	12.30
3	2,204	1,014.00	26,448	13.52	12.67	1,029.00	13.72	12.86
4	2,303	1,059.00	27,636	14.12	13.24	1,075.50	14.34	13.44
5	2,408	1,107.75	28,896	14.77	13.84	1,124.25	14.99	14.05

SCHEDULE "A" (cont'd)

Page 9

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1988 January 01 to 1988 June 30

	Monthly	Basic Rate		Hourly		Basic Rate + 1-1/2%		
		Bi-Weekly	Yearly	37-1/2/wk.	40/wk.	Bi-Weekly	37-1/2/wk.	40/wk.
<u>Pay Grade 18 + 7%</u>								
step 1	2,108	959.60	25,296		12.12	984.00		12.30
2	2,204	1,013.60	26,448		12.67	1,028.80		12.86
3	2,303	1,059.20	27,636		13.24	1,075.20		13.44
4	2,408	1,107.20	28,896		13.84	1,124.00		14.05
5	2,515	1,156.80	30,180		14.46	1,174.40		14.68
<u>Pay Grade 21 + 7%</u>								
Step 1	2,408	1,107.75	28,896	14.77	13.84	1,124.25	14.99	14.05
2	2,515	1,156.50	30,180	15.42	14.46	1,174.50	15.66	14.68
3	2,629	1,209.00	31,548	16.12	15.12	1,227.75	16.37	15.34
4	2,748	1,263.75	32,976	16.85	15.80	1,283.25	17.11	16.04
5	2,871	1,320.75	34,452	17.61	16.51	1,340.25	17.87	16.75
<u>Pay Grade 24 + 7%</u>								
Step 1	2,748	1,263.75	32,976	16.85	15.80	1,283.25	17.11	16.04
2	2,871	1,320.75	34,452	17.61	16.51	1,340.25	17.87	16.75
3	2,998	1,379.25	35,976	18.39	17.24	1,399.50	18.66	17.50
4	3,135	1,442.25	37,620	19.23	18.02	1,463.25	19.51	18.30
5	3,277	1,507.50	39,324	20.10	18.84	1,530.00	20.40	19.12
<u>Pay Grade 25 + 7%</u>								
Step 1	2,871	1,320.75	34,452	17.61	16.51	1,340.25	17.87	16.75
2	2,998	1,379.25	35,976	18.39	17.24	1,399.50	18.66	17.50
3	3,135	1,442.25	37,620	19.23	18.02	1,463.25	19.51	18.30
4	3,277	1,507.50	39,324	20.10	18.84	1,530.00	20.40	19.12
5	3,423	1,574.25	41,076	20.99	19.68	1,598.25	21.31	19.98
<u>Pay Grade 26 + 7%</u>								
Step 1	2,998	1,379.25	35,976	18.39	17.24	1,399.50	18.66	17.50
2	3,135	1,442.25	37,620	19.23	18.02	1,463.25	19.51	18.30
3	3,277	1,507.50	39,324	20.10	18.84	1,530.00	20.40	19.12
4	3,423	1,574.25	41,076	20.99	19.68	1,598.25	21.31	19.98
5	3,577	1,645.50	42,924	21.94	20.57	1,670.25	22.27	20.87

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six months' probationary period.

## THE CORPORATION OF THE DISTRICT OF BURNABY

## SCHEDULE "A" - INSIDE DIVISION - 1988

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Accountant—Cash Manager	C	29	\$ 3231-3376-3529-3689-3856
Accounting Clerk 1		14	1670-1743-1823-1905-1990
Accounting Clerk 2		17	1905-1990-2081-2174-2273
Accounting Clerk 3		20	2174-2273-2374-2482-2594
Accounting Clerk—Health*		17	1905-1990-2081-2174-2273
Administrative Asst.—Fire Dept.		21	2273-2374-2482-2594-2710
Administrative Assistant—Preventative Services		19	2081-2174-2273-2374-2482
Administrative Clerk—Engineering		21	2273-2374-2482-2594-2710
Administrative Officer 1—Clerks' Dept.	C	22	2374-2482-2594-2710-2830
Administrative Officer 2—Clerks' Dept.		24	2594-2710-2830-2959-3094
Administrator—Volunteer Services		24	2594-2710-2830-2959-3094
Aquatic Leader 1*	B,F	17	1905-1990-2081-2174-2273
Aquatic Leader 2*	B,F	21	2273-2374-2482-2594-2710
Arena Maintenance Supervisor*	S	21	2273-2374-2482-2594-2710
Asst. Centre Manager—Facility operations		23	2482-2594-2710-2830-2959
Asst. Centre Manager—Programs		23	2482-2594-2710-2830-2959
Asst. Chief Public Health Inspector	C	29	3231-3376-3529-3689-3856
Assistant to Coordinator of Volunteers		16	1823-1905-1990-2081-2174
Assistant Purchasing Agent		27	2959-3094-3231-3376-3529
Assistant Stadium Supervisor*		16	1823-1905-1990-2081-2174
Assistant Supervisor—Mapping & Drafting		26	2830-2959-3094-3231-3376
Assistant Supervisor—Tax Collection		19	2081-2174-2273-2374-2482
Attendant—Children*		8	1284-1342-1401-1466-1530
Booking Clerk		14	1670-1743-1823-1905-1990
Budget Accountant		30	3376-3529-3689-3856-4030
Budget Clerk—Office Supervisor		20	2174-2273-2374-2482-2594
Budget Clerk 1—Finance		19	2081-2174-2273-2374-2482
Budget Clerk 2—Finance		22	2374-2482-2594-2710-2830
Building Inspector 1		19	2081-2174-2273-2374-2482
Building Inspector 2		21	2273-2374-2482-2594-2710
Building Inspector 3	Q	26	2830-2959-3094-3231-3376
Building Permit Clerk		14	1670-1743-1823-1905-1990
Building Service Worker 1*	R	13+14%	1823-1904-1987-2078-2172
Buyer 1		19	2081-2174-2273-2374-2482
Buyer 2		24	2594-2710-2830-2959-3094
By-Law Enforcement Coordinator		23	2482-2594-2710-2830-2959
By-Law Enforcement Officer		21	2273-2374-2482-2594-2710
Cashier		15	1743-1823-1905-1990-2081
Cashier Attendant	B,M	13	1599-1670-1743-1823-1905
Cashier—Traffic		12	1530-1599-1670-1743-1823
Clerical Supervisor—Health Programs		16	1823-1905-1990-2081-2174
Clerk 1	A,N	10	1401-1466-1530-1599-1670
Clerk 2	V	13	1599-1670-1743-1823-1905
Clerk 3		17	1905-1990-2081-2174-2273
Clerk 4		19	2081-2174-2273-2374-2482

SCHEDULE "A" (cont'd)

Page 11

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Clerk 5		22	\$ 2374-2482-2594-2710-2830
Clerk—Audiometrist		14	1670-1743-1823-1905-1990
Clerk—Block Watch Program*		15	1743-1823-1905-1990-2081
Clerk—Data Entry Operator		14	1670-1743-1823-1905-1990
Clerk—Fire Department Administration		17	1905-1990-2081-2174-2273
Clerk—Fire Prevention*		13	1599-1670-1743-1823-1905
Clerk—Home Care Services		13	1599-1670-1743-1823-1905
Clerk—Key-Punch Operator 1	A	13	1599-1670-1743-1823-1905
Clerk—Parks Operation & Maintenance	B, I	18	1990-2081-2174-2273-2374
Clerk—Purchasing		14	1670-1743-1823-1905-1990
Clerk—Traffic		12	1530-1599-1670-1743-1823
Clerk Stenographer 1	A	10	1401-1466-1530-1599-1670
Clerk Stenographer 2		12	1530-1599-1670-1743-1823
Clerk Stenographer 3		14	1670-1743-1823-1905-1990
Clerk Stenographer 4		17	1905-1990-2081-2174-2273
Clerk Typist 1	A	9	1342-1401-1466-1530-1599
Clerk Typist 2		11	1466-1530-1599-1670-1743
Clerk Typist 3	N	14	1670-1743-1823-1905-1990
Clerk Typist—Finance		16	1823-1905-1990-2081-2174
<del>Clerk Typist—Planning Assistant</del>		<del>15</del>	<del>1743-1823-1905-1990-2081</del>
Clerk Typist—Preventative Services		13	1599-1670-1743-1823-1905
Clerk Typist—RCMP		12	1530-1599-1670-1743-1823
Clerk Typist—Youth Services		12	1530-1599-1670-1743-1823
Client Services Specialist 1		23	2482-2594-2710-2830-2959
Client Services Specialist 2		26	2830-2959-3094-3231-3376
Communications Operator 1	O	14+7%	2374-2482-2594-2710-2830
Communications Operator 2	O	16+7%	1951-2038-2129-2227-2326
Community Youth worker	S	22	2374-2482-2594-2710-2830
Computer Operator 1	A	15	1743-1823-1905-1990-2081
Computer Operator 2		20	2174-2273-2374-2482-2594
Computer Programmer 1		22	2374-2482-2594-2710-2830
Computer Programmer 2		24	2594-2710-2830-2959-3094
Computer Programmer—Analyst		27	2959-3094-3231-3376-3529
Contracts Clerk		17	1905-1990-2081-2174-2273
Contracts Technician		25	2710-2830-2959-3094-3231
Coordinator—Fine Arts	S	23	2482-2594-2710-2830-2959
Coordinator—Recreation Programmes	S	20	2174-2273-2374-2482-2594
Coord. Special Serv. and Programmes	S	23	2482-2594-2710-2830-2959
Cost Estimator—Engineering		24	2594-2710-2830-2959-3094
C.P.I.C. Operator Clerk		13	1599-1670-1743-1823-1905
Custodial Guard	B, J	16	1823-1905-1990-2081-2174
Custodian—Municipal Hall Complex	B, I	16+7%	1951-2038-2129-2227-2326
Data Base Administrator*		30	3376-3529-3689-3856-4030
Development Plan Technician		24	2594-2710-2830-2959-3094
Dispatcher Clerk	B, I	20	2174-2273-2374-2482-2594

CLASS TITLE	Schedule "a" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Drafting Clerk		12	\$ 1530-1599-1670-1743-1823
Draftsman 1	A	11	1466-1530-1599-1670-1743
Draftsman 2		17	1905-1990-2081-2174-2273
Draftsperson--Bldg. Maint. Div.	B	20	2174-2273-2374-2482-2594
Economic Development Coordinator		32	3689-3856-4030-4212-4401
Elder Citizens' Centre Coordinator	S	20	2174-2273-2374-2482-2594
Electrical Inspector 1	O	25	2710-2830-2959-3094-3231
Electrical Inspector 2	O	27	2959-3094-3231-3376-3529
Engineering Inspector*	B	22	2374-2482-2594-2710-2830
Engineering Technician--Coord.		27	2959-3094-3231-3376-3529
Engineering Technician--Design		23	2482-2594-2710-2830-2959
Estimator 1--Engineering		20	2174-2273-2374-2482-2594
Fine and Performing Arts Programmer	S	20	2174-2273-2374-2482-2594
Fine Arts Leader	S	17	1905-1990-2081-2174-2273
Food Services Worker		14	1670-1743-1823-1905-1990
Golf Course Ranger	B,M	13	1599-1670-1743-1823-1905
Graphics Artist		24	2594-2710-2830-2959-3094
Graphics Technician		21	2273-2374-2482-2594-2710
Iceman Janitor	B,J	15+7%	1865-1951-2038-2129-2227
Identification Technician--RCMP		16	1823-1905-1990-2081-2174
Implementation Technician		25	2710-2830-2959-3094-3231
Information Clerk		12	1530-1599-1670-1743-1823
Instrumentman 1A	D	17	1905-1990-2081-2174-2273
Instrumentman 2	D	21	2273-2374-2482-2594-2710
Janitor Leader	R	16+7%	1951-2038-2129-2227-2326
Junior File Clerk	A	9	1342-1401-1466-1530-1599
Landscape Technician		20	2174-2273-2374-2482-2594
Legal Secretary		16	1823-1905-1990-2081-2174
Legal Survey Technologist		23	2482-2594-2710-2830-2959
License Inspector		21	2273-2374-2482-2594-2710
Licensed Practical Nurse	T	16	1823-1905-1990-2081-2174
Lifeguard/Instructor--Aquatics	B,M	16	1823-1905-1990-2081-2174
Nail Clerk	A	9	1342-1401-1466-1530-1599
Mapping and Drafting Technician		19	2081-2174-2273-2374-2482
Mapping Technician 1		16	1823-1905-1990-2081-2174
Mapping Technician 2		20	2174-2273-2374-2482-2594
Mapping Technician 3		23	2482-2594-2710-2830-2959
Microfilm Operator	A	9	1342-1401-1466-1530-1599
Nutritionist		23	2482-2594-2710-2830-2959
Nutritionist--Long Term Care		23	2482-2594-2710-2830-2959
O.S.R. Clerk		13	1599-1670-1743-1823-1905
Office Supervisor--Bonsor	S	18	1990-2081-2174-2273-2374
Office Supervisor--Building Dept.		20	2174-2273-2374-2482-2594
Outdoor Leader 1	B,K	10	1401-1466-1530-1599-1670
Outdoor Leader 2	B,K	11	1466-1530-1599-1670-1743

CLASS TITLE	Schedule "S" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Outdoor Leader 3	B,K	14	\$ 1670-1743-1823-1905-1990
Outdoor Leader 4	B,K	15	1743-1823-1905-1990-2081
P.I.R.S./O.S.R. Operator		12	1530-1599-1670-1743-1823
Parking Patrolman	B,L	20	2174-2273-2374-2482-2594
Parks Design Supervisor		27	2959-3094-3231-3376-3529
Packs Design Technician		25	2710-2830-2959-3094-3231
Packs Janitor	R	13+14%	1823-1904-1987-2078-2172
Partsmen 2	B,I	20	2174-2273-2374-2482-2594
Payroll Clerk 1		16	1823-1905-1990-2081-2174
Payroll Clerk 2		18	1990-2081-2174-2273-2374
Payroll Supervisor		25	2710-2830-2959-3094-3231
Permit Processing Clerk		15	1743-1823-1905-1990-2081
Physical Plant Maintenance Coordinator*	P	26	2830-2959-3094-3231-3376
Physical Plant Maintenance Man 1	W	17+7%	2038-2129-2227-2326-2432
Physical Plant Maintenance Man 2	B,I	23	2482-2594-2710-2830-2959
Plan Checking Assistant 1		19	2081-2174-2273-2374-2482
Plan Checking Assistant 2		21	2273-2374-2482-2594-2710
Plan Checking Assistant 3		24	2594-2710-2830-2959-3094
Plan Checking Supervisor		27	2959-3094-3231-3376-3529
Planner 1		28	3094-3231-3376-3529-3689
Planner 2	C	30	3376-3529-3689-3856-4030
Planner 3		33	3856-4030-4212-4401-4600
Planning Analyst-Programme Coordinator		26	2830-2959-3094-3231-3376
Planning Assistant 1	A	11	1466-1530-1599-1670-1743
Planning Assistant 2		17	1905-1990-2081-2174-2273
Planning Assistant 3		21	2273-2374-2482-2594-2710
Planning Technician		25	2710-2830-2959-3094-3231
Planning Technician—Information Systems		21	2273-2374-2482-2594-2710
Planning Technician—Subdivisions and Rezoning		23	2482-2594-2710-2830-2959
Plumbing and Gas Inspector 1	O	25	2710-2830-2959-3094-3231
Plumbing and Gas Inspector 2	Q	27	2959-3094-3231-3376-3529
Police Accounts Clerk		14	1670-1743-1823-1905-1990
Pool Janitor	B,J	16	1823-1905-1990-2081-2174
Printshop Clerk 1	A	10	1401-1466-1530-1599-1670
Printshop Clerk 2		11	1466-1530-1599-1670-1743
Printshop Operator		19	2081-2174-2273-2374-2482
Program Leader	S	10	1401-1466-1530-1599-1670
Property Rental Coordinator		24	2594-2710-2830-2959-3094
Property Valuator-Negotiator 1	C	22	2374-2482-2594-2710-2830
Property Valuator-Negotiator 2	C	28	3094-3231-3376-3529-3689
Psychologist		26	2830-2959-3094-3231-3376
Public Health Inspector A	C	19	2081-2174-2273-2374-2482
Public Health Inspector 1*	C	25	2710-2830-2959-3094-3231
RRAP Advisor		23	2482-2594-2710-2830-2959
Records Clerk—Clerk's Department		15	1743-1823-1905-1990-2081



CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Records Clerk—Police		11	\$ 1466-1530-1599-1670-1743
Recreation Attendant 1	B,M	9	1342-1401-1466-1530-1599
Recreation Attendant 2	B,M	10	1401-1466-1530-1599-1670
Recreation Centre Supervisor 1	S	21	2273-2374-2482-2594-2710
Recreation Centre Supervisor 2	S	23	2482-2594-2710-2830-2959
Recreation Clerk 1	H	12	1530-1599-1670-1743-1823
Recreation Clerk 2	H	13	1599-1670-1743-1823-1905
Recreation Facility Attendant		11	1466-1530-1599-1670-1743
Recreation Leader 1	S	15	1743-1823-1905-1990-2081
Recreation Leader 2	S	17	1905-1990-2081-2174-2273
Recreation Programmer		19	2081-2174-2273-2374-2482
Recreation Programmer—Preschool Pro.		19	2081-2174-2273-2374-2482
Recreation Programmer—Rks & Aq.		19	2081-2174-2273-2374-2482
Rehabilitation Therapist—Home Care	U	23	2482-2594-2710-2830-2959
Rehabilitation Therapist—Long Term Care	U	23	2482-2594-2710-2830-2959
Rehabilitation Therapist—Schools	U	23	2482-2594-2710-2830-2959
Research Officer—Parks Mtnce.	B	23	2482-2594-2710-2830-2959
Research Officer—Parks and Recreation		21	2273-2374-2482-2594-2710
Residential Heating Inspector		23	2482-2594-2710-2830-2959
Secretary to the Medical Health Officer		16	1823-1905-1990-2081-2174
Senior By-Law & Claims Inspector—Eng.	B,I	25	2710-2830-2959-3094-3231
Senior Iceman/Janitor*	B,J	18+7%	2129-2227-2326-2432-2540
Senior License Inspector		24	2594-2710-2830-2959-3094
Senior Printshop Operator		21	2273-2374-2482-2594-2710
Social Worker—Long Term Care		24	2594-2710-2830-2959-3094
Speech Language Pathologist		25	2710-2830-2959-3094-3231
Storekeeper—Fine Arts		13	1599-1670-1743-1823-1905
<b>Storeman</b>	B,I	19	2081-2174-2273-2374-2482
Supervisor—Building Inspections	Q	29	3231-3376-3529-3689-3856
Supervisor—Central Stores	B,I	24	2594-2710-2830-2959-3094
Supervisor—Development Plan Approval		28	3094-3231-3376-3529-3689
Supervisor—Food Services	S	18	1990-2081-2174-2273-2374
Supervisor—Plumbing & Gas Inspections	Q	29	3231-3376-3529-3689-3856
Supervisor—Print Shop		24	2594-2710-2830-2959-3094
<b>Supervisor—Public Health Inspections</b>	C	27	2959-3094-3231-3376-3529
Supervisor—sports & Outdoor Rec.	S	24	2594-2710-2830-2959-3094
Supervisor—Youth Services	S	24	2594-2710-2830-2959-3094
Survey Assistant	A,D	13	1599-1670-1743-1823-1905
Swangard Stadium Attendant	B,K	17	1905-1990-2081-2174-2273
systems Analyst		28	3094-3231-3376-3529-3689
Technical Supervisor—James Cowan Th.	T	19	2081-2174-2273-2374-2482
Technical Support Specialist		28	3094-3231-3376-3529-3689
Telephone Operator—Receptionist	A,E	11	1466-1530-1599-1670-1743
Theatre and Special Events Coord.		22	2374-2482-2594-2710-2830
Traffic Assistant 1		15	1743-1823-1905-1990-2081

SCHEDULE "A" (cont'd)

Page 15

CLASS TITLE	Schedule "B" Note	Pay Grade	1988 Salary Range Per Month July 01 to December 31
Traffic Assistant 2		17	\$ 1905-1990-2081-2174-2273
Traffic Assistant 3		24	2594-2710-2830-2959-3094
Traffic Technician		25	2710-2830-2959-3094-3231
Training and safety Officer	B,X	25	2710-2830-2959-3094-3231
Transportation Planning Technician		25	2710-2830-2959-3094-3231
<del>Utilities Information Clerk</del>	<del>V</del>	<del>15</del>	<del>1743-1823-1905-1990-20</del>
water Service Inspector	B,I	21	2273-2374-2482-2594-2710
word Processor operator		14	1670-1743-1823-1905-1990
works Inspector 1	B,I	18	1990-2081-2174-2273-2374

Note:

- \* Classes and/or pay grades that have been abolished, reclassified and/or revalued subsequent to 1988 January 01 are only effective up to or from the date such change occurred.

SCHEDULE "A" (cont'd)

Page 16

THE CORPORATION OF THE DISTRICT OF BURNABYINSIDE PAY CONVERSION SCHEDULE - REGULAR RATESEffective 1988 July 01 to 1988 December 31

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Monthly	Bi-weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi-Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,284	590.80	59.08	15,408	8.44	7.38	599.20	8.56	7.49
-	1,342	617.40	61.74	16,104	8.82	7.72	626.50	8.95	7.83
-	1,401	644.70	64.47	16,812	9.21	8.06	653.80	9.34	8.18
-	<b>1,466</b>	674.10	67.41	17,592	9.63	8.43	684.60	9.78	8.56
8	1,530	703.50	70.35	18,360	10.05	8.80	714.00	10.20	8.93
9	1,599	735.70	73.57	19,188	10.51	9.19	746.20	<b>10.66</b>	9.33
10	<b>1,670</b>	767.90	76.79	20,040	10.97	9.60	779.80	11.14	9.75
11	1,743	801.50	80.15	20,916	11.45	10.02	813.40	11.62	10.17
12	1,823	838.60	83.86	21,876	11.98	10.48	851.20	12.16	10.64
13	1,905	876.40	87.64	22,860	12.52	10.95	889.70	12.71	11.12
14	1,990	915.60	91.56	23,880	13.08	11.44	928.90	13.27	11.61
15	2,081	956.90	<b>95.69</b>	24,972	13.67	<b>11.96</b>	971.60	13.88	12.14
16	2,174	1,000.30	100.03	26,088	14.29	12.50	1,015.00	14.50	12.69
17	2,273	1,045.80	104.58	27,276	14.94	13.07	1,061.20	15.16	13.26
18	2,374	1,092.00	109.20	28,488	15.60	13.65	1,108.10	15.83	13.85
19	2,482	1,141.70	114.17	29,784	16.31	14.27	1,158.50	<b>16.55</b>	14.48
20	2,594	1,192.80	119.28	31,128	17.04	14.91	1,211.00	17.30	15.14
21	2,710	1,246.70	124.67	32,520	17.81	15.58	1,264.90	18.07	15.81
22	2,830	1,302.00	130.20	33,960	18.60	16.27	1,320.90	18.87	16.52
23	2,959	1,360.80	136.08	35,508	19.44	17.01	1,381.10	19.73	17.27
24	3,094	1,423.10	142.31	37,128	20.33	17.79	1,444.80	20.64	18.06
25	3,231	1,486.10	148.61	38,772	21.23	18.58	1,508.50	21.55	18.86
26	3,376	1,552.60	155.26	40,512	22.18	19.41	1,576.40	22.52	19.70
27	3,529	1,623.30	162.33	42,348	23.19	20.29	1,647.80	23.54	20.59
28	3,689	1,696.80	169.68	44,268	24.24	21.21	1,722.00	24.60	21.53
29	3,856	1,773.80	177.38	46,272	25.34	22.17	1,800.40	25.72	22.50
30	4,030	1,853.60	185.36	48,360	26.48	23.17	1,881.60	26.88	23.52
31	4,212	1,937.60	193.76	50,544	27.68	24.22	1,966.30	28.09	24.58
32	4,401	2,024.40	202.44	52,812	28.92	25.30	2,054.50	29.35	25.68
33	4,600	2,116.10	211.61	55,200	30.23	26.45	2,147.60	30.68	26.84

Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six month probationary period.

SCHEDULE "A" (cont'd)

Page 17

## CORPORATION OF THE DISTRICT OF BURNABY

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1988 July 01 to 1988 December 31

	Basic Rate					Basic Rate + 1-1/2%		
	Monthly	Bi-Weekly	Yearly	Hourly		Bi-Weekly	Hourly	
				37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<u>Pay Grade 13 + 14%</u>								
Step 1	1,823	838.40	21,876			851.20		10.64
2	1,904	876.00	22,848	10.48		888.80		11.11
3	1,987	913.60	23,844	10.95		928.00		11.60
4	2,078	956.00	24,936	11.42		970.40		12.13
5	2,172	999.20	26,064	11.95		1,014.40		12.68
5				12.49				
<u>Pay Grade 14 + 7%</u>								
Step 1	1,787	822.00	21,444	10.96		834.00	11.12	
2	1,865	858.00	22,380	11.44		870.75	11.61	
3	1,951	897.75	23,412	11.97		910.50	12.14	
4	2,038	937.50	24,456	12.50		951.75	12.69	
5	2,129	979.50	25,548	13.06		993.75	13.25	
<u>Pay Grade 15 + 7%</u>								
Step 1	1,865	858.00	22,380	11.44	10.72	870.75	11.61	10.88
2	1,951	897.75	23,412	11.97	11.22	910.50	12.14	11.39
3	2,038	937.50	24,456	12.50	11.72	951.75	12.69	11.89
4	2,129	979.50	25,548	13.06	12.24	993.75	13.25	12.42
5	2,227	1,024.50	26,724	13.66	12.80	1,039.50	13.86	13.00
<u>Pay Grade 16 + 7%</u>								
Step 1	1,951	897.75	23,412	11.97	11.22	910.50	12.14	11.39
2	2,038	937.50	24,456	12.50	11.72	951.75	12.69	11.89
3	2,129	979.50	25,548	13.06	12.24	993.75	13.25	12.42
4	2,227	1,024.50	26,724	13.66	12.80	1,039.50	13.86	13.00
5	2,326	1,070.25	27,912	14.27	13.37	1,086.00	14.48	13.57
<u>Pay Grade 17 + 7%</u>								
Step 1	2,038	937.50	24,456	12.50	11.72	951.75	12.69	11.89
2	2,129	979.50	25,548	13.06	12.24	993.75	13.25	12.42
3	2,227	1,024.50	26,724	13.66	12.80	1,039.50	13.86	13.00
4	2,326	1,070.25	27,912	14.27	13.37	1,086.00	14.48	13.57
5	2,432	1,119.00	29,184	14.92	13.98	1,135.50	15.14	14.19

SCHEDULE "A" (cont'd)

Page 18

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1988 July 01 to 1988 December 31

	Basic Rate			Basic Rate + 1-1/2%				
	Monthly	Bi-Weekly	Yearly	Hourly		Bi-Weekly	Hourly	
				37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<u>Pay Grade 18 + 7%</u>								
Step 1	2,129	979.20	25,548			993.60		12.42
2	2,227	1,024.00	26,724			1,040.00		13.00
3	2,326	1,069.60	27,912			1,085.60		13.57
4	2,432	1,118.40	29,184			1,135.20		14.19
5	2,540	1,168.00	30,480			1,185.60		14.82
<u>Pay Grade 21 + 7%</u>								
Step 1	2,432	1,119.00	29,184	14.92	13.98	1,135.50	15.14	14.19
2	2,540	1,168.50	30,480	15.58	14.60	1,185.75	15.81	14.82
3	2,656	1,221.75	31,872	16.29	15.27	1,239.75	16.53	15.50
4	2,776	1,276.50	33,312	17.02	15.96	1,296.00	17.28	16.20
5	2,900	1,334.25	34,800	17.79	16.67	1,353.75	18.05	16.92
<u>Pay Grade 24 + 7%</u>								
Step 1	2,776	1,276.50	33,312	17.02	15.96	1,296.00	17.28	16.20
2	2,900	1,334.25	34,800	17.79	16.67	1,353.75	18.05	16.92
3	3,028	1,392.75	36,336	18.57	17.41	1,413.75	18.85	17.67
4	3,166	1,456.50	37,992	19.42	18.20	1,478.25	19.71	18.4
5	3,311	1,523.25	39,732	20.31	19.04	1,545.75	20.61	19.32
<u>Pay Grade 25 + 7%</u>								
Step 1	2,900	1,334.25	34,800	17.79	16.67	1,353.75	18.05	16.92
2	3,028	1,392.75	36,336	18.57	17.41	1,413.75	18.85	17.67
3	3,166	1,456.50	37,992	19.42	18.20	1,478.25	19.71	18.4
4	3,311	1,523.25	39,732	20.31	19.04	1,545.75	20.61	19.32
5	3,457	1,590.00	41,484	21.20	19.88	1,614.00	21.52	20.17
<u>Pay Grade 26 + 7%</u>								
Step 1	3,028	1,392.75	36,336	18.57	17.41	1,413.75	18.85	17.67
2	3,166	1,456.50	37,992	19.42	18.20	1,478.25	19.71	18.4
3	3,311	1,523.25	39,732	20.31	19.04	1,545.75	20.61	19.32
4	3,457	1,590.00	41,484	21.20	19.88	1,614.00	21.52	20.17
5	3,612	1,661.25	43,344	22.15	20.77	1,686.00	22.48	21.08

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having complet six months' probationary period.

## THE CORPORATION OF THE DISTRICT OF BURNABY

## SCHEDULE "A" - INSIDE DIVISION - 1989

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range January 01 to June 30
Accountant--Cash Manager	C	29	\$ 3360-3511-3670-3837-4010
Accounting Clerk 1		14	1737-1813-1896-1981-2070
Accounting Clerk 2		17	1981-2070-2164-2261-2364
Accounting Clerk 3		20	2261-2364-2469-2581-2698
Accounting Clerk--Health*		17	1981-2070-2164-2261-2364
Administrative Asst.--Fire Dept.		21	2364-2469-2581-2698-2818
Administrative Assistant--Preventative Services		19	2164-2261-2364-2469-2581
Administrative Clerk--Engineering		21	2364-2469-2581-2698-2818
Administrative Officer 1--Clerks' Dept.	C	22	2469-2581-2698-2818-2943
Administrative Officer 2--Clerks' Dept.		24	2698-2818-2943-3077-3218
Administrator--volunteer Services		24	2698-2818-2943-3077-3218
Aquatic Leader 1*	B, F	17	1981-2070-2164-2261-2364
Aquatic Leader 2*	B, F	21	2364-2469-2581-2698-2818
Arena Maintenance Supervisor*	S	21	2364-2469-2581-2698-2818
Asst. Centre Manager--Facility Operations		23	2581-2698-2818-2943-3077
Asst. Centre Manager--Programs		23	2581-2698-2818-2943-3077
Asst. Chief Public Health Inspector	C	29	3360-3511-3670-3837-4010
Assistant to Coordinator of Volunteers		16	1896-1981-2070-2164-2261
Assistant Purchasing Agent		27	3077-3218-3360-3511-3670
Assistant Stadium Supervisor*		16	1896-1981-2070-2164-2261
Assistant Supervisor--Mapping & Drafting		26	2943-3077-3218-3360-3511
Assistant Supervisor--Tax Collection		19	2164-2261-2364-2469-2581
Attendant--Children*		8	1335-1396-1457-1525-1591
Booking Clerk		14	1737-1813-1896-1981-2070
Budget Accountant		30	3511-3670-3837-4010-4191
Budget Clerk--Office Supervisor		20	<del>2261-2364-2469-2581-2698</del>
Budget Clerk 1--Finance		19	2164-2261-2364-2469-2581
Budget Clerk 2--Finance		22	2469-2581-2698-2818-2943
Building Inspector 1		19	2164-2261-2364-2469-2581
Building Inspector 2		21	2364-2469-2581-2698-2818
Building Inspector 3	Q	26	2943-3077-3218-3360-3511
Building Permit Clerk		14	1737-1813-1896-1981-2070
Building Service Worker 1*	R	13+14%	1896-1980-2067-2161-2258
Buyer 1		19	2164-2261-2364-2469-2581
Buyer 2		24	2698-2818-2943-3077-3218
By-Law Enforcement Coordinator		23	2581-2698-2818-2943-3077
By-Law Enforcement Officer		21	2364-2469-2581-2698-2818
Cashier		15	1813-1896-1981-2070-2164
Cashier Attendant	B, M	13	1663-1737-1813-1896-1981
Cashier--Traffic		12	1591-1663-1737-1813-1896
Clerical Supervisor--Health Programs		16	1896-1981-2070-2164-2261
Clerk 1	A, N	10	1457-1525-1591-1663-1737
Clerk 2	V	13	1663-1737-1813-1896-1981
Clerk 3		17	1981-2070-2164-2261-2364
Clerk 4		19	2164-2261-2364-2469-2581

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range January 01 to June 30
Clerk 5		22	\$ 2469-2581-2698-2818-2943
Clerk—Audiometrist		14	1737-1813-1896-1981-2070
Clerk—Block Watch Program*		15	1813-1896-1981-2070-2164
Clerk—Data Entry operator		14	1737-1813-1896-1981-2070
Clerk—Fire Department Administration		17	1981-2070-2164-2261-2364
Clerk—Fire Prevention*		13	1663-1737-1813-1896-1981
Clerk—Home Care Services		13	1663-1737-1813-1896-1981
Clerk—Key-Punch Operator 1	A	13	1663-1737-1813-1896-1981
Clerk—Parks Operation & Maintenance	B, I	18	2070-2164-2261-2364-2469
Clerk—Purchasing		14	1737-1813-1896-1981-2070
Clerk—Traffic		12	1591-1663-1737-1813-1896
Clerk Stenographer 1	A	10	1457-1525-1591-1663-1737
Clerk Stenographer 2		12	1591-1663-1737-1813-1896
Clerk Stenographer 3		14	1737-1813-1896-1981-2070
Clerk Stenographer 4		17	1981-2070-2164-2261-2364
Clerk Typist 1	A	9	1396-1457-1525-1591-1663
Clerk Typist 2		11	1525-1591-1663-1737-1813
Clerk Typist 3	N	14	1737-1813-1896-1981-2070
Clerk Typist—Finance		16	1896-1981-2070-2164-2261
<del>Clerk Typist, Planning Assistant</del>			<del>1813-1896-1981-2070-2164</del>
Clerk Typist—Preventative Services		13	1663-1737-1813-1896-1981
Clerk Typist—RCMP		12	1591-1663-1737-1813-1896
Clerk Typist—Youth Services		12	1591-1663-1737-1813-1896
Client Services Specialist 1		23	2581-2698-2818-2943-3077
Client Services Specialist 2		26	2943-3077-3218-3360-3511
Communications operator 1	O	14+7%	1859-1940-2029-2120-2215
Communications operator 2	O	16+7%	2029-2120-2215-2315-2419
Community Youth Worker	S	22	2469-2581-2698-2818-2943
Computer operator 1	A	15	1813-1896-1981-2070-2164
Computer Operator 2		20	2261-2364-2469-2581-2698
Computer Programmer 1		22	2469-2581-2698-2818-2943
Computer Programmer 2		24	2698-2818-2943-3077-3218
Computer Programmer—Analyst		27	3077-3218-3360-3511-3670
Contracts Clerk		17	1981-2070-2164-2261-2364
Contracts Technician		25	2818-2943-3077-3218-3360
Coordinator—Fine Arts	S	23	2581-2698-2818-2943-3077
Coordinator—Recreation Programmes	S	20	2261-2364-2469-2581-2698
Coord. Special Serv. and Programmes	S	23	2581-2698-2818-2943-3077
Cost Estimator—Engineering		24	2698-2818-2943-3077-3218
C.P.I.C. Operator Clerk		13	1663-1737-1813-1896-1981
Custodial Guard	B, J	16	1896-1981-2070-2164-2261
Custodian—Municipal Hall Complex	B, I	16+7%	2029-2120-2215-2315-2419
Data Base Administrator*		30	3511-3670-3837-4010-4191
Development Plan Technician		24	2698-2818-2943-3077-3218
Dispatcher Clerk	B, I	20	2261-2364-2469-2581-2698

## SCHEDULE "A" (cont'd)

Page 21

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range Per Month January 01 to June 30
Drafting Clerk		12	\$ 1591-1663-1737-1813-1896
Draftsman 1	A	11	1525-1591-1663-1737-1813
Draftsman 2		17	1981-2070-2164-2261-2364
Draftsperson--Bldg. Maint. Div.	B	20	2261-2364-2469-2581-2698
Economic Development Coordinator		32	3837-4010-4191-4380-4577
Elder Citizens' Centre Coordinator	S	20	2581-2698
Electrical Inspector 1	Q	25	2818-2943-3077-3218-3360
Electrical Inspector 2	Q	27	3077-3218-3360-3511-3670
Engineering Inspector*	B	22	2469-2581-2698-2818-2943
Engineering Technician--Coord.		27	3077-3218-3360-3511-3670
Engineering Technician--Design		25	
Estimator 1--Engineering		23	2581-2698-2818-2943-3077
Fine and Performing Arts Programmer	S	20	2261-2364-2469-2581-2698
Fine Arts Leader	S	17	1981-2070-2164-2261-2364
Food Services worker		14	1737-1813-1896-1981-2070
<b>Golf Course Ranger</b>	<b>B,M</b>	<b>13</b>	<b>1663-1737-1813-1896-1981</b>
Graphics Artist		24	2698-2818-2943-3077-3218
Graphics Technician		21	2364-2469-2581-2698-2818
Iceman Janitor	B,J	15+7%	1940-2029-2120-2215-2315
Identification Technician--RCMP		16	1896-1981-2070-2164-2261
Implementation Technician		25	2818-2943-3077-3218-3360
Information Clerk		12	1591-1663-1737-1813-1896
Instrumentman 1A	D	17	1981-2070-2164-2261-2364
Instrumentman 2	D	21	2364-2469-2581-2698-2818
Janitor Leader	R	16+7%	2029-2120-2215-2315-2419
<b>Junior File Clerk</b>	<b>A</b>	<b>9</b>	<b>1396-1457-1525-1591-1663</b>
Landscape Technician		20	2261-2364-2469-2581-2698
Legal Secretary		16	1896-1981-2070-2164-2261
Legal Survey Technologist		23	2581-2698-2818-2943-3077
License Inspector		21	2364-2469-2581-2698-2818
Licensed Practical Nurse	T	16	1896-1981-2070-2164-2261
Lifeguard/Instructor--Aquatics	B,M	16	1896-1981-2070-2164-2261
Mail Clerk	A	9	1396-1457-1525-1591-1663
Mapping and Drafting Technician		19	2164-2261-2364-2469-2581
Mapping Technician 1		16	1896-1981-2070-2164-2261
Mapping Technician 2		20	2261-2364-2469-2581-2698
Mapping Technician 3		23	2581-2698-2818-2943-3077
Microfilm Operator	A	9	1396-1457-1525-1591-1663
Nutritionist		23	2581-2698-2818-2943-3077
Nutritionist--Long Term Care		23	2581-2698-2818-2943-3077
O.S.R. Clerk		13	1663-1737-1813-1896-1981
Office Supervisor--Sponsor	S	18	2070-2164-2261-2364-2469
Office Supervisor--Building Dept.		20	2261-2364-2469-2581-2698
Outdoor Leader 1	B,K	10	1457-1525-1591-1663-1737
Outdoor Leader 2	B,K	11	1525-1591-1663-1737-1813



## SCHEDULE "A" (CONT'D)

Page 22

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 salary Range January 01 to June 30
Outdoor Leader 3	B,K	14	\$ 1737-1813-1896-1981-2070
Outdoor Leader 4	B,K	15	1813-1896-1981-2070-2164
P.I.R.S./O.S.R. Operator		12	1591-1663-1737-1813-1896
Parking Patrolman	B,L	20	2261-2364-2469-2581-2698
Parks Design Supervisor		27	3077-3218-3360-3511-3670
Parks Design Technician		25	2818-2943-3077-3218-3360
Parks Janitor	R	13+14%	1896-1980-2067-2161-2258
Partsman 2	B,I	20	2261-2364-2469-2581-2698
Payroll Clerk 1		16	1896-1981-2070-2164-2261
Payroll Clerk 2		18	2070-2164-2261-2364-2469
Payroll Supervisor		25	2818-2943-3077-3218-3360
Permit Processing Clerk		15	1813-1896-1981-2070-2164
Physical Plant Maintenance Coordinator*	P	26	2943-3077-3218-3360-3511
Physical Plant Maintenance Man 1	W	17+7%	2120-2215-2315-2419-2529
Physical Plant Maintenance Man 2	B,I	23	2581-2698-2818-2943-3077
Plan Checking Assistant 1		19	2164-2261-2364-2469-2581
Plan Checking Assistant 2		21	2364-2469-2581-2698-2818
Plan Checking Assistant 3		24	2698-2818-2943-3077-3218
Plan Checking Supervisor		27	3077-3218-3360-3511-3670
Planner 1		28	3218-3360-3511-3670-3837
Planner 2	C	30	3511-3670-3837-4010-4191
Planner 3		33	4010-4191-4380-4577-4784
Planning Analyst-Programme Coordinator		26	2943-3077-3218-3360-3511
Planning Assistant 1	A	11	1525-1591-1663-1737-1813
Planning Assistant 2		17	1981-2070-2164-2261-2364
Planning Assistant 3		21	2364-2469-2581-2698-2818
Planning Technician		25	2818-2943-3077-3218-3360
Planning Technician--Information systems		21	2364-2469-2581-2698-2818
Planning Technician--Subdivisions and Rezoning		23	2581-2698-2818-2943-3077
Plumbing and Gas Inspector 1	Q	25	2818-2943-3077-3218-3360
Plumbing and Gas Inspector 2	Q	27	3077-3218-3360-3511-3670
Police Accounts Clerk		14	1737-1813-1896-1981-2070
Pool Janitor	B,J	16	1896-1981-2070-2164-2261
Printshop Clerk 1	A	10	1457-1525-1591-1663-1737
Printshop Clerk 2		11	1525-1591-1663-1737-1813
Printshop Operator		19	2164-2261-2364-2469-2581
Program Leader	S	10	1457-1525-1591-1663-1737
Property Rental Coordinator		24	2698-2818-2943-3077-3218
Property Valuator-Negotiator 1	C	22	2469-2581-2698-2818-2943
Property Valuator-Negotiator 2	C	28	3218-3360-3511-3670-3837
Psychologist		26	2943-3077-3218-3360-3511
Public Health Inspector A	C	19	2164-2261-2364-2469-2581
Public Health Inspector 1*	C	25	2818-2943-3077-3218-3360
RRAP Advisor		23	2581-2698-2818-2943-3077
Records Clerk--Clerk's Department		15	1813-1896-1981-2070-2164

CLASS TITLE	Schedule "g" Note	Pay Grade	1989 Salary Range Per Month January 01 to June 30
Records Clerk—Police		11	\$ 1525-1591-1663-1737-1813
Recreation Attendant 1	B,M	9	1396-1457-1525-1591-1663
Recreation Attendant 2	B,M	10	1457-1525-1591-1663-1737
Recreation Centre Supervisor 1	S	21	2364-2469-2581-2698-2818
Recreation Centre Supervisor 2	S	23	2581-2698-2818-2943-3077
Recreation Clerk 1	H	12	1591-1663-1737-1813-1896
Recreation Clerk 2	H	13	1663-1737-1813-1896-1981
Recreation Facility Attendant		11	1525-1591-1663-1737-1813
Recreation Leader 1	S	15	1813-1896-1981-2070-2164
Recreation Leader 2	S	17	1981-2070-2164-2261-2364
Recreation Programmer		19	2164-2261-2364-2469-2581
Recreation Programmer—Preschool Pro.		19	2164-2261-2364-2469-2581
Recreation Programmer—Rks & Aq.		19	2164-2261-2364-2469-2581
Rehabilitation Therapist—Home Care	U	23	2581-2698-2818-2943-3077
Rehabilitation Therapist—Long Term care	U	23	2581-2698-2818-2943-3077
Rehabilitation Therapist—Schools	U	23	2581-2698-2818-2943-3077
Research Officer—Parks Mtnc.	B	23	2581-2698-2818-2943-3077
Research Officer—Parks and Recreation		21	2364-2469-2581-2698-2818
Residential Heating Inspector		23	2581-2698-2818-2943-3077
Secretary to the Medical Health Officer		16	1896-1981-2070-2164-2261
Senior By-Law & Claims Inspector—Eng.	B,I	25	2818-2943-3077-3218-3360
Senior Iceman/Janitor*	B,J	18+7%	2215-2315-2419-2529-2642
Senior License Inspector		24	2698-2818-2943-3077-3218
Senior Printshop Operator		21	2364-2469-2581-2698-2818
Social Worker—Long Term Care		24	2698-2818-2943-3077-3218
Speech Language Pathologist		25	2818-2943-3077-3218-3360
Storekeeper—Fine Arts		13	1663-1737-1813-1896-1981
Storeman	B,I	19	2164-2261-2364-2469-2581
Supervisor—Building Inspections	Q	29	3360-3511-3670-3837-4010
Supervisor—central Stores	B,I	24	2698-2818-2943-3077-3218
Supervisor—Development Plan Approval		28	3218-3360-3511-3670-3837
Supervisor—Food Services	S	18	2070-2164-2261-2364-2469
Supervisor—Plumbing & Gas Inspections	Q	29	3360-3511-3670-3837-4010
Supervisor—Print Shop		24	2698-2818-2943-3077-3218
Supervisor—Public Health Inspections	C	27	3077-3218-3360-3511-3670
Supervisor—Sports & Outdoor Rec.	S	24	2698-2818-2943-3077-3218
Supervisor—Youth Services	S	24	2698-2818-2943-3077-3218
Survey Assistant	A,D	13	1663-1737-1813-1896-1981
Swangard Stadium Attendant	S,K	17	1981-2070-2164-2261-2364
systems Analyst		28	3218-3360-3511-3670-3837
Technical Supervisor—James Cowan Th.	T	19	2164-2261-2364-2469-2581
Technical Support Specialist		28	3218-3360-3511-3670-3837
Telephone Operator—Receptionist	A,E	11	1525-1591-1663-1737-1813
Theatre and Special-Events-Coord.		22	2469-2581-2698-2818-2943
Traffic Assistant 1		15	1813-1896-1981-2070-2164

CLASS TITIS	Schedule "B" Note	Pay Grade	1989 Salary Range January 01 to June 30	Per Month
Traffic Assistant 2		17	\$ 1981-2070-2164-2261-2364	
Traffic Assistant 3		24	2698-2818-2943-3077-3218	
Traffic Technician		25	2818-2943-3077-3218-3360	
Training and Safety Officer	B,X	25	2818-2943-3077-3218-3360	
Transportation Planning Technician		25	2818-2943-3077-3218-3360	
	V		-1 -19 -7 -4	
Water Service Inspector	B,I	21	2364-2469-2581-2698-2818	
word Processor Operator		14	1737-1813-1896-1981-2070	
works Inspector 1	B,I	18	2070-2164-2261-2364-2469	

Note:

\* Classes and/or pay grades that have been abolished, reclassified and/or revalued subsequent to 1988 January 01 are only effective up to or from the date such change occurred.

Effective 1989 January 01:

Eligibility for advancement from one step (increment) to the next is as follows:

Pay Grades 9 to 14 - 6 month eligibility to move from steps 1 to 2 and 2 to 3; thereafter 12 month eligibility.

Pay Grade 15 - 6 month eligibility to move from step 1 to 2; thereafter 12 month eligibility.

Pay Grade 16 and above - 12 month eligibility.

SCHEDULE "A" (cont'd)

Page 25

## THE CORPORATION OF THE DISTRICT OF BURNABY

## INSIDE PAY CONVERSION SCHEDULE - REGULAR RATES

Effective 1989 January 01 to 1989 June 30

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Monthly	Bi-Weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi-Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,336	613.90	61.39	16,020	8.77	7.68	623.00	8.90	7.79
-	1,396	641.90	64.19	16,752	9.17	8.03	651.70	9.31	8.15
-	1,457	669.90	66.99	17,484	9.57	8.38	680.40	9.72	8.50
-	1,525	701.40	70.14	18,300	10.02	8.77	711.90	10.17	8.90
8	1,591	731.50	73.15	19,092	10.45	9.15	742.70	10.61	9.28
9	1,663	765.10	76.51	19,956	10.93	9.56	776.30	11.09	9.70
10	1,737	798.70	79.87	20,844	11.41	9.99	810.60	11.58	10.14
11	1,813	833.70	83.37	21,756	11.91	10.42	846.30	12.09	10.58
12	1,896	872.20	87.22	22,752	12.46	10.90	885.50	12.65	11.06
13	1,981	911.40	91.14	23,772	13.02	11.39	924.70	13.21	11.56
14	2,070	952.00	95.20	24,840	13.60	11.90	966.70	13.81	12.08
15	2,164	995.40	99.54	25,968	14.22	12.44	1,010.10	14.43	12.63
16	2,261	1,040.20	104.02	27,132	14.86	13.00	1,055.60	15.08	13.19
17	2,364	1,087.10	108.71	28,368	15.53	13.59	1,103.90	15.77	13.80
18	2,469	1,135.40	113.54	29,628	16.22	14.20	1,152.90	16.47	14.41
19	2,581	1,187.20	118.72	30,972	16.96	14.84	1,204.70	17.21	15.06
20	2,698	1,241.10	124.11	32,376	17.73	15.51	1,259.30	17.99	15.74
21	2,818	1,296.40	129.64	33,816	18.52	16.20	1,315.30	18.79	16.45
22	2,943	1,353.80	135.38	35,316	19.34	16.92	1,374.10	19.63	17.17
23	3,077	1,415.40	141.54	36,924	20.22	17.69	1,436.40	20.52	17.96
24	3,218	1,480.50	148.05	38,616	21.15	18.50	1,502.20	21.46	18.78
25	3,360	1,545.60	154.56	40,320	22.08	19.32	1,568.70	22.41	19.61
26	3,511	1,614.90	161.49	42,132	23.07	20.19	1,639.40	23.42	20.49
27	3,670	1,688.40	168.84	44,040	24.12	21.10	1,713.60	24.48	21.42
28	3,837	1,764.70	176.47	46,044	25.21	22.06	1,791.30	25.59	22.39
29	4,010	1,844.50	184.45	48,120	26.35	23.06	1,871.80	26.74	23.40
30	4,191	1,927.80	192.78	50,292	27.54	24.10	1,956.50	27.95	24.46
31	4,380	2,014.60	201.46	52,560	28.78	25.18	2,044.70	29.21	25.56
32	4,577	2,105.60	210.56	54,924	30.08	26.32	2,137.10	30.53	26.71
33	4,784	2,200.80	220.08	57,408	31.44	27.51	2,233.70	31.91	27.92

- Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six month probationary period.

SCHEDULE "A" (cont'd)

Page 26

## CORPORATION OF THE DISTRICT OF BURNABY

## INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATES

Effective 1989 January 01 to 1989 June 30

	Basic Rate					Basic Rate + 1-1/2%		
	Monthly	Bi-Weekly	Yearly	Hourly		Bi-Weekly	Hourly	
				37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<b>Pay Grade 13 + 14%</b>								
Step 1	1,896	872.00	22,752			884.80		11.0
2	1,980	910.40	23,760		10.90	924.00		11.5
3	2,067	950.40	24,804		11.38	964.80		12.0
4	2,161	993.60	25,932		11.88	1,008.80		12.6
5	2,258	1,038.40	27,096		12.42	1,054.40		13.1
<b>Pay Grade 14 + 7%</b>								
Step 1	1,859	855.00	22,308			867.75		11.57
2	1,940	892.50	23,280		11.40	906.00		12.08
3	2,029	933.00	24,348		11.90	947.25		12.63
4	2,120	975.00	25,440		12.44	990.00		13.20
5	2,215	1,018.50	26,580		13.00	1,034.25		13.79
<b>Pay Grade 15 + 7%</b>								
Step 1	1,940	892.50	23,280			906.00		12.08
2	2,029	933.00	24,348		11.90	947.25		12.63
3	2,120	975.00	25,440		11.67	990.00		13.20
4	2,215	1,018.50	26,580		12.19	1,034.25		13.79
5	2,315	1,065.00	27,780		12.74	1,080.75		14.41
<b>Pay Grade 16 + 7%</b>								
Step 1	2,029	933.00	24,348			947.25		12.63
2	2,120	975.00	25,440		11.67	990.00		13.20
3	2,215	1,018.50	26,580		12.19	1,034.25		13.79
4	2,315	1,065.00	27,780		12.74	1,080.75		14.41
5	2,419	1,113.00	29,028		13.31	1,129.50		15.06
<b>Pay Grade 17 + 7%</b>								
Step 1	2,120	975.00	25,440			990.00		13.20
2	2,215	1,018.50	26,580		12.44	1,034.25		13.79
3	2,315	1,065.00	27,780		13.00	1,080.75		14.41
4	2,419	1,113.00	29,028		13.58	1,129.50		15.06
5	2,529	1,163.25	30,348		14.16	1,180.50		15.74

SCHEDULE "A" (cont'd)

Page 27

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1989 January 01 to 1989 June 30

	Basic Rate					Basic Rate + 1-1/2%		
	Monthly	Bi-weekly	yearly	Hourly		Bi-weekly	Hourly	
				37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<u>Pay Grade 18 + 7%</u>								
Step 1	2,215	1,019.20	26,580		12.74	1,034.40		12.
2	2,315	1,064.80	27,780		13.31	1,080.80		13.
3	2,419	1,112.80	29,028		13.91	1,129.60		14.
4	2,529	1,163.20	30,348		14.54	1,180.80		14.
5	2,642	1,215.20	31,704		15.19	1,233.60		15.
<u>Pay Grade 21 + 7%</u>								
Step 1	2,529	1,163.25	30,348	15.51	14.54	1,180.50	15.74	14.
2	2,642	1,215.00	31,704	16.20	15.19	1,233.75	16.45	15.
3	2,762	1,270.50	33,144	16.94	15.88	1,289.25	17.19	16.
4	2,887	1,328.25	34,644	17.71	16.60	1,347.75	17.97	16.
5	3,015	1,386.75	36,180	18.49	17.33	1,407.75	18.77	17.
<u>Pay Grade 24 + 7%</u>								
step 1	2,887	1,328.25	34,644	17.71	16.60	1,347.75	17.97	16.
2	3,015	1,386.75	36,180	18.49	17.33	1,407.75	18.77	17.
3	3,149	1,448.25	37,788	19.31	18.11	1,470.00	19.60	18.
4	3,292	1,514.25	39,504	20.19	18.93	1,536.75	20.49	19.
5	3,443	1,584.00	41,316	21.12	19.80	1,607.25	21.43	20.
<u>Pay Grade 25 + 7%</u>								
step 1	3,015	1,386.75	36,180	18.49	17.33	1,407.75	18.77	17.
2	3,149	1,448.25	37,788	19.31	18.11	1,470.00	19.60	18.
3	3,292	1,514.25	39,504	20.19	18.93	1,536.75	20.49	19.
4	3,443	1,584.00	41,316	21.12	19.80	1,607.25	21.43	20.
5	3,595	1,653.75	43,140	22.05	20.67	1,678.50	22.38	20.
<u>Pay Grade 26 + 7%</u>								
Step 1	3,149	1,448.25	37,788	19.31	18.11	1,470.00	19.60	18.
2	3,292	1,514.25	39,504	20.19	18.93	1,536.75	20.49	19.
3	3,443	1,584.00	41,316	21.12	19.80	1,607.25	21.43	20.
4	3,595	1,653.75	43,140	22.05	20.67	1,678.50	22.38	20.
5	3,757	1,728.00	45,084	23.04	21.60	1,754.25	23.39	21.

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed : months' probationary period.

SCHEDULE "A" (cont'd)

Page 28

## THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "A" - INSIDE DIVISION - 1989

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range July 01 to December 31
Accountant---Cash Manager	C	29	\$ 3394-3546-3707-3875-4050
Accounting Clerk 1		14	1754-1831-1915-2001-2091
Accounting Clerk 2		17	2001-2091-2186-2284-2388
Accounting Clerk 3		20	2284-2388-2494-2607-2725
Accounting Clerk---Health*		17	2001-2091-2186-2284-2388
Administrative Asst.---Fire Dept.		21	2388-2494-2607-2725-2846
Administrative Assistant---Preventative Services		19	2186-2284-2388-2494-2607
Administrative Clerk---Engineering		21	2388-2494-2607-2725-2846
Administrative Officer 1---Clerks' Dept.	C	22	2494-2607-2725-2846-2972
Administrative Officer 2---Clerks' Dept.		24	2725-2846-2972-3108-3250
Administrator---volunteer Services		24	2725-2846-2972-3108-3250
Aquatic Leader 1*	B,F	17	2001-2091-2186-2284-2388
Aquatic Leader 2*	B,F	21	2388-2494-2607-2725-2846
Arena Maintenance Supervisor*	S	21	2388-2494-2607-2725-2846
Asst. Centre Manager---Facility Operations		23	2607-2725-2846-2972-3108
Asst. Centre Manager---Programs		23	2607-2725-2846-2972-3108
Asst. Chief Public Health Inspector	C	29	3394-3546-3707-3875-4050
Assistant to Coordinator of Volunteers		16	1915-2001-2091-2186-2284
Assistant Purchasing Agent		27	3108-3250-3394-3546-3707
Assistant Stadium Supervisor*		16	1915-2001-2091-2186-2284
Assistant Supervisor---Mapping & Drafting		26	2972-3108-3250-3394-3546
Assistant Supervisor---Tax Collection		19	2186-2284-2388-2494-2607
Attendant---Children*		8	1348-1410-1472-1540-1607
Booking Clerk		14	1754-1831-1915-2001-2091
Budget Accountant		30	3546-3707-3875-4050-4233
Budget Clerk---Office Supervisor		20	2284-2388-2494-2607-2725
Budget Clerk 1---Finance		19	2186-2284-2388-2494-2607
Budget Clerk 2---Finance		22	2494-2607-2725-2846-2972
Building Inspector 1		19	2186-2284-2388-2494-2607
Building Inspector 2		21	2388-2494-2607-2725-2846
Building Inspector 3	Q	26	2972-3108-3250-3394-3546
Building Permit Clerk		14	1754-1831-1915-2001-2091
Building Service Worker 1*	R	13+14%	1915-2000-2087-2183-2281
Buyer 1		19	2186-2284-2388-2494-2607
Buyer 2		24	2725-2846-2972-3108-3250
By-Law Enforcement Coordinator		23	2607-2725-2846-2972-3108
By-Law Enforcement Officer		21	2388-2494-2607-2725-2846
Cashier		15	1831-1915-2001-2091-2186
Cashier Attendant	B,M	13	1680-1754-1831-1915-2001
Cashier---Traffic		12	1607-1680-1754-1831-1915
Clerical Supervisor---Health Programs		16	1915-2001-2091-2186-2284
Clerk 1	A,N	10	1472-1540-1607-1680-1754
Clerk 2	V	13	1680-1754-1831-1915-2001
Clerk 3		17	2001-2091-2186-2284-2388
Clerk 4		19	2186-2284-2388-2494-2607

## SCHEDULE "A" (cont'd)

Page 29

CLASS TITLE	Schedule 3" Note	Pay Grade	1989 Salary Range Per Month July 01 to December 31
Clerk 5		22	\$ 2494-2607-2725-2846-2972
Clerk—Audiometrist		14	1754-1831-1915-2001-2091
Clerk—Block Watch Program*		15	1831-1915-2001-2091-2186
Clerk—Data Entry operator		14	1754-1831-1915-2001-2091
Clerk—Fire Department Administration		17	2001-2091-2186-2284-2388
Clerk—Fire Prevention*		13	1680-1754-1831-1915-2001
Clerk—Home Care Services		13	1680-1754-1831-1915-2001
Clerk—Key-Punch Operator 1	A	13	1680-1754-1831-1915-2001
Clerk—Parks Operation & Maintenance	B, I	18	2091-2186-2284-2388-2494
Clerk—Purchasing		14	1754-1831-1915-2001-2091
Clerk—Traffic		12	1607-1680-1754-1831-1915
Clerk Stenographer 1	A	10	1472-1540-1607-1680-1754
Clerk Stenographer 2		12	1607-1680-1754-1831-1915
Clerk Stenographer 3		14	1754-1831-1915-2001-2091
Clerk Stenographer 4		17	2001-2091-2186-2284-2388
Clerk Typist 1	A	9	1410-1472-1540-1607-1680
Clerk Typist 2		11	1540-1607-1680-1754-1831
Clerk Typist 3	N	14	1754-1831-1915-2001-2091
Clerk Typist—Finance		16	1915-2001-2091-2186-2284
<del>Clerk Typist/Planning Assistant</del>			<del>2001-2091-2186-2284-2388</del>
Clerk Typist—Preventative Services		13	1680-1754-1831-1915-2001
Clerk Typist—RCMP		12	1607-1680-1754-1831-1915
Clerk Twist—Youth Services		12	1607-1680-1754-1831-1915
Client Services Specialist 1		23	2607-2725-2846-2972-3108
Client Services Specialist 2		26	2972-3108-3250-3394-3546
Communications Operator 1	O	14+7%	1877-1959-2049-2141-2237
Communications Operator 2	O	16+7%	2049-2141-2237-2339-2444
Community Youth Worker	S	22	2494-2607-2725-2846-2972
Computer Operator 1	A	15	1831-1915-2001-2091-2186
Computer Operator 2		20	2284-2388-2494-2607-2725
Computer Programmer 1		22	2494-2607-2725-2846-2972
Computer Programmer 2		24	2725-2846-2972-3108-3250
Computer Programmer—Analyst		27	3108-3250-3394-3546-3707
Contracts Clerk		17	2001-2091-2186-2284-2388
Contracts Technician		25	2846-2972-3108-3250-3394
Coordinator—Fine Arts	S	23	2607-2725-2846-2972-3108
Coordinator—Recreation Programmes	S	20	2284-2388-2494-2607-2725
Coord. Special Serv. and Programmes	S	23	2607-2725-2846-2972-3108
Cost Estimator—Engineering		24	2725-2846-2972-3108-3250
C.P.I.C. Operator Clerk		13	1680-1754-1831-1915-2001
Custodial Guard	B, J	16	1915-2001-2091-2186-2284
Custodian—Municipal Hall Complex	B, I	16+7%	2049-2141-2237-2339-2444
Data Base Administrator*		30	3546-3707-3875-4050-4233
Development Plan Technician		24	2725-2846-2972-3108-3250
Dispatcher Clerk	B, I	20	2284-2388-2494-2607-2725



## SCHEDULE "A" (cont'd)

Page 30

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range Per Month July 01 to December 31
Drafting Clerk		12	\$ 1607-1680-1754-1831-1915
Draftsman 1	A	11	1540-1607-1680-1754-1831
Draftsman 2		17	2001-2091-2186-2284-2388
Draftsperson--Bldg. Maint. Div.	B	20	2284-2388-2494-2607-2725
Economic Development Coordinator		32	3875-4050-4233-4424-4623
Elder Citizens' Centre Coordinator	S	20	2284-2388-2494-2607-2725
Electrical Inspector 1	Q	25	2846-2972-3108-3250-3394
Electrical Inspector 2	Q	27	3108-3250-3394-3546-3707
Engineering Inspector*	B	22	2494-2607-2725-2846-2972
Engineering Technician--Coord.		27	3108-3250-3394-3546-3707
Engineering Technician--Design		25	2846-2972-3108-3250-3394
Estimator 1--Engineering		23	2607-2725-2846-2972-3108
Fine and Performing Arts Programmer	S	20	2284-2388-2494-2607-2725
Fine Arts Leader	S	17	2001-2091-2186-2284-2388
Food Services Worker		14	1754-1831-1915-2001-2091
Golf Course Ranger	B,M	13	1680-1754-1831-1915-2001
Graphics Artist		24	2725-2846-2972-3108-3250
Graphics Technician		21	2388-2494-2607-2725-2846
Iceman Janitor	B,J	15+7%	1959-2049-2141-2237-2339
Identification Technician--RCMP		16	1915-2001-2091-2186-2284
Implementation Technician		25	2846-2972-3108-3250-3394
Information Clerk		12	1607-1680-1754-1831-1915
Instrumentman 1A	D	17	2001-2091-2186-2284-2388
Instrumentman 2	D	21	2388-2494-2607-2725-2846
Janitor Leader	R	16+7%	2049-2141-2237-2339-2444
Junior File Clerk	A	9	1410-1472-1540-1607-1680
Landscape Technician		20	2284-2388-2494-2607-2725
Legal Secretary		16	1915-2001-2091-2186-2284
Legal Survey Technologist		23	2607-2725-2846-2972-3108
License Inspector		21	2388-2494-2607-2725-2846
Licensed Practical Nurse	T	16	1915-2001-2091-2186-2284
Lifeguard/Instructor--Aquatics	B,M	16	1915-2001-2091-2186-2284
Mail Clerk	A	9	1410-1472-1540-1607-1680
Mapping and Drafting Technician		19	2186-2284-2388-2494-2607
Mapping Technician 1		16	1915-2001-2091-2186-2284
Mapping Technician 2		20	2284-2388-2494-2607-2725
Mapping Technician 3		23	2607-2725-2846-2972-3108
Microfilm Operator	A	9	1410-1472-1540-1607-1680
Nutritionist		23	2607-2725-2846-2972-3108
Nutritionist--Long Term Care		23	2607-2725-2846-2972-3108
O.S.R. Clerk		13	1680-1754-1831-1915-2001
Office Supervisor--Bonsor	S	18	2091-2186-2284-2388-2494
Office Supervisor--Building Dept.		20	2284-2388-2494-2607-2725
Outdoor Leader 1	B,K	10	1472-1540-1607-1680-1754
Outdoor Leader 2	B,K	11	1540-1607-1680-1754-1831

## SCHEDULE "A" (CONT'D)

Page 31

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range Per Month July 01 to December 31
Outdoor Leader 3	B,K	14	\$ 1754-1831-1915-2001-2091
Outdoor Leader 4	B,K	15	1831-1915-2001-2091-2186
P.I.R.S./O.S.R. Operator		12	1607-1680-1754-1831-1915
Parking Patrolman	B,L	20	2284-2388-2494-2607-2725
Parks Design Supervisor		27	3108-3250-3394-3546-3707
Parks Design Technician		25	2846-2972-3108-3250-3394
Parks Janitor	R	13+14%	1915-2000-2087-2183-2281
Partsman 2	B,I	20	2264-2388-2494-2607-2725
Payroll Clerk 1		16	1915-2001-2091-2186-2284
Payroll Clerk 2		18	2091-2186-2284-2388-2494
Payroll Supervisor		25	2846-2972-3108-3250-3394
Permit Processing Clerk		15	1831-1915-2001-2091-2186
Physical Plant Maintenance Coordinator*	P	26	2972-3108-3250-3394-3546
Physical Plant Maintenance Man 1	W	17+7%	2141-2237-2339-2444-2555
Physical Plant Maintenance Man 2	B,I	23	2607-2725-2846-2972-3108
Plan Checking Assistant 1		19	2186-2284-2388-2494-2607
Plan Checking Assistant 2		21	2388-2494-2607-2725-2846
Plan Checking Assistant 3		24	2725-2846-2972-3108-3250
Plan Checking Supervisor		27	3108-3250-3394-3546-3707
Planner 1		28	3250-3394-3546-3707-3875
Planner 2	C	30	3546-3707-3875-4050-4233
Planner 3		33	4050-4233-4424-4623-4832
Planning Analyst-Programs Coordinator		26	2972-3108-3250-3394-3546
Planning Assistant 1	A	11	1540-1607-1680-1754-1831
Planning Assistant 2		17	2001-2091-2186-2284-2388
Planning Assistant 3		21	2494-2607-2725-2846
Planning Technician		25	2846-2972-3108-3250-3394
Planning Technician—Information Systems		21	2388-2494-2607-2725-2846
Planning Technician—Subdivisions and Rezoning		23	2607-2725-2846-2972-3108
Plumbing and Gas Inspector 1	O	25	2846-2972-3108-3250-3394
Plumbing and Gas Inspector 2	Q	27	3108-3250-3394-3546-3707
Police Accounts Clerk		14	1754-1831-1915-2001-2091
Pool Janitor	B,J	16	1915-2001-2091-2186-2284
Printshop Clerk 1	A	10	1472-1540-1607-1680-1754
Printshop Clerk 2		11	1540-1607-1680-1754-1831
Printshop operator		19	2186-2284-2388-2494-2607
Program Leader	S	10	1472-1540-1607-1680-1754
Property Rental Coordinator		24	2725-2846-2972-3108-3250
Property Valuator-Negotiator 1	C	22	2494-2607-2725-2846-2972
Property Valuator-Negotiator 2	C	28	3250-3394-3546-3707-3875
Psychologist		26	2972-3108-3250-3394-3546
Public Health Inspector A	C	19	2186-2284-2388-2494-2607
Public Health Inspector 1*	C	25	2846-2972-3108-3250-3394
Public Health Advisor		23	2607-2725-2846-2972-3108
Records Clerk—Clerk's Department		15	1831-1915-2001-2091-2186

## SCHEDULE "A" (cont'd)

Page 32

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range Per Month July 01 to December 31
Records Clerk—Police		11	\$ 1540-1607-1680-1754-1831
Recreation Attendant 1	B,M	9	1410-1472-1540-1607-1680
Recreation Attendant 2	B,M	10	1472-1540-1607-1680-1754
Recreation Centre Supervisor 1	S	21	2388-2494-2607-2725-2846
Recreation Centre Supervisor 2	S	23	2607-2725-2846-2972-3108
Recreation Clerk 1	H	12	1607-1680-1754-1831-1915
Recreation Clerk 2	H	13	1680-1754-1831-1915-2001
Recreation Facility Attendant		11	1540-1607-1680-1754-1831
Recreation Leader 1	S	15	1831-1915-2001-2091-2186
Recreation Leader 2	S	17	2001-2091-2186-2284-2388
Recreation Programmer		19	2186-2284-2388-2494-2607
Recreation Programmer—Preschool Pro.		19	2186-2284-2388-2494-2607
Recreation Programmer—Rks & Ad.		19	2186-2284-2388-2494-2607
Rehabilitation Therapist—Home *Care	U	23	2607-2725-2846-2972-3108
Rehabilitation Therapist—Long Term Care	U	23	2607-2725-2846-2972-3108
Rehabilitation Therapist—Schools	U	23	2607-2725-2846-2972-3108
Research Officer—Parks Mtncs.	B	23	2607-2725-2846-2972-3108
Research Officer—Parks and Recreation		21	2388-2494-2607-2725-2846
Residential Heating Inspector		23	2607-2725-2846-2972-3108
Secretary to the medical Health Officer		16	1915-2001-2091-2186-2284
Senior By-Law & Claims Inspector—Eng.	B,I	25	2846-2972-3108-3250-3394
Senior Iceman/Janitor*	B,J	18+7%	2237-2339-2444-2555-2669
Senior License Inspector		24	2725-2846-2972-3108-3250
Senior Printshop Operator		21	2388-2494-2607-2725-2846
Social worker—Long Term Care		24	2725-2846-2972-3108-3250
Speech Language Pathologist		25	2846-2972-3108-3250-3394
Storekeeper—Fine Arts		13	1680-1754-1831-1915-2001
Storeman	B,I	19	2186-2284-2388-2494-2607
Supervisor—Building Inspections	Q	29	3394-3546-3707-3875-4050
Supervisor—Central Stores	B,I	24	2725-2846-2972-3108-3250
Supervisor—Development Plan Approval		28	3250-3394-3546-3707-3875
Supervisor—Food Services	S	18	2091-2186-2284-2388-2494
Supervisor—Plumbing & Gas Inspections	Q	29	3394-3546-3707-3875-4050
Supervisor—Print Shop		24	2725-2846-2972-3108-3250
Supervisor—Public Health Inspections	C	27	3108-3250-3394-3546-3707
Supervisor—Sports & Outdoor Rec.	S	24	2725-2846-2972-3108-3250
Supervisor—Youth Services	S	24	2725-2846-2972-3108-3250
Survey Assistant	A,D	13	1680-1754-1831-1915-2001
Swangard Stadium Attendant	B,K	17	2001-2091-2186-2284-2388
system Analyst		28	3250-3394-3546-3707-3875
Technical Supervisor—James Cowan Th.	T	19	2186-2284-2388-2494-2607
Technical Support Specialist		28	3250-3394-3546-3707-3875
Telephone Operator—Receptionist	A,E	11	1540-1607-1680-1754-1831
Theatre and Special Events Coord.		22	2494-2607-2725-2846-2972
Traffic Assistant 1		15	1831-1915-2001-2091-2186

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range per Month July 01 to December 31
Traffic Assistant 2		17	\$ 2001-2091-2186-2284-2388
Traffic Assistant 3		24	2725-2846-2972-3108-3250
Traffic Technician		25	2846-2972-3108-3250-3394
Training and Safety Officer	B,X	25	2846-2972-3108-3250-3394
Transportation Planning Technician		25	2846-2972-3108-3250-3394
Utilities Information Clerk	V	15	1831-1915-2001-2091-2186
Water Service Inspector	B,I	21	2388-2494-2607-2725-2846
Word Processor operator		14	1754-1831-1915-2001-2091
Works Inspector 1	B,I	18	2091-2186-2284-2388-2494

## Note:

- \* Classes and/or pay grades that have been abolished, reclassified and/or revalued subsequent to 1988 January 01 are only effective up to or from the date such change occurred.

Effective 1989 January 01:

Eligibility for advancement from one step (increment) to the next is as follows:

Pay Grades 9 to 14 - 6 month eligibility to move from steps 1 to 2 and 2 to 3; thereafter 12 month eligibility.

Pay Grade 15 - 6 month eligibility to move from step 1 to 2; thereafter 12 month eligibility.

Pay Grade 16 and above - 12 month eligibility.

SCHEDULE "A" (cont'd)

Page 3/

THE CORPORATION OF THE DISTRICT OF BURNABYINSIDE PAY CONVERSION SCHEDULE - REGULAR RATESEffective 1989 July 01 to 1989 December 31

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Bi- Monthly	Bi- Weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi- Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,348	620.20	62.02	16,176	8.86	7.75	629.30	8.99	7.87
-	1,410	648.20	64.82	16,920	9.26	8.11	658.00	9.40	8.23
-	1,472	676.90	67.69	17,664	9.67	8.46	687.40	9.82	8.59
-	1,540	708.40	70.84	18,480	10.12	8.85	718.90	10.27	8.99
8	1,607	739.20	73.92	19,284	10.56	9.24	750.40	10.72	9.38
9	1,680	772.80	77.28	20,160	11.04	9.66	784.00	11.20	9.80
10	1,754	807.10	80.71	21,048	11.53	10.08	819.00	11.70	10.24
11	1,831	842.10	84.21	21,972	12.03	10.53	854.70	12.21	10.69
12	1,915	880.60	88.06	22,980	12.58	11.01	893.90	12.77	11.18
13	2,001	920.50	92.05	24,012	13.15	11.50	934.50	13.35	11.68
14	2,091	961.80	96.18	25,092	13.74	12.02	976.50	13.95	12.20
15	2,186	1,005.20	100.52	26,232	14.36	12.57	1,020.60	14.58	12.76
16	2,284	1,050.70	105.07	27,408	15.01	13.13	1,066.10	15.23	13.33
17	2,388	1,098.30	109.83	28,656	15.69	13.73	1,115.10	15.93	13.94
18	2,494	1,147.30	114.73	29,928	16.39	14.34	1,164.10	16.63	14.55
19	2,607	1,199.10	119.91	31,284	17.13	14.99	1,217.30	17.39	15.21
20	2,725	1,253.70	125.37	32,700	17.91	15.67	1,271.90	18.17	15.90
21	2,846	1,309.00	130.90	34,152	18.70	16.36	1,328.60	18.98	16.6
22	2,972	1,367.10	136.71	35,664	19.53	17.09	1,387.40	19.82	17.30
23	3,108	1,429.40	142.94	37,296	20.42	17.87	1,451.10	20.73	18.10
24	3,250	1,495.20	149.52	39,000	21.36	18.69	1,517.60	21.68	18.90
25	3,394	1,561.00	156.10	40,728	22.30	19.51	1,584.80	22.64	19.8
26	3,546	1,631.00	163.10	42,552	23.30	20.39	1,655.50	23.65	20.60
27	3,707	1,705.20	170.52	44,484	24.36	21.31	1,730.40	24.72	21.6
28	3,875	1,782.20	178.22	46,500	25.46	22.28	1,808.80	25.84	22.6
29	4,050	1,862.70	186.27	48,600	26.61	23.29	1,890.70	27.01	23.6
30	4,233	1,946.70	194.67	50,796	27.81	24.34	1,976.10	28.23	24.7
31	4,424	2,034.90	203.49	53,088	29.07	25.44	2,065.70	29.51	25.8
32	4,623	2,126.60	212.66	55,476	30.38	26.58	2,158.10	30.83	26.9
33	4,832	2,222.50	222.25	57,984	31.75	27.78	2,256.10	32.23	28.1

- Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2% applies to Regular Full-Time Employees having compl six month probationary period.

SCHEDULE "A" (cont'd)

Page 35

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1989 July 01 to 1989 December 31

Monthly	Basic Rate			Basic Rate + 1-1/2%			
	Bi-Weekly	Yearly	Hourly	Bi-Weekly	Yearly	Hourly	
			37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<u>Pay Grade 13 + 14%</u>							
Step 1	1,915	880.80	22,980	11.01		894.40	11.18
2	2,000	920.00	24,000	11.50		933.60	11.67
3	2,087	960.00	25,044	12.00		974.40	12.18
4	2,183	1,004.00	26,196	12.55		1,019.20	12.74
5	2,281	1,048.80	27,372	13.11		1,064.80	13.31
<u>Pay Grade 14 + 7%</u>							
Step 1	1,877	863.25	22,524	11.51		876.00	11.68
2	1,959	900.75	23,508	12.01		914.25	12.19
3	2,049	942.75	24,588	12.57		956.25	12.75
4	2,141	984.75	25,692	13.13		999.75	13.33
5	2,237	1,029.00	26,844	13.72		1,044.00	13.92
<u>Pay Grade 15 + 7%</u>							
Step 1	1,959	900.75	23,508	12.01	11.26	914.25	12.19
2	2,049	942.75	24,588	12.57	11.78	956.25	12.75
3	2,141	984.75	25,692	13.13	12.31	999.75	13.33
4	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92
5	2,339	1,075.50	28,068	14.34	13.45	1,092.00	14.56
<u>Pay Grade 16 + 7%</u>							
Step 1	2,049	942.75	24,588	12.57	11.78	956.25	12.75
2	2,141	984.75	25,692	13.13	12.31	999.75	13.33
3	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92
4	2,339	1,075.50	28,068	14.34	13.45	1,092.00	14.56
5	2,444	1,124.25	29,328	14.99	14.05	1,140.75	15.21
<u>Pay Grade 17 + 7%</u>							
Step 1	2,141	984.75	25,692	13.13	12.31	999.75	13.33
2	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92
3	2,339	1,075.50	28,068	14.34	13.45	1,092.00	14.56
4	2,444	1,124.25	29,328	14.99	14.05	1,140.75	15.21
5	2,555	1,175.25	30,660	15.67	14.69	1,192.50	15.90

## INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATES

Effective 1989 July 01 to 1989 December 31

	Basic Rate			Hourly		Basic Rate + 1-1/2%		
	Monthly	Bi-Weekly	Yearly	37-1/2/wk.	40/wk.	Bi-Weekly	37-1/2/wk. Hourly	40/wk.
<u>Pay Grade 18 + 7%</u>								
Step 1	2,237	1,028.80	25,844		12.86	1,044.00		13.05
2	2,339	1,076.00	28,068		13.45	1,092.00		13.65
3	2,444	1,124.00	29,328		14.05	1,140.80		14.26
4	2,555	1,175.20	30,660		14.69	1,192.80		14.91
5	2,669	1,228.00	32,028		15.35	1,246.40		15.58
<u>Pay Grade 21 + 7%</u>								
Step 1	2,555	1,175.25	30,660	15.67	14.69	1,192.50	15.90	14.91
2	2,669	1,227.75	32,028	16.37	15.35	1,245.75	16.61	15.58
3	2,789	1,282.50	33,468	17.10	16.04	1,302.00	17.36	16.28
4	2,916	1,341.00	34,992	17.88	16.77	1,361.25	18.15	17.02
5	3,045	1,400.25	36,540	18.67	17.51	1,421.25	18.95	17.77
<u>Pay Grade 24 + 7%</u>								
Step 1	2,916	1,341.00	34,992	17.88	16.77	1,361.25	18.15	17.02
2	3,045	1,400.25	36,540	18.67	17.51	1,421.25	18.95	17.77
3	3,180	1,462.50	38,160	19.50	18.28	1,485.00	19.80	18.58
4	3,326	1,530.00	39,912	20.40	19.12	1,552.50	20.70	19.47
5	3,478	1,599.75	41,736	21.33	20.00	1,623.75	21.65	20.30
<u>Pay Grade 25 + 7%</u>								
Step 1	3,045	1,400.25	36,540	18.67	17.51	1,421.25	18.95	17.77
2	3,180	1,462.50	38,160	19.50	18.28	1,485.00	19.80	18.58
3	3,326	1,530.00	39,912	20.40	19.12	1,552.50	20.70	19.47
4	3,478	1,599.75	41,736	21.33	20.00	1,623.75	21.65	20.30
5	3,632	1,670.25	43,584	22.27	20.88	1,695.75	22.61	21.26
<u>Pay Grade 26 + 7%</u>								
Step 1	3,180	1,462.50	38,160	19.50	18.28	1,485.00	19.80	18.58
2	3,326	1,530.00	39,912	20.40	19.12	1,552.50	20.70	19.47
3	3,478	1,599.75	41,736	21.33	20.00	1,623.75	21.65	20.30
4	3,632	1,670.25	43,584	22.27	20.88	1,695.75	22.61	21.26
5	3,794	1,745.25	45,528	23.27	21.81	1,771.50	23.62	22.16

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six months' probationary period.

## THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "A" - INSIDE DIVISION - 1990

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range January 01 to June 30	Per Month to June 30
Accountant--Cash Manager	C	29	\$ 3547-3706-3874-4049-4232	
Accounting Clerk 1		14	1833-1913-2001-2091-2185	
Accounting Clerk 2		17	2091-2185-2284-2387-2495	
Accounting Clerk 3		20	2387-2495-2606-2724-2848	
Accounting Clerk--Health*		17	2091-2185-2284-2387-2495	
Administrative Asst.--Fire Dept.		21	2495-2606-2724-2848-2974	
Administrative Assistant--Preventative services		19	2284-2387-2495-2606-2724	
Administrative Clerk--Engineering		21	2495-2606-2724-2848-2974	
Administrative Officer 1--Clerks' Dept.	C	22	2606-2724-2848-2974-3106	
Administrative Officer 2--Clerks' Dept.		24	2848-2974-3106-3248-3396	
Administrator--Volunteer Services		24	2848-2974-3106-3248-3396	
Aquatic Leader 1*	B,F	17	2091-2185-2284-2387-2495	
Aquatic Leader 2*	B,F	21	2495-2606-2724-2848-2974	
Arena Maintenance Supervisor*	S	21	2495-2606-2724-2848-2974	
Asst. Centre Manager--Facility Operations		23	2724-2848-2974-3106-3248	
Asst. Centre Manager--Programs		23	2724-2848-2974-3106-3248	
Asst. Chief Public Health Inspector	C	29	3547-3706-3874-4049-4232	
Assistant to Coordinator of Volunteers		16	2001-2091-2185-2284-2387	
Assistant Purchasing Agent		27	3248-3396-3547-3706-3874	
Assistant Stadium Supervisor*		16	2001-2091-2185-2284-2387	
Assistant Supervisor--Mapping & Drafting		26	3248-3396-3547-3706-3874	
Assistant Supervisor--Tax Collection		19	2284-2387-2495-2606-2724	
Attendant--Children*		8	1409-1473-1538-1609-1679	
Booking Clerk		14	1833-1913-2001-2091-2185	
Budget Accountant		30	3706-3874-4049-4232-4423	
Budget Clerk--Office Supervisor		20	2387-2495-2606-2724-2848	
Budget Clerk 1--Finance		19	2284-2387-2495-2606-2724	
Budget Clerk 2--Finance		22	2606-2724-2848-2974-3106	
Building Inspector 1		19	2284-2387-2495-2606-2724	
Building Inspector 2		21	2495-2606-2724-2848-2974	
Building Inspector 3	Q	28	3248-3396-3547-3706-3874	
Building Permit Clerk		14	1833-1913-2001-2091-2185	
Building Service Worker 1*	R	13+14%	2002-2090-2181-2281-2384	
Buyer 1		19	2284-2387-2495-2606-2724	
Buyer 2		24	2848-2974-3106-3248-3396	
By-Law Enforcement Coordinator		23	2724-2848-2974-3106-3248	
By-Law Enforcement Officer		21	2495-2606-2724-2848-2974	
Cashier		15	1913-2001-2091-2185-2284	
Cashier Attendant	B,M	13	1756-1833-1913-2001-2091	
Cashier--Traffic		12	1679-1756-1833-1913-2001	
Clerical Supervisor--Health Programs		16	2001-2091-2185-2284-2387	
Clerk 1	A,N	10	1538-1609-1679-1756-1833	
Clerk 2	V	13	1756-1833-1913-2001-2091	
Clerk 3		17	2091-2185-2284-2387-2495	
Clerk 4		19	2284-2387-2495-2606-2724	



SCHEDULE "A" (cont'd)

Page 38

<u>CLASS TITLE</u>	<u>Schedule "B" Note</u>	<u>Pay Grade</u>	<u>1990 Salary Range</u> <u>January 01 to June 30</u>	<u>Per Month</u>
Clerk 5		22	\$ 2606-2724-2848-2974-3106	
Clerk—Audiometrist		14	1833-1913-2001-2091-2185	
Clerk—Block Watch Program*		15	1913-2001-2091-2185-2284	
Clerk—Data Entry Qwrator		14	1833-1913-2001-2091-2185	
Clerk—Fire Department Administration		17	2091-2185-2284-2387-2495	
Clerk—Fire Prevention*		13	1756-1833-1913-2001-2091	
Clerk—Home Care Services		13	1756-1833-1913-2001-2091	
Clerk—Key-Punch Qwrator 1	A	13	1756-1833-1913-2001-2091	
Clerk—Parks Operation & Maintenance	S, I	13	2185-2284-2387-2495-2606	
Clerk—Purchasing		14	1833-1913-2001-2091-2185	
Clerk—Traffic		12	1679-1756-1833-1913-2001	
Clerk Stenographer 1	A	10	1538-1609-1679-1756-1833	
Clerk Stenographer 2		12	1679-1756-1833-1913-2001	
Clerk Stenographer 3		14	1833-1913-2001-2091-2185	
Clerk Stenographer 4		17	2091-2185-2284-2387-2495	
Clerk Typist 1	A	9	1473-1538-1609-1679-1756	
Clerk Typist 2		11	1609-1679-1756-1833-1913	
Clerk Typist 3	N	14	1833-1913-2001-2091-2185	
Clerk Typist—Finance		16	2001-2091-2185-2284-2387	
<del>Clerk Typist—Planning Assistance</del>		<del>9</del>	<del>913-2001-2091-2185-2284</del>	
Clerk Typist—Preventative Services		13	1756-1833-1913-2001-2091	
Clerk Typist—RCMP		12	1679-1756-1833-1913-2001	
Clerk Typist—Youth Services		12	1679-1756-1833-1913-2001	
Client Services Specialist 1		23	2724-2848-2974-3106-3248	
Client Services Specialist 2		26	3106-3248-3396-3547-3706	
Communications operator 1	O	14+7%	2141-2237-2338-2444-2554	
Communications operator 2	O	16+7%	2606-2724-2848-2974-3106	
Community Youth Worker	S	22	2606-2724-2848-2974-3106	
computer-operator 1	A	15	1913-2001-2091-2185-2284	
Computer operator 2		20	2387-2495-2606-2724-2848	
Computer Programmer 1		22	2848-2974-3106-3248-3396	
Computer Programmer 2		24	2848-2974-3106-3248-3396	
Computer Programmer—Analyst		27	3248-3396-3547-3706-3874	
Contracts Clerk		17	2091-2185-2284-2387-2495	
Contracts Technician		25	2974-3106-3248-3396-3547	
Coordinator—Fine Arts	S	23	2724-2848-2974-3106-3248	
Coordinator—Recreation Programmes	S	20	2387-2495-2606-2724-2848	
Coord. Special Serv. and Programmes	S	23	2724-2848-2974-3106-3248	
Cost Estimator—Engineering		24	2848-2974-3106-3248-3396	
C.P.I.C. operator Clerk		13	1756-1833-1913-2001-2091	
Custodial Guard	B, J	16	2284-2387	
Custodian—Municipal Hall Complex	B, I	16+7%	2141-2237-2338-2444-2554	
Data Base Administrator*		30	3706-3874-4049-4232-4423	
Development Plan Technician		24	2848-2974-3106-3248-3396	
Dispatcher Clerk	B, I	20	2387-2495-2606-2724-2848	

## SCHEDULE "A" (cont'd)

Page 39

CLASS TITLE	Schedule "B" Note	Pay Grade	1989 Salary Range Per Month January 01 to June 30
Drafting Clerk		12	\$ 1679-1756-1833-1913-2001
Draftsman 1	A	11	1609-1679-1756-1833-1913
Draftsman 2		17	2091-2185-2284-2387-2495
Craftsperson—Bldg. Maint. Div.	B	20	2387-2495-2606-2724-2848
Economic Development Coordinator		32	4049-4232-4423-4623-4831
Elder Citizens' Centre Coordinator	S	20	2387-2495-2606-2724-2848
Electrical Inspector 1	Q	25	2974-3106-3248-3396-3547
Electrical Inspector 2	Q	27	3248-3396-3547-3706-3874
Engineering Inspector*	B	22	2606-2724-2848-2974-3106
Engineering Technician—Coord.		27	3248-3396-3547-3706-3874
Engineering Technician—Design		25	2974-3106-3248-3396-3547
Estimator 1—Engineering		23	2724-2848-2974-3106-3248
Fine and Performing Arts Programmer	S	20	2387-2495-2606-2724-2848
Fine Arts Leader	S	17	2091-2185-2284-2387-2495
Food Services Worker		14	1833-1913-2001-2091-2185
Golf Course Ranger	B,M	13	1756-1833-1913-2001-2091
Graphics Artist		24	2848-2974-3106-3248-3396
Graphics Technician		21	2495-2606-2724-2848-2974
Iceman Janitor	B,J	15+7%	2047-2141-2237-2338-2444
Identification Technician—RCMP		16	2001-2091-2185-2284-2387
Implementation Technician		25	3547
Information Clerk		12	1679-1756-1833-1913-2001
Instrumentman 1A	D	17	2091-2185-2284-2387-2495
Instrumentman 2	D	2	2495-2606-2724-2848-2974
Janitor Leader	R	16+7%	2141-2237-2338-2444-2554
Junior File Clerk	A	9	1679-1756
Landscape Technician		20	2387-2495-2606-2724-2848
Legal Secretary		16	2001-2091-2185-2284-2387
Legal Survey Technologist		23	2724-2848-2974-3106-3248
License Inspector		21	2495-2606-2724-2848-2974
Licensed Practical Nurse	I	16	2001-2091-2185-2284-2387
Lifeguard/Instructor—Aquatics	B,M	16	2001-2091-2185-2284-2387
Mail Clerk	A	9	1473-1538-1609-1679-1756
Mapping and Drafting Technician		19	2284-2387-2495-2606-2724
Mapping Technician 1		16	2001-2091-2185-2284-2387
Mapping Technician 2		20	2724-2848
Mapping Technician 3		23	2724-2848-2974-3106-3248
Microfilm Operator	A	9	1473-1538-1609-1679-1756
Nutritionist		23	2724-2848-2974-3106-3248
Nutritionist—Long Term Care		23	2724-2848-2974-3106-3248
O.S.R. Clerk		13	1679-1756
Office Supervisor—Sponsor	S	18	2185-2284-2387-2495-2606
Office Supervisor—Building Dept.		20	2387-2495-2606-2724-2848
Outdoor Leader 1	B,K	10	1538-1609-1679-1756-1833
Outdoor Leader 2	B,K	11	1609-1679-1756-1833-1913

SCHEDULE "A" (cont'd)

Page 40

CLASS TITLE	Schedule "a" Note	Pay Grade	1990 Salary Range Per Month January 01 to June 30
Outdoor <b>Leader 3</b>	B,K	14	\$ 1833-1913-2001-2091-2185
Outdoor <b>Leader 4</b>	B,K	15	1913-2001-2091-2185-2284
P.I.R.S./O.S.R. operator		12	1679-1756-1833-1913-2001
Parking <b>Patrolman</b>	B,L	20	2387-2495-2606-2724-2848
Parks Design <b>Supervisor</b>		27	3248-3396-3547-3706-3874
Parks Design <b>Technician</b>		25	2974-3106-3248-3396-3547
Parks <b>Janitor</b>	R	13+14%	2002-2090-2181-2281-2384
<b>Partsmen 2</b>	B,I	20	2387-2495-2606-2724-2848
<b>Payroll Clerk 1</b>		16	2001-2091-2185-2284-2387
<b>Payroll Clerk 2</b>		18	2185-2284-2387-2495-2606
<b>Payroll Supervisor</b>		25	2974-3106-3248-3396-3547
<b>Permit Processing Clerk</b>		15	1913-2001-2091-2185-2284
Physical Plant Maintenance <b>Coordinator*</b>	F	26	3106-3248-3396-3547-3706
Physical Plant Maintenance <b>Man 1</b>	W	17+7%	-2338 2554 2670
Physical Plant maintenance <b>Man 2</b>	B,I	23	-2848 3106 3248
Plan Checking <b>Assistant 1</b>		19	-2387 2606 2724
<b>Plan Checking Assistant 2</b>		21	2495-2606-2724-2848-2974
Plan Checking <b>Assistant 3</b>		24	2848-2974-3106-3248-3396
Plan Checking <b>Supervisor</b>		27	3248-3396-3547-3706-3874
<b>Planner 1</b>		28	3396-3547-3706-3874-4049
<b>Planner 2</b>	C	30	3706-3874-4049-4232-4423
<b>Planner 3</b>		33	4232-4423-4623-4831-5049
Planning Analyst-Programme <b>Coordinator</b>		26	3106-3248-3396-3547-3706
Planning <b>Assistant 1</b>	A	11	1609-1679-1756-1833-1913
Planning <b>Assistant 2</b>		17	2091-2185-2284-2387-2495
Planning <b>Assistant 3</b>		21	2495-2606-2724-2848-2974
Planning <b>Technician</b>		25	2974-3106-3248-3396-3547
Planning <b>Technician--Information Systems</b>		21	2495-2606-2724-2848-2974
Planning <b>Technician--Subdivisions and Rezoning</b>		23	2724-2848-2974-3106-3248
Plumbing <b>and Gas Inspector 1</b>	O	25	2974-3106-3248-3396-3547
Plumbing <b>and Gas Inspector 2</b>	Q	27	-
Police <b>Accounts Clerk</b>		14	1833-1913-2001-2091-2185
Pool <b>Janitor</b>	B,J	16	2001-2091-2185-2284-2387
Printshop <b>Clerk 1</b>	A	10	1538-1609-1679-1756-1833
Printshop <b>Clerk 2</b>		11	1609-1679-1756-1833-1913
Printshop <b>operator</b>		19	- 2606-2724
<b>Program Leader</b>	S	10	1538-1609-1679-1756-1833
Property <b>Rental Coordinator</b>		24	2848-2974-3106-3248-3396
Property <b>Valuator-Negotiator 1</b>	C	22	2606-2724-2848-2974-3106
Property <b>Valuator-Negotiator 2</b>	C	28	3396-3547-3706-3874-4049
<b>Psychologist</b>		26	3106-3248-3396-3547-3706
public <b>Health Inspector A</b>	C	19	2284-2387-2495-2606-2724
public <b>Health Inspector 1*</b>	C	25	2974-3106-3248-3396-3547
<b>RRAP Advisor</b>		23	2724-2848-2974-3106-3248
Records <b>Clerk--Clerk's Department</b>		15	1913-2001-2091-2185-2284

SCHEDULE "A" (cont'd)

Page 41

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range January 01 to June 30
Records Clerk—Police		11	\$ 1609-1679-1756-1833-1913
creation Attendant 1	B,M	9	1473-1538-1609-1679-1756
creation Attendant 2	B,M	10	1538-1609-1679-1756-1833
creation Centre Supervisor 1	S	21	2495-2606-2724-2848-2974
creation Centre Supervisor 2	S	23	2724-2848-2974-3106-3248
creation Clerk 1	H	12	1679-1756-1833-1913-2001
creation Clerk 2	H	13	1756-1833-1913-2001-2091
creation Facility Attendant		11	1609-1679-1756-1833-1913
creation Leader 1	S	15	1913-2001-2091-2185-2284
creation Leader 2	S	17	2091-2185-2284-2387-2495
creation Programmer		19	2284-2387-2495-2606-2724
creation Programmer--Preschool Pro.		19	2284-2387-2495-2606-2724
creation Programmer--Rks & Aq.		19	2284-2387-2495-2606-2724
Rehabilitation Therapist—Home Care	U	23	2724-2848-2974-3106-3248
Rehabilitation Therapist—Long Term Care	U	23	2724-2848-2974-3106-3248
Rehabilitation Therapist--Schools	U	23	<del>2724-2848-2974-3106-3248</del>
Research Officer—Parks Mtncs.	B	23	2724-2848-2974-3106-3248
Research Officer—Parks and Recreation		21	2495-2606-2724-2848-2974
Residential Heating Inspector		23	2724-2848-2974-3106-3248
Secretary to the Medical Health Officer		16	2001-2091-2185-2284-2387
Senior By-Law & Claims Inspector--Eng.	B,I	25	2974-3106-3248-3396-3547
Senior Iceman/Janitor*	B,J	18+7%	2338-2444-2554-2670-2788
Senior License Inspector		24	2848-2974-3106-3248-3396
Senior Printshop Operator		21	2495-2606-2724-2848-2974
Social Worker—Long Term Care		24	2848-2974-3106-3248-3396
Speech Language Pathologist		25	2974-3106-3248-3396-3547
Storekeeper—Fine Arts		13	1756-1833-1913-2001-2091
Storeman	B,I	19	2284-2387-2495-2606-2724
Supervisor—Building Inspections	Q	29	3547-3706-3874-4049-4232
Supervisor—Central Stores	A,I	24	2848-2974-3106-3248-3396
Supervisor—Development Plan Approval		28	3396-3547-3706-3874-4049
Supervisor—Food Services	S	18	2185-2284-2387-2495-2606
Supervisor—Plumbing & Gas Inspections	Q	29	3547-3706-3874-4049-4232
Supervisor—Print Shop		24	2848-2974-3106-3248-3396
Supervisor—Public Health Inspections	C	27	3248-3396-3547-3706-3874
Supervisor—Sports & Outdoor Rec.	S	24	2848-2974-3106-3248-3396
Supervisor—Youth Services	S	24	2848-2974-3106-3248-3396
Survey Assistant	A,D	13	1756-1833-1913-2001-2091
Track Stadium Attendant	B,K	17	2091-2185-2284-2387-2495
Systems Analyst		28	3396-3547-3706-3874-4049
Technical Supervisor—James Cowan Th.	T	19	2284-2387-2495-2606-2724
Technical support Specialist		28	3396-3547-3706-3874-4049
Telephone Operator—Receptionist	A,E	11	1609-1679-1756-1833-1913
Theatre and Special Events Coord.		22	2606-2724-2848-2974-3106
Traffic Assistant 1		15	1913-2001-2091-2185-2284

CLASS TITLE	Schedule "g" Note	Pay Grade	1990 Salary Range Per Month January 01 to June 30
Traffic Assistant 2		17	\$ 2091-2185-2284-2387-2495
Traffic Assistant 3		24	2848-2974-3106-3248-3396
Traffic Technician		25	2974-3106-3248-3396-3547
Training and Safety Officer	B,X	25	2974-3106-3248-3396-3547
Transportation Planning Technician		25	2974-3106-3248-3396-3547
utilities Information Clerk	V	15	1913-2001-2091-2185-2284
Water Service Inspector	B,I	21	2495-2606-2724-2848-2974
Word Processor Operator		14	1833-1913-2001-2091-2185
Works Inspector 1	B,I	18	2185-2284-2387-2495-2606

## Note:

- \* Classes and/or pay grades that have been abolished, reclassified and/or revalued subsequent to 1988 January 01 are only effective up to or from the date such change occurred.

## Effective 1989 January 01:

Eligibility for advancement from one step (increment) to the next is as follows:

Pay Grades 9 to 14 - 6 month eligibility to move from steps 1 to 2 and 2 to 3; thereafter 12 month eligibility.

Pay Grade 15 - 6 month eligibility to move from step 1 to 2; thereafter 12 month eligibility.

Pay Grade 16 and above - 12 month eligibility.

SCHEDULE "A" (cont'd)

Page 4

THE CORPORATION OF THE DISTRICT OF BURNABY  
INSIDE PAY CONVERSION SCHEDULE - REGULAR RATES  
Effective 1990 January 01 to 1990 June 30

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Monthly	Bi-Weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi-Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,409	648.20	64.82	16,908	9.26	8.10	658.00	9.40	8.22
-	1,473	677.60	67.76	17,676	9.68	8.47	687.40	9.82	8.60
-	1,538	707.70	70.77	18,456	10.11	8.84	718.20	10.26	8.98
-	1,609	739.90	73.99	19,308	10.57	9.25	751.10	10.73	9.39
8	1,679	772.10	77.21	20,148	11.03	9.65	784.00	11.20	9.80
9	1,756	807.80	80.78	21,072	11.54	10.10	819.70	11.71	10.25
10	1,833	842.80	84.28	21,996	12.04	10.54	856.10	12.23	10.70
11	1,913	879.90	87.99	22,956	12.57	11.00	893.20	12.76	11.16
12	2,001	920.50	92.05	24,012	13.15	11.50	934.50	13.35	11.68
13	2,091	961.80	96.18	25,092	13.74	12.02	976.50	13.95	12.20
14	2,185	1,005.20	100.52	26,220	14.36	12.56	1,019.90	14.57	12.75
15	2,284	1,050.70	105.07	27,408	15.01	13.13	1,066.10	15.23	13.33
16	2,387	1,097.60	109.76	28,644	15.68	13.72	1,114.40	15.92	13.93
17	2,495	1,147.30	114.73	29,940	16.39	14.35	1,164.80	16.64	14.56
18	2,606	1,198.40	119.84	31,272	17.12	14.98	1,216.60	17.38	15.21
19	2,724	1,253.00	125.30	32,688	17.90	15.66	1,271.90	18.17	15.90
20	2,848	1,309.70	130.97	34,176	18.71	16.37	1,329.30	18.99	16.62
21	2,974	1,367.80	136.78	35,688	19.54	17.10	1,388.80	19.84	17.36
22	3,106	1,428.70	142.87	37,272	20.41	17.86	1,450.40	20.72	18.13
23	3,248	1,493.80	149.38	38,976	21.34	18.67	1,516.20	21.66	18.95
24	3,396	1,561.70	156.17	40,752	22.31	19.53	1,585.50	22.65	19.82
25	3,547	1,631.70	163.17	42,564	23.31	20.39	1,656.20	23.66	20.70
26	3,706	1,704.50	170.45	44,472	24.35	21.31	1,730.40	24.72	21.63
27	3,874	1,782.20	178.22	46,488	25.46	22.27	1,808.80	25.84	22.61
28	4,049	1,862.70	186.27	48,588	26.61	23.28	1,890.00	27.00	23.63
29	4,232	1,946.70	194.67	50,784	27.81	24.33	1,976.10	28.23	24.70
30	4,423	2,034.20	203.42	53,076	29.06	25.43	2,065.00	29.50	25.81
31	4,623	2,126.60	212.66	55,476	30.38	26.58	2,158.10	30.83	26.98
32	4,831	2,221.80	222.18	57,972	31.74	27.78	2,255.40	32.22	28.19
33	5,049	2,322.60	232.26	60,588	33.18	29.03	2,356.90	33.67	29.46

Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six month probationary period.

SCHEDULE "A" (cont'd)

Page 44

CORPORATION OF THE DISTRICT OF BURNABYINSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1990 January 01 to 1990 June 30

	<u>Basic Rate</u>				<u>Basic Rate + 1-1/2%</u>			
	<u>Monthly</u>	<u>Bi-Weekly</u>	<u>Yearly</u>	<u>Hourly</u>		<u>Bi-Weekly</u>	<u>Hourly</u>	
				<u>37-1/2/wk.</u>	<u>40/wk.</u>		<u>37-1/2/wk.</u>	<u>40/wk.</u>
<u>Pay Grade 13 + 14%</u>								
Step 1	2,002	920.80	24,024		11.51	934.40		11.66
2	2,090	961.60	25,080		12.02	976.00		12.20
3	2,181	1,003.20	26,172		12.54	1,018.40		12.71
4	2,281	1,048.80	27,372		13.11	1,064.80		13.31
5	2,384	1,096.80	28,608		13.71	1,112.80		13.91
<u>Pay Grade 14 + 7%</u>								
Step 1	1,961	902.25	23,532	12.03		915.75	12.21	
2	2,047	941.25	24,564	12.55		955.50	12.74	
3	2,141	984.75	25,692	13.13		999.75	13.33	
4	2,237	1,029.00	26,844	13.72		1,044.00	13.92	
5	2,338	1,075.50	28,056	14.34		1,091.25	14.55	
<u>Pay Grade 15 + 7%</u>								
Step 1	2,047	941.25	24,564	12.55	11.77	955.50	12.74	11.96
2	2,141	984.75	25,692	13.13	12.31	999.75	13.33	12.46
3	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92	13.06
4	2,338	1,075.50	28,056	14.34	13.44	1,091.25	14.55	13.66
5	2,444	1,124.25	29,328	14.99	14.05	1,140.75	15.21	14.26
<u>Pay Grade 16 + 7%</u>								
Step 1	2,141	984.75	25,692	13.13	12.31	999.75	13.33	12.46
2	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92	13.06
3	2,338	1,075.50	28,056	14.34	13.44	1,091.25	14.55	13.66
4	2,444	1,124.25	29,328	14.99	14.05	1,140.75	15.21	14.26
5	2,554	1,174.50	30,648	15.66	14.68	1,192.50	15.90	14.90
<u>Pay Grade 17 + 7%</u>								
Step 1	2,237	1,029.00	26,844	13.72	12.86	1,044.00	13.92	13.06
2	2,338	1,075.50	28,056	14.34	13.44	1,091.25	14.55	13.66
3	2,444	1,124.25	29,328	14.99	14.05	1,140.75	15.21	14.26
4	2,554	1,174.50	30,648	15.66	14.68	1,192.50	15.90	14.90
5	2,670	1,227.75	32,040	16.37	15.35	1,246.50	16.62	15.56

SCHEDULE "A" (cont'd)

Page 45

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1990 January 01 to 1990 June 30

Monthly	Basic Rate			Basic Rate + 1-1/2%			
	Bi-Weekly	Yearly	Hourly	Bi-Weekly	Yearly	Hourly	
			37-1/2/wk.	40/wk.		37-1/2/wk.	40/wk.
<u>ay Grade 18 + 7%</u>							
Step 1	2,338	1,075.20	28,056	13.44	1,091.20	13.64	
2	2,444	1,124.00	29,328	14.05	1,140.80	14.26	
3	2,554	1,174.40	30,648	14.68	1,192.00	14.90	
4	2,670	1,228.00	32,040	15.35	1,246.40	15.58	
5	2,788	1,282.40	33,456	16.03	1,301.60	16.27	
<u>ay Grade 21 + 7%</u>							
Step 1	2,670	1,227.75	32,040	16.37	1,246.50	16.62	15.58
2	2,788	1,282.50	33,456	17.10	1,301.25	17.35	16.27
3	2,915	1,341.00	34,980	17.88	1,361.25	18.15	17.01
4	3,047	1,401.75	36,564	18.69	1,422.75	18.97	17.78
5	3,182	1,463.25	38,184	19.51	1,485.75	19.81	18.57
<u>ay Grade 24 + 7%</u>							
Step 1	3,047	1,401.75	36,564	18.69	1,422.75	18.97	17.78
2	3,182	1,463.25	38,184	19.51	1,485.75	19.81	18.57
3	3,323	1,528.50	39,876	20.38	1,551.75	20.69	19.39
4	3,475	1,598.25	41,700	21.31	1,622.25	21.63	20.28
5	3,634	1,671.75	43,608	22.29	1,696.50	22.62	21.21
<u>ay Grade 25 + 7%</u>							
Step 1	3,182	1,463.25	38,184	19.51	1,485.75	19.81	18.57
2	3,323	1,528.50	39,876	20.38	1,551.75	20.69	19.39
3	3,475	1,598.25	41,700	21.31	1,622.25	21.63	20.28
4	3,634	1,671.75	43,608	22.29	1,696.50	22.62	21.21
5	3,795	1,745.25	45,540	23.27	1,771.50	23.62	22.15
<u>ay Grade 26 + 7%</u>							
Step 1	3,323	1,528.50	39,876	20.38	1,551.75	20.69	19.39
2	3,475	1,598.25	41,700	21.31	1,622.25	21.63	20.28
3	3,634	1,671.75	43,608	22.29	1,696.50	22.62	21.21
4	3,795	1,745.25	45,540	23.27	1,771.50	23.62	22.15
5	3,965	1,824.00	47,580	24.32	1,851.00	24.68	23.14

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six months' probationary period.



## THE CORPORATION OF THE DISTRICT OF BURNABY

## SCHEDULE "A" - INSIDE DIVISION - 1990

CLASS TITLE	Schedule "B" Note	Fay Grade	1990 Salary Range Per Month July 01 to December 31
Accountant—Cash Manager	C	29	\$ 3600-3762-3932-4110-4295
Accounting Clerk 1		14	1860-1942-2031-2122-2218
Accounting Clerk 2		17	2122-2218-2318-2423-2532
Accounting Clerk 3		20	2423-2532-2645-2765-2891
Accounting Clerk—Health*		17	2122-2218-2318-2423-2532
Administrative Asst.—Fire Dept.		21	2532-2645-2765-2891-3019
Administrative Assistant—Preventative Services		19	2318-2423-2532-2645-2765
Administrative Clerk—Engineering		21	2532-2645-2765-2891-3019
Administrative Officer 1—Clerks' Dept.	C	22	2645-2765-2891-3019-3153
Administrative Officer 2—Clerks' Dept.		24	2891-3019-3153-3297-3447
Administrator—Volunteer Services		24	2891-3019-3153-3297-3447
Aquatic Leader 1*	B, F	17	2122-2218-2318-2423-2532
Aquatic Leader 2*	B, F	21	2532-2645-2765-2891-3019
Arena Maintenance Supervisor*	S	21	2532-2645-2765-2891-3019
Asst. Centre Manager—Facility Operations		23	2765-2891-3019-3153-3297
Asst. Centre Manager—Programs		23	2765-2891-3019-3153-3297
Asst. Chief public Health Inspector	C	29	3600-3762-3932-4110-4295
Assistant to Coordinator of Volunteers		16	2031-2122-2218-2318-2423
Assistant Purchasing Agent		27	3297-3447-3600-3762-3932
Assistant Stadium Supervisor*		16	2031-2122-2218-2318-2423
Assistant Supervisor—Mapping & Drafting		26	3153-3297-3447-3600-3762
Assistant Supervisor—Tax Collection		19	2318-2423-2532-2645-2765
Attendant—Children*		8	1430-1495-1561-1633-1704
Booking Clerk		14	1860-1942-2031-2122-2218
Budget-Accountant		30	3762-3932-4110-4295-4489
Budget Clerk—Office Supervisor		20	2423-2532-2645-2765-2891
Budget Clerk 1—Finance		19	2318-2423-2532-2645-2765
Budget Clerk 2—Finance		22	2645-2765-2891-3019-3153
Building Inspector 1		19	2318-2423-2532-2645-2765
Building Inspector 2		21	2532-2645-2765-2891-3019
Building Inspector 3		26	3153-3297-3447-3600-3762
Building Permit Clerk		14	1860-1942-2031-2122-2218
Building Service Worker 1*	R	13+14%	2031-2120-2214-2315-2419
Buyer 1		19	2318-2423-2532-2645-2765
Buyer 2		24	2891-3019-3153-3297-3447
By-Law Enforcement Coordinator		23	2765-2891-3019-3153-3297
By-Law Enforcement Officer		21	2532-2645-2765-2891-3019
Cashier		15	1942-2031-2122-2218-2318
Cashier Attendant	B, M	13	1782-1860-1942-2031-2122
Cashier—Traffic		12	1704-1782-1860-1942-2031
		1	2031-1-1-31-423
Clerk 1	A, N	10	1561-1633-1704-1782-1860
Clerk 2	V	13	1782-1860-1942-2031-2122
Clerk 3		17	2122-2218-2318-2423-2532
Clerk 4		19	2318-2423-2532-2645-2765

SCHEDULE "A" (cont'd)

Page 47

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range Per Month July 01 to December 31
Clerk 5		22	\$ 2645-2765-2891-3019-3153
Clerk--Audiometrist		14	1860-1942-2031-2122-2218
Clerk--Block Watch Program*		15	1942-2031-2122-2218-2318
Clerk--Data Entry Operator		14	1860-1942-2031-2122-2218
Clerk--Fire Department Administration		17	2122-2218-2318-2423-2532
Clerk--Fire Prevention*		13	1782-1860-1942-2031-2122
Clerk--Home Care Services		13	1782-1860-1942-2031-2122
Clerk--Key-Punch operator 1	A	13	1782-1860-1942-2031-2122
Clerk--Parks Operation & Maintenance	B,I	18	2218-2318-2423-2532-2645
Clerk--Purchasing		14	1860-1942-2031-2122-2218
Clerk--Traffic		12	1704-1782-1860-1942-2031
Clerk Stenographer 1	A	10	1561-1633-1704-1782-1860
Clerk Stenographer 2		12	1704-1782-1860-1942-2031
Clerk Stenographer 3		14	1860-1942-2031-2122-2218
Clerk Stenographer 4		17	2122-2218-2318-2423-2532
Clerk Typist 1	A	9	1495-1561-1633-1704-1782
Clerk Typist 2		11	1633-1704-1782-1860-1942
Clerk Typist 3	N	14	1860-1942-2031-2122-2218
Clerk Typist--Finance		16	2031-2122-2218-2318-2423
<del>Clerk Typist/Planning Assistant</del>		<del>15</del>	<del>1942-2031-2122-2218-2318</del>
Clerk Typist--Preventative Services		13	1782-1860-1942-2031-2122
Clerk Typist--RCMP		12	1704-1782-1860-1942-2031
Clerk Typist--Youth Services		12	1704-1782-1860-1942-2031
Client Services Specialist 1		23	2765-2891-3019-3153-3297
Client Services Specialist 2		26	3153-3297-3447-3600-3762
Communications Operator 1	O	14+7%	1990-2078-2173-2271-2373
Communications Operator 2	O	16+7%	2173-2271-2373-2480-2593
Community Youth Worker	S	22	2645-2765-2891-3019-3153
Computer Operator 1	A	15	1942-2031-2122-2218-2318
Computer Operator 2		20	2423-2532-2645-2765-2891
Computer Programmer 1		22	2645-2765-2891-3019-3153
Computer Programmer 2		24	2891-3019-3153-3297-3447
Computer Programmer--Analyst		27	3297-3447-3600-3762-3932
Contracts Clerk		17	2122-2218-2318-2423-2532
Contracts Technician		25	3019-3153-3297-3447-3600
Coordinator--Fine Arts	S	23	2765-2891-3019-3153-3297
Coordinator--Recreation Programmes	S	20	2423-2532-2645-2765-2891
Coord. Special Serv. and Programmes	S	23	2765-2891-3019-3153-3297
Cost Estimator--Engineering		24	2891-3019-3153-3297-3447
C.P.I.C. Operator Clerk		13	1782-1860-1942-2031-2122
Custodial Guard	B,J	16	2031-2122-2218-2318-2423
Custodian--Municipal Hall Complex	B,I	16+7%	2173-2271-2373-2480-2593
Data Base Administrator*		30	3762-3932-4110-4295-4489
Development Plan Technician		24	2891-3019-3153-3297-3447
Dispatcher Clerk	B,I	20	2423-2532-2645-2765-2891

## SCHEDULE "A" (cont'd)

Page 48

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range July 01 to December 31	per Month
Drafting Clerk		12	\$ 1704-1782-1860-1942-2031	
Draftsman 1	A	11	1633-1704-1782-1860-1942	
Draftsman 2		17	2122-2218-2318-2423-2532	
Draftsperson--Bldg. Maint. Div.	B	20	2423-2532-2645-2765-2891	
Economic Development Coordinator		32	4110-4295-4489-4692-4903	
Elder Citizens' Centre Coordinator	S	20	2423-2532-2645-2765-2891	
Electrical Inspector 1	Q	25	3019-3153-3297-3447-3600	
Electrical Inspector 2	Q	27	3297-3447-3600-3762-3932	
Engineering Inspector*	B	22	2645-2765-2891-3019-3153	
Engineering Technician--Coord.		27	3297-3447-3600-3762-3932	
Engineering Technician--Design		25	3019-3153-3297-3447-3600	
Estimator 1--Engineering		23	2765-2891-3019-3153-3297	
Bine and Performing Arts Programmer	S	20	2423-2532-2645-2765-2891	
Bine Arts Leader	S	17	2122-2218-2318-2423-2532	
Food Services Worker		14	1860-1942-2031-2122-2218	
Golf Course Ranger	B,M	13	1782-1860-1942-2031-2122	
Graphics Artist		24	2891-3019-3153-3297-3447	
Graphics Technician		21	2532-2645-2765-2891-3019	
Iceman Janitor	B,J	15+7%	2078-2173-2271-2373-2480	
Identification Technician--RCMP		16	2031-2122-2218-2318-2423	
Implementation Technician		25	3019-3153-3297-3447-3600	
Information Clerk		12	1704-1782-1860-1942-2031	
Instrumentman 1A	D	17	2122-2218-2318-2423-2532	
Instrumentman 2	D	21	2532-2645-2765-2891-3019	
Janitor Leader	R	16+7%	2173-2271-2373-2480-2593	
Junior File Clerk	A	9	1633-1704-1782	
Landscape Technician		20	2423-2532-2645-2765-2891	
Legal secretary		16	2031-2122-2218-2318-2423	
Legal Survey Technologist:		23	2765-2891-3019-3153-3297	
License Inspector		21	2532-2645-2765-2891-3019	
Licensed Practical Nurse	T	16	2031-2122-2218-2318-2423	
Lifeguard/Instructor--Aquatics	B,M	16	2031-2122-2218-2318-2423	
Mail Clerk	A	9	1495-1561-1633-1704-1782	
Mapping and Drafting Technician		19	2318-2423-2532-2645-2765	
Mapping Technician 1		16	2031-2122-2218-2318-2423	
Mapping Technician 2		20	2423-2532-2645-2765-2891	
Mapping Technician 3		23	2765-2891-3019-3153-3297	
Microfilm Operator	A	9	1495-1561-1633-1704-1782	
Nutritionist		23	2765-2891-3019-3153-3297	
Nutritionist--Long Term Care		23	2765-2891-3019-3153-3297	
O.S.R. Clerk		13	1782-1860-1942-2031-2122	
Office Supervisor--Bonsor	S	18	2218-2318-2423-2532-2645	
Office Supervisor--Building Dept.		20	2423-2532-2645-2765-2891	
Outdoor Leader 1	B,K	10	1561-1633-1704-1782-1860	
Outdoor Leader 2	B,K	11	1633-1704-1782-1860-1942	

CLASS TITLE	Schedule "S" Note	Pay Grade	1990 Salary Range Per Month July 01 to December 31
Outdoor Leader 3	B,K	14	\$ 1860-1942-2031-2122-2218
Outdoor Leader 4	B,K	15	1942-2031-2122-2218-2318
P.I.R.S./O.S.R. operator		12	1704-1782-1860-1942-2031
Parking Patrolman	B,L	20	2423-2532-2645-2765-2891
<del>Parks Design Supervisor</del>		27	<del>3297-3447-3600-3762-3932</del>
<del>Parks Design Technician</del>		25	<del>3019-3153-3297-3447-3600</del>
Parks Janitor	R	13+14%	2031-2120-2214-2315-2419
Partsmen 2	B,I	20	2423-2532-2645-2765-2891
Payroll Clerk 1		16	2031-2122-2218-2318-2423
Payroll Clerk 2		18	2218-2318-2423-2532-2645
<del>Payroll Supervisor</del>		25	<del>3019-3153-3297-3447-3600</del>
Permit Processing Clerk		15	1942-2031-2122-2218-2318
Physical Plant Maintenance Coordinator*	P	26	3153-3297-3447-3600-3762
Physical Plant Maintenance Man 1	W	17+7%	2271-2373-2480-2593-2709
Physical Plant Maintenance Man 2	B,I	23	2765-2891-3019-3153-3297
Plan Checking Assistant 1		19	2318-2423-2532-2645-2765
Plan Checking Assistant 2		21	2532-2645-2765-2891-3019
Plan Checking Assistant 3		24	2891-3019-3153-3297-3447
Plan Checking Supervisor		27	3297-3447-3600-3762-3932
Planner 1		28	3447-3600-3762-3932-4110
Planner 2	C	30	3762-3932-4110-4295-4489
Planner 3		33	4295-4489-4692-4903-5125
Planning Analyst-Programme Coordinator		26	3153-3297-3447-3600-3762
Planning Assistant 1	A	11	1633-1704-1782-1860-1942
Planning Assistant 2		17	2122-2218-2318-2423-2532
Planning Assistant 3		21	2532-2645-2765-2891-3019
Planning Technician		25	3019-3153-3297-3447-3600
Planning Technician--Information Systems		21	2532-2645-2765-2891-3019
Planning Technician--Subdivisions and Reasoning		23	2765-2891-3019-3153-3297
Plumbing and Gas-Inspector 1	Q	25	3019-3153-3297-3447-3600
Plumbing and Gas Inspector 2	Q	27	3297-3447-3600-3762-3932
Police Accounts Clerk		14	1860-1942-2031-2122-2218
Pool Janitor	B,J	16	2031-2122-2218-2318-2423
Printshop Clerk 1	A	10	1561-1633-1704-1782-1860
Printshop Clerk 2		11	1633-1704-1782-1860-1942
Printshop Operator		19	2318-2423-2532-2645-2765
Program Leader	S	10	1561-1633-1704-1782-1860
Property Rental Coordinator		24	2891-3019-3153-3297-3447
Property Valuator-Negotiator 1	C	22	2645-2765-2891-3019-3153
Property Valuator-Negotiator 2	C	26	3447-3600-3762-3932-4110
Psychologist		26	3153-3297-3447-3600-3762
Public Health Inspector A	C	19	2318-2423-2532-2645-2765
Public Health Inspector 1*	C	25	3019-3153-3297-3447-3600
RR&F Advisor		23	2765-2891-3019-3153-3297
Records Clerk--Clerk's Department		15	1942-2031-2122-2218-2318

## SCHEDULE "A" (cont'd)

Page 50

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range Per Month July 01 to December 31
Records Clerk—Police		11	\$ 1633-1704-1782-1860-1942
Recreation Attendant 1	B,M	9	1495-1561-1633-1704-1782
Recreation Attendant 2	B,M	10	1561-1633-1704-1782-1860
Recreation Centre Supervisor 1	S	21	2532-2645-2765-2891-3019
Recreation Centre Supervisor 2	S	23	2765-2891-3019-3153-3297
Recreation Clerk 1	H	12	1704-1782-1860-1942-2031
Recreation Clerk 2	H	13	1782-1860-1942-2031-2122
Recreation Facility Attendant		11	1633-1704-1782-1860-1942
Recreation Leader 1	S	15	1942-2031-2122-2218-2318
Recreation Leader 2	S	17	2122-2218-2318-2423-2532
Recreation Programmer		19	2318-2423-2532-2645-2765
Recreation Programmer—Preschool Pro.		19	2318-2423-2532-2645-2765
Recreation Programmer—Rks & Aq.		19	2318-2423-2532-2645-2765
Rehabilitation Therapist—Home Care	U	23	2765-2891-3019-3153-3297
Rehabilitation Therapist—Long Term Care	U	23	2765-2891-3019-3153-3297
Rehabilitation Therapist—Schools	U	23	2765-2891-3019-3153-3297
Research Officer—Parks Mtns.	B	23	2765-2891-3019-3153-3297
Research Officer—Parks and Recreation		21	2532-2645-2765-2891-3019
Residential Heating Inspector		23	2765-2891-3019-3153-3297
Secretary to the Medical Health Officer		16	2031-2122-2218-2318-2423
Senior By-Law & Claims Inspector—Eng.	S, I	25	3019-3153-3297-3447-3600
Senior Iceman/Janitor*	B, J	18+7%	2373-2480-2593-2709-2830
Senior License Inspector		24	2891-3019-3153-3297-3447
Senior Printshop operator		21	2532-2645-2765-2891-3019
Social Worker—Long Term Care		24	2891-3019-3153-3297-3447
Speech Language Pathologist		25	3019-3153-3297-3447-3600
Storekeeper—Fine Arts		13	1782-1860-1942-2031-2122
Storeman	B, I	19	2318-2423-2532-2645-2765
Supervisor—Building Inspections	Q	29	3600-3762-3932-4110-4295
Supervisor—Central Stores	B, I	24	2891-3019-3153-3297-3447
Supervisor—Development Plan Approval		28	3447-3600-3762-3932-4110
Supervisor—Food Services	S	18	2218-2318-2423-2532-2645
Supervisor—Plumbing & Gas Inspections	Q	29	3600-3762-3932-4110-4295
Supervisor—Print Shop		24	2891-3019-3153-3297-3447
Supervisor—Public Health Inspections	C	27	3297-3447-3600-3762-3932
Supervisor—Sports & Outdoor Rec.	S	24	2891-3019-3153-3297-3447
Supervisor—Youth Services	S	24	2891-3019-3153-3297-3447
Survey Assistant	A, D	13	1782-1860-1942-2031-2122
Swangard Stadium Attendant	B, K	17	2122-2218-2318-2423-2532
Systems Analyst		28	3447-3600-3762-3932-4110
Technical Supervisor—James Cohan Th.	T	19	2318-2423-2532-2645-2765
Technical Support Specialist		28	3447-3600-3762-3932-4110
Telephone Operator—Receptionist	A, E	11	1633-1704-1782-1860-1942
Theatre and Special Events Coord.		22	2645-2765-2891-3019-3153
Traffic Assistant 1		15	1942-2031-2122-2218-2318

CLASS TITLE	Schedule "B" Note	Pay Grade	1990 Salary Range Per Month July 01 to December 31
Traffic Assistant 2		17	\$ 2122-2218-2318-2423-2532
Traffic Assistant 3		24	2891-3019-3153-3297-3447
Traffic Technician		25	3019-3153-3297-3447-3600
Training and Safety Officer	B,X	25	3019-3153-3297-3447-3600
Transportation Planning Technician		25	3019-3153-3297-3447-3600
Utilities Information Clerk	V	15	1942-2031-2122-2218-2318
Water Service Inspector	B,I	21	2532-2645-2765-2891-3019
Word Processor Operator		14	1860-1942-2031-2122-2218
Works Inspector 1	B,I	18	2218-2318-2423-2532-2645

Note:

- \* Classes and/or pay grades that have been abolished, reclassified and/or revalued subsequent to 1988 January 01 are only effective **up** to or **from** the date such change occurred.

Effective 1989 January 01:

Eligibility for advancement from one step (increment) to the next is as follows:

Pay Grades 9 to 14 - 6 month eligibility to move from steps 1 to 2 and 2 to 3; thereafter 12 month eligibility.

Pay Grade 15 - 6 month eligibility to move from step 1 to 2; thereafter 12 month eligibility.

Pay Grade 16 and above - 12 month eligibility.

SCHEDULE "A" (cont'd)

Page 52

## THE CORPORATION OF THE DISTRICT OF BURNABY

## INSIDE PAY CONVERSION SCHEDULE - REGULAR RATES

Effective 1990 July 01 to 1990 December 31

Pay Grade	Basic Rates						Basic Rates + 1-1/2%		
	Monthly	Bi-Weekly	Daily	Yearly	Hourly (35/wk.)	Hourly (40/wk.)	Bi-Weekly	Hourly (35/wk.)	Hourly (40/wk.)
-	1,430	658.00	65.80	17,160	9.40	8.22	667.80	9.54	8.35
-	1,495	687.40	68.74	17,940	9.82	8.60	697.90	9.97	8.72
-	1,561	718.20	71.82	18,732	10.26	8.98	728.70	10.41	9.11
-	1,633	751.10	75.11	19,596	10.73	9.39	762.30	10.89	9.53
8	1,704	784.00	78.40	20,448	11.20	9.80	795.20	11.36	9.94
9	1,782	819.70	81.97	21,384	11.71	10.25	832.30	11.89	10.40
10	1,860	855.40	85.54	22,320	12.22	10.69	868.70	12.41	10.85
11	1,942	893.20	89.32	23,304	12.76	11.17	906.50	12.95	11.33
12	2,031	934.50	93.45	24,372	13.35	11.68	948.50	13.55	11.85
13	2,122	975.80	97.58	25,464	13.94	12.20	990.50	14.15	12.38
14	2,218	1,019.90	101.99	26,616	14.57	12.75	1,035.30	14.79	12.94
15	2,318	1,066.10	106.61	27,816	15.23	13.33	1,082.20	15.46	13.53
16	2,423	1,114.40	111.44	29,076	15.92	13.93	1,131.20	16.16	14.14
17	2,532	1,164.80	116.48	30,384	16.64	14.56	1,182.30	16.89	14.78
18	2,645	1,216.60	121.66	31,740	17.38	15.21	1,234.80	17.64	15.44
19	2,765	1,271.90	127.19	33,180	18.17	15.90	1,290.80	18.44	16.14
20	2,891	1,330.00	133.00	34,692	19.00	16.62	1,349.60	19.28	16.87
21	3,019	1,388.80	138.88	36,228	19.84	17.36	1,409.80	20.14	17.62
22	3,153	1,450.40	145.04	37,836	20.72	18.13	1,472.10	21.03	18.40
23	3,297	1,516.20	151.62	39,564	21.66	18.96	1,539.30	21.99	19.24
24	3,447	1,585.50	158.55	41,364	22.65	19.82	1,609.30	22.99	20.12
25	3,600	1,656.20	165.62	43,200	23.66	20.70	1,680.70	24.01	21.01
26	3,762	1,730.40	173.04	45,144	24.72	21.63	1,756.30	25.09	21.95
27	3,932	1,808.80	180.88	47,184	25.84	22.61	1,835.40	26.22	22.95
28	4,110	1,890.70	189.07	49,320	27.01	23.63	1,918.70	27.41	23.99
29	4,295	1,975.40	197.54	51,540	28.22	24.69	2,005.50	28.65	25.06
30	4,489	2,065.00	206.51	53,868	29.50	25.81	2,095.80	29.94	26.20
31	4,692	2,158.10	215.81	56,304	30.83	26.98	2,190.30	31.29	27.38
32	4,903	2,255.40	225.54	58,836	32.22	28.19	2,289.00	32.70	28.61
33	5,125	2,357.60	235.76	61,500	33.68	29.47	2,392.60	34.18	29.91

Notes: (1) Rate for each pay grade is top step of pay scale for that pay grade.  
(2) Basic rate + 1-1/2%, applies to Regular Full-Time Employees having completed six month probationary period.

SCHEDULE "A" (cont'd)

Page 53

INSIDE PAY CONVERSION SCHEDULE - SPECIAL RATESEffective 1990 July 01 to 1990 December 31

	<u>Basic Rate</u>				<u>Basic Rate + 1-1/2%</u>			
	<u>Monthly</u>	<u>Bi-Weekly</u>	<u>Yearly</u>	<u>Hourly</u>		<u>Bi-Weekly</u>	<u>Hourly</u>	
				<u>37-1/2/wk.</u>	<u>40/wk.</u>		<u>37-1/2/wk.</u>	<u>40/wk.</u>
<u>Pay Grade 13 + 14%</u>								
Step 1	2,031	934.40	24,372		11.68	948.00		11.85
2	2,120	975.20	25,440		12.19	989.60		12.37
3	2,214	1,018.40	26,568		12.73	1,033.60		12.92
4	2,315	1,064.80	27,780		13.31	1,080.80		13.51
5	2,419	1,112.80	29,028		13.91	1,129.60		14.12
<u>Pay Grade 14 + 7%</u>								
Step 1	1,990	915.00	23,880	12.20		929.25	12.39	
2	2,078	955.50	24,936	12.74		970.50	12.94	
3	2,173	999.75	26,076	13.33		1,014.75	13.53	
4	2,271	1,044.75	27,252	13.93		1,060.50	14.14	
5	2,373	1,091.25	28,476	14.55		1,107.75	14.77	
<u>Pay Grade 15 + 7%</u>								
Step 1	2,078	955.50	24,936	12.74	11.95	970.50	12.94	12.13
2	2,173	999.75	26,076	13.33	12.49	1,014.75	13.53	12.68
3	2,271	1,044.75	27,252	13.93	13.06	1,060.50	14.14	13.25
4	2,373	1,091.25	28,476	14.55	13.64	1,107.75	14.77	13.85
5	2,480	1,140.75	29,760	15.21	14.26	1,158.00	15.44	14.47
<u>Pay Grade 16 + 7%</u>								
Step 1	2,173	999.75	26,076	13.33	12.49	1,014.75	13.53	12.68
2	2,271	1,044.75	27,252	13.93	13.06	1,060.50	14.14	13.25
3	2,373	1,091.25	28,476	14.55	13.64	1,107.75	14.77	13.85
4	2,480	1,140.75	29,760	15.21	14.26	1,158.00	15.44	14.47
5	2,593	1,192.50	31,116	15.90	14.91	1,210.50	16.14	15.13
<u>Pay Grade 17 + 7%</u>								
Step 1	2,271	1,044.75	27,252	13.93	13.06	1,060.50	14.14	13.25
2	2,373	1,091.25	28,476	14.55	13.64	1,107.75	14.77	13.85
3	2,480	1,140.75	29,760	15.21	14.26	1,158.00	15.44	14.47
4	2,593	1,192.50	31,116	15.90	14.91	1,210.50	16.14	15.13
5	2,709	1,245.75	32,508	16.61	15.58	1,264.50	16.86	15.81



SCHEDULE "A" (cont'd)

Page 54

INSIDE PAY CONVERSION SCHEDULE -- SPECIAL FAIESEffective 1990 July 01 to 1990 December 31

	Monthly	Basic Rate		Hourly		Basic Rate + 1-1/2%		
		Bi-Weekly	Yearly	37-1/2/wk.	40/wk.	Bi-Weekly	37-1/2/wk.	40/wk.
<u>Pay Grade 18 + 7%</u>								
Step 1	2,373	1,091.20	28,476		13.64	1,108.00		13.81
2	2,480	1,140.80	29,760		14.26	1,157.60		14.41
3	2,593	1,192.80	31,116		14.91	1,210.40		15.11
4	2,709	1,246.40	32,508		15.58	1,264.80		15.81
5	2,830	1,301.60	33,960		16.27	1,321.60		16.51
<u>Pay Grade 21 + 7%</u>								
Step 1	2,709	1,245.75	32,508	16.61	15.58	1,264.50	16.86	15.81
2	2,830	1,302.00	33,960	17.36	16.27	1,321.50	17.62	16.51
3	2,959	1,361.25	35,508	18.15	17.01	1,381.50	18.42	17.21
4	3,093	1,422.75	37,116	18.97	17.78	1,443.75	19.25	18.01
5	3,230	1,485.75	38,760	19.81	18.57	1,508.25	20.11	18.81
<u>Pay Grade 24 + 7%</u>								
Step 1	3,093	1,422.75	37,116	18.97	17.78	1,443.75	19.25	18.01
2	3,230	1,485.75	38,760	19.81	18.57	1,508.25	20.11	18.81
3	3,374	1,551.75	40,488	20.69	19.40	1,575.00	21.00	19.61
4	3,528	1,623.00	42,336	21.64	20.28	1,647.00	21.96	20.51
5	3,688	1,696.50	44,256	22.62	21.20	1,722.00	22.96	21.51
<u>Pay Grade 25 + 7%</u>								
Step 1	3,230	1,485.75	38,760	19.81	18.57	1,508.25	20.11	18.81
2	3,374	1,551.75	40,488	20.69	19.40	1,575.00	21.00	19.61
3	3,528	1,623.00	42,336	21.64	20.28	1,647.00	21.96	20.51
4	3,688	1,696.50	44,256	22.62	21.20	1,722.00	22.96	21.51
5	3,852	1,771.50	46,224	23.62	22.15	1,798.50	23.98	22.41
<u>Pay Grade 26 + 7%</u>								
Step 1	3,374	1,551.75	40,488	20.69	19.40	1,575.00	21.00	19.61
2	3,528	1,623.00	42,336	21.64	20.28	1,647.00	21.96	20.51
3	3,688	1,696.50	44,256	22.62	21.20	1,722.00	22.96	21.51
4	3,852	1,771.50	46,224	23.62	22.15	1,798.50	23.98	22.41
5	4,025	1,851.00	48,300	24.68	23.14	1,879.50	25.06	23.41

Note: 1. Basic rate + 1-1/2% applies to Regular Full-Time Employees having completed six months' probationary period.

THE CORPORATION OF THE DISTRICT OF BURNABY  
SCHEDULE "B" - INSIDE DIVISION - 1988-90

Notes on Non-Standard Pay and Working Conditions

- A. Position classes which receive semi-annual increments; all other classes receive annual increments.
- B. Position classes whose pay grade and salary range includes three (3) pay grade consideration for working longer hours.
- C. Position classes or positions based on seven (7) hour day/thirtyfive (35) hour week which may have daily hours of work varied by the Department Head as required, without shift differential:
- Accountant (Cash Manager)
  - Administrative Officer 1-- Clerk's Dept.
  - Asst. Chief Public Health Inspector
  - Planner 2 (Social Planner)
  - Property Valuator - Negotiator 1
  - Property Valuator - Negotiator 2
  - Public Health Inspector A\*
  - Public Health Inspector 1\*
  - Supervisor - Public Health Inspections
- \* Public Health Inspectors whose hours of work are varied in such a way that they are required to carry out their duties for any time beyond 23:00 hours in any day shall be paid at overtime rates for all such time worked unless a scheduled shift has been established.
- D. Position classes or positions based on a seven (7) hour day/thirtyfive (35) hour week which may have daily hours of work varied by the Department Head as required to coincide with those worked by Outside Employees and be varied to provide one-half (1/2) hour for lunch, with shift differential:
- Instrumentman 1A
  - Instrumentman 2
  - Survey Assistant
- E. Position classes or positions based on a seven (7) hour day/thirtyfive (35) hour week which shall work any five (5) consecutive days with two (2) days of rest on a scheduled rotating shift between the hours of 08:00 h and 16:00 h and 16:00 h and 24:00 h:
- Telephone Operator - Receptionist (Police PABX)  
(Shift differential shall apply from 16:00 h to 08:00 h)
- F. Position classes or positions based on an eight (8) hour day/forty (40) hour week or part thereof which shall work any eight (8) consecutive hours or part thereof, exclusive of lunch, between the hours of 07:00 h and 22:30 h any five (5) consecutive days with two (2) days of rest, without shift differential:
- Aquatic Leader 1
  - Aquatic Leader 2

- G. Position classes or positions based on an eight (8) hour day/forty (40) hour week which shall work any eight (8) consecutive hours, exclusive of lunch, between the hours of 07:00 h and 17:00 h any five (5) consecutive days with two (2) days of rest, without shift differential.
- H. Position classes or positions based on a seven (7) hour day/thirty-five (35) hour week which shall work any seven (7) consecutive hours, exclusive of lunch, between the hours of 08:00 h and 17:30 h any five (5) consecutive days with two (2) days of rest, without shift differential:
- Recreation Clerk 1
  - Recreation Clerk 2
- I. Position classes or positions based on an eight (8) hour day/forty (40) hour week which shall work between the hours of 07:00 h and 17:00 h Monday to Friday, exclusive of lunch, without shift differential:
- Clerk - Parks Operations & Maintenance
  - Custodian - Municipal Hall Complex
  - Dispatcher Clerk
  - Partsman 2
  - Physical Plant Maintenance Man 2
  - Senior By-Law and Claims Inspector (Eng.)
  - Storeman
  - Supervisor - Central Stores
  - Water Service Inspector
  - Works Inspector 1
- J. Position classes or positions based on an eight (8) hour day/forty (40) hour week which shall work any eight (8) consecutive hours, exclusive of lunch, any five (5) consecutive days with two (2) days of rest, with shift differential:
- Custodial Guard (exclusive or inclusive of lunch)
  - Pool Janitor
  - Senior Iceman/Janitor
  - Iceman Janitor:
- K. Position classes or positions based on a forty (40) hour week which shall work a non-scheduled work day mutually agreed by the parties:
- Outdoor Leader 1
  - Outdoor Leader 2
  - Outdoor Leader 3
  - Outdoor Leader 4
  - Swangard Stadium Attendant
- L. Position classes or positions based on an eight (8) hour day/forty (40) hour week which shall work any five (5) consecutive days Monday to Saturday inclusive between the hours of 07:00 h and 18:00 h without shift differential:
- Parking Patrolman

- M. Position classes or positions based on an eight (8) hour day/forty (40) hour week or part thereof which may be required to work any eight (8) hours or part thereof during five (5) consecutive days without shift differential:
- Cashier Attendant
  - Lifeguard/Instructor-Aquatics
  - Golf Course Ranger
  - Recreation Attendant 1
  - Recreation Attendant 2
- N. Position classes or positions based on a seven (7) hour day/thirty-five (35) hour week which may be required to work any five (5) days on a scheduled rotating day and afternoon shift (shift differential shall apply to afternoon shift work hours):
- Clerk-Typist 3 (Police Stenocord)
  - Clerk 1 (Police File Room)
- O. Position classes or positions based on a seven and one-half (7-1/2) hour day/thirty-seven and one-half (37-1/2) hour week which shall work any consecutive 7-1/2 hours, exclusive of lunch, any five (5) consecutive days with two (2) days of rest. **Salary** includes seven (7) percent compensation for longer hours.
- Comications Operator 1
  - Communications Operator 2
- P. Position class based on an eight (8) hour day/forty (40) hour week which shall work between the hours of 07:00 h and 17:00 h Monday to Friday, exclusive of lunch, without shift differential; salary includes compensation for trades pay and longer hours: overtime rates will be paid for actual telephone work time.
- Physical Plant Maintenance Coordinator
- Q. Salary includes compensation for inspector pay.
- R. Position classes or positions which shall work any eight (8) consecutive hours with either a thirty (30) minute lunch break and no rest breaks, or two (2) 15-minute **rest** breaks without a lunch break, any five (5)—consecutive days with two (2) days of rest, with shift differential.
- Building Service Worker 1
  - Janitor Leader
  - Parks Janitor
- S. Position classes or positions based on a thirty-five (35) hour week which shall work a non-scheduled work day mutually agreed by the parties:
- Arena Maintenance Supervisor
  - Fine and Performing Arts Programmer
  - Community Youth Worker
  - Fine Arts Leader
  - Coordinator - Fine Arts
  - Program Leader

- Coordinator - Recreation Programs
  - Coordinator - Special Services and Programmes
  - Elder Citizens Centre Coordinator
  - Office Supervisor - Sponsor
  - Recreation Centre Supervisor 1
  - Recreation Centre Supervisor 2
  - Recreation Leader 1
  - Recreation Leader 2
  - Supervisor - Food Services
  - Supervisor - Sports and Outdoor Recreation
  - Supervisor - Youth Services
- T. Position classes based on a seventy (70) hour bi-weekly schedule mutually agreed to by the parties, at straight time rates:
- Licenced Practical Nurse
  - Technical Supervisor - James Cowan Theatre
- U. Incumbents work a 72 hour bi-weekly work schedule consisting of nine (9) eight (8) hour work days mutually agreed by the parties. The extra hour worked per week above the standard 35-hour week is accumulated at the rate of .75 hour per week to a maximum accumulation of 36 hours in any one year and scheduled as time-off during the calendar year earned..
- Rehabilitation Therapist - Home Care
  - Rehabilitation Therapist - Long Term Care
  - Rehabilitation Therapist - Schools
  - Supervisor - Rehabilitation Services
- V. Clerk 2 (Service Centre) and Utilities Information Clerk positions at Service Centre shall have the same normal hours of work as Outside employees and the rate adjusted upwards by three (3) pay grades for working a 40-hour week.
- W. Position class based on a 40-hour week, 8-hour day, Monday to Friday inclusive, between the hours of 07:00 h and 17:00 h with one-half hour for lunch, without shift differential. Value of class includes compensation for longer hours.
- Physical Plant Maintenance Man 1
- X. Position classes or positions based on an eight (8) hour day/forty (40) hour week which shall work any eight (8) consecutive hours, exclusive of lunch, any five (5) consecutive days with two (2) days of rest, without shift differential.
- Training and Safety Officer

## THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "C" - INSIDE DIVISION - 1988-1990SERVICE PAY

1. The payments which were being made pursuant to paragraphs 2 and 3 of the letter dated 1977 December 22 from Graham Leslie to Len M. Stair, shall continue to be made until this Memorandum of Agreement has been ratified by the Corporation, the Library Board and Local 23, at which time they shall cease.
2. All other provisions and qualifications contained in the above-mentioned letter and in the letter dated 1977 December 22 from L.M. Stair to Graham Leslie. shall be rescinded or waived, as the case may be.
3. Each employee who is in the employ of the Corporation of the District of Burnaby or of the Burnaby Public Library Board on the date on which this Memorandum of Agreement is executed, and who was in receipt of service pay on 1977 December 31, shall be entitled to choose one or other of the following options if such option is exercised within 30 calendar days of the date when the last of the parties ratifies the said Memorandum of Agreement:
  - (a) An employee may elect to receive in one lump sum payment the sum of the amounts he would have received between the date on which the payments ceased under paragraph i herein, and 1978 December 31. Such lump sum shall be the property of the employee regardless of whether or not he is subsequently terminated, promoted or reclassified upwards during 1978; or
  - (b) An employee may elect to retain the payments made to him under paragraph i herein, and may in addition elect for 1978 only to receive one (1) day of paid leave of absence for each five dollars (\$5.00) of monthly service pay which he was receiving on 1977 December 31. Any such days of paid leave of absence shall be added to the employee's vacation bank account, and may be taken under the same conditions as apply to annual and supplementary vacation leave.
4. Subject to the provisions of paragraphs 5, 6 and 7 herein, the Corporation and the Library Board shall on 1979 January 01 and on the first day of January in each succeeding year make a lump sum payment to the union of an amount comprising the two following component parts:
  - (a) Sixty dollars (\$60.00) with respect to each of the employees who would have qualified for an initial service pay allowance of five dollars (\$5.00) per month during 1978 if the 1977 Service Pay Agreement had remained in effect for 1978; and

SCHEDULE "C" (cont'd)

Page 2

- (b) The total amount of service pay allowances that would have been paid during 1978 to those employees covered by paragraph 3 herein if the 1977 Service Pay Agreement had remained in effect for 1978.
- 5. The Corporation and the Library Board shall by this Agreement be precluded from introducing the subject of the annual lump sum payment into their future collective bargaining with Local 23 except by way of a response to a proposal by Local 23 either to introduce a new benefit into their collective agreements at some cost to the Employers, or to improve at some cost to the Employers one or more of the following benefits which were in existence in 1977: Medical Services Plan, Extended Health Benefits Plan, Dental Plan, Group Life Insurance coverage or Sick Leave Plan.
- 6. When the Employers have become entitled to introduce the subject of the annual lump sum payment into collective bargaining pursuant to paragraph 5 herein, the said payment may nevertheless be discontinued only when:
  - (a) the Union has negotiated an agreement with the Employers to introduce a new benefit or to improve one or more of the benefits itemized in paragraph 5 herein, in either case at some cost to the Employers; and
  - (b) the Union has agreed that the said payments shall be discontinued.
- 7. The Union shall have absolute control over the annual lump sum payments received from the Employers, and may use them or any portion of them for any purpose it desires, excepting only that no change may be made in any provision of the collective agreement or in any fringe benefit without the agreement of the Employers.

THE CORPORATION OF THE DISTRICT OF BURNABY  
SCHEDULE "D" - INSIDE DIVISION - 1988-1990

TABLE SHOWING REGULAR ANNUAL VACATION AND SUPPLEMENTARY VACATION  
 ENTITLEMENT IN WORKING DAYS FOR THE YEARS 1988 TO 1997 BY YEAR HIRED

Year Hired	ENTITLEMENT YEAR									
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
1990	-	-	-	15/-	15/-	15/-	15/-	15/-	15/-	20/-
1989	-	-	15/-	15/-	15/-	15/-	15/-	15/-	15/-	20/-
1988	-	15/-	15/-	15/-	15/-	15/-	15/-	15/-	15/-	20/-
1987	15/-	15/-	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/5
1986	15/-	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/5	20/-
1985	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/5	20/-	20/-
1984	15/-	15/-	15/-	15/-	15/-	20/-	20/5	20/-	20/-	20/-
1983	15/-	15/-	15/-	15/-	20/-	20/5	20/-	20/-	20/-	20/-
1982	15/-	15/-	15/-	20/-	20/5	20/-	20/-	20/-	20/-	20/5
1981	15/-	15/-	20/-	20/5	20/-	20/-	20/-	20/-	20/5	20/-
1980	15/-	20/-	20/5	20/-	20/-	20/-	20/-	20/5	20/-	25/-
1979	20/-	20/5	20/-	20/-	20/-	20/-	20/5	20/-	25/-	25/-
1978	20/5	20/-	20/-	20/-	20/-	20/5	20/-	25/-	25/-	25/-
1977	20/-	20/-	20/-	20/-	20/5	20/-	25/-	25/-	25/-	25/5
1976	20/-	20/-	20/-	20/5	20/-	25/-	25/-	25/-	25/5	25/-
1975	20/-	20/-	20/5	20/-	25/-	25/-	25/-	25/5	25/-	25/-
1974	20/-	20/5	20/-	25/-	25/-	25/-	25/5	25/-	25/-	25/-
1973	20/5	20/-	25/-	25/-	25/-	25/5	25/-	25/-	25/-	25/-
1972	20/-	25/-	25/-	25/-	25/5	25/-	25/-	25/-	25/-	30/5
1971	25/-	25/-	25/-	25/5	25/-	25/-	25/-	25/-	30/5	30/-
1970	25/-	25/-	25/5	25/-	25/-	25/-	25/-	30/5	30/-	30/-
1969	25/-	25/5	25/-	25/-	25/-	25/-	30/5	30/-	30/-	30/-
1968	25/5	25/-	25/-	25/-	25/-	30/5	30/-	30/-	30/-	30/-
1967	25/-	25/-	25/-	25/-	30/5	30/-	30/-	30/-	30/-	30/5
1966	25/-	25/-	25/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1965	25/-	25/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1964	25/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1963	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1962	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1961	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1960	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1959	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1958	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1957	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1956	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1955	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1954	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1953	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1952	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1951	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1950	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1949	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1948	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-



In the table the figure to the left of the oblique, stroke shows the number of working days of regular annual vacation. i.e., 15 days from the second to the ninth calendar year of service; 20 days from the 10th to the 17th; 25 days from the 18th to the 25th; 30 days in the 26th and all subsequent calendar years of service.

The figure to the right of the oblique stroke shows the number of working days of supplementary vacation, and appears in the calendar year in which they are credited to an employee. These supplementary vacation days may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 5 days are credited.

Example:

An employee hired in 1973 is in his or her 16th calendar year during 1988. The employee in 1988 will be credited with 5 supplementary working days which may be taken at any time between 1988 and 1992, both years included. In 1993, the employee will be credited with a further 5 supplementary working days, etc.

The working day entitlement is based upon a five-day work week.

THE CORPORATION OF THE DISTRICT OF BURNABY  
SCHEDULE "E" - INSIDE DIVISION - 1988-1990

TECHNOLOGICAL CHANGE

During the term of this Agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Agreement.

Where the Corporation introduces, or intends to introduce, a technological change that:

- (a) affects the terms and conditions, or security of employment of a significant number of employees to whom this Agreement applies;

and

- (b) alters significantly the basis upon which this Agreement was negotiated;

either party hereto may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an Arbitration Board, constituted under Clause 15.2, Step 5, of this Agreement, bypassing all other steps in the Grievance Procedure.

The Arbitration Board shall decide whether or not the Corporation has introduced or intends to introduce a technological change, and upon deciding that the Corporation has or intends to introduce a technological change the Arbitration Board:

- (a) shall inform the Minister of Labour of its findings; **and**
- (b) may then or later make any one or more of the following orders:
  - (i) that the change be made in accordance with the terms of this Agreement unless the change alters significantly the basis upon which this Agreement was negotiated;
  - (ii) that the Corporation will not proceed with the technological change for such period, not exceeding ninety days, as the Arbitration Board considers appropriate;
  - (iii) that the Corporation reinstate any employee displaced by reason of the technological change;
  - (iv) that the Corporation pay to that employee such compensation in respect of his displacement as the Arbitration Board considers reasonable.

The Corporation will give to the Union in writing at least ninety days' notice of any intended technological change that:

SCHEDULE "E" (cont'd)

Page 2

- (a) affects the terms and conditions or security of employment of a significant number of employees to whom **this** Agreement applies; and
- (b) alters significantly the basis upon which this Agreement was negotiated.

## THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "F" - INSIDE DIVISION - 1988-1990PRINCIPLES GOVERNING THE CONVERSION OF EMPLOYEE FRINGE BENEFITS IN CASES OF INTRODUCTION OR RENEWAL OF COMPRESSED WORK WEEKS

In the event that any of the parties to this Memorandum of Agreement decide in local discussions to extend the existing conversion of, or to convert the work week of the employees staffing the whole or a part of an Employer's operations, from five (5) working days to four (4) working days **per** week or to nine (9) working days per fortnight, it has been agreed that such employees' fringe benefits shall be converted as follows:

1. Basic annual working hours shall be calculated as  $260.89 \times$  daily working hours as per the 5-day week, e.g.  $260.89 \times 7 \approx 1826-1/4$ , or  $260.89 \times 7.5 = 1956.675$ .
2. Basic annual public holiday hours shall be calculated as  $11 \times$  daily hours as per the 5-day week, e.g.  $11 \times 7 \approx 77$ , or  $11 \times 7.5 \approx 82.5$ .
3. Account shall be taken of the difference in basic annual rest period allowances, e.g.  $52.178 \text{ weeks} \times 5 \text{ days} \times 20 \text{ minutes} (= 86.96 \text{ hours})$  in the case of the standard 5-day week;  $52.178 \times 4 \times 20 \text{ minutes} (= 69.57 \text{ hours})$  in the case of the 4-day week; and  $52.178 \times 4.5 \times 20 \text{ minutes} (= 78.27 \text{ hours})$  in the case of the 9-day fortnight.
4. Employees shall have at least two of their days off in any week consecutive, and such days off shall for purposes of Overtime pay be deemed to be the "first scheduled rest day" and the "second scheduled rest day". Pay for any work on the third day off in any week shall be in accordance with normal daily overtime rates.
5. For purposes of Overtime pay on scheduled working days, normal daily working hours and **the** normal work week shall be considered to be those lengths of time established by the parties pursuant to paragraph 8 herein.
6. Annual Vacation entitlement and all credits for Deferred Vacation, Sick Leave benefits and Gratuity benefits **shall** be converted from working days to working hours by multiplying the number of days to an employee's credit by the daily working hours as per the previous 5-day week. All deductions or debits shall be made on the basis that each working day of absence shall be measured as the length of time established by the parties pursuant to paragraph 8 herein.
7. Notwithstanding any clause in a collective agreement to the contrary, an employee shall not receive pay for acting senior capacity where he or she has been temporarily required to accept the responsibilities and carry out the duties of a senior position because of the absence of the incumbent of that senior position due to the compressed work week.

8. In order to establish the length of the compressed work day and the compressed work week, the parties are to be governed by the principle that the basic annual working hours less basic annual public holiday hours and less basic annual rest period allowances are to remain the same under the compressed work week as they were under the standard work week.
- The parties will be free to decide how to deal with the matter of public holidays in accordance with one or other of the three following ways, and their decisions will determine automatically the lengths of the compressed work day and work week:
- (a) Revert to a standard 5-day week in any week when a public holiday occurs.
  - (b) Change days off during any week when a public holiday occurs in order that each employee will work on 4 days in every week of the year with the sole exception being when Christmas Day and Boxing Day are observed in the same week in which case each employee will work 3 days in that week and 5 days in the immediately preceding week.
  - (c) Have a compressed work day off with pay for each public holiday and owe the Employer the difference in hours between the length of the compressed work days and the length of the employee's former standard work day.
9. Whenever any doubt arises as to how the fringe benefit conversion should be made with respect to any item (whether or not covered by this Schedule "F"), the doubt shall be resolved by reference to the basic principle agreed upon by all parties to this Memorandum, i.e. there shall be no additional salary or benefit cost to the Employer, and no reduction in the salaries or benefits received by the employees.
10. In the event any Employer and its respective Union wish to amend or continue an existing experimental compressed work week, or wish to introduce a compressed work week, they will be required to obtain the approval of the Joint Language Sub-Committee with respect to their proposed formula for converting employee fringe benefits.

THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "G" - INSIDE DIVISION - 1988-1990

Employment Standards Act Principles

Effective 1984 July 09 the parties agree that the following principles are implicit in and form part of the terms of the Collective Agreement:

- (1) That, except where a provision in the Agreement or a currently accepted practice specifically contemplates otherwise, (for example, the Overtime, Callout and non-standard work week provisions) employees shall have not less than 8 consecutive hours free from work between each shift worked and not less than 32 consecutive hours free from work between each week. Where an employee is required to work within the 8 or 32 hour free period, the time worked during the work free period shall be subject to the appropriate overtime provisions.
- (2) That where an employee works a split shift, the shift shall be completed within 12 hours of commencing such shift.
- (3) The eating period provided under the "Hours of Work" provision of the Agreement shall be scheduled so as to prevent an employee from working more than 5 consecutive hours without an eating period. Commencing one month following 1984 July 09, Regular Part-Time and Auxiliary Employees shall not work more than 5 consecutive hours without an unpaid eating period.

## THE CORPORATION OF THE DISTRICT OF BURNABY

SCHEDULE "R" - INSIDE DIVISION - 1988-1990RESIDUAL ITEMS

The Corporation and the Union agree as follows:

The following is item 22 of the Memorandum of Agreement dated 1977 June 14:

22. As soon as possible following ratification of this Memorandum of Agreement, a Joint Standing Committee shall be established consisting of not more than four representatives of the Unions and not more than four representatives of the Employers, for the purpose of keeping under periodic review the operation of their group Dental Plan and the operation of their respective Extended Health Benefit Plans.

The following is an item resulting from local negotiations between the Corporation of the District of Burnaby and C.U.P.E. Local 23:

The matter of protective clothing and work boots shall continue to be a subject of discussion by the Labour Management Committee who may make recommendations on the matter to appropriate Department Heads or the Municipal Manager.

The following are items 9, 10 and 13 of the Memorandum of Agreement dated 1981 April 30:

9. First Aid Premiums for Designated Holders of Industrial First Aid Certificates

The existing premiums shall be increased effective 1981 My 03 and shall be inserted into all collective agreements as follows:

	<u>Currently</u>	<u>New Premium Rates</u>
"C" Ticket	\$26 per month	30 cents per hour
"B" Ticket	\$30 per month	40 cents per hour
"A" Ticket	\$30 per month	50 cents per hour

10. Joint Committee Review of Pesticide and Herbicide Applications and Other Possible Dirty Pay Applications

As soon as possible following 1981 My 03, a Joint Committee shall be struck for the purpose of examining the Unions' case for extending an hourly premium [which shall be limited to 25 cents] to other "dirty" situations including application of pesticides and herbicides. The Joint Committee shall comprise an equal number of Employer and Union representatives, and shall deal with the matters

before it on a regional basis. The Joint Committee shall include representatives of both C.U.P.E. and V.M.R.S.U. and shall have the power to make final and binding decisions on the parties by majority decision. There shall be no avenue beyond the Joint Committee for the purposes of decision-making or appealing its decisions.

13. Handicapped Workers

Within the limitation imposed by the Employers' unwillingness to create unnecessary work, each individual Employer is willing to make every conceivable effort in cooperation with its Union in order to provide opportunities for older, partially disabled or otherwise handicapped employees to retain employment.

The following are items 9 and 10 resulting from 1981-1982 Local Negotiations:

9. Limitation of Volunteer Clause

An Ad Hoc Committee shall be established during the currency of this Agreement to review the matter of volunteers, the work they perform and their relationship to paid staff and to make recommendations to the parties to this Agreement.

10. Access to Personnel Records

This item is resolved by the Corporation agreeing to write annually to Corporation Department Heads asking them to remind all employees of the Corporation's policy "Employee Personnel File" which deals with an employee's access to his/her personnel record.

1986-1987 Residual Items

The following is item 11 of the Memorandum of Agreement dated 1986 August 12:

11. Acting in a Senior Capacity

Effective 1987 January 01, the Corporation, where necessary, agrees to change the administrative procedure from paying Acting Pay once every six months, to paying Acting Pay on a bi-weekly basis.