

**THIS COLLECTIVE AGREEMENT**

made on the 25 day of September, 2002

between

**THE CROWN IN RIGHT OF ONTARIO**

Represented by Management Board of Cabinet

(Hereinafter referred to as the "Employer")

and

**THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION**

(Hereinafter referred to as the "Union")

for the

**UNIFIED BARGAINING UNIT**

# UNIFIED BARGAINING UNIT COLLECTIVE AGREEMENT

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## **PART A - WORKING CONDITIONS**

### **ARTICLE UN 1 - RECOGNITION**

- UN 1.1 The Ontario Public Service Employees Union (OPSEU) for the purpose of this Collective Agreement is recognized as the exclusive bargaining agent for a bargaining unit consisting of all employees contained within the Unified Bargaining Unit.
- UN 1.2 For greater certainty, such employees include classified, term classified, unclassified employees, students, GO Temps, and such other employees as may be mutually agreed.
- UN 1.3 For greater certainty, this Agreement shall apply to the employees in the Unified Bargaining Unit and the bargaining unit shall be deemed to be amended in accordance with any agreement of the parties. A list of classifications is attached in the Salary Schedule.

### **ARTICLE UN 2 - HOURS OF WORK**

- UN 2.1 SCHEDULE 3 and 3.7
- The normal hours of work for employees on these schedules shall be thirty-six and one quarter (36-1/4) hours per week and seven and one quarter (7-1/4) hours per day.
- UN 2.2 SCHEDULE 4 and 4.7
- The normal hours of work for employees on these schedules shall be forty (40) hours per week and eight (8) hours per day.
- UN 2.3 SCHEDULE 6
- The normal hours of work for employees on this schedule shall be a minimum of thirty-six and one-quarter (36-1/4) hours per week.
- UN 2.4 SCHEDULE A
- Averaging of Hours of Work see Appendix UN 1 (Schedule A - Averaging of Hours of Work) attached.
- UN 2.5 Where the Employer adjusts the number of hours per week on a schedule, the employee's weekly salary based on his or her basic hourly rate shall be adjusted accordingly. The adjustment will be discussed with the Union prior to such adjustment being made.
- UN 2.6 Where the Employer intends to transfer employees or an employee from one schedule to another schedule, the Employer will discuss the transfer with the Union prior to such transfer. When the transfer occurs, the employee's weekly salary based on his or her basic hourly rate shall be adjusted accordingly.

### **ARTICLE UN 3 - DAYS OFF**

UN 3.1 There shall be two (2) consecutive days off which shall be referred to as scheduled days off, except that days off may be non-consecutive if agreed upon between the employee and the ministry.

### **ARTICLE UN 4 - SCHEDULED TOUR OF DUTY OR SHIFT**

UN 4.1 A shift that does not commence and end on the same calendar day shall be considered as falling wholly within the calendar day on which the shift commences.

### **ARTICLE UN 5 - SHIFT SCHEDULES**

UN 5.1 Shift schedules shall be posted not less than fifteen (15) days in advance and there shall be no change in the schedule after it has been posted unless notice is given to the employee one hundred and twenty (120) hours in advance of the starting time of the shift as originally scheduled. If the employee concerned is not notified one hundred and twenty (120) hours in advance he or she shall be paid time and one half (1-1/2) for the first eight (8) hours worked on the changed shift provided that no premium shall be paid where the change of schedule is caused by events beyond the ministry's control.

UN 5.2 Every reasonable effort shall be made to avoid scheduling the commencement of a shift within twelve (12) hours of the completion of the employee's previous shift provided however, that if an employee is required to work before twelve (12) hours have elapsed he or she shall be paid time and one-half (1-1/2) for those hours that fall within the twelve (12) hour period. It is understood that the term "shift" does not include any period of time in respect of which an employee is entitled to overtime payments or compensating leave in accordance with Article UN 8 (Overtime) or Article UN 9 (Call Back).

UN 5.3 A shift may be changed without any premium or penalty if agreed upon between the employee and the ministry.

UN 5.4 It is the intent of the parties that there shall be no split shifts provided however, that in circumstances where split shifts are currently in existence reasonable efforts should be made to eliminate the split shifts.

UN 5.5 The current practice of giving notice of shift schedules in advance under existing agreements where notice is in excess of fifteen (15) days shall be maintained.

### **ARTICLE UN 6 - SHIFT PREMIUM**

UN 6.1.1 Effective January 1, 1992, an employee shall receive a shift premium of fifty-two cents (52¢) per hour for all hours worked between 5:00 p.m. and midnight. Where more than fifty percent (50%) of the hours worked fall within this period, the fifty-two cents (52¢) per hour premium shall be paid for all hours worked.

UN 6.1.2 Effective January 1, 1992, an employee shall receive a shift premium of sixty-two cents (62¢) per hour for all hours worked between midnight and 7:00 a.m. Where more than

fifty percent (50%) of the hours worked fall within this period, the sixty-two cents (62¢) per hour premium shall be paid for all hours worked.

- UN 6.1.3 Effective on May 5, 2002, an employee shall receive a shift premium of seventy-eight cents (\$0.78) per hour for all hours worked between 5:00 p.m. and 7:00 a.m. Where more than fifty percent (50%) of the hours worked fall within this period, the premium shall be paid for all hours worked. Effective May 5, 2002, UN 6.1.1 and UN 6.1.2 shall no longer apply.
- UN 6.2 Notwithstanding Articles UN 6.1.1, 6.1.2 and 6.1.3 where an employee's hours of work normally fall within 7:00 a.m. and 5:00 p.m., the employee shall not be entitled to receive a shift premium for hours worked between 5:00 p.m. and 7:00 a.m.
- UN 6.3 Shift premiums shall not be considered as part of an employee's basic hourly rate.
- UN 6.4 Shift premium shall not be paid to an employee who for mutually agreed upon reasons works a shift for which he or she would otherwise be entitled to a shift premium.

#### **ARTICLE UN 7 - REST PERIODS**

- UN 7.1 The present practice for rest periods in each shift shall be maintained.

#### **ARTICLE UN 8 - OVERTIME**

- UN 8.1 The overtime rate for the purposes of this Agreement shall be one and one-half (1-1/2) times the employee's basic hourly rate.
- UN 8.2.1 In the assignment of overtime, the Employer agrees to develop methods of distributing overtime at the local workplace that are fair and equitable after having ensured that all its operational requirements are met.
- UN 8.2.2 In this Article, "overtime" means an authorized period of work calculated to the nearest half-hour and performed on a scheduled working day in addition to the regular working period, or performed on a scheduled day(s) off.
- UN 8.3.1 Employees in Schedules 3.7 and 4.7 who perform authorized work in excess of seven and one-quarter (7-1/4) hours or eight (8) hours as applicable, shall be paid at the overtime rate.
- UN 8.3.2 Overtime shall be paid within two (2) months of the pay period within which the overtime was actually worked.
- UN 8.4 Employees in Schedules 3 and 4 who perform authorized work in excess of seven and one-quarter (7-1/4) hours or eight (8) hours as applicable, shall receive compensating leave of one and one-half (1-1/2) hours for each hour of overtime worked, at a time mutually agreed upon. Failing agreement, the ministry shall reasonably determine the time of the compensating leave.

- UN 8.5 Where there is mutual agreement, employees may receive compensating leave in lieu of pay at the overtime rate or may receive pay at the overtime rate in lieu of compensating leave.
- UN 8.6 Compensating leave accumulated in a calendar year which is not used before March 31 of the following year, shall be paid at the rate it was earned. The March 31 date may be extended by agreement at the local or ministry level.
- UN 8.7.1 Employees in Schedule 6 who perform authorized work in excess of 7.25 hours on a regularly scheduled work day shall receive:
- (a) compensating leave of one-half (.5) hour for each hour worked between 36.25 and 48 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days; and
  - (b) compensating leave of one (1) hour for each hour worked in excess of 48 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days.
  - (c) The compensating leave shall be taken at a time mutually agreed upon. Failing agreement, the ministry shall reasonably determine the time of the compensating leave.
- UN 8.7.2 Notwithstanding UN 8.6, where at the end of the calendar year an employee has remaining accumulated compensating leave under UN 8.7.1, the employee and Employer shall endeavour to agree on the scheduling of such compensating leave in an effort to utilize the compensating leave by June 30, and neither the Employer nor employee will unreasonably withhold agreement. Failing agreement, the Employer shall reasonably determine the time of the compensating leave.
- UN 8.7.3 Notwithstanding UN 8.6, compensating leave accumulated under UN 8.7.1 in a calendar year which is not used before June 30 of the following year, shall be paid on a lump sum basis, at the rate it was earned. An employee may be paid, on a lump sum basis, for compensating leave prior to June 30, where the employee and Employer agree. On termination of employment, or on an employee assuming a permanent position outside the bargaining unit, an employee who has not used all of his or her compensating leave earned under UN 8.7.1 shall be paid, on a lump sum basis, for all remaining compensating leave hours.
- UN 8.7.4 Employees who are in classifications assigned to Schedule 6 and who are required to work on a day off, shall receive equivalent time off.
- UN 8.7.5 Notwithstanding Article UN 8.7.1 and Article UN 13.7 (Holiday Payment), employees who are in classifications assigned to Schedule 6 and who are assigned to forest fire fighting or related duties, shall be paid one and one-half (1-1/2) times the employee's basic hourly rate, to be calculated on the basis of thirty-six and one-quarter (36-1/4) hours per week, for all such work after eight (8) hours in a 24 hour period.

## **ARTICLE UN 9 - CALL BACK**

UN 9.1 An employee who leaves his or her place of work and is subsequently called back to work prior to the starting time of his or her next scheduled shift shall be paid a minimum of four (4) hours pay at one and one-half (1 ½ ) times his or her basic hourly rate.

UN 9.2 Where an employee is contacted by the Employer outside the workplace prior to the starting time of his or her next scheduled shift, in circumstances where such contact is considered to be a “call back to work” but the employee is not required to physically attend at the workplace, the employee shall be paid a minimum of four (4) hours’ of pay at one and one-half (1 ½ ) times his or her basic hourly rate. The initial call and any subsequent calls during that same four-hour period, will be treated as a single “call back to work” for pay purposes.

#### **ARTICLE UN 10 - STAND-BY TIME**

UN 10.1 “Stand-By Time” means a period of time that is not a regular working period during which an employee is required to keep himself or herself:

(a) immediately available to receive a call to return to work, and

(b) immediately available to return to the workplace.

UN 10.2 No employee shall be required to be on stand-by unless such stand-by was authorized in writing by the supervisor prior to the stand-by period, except in circumstances beyond the Employer’s control.

UN 10.3 Where stand-by is not previously authorized in writing, payment as per UN 10.4 shall only be made where the supervisor has expressly advised the employee that stand-by duty is required.

UN 10.4 When an employee is required to stand-by, he or she shall receive payment of the stand-by hours at one half (1/2) his or her basic hourly rate with a minimum credit of four (4) hours pay at his or her basic hourly rate.

#### **ARTICLE UN 11 - ON-CALL DUTY**

UN 11.1 “On-Call Duty” means a period of time that is not a regular working period, overtime period, stand-by period or call back period during which an employee is required to respond within a reasonable time to a request for:

(a) recall to the work place, or

(b) the performance of other work as required.

UN 11.2 It is understood that a return to the workplace may not be necessary in all situations.

UN 11.3 It is understood that there shall be no pyramiding of premium payments and where work is performed as outlined in Articles UN 11.1(a) or UN 11.1(b), call back pay or overtime pay shall be substituted, respectively, for the on call premium.

UN 11.4 Should recall to the workplace be required the employee is expected to be able to return to the workplace within a reasonable time.

- UN 11.5 No employee shall be required to be on-call unless such on-call duty was authorized in writing by the supervisor prior to the on-call period, except in circumstances beyond the Employer's control.
- UN 11.6 Where on-call is not previously authorized in writing, payment as per Article UN 11.7 shall only be made where the supervisor has expressly advised the employee that he or she is on-call.
- UN 11.7 Where an employee is required to be on-call, he or she shall receive one dollar (\$1.00) per hour for all hours that he or she is required to be on-call.

## **ARTICLE UN 12 - MEAL ALLOWANCE**

- UN 12.1.1 An employee who continues to work more than two (2) hours of overtime immediately following his or her scheduled hours of work without notification of the requirement to work such overtime, prior to the end of his or her previously scheduled shift, shall be reimbursed for the cost of one (1) meal to six dollars (\$6.00) except where free meals are provided or where the employee is being compensated for meals on some other basis.
- UN 12.1.2 A reasonable time with pay shall be allowed the employee for the meal break either at or adjacent to his or her work place.
- UN 12.2.1 Cost of meals may be allowed only:
- UN 12.2.2 If during a normal meal period the employee is travelling on government business other than:
- (a) on patrol duties, except as provided under UN 12.2.3 or
  - (b) within twenty-four (24) kilometers of his or her assigned headquarters, or
  - (c) within the metropolitan area in which he or she is normally working
- UN 12.2.3 If an employee on patrol duties is reimbursed for overnight accommodation required for the trip;
- UN 12.2.4 If, in an unusual non-recurring situation, the department head authorizes such payment;
- UN 12.2.5 If, in any recurring situation, Management Board has authorized such payments because of the special nature of the assignments.
- UN 12.3 Gratuities and taxes are to be included in the actual cost of meals claimed.
- UN 12.4 The total cost of meals for each day is to be shown.
- UN 12.5 Before approving claims for meals, the branch head should be satisfied that the charges are reasonable for the locality.
- UN 12.6 When an employee is authorized to pay meal expenses for guests and the group also includes other Crown employees, he or she may pay for the meals of the employees and claim the cost. These employees should, if they are submitting a claim for the same trip,



indicate any meals covered in another employee's claim. They must not claim the cost again.

- UN 12.7 Costs of meals will not be allowed in cases where meals are made available by the Employer at no cost to the employee, except in circumstances where an employee is required to follow a particular diet which has been medically prescribed or is mandated by the employee's religion and the Employer does not provide meals which meet the requirements of that diet.

#### **ARTICLE UN 13 - HOLIDAY PAYMENT**

- UN 13.1 Where an employee works on a holiday included under Article 47 (Holidays) of the Central Collective Agreement, he or she shall be paid at the rate of two (2) times his or her basic hourly rate for all hours worked with a minimum credit of seven and one-quarter (7-1/4), eight (8), or the number of regularly scheduled hours, as applicable.
- UN 13.2 In addition to the payment provided by Article UN 13.1, an employee who works on the holiday shall receive either seven and one-quarter (7-1/4) or eight (8) hours pay as applicable at his or her basic hourly rate or compensating leave of seven and one-quarter (7-1/4) or eight (8) hours as applicable, provided the employee opts for compensating leave prior to the holiday.
- UN 13.3 It is understood that UN 13.1 and UN 13.2 apply only to an employee who is authorized to work on the holiday and who actually works on the holiday, and that an employee who, for any reason, does not actually work on the holiday shall not be entitled to the payments described herein.
- UN 13.4 When a holiday included under Article 47 (Holidays) of the Central Collective Agreement coincides with an employee's scheduled day off and he or she does not work on that day, the employee shall be entitled to receive another day off.
- UN 13.5 Any compensating leave accumulated under UN 13.2 and UN 13.4 may be taken off at a time mutually agreed upon. Failing agreement, such time off may be taken in conjunction with the employee's vacation leave or regular day(s) off, if requested one (1) month in advance.
- UN 13.6 Any compensating leave accumulated under UN 13.2 and UN 13.4 in a calendar year which is not used before March 31 of the following year shall be paid at the rate it was earned. The March 31 date may be extended by agreement at the local or ministry level.
- UN 13.7 Notwithstanding anything in Article UN 13, employees who are in classifications assigned to Schedule 6 and who are required to work on a holiday included in Article 47 (Holidays) of the Central Collective Agreement shall receive equivalent time off.

## **PART B - REGULAR PART-TIME CIVIL SERVANTS**

### **ARTICLE UN 14 - OVERTIME**

- UN 14.1.1 "Overtime" means an authorized period of work, calculated to the nearest half hour, and performed in excess of seven and one-quarter (7-1/4) or eight (8) hours, as applicable, on a normal working day and for all hours worked on a non-working day.
- UN 14.1.2 In the distribution of overtime, the Employer agrees to develop methods of distributing overtime at the local workplace that are fair and equitable after having ensured that all its operational requirements are met.
- UN 14.2.1 Employees in classifications assigned to Schedules 3.7 and 4.7 who work authorized overtime shall be paid at one and one-half (1-1/2) times the basic hourly rate.
- UN 14.2.2 Overtime shall be paid within two (2) months of the pay period within which the overtime was actually worked.
- UN 14.3 Employees in classifications assigned to Schedules 3 and 4 who perform authorized overtime, shall receive compensating leave of one and one-half (1-1/2) hours for each hour of overtime worked, at a mutually agreed upon time. Failing agreement, the Employer shall determine the time of the compensating leave.
- UN 14.4 Where there is mutual agreement, employees may receive compensating leave in lieu of pay at the overtime rate or may receive pay at the overtime rate in lieu of compensating leave.
- UN 14.5 Compensating leave accumulated in a calendar year which is not used before March 31 of the following year, shall be paid at the rate it was earned. The March 31 date may be extended by mutual agreement.
- UN 14.6 Employees who are in classifications assigned to Schedule 6 and who are required to work on a non-working day shall receive equivalent time off.

### **ARTICLE UN 15 - STAND-BY TIME**

- UN 15.1 "Stand-By Time" means a period of time that is not a regular working period during which an employee is required to keep himself or herself:
- (a) immediately available to receive a call to return to work, and
  - (b) immediately available to return to the work place.
- UN 15.2 No employee shall be required to be on stand-by unless such stand-by was authorized in writing by the supervisor prior to the stand-by period, except in circumstances beyond the Employer's control.
- UN 15.3 Where stand-by is not previously authorized in writing, payment as per UN 15.4 shall only be made where the supervisor has expressly advised the employee that stand-by duty is required.

UN 15.4 When an employee is required to stand-by, he or she shall receive payment of the stand-by hours at one-half (1/2) his or her basic hourly rate with a minimum credit of two (2) hours pay at his or her basic hourly rate.

## **PART C - SALARY AND TERM**

### **ARTICLE UN 16 - SALARY**

UN 16.1 (a) All wages rates to be increased across the board as follows:

January 1, 2002 -	1.95%
January 1, 2002 -	0.55% special adjustment across-the-board
January 1, 2002 -	1.0% (for productivity and efficiency gains)
January 1, 2003 -	1.95%
January 1, 2003 -	0.5% special adjustment across-the-board
January 1, 2004 -	2.5%

(b) The salary rates for all classifications are contained in the Salary Schedule attached.

UN 16.2.1 Effective January 1, 2002, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of one percent (1%) over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For employees who have been at the maximum of the range for twelve (12) months or more on January 1, 2002, the increase shall be effective on January 1, 2002. For employees who have been at the maximum of the range for less than twelve (12) months on January 1, 2002, the increase shall be effective twelve (12) months after the employee achieves the maximum of the range.

UN 16.2.2 Effective January 1, 2003, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of two percent (2%) over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For greater certainty, this increase is in lieu of, and not in addition to, the amount provided for in 16.2.1. An employee shall receive the increase twelve (12) months after he or she received the increase provided for under 16.2.1.

UN 16.2.3 Effective January 1, 2004, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of three percent (3%) over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For greater certainty, this increase is in lieu of, and not in addition to, the amounts provided for in 16.2.1 and/or 16.2.2. An employee shall receive the increase twelve (12) months after he or she received the increase provided for under 16.2.2.

### **IMPLEMENTATION**

UN 16.3 The parties agree to co-operate to facilitate the expeditious implementation of this Agreement.



## **PART D - APPENDICES**

### **APPENDIX UN 1**

#### **SCHEDULE A AVERAGING HOURS OF WORK**

##### **Schedule A Averaging of Hours of Work**

The number of hours of work per week prescribed shall be computed as a weekly average over one (1) year, where the duties of a civil servant require:

- a) that he or she work more than the number of hours per week prescribed at regularly recurring times of the year, or
- b) that the number of hours per week be normally irregular.

##### **Averaging Period:**

The averaging period for each class and/or position:

- a) will conform to the twelve (12) month calendar period which reflects the work cycle of that class and/or position, and
- b) will be reported to the bargaining agent.

##### **Prorating:**

Periods of employment of less than twelve (12) months in an averaging period (e.g., due to appointment, transfer, separation, etc.) will be prorated.

##### **Hours per Averaging Period:**

The hours of work required shall correspond to a thirty-six and one quarter (36 1/4) hour week or a forty (40) hour week averaged over the twelve (12) month calendar period.

##### **Changes to Hours per Averaging Period:**

If at any time, a ministry requires a different hours base for a class or for a position within a class (e.g., equivalent of forty (40) hours per week instead of thirty-six and one-quarter (36 1/4) hours per week), the ministry must:

- a) alter the affected employees' salaries proportionately, and
- b) notify the Corporate Labour Relations/Corporate Labour Relations/Negotiations Secretariat, Management Board Secretariat, and the Union of any such changes.

### **Record of Hours Worked:**

A record will be maintained for each employee affected showing a running total of hours worked:

- a) on his or her regular working days, and
- b) during the averaging period.

### **Excessive Buildup of Hours Worked:**

When an employee's buildup of hours worked is becoming excessive, he or she:

- a) may be required to take time off on an hour-for-hour basis, in order to bring his or her hours accumulation into line with the hours requirement for the averaging period, and
- b) will be given reasonable notice, where circumstances permit, of any such time off.

### **Calculation of Hourly Rate:**

In all cases, the basic hourly rate of pay for employees on averaging is to be determined by dividing the weekly rate of the class by thirty-six and one-quarter (36 1/4) or forty (40) as applicable, unless the basic hourly rate of pay already exists.

### **Hours Worked Over Annual Requirement:**

At the end of the averaging period, any excess hours standing to the employee's credit over and above the annual hour's requirement will be considered as overtime.

Normally, the employee shall be paid for his or her overtime credits. Such payment shall be based on the basic hourly rate he or she was receiving on the last day of the averaging period. Compensating time off may be substituted for payment of overtime credits as follows:

- (a) Where there is insufficient work for an employee to the extent that his or her presence is not required for a period of time, in which case:
  - a ministry has the authority to direct that the employee take time off rather than receive pay for the overtime credits, and
  - such time off must be taken commencing during the first month of the next averaging period;

or

- (b) In circumstances other than the above and where the employee and his or her supervisor mutually agree to compensating leave, in which case the time off will commence:
  - within the first month of the next averaging period, or
  - at an otherwise mutually satisfactory time.

**Hours Worked on Holidays or Other Than Regular Workdays:**

- a) All hours worked on a holiday included under Article 47 (Holidays) of the Central Collective Agreement shall be paid at the rate of two (2) times the basic hourly rate that the employee was receiving when the holiday was worked.
- b) All hours worked on a day that is not a regular working day for the employee will be treated as overtime and based on the rate he or she was receiving when the overtime was worked.

CUSTODIAL RESPONSIBILITY ALLOWANCE

September 23, 1985      revised March 29, 1996

Mr. A. Todd  
Chief Negotiator  
Ontario Public Service Employees Union  
1901 Yonge Street  
Toronto, Ontario  
M4S 2Z5

Dear Mr. Todd:

**Re:    Custodial Responsibility Allowance (K1) - Article 7.8 of the Central Collective Agreement**

This will confirm that effective January 1, 1984, a Custodial Responsibility Allowance of two thousand dollars (\$2,000.00) per year is payable to employees of the Ministry of the Solicitor General and Correctional Services and employees working in training schools operated by the Ministry of Community and Social Services, in addition to the rate of pay specified for the class of the positions to which they are assigned, provided they fulfil all of the following requirements:

- (a)    they are not professional staff such as teachers, nurses, social workers or psychologists;
  - (b)    the positions to which the employees are assigned are not covered by classes which already take into account responsibility for the control of inmates or wards, such as Correctional Officers, Industrial Officers, Supervisors of Juveniles, Observation and Detention Home Workers, Recreation Officers (Correctional Services), Trade Instructors and Provincial Bailiffs;
  - (c)    (i)    they are required, for the major portion of their working time, to direct inmates or wards engaged in beneficial labour;
- or
- (ii)    as group leaders/lead hands, they are directly responsible, for the major portion of their working time, for operations involving the control of a number of inmates or wards engaged in beneficial labour;

and



- (d) they are responsible for the custody of inmates or wards in their charge and are required to report on their conduct and lay charges where breaches of institutional regulations occur.

The Custodial Responsibility Allowance shall be paid according to the base rate of pay for the class involved.

- weekly rated classes - \$38.40/week
- hourly rated classes:
  - 40 hour week - \$0.96/hour
  - 36-1/4 hour week - \$1.06/hour

Yours truly,

P. Mooney  
Senior Staff Relations Officer

**REVISED – May 5, 2002**

**Letter of Agreement  
Regarding  
Training and Development**

The parties agree that a joint subcommittee of the CERC will be established to examine issues related to Training and Development as they apply to the Unified Bargaining Unit.

The mandate of the subcommittee will include:

- reviewing the structure or development of internal training programs and special project training assignments;
- investigating professional developmental opportunities.

The subcommittee shall be comprised of equal numbers of Union and Employer representatives and shall be activated within ninety (90) days of the signing of this Agreement. Four (4) union representatives will be from the Unified Bargaining Unit.

It is understood that time off, and compensation for subcommittee members will be dealt with in accordance with the usual practice adopted by CERC for such matters.

Signed this 30th day of August, 1996, in Toronto, Ontario.

**SCHEDULE 5 EMPLOYEES**

**Letter of Agreement  
Regarding Article UN 2 - Hours of Work  
Schedule 5 Employees**

The parties hereby agree that the CERC will designate a subcommittee comprising two (2) people from each party. The Employer will provide the necessary information concerning Schedule 5 employees.

The subcommittee will:

1. (a) discuss the transfer of employees presently within Schedule 5 to other schedules in accordance with the provisions of UN 2.5 and UN 2.6;
  - (b) further discuss the allocation of rates of pay within the salary ranges and grid development and placement;
  - (c) after such discussions, the subcommittee will make recommendations to the CERC;
  - (d) make all reasonable efforts to complete its work by July 1, 1996;
  - (e) in developing the wage grid and grid placement, the current salary minimums and maximums for each classification will be maintained and no employee will suffer a reduction in pay as a result of placement on the grid.
2. The recommendations shall be provided to the CERC for agreement. The CERC shall draw up those recommendations that are agreed upon by the parties at the CERC as a Letter of Agreement appended to the Collective Agreement and those items shall be implemented for the remaining period of the Collective Agreement.
  3. Any part of the recommendations of the subcommittee that are not agreed upon and implemented by the CERC as in item 2 above shall be provided to the two (2) parties' bargaining teams along with all available relevant documentation, for use in the next round of bargaining.
  4. It is understood that time off, and compensation for subcommittee members will be dealt with in accordance with the usual practice adopted by CERC for such matters.

Signed this 30th day of August, 1996, in Toronto, Ontario.

**APPENDIX UN 5**  
**Applicable to the IHC Classification Group**

**COMPRESSED WORK WEEK ARRANGEMENTS**  
**ARTICLE 10.1 CENTRAL COLLECTIVE AGREEMENT**  
**Revised May 5, 2002**

**Letter of Agreement**  
**Regarding**  
**Compressed Work Week Agreements**

- 1) The parties agree that Compressed Work Week Agreements (CWWA) can be a viable method of arranging work schedules.
- 2) On the above basis, each affected ministry is prepared to enter into a local work site consultation process with OPSEU regarding existing CWWA, with a view to establishing efficient schedules that meet operational, financial and service delivery needs of the work site.
- 3) The Employer will consider proposed schedules provided by the Union, in the development of any CWWA schedule; it is understood that the Employer retains the right to determine the final CWWA schedule.
- 4) The parties also agree to maintain existing CWWA for a period not to exceed six (6) months from the date of the signing of this Central Collective Agreement, at those work sites where they currently exist, unless the parties mutually agree otherwise.
- 5) Should the local work site consultation process fail to produce an acceptable CWWA within six (6) months of the date of the signing of this Central Collective Agreement, either party reserves the right to terminate existing CWWA, unless the local parties agree to extend the six (6) month period.

Signed this 30th day of August, 1996, in Toronto, Ontario.

**Addendum For The Institutional And Health Care Classification Group**

The parties hereto have agreed to the terms of this Addendum covering employees in classifications of Residence Counsellor 1, 2 and 3 and Nurses Special Schools in the Institutional and Health Care Classification Group.

This Addendum shall be attached to and form part of the Unified Collective Agreement.

The terms of the settlement are as follows:

- a) The hours of work shall be established by the Ontario Schools for the Deaf and the Blind, and they may vary depending on the situations which exist at the different schools. The normal hours of work per week shall be forty (40) hours plus an additional number of hours of work for the purpose of coverage requirement without penalty, recognizing that twelve (12) hours between shifts and two (2) consecutive days off may not be possible to schedule. Normal scheduling of hours shall be September 1 to June 30.
- b) Sleep-in is not work and shall only be compensated as specified herein. Scheduled sleep-in hours shall be credited at the rate of fifty percent (50%) to a maximum of four (4) hours credit for those hours on sleep-in duty per night toward the required annual accumulation. Sleep-in hours prior to or following a period of work shall not form a part of the work shift for any purpose under this Agreement.
- c) Authorized overtime work which is required as a result of an emergency situation shall be immediately submitted for payment at time and one-half (1-1/2) the regular hourly rates. This emergency non-scheduled overtime work shall not be included when totaling the number of credit hours required for the year as per Schedule A. Payment will normally be expected within thirty (30) days of submission.

CLASSIFICATION ADJUSTMENTS

LETTER OF UNDERSTANDING

between

THE CROWN IN RIGHT OF ONTARIO  
(MANAGEMENT BOARD OF CABINET)  
“the Employer”

and

ONTARIO PUBLIC SERVICE EMPLOYEES UNION  
“the Union”

IN THE MATTER OF

Certain Classification Adjustments  
Under the Unified Bargaining Unit Collective Agreement

The parties agree to certain classification adjustments as reflected in the attached. The adjustments will be effective January 1, 2002.

The parties agree that these classification adjustments shall not be challenged by either party under the *Pay Equity Act*, because they reflect adjustments to address skills shortages as contemplated by Section 8(1)(e) of the *Pay Equity Act*.

Signed this      day of      . 2002, in Toronto, Ontario.

**For the Union:**

**For the Employer:**

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**Unified**

1. Establishment of a set of hourly salary notes for employees in the Ontario Clean Water Agency who complete and maintain facility operator’s licenses. Employees would receive an hourly salary note for each license acquired and maintained, as follows:

Certification Level	Water Treatment Licence	Water Distribution Licence	Wastewater Treatment Licence	Wastewater Collection Licence	Water Quality Analyst
I	\$0.10	\$0.10	\$0.10	\$0.10	
II	\$0.15	\$0.15	\$0.15	\$0.15	
III	\$0.20	\$0.20	\$0.20	\$0.20	
IV	\$0.25	\$0.25	\$0.25	\$0.25	
					\$0.15

Employees shall be compensated for each individual license acquired and maintained, based on the highest certification level attained for that license.

For example, an employee with a Level I Water Treatment License and a Level II Water Distribution License would receive an hourly salary note for each, i.e. \$0.10 and \$0.15, for a total of \$0.25.

**Administrative Classification Group**

2. Delete K8 Salary Allowance.
3. Effective January 1, 2002, a four percent (4%) increase to the Resource Technician 4 Conservation Officer class.

The Employer will develop and implement a new class of Resource Technician 5 – Conservation Officer, effective January 1, 2002, with the following salary range:

01/01/2002:    946.18            989.51            1034.36            1081.67            1136.24

4. Effective January 1, 2002, a four percent (4%) increase to the Transportation Enforcement Officer class series.

**Institutional & Health Care Classification Group**

5. Effective January 1, 2002, a four percent (4%) increase to each step in the range for the following classes:

Technologist 1, 2 and 3 Medical Laboratory  
 Technologist 1, 2, 3 and 4 Chemical Laboratory  
 Laboratory Attendant 1 and 2

6. Effective January 1, 2002, an increase of four percent (4%) to each step in the range for the Classroom Assistant and School Aide classes.
7. Effective January 1, 2002, an increase of ten percent (10%) to each step in the range for the following nurses classes:

Nurse, Occupational Health & Safety  
Nurse, Outpatient Clinics  
Nurse 1, 2, 3 Clinic  
Nurse 1, 2, 3 General  
Nurse 1, 2, 3 Nursing Education  
Nurse 1, 2, 3 Public Health  
Nurse 2, 3 Special Schools  
Nursing Home Officer, Dietary  
Registered Health Nurse, Facilities for the Developmentally Handicapped

8. Effective January 1, 2002, an increase of eight percent (8%) to each step in the range for the Communications Operator 1, 2 and 3 classes.

**Technical Classification Group**

9. Effective January 1, 2002, an increase of eight percent (8%) to each step in the range for the Scientist 1, 2, 3 and 4 classes.

The Employer shall undertake a review of scientist related class standards. Any potential wage adjustments would be negotiated in the next round of collective bargaining.

Note: These classification adjustments shall not be challenged by either party under the *Pay Equity Act*, because they reflect adjustments to address skills shortages as contemplated by Section 8 (1) (e) of the *Pay Equity Act*.



**GENERAL NOTES AND ALLOWANCES  
UNIFIED BARGAINING UNIT**

Classification notes and salary allowances applicable to classifications in this Bargaining Unit:

- K 1 Refer to Appendix UN 2 Custodial Responsibility Allowance.
- K 2 An allowance of one hundred dollars (\$100.00) is payable to the staff of the Oak Ridge Wing, Penetanguishene Mental Health Centre, in addition to the rates specified in the salary range for the classification to which they are assigned, provided the Superintendent certifies that they meet the following requirements:
  - a) they are not professional staff, i.e. physicians, nurses, occupational therapists, social workers, psychologists, etc;
  - b) they are not clerical or office staff;
  - c) they are not attendants;
  - d) they are not foremen/women;
  - e) they spend fifty percent (50%) of their time in close contact with patients at Oak Ridge, under circumstances in which attendants, nurses or physicians are not present.

All persons who, on July 1, 1966, do not meet the above criteria but who are presently receiving the \$100 bonus, may retain it as long as they continue to occupy their present positions.

Weekly rated classes - \$1.92/week  
 Hourly rated classes - \$0.05/hour (40 hour work week)

**Administrative Classification Group:**

- T 1 Employees in positions classified as Transportation Enforcement Officer 1 or 2 or Vehicle Inspection Administrator and who are required to possess both a Class A Motor Vehicle Repairer's Certificate of Qualification and a Propane Vehicle Inspector Certificate of Qualification S6B shall be entitled to a salary allowance of seven hundred dollars (\$700.00) per annum. The salary allowance will be equally apportioned and paid on each pay cheque.

Transportation Enforcement Officer 1	\$13.42/week
Transportation Enforcement Officer 2	\$13.42/week
Vehicle Inspection Administrator	\$13.42/week

**Institutional and Health Care Classification Group**

- G 15 Employees in positions classified as EEG Technician 2 or EEG Technician 3 which require the operation of EEG equipment involving advanced electronic techniques and circuitry such as: the Model ARD-3 Response Detector, the Model EVR-8 Evoked Response Generator, the Model ASB-4 Audio Tone Burst Generator and the CRO-2 Readout Oscilloscope manufactured by IMA Electronics Ltd., Oakville, Ontario may be paid one (1) rate above each listed rate in the salary range. The new maximum rate to which an employee in receipt of this note may progress is contained in parentheses.

G 24 An employee occupying a position classified in the Nurse General class series, employed at the Oak Ridge Division of the Penetanguishene Mental Health Centre and who has patient contact, shall be permitted to progress two (2) rates beyond the maximum for the established salary range. The rates beyond the normal maximum rate to which an employee who is in receipt of this note may progress are contained in parentheses.

G 27 Employees in group leadership positions who, in addition to the work described at their classification level, are responsible for overseeing and assigning work shall be paid one (1) rate above their current rate in the salary range. The maximum rate to which an employee in receipt of this note may progress to is contained in parentheses.

Paramedic 2, Air  
 Paramedic 1, Land  
 Paramedic 2, Land

N 1 An allowance of one hundred and ninety dollars (\$190.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of the Nursing Unit Administration Course offered by the Canadian Hospital Association to an employee in a position classified as:

Nurse 3, General	\$3.64/week
Nurse 3, Special Schools	\$0.09/hour
Nurse 3, Special Schools	\$0.09/hour
Head Nurse, Outpatient Clinics	\$3.64/week

N 2 An allowance of five hundred and six dollars (\$506.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of a post-graduate certificate or diploma program in nursing of at least one (1) year's academic duration from an educational institution of recognised standing to an employee in a position classified as:

Nurse 1 & 2 Clinic	\$9.70/week
Nurse 2 & 3 General	\$9.70/week
Nurse 1 Public Health	\$9.70/week
Nurse 2 Special Schools	\$0.24/hour
Nurse, Outpatient Clinics	\$9.70/week
Head Nurse, Outpatient Clinics	\$9.70/week
Nurse, Occup. Health & Safety	\$9.70/week

N 3 An allowance of one thousand and ten dollars (\$1,010.00) per annum in addition to each listed rate in the salary range may be paid for successful completion of a degree in nursing science from a university of recognised standing to an employee in a position classified as:

Nurse 2 & 3 General	\$19.36/week
Nurse 2 Nursing Education	\$19.36/week
Nurse 3 Special Schools	\$ 0.48/hour
Nurse, Outpatient Clinics	\$19.36/week
Head Nurse, Outpatient Clinics	\$19.36/week

All N salary allowances are subject to the following conditions:

- a) the qualification is not a mandatory requirement for entry to the classification;
- b) the qualification is deemed to be useful in the execution of the employee's duties (i.e. is job related);
- c) the application of the allowance is at the discretion of management; and
- d) only one allowance may be paid at one time.

P 1 An allowance of \$3,500 per annum in addition to each listed rate in the salary range shall be paid to an employee who occupies a position classified in the Psychiatric Nursing Assistant class series, who together with his or her therapeutic duties, is also assigned for a substantial portion of his or her responsibilities to ensure the secure custody of patients assigned to the locked portion of a medium secure unit within one of the psychiatric facilities operated by the Ministry of Health. A medium secure unit is one in which greater security measures are required than in other units of the hospital and in which the majority of the patients are detained under a Lieutenant Governor's Warrant which requires safe custody and medium security, or under a Warrant of Remand.

Psychiatric Nursing Assistant 1	\$1.68/hour
Psychiatric Nursing Assistant 2	\$1.68/hour
Psychiatric Nursing Assistant 3	\$1.68/hour
Psychiatric Nursing Assistant 4	\$1.68/hour

Rates of pay for Trades Apprentices in Cook 2, Baker 2 and Hairdresser classifications are as set forth in Addendum 1 (Trades Apprentices - Rates of Pay) of the Technical Classification Group.

### **Operational and Maintenance Classification Group**

G4 A steam plant engineer in charge of all the shift engineers, in a power plant, who acts as the assistant to a steam plant chief who has responsibility for all institutional maintenance, shall be permitted to progress one (1) rate beyond the maximum for the established salary range. The maximum rate to which an employee who is occupying a position classified as Steam Plant Engineer 2 or Steam Plant Engineer 3 and who is in receipt of this classification note may progress is contained in parentheses.

G5 Manual Workers who are assigned to operate type "A" equipment in one (1) season in each year, for not less than forty percent (40%) of the year's working time, shall be permitted to be paid one (1) rate above each listed rate in the salary range. The maximum rate to which an employee who is occupying a position classified as Manual Worker and who is in receipt of this classification note may progress is contained in parentheses.

K15 A tool allowance of one hundred dollars (\$100.00) shall be paid to employees who are in positions classified in the following classes, provided that these employees are required to use their own tool kits and further provided that the employees have been continuously employed for at least one (1) year:

Air Engineer 1  
Air Engineer 2  
Air Engineer 3  
Air Engineer 4

## Technical Classification Group

- G22 An employee who occupies a position in the Centre of Forensic Sciences in the Ministry of the Solicitor General and Correctional Services, and who is occupying a position classified Scientist 3 or Scientist 4, shall be paid one (1) rate above each listed rate in the salary range. The maximum rate to which an employee who is in receipt of this note may progress is contained in parentheses.
- G26 An Exhibit Fabricator who, in addition to the responsibilities described at his or her classification level, oversees the quality of work performed in designated exhibit or workshop areas and provides technical direction to two (2) or more Exhibit Fabricators shall be paid one rate above each listed rate in the salary range. The maximum rate to which an employee who is an Exhibit Fabricator 1, 2 or 3 and is in receipt of this classification note may progress is contained in parentheses.
- K7 A tool allowance of one hundred dollars (\$100.00) shall be paid to employees who are in positions classified in the following classes, provided that these employees are required to use their own tool kits and further provided that the employees have been continuously employed for at least one (1) year:
- Mechanic 1, 2
  - Mechanic Foreman/Woman
  - Maintenance Welder
  - Maintenance Machinist
  - Maintenance Machinist Foreman/Woman
  - Maintenance Mechanic 1, 2, 3
  - Technician Equipment Development

# UNIFIED SALARY SCHEDULE

		SALARY RATES						Max plus Merit	Hours of Work Schedule
<b>ADMINISTRATIVE CLASSIFICATION GROUP</b>									
The following classifications apply to employees with an appointment status of classified, term classified and unclass (SA = semi-annual progression; SA-0# = semi-annual until #th step)									
04104	ACCIDENT CLAIMS SUPERVISOR 1							3 - 7	
	01/01/02	793.35	818.44	843.53	870.21	898.40	907.38		
	01/01/03	812.79	838.49	864.20	891.53	920.41	938.82		
	01/01/04	833.11	859.45	885.81	913.82	943.42	971.72		
04106	ACCIDENT CLAIMS SUPERVISOR 2							3 - 7	
	01/01/02	881.17	909.40	939.18	978.34	1,019.15	1,029.34		
	01/01/03	902.76	931.68	962.19	1,002.31	1,044.12	1,065.00		
	01/01/04	925.33	954.97	986.24	1,027.37	1,070.22	1,102.33		
00990	ACCOMMODATION OFFICER 1							3	
	01/01/02	720.05	742.16	764.29	788.04	811.79	819.91		
	01/01/03	737.69	760.34	783.02	807.35	831.68	848.31		
	01/01/04	756.13	779.35	802.60	827.53	852.47	878.04		
00992	ACCOMMODATION OFFICER 2							3	
	01/01/02	764.29	788.04	811.79	837.10	863.98	872.62		
	01/01/03	783.02	807.35	831.68	857.61	885.15	902.85		
	01/01/04	802.60	827.53	852.47	879.05	907.28	934.50		
00994	ACCOMMODATION OFFICER 3							3 - 7	
	01/01/02	790.64	818.01	849.47	878.86	925.52	934.78		
	01/01/03	810.01	838.05	870.28	900.39	948.20	967.16		
	01/01/04	830.26	859.00	892.04	922.90	971.91	1,001.07		
13688	AGRICULTURAL OFFICER 1							6	
	01/01/02	871.00	900.93	940.35	979.74	1,022.32	1,032.54		
	01/01/03	892.34	923.00	963.39	1,003.74	1,047.37	1,068.32		
	01/01/04	914.65	946.08	987.47	1,028.83	1,073.55	1,105.76		
13690	AGRICULTURAL OFFICER 2							6	
	01/01/02	1,039.34	1,087.90	1,139.64	1,199.65	1,256.53	1,269.10		
	01/01/03	1,064.80	1,114.55	1,167.56	1,229.04	1,287.31	1,313.06		
	01/01/04	1,091.42	1,142.41	1,196.75	1,259.77	1,319.49	1,359.07		
60700	AGRICULTURAL SPECIALIST 1							6	
	01/01/02	680.24	691.29	702.33	713.37	724.39			
		735.44	748.02	759.07	771.69		779.41		
	01/01/03	696.91	708.23	719.54	730.85	742.14			
		753.46	766.35	777.67	790.60		806.41		
	01/01/04	714.33	725.94	737.53	749.12	760.69			
		772.30	785.51	797.11	810.37		834.68		

SALARY RATES								Max plus Merit	Hours of Work Schedule
60702	AGRICULTURAL SPECIALIST 2								6
	01/01/02	784.27	809.48	836.28	864.68	893.06	901.99		
	01/01/03	803.48	829.31	856.77	885.86	914.94	933.24		
	01/01/04	823.57	850.04	878.19	908.01	937.81	965.94		
60704	AGRICULTURAL SPECIALIST 3								6
	01/01/02	919.56	960.00	1,000.46	1,044.17	1,089.49	1,100.38		
	01/01/03	942.09	983.52	1,024.97	1,069.75	1,116.18	1,138.50		
	01/01/04	965.64	1,008.11	1,050.59	1,096.49	1,144.08	1,178.40		
13710	AGRICULTURAL SPECIALIST 1, DAIRY								6
	01/01/02	680.24	691.29	702.33	713.37	724.39			
		735.44	748.02	759.07	771.69		779.41		
	01/01/03	696.91	708.23	719.54	730.85	742.14			
		753.46	766.35	777.67	790.60		806.41		
	01/01/04	714.33	725.94	737.53	749.12	760.69			
		772.30	785.51	797.11	810.37		834.68		
13712	AGRICULTURAL SPECIALIST 2, DAIRY								6
	01/01/02	784.27	809.48	836.28	864.68	893.06	901.99		
	01/01/03	803.48	829.31	856.77	885.86	914.94	933.24		
	01/01/04	823.57	850.04	878.19	908.01	937.81	965.94		
14016	AIR QUALITY ANALYST								3
	01/01/02	1,023.80	1,071.36	1,124.13	1,176.89	1,237.91	1,250.29		
	01/01/03	1,048.88	1,097.61	1,151.67	1,205.72	1,268.24	1,293.60		
	01/01/04	1,075.10	1,125.05	1,180.46	1,235.86	1,299.95	1,338.95		
07860	ARCHIVIST 1								3
	01/01/02	654.59	664.36	674.07	684.18	696.03			
		706.25	718.15	730.07	741.98		749.40		
	01/01/03	670.63	680.64	690.58	700.94	713.08			
		723.55	735.74	747.96	760.16		775.36		
	01/01/04	687.40	697.66	707.84	718.46	730.91			
		741.64	754.13	766.66	779.16		802.53		
07862	ARCHIVIST 2								3
	01/01/02	777.67	803.24	828.71	855.97	884.84	893.69		
	01/01/03	796.72	822.92	849.01	876.94	906.52	924.65		
	01/01/04	816.64	843.49	870.24	898.86	929.18	957.06		
07864	ARCHIVIST 3								3
	01/01/02	878.07	907.01	937.67	978.48	1,021.07	1,031.28		
	01/01/03	899.58	929.23	960.64	1,002.45	1,046.09	1,067.01		
	01/01/04	922.07	952.46	984.66	1,027.51	1,072.24	1,104.41		
95103	ARTICLING STUDENT								6
	01/01/02	775.44					783.19		
	01/01/03	794.44					810.33		
	01/01/04	814.30					838.73		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
07870	ARTIFACTS OFFICER								3
	01/01/02	1,008.26	1,051.68	1,097.56	1,145.21	1,196.27	1,208.23		
	01/01/03	1,032.96	1,077.45	1,124.45	1,173.27	1,225.58	1,250.09		
	01/01/04	1,058.78	1,104.39	1,152.56	1,202.60	1,256.22	1,293.91		
07390	ATHLETICS SUPERVISOR AND DEAN OF MEN								3 - A
	01/01/02	802.82	833.25	862.64			871.27		
	01/01/03	822.49	853.66	883.77			901.45		
	01/01/04	843.05	875.00	905.86			933.04		
14021	BIOLOGIST 1								3 - A
	01/01/02	695.45	706.73	718.02	729.36	740.63			
		751.90	764.84	776.13	789.06		796.95		
	01/01/03	712.49	724.04	735.61	747.23	758.78			
		770.32	783.58	795.15	808.39		824.56		
	01/01/04	730.30	742.14	754.00	765.91	777.75			
		789.58	803.17	815.03	828.60		853.46		
14022	BIOLOGIST 2A								3 - A
	01/01/02	801.93	827.76	855.21	884.21	913.27	922.40		
	01/01/03	821.58	848.04	876.16	905.87	935.65	954.36		
	01/01/04	842.12	869.24	898.06	928.52	959.04	987.81		
14024	BIOLOGIST 2B								3 - A
	01/01/02	869.74	898.75	929.39	969.69	1,011.74	1,021.86		
	01/01/03	891.05	920.77	952.16	993.45	1,036.53	1,057.26		
	01/01/04	913.33	943.79	975.96	1,018.29	1,062.44	1,094.31		
14026	BIOLOGIST 3 (BARGAINING UNIT )								3 - A
	01/01/02	953.37	990.23	1,032.39	1,080.86	1,132.50	1,143.83		
	01/01/03	976.73	1,014.49	1,057.68	1,107.34	1,160.25	1,183.46		
	01/01/04	1,001.15	1,039.85	1,084.12	1,135.02	1,189.26	1,224.94		
05312	BOILER INSPECTOR								3 - 7
	01/01/02	902.17	924.13	946.11			955.57		
	01/01/03	924.27	946.77	969.29			988.68		
	01/01/04	947.38	970.44	993.52			1,023.33		
05925	CHIEF INSPECTOR OF THEATRES								6
	01/01/02	790.44	814.34	839.91	867.06	894.16	903.10		
	01/01/03	809.81	834.29	860.49	888.30	916.07	934.39		
	01/01/04	830.06	855.15	882.00	910.51	938.97	967.14		
05920	CLASSIFIER 1, BOARD OF CENSORS								3
	01/01/02	675.68	696.17	716.95	739.29	761.66	769.28		
	01/01/03	692.23	713.23	734.52	757.40	780.32	795.93		
	01/01/04	709.54	731.06	752.88	776.34	799.83	823.82		
05922	CLASSIFIER 2, BOARD OF CENSORS								3
	01/01/02	814.34	839.91	867.06	894.16		903.10		
	01/01/03	834.29	860.49	888.30	916.07		934.39		
	01/01/04	855.15	882.00	910.51	938.97		967.14		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
05510	COMMUNITY DEVELOPMENT OFFICER 1							6
	01/01/02	687.56	707.28	727.23	748.95	772.28		
		795.69					803.65	
	01/01/03	704.41	724.61	745.05	767.30	791.20		
		815.18					831.48	
	01/01/04	722.02	742.73	763.68	786.48	810.98		
		835.56					860.63	
05512	COMMUNITY DEVELOPMENT OFFICER 2							6
	01/01/02	894.15	922.50	952.51	982.54	1,023.42		
		1,065.16					1,075.81	
	01/01/03	916.06	945.10	975.85	1,006.61	1,048.49		
		1,091.26					1,113.09	
	01/01/04	938.96	968.73	1,000.25	1,031.78	1,074.70		
		1,118.54					1,152.10	
05513	COMMUNITY DEVELOPMENT OFFICER 3							6
	01/01/02	970.89	1,006.74	1,048.46	1,091.87	1,136.90	1,148.27	
	01/01/03	994.68	1,031.41	1,074.15	1,118.62	1,164.75	1,188.05	
	01/01/04	1,019.55	1,057.20	1,101.00	1,146.59	1,193.87	1,229.69	
12100	COMMUNITY PLANNER 1							3 - A
	01/01/02	695.91	706.07	717.83	729.63	741.44		
		753.23	765.04	776.89	790.29		798.19	
	01/01/03	712.96	723.37	735.42	747.51	759.61		
		771.68	783.78	795.92	809.65		825.84	
	01/01/04	730.78	741.45	753.81	766.20	778.60		
		790.97	803.37	815.82	829.89		854.79	
12102	COMMUNITY PLANNER 2							3 - A
	01/01/02	805.49	832.44	859.42	888.07	918.39	927.57	
	01/01/03	825.22	852.83	880.48	909.83	940.89	959.71	
	01/01/04	845.85	874.15	902.49	932.58	964.41	993.34	
12104	COMMUNITY PLANNER 3							3 - A
	01/01/02	930.24	962.29	1,004.44	1,048.22	1,093.75	1,104.69	
	01/01/03	953.03	985.87	1,029.05	1,073.90	1,120.55	1,142.96	
	01/01/04	976.86	1,010.52	1,054.78	1,100.75	1,148.56	1,183.02	
12106	COMMUNITY PLANNER 4							3 - A
	01/01/02	1,012.03	1,054.94	1,101.34	1,149.38	1,200.89	1,212.90	
	01/01/03	1,036.82	1,080.79	1,128.32	1,177.54	1,230.31	1,254.92	
	01/01/04	1,062.74	1,107.81	1,156.53	1,206.98	1,261.07	1,298.90	
12108	COMMUNITY PLANNER 5							3 - A
	01/01/02	1,123.10	1,181.03	1,236.88	1,302.04	1,376.51	1,390.28	
	01/01/03	1,150.62	1,209.97	1,267.18	1,333.94	1,410.23	1,438.43	
	01/01/04	1,179.39	1,240.22	1,298.86	1,367.29	1,445.49	1,488.85	
60108	CONTRACT REVIEW OFFICER							3
	01/01/02	1,001.50	1,034.96	1,074.96	1,116.61	1,160.38	1,171.98	
	01/01/03	1,026.04	1,060.32	1,101.30	1,143.97	1,188.81	1,212.59	
	01/01/04	1,051.69	1,086.83	1,128.83	1,172.57	1,218.53	1,255.09	



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
12111	COORDINATOR, LANDSCAPE ARCHITECTURAL SERVICES							6	
	01/01/02	1,111.99	1,159.20	1,210.24	1,263.07	1,319.75	1,332.95		
	01/01/03	1,139.23	1,187.60	1,239.89	1,294.02	1,352.08	1,379.12		
	01/01/04	1,167.71	1,217.29	1,270.89	1,326.37	1,385.88	1,427.46		
30606	DEPUTY 1, ADMINISTRATION OF JUSTICE							3 - 7	
	01/01/02	680.01	698.30	716.49	736.99	757.79	765.37		
	01/01/03	696.67	715.41	734.04	755.05	776.36	791.89		
	01/01/04	714.09	733.30	752.39	773.93	795.77	819.64		
30608	DEPUTY 2, ADMINISTRATION OF JUSTICE							3 - 7	
	01/01/02	762.57	784.93	807.24	831.24	855.16	863.71		
	01/01/03	781.25	804.16	827.02	851.61	876.11	893.63		
	01/01/04	800.78	824.26	847.70	872.90	898.01	924.95		
30612	DEPUTY SENIOR 1, ADMINISTRATION OF JUSTICE							3 - 7	
	01/01/02	893.05	920.43	949.82	979.23	1,011.66	1,021.78		
	01/01/03	914.93	942.98	973.09	1,003.22	1,036.45	1,057.18		
	01/01/04	937.80	966.55	997.42	1,028.30	1,062.36	1,094.23		
02281	ECONOMIST 1 (BARGAINING UNIT)							6	
	01/01/02	746.22	756.05	768.85	778.70	790.54			
		802.68	816.16	828.56	840.98	854.39			
		865.79	881.33	893.71			902.65		
	01/01/03	764.50	774.57	787.69	797.78	809.91			
		822.35	836.16	848.86	861.58	875.32			
		887.00	902.92	915.61			933.92		
	01/01/04	783.61	793.93	807.38	817.72	830.16			
		842.91	857.06	870.08	883.12	897.20			
		909.18	925.49	938.50			966.66		
02283	ECONOMIST 2 (BARGAINING UNIT)							6	
	01/01/02	893.71	915.44	944.38	974.40	1,011.65	1,021.77		
	01/01/03	915.61	937.87	967.52	998.27	1,036.44	1,057.17		
	01/01/04	938.50	961.32	991.71	1,023.23	1,062.35	1,094.22		
02285	ECONOMIST 3 (BARGAINING UNIT)							6	
	01/01/02	980.40	1,025.85	1,074.49	1,126.18	1,178.97	1,190.76		
	01/01/03	1,004.42	1,050.98	1,100.82	1,153.77	1,207.85	1,232.01		
	01/01/04	1,029.53	1,077.25	1,128.34	1,182.61	1,238.05	1,275.19		
02287	ECONOMIST 4 (BARGAINING UNIT)							6	
	01/01/02	1,114.32	1,171.51	1,226.21	1,297.47	1,370.29	1,383.99		
	01/01/03	1,141.62	1,200.21	1,256.25	1,329.26	1,403.86	1,431.94		
	01/01/04	1,170.16	1,230.22	1,287.66	1,362.49	1,438.96	1,482.13		
02289	ECONOMIST 5 (BARGAINING UNIT)							6	
	01/01/02	1,201.71	1,264.79	1,339.25	1,415.79	1,496.48	1,511.44		
	01/01/03	1,231.15	1,295.78	1,372.06	1,450.48	1,533.14	1,563.80		
	01/01/04	1,261.93	1,328.17	1,406.36	1,486.74	1,571.47	1,618.61		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
07489	EDUCATION ADVISER							6	
	01/01/02	1,095.09	1,143.33	1,202.88	1,267.19	1,336.37	1,349.73		
	01/01/03	1,121.92	1,171.34	1,232.35	1,298.24	1,369.11	1,396.49		
	01/01/04	1,149.97	1,200.62	1,263.16	1,330.70	1,403.34	1,445.44		
07081	EDUCATION OFFICER							6	
	01/01/02	1,371.66	1,447.64	1,528.04	1,613.19	1,707.63	1,724.71		
	01/01/03	1,405.27	1,483.11	1,565.48	1,652.71	1,749.47	1,784.46		
	01/01/04	1,440.40	1,520.19	1,604.62	1,694.03	1,793.21	1,847.01		
05344	ELEVATOR INSPECTOR 1							3 - 7	
	01/01/02	919.84	943.14	967.90			977.58		
	01/01/03	942.38	966.25	991.61			1,011.44		
	01/01/04	965.94	990.41	1,016.40			1,046.89		
05350	ELEVATOR INSPECTOR 3							3 - 7	
	01/01/02	1,097.89	1,144.62	1,188.49			1,200.37		
	01/01/03	1,124.79	1,172.66	1,217.61			1,241.96		
	01/01/04	1,152.91	1,201.98	1,248.05			1,285.49		
03519	EMERGENCY HEALTH SERVICES INVESTIGATOR							6	
	01/01/02	963.43	994.35	1,031.29			1,041.60		
	01/01/03	987.03	1,018.71	1,056.56			1,077.69		
	01/01/04	1,011.71	1,044.18	1,082.97			1,115.46		
05521	EMPLOYMENT STANDARDS AUDITOR 1							6	
	01/01/02	928.91	974.44	1,014.47	1,056.79	1,100.61	1,111.62		
	01/01/03	951.67	998.31	1,039.32	1,082.68	1,127.57	1,150.12		
	01/01/04	975.46	1,023.27	1,065.30	1,109.75	1,155.76	1,190.43		
05523	EMPLOYMENT STANDARDS AUDITOR 2							6	
	01/01/02	1,080.13	1,123.02	1,165.91	1,208.66	1,250.78	1,263.29		
	01/01/03	1,106.59	1,150.53	1,194.47	1,238.27	1,281.42	1,307.05		
	01/01/04	1,134.25	1,179.29	1,224.33	1,269.23	1,313.46	1,352.86		
05530	EMPLOYMENT STANDARDS OFFICER 1							6	
	01/01/02	910.28	943.75	979.27	1,019.83	1,066.45	1,077.11		
	01/01/03	932.58	966.87	1,003.26	1,044.82	1,092.58	1,114.43		
	01/01/04	955.89	991.04	1,028.34	1,070.94	1,119.89	1,153.49		
12700	ENGINEERING OFFICER 1							3	
	01/01/02	747.33	771.21	796.66	822.09	849.19	857.68		
	01/01/03	765.64	790.10	816.18	842.23	870.00	887.40		
	01/01/04	784.78	809.85	836.58	863.29	891.75	918.50		
12702	ENGINEERING OFFICER 2							3	
	01/01/02	875.92	907.96	942.10	978.29	1,014.51	1,024.66		
	01/01/03	897.38	930.21	965.18	1,002.26	1,039.37	1,060.16		
	01/01/04	919.81	953.47	989.31	1,027.32	1,065.35	1,097.31		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
12704	ENGINEERING OFFICER 3							6	
	01/01/02	958.64	994.87	1,041.42	1,089.97	1,142.73	1,154.16		
	01/01/03	982.13	1,019.24	1,066.93	1,116.67	1,170.73	1,194.14		
	01/01/04	1,006.68	1,044.72	1,093.60	1,144.59	1,200.00	1,236.00		
12706	ENGINEERING OFFICER 4							6	
	01/01/02	1,091.03	1,143.80	1,203.77	1,260.67	1,325.84	1,339.10		
	01/01/03	1,117.76	1,171.82	1,233.26	1,291.56	1,358.32	1,385.49		
	01/01/04	1,145.70	1,201.12	1,264.09	1,323.85	1,392.28	1,434.05		
12680	ENGINEERING SERVICES OFFICER 2							3	
	01/01/02	775.57	797.27	826.24	856.26	893.49	902.42		
	01/01/03	794.57	816.80	846.48	877.24	915.38	933.69		
	01/01/04	814.43	837.22	867.64	899.17	938.26	966.41		
12682	ENGINEERING SERVICES OFFICER 3							3	
	01/01/02	917.30	954.52	990.73	1,037.23	1,085.88	1,096.74		
	01/01/03	939.77	977.91	1,015.00	1,062.64	1,112.48	1,134.73		
	01/01/04	963.26	1,002.36	1,040.38	1,089.21	1,140.29	1,174.50		
12684	ENGINEERING SERVICES OFFICER 4							6	
	01/01/02	1,023.80	1,071.36	1,124.13	1,176.89	1,237.91	1,250.29		
	01/01/03	1,048.88	1,097.61	1,151.67	1,205.72	1,268.24	1,293.60		
	01/01/04	1,075.10	1,125.05	1,180.46	1,235.86	1,299.95	1,338.95		
12686	ENGINEERING SERVICES OFFICER 5							6	
	01/01/02	1,148.95	1,207.91	1,264.79	1,340.28	1,415.79	1,429.95		
	01/01/03	1,177.10	1,237.50	1,295.78	1,373.12	1,450.48	1,479.49		
	01/01/04	1,206.53	1,268.44	1,328.17	1,407.45	1,486.74	1,531.34		
61500	ENVIRONMENTAL OFFICER 1							3 - 7	
	01/01/02	711.44	729.06	746.75	766.38	788.06	795.94		
	01/01/03	728.87	746.92	765.05	785.16	807.37	823.52		
	01/01/04	747.09	765.59	784.18	804.79	827.55	852.38		
61502	ENVIRONMENTAL OFFICER 2							3 - 7	
	01/01/02	782.60	804.22	825.86	848.99	872.15	880.87		
	01/01/03	801.77	823.92	846.09	869.79	893.52	911.39		
	01/01/04	821.81	844.52	867.24	891.53	915.86	943.34		
61504	ENVIRONMENTAL OFFICER 3							3 - 7	
	01/01/02	878.55	903.12	929.26	956.89	984.61	994.46		
	01/01/03	900.07	925.25	952.03	980.33	1,008.73	1,028.90		
	01/01/04	922.57	948.38	975.83	1,004.84	1,033.95	1,064.97		
61507	ENVIRONMENTAL OFFICER 4							3 - 7	
	01/01/02	1,080.13	1,123.02	1,165.91	1,208.66	1,250.78	1,263.29		
	01/01/03	1,106.59	1,150.53	1,194.47	1,238.27	1,281.42	1,307.05		
	01/01/04	1,134.25	1,179.29	1,224.33	1,269.23	1,313.46	1,352.86		
61509	ENVIRONMENTAL OFFICER 5							3 - 7	
	01/01/02	1,166.54	1,210.29	1,254.02	1,297.77	1,341.52	1,354.94		
	01/01/03	1,195.12	1,239.94	1,284.74	1,329.57	1,374.39	1,401.88		
	01/01/04	1,225.00	1,270.94	1,316.86	1,362.81	1,408.75	1,451.01		

		SALARY RATES					Max plus Merit	Hours of Work Schedule
00911	ESTATE ASSESSOR 1							3
	01/01/02	709.49	720.48	731.44	742.41	753.42		
		764.36	776.15	787.86	799.63		807.63	
	01/01/03	726.87	738.13	749.36	760.60	771.88		
		783.09	795.17	807.16	819.22		835.60	
	01/01/04	745.04	756.58	768.09	779.62	791.18		
		802.67	815.05	827.34	839.70		864.89	
00913	ESTATE ASSESSOR 2							3
	01/01/02	821.54	846.67	873.32	901.56	931.36	940.67	
	01/01/03	841.67	867.41	894.72	923.65	954.18	973.26	
	01/01/04	862.71	889.10	917.09	946.74	978.03	1,007.37	
03521	EXECUTIVE OFFICER 1 (BARGAINING UNIT)							6
	01/01/02	862.64	895.09	925.52	962.01	997.50	1,007.48	
	01/01/03	883.77	917.02	948.20	985.58	1,021.94	1,042.38	
	01/01/04	905.86	939.95	971.91	1,010.22	1,047.49	1,078.91	
03523	EXECUTIVE OFFICER 2 (BARGAINING UNIT)							6
	01/01/02	979.30	1,024.14	1,070.56	1,119.53	1,176.01	1,187.77	
	01/01/03	1,003.29	1,049.23	1,096.79	1,146.96	1,204.82	1,228.92	
	01/01/04	1,028.37	1,075.46	1,124.21	1,175.63	1,234.94	1,271.99	
03525	EXECUTIVE OFFICER 3 (BARGAINING UNIT)							6
	01/01/02	1,161.79	1,215.49	1,278.38	1,350.41	1,427.44	1,441.71	
	01/01/03	1,190.25	1,245.27	1,309.70	1,383.50	1,462.41	1,491.66	
	01/01/04	1,220.01	1,276.40	1,342.44	1,418.09	1,498.97	1,543.94	
13640	FARM PRODUCTS INSPECTOR 1							3
	01/01/02	709.91	727.33	744.82			752.27	
	01/01/03	727.30	745.15	763.07			778.33	
	01/01/04	745.48	763.78	782.15			805.61	
13642	FARM PRODUCTS INSPECTOR 2							3
	01/01/02	800.71	851.13	904.73			913.78	
	01/01/03	820.33	871.98	926.90			945.44	
	01/01/04	840.84	893.78	950.07			978.57	
10564	FIELD WORKER 1, HOMES FOR SPECIAL CARE							3 - 7
	01/01/02	718.28	736.92	764.72	788.48	811.17	819.28	
	01/01/03	735.88	754.97	783.46	807.80	831.04	847.66	
	01/01/04	754.28	773.84	803.05	828.00	851.82	877.37	
20205	FINANCIAL OFFICER 1 (BARGAINING UNIT)							6
	01/01/02	739.94	767.31	793.67	822.08	852.48	861.00	
	01/01/03	758.07	786.11	813.11	842.22	873.37	890.84	
	01/01/04	777.02	805.76	833.44	863.28	895.20	922.06	
20203	FINANCIAL OFFICER 2 (BARGAINING UNIT)							6
	01/01/02	849.47	878.86	910.28	943.75	979.27	989.06	
	01/01/03	870.28	900.39	932.58	966.87	1,003.26	1,023.33	
	01/01/04	892.04	922.90	955.89	991.04	1,028.34	1,059.19	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
20201	FINANCIAL OFFICER 3 (BARGAINING UNIT)							6	
	01/01/02	918.99	952.59	990.40	1,035.82	1,082.87	1,093.70		
	01/01/03	941.51	975.93	1,014.66	1,061.20	1,109.40	1,131.59		
	01/01/04	965.05	1,000.33	1,040.03	1,087.73	1,137.14	1,171.25		
20207	FINANCIAL OFFICER 4 (BARGAINING UNIT)							6	
	01/01/02	1,007.66	1,054.27	1,104.00	1,154.69	1,214.48	1,226.62		
	01/01/03	1,032.35	1,080.10	1,131.05	1,182.98	1,244.23	1,269.11		
	01/01/04	1,058.16	1,107.10	1,159.33	1,212.55	1,275.34	1,313.60		
20209	FINANCIAL OFFICER 5 (BARGAINING UNIT)							6	
	01/01/02	1,085.72	1,135.41	1,194.23	1,248.97	1,312.85	1,325.98		
	01/01/03	1,112.32	1,163.23	1,223.49	1,279.57	1,345.01	1,371.91		
	01/01/04	1,140.13	1,192.31	1,254.08	1,311.56	1,378.64	1,420.00		
20226	FINANCIAL OFFICER TRAINEE							6	
	01/01/02	543.05	560.37	577.80	595.20	615.42			
		635.73	655.99	679.13	703.42	727.80			
		753.15	779.52	807.87	836.29	869.72			
		910.28				919.38			
	01/01/03	556.35	574.10	591.96	609.78	630.50			
		651.31	672.06	695.77	720.65	745.63			
		771.60	798.62	827.66	856.78	891.03			
		932.58				951.23			
	01/01/04	570.26	588.45	606.76	625.02	646.26			
		667.59	688.86	713.16	738.67	764.27			
		790.89	818.59	848.35	878.20	913.31			
		955.89				984.57			
07417	FIRE COLLEGE INSTRUCTOR							3	
	01/01/02	1,133.36	1,169.56	1,208.68	1,250.84	1,303.69	1,316.73		
	01/01/03	1,161.13	1,198.21	1,238.29	1,281.49	1,335.63	1,362.34		
	01/01/04	1,190.16	1,228.17	1,269.25	1,313.53	1,369.02	1,410.09		
05701	FIRE SAFETY OFFICER 1							4	
	01/01/02	948.73	980.81	1,012.31	1,043.26	1,077.11	1,087.88		
	01/01/03	971.97	1,004.84	1,037.11	1,068.82	1,103.50	1,125.57		
	01/01/04	996.27	1,029.96	1,063.04	1,095.54	1,131.09	1,165.02		
05703	FIRE SAFETY OFFICER 2							4	
	01/01/02	1,050.77	1,084.35	1,120.59	1,159.68	1,208.67	1,220.76		
	01/01/03	1,076.51	1,110.92	1,148.04	1,188.09	1,238.28	1,263.05		
	01/01/04	1,103.42	1,138.69	1,176.74	1,217.79	1,269.24	1,307.32		
05705	FIRE SAFETY OFFICER 3							3	
	01/01/02	1,132.43	1,179.61	1,228.68	1,281.25	1,341.14	1,354.55		
	01/01/03	1,160.17	1,208.51	1,258.78	1,312.64	1,374.00	1,401.48		
	01/01/04	1,189.17	1,238.72	1,290.25	1,345.46	1,408.35	1,450.60		
05700	FIRE SERVICES ADVISER 1							4	
	01/01/02	1,087.98	1,122.79	1,160.35	1,200.87	1,251.69	1,264.21		
	01/01/03	1,114.64	1,150.30	1,188.78	1,230.29	1,282.36	1,308.01		
	01/01/04	1,142.51	1,179.06	1,218.50	1,261.05	1,314.42	1,353.85		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
05702	FIRE SERVICES ADVISER 2							3	
	01/01/02	1,172.62	1,221.59	1,272.43	1,326.95	1,389.04	1,402.93		
	01/01/03	1,201.35	1,251.52	1,303.60	1,359.46	1,423.07	1,451.53		
	01/01/04	1,231.38	1,282.81	1,336.19	1,393.45	1,458.65	1,502.41		
05714	FIRE SERVICES INVESTIGATOR 1							4 - 7	
	01/01/02	1,080.13	1,123.02	1,165.91	1,208.66	1,250.78	1,263.29		
	01/01/03	1,106.59	1,150.53	1,194.47	1,238.27	1,281.42	1,307.05		
	01/01/04	1,134.25	1,179.29	1,224.33	1,269.23	1,313.46	1,352.86		
05716	FIRE SERVICES INVESTIGATOR 2							4 - 7	
	01/01/02	1,166.54	1,210.29	1,254.02	1,297.77	1,341.52	1,354.94		
	01/01/03	1,195.12	1,239.94	1,284.74	1,329.57	1,374.39	1,401.88		
	01/01/04	1,225.00	1,270.94	1,316.86	1,362.81	1,408.75	1,451.01		
13991	FORESTER 1							3 - A	
	01/01/02	695.45	706.73	718.02	729.36	740.63			
		751.90	764.84	776.13	789.06		796.95		
	01/01/03	712.49	724.04	735.61	747.23	758.78			
		770.32	783.58	795.15	808.39		824.56		
	01/01/04	730.30	742.14	754.00	765.91	777.75			
		789.58	803.17	815.03	828.60		853.46		
13992	FORESTER 2A							3 - A	
	01/01/02	801.93	827.76	855.21	884.21	913.27	922.40		
	01/01/03	821.58	848.04	876.16	905.87	935.65	954.36		
	01/01/04	842.12	869.24	898.06	928.52	959.04	987.81		
13994	FORESTER 2B							3 - A	
	01/01/02	869.74	898.75	929.39	969.69	1,011.74	1,021.86		
	01/01/03	891.05	920.77	952.16	993.45	1,036.53	1,057.26		
	01/01/04	913.33	943.79	975.96	1,018.29	1,062.44	1,094.31		
13995	FORESTER 3							3 - A	
	01/01/02	953.37	990.23	1,032.39	1,080.86	1,132.50	1,143.83		
	01/01/03	976.73	1,014.49	1,057.68	1,107.34	1,160.25	1,183.46		
	01/01/04	1,001.15	1,039.85	1,084.12	1,135.02	1,189.26	1,224.94		
13997	FORESTER 4							3 - A	
	01/01/02	1,082.98	1,134.57	1,188.39	1,249.47	1,309.55	1,322.65		
	01/01/03	1,109.51	1,162.37	1,217.51	1,280.08	1,341.63	1,368.46		
	01/01/04	1,137.25	1,191.43	1,247.95	1,312.08	1,375.17	1,416.43		
13999	FORESTER 5							3 - A	
	01/01/02	1,224.18	1,282.15	1,356.97	1,434.96	1,518.25	1,533.43		
	01/01/03	1,254.17	1,313.56	1,390.22	1,470.12	1,555.45	1,586.56		
	01/01/04	1,285.52	1,346.40	1,424.98	1,506.87	1,594.34	1,642.17		
05933	FUEL AND TOBACCO TAX INSPECTOR							3 - A	
	01/01/02	22.71	23.35	24.05	24.79	25.53	25.79		
	01/01/03	23.27	23.92	24.64	25.40	26.16	26.68		
	01/01/04	23.85	24.52	25.26	26.04	26.81	27.61		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
14502	GEOSCIENTIST 1							6	
	01/01/02	887.26	918.97	951.91	986.13	1,021.71	1,031.93		
	01/01/03	909.00	941.48	975.23	1,010.29	1,046.74	1,067.67		
	01/01/04	931.73	965.02	999.61	1,035.55	1,072.91	1,105.10		
14504	GEOSCIENTIST 2							6	
	01/01/02	935.90	972.07	1,013.45	1,061.03	1,111.69	1,122.81		
	01/01/03	958.83	995.89	1,038.28	1,087.03	1,138.93	1,161.71		
	01/01/04	982.80	1,020.79	1,064.24	1,114.21	1,167.40	1,202.42		
14506	GEOSCIENTIST 3							6	
	01/01/02	1,073.70	1,124.19	1,182.43	1,237.26	1,301.47	1,314.48		
	01/01/03	1,100.01	1,151.73	1,211.40	1,267.57	1,333.36	1,360.03		
	01/01/04	1,127.51	1,180.52	1,241.69	1,299.26	1,366.69	1,407.69		
14508	GEOSCIENTIST 4							6	
	01/01/02	1,158.35	1,222.25	1,289.84	1,361.36	1,437.04	1,451.41		
	01/01/03	1,186.73	1,252.20	1,321.44	1,394.71	1,472.25	1,501.70		
	01/01/04	1,216.40	1,283.51	1,354.48	1,429.58	1,509.06	1,554.33		
07850	HISTORICAL RESEARCH OFFICER 1							3 - A	
	01/01/02	830.32	840.06	849.80	859.91	871.75			
		881.98	893.87	905.80	917.70		926.88		
	01/01/03	850.66	860.64	870.62	880.98	893.11			
		903.59	915.77	927.99	940.18		958.98		
	01/01/04	871.93	882.16	892.39	903.00	915.44			
		926.18	938.66	951.19	963.68		992.59		
07852	HISTORICAL RESEARCH OFFICER 2							3 - A	
	01/01/02	953.41	978.98	1,004.46	1,031.68	1,060.57	1,071.18		
	01/01/03	976.77	1,002.97	1,029.07	1,056.96	1,086.55	1,108.28		
	01/01/04	1,001.19	1,028.04	1,054.80	1,083.38	1,113.71	1,147.12		
02270	HOUSING ANALYST 1							6	
	01/01/02	683.13	693.23	703.16	713.17	724.93			
		734.90	746.57	758.23	769.93		777.63		
	01/01/03	699.87	710.21	720.39	730.64	742.69			
		752.91	764.86	776.81	788.79		804.57		
	01/01/04	717.37	727.97	738.40	748.91	761.26			
		771.73	783.98	796.23	808.51		832.77		
02272	HOUSING ANALYST 2							6	
	01/01/02	833.33	860.05	886.75	915.12	945.14	954.59		
	01/01/03	853.75	881.12	908.48	937.54	968.30	987.67		
	01/01/04	875.09	903.15	931.19	960.98	992.51	1,022.29		
05403	HUMAN RIGHTS OFFICER							6	
	01/01/02	1,080.13	1,123.02	1,165.91	1,208.66	1,250.78	1,263.29		
	01/01/03	1,106.59	1,150.53	1,194.47	1,238.27	1,281.42	1,307.05		
	01/01/04	1,134.25	1,179.29	1,224.33	1,269.23	1,313.46	1,352.86		

SALARY RATES							Max plus Merit	Hours of Work Schedule
02891	IMMIGRATION OFFICER							6
	01/01/02	773.03	796.47	821.54	846.67	873.32		
		901.56					910.58	
	01/01/03	791.97	815.98	841.67	867.41	894.72		
		923.65					942.12	
	01/01/04	811.77	836.38	862.71	889.10	917.09		
		946.74					975.14	
10512	INDIAN DEVELOPMENT OFFICER							3 - 7
	01/01/02	769.84	794.27	818.72	843.08	869.22	877.91	
	01/01/03	788.70	813.73	838.78	863.74	890.52	908.33	
	01/01/04	808.42	834.07	859.75	885.33	912.78	940.16	
12120	INDUSTRIAL DEVELOPMENT OFFICER 1							6
	01/01/02	767.09	778.87	790.68	802.47	814.28		
		827.72	839.52	852.94	866.48		875.14	
	01/01/03	785.88	797.95	810.05	822.13	834.23		
		848.00	860.09	873.84	887.71		905.46	
	01/01/04	805.53	817.90	830.30	842.68	855.09		
		869.20	881.59	895.69	909.90		937.20	
12122	INDUSTRIAL DEVELOPMENT OFFICER 2							6
	01/01/02	1,008.81	1,050.93	1,093.05	1,140.96	1,189.88	1,201.78	
	01/01/03	1,033.53	1,076.68	1,119.83	1,168.91	1,219.03	1,243.41	
	01/01/04	1,059.37	1,103.60	1,147.83	1,198.13	1,249.51	1,287.00	
12124	INDUSTRIAL DEVELOPMENT OFFICER 3							6
	01/01/02	1,109.00	1,156.15	1,205.02	1,267.33	1,333.03	1,346.36	
	01/01/03	1,136.17	1,184.48	1,234.54	1,298.38	1,365.69	1,393.00	
	01/01/04	1,164.57	1,214.09	1,265.40	1,330.84	1,399.83	1,441.82	
95100	INFORMATION (BU) AIF16							6
	01/01/02	896.21	931.75	968.69	1,007.09	1,047.04	1,057.51	
	01/01/03	918.17	954.58	992.42	1,031.76	1,072.69	1,094.14	
	01/01/04	941.12	978.44	1,017.23	1,057.55	1,099.51	1,132.50	
95101	INFORMATION (BU) AIF17							6
	01/01/02	972.85	1,009.26	1,047.06	1,086.25	1,126.95	1,138.22	
	01/01/03	996.68	1,033.99	1,072.71	1,112.86	1,154.56	1,177.65	
	01/01/04	1,021.60	1,059.84	1,099.53	1,140.68	1,183.42	1,218.92	
02701	INFORMATION OFFICER 1							6
	01/01/02	884.82	906.74	930.21	953.76	978.85	988.64	
	01/01/03	906.50	928.96	953.00	977.13	1,002.83	1,022.89	
	01/01/04	929.16	952.18	976.83	1,001.56	1,027.90	1,058.74	
02703	INFORMATION OFFICER 2							6
	01/01/02	973.35	998.60	1,025.35	1,053.68	1,082.87	1,093.70	
	01/01/03	997.20	1,023.07	1,050.47	1,079.50	1,109.40	1,131.59	
	01/01/04	1,022.13	1,048.65	1,076.73	1,106.49	1,137.14	1,171.25	



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
02705	INFORMATION OFFICER 3							6	
	01/01/02	1,090.77	1,130.14	1,170.33	1,212.88	1,256.94	1,269.51		
	01/01/03	1,117.49	1,157.83	1,199.00	1,242.60	1,287.74	1,313.49		
	01/01/04	1,145.43	1,186.78	1,228.98	1,273.67	1,319.93	1,359.53		
02707	INFORMATION OFFICER 4							6	
	01/01/02	1,130.27	1,175.11	1,221.54	1,270.51	1,326.97	1,340.24		
	01/01/03	1,157.96	1,203.90	1,251.47	1,301.64	1,359.48	1,386.67		
	01/01/04	1,186.91	1,234.00	1,282.76	1,334.18	1,393.47	1,435.27		
12460	INSPECTOR OF SIGNS AND BUILDINGS PERMITS 1							3 - A	
	01/01/02	628.55	646.07	664.29	682.68	703.41	710.44		
	01/01/03	643.95	661.90	680.57	699.41	720.64	735.05		
	01/01/04	660.05	678.45	697.58	716.90	738.66	760.82		
12462	INSPECTOR OF SIGNS AND BUILDINGS PERMITS 2							3 - A	
	01/01/02	917.48	954.68	990.91	1,037.42	1,086.10	1,096.96		
	01/01/03	939.96	978.07	1,015.19	1,062.84	1,112.71	1,134.96		
	01/01/04	963.46	1,002.52	1,040.57	1,089.41	1,140.53	1,174.75		
12144	INSPECTOR OF SURVEYS 2							3	
	01/01/02	970.03	1,010.35	1,058.96	1,108.63	1,161.37	1,172.98		
	01/01/03	993.80	1,035.10	1,084.90	1,135.79	1,189.82	1,213.62		
	01/01/04	1,018.65	1,060.98	1,112.02	1,164.18	1,219.57	1,256.16		
05932	INSPECTOR OF VITAL STATISTICS							3 - A	
	01/01/02	701.03	721.75	744.10	766.43	790.44	798.34		
	01/01/03	718.21	739.43	762.33	785.21	809.81	826.01		
	01/01/04	736.17	757.92	781.39	804.84	830.06	854.96		
51074	INSURANCE REPRESENTATIVE							3	
	01/01/02	755.30	777.65	801.58	827.09	852.70	861.23		
	01/01/03	773.80	796.70	821.22	847.35	873.59	891.06		
	01/01/04	793.15	816.62	841.75	868.53	895.43	922.29		
10101	INVESTIGATIVE SOCIAL WORKER OFFICIAL GUARDIAN							3 - 7	
	01/01/02	1,027.87	1,058.05	1,090.29	1,122.45	1,156.79			
		1,193.04	1,229.31				1,241.60		
	01/01/03	1,053.05	1,083.97	1,117.00	1,149.95	1,185.13			
		1,222.27	1,259.43				1,284.62		
	01/01/04	1,079.38	1,111.07	1,144.93	1,178.70	1,214.76			
		1,252.83	1,290.92				1,329.65		
13796	INVESTIGATOR 1, AGRICULTURAL PRODUCTS							6	
	01/01/02	800.96	824.80	850.30	877.59	904.80	913.85		
	01/01/03	820.58	845.01	871.13	899.09	926.97	945.51		
	01/01/04	841.09	866.14	892.91	921.57	950.14	978.64		
05670	INVESTIGATOR 1, ONTARIO SECURITIES COMMISSION							6	
	01/01/02	961.89	1,001.48	1,042.61	1,086.84	1,132.74	1,144.07		
	01/01/03	985.46	1,026.02	1,068.15	1,113.47	1,160.49	1,183.70		
	01/01/04	1,010.10	1,051.67	1,094.85	1,141.31	1,189.50	1,225.19		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
05672	INVESTIGATOR 2, ONTARIO SECURITIES COMMISSION							6	
	01/01/02	1,067.09	1,112.15	1,158.86	1,208.68	1,262.47	1,275.09		
	01/01/03	1,093.23	1,139.40	1,187.25	1,238.29	1,293.40	1,319.27		
	01/01/04	1,120.56	1,167.89	1,216.93	1,269.25	1,325.74	1,365.51		
00926	INVESTIGATOR OF ESTATES							3 - 7	
	01/01/02	698.52	720.48	742.41	764.36	787.86	795.74		
	01/01/03	715.63	738.13	760.60	783.09	807.16	823.30		
	01/01/04	733.52	756.58	779.62	802.67	827.34	852.16		
07620	LANGUAGE AND CITIZENSHIP TRAINING SPECIALIST 1							3 - 7	
	01/01/02	899.52	938.54	977.65	1,019.75	1,063.49	1,074.12		
	01/01/03	921.56	961.53	1,001.60	1,044.73	1,089.55	1,111.34		
	01/01/04	944.60	985.57	1,026.64	1,070.85	1,116.79	1,150.29		
07602	LECTURER 1, AGRICULTURAL SCHOOL							3 - A	
	01/01/02	686.56	697.68	708.85	720.02	731.11			
		742.28	754.97	766.13	778.87		786.66		
	01/01/03	703.38	714.77	726.22	737.66	749.02			
		760.47	773.47	784.90	797.95		813.91		
	01/01/04	720.96	732.64	744.38	756.10	767.75			
		779.48	792.81	804.52	817.90		842.44		
07604	LECTURER 2, AGRICULTURAL SCHOOL							3 - A	
	01/01/02	885.45	914.60	945.36	977.85	1,020.59	1,030.80		
	01/01/03	907.14	937.01	968.52	1,001.81	1,045.59	1,066.50		
	01/01/04	929.82	960.44	992.73	1,026.86	1,071.73	1,103.88		
07606	LECTURER 3, AGRICULTURAL SCHOOL							3 - A	
	01/01/02	995.00	1,037.76	1,080.52	1,129.35	1,178.96	1,190.75		
	01/01/03	1,019.38	1,063.19	1,106.99	1,157.02	1,207.84	1,232.00		
	01/01/04	1,044.86	1,089.77	1,134.66	1,185.95	1,238.04	1,275.18		
12174	LEGAL SURVEY EXAMINER 3							3 - A	
	01/01/02	944.04	983.70	1,026.40	1,070.80	1,118.32	1,129.50		
	01/01/03	967.17	1,007.80	1,051.55	1,097.03	1,145.72	1,168.63		
	01/01/04	991.35	1,033.00	1,077.84	1,124.46	1,174.36	1,209.59		
12176	LEGAL SURVEY EXAMINER 4							6	
	01/01/02	1,039.34	1,087.90	1,139.64	1,199.65	1,256.53	1,269.10		
	01/01/03	1,064.80	1,114.55	1,167.56	1,229.04	1,287.31	1,313.06		
	01/01/04	1,091.42	1,142.41	1,196.75	1,259.77	1,319.49	1,359.07		
02725	LEGISLATIVE ASSISTANT EDITOR							3	
	01/01/02	890.16	919.59	948.97	981.44	1,011.87	1,021.99		
	01/01/03	911.97	942.12	972.22	1,005.49	1,036.66	1,057.39		
	01/01/04	934.77	965.67	996.53	1,030.63	1,062.58	1,094.46		

		SALARY RATES					Max plus Merit	Hours of Work Schedule
07960	LIBRARIAN 1							3 - 7
	01/01/02	870.67	881.27	893.71	906.05	918.53		
		930.88	943.31	955.62	968.03		977.71	
	01/01/03	892.00	902.86	915.61	928.25	941.03		
		953.69	966.42	979.03	991.75		1,011.59	
	01/01/04	914.30	925.43	938.50	951.46	964.56		
		977.53	990.58	1,003.51	1,016.54		1,047.04	
07962	LIBRARIAN 2							3 - 7
	01/01/02	927.36	952.12	978.66	1,005.20	1,033.51	1,043.85	
	01/01/03	950.08	975.45	1,002.64	1,029.83	1,058.83	1,080.01	
	01/01/04	973.83	999.84	1,027.71	1,055.58	1,085.30	1,117.86	
07964	LIBRARIAN 3							3 - 7
	01/01/02	994.61	1,022.88	1,051.25	1,081.34	1,113.20	1,124.33	
	01/01/03	1,018.98	1,047.94	1,077.01	1,107.83	1,140.47	1,163.28	
	01/01/04	1,044.45	1,074.14	1,103.94	1,135.53	1,168.98	1,204.05	
07966	LIBRARIAN 4							3 - 7
	01/01/02	1,163.80	1,206.16	1,257.18	1,309.34	1,364.72	1,378.37	
	01/01/03	1,192.31	1,235.71	1,287.98	1,341.42	1,398.16	1,426.12	
	01/01/04	1,222.12	1,266.60	1,320.18	1,374.96	1,433.11	1,476.10	
12705	MAINTENANCE OPERATION ANALYST							3
	01/01/02	988.80	1,035.87	1,082.38	1,140.77	1,202.21	1,214.23	
	01/01/03	1,013.03	1,061.25	1,108.90	1,168.72	1,231.66	1,256.29	
	01/01/04	1,038.36	1,087.78	1,136.62	1,197.94	1,262.45	1,300.32	
09566	MEAT INSPECTOR 1							4 - 7
	01/01/02	17.76	18.14	18.59			18.78	
	01/01/03	18.20	18.58	19.05			19.43	
	01/01/04	18.66	19.04	19.53			20.12	
01885	NEIGHBOURHOOD/FUNCTIONAL ASSESSOR							3 - A
	01/01/02	898.05	925.23	954.22	984.89	1,015.73		
		1,048.34					1,058.82	
	01/01/03	920.05	947.90	977.60	1,009.02	1,040.62		
		1,074.02					1,095.50	
	01/01/04	943.05	971.60	1,002.04	1,034.25	1,066.64		
		1,100.87					1,133.90	
03896	NORTHERN AFFAIRS OFFICER 1							6
	01/01/02	823.96	854.27	885.75	918.49	952.59	962.12	
	01/01/03	844.15	875.20	907.45	940.99	975.93	995.45	
	01/01/04	865.25	897.08	930.14	964.51	1,000.33	1,030.34	
03898	NORTHERN AFFAIRS OFFICER 2							6
	01/01/02	908.22	941.85	976.85	1,013.25	1,051.14	1,061.65	
	01/01/03	930.47	964.93	1,000.78	1,038.07	1,076.89	1,098.43	
	01/01/04	953.73	989.05	1,025.80	1,064.02	1,103.81	1,136.92	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
09526	NURSING HOME OFFICER, ENVIRONMENTAL HEALTH								3 - A
	01/01/02	886.26	913.05	940.82	970.46	1,001.00	1,011.01		
	01/01/03	907.97	935.42	963.87	994.24	1,025.52	1,046.03		
	01/01/04	930.67	958.81	987.97	1,019.10	1,051.16	1,082.69		
05473	OCCUPATIONAL HEALTH AND SAFETY ADVISOR								3 - A
	01/01/02	935.27	974.44	1,014.47	1,056.79	1,100.61	1,111.62		
	01/01/03	958.18	998.31	1,039.32	1,082.68	1,127.57	1,150.12		
	01/01/04	982.13	1,023.27	1,065.30	1,109.75	1,155.76	1,190.43		
05468	OCCUPATIONAL HEALTH AND SAFETY INSPECTOR								3 - 7
	01/01/02	1,080.13	1,123.02	1,165.91	1,208.66	1,250.78	1,263.29		
	01/01/03	1,106.59	1,150.53	1,194.47	1,238.27	1,281.42	1,307.05		
	01/01/04	1,134.25	1,179.29	1,224.33	1,269.23	1,313.46	1,352.86		
15600	OCCUPATIONAL HYGIENIST								3
	01/01/02	1,023.80	1,071.36	1,129.31	1,199.03	1,282.21	1,295.03		
	01/01/03	1,048.88	1,097.61	1,156.98	1,228.41	1,313.62	1,339.89		
	01/01/04	1,075.10	1,125.05	1,185.90	1,259.12	1,346.46	1,386.85		
09532	ORGANIZER 2, X-RAY SURVEYS								3
	01/01/02	818.44	843.53	870.21	898.40	927.40	936.67		
	01/01/03	838.49	864.20	891.53	920.41	950.12	969.12		
	01/01/04	859.45	885.81	913.82	943.42	973.87	1,003.09		
10505	PARENTAL SUPPORT WORKER								3 - 7
	01/01/02	989.49	1,020.10	1,050.72	1,084.10	1,115.17	1,126.32		
	01/01/03	1,013.73	1,045.09	1,076.46	1,110.66	1,142.49	1,165.34		
	01/01/04	1,039.07	1,071.22	1,103.37	1,138.43	1,171.05	1,206.18		
14160	PARKS PLANNER 1								3 - A
	01/01/02	784.13	809.46	836.40	864.88	893.40			
		932.18					941.50		
	01/01/03	803.34	829.29	856.89	886.07	915.29			
		955.02					974.12		
	01/01/04	823.42	850.02	878.31	908.22	938.17			
		978.90					1,008.27		
14163	PARKS PLANNER 2 (BARGAINING UNIT)								3 - A
	01/01/02	935.90	972.07	1,013.45	1,061.03	1,111.69	1,122.81		
	01/01/03	958.83	995.89	1,038.28	1,087.03	1,138.93	1,161.71		
	01/01/04	982.80	1,020.79	1,064.24	1,114.21	1,167.40	1,202.42		
14164	PARKS PLANNER 3								3 - A
	01/01/02	1,063.12	1,113.74	1,166.57	1,226.53	1,285.50	1,298.36		
	01/01/03	1,089.17	1,141.03	1,195.15	1,256.58	1,316.99	1,343.33		
	01/01/04	1,116.40	1,169.56	1,225.03	1,287.99	1,349.91	1,390.41		
00960	PERSONALTY VALUATOR 1								3
	01/01/02	946.98	986.22	1,026.97	1,069.29	1,114.79	1,125.94		
	01/01/03	970.18	1,010.38	1,052.13	1,095.49	1,142.10	1,164.94		
	01/01/04	994.43	1,035.64	1,078.43	1,122.88	1,170.65	1,205.77		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
15547	PESTICIDES AND TERRESTRIAL EFFECTS OFFICER							3	
	01/01/02	993.56	1,042.07	1,090.60	1,139.11	1,187.63	1,199.51		
	01/01/03	1,017.90	1,067.60	1,117.32	1,167.02	1,216.73	1,241.06		
	01/01/04	1,043.35	1,094.29	1,145.25	1,196.20	1,247.15	1,284.56		
09600	PESTICIDES CONTROL OFFICER 1							3 - 7	
	01/01/02	685.28	696.46	707.55	718.69	729.82			
		753.71	777.56				785.34		
	01/01/03	702.07	713.52	724.88	736.30	747.70			
		772.18	796.61				812.54		
	01/01/04	719.62	731.36	743.00	754.71	766.39			
		791.48	816.53				841.03		
09602	PESTICIDES CONTROL OFFICER 2							3 - 7	
	01/01/02	806.20	833.23	861.08	889.75	927.92	937.20		
	01/01/03	825.95	853.64	882.18	911.55	950.65	969.66		
	01/01/04	846.60	874.98	904.23	934.34	974.42	1,003.65		
09604	PESTICIDES CONTROL OFFICER 3							3 - 7	
	01/01/02	901.72	935.90	972.07	1,013.45	1,036.19	1,046.55		
	01/01/03	923.81	958.83	995.89	1,038.28	1,061.58	1,082.81		
	01/01/04	946.91	982.80	1,020.79	1,064.24	1,088.12	1,120.76		
05517	PROGRAM ADVISOR TRAINEE, EARLY CHILDHOOD EDUCATION							6	
	01/01/02	946.70	965.41				975.06		
	01/01/03	969.89	989.06				1,008.84		
	01/01/04	994.14	1,013.79				1,044.20		
05516	PROGRAM ADVISOR, EARLY CHILDHOOD EDUCATION							6	
	01/01/02	984.45	1,006.74	1,048.46	1,091.87	1,136.90	1,148.27		
	01/01/03	1,008.57	1,031.41	1,074.15	1,118.62	1,164.75	1,188.05		
	01/01/04	1,033.78	1,057.20	1,101.00	1,146.59	1,193.87	1,229.69		
01880	PROPERTY ASSESSOR 1							3 - A	
	01/01/02	555.29	568.98	584.27	599.42	614.69			
		631.42	648.16	666.45			673.11		
	01/01/03	568.89	582.92	598.58	614.11	629.75			
		646.89	664.04	682.78			696.44		
	01/01/04	583.11	597.49	613.54	629.46	645.49			
		663.06	680.64	699.85			720.85		
01882	PROPERTY ASSESSOR 2							3 - A	
	01/01/02	664.14	682.46	702.66	723.44	745.85			
		768.24					775.92		
	01/01/03	680.41	699.18	719.88	741.16	764.12			
		787.06					802.80		
	01/01/04	697.42	716.66	737.88	759.69	783.22			
		806.74					830.94		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
01884	PROPERTY ASSESSOR 3							3 - A
	01/01/02	826.09	851.05	877.71	905.89	934.23		
		964.22					973.86	
	01/01/03	846.33	871.90	899.21	928.08	957.12		
		987.84					1,007.60	
	01/01/04	867.49	893.70	921.69	951.28	981.05		
		1,012.54					1,042.92	
01886	PROPERTY ASSESSOR 4							3 - A
	01/01/02	905.48	934.49	964.27	994.06	1,034.81		
		1,078.71					1,089.50	
	01/01/03	927.66	957.39	987.89	1,018.41	1,060.16		
		1,105.14					1,127.24	
	01/01/04	950.85	981.32	1,012.59	1,043.87	1,086.66		
		1,132.77					1,166.75	
00481	PROVINCIAL PROSECUTOR							6
	01/01/02	997.71	1,046.97	1,097.31	1,150.82	1,206.95	1,219.02	
	01/01/03	1,022.15	1,072.62	1,124.19	1,179.02	1,236.52	1,261.25	
	01/01/04	1,047.70	1,099.44	1,152.29	1,208.50	1,267.43	1,305.45	
09539	PUBLIC HEALTH INSPECTOR 1							3 - A
	01/01/02	756.09	778.88	802.53	827.76	853.74	862.28	
	01/01/03	774.61	797.96	822.19	848.04	874.66	892.15	
	01/01/04	793.98	817.91	842.74	869.24	896.53	923.43	
09541	PUBLIC HEALTH INSPECTOR 2							3 - A
	01/01/02	788.40	812.03	837.20	863.96	892.29	901.21	
	01/01/03	807.72	831.92	857.71	885.13	914.15	932.43	
	01/01/04	827.91	852.72	879.15	907.26	937.00	965.11	
09547	PUBLIC HEALTH INSPECTOR 3							3 - A
	01/01/02	928.91	974.44	1,014.47	1,056.79	1,100.61	1,111.62	
	01/01/03	951.67	998.31	1,039.32	1,082.68	1,127.57	1,150.12	
	01/01/04	975.46	1,023.27	1,065.30	1,109.75	1,155.76	1,190.43	
01000	REAL ESTATE OFFICER 1							3 - A
	01/01/02	924.78	957.88	993.11	1,030.50	1,050.79	1,061.30	
	01/01/03	947.44	981.35	1,017.44	1,055.75	1,076.53	1,098.06	
	01/01/04	971.13	1,005.88	1,042.88	1,082.14	1,103.44	1,136.54	
01002	REAL ESTATE OFFICER 2							3 - A
	01/01/02	973.94	1,012.33	1,049.73	1,097.80	1,122.31	1,133.53	
	01/01/03	997.80	1,037.13	1,075.45	1,124.70	1,149.81	1,172.81	
	01/01/04	1,022.75	1,063.06	1,102.34	1,152.82	1,178.56	1,213.92	
01004	REAL ESTATE OFFICER 3							3 - A
	01/01/02	1,060.42	1,109.50	1,161.86	1,215.23	1,278.21	1,290.99	
	01/01/03	1,086.40	1,136.68	1,190.33	1,245.00	1,309.53	1,335.72	
	01/01/04	1,113.56	1,165.10	1,220.09	1,276.13	1,342.27	1,382.54	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
17142	RECORDS OFFICER 1								3 - 7
	01/01/02	825.37	845.72	867.67	889.67	911.63	920.75		
	01/01/03	845.59	866.44	888.93	911.47	933.96	952.64		
	01/01/04	866.73	888.10	911.15	934.26	957.31	986.03		
17144	RECORDS OFFICER 2								3 - 7
	01/01/02	911.63	935.10	960.15	985.28	1,011.92	1,022.04		
	01/01/03	933.96	958.01	983.67	1,009.42	1,036.71	1,057.44		
	01/01/04	957.31	981.96	1,008.26	1,034.66	1,062.63	1,094.51		
17140	RECORDS OFFICER JUNIOR								3 - 7
	01/01/02	753.40	769.85	787.75	805.68	825.37	833.62		
	01/01/03	771.86	788.71	807.05	825.42	845.59	862.50		
	01/01/04	791.16	808.43	827.23	846.06	866.73	892.73		
05414	REGIONAL CASE CO-ORDINATOR, HUMAN RIGHTS								6
	01/01/02	1,036.68	1,077.82	1,120.59	1,165.10	1,211.37	1,223.48		
	01/01/03	1,062.08	1,104.23	1,148.04	1,193.64	1,241.05	1,265.87		
	01/01/04	1,088.63	1,131.84	1,176.74	1,223.48	1,272.08	1,310.24		
10114	REHABILITATION EMPLOYMENT OFFICER								3 - 7
	01/01/02	894.86	921.11	949.16	977.12	1,006.97			
		1,038.49	1,070.03				1,080.73		
	01/01/03	916.78	943.68	972.41	1,001.06	1,031.64			
		1,063.93	1,096.25				1,118.18		
	01/01/04	939.70	967.27	996.72	1,026.09	1,057.43			
		1,090.53	1,123.66				1,157.37		
10202	REHABILITATION OFFICER 1, HEALTH								3 - 7
	01/01/02	646.10	663.69				670.33		
	01/01/03	661.93	679.95				693.55		
	01/01/04	678.48	696.95				717.86		
10204	REHABILITATION OFFICER 2, HEALTH								3 - 7
	01/01/02	740.71	764.22	787.70	811.12	836.26	844.62		
	01/01/03	758.86	782.94	807.00	830.99	856.75	873.89		
	01/01/04	777.83	802.51	827.18	851.76	878.17	904.52		
10206	REHABILITATION OFFICER 3, HEALTH								3 - A
	01/01/02	790.64	818.01	849.47	878.86	925.52	934.78		
	01/01/03	810.01	838.05	870.28	900.39	948.20	967.16		
	01/01/04	830.26	859.00	892.04	922.90	971.91	1,001.07		
41106	RESOURCE TECHNICIAN 4 - CONSERVATION OFFICER								4 - 7
	01/01/02	25.34	25.97	26.61			26.88		
	01/01/03	25.96	26.61	27.26			27.81		
	01/01/04	26.61	27.28	27.94			28.78		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
14009	RESOURCES MANAGER 1							3 - A
	01/01/02	682.79	693.84	704.94	716.04	727.11		
		738.17	750.88	761.95	774.66		782.41	
	01/01/03	699.52	710.84	722.21	733.58	744.92		
		756.26	769.28	780.62	793.64		809.51	
	01/01/04	717.01	728.61	740.27	751.92	763.54		
		775.17	788.51	800.14	813.48		837.88	
14011	RESOURCES MANAGER 2							3 - A
	01/01/02	784.13	809.46	836.40	864.88	893.40		
		932.18					941.50	
	01/01/03	803.34	829.29	856.89	886.07	915.29		
		955.02					974.12	
	01/01/04	823.42	850.02	878.31	908.22	938.17		
		978.90					1,008.27	
14014	RESOURCES MANAGER 3 (BARGAINING UNIT)							3 - A
	01/01/02	935.90	972.07	1,013.45	1,061.03	1,111.69	1,122.81	
	01/01/03	958.83	995.89	1,038.28	1,087.03	1,138.93	1,161.71	
	01/01/04	982.80	1,020.79	1,064.24	1,114.21	1,167.40	1,202.42	
14015	RESOURCES MANAGER 4							3 - A
	01/01/02	1,023.80	1,071.36	1,124.13	1,176.89	1,237.91	1,250.29	
	01/01/03	1,048.88	1,097.61	1,151.67	1,205.72	1,268.24	1,293.60	
	01/01/04	1,075.10	1,125.05	1,180.46	1,235.86	1,299.95	1,338.95	
05426	RETURNING OFFICER, ONTARIO LABOUR RELATIONS BOARD							3
	01/01/02	701.03	721.75	744.10	766.43	790.44	798.34	
	01/01/03	718.21	739.43	762.33	785.21	809.81	826.01	
	01/01/04	736.17	757.92	781.39	804.84	830.06	854.96	
05994	REVIEW OFFICER							3
	01/01/02	830.30	855.86	883.01	911.76	941.29	950.70	
	01/01/03	850.64	876.83	904.64	934.10	964.35	983.64	
	01/01/04	871.91	898.75	927.26	957.45	988.46	1,018.11	
05996	REVIEW SUPERVISOR 2							3
	01/01/02	964.05	1,000.56	1,036.08	1,084.71	1,135.41	1,146.76	
	01/01/03	987.67	1,025.07	1,061.46	1,111.29	1,163.23	1,186.49	
	01/01/04	1,012.36	1,050.70	1,088.00	1,139.07	1,192.31	1,228.08	
02850	SAFETY INSTRUCTION OFFICER 1							3 - 7
	01/01/02	751.05	773.03	796.47	821.54	846.67	855.14	
	01/01/03	769.45	791.97	815.98	841.67	867.41	884.76	
	01/01/04	788.69	811.77	836.38	862.71	889.10	915.77	
02856	SAFETY INSTRUCTION OFFICER 2							3 - 7
	01/01/02	928.91	974.44	1,014.47	1,056.79	1,100.61	1,111.62	
	01/01/03	951.67	998.31	1,039.32	1,082.68	1,127.57	1,150.12	
	01/01/04	975.46	1,023.27	1,065.30	1,109.75	1,155.76	1,190.43	



		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
41301	SECURITY OFFICER 1							
	01/01/02	17.28	17.60			17.78		
	01/01/03	17.70	18.03			18.39		
	01/01/04	18.14	18.48			19.03		
41303	SECURITY OFFICER 2							
	01/01/02	17.91	18.36			18.54		
	01/01/03	18.35	18.81			19.19		
	01/01/04	18.81	19.28			19.86		
41305	SECURITY OFFICER 3							
	01/01/02	18.64	18.98			19.17		
	01/01/03	19.10	19.45			19.84		
	01/01/04	19.58	19.94			20.54		
41307	SECURITY OFFICER 4							
	01/01/02	19.30	19.65			19.85		
	01/01/03	19.77	20.13			20.53		
	01/01/04	20.26	20.63			21.25		
14027	SENIOR BIOLOGIST							3 - A
	01/01/02	1,082.98	1,134.57	1,188.39	1,249.47	1,309.55	1,322.65	
	01/01/03	1,109.51	1,162.37	1,217.51	1,280.08	1,341.63	1,368.46	
	01/01/04	1,137.25	1,191.43	1,247.95	1,312.08	1,375.17	1,416.43	
05997	SENIOR OPERATIONAL POLICY OFFICER							3
	01/01/02	1,038.59	1,077.96	1,116.24	1,168.68	1,223.33	1,235.56	
	01/01/03	1,064.04	1,104.37	1,143.59	1,197.31	1,253.30	1,278.37	
	01/01/04	1,090.64	1,131.98	1,172.18	1,227.24	1,284.63	1,323.17	
14028	SENIOR TEACHER (ONTARIO SCIENCE CENTRE)							3 - A
	01/01/02	869.74	898.75	929.39	969.69	1,011.74		
		1,055.24					1,065.79	
	01/01/03	891.05	920.77	952.16	993.45	1,036.53		
		1,081.09					1,102.71	
	01/01/04	913.33	943.79	975.96	1,018.29	1,062.44		
		1,108.12					1,141.36	
05942	SERVICE AREAS INSPECTOR							3
	01/01/02	769.64	793.60	817.56	843.06	870.25	878.95	
	01/01/03	788.50	813.04	837.59	863.71	891.57	909.40	
	01/01/04	808.21	833.37	858.53	885.30	913.86	941.28	
05940	SERVICE AREAS MANAGER							6
	01/01/02	865.68	898.11	929.55	964.05	998.52	1,008.51	
	01/01/03	886.89	920.11	952.32	987.67	1,022.98	1,043.44	
	01/01/04	909.06	943.11	976.13	1,012.36	1,048.55	1,080.01	
30600	SHERIFF'S OFFICER 1							3 - 7
	01/01/02	639.18	657.48	675.68	696.17	716.95	724.12	
	01/01/03	654.84	673.59	692.23	713.23	734.52	749.21	
	01/01/04	671.21	690.43	709.54	731.06	752.88	775.47	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
30602	SHERIFF'S OFFICER 2							3 - 7	
	01/01/02	721.75	744.10	766.43	790.44	814.34	822.48		
	01/01/03	739.43	762.33	785.21	809.81	834.29	850.98		
	01/01/04	757.92	781.39	804.84	830.06	855.15	880.80		
30604	SHERIFF'S OFFICER 2A							3 - 7	
	01/01/02	810.94	836.08	861.18	888.20	915.11	924.26		
	01/01/03	830.81	856.56	882.28	909.96	937.53	956.28		
	01/01/04	851.58	877.97	904.34	932.71	960.97	989.80		
10159	STAFF TRAINING OFFICER, COMMUNITY & SOCIAL SERVS (BARGAINING UNIT)							3	
	01/01/02	828.20	856.76	887.04	918.99	952.59	962.12		
	01/01/03	848.49	877.75	908.77	941.51	975.93	995.45		
	01/01/04	869.70	899.69	931.49	965.05	1,000.33	1,030.34		
02200	STATISTICIAN 1							6	
	01/01/02	678.00	689.08	700.19	711.24	722.37			
		733.42	744.50	757.14	768.26		775.94		
	01/01/03	694.61	705.96	717.34	728.67	740.07			
		751.39	762.74	775.69	787.08		802.82		
	01/01/04	711.98	723.61	735.27	746.89	758.57			
		770.17	781.81	795.08	806.76		830.96		
02202	STATISTICIAN 2							6	
	01/01/02	787.29	812.63	839.57	868.03	896.55	905.52		
	01/01/03	806.58	832.54	860.14	889.30	918.52	936.89		
	01/01/04	826.74	853.35	881.64	911.53	941.48	969.72		
02204	STATISTICIAN 3							6	
	01/01/02	959.94	1,001.09	1,043.83	1,089.76	1,137.31	1,148.68		
	01/01/03	983.46	1,025.62	1,069.40	1,116.46	1,165.17	1,188.47		
	01/01/04	1,008.05	1,051.26	1,096.14	1,144.37	1,194.30	1,230.13		
02206	STATISTICIAN 4							6	
	01/01/02	1,148.95	1,207.91	1,264.79	1,340.28	1,415.79	1,429.95		
	01/01/03	1,177.10	1,237.50	1,295.78	1,373.12	1,450.48	1,479.49		
	01/01/04	1,206.53	1,268.44	1,328.17	1,407.45	1,486.74	1,531.34		
12707	STRUCTURAL TECHNICIAN							3	
	01/01/02	1,058.33	1,098.33	1,149.71	1,203.33	1,261.57	1,274.19		
	01/01/03	1,084.26	1,125.24	1,177.88	1,232.81	1,292.48	1,318.33		
	01/01/04	1,111.37	1,153.37	1,207.33	1,263.63	1,324.79	1,364.53		
01810	SUPERVISOR 1, MUNICIPAL ORGANIZATION AND ADMINISTRATION							6	
	01/01/02	821.54	846.67	873.32	901.56	931.36	940.67		
	01/01/03	841.67	867.41	894.72	923.65	954.18	973.26		
	01/01/04	862.71	889.10	917.09	946.74	978.03	1,007.37		
01812	SUPERVISOR 2, MUNICIPAL ORGANIZATION AND ADMINISTRATION							6	
	01/01/02	1,001.95	1,044.08	1,087.80	1,133.84	1,186.89	1,198.76		
	01/01/03	1,026.50	1,069.66	1,114.45	1,161.62	1,215.97	1,240.29		
	01/01/04	1,052.16	1,096.40	1,142.31	1,190.66	1,246.37	1,283.76		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
01808	SUPERVISOR MUNICIPAL ORGANIZATION AND ADMINISTRATION TRAINEE							6
	01/01/02	667.06	676.02	686.75	696.14	707.12		
		718.12	729.07	740.06	751.05		758.56	
	01/01/03	683.40	692.58	703.58	713.20	724.44		
		735.71	746.93	758.19	769.45		784.84	
	01/01/04	700.49	709.89	721.17	731.03	742.55		
		754.10	765.60	777.14	788.69		812.35	
03531	SUPERVISOR OF OPERATIONS (BARGAINING UNIT)							3 - 7
	01/01/02	910.28	943.75	979.27	1,019.83	1,066.45	1,077.11	
	01/01/03	932.58	966.87	1,003.26	1,044.82	1,092.58	1,114.43	
	01/01/04	955.89	991.04	1,028.34	1,070.94	1,119.89	1,153.49	
17152	SYSTEMS OFFICER 1							6
	01/01/02	773.03	796.47	821.54	846.67	873.32	882.05	
	01/01/03	791.97	815.98	841.67	867.41	894.72	912.61	
	01/01/04	811.77	836.38	862.71	889.10	917.09	944.60	
17154	SYSTEMS OFFICER 2							6
	01/01/02	860.78	889.01	917.22	954.89	994.06	1,004.00	
	01/01/03	881.87	910.79	939.69	978.28	1,018.41	1,038.78	
	01/01/04	903.92	933.56	963.18	1,002.74	1,043.87	1,075.19	
17156	SYSTEMS OFFICER 3							6
	01/01/02	959.97	994.47	1,041.10	1,087.75	1,138.46	1,149.84	
	01/01/03	983.49	1,018.83	1,066.61	1,114.40	1,166.35	1,189.68	
	01/01/04	1,008.08	1,044.30	1,093.28	1,142.26	1,195.51	1,231.38	
17158	SYSTEMS OFFICER 4							6
	01/01/02	1,030.93	1,077.63	1,128.33	1,180.04	1,240.86	1,253.27	
	01/01/03	1,056.19	1,104.03	1,155.97	1,208.95	1,271.26	1,296.69	
	01/01/04	1,082.59	1,131.63	1,184.87	1,239.17	1,303.04	1,342.13	
17160	SYSTEMS OFFICER 5							6
	01/01/02	1,110.05	1,161.79	1,220.61	1,277.37	1,350.41	1,363.91	
	01/01/03	1,137.25	1,190.25	1,250.51	1,308.67	1,383.50	1,411.17	
	01/01/04	1,165.68	1,220.01	1,281.77	1,341.39	1,418.09	1,460.63	
17162	SYSTEMS OFFICER 6							6
	01/01/02	1,262.62	1,318.32	1,374.03	1,429.74	1,485.43	1,500.28	
	01/01/03	1,293.55	1,350.62	1,407.69	1,464.77	1,521.82	1,552.26	
	01/01/04	1,325.89	1,384.39	1,442.88	1,501.39	1,559.87	1,606.67	
17150	SYSTEMS OFFICER JUNIOR							6
	01/01/02	614.78	631.24	649.13	667.06	686.75		
		707.12	729.07	751.05	773.03		780.76	
	01/01/03	629.84	646.71	665.03	683.40	703.58		
		724.44	746.93	769.45	791.97		807.81	
	01/01/04	645.59	662.88	681.66	700.49	721.17		
		742.55	765.60	788.69	811.77		836.12	

		SALARY RATES						Max plus Merit	Hours of Work Schedule
03301	TAX AUDITOR 1							3 - A	
	01/01/02	778.24	807.00	834.74	864.62	896.60	905.57		
	01/01/03	797.31	826.77	855.19	885.80	918.57	936.94		
	01/01/04	817.24	847.44	876.57	907.95	941.53	969.78		
03303	TAX AUDITOR 2							3 - A	
	01/01/02	867.56	897.58	929.67	963.85	1,000.12	1,010.12		
	01/01/03	888.82	919.57	952.45	987.46	1,024.62	1,045.11		
	01/01/04	911.04	942.56	976.26	1,012.15	1,050.24	1,081.75		
03305	TAX AUDITOR 3							3 - A	
	01/01/02	982.38	1,018.31	1,058.73	1,107.26	1,157.54	1,169.12		
	01/01/03	1,006.45	1,043.26	1,084.67	1,134.39	1,185.90	1,209.62		
	01/01/04	1,031.61	1,069.34	1,111.79	1,162.75	1,215.55	1,252.02		
03307	TAX AUDITOR 4							3 - A	
	01/01/02	1,074.57	1,124.28	1,177.30	1,231.35	1,295.13	1,308.08		
	01/01/03	1,100.90	1,151.82	1,206.14	1,261.52	1,326.86	1,353.40		
	01/01/04	1,128.42	1,180.62	1,236.29	1,293.06	1,360.03	1,400.83		
03309	TAX AUDITOR 5							3 - A	
	01/01/02	1,207.21	1,262.47	1,327.87	1,388.72	1,459.70	1,474.30		
	01/01/03	1,236.79	1,293.40	1,360.40	1,422.74	1,495.46	1,525.37		
	01/01/04	1,267.71	1,325.74	1,394.41	1,458.31	1,532.85	1,578.84		
12114	TECHNICAL CONSULTANT 1							6	
	01/01/02	1,185.51	1,245.53	1,310.60	1,379.01	1,449.45	1,463.94		
	01/01/03	1,214.55	1,276.05	1,342.71	1,412.80	1,484.96	1,514.66		
	01/01/04	1,244.91	1,307.95	1,376.28	1,448.12	1,522.08	1,567.74		
06080	TECHNICIAN 1, FUEL							3 - 7	
	01/01/02	610.32	621.39	633.81			640.15		
	01/01/03	625.27	636.61	649.34			662.33		
	01/01/04	640.90	652.53	665.57			685.54		
06082	TECHNICIAN 2, FUEL							3 - 7	
	01/01/02	877.12	900.41	923.65			932.89		
	01/01/03	898.61	922.47	946.28			965.21		
	01/01/04	921.08	945.53	969.94			999.04		
06084	TECHNICIAN 3, FUEL							3 - 7	
	01/01/02	929.45	954.19	980.32			990.12		
	01/01/03	952.22	977.57	1,004.34			1,024.43		
	01/01/04	976.03	1,002.01	1,029.45			1,060.33		
07856	TOPONYMIST							3 - A	
	01/01/02	953.41	978.98	1,004.46	1,031.68	1,060.57	1,071.18		
	01/01/03	976.77	1,002.97	1,029.07	1,056.96	1,086.55	1,108.28		
	01/01/04	1,001.19	1,028.04	1,054.80	1,083.38	1,113.71	1,147.12		
02790	TRANSLATOR 1							3 - 7	
	01/01/02	862.40	887.44	914.09	942.31	970.57	980.28		
	01/01/03	883.53	909.18	936.49	965.40	994.35	1,014.24		
	01/01/04	905.62	931.91	959.90	989.54	1,019.21	1,049.79		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
02792	TRANSLATOR 2								3 - 7
	01/01/02	981.53	1,020.68	1,059.92	1,102.20	1,146.16	1,157.62		
	01/01/03	1,005.58	1,045.69	1,085.89	1,129.20	1,174.24	1,197.72		
	01/01/04	1,030.72	1,071.83	1,113.04	1,157.43	1,203.60	1,239.71		
02794	TRANSLATOR 3								3 - 7
	01/01/02	1,069.33	1,111.63	1,155.52	1,202.60	1,260.60	1,273.21		
	01/01/03	1,095.53	1,138.86	1,183.83	1,232.06	1,291.48	1,317.31		
	01/01/04	1,122.92	1,167.33	1,213.43	1,262.86	1,323.77	1,363.48		
06010	TRANSPORTATION COMPLIANCE PROGRAM ADMINISTRATOR								3
	01/01/02	1,024.01	1,071.56	1,124.35	1,177.10	1,238.13	1,250.51		
	01/01/03	1,049.10	1,097.81	1,151.90	1,205.94	1,268.46	1,293.83		
	01/01/04	1,075.33	1,125.26	1,180.70	1,236.09	1,300.17	1,339.18		
06007	TRANSPORTATION ENFORCEMENT INVESTIGATOR								3 - 7
	01/01/02	974.09	1,014.49	1,056.82	1,100.73	1,147.76			
		1,197.60					1,209.58		
	01/01/03	997.96	1,039.35	1,082.71	1,127.70	1,175.88			
		1,226.94					1,251.48		
	01/01/04	1,022.91	1,065.33	1,109.78	1,155.89	1,205.28			
		1,257.61					1,295.34		
06001	TRANSPORTATION ENFORCEMENT OFFICER 1								3 - 7
	01/01/02	854.94	877.76				886.54		
	01/01/03	875.89	899.27				917.26		
	01/01/04	897.79	921.75				949.40		
06003	TRANSPORTATION ENFORCEMENT OFFICER 2								3 - 7
	01/01/02	953.51	981.56	1,013.31			1,023.44		
	01/01/03	976.87	1,005.61	1,038.14			1,058.90		
	01/01/04	1,001.29	1,030.75	1,064.09			1,096.01		
06005	TRANSPORTATION ENFORCEMENT OFFICER 3								3 - 7
	01/01/02	1,001.97	1,034.12	1,072.54			1,083.27		
	01/01/03	1,026.52	1,059.46	1,098.82			1,120.80		
	01/01/04	1,052.18	1,085.95	1,126.29			1,160.08		
51080	TRAVEL COUNSELLOR 1								3 - 7
	01/01/02	598.66	610.85	624.50	638.17	651.86	658.38		
	01/01/03	613.33	625.82	639.80	653.81	667.83	681.19		
	01/01/04	628.66	641.47	655.80	670.16	684.53	705.07		
51082	TRAVEL COUNSELLOR 2								3 - 7
	01/01/02	668.62	683.76	698.99	715.76	732.47	739.79		
	01/01/03	685.00	700.51	716.12	733.30	750.42	765.43		
	01/01/04	702.13	718.02	734.02	751.63	769.18	792.26		
51084	TRAVEL COUNSELLOR 3								3 - 7
	01/01/02	687.70	706.06	726.30	748.52	769.80	777.50		
	01/01/03	704.55	723.36	744.09	766.86	788.66	804.43		
	01/01/04	722.16	741.44	762.69	786.03	808.38	832.63		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
61512	UTILITY PLANT PROCESS & COMPLIANCE TECHNOLOGIST							3 - 7	
	01/01/02	990.28	1,019.35	1,050.00	1,082.25	1,118.56	1,129.75		
	01/01/03	1,014.54	1,044.32	1,075.73	1,108.77	1,145.96	1,168.88		
	01/01/04	1,039.90	1,070.43	1,102.62	1,136.49	1,174.61	1,209.85		
05998	VEHICLE INSPECTION ADMINISTRATOR							3	
	01/01/02	1,024.01	1,071.56	1,124.35	1,177.10	1,238.13	1,250.51		
	01/01/03	1,049.10	1,097.81	1,151.90	1,205.94	1,268.46	1,293.83		
	01/01/04	1,075.33	1,125.26	1,180.70	1,236.09	1,300.17	1,339.18		
09570	VETERINARY SCIENTIST 1							3 - A	
	01/01/02	842.61	871.00	900.93	940.35	979.74	989.54		
	01/01/03	863.25	892.34	923.00	963.39	1,003.74	1,023.81		
	01/01/04	884.83	914.65	946.08	987.47	1,028.83	1,059.69		
09572	VETERINARY SCIENTIST 2							3 - A	
	01/01/02	932.48	971.88	1,014.41	1,058.55	1,104.28	1,115.32		
	01/01/03	955.33	995.69	1,039.26	1,084.48	1,131.33	1,153.96		
	01/01/04	979.21	1,020.58	1,065.24	1,111.59	1,159.61	1,194.40		
10090	VOLUNTEER SERVICES ASSISTANT							4 - 7	
	01/01/02	862.33	881.47	901.11	921.19	942.95	952.38		
	01/01/03	883.46	903.07	923.19	943.76	966.05	985.37		
	01/01/04	905.55	925.65	946.27	967.35	990.20	1,019.91		
10092	VOLUNTEER SERVICES ORGANIZER							6	
	01/01/02	967.50	989.32	1,012.80	1,036.26	1,060.64	1,071.25		
	01/01/03	991.20	1,013.56	1,037.61	1,061.65	1,086.63	1,108.36		
	01/01/04	1,015.98	1,038.90	1,063.55	1,088.19	1,113.80	1,147.21		
10500	WELFARE FIELD WORKER (PROBATIONARY)							3 - 7	
	01/01/02	800.68					808.69		
	01/01/03	820.30					836.71		
	01/01/04	840.81					866.03		
10501	WELFARE FIELD WORKER 1							3 - 7	
	01/01/02	839.27	858.80	879.29	899.76	921.87	931.09		
	01/01/03	859.83	879.84	900.83	921.80	944.46	963.35		
	01/01/04	881.33	901.84	923.35	944.85	968.07	997.11		
10503	WELFARE FIELD WORKER 2							3 - 7	
	01/01/02	916.67	939.16	963.35	987.56	1,011.70	1,021.82		
	01/01/03	939.13	962.17	986.95	1,011.76	1,036.49	1,057.22		
	01/01/04	962.61	986.22	1,011.62	1,037.05	1,062.40	1,094.27		
10570	WORKERS' COMPENSATION ADVISER 1							6	
	01/01/02	885.41	912.35	941.33	970.25	1,001.13	1,011.14		
	01/01/03	907.10	934.70	964.39	994.02	1,025.66	1,046.17		
	01/01/04	929.78	958.07	988.50	1,018.87	1,051.30	1,082.84		
10572	WORKERS' COMPENSATION ADVISER 2							6	
	01/01/02	1,089.08	1,129.95	1,177.48	1,227.01	1,278.33	1,291.11		
	01/01/03	1,115.76	1,157.63	1,206.33	1,257.07	1,309.65	1,335.84		
	01/01/04	1,143.65	1,186.57	1,236.49	1,288.50	1,342.39	1,382.66		

**SALARY RATES**

**Max plus  
Merit**

**Hours of  
Work  
Schedule**

02293	WORKERS' COMPENSATION CONSULTANT							6
	01/01/02	1,135.29	1,192.86	1,250.47	1,308.03	1,365.63	1,379.29	
	01/01/03	1,163.10	1,222.09	1,281.11	1,340.08	1,399.09	1,427.07	
	01/01/04	1,192.18	1,252.64	1,313.14	1,373.58	1,434.07	1,477.09	

**SALARY RATES**

**Max plus  
Merit**                      **Hours of  
Work  
Schedule**

**INSTITUTIONAL AND HEALTH CARE BARGAINING UNIT**

The following classifications apply to employees with an appointment status of classified, term classified and unclass  
(SA = semi-annual progression)

41512	AMBULANCE OFFICER 2								4 - 7
	01/01/02	18.84	19.25	19.80		20.00			
	01/01/03	19.30	19.72	20.29		20.70			
	01/01/04	19.78	20.21	20.80		21.42			
16778	AUDIOLOGICAL SERVICES TECHNICIAN								4 - 7
	01/01/02	650.96	666.54	683.53	702.55	721.55	728.77		
	01/01/03	666.91	682.87	700.28	719.76	739.23	754.01		
	01/01/04	683.58	699.94	717.79	737.75	757.71	780.44		
16779	AUDIOLOGICAL SERVICES TECHNICIAN (PROV SCHOOLS)								4 - 7
	01/01/02	703.02	719.86	738.21	758.76	779.27	787.06		
	01/01/03	720.24	737.50	756.30	777.35	798.36	814.33		
	01/01/04	738.25	755.94	775.21	796.78	818.32	842.87		
09341	AUDIOLOGIST								3 - 7
	01/01/02	957.93	986.52	1,016.94	1,048.20	1,080.36	1,091.16		
	01/01/03	981.40	1,010.69	1,041.86	1,073.88	1,106.83	1,128.97		
	01/01/04	1,005.94	1,035.96	1,067.91	1,100.73	1,134.50	1,168.54		
50200	BAKER 1								4 - 7
	01/01/02	15.64	15.86	16.11		16.27			
	01/01/03	16.02	16.25	16.50		16.83			
	01/01/04	16.42	16.66	16.91		17.42			
50202	BAKER 2								4 - 7
	01/01/02	16.63	16.96			17.13			
	01/01/03	17.04	17.38			17.73			
	01/01/04	17.47	17.81			18.34			
(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)									
50206	BUTCHER 1								4 - 7
	01/01/02	16.63	16.96			17.13			
	01/01/03	17.04	17.38			17.73			
	01/01/04	17.47	17.81			18.34			
50400	CANTEEN OPERATOR 1								4 - 7
	01/01/02	16.62	16.83			17.00			
	01/01/03	17.03	17.24			17.58			
	01/01/04	17.46	17.67			18.20			
50402	CANTEEN OPERATOR 2								4 - 7
	01/01/02	17.57	17.91			18.09			
	01/01/03	18.00	18.35			18.72			
	01/01/04	18.45	18.81			19.37			



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
10558	CASE WORKER, HOMES FOR SPECIAL CARE								3 - 7
	01/01/02	782.84	817.52	853.76	891.62	931.19	940.50		
	01/01/03	802.02	837.55	874.68	913.46	954.00	973.08		
	01/01/04	822.07	858.49	896.55	936.30	977.85	1,007.19		
05509	CASE WORKER, MENTAL HEALTH AND SOCIAL SERVICES								3 - 7
	01/01/02	782.84	817.52	853.76	891.62	931.19	940.50		
	01/01/03	802.02	837.55	874.68	913.46	954.00	973.08		
	01/01/04	822.07	858.49	896.55	936.30	977.85	1,007.19		
10103	CASE WORKER, OUTPATIENT AND COMMUNITY SERVICES								3 - 7
	01/01/02	782.84	817.52	853.76	891.62	931.19	940.50		
	01/01/03	802.02	837.55	874.68	913.46	954.00	973.08		
	01/01/04	822.07	858.49	896.55	936.30	977.85	1,007.19		
09500	CHILD CARE ASSISTANT 1								4 - 7
	01/01/02	644.26					650.70		
	01/01/03	660.04					673.24		
	01/01/04	676.54					696.84		
09502	CHILD CARE ASSISTANT 2								4 - 7
	01/01/02	723.08	735.30	748.92			756.41		
	01/01/03	740.80	753.31	767.27			782.62		
	01/01/04	759.32	772.14	786.45			810.04		
09508	CHILD CARE WORKER 1								4 - 7
	01/01/02	786.29	801.25	817.59			825.77		
	01/01/03	805.55	820.88	837.62			854.37		
	01/01/04	825.69	841.40	858.56			884.32		
09510	CHILD CARE WORKER 2								4 - 7
	01/01/02	807.34	823.67	839.99	857.87		866.45		
	01/01/03	827.12	843.85	860.57	878.89		896.47		
	01/01/04	847.80	864.95	882.08	900.86		927.89		
09512	CHILD CARE WORKER 3								4 - 7
	01/01/02	862.20	882.16	902.15			911.17		
	01/01/03	883.32	903.77	924.25			942.74		
	01/01/04	905.40	926.36	947.36			975.78		
09514	CHILD CARE WORKER 4								6
	01/01/02	912.08	938.01	964.88	991.76	1,020.61	1,030.82		
	01/01/03	934.43	960.99	988.52	1,016.06	1,045.61	1,066.52		
	01/01/04	957.79	985.01	1,013.23	1,041.46	1,071.75	1,103.90		
16707	COMMUNICATIONS OPERATOR 1								4 - 7
	01/01/02	19.19	19.55				19.75		
	01/01/03	19.66	20.03				20.43		
	01/01/04	20.15	20.53				21.15		

<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
16708	COMMUNICATIONS OPERATOR 2					4 - 7
	01/01/02	19.98	20.39	20.86	21.07	
	01/01/03	20.47	20.89	21.37	21.80	
	01/01/04	20.98	21.41	21.90	22.56	
16709	COMMUNICATIONS OPERATOR 3					4 - 7
	01/01/02	20.86	21.52	22.21	22.43	
	01/01/03	21.37	22.05	22.75	23.21	
	01/01/04	21.90	22.60	23.32	24.02	
50212	COOK 1					4 - 7
	01/01/02	16.50	16.69	16.93	17.10	
	01/01/03	16.90	17.10	17.34	17.69	
	01/01/04	17.32	17.53	17.77	18.30	
50214	COOK 2					4 - 7
	01/01/02	17.45	17.76		17.94	
	01/01/03	17.88	18.20		18.56	
	01/01/04	18.33	18.66		19.22	
(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)						
50217	COOK 3 (BARGAINING UNIT)					4 - 7
	01/01/02	727.04	742.76	761.08	768.69	
	01/01/03	744.85	760.96	779.73	795.32	
	01/01/04	763.47	779.98	799.22	823.20	
50130	COUNSELLOR 1 (RESIDENTIAL LIFE)					4 - 7
	01/01/02	18.39	18.77	19.10	19.29	
	01/01/03	18.84	19.23	19.57	19.96	
	01/01/04	19.31	19.71	20.06	20.66	
50132	COUNSELLOR 2 (RESIDENTIAL LIFE)					4 - 7
	01/01/02	19.36	19.81	20.17	20.37	
	01/01/03	19.83	20.30	20.66	21.07	
	01/01/04	20.33	20.81	21.18	21.82	
50134	COUNSELLOR 3 (RESIDENTIAL LIFE)					4 - 7
	01/01/02	20.52	20.96	21.42	21.63	
	01/01/03	21.02	21.47	21.94	22.38	
	01/01/04	21.55	22.01	22.49	23.16	
09330	DENTAL ASSISTANT					3 - 7
	01/01/02	17.56	17.97	18.35	18.53	
	01/01/03	17.99	18.41	18.80	19.18	
	01/01/04	18.44	18.87	19.27	19.85	
09331	DENTAL ASSISTANT A					3 - 7
	01/01/02	18.98	19.40	19.82	20.02	
	01/01/03	19.45	19.88	20.31	20.72	
	01/01/04	19.94	20.38	20.82	21.44	

		SALARY RATES						Max plus Merit	Hours of Work Schedule
09068	DENTAL HYGIENIST								3 - 7
	01/01/02	699.16	717.93	736.65	756.96	777.34	785.11		
	01/01/03	716.29	735.52	754.70	775.51	796.38	812.31		
	01/01/04	734.20	753.91	773.57	794.90	816.29	840.78		
50129	DEVELOPMENTAL SERVICES WORKER, TRAINING-ON-THE-JOB PROGRAM								4
	01/01/02	20.12	20.60	20.97			21.18		
	01/01/03	20.61	21.10	21.48			21.91		
	01/01/04	21.13	21.63	22.02			22.68		
18231	DIETITIAN 1								3
	01/01/02	958.89	983.17	1,008.03	1,033.88	1,060.77	1,071.38		
	01/01/03	982.38	1,007.26	1,032.73	1,059.21	1,086.76	1,108.50		
	01/01/04	1,006.94	1,032.44	1,058.55	1,085.69	1,113.93	1,147.35		
17400	E.E.G. TECHNICIAN 1								3 - 7
	01/01/02	679.92	696.87	714.12			721.26		
	01/01/03	696.58	713.94	731.62			746.25		
	01/01/04	713.99	731.79	749.91			772.41		
17402	E.E.G. TECHNICIAN 2								3 - 7
	01/01/02	765.70	786.18	808.30			816.38		
	01/01/03	784.46	805.44	828.10			844.66		
	01/01/04	804.07	825.58	848.80			874.26		
17402_1	E.E.G. TECHNICIAN 2 (G15 SALARY NOTE)								3 - 7
	01/01/02	830.45					838.75		
	01/01/03	850.80					867.82		
	01/01/04	872.07					898.23		
17403_1	E.E.G. TECHNICIAN 3								3 - 7
	01/01/02	822.11	845.13	867.98			876.66		
	01/01/03	842.25	865.84	889.25			907.04		
	01/01/04	863.31	887.49	911.48			938.82		
17403	E.E.G. TECHNICIAN 3 (G15 SALARY NOTE)								3 - 7
	01/01/02	892.88					901.81		
	01/01/03	914.76					933.06		
	01/01/04	937.63					965.76		
95302	FOOD SERVICES (10OFS)								4
	01/01/02	785.67	807.91	830.78	854.30	878.49	887.27		
	01/01/03	804.92	827.70	851.13	875.23	900.01	918.01		
	01/01/04	825.04	848.39	872.41	897.11	922.51	950.19		
95303	FOOD SERVICES (11OFS)								3
	01/01/02	829.09	852.84	877.27	902.41	928.27	937.55		
	01/01/03	849.40	873.73	898.76	924.52	951.01	970.03		
	01/01/04	870.64	895.57	921.23	947.63	974.79	1,004.03		
95304	FOOD SERVICES (12OFS)								6
	01/01/02	874.27	899.93	926.36	953.56	981.56	991.38		
	01/01/03	895.69	921.98	949.06	976.92	1,005.61	1,025.72		
	01/01/04	918.08	945.03	972.79	1,001.34	1,030.75	1,061.67		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
95305	FOOD SERVICES (13OFS)							6	
	01/01/02	924.29	951.67	979.90	1,008.95	1,038.86	1,049.25		
	01/01/03	946.94	974.99	1,003.91	1,033.67	1,064.31	1,085.60		
	01/01/04	970.61	999.36	1,029.01	1,059.51	1,090.92	1,123.65		
95306	FOOD SERVICES (14OFS)							6	
	01/01/02	976.72	1,006.38	1,036.96	1,068.47	1,100.94	1,111.95		
	01/01/03	1,000.65	1,031.04	1,062.37	1,094.65	1,127.91	1,150.47		
	01/01/04	1,025.67	1,056.82	1,088.93	1,122.02	1,156.11	1,190.79		
50456	HAIRDRESSER							4 - 7	
	01/01/02	18.00	18.32				18.50		
	01/01/03	18.44	18.77				19.15		
	01/01/04	18.90	19.24				19.82		
	(For Trades Apprentice rates of pay, refer to Technical Bargaining Unit Addendum 1)								
50224	HEAD COOK							4 - 7	
	01/01/02	831.87	849.95	871.02			879.73		
	01/01/03	852.25	870.77	892.36			910.21		
	01/01/04	873.56	892.54	914.67			942.11		
50075	HEAD NURSE, OUTPATIENT CLINICS							4 - 7	
	01/01/02	1,132.00	1,164.37	1,195.17	1,226.12	1,256.92			
		1,292.81					1,305.74		
	01/01/03	1,159.73	1,192.90	1,224.45	1,256.16	1,287.71			
		1,324.48					1,350.97		
	01/01/04	1,188.72	1,222.72	1,255.06	1,287.56	1,319.90			
		1,357.59					1,398.32		
95300	HEALTH CARE SCIENTIFIC SUPPORT (BU) TSS12							3	
	01/01/02	742.99	772.08	802.31	833.71	866.37	875.03		
	01/01/03	761.19	791.00	821.97	854.14	887.60	905.35		
	01/01/04	780.22	810.78	842.52	875.49	909.79	937.08		
95301	HEALTH CARE SCIENTIFIC SUPPORT (BU) TSS15							3	
	01/01/02	923.70	960.37	998.49	1,038.16	1,079.37	1,090.16		
	01/01/03	946.33	983.90	1,022.95	1,063.59	1,105.81	1,127.93		
	01/01/04	969.99	1,008.50	1,048.52	1,090.18	1,133.46	1,167.46		
50230	HELPER, FOOD SERVICE							4 - 7	
	01/01/02	16.62	16.83				17.00		
	01/01/03	17.03	17.24				17.58		
	01/01/04	17.46	17.67				18.20		
13770	HOME ECONOMICS ASSISTANT 1							3	
	01/01/02	579.15	592.03	604.94	619.11	634.55	640.90		
	01/01/03	593.34	606.53	619.76	634.28	650.10	663.10		
	01/01/04	608.17	621.69	635.25	650.14	666.35	686.34		
13772	HOME ECONOMICS ASSISTANT 2							3	
	01/01/02	680.26	699.21	718.15	737.08	757.39	764.96		
	01/01/03	696.93	716.34	735.74	755.14	775.95	791.47		
	01/01/04	714.35	734.25	754.13	774.02	795.35	819.21		

		SALARY RATES					Max plus Merit	Hours of Work Schedule
13610	HOME ECONOMIST 1							6
	01/01/02	681.12	692.15	703.21	714.25	725.26		
		736.33	748.88	759.95	772.58		780.31	
	01/01/03	697.81	709.11	720.44	731.75	743.03		
		754.37	767.23	778.57	791.51		807.34	
	01/01/04	715.26	726.84	738.45	750.04	761.61		
		773.23	786.41	798.03	811.30		835.64	
13612	HOME ECONOMIST 2							6
	01/01/02	785.16	810.37	837.15	865.54	893.93	902.87	
	01/01/03	804.40	830.22	857.66	886.75	915.83	934.15	
	01/01/04	824.51	850.98	879.10	908.92	938.73	966.89	
13613	HOME ECONOMIST 3							6
	01/01/02	897.89	937.28	976.68	1,019.24	1,063.36	1,073.99	
	01/01/03	919.89	960.24	1,000.61	1,044.21	1,089.41	1,111.20	
	01/01/04	942.89	984.25	1,025.63	1,070.32	1,116.65	1,150.15	
50020	HOSPITAL ATTENDANT 1							4 - 7
	01/01/02	15.58	15.91				16.07	
	01/01/03	15.96	16.30				16.63	
	01/01/04	16.36	16.71				17.21	
50421	HOSPITAL HOUSEKEEPER 1 (BARGAINING UNIT)							4
	01/01/02	746.76	767.62	788.42			796.30	
	01/01/03	765.06	786.43	807.74			823.89	
	01/01/04	784.19	806.09	827.93			852.77	
50423	HOSPITAL HOUSEKEEPER 2 (BARGAINING UNIT)							4
	01/01/02	863.11	889.15	916.06			925.22	
	01/01/03	884.26	910.93	938.50			957.27	
	01/01/04	906.37	933.70	961.96			990.82	
95307	INSTITUTIONAL CARE (11OIN)							4
	01/01/02	660.24	685.76	712.25	739.78	768.36	776.04	
	01/01/03	676.42	702.56	729.70	757.90	787.18	802.92	
	01/01/04	693.33	720.12	747.94	776.85	806.86	831.07	
95308	INSTITUTIONAL CARE (12OIN)							4
	01/01/02	702.75	730.07	758.44	787.92	818.56	826.75	
	01/01/03	719.97	747.96	777.02	807.22	838.61	855.38	
	01/01/04	737.97	766.66	796.45	827.40	859.58	885.37	
95309	INSTITUTIONAL CARE (13 OIN)							4
	01/01/02	749.48	778.37	808.37	839.52	871.88	880.60	
	01/01/03	767.84	797.44	828.18	860.09	893.24	911.10	
	01/01/04	787.04	817.38	848.88	881.59	915.57	943.04	
95310	INSTITUTIONAL CARE (14OIN)							6
	01/01/02	796.88	827.86	860.05	893.49	928.25	937.53	
	01/01/03	816.40	848.14	881.12	915.38	950.99	970.01	
	01/01/04	836.81	869.34	903.15	938.26	974.76	1,004.00	

		SALARY RATES						Max plus Merit	Hours of Work Schedule
95311	INSTITUTIONAL CARE (15OIN)							6	
	01/01/02	854.89	888.84	924.14	960.84	998.99	1,008.98		
	01/01/03	875.83	910.62	946.78	984.38	1,023.47	1,043.94		
	01/01/04	897.73	933.39	970.45	1,008.99	1,049.06	1,080.53		
50140	INSTRUCTOR 1 (OCCUPATIONAL)							4 - 7	
	01/01/02	18.39	18.77	19.10			19.29		
	01/01/03	18.84	19.23	19.57			19.96		
	01/01/04	19.31	19.71	20.06			20.66		
50485	INSTRUCTOR 1, RECREATION AND CRAFTS							4 - 7	
	01/01/02	18.70	18.99	19.35			19.54		
	01/01/03	19.16	19.46	19.82			20.22		
	01/01/04	19.64	19.95	20.32			20.93		
50142	INSTRUCTOR 2 (OCCUPATIONAL)							4 - 7	
	01/01/02	19.36	19.81	20.17			20.37		
	01/01/03	19.83	20.30	20.66			21.07		
	01/01/04	20.33	20.81	21.18			21.82		
50486	INSTRUCTOR 2, RECREATION AND CRAFTS							4 - 7	
	01/01/02	19.47	19.87	20.17			20.37		
	01/01/03	19.95	20.36	20.66			21.07		
	01/01/04	20.45	20.87	21.18			21.82		
50144	INSTRUCTOR 3 (OCCUPATIONAL)							4 - 7	
	01/01/02	20.52	20.96	21.42			21.63		
	01/01/03	21.02	21.47	21.94			22.38		
	01/01/04	21.55	22.01	22.49			23.16		
50487	INSTRUCTOR 3(A), RECREATION AND CRAFTS							4 - 7	
	01/01/02	813.58	833.72	856.66			865.23		
	01/01/03	833.51	854.15	877.65			895.20		
	01/01/04	854.35	875.50	899.59			926.58		
50146	INSTRUCTOR 4 (OCCUPATIONAL)							4 - 7	
	01/01/02	840.94	862.40	885.87	909.32	933.69	943.03		
	01/01/03	861.54	883.53	907.57	931.60	956.57	975.70		
	01/01/04	883.08	905.62	930.26	954.89	980.48	1,009.89		
41600	LAUNDRY WORKER 1							4 - 7	
	01/01/02	16.16	16.35				16.51		
	01/01/03	16.56	16.75				17.09		
	01/01/04	16.97	17.17				17.69		
41602	LAUNDRY WORKER 2							4 - 7	
	01/01/02	16.62	16.83				17.00		
	01/01/03	17.03	17.24				17.58		
	01/01/04	17.46	17.67				18.20		
41604	LAUNDRY WORKER 3							4 - 7	
	01/01/02	16.97	17.31				17.48		
	01/01/03	17.39	17.73				18.08		
	01/01/04	17.82	18.17				18.72		

		SALARY RATES				Max plus Merit	Hours of Work Schedule
41606	LAUNDRY WORKER 4						4 - 7
	01/01/02	17.57	17.93		18.11		
	01/01/03	18.00	18.37		18.74		
	01/01/04	18.45	18.83		19.39		
41608	LAUNDRY WORKER 5						4 - 7
	01/01/02	18.32	18.66		18.85		
	01/01/03	18.77	19.12		19.50		
	01/01/04	19.24	19.60		20.19		
50491	LEISURE/LIFE SKILLS INSTRUCTOR						4 - 7
	01/01/02	19.82	20.60	21.25	21.46		
	01/01/03	20.31	21.10	21.77	22.21		
	01/01/04	20.82	21.63	22.31	22.98		
50150	MEDICAL ASSISTANT 1						4 - 7
	01/01/02	18.39	18.77	19.10	19.29		
	01/01/03	18.84	19.23	19.57	19.96		
	01/01/04	19.31	19.71	20.06	20.66		
50152	MEDICAL ASSISTANT 2						4 - 7
	01/01/02	19.36	19.81	20.17	20.37		
	01/01/03	19.83	20.30	20.66	21.07		
	01/01/04	20.33	20.81	21.18	21.82		
50154	MEDICAL ASSISTANT 3						4 - 7
	01/01/02	19.82	20.17	20.62	20.83		
	01/01/03	20.31	20.66	21.13	21.55		
	01/01/04	20.82	21.18	21.66	22.31		
50128	NURSE, OCCUPATIONAL HEALTH & SAFETY						3 - A
	01/01/02	1,043.85	1,087.54	1,132.24	1,179.50	1,228.42	1,240.70
	01/01/03	1,069.42	1,114.18	1,159.98	1,208.40	1,258.52	1,283.69
	01/01/04	1,096.16	1,142.03	1,188.98	1,238.61	1,289.98	1,328.68
50064	NURSE, OUTPATIENT CLINICS						4 - 7
	01/01/02	1,049.12	1,079.12	1,107.66	1,136.34	1,164.89	
		1,198.15					1,210.13
	01/01/03	1,074.82	1,105.56	1,134.80	1,164.18	1,193.43	
		1,227.50					1,252.05
	01/01/04	1,101.69	1,133.20	1,163.17	1,193.28	1,223.27	
		1,258.19					1,295.94
50070	NURSE 1, CLINIC						3 - 7
	01/01/02	966.30	996.32	1,026.33	1,056.28	1,086.25	
		1,115.49					1,126.64
	01/01/03	989.97	1,020.73	1,051.48	1,082.16	1,112.86	
		1,142.82					1,165.68
	01/01/04	1,014.72	1,046.25	1,077.77	1,109.21	1,140.68	
		1,171.39					1,206.53

		SALARY RATES					Max plus Merit	Hours of Work Schedule
50072	NURSE 2, CLINIC							3 - 7
	01/01/02	1,056.28	1,086.25	1,113.33	1,140.47	1,167.62		
		1,199.33					1,211.32	
	01/01/03	1,082.16	1,112.86	1,140.61	1,168.41	1,196.23		
		1,228.71					1,253.28	
	01/01/04	1,109.21	1,140.68	1,169.13	1,197.62	1,226.14		
		1,259.43					1,297.21	
50050	NURSE 1, GENERAL							4 - 7
	01/01/02	869.30	899.20	929.18	959.21	989.15		
		1,016.97					1,027.14	
	01/01/03	890.60	921.23	951.94	982.71	1,013.38		
		1,041.89					1,062.73	
	01/01/04	912.87	944.26	975.74	1,007.28	1,038.71		
		1,067.94					1,099.98	
50050_1	NURSE 1, GENERAL (G24 NOTE, FIRST STEP ABOVE RANGE)							4 - 7
	01/01/02	1,046.38					1,056.84	
	01/01/03	1,072.02					1,093.46	
	01/01/04	1,098.82					1,131.78	
50050_2	NURSE 1, GENERAL (G24 NOTE, SECOND STEP ABOVE RANGE)							4 - 7
	01/01/02	1,076.69					1,087.46	
	01/01/03	1,103.07					1,125.13	
	01/01/04	1,130.65					1,164.57	
50052	NURSE 2, GENERAL							4 - 7
	01/01/02	973.52	991.14	1,019.16	1,049.12	1,079.14		
		1,109.73	1,143.02				1,154.45	
	01/01/03	997.37	1,015.42	1,044.13	1,074.82	1,105.58		
		1,136.92	1,171.02				1,194.44	
	01/01/04	1,022.30	1,040.81	1,070.23	1,101.69	1,133.22		
		1,165.34	1,200.30				1,236.31	
50052_1	NURSE 2, GENERAL(G24 NOTE, FIRST STEP ABOVE RANGE)							4 - 7
	01/01/02	1,176.21					1,187.97	
	01/01/03	1,205.03					1,229.13	
	01/01/04	1,235.16					1,272.21	
50052_2	NURSE 2, GENERAL(G24 NOTE, SECOND STEP ABOVE RANGE)							4 - 7
	01/01/02	1,210.35					1,222.45	
	01/01/03	1,240.00					1,264.80	
	01/01/04	1,271.00					1,309.13	
50054	NURSE 3, GENERAL							4 - 7
	01/01/02	1,049.12	1,079.12	1,107.66	1,136.34	1,164.89		
		1,198.15	1,234.09				1,246.43	
	01/01/03	1,074.82	1,105.56	1,134.80	1,164.18	1,193.43		
		1,227.50	1,264.33				1,289.62	
	01/01/04	1,101.69	1,133.20	1,163.17	1,193.28	1,223.27		
		1,258.19	1,295.94				1,334.82	



		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
50054_1	NURSE 3, GENERAL(G24 NOTE, FIRST STEP ABOVE RANGE)							4 - 7
	01/01/02	1,269.97				1,282.67		
	01/01/03	1,301.08				1,327.10		
	01/01/04	1,333.61				1,373.62		
50054_2	NURSE 3, GENERAL(G24 NOTE, SECOND STEP ABOVE RANGE)							4 - 7
	01/01/02	1,306.98				1,320.05		
	01/01/03	1,339.00				1,365.78		
	01/01/04	1,372.48				1,413.65		
50080	NURSE 1, NURSING EDUCATION							4 - 7
	01/01/02	1,109.62	1,139.58	1,169.57	1,198.12	1,226.80		
		1,259.17					1,271.76	
	01/01/03	1,136.81	1,167.50	1,198.22	1,227.47	1,256.86		
		1,290.02					1,315.82	
	01/01/04	1,165.23	1,196.69	1,228.18	1,258.16	1,288.28		
		1,322.27					1,361.94	
50082	NURSE 2, NURSING EDUCATION							4 - 7
	01/01/02	1,169.57	1,198.12	1,226.80	1,255.37	1,284.01		
		1,318.12					1,331.30	
	01/01/03	1,198.22	1,227.47	1,256.86	1,286.13	1,315.47		
		1,350.41					1,377.42	
	01/01/04	1,228.18	1,258.16	1,288.28	1,318.28	1,348.36		
		1,384.17					1,425.70	
50084	NURSE 3, NURSING EDUCATION							4 - 7
	01/01/02	1,178.23	1,217.75	1,261.12	1,305.78	1,363.18		
		1,399.79					1,413.79	
	01/01/03	1,207.10	1,247.58	1,292.02	1,337.77	1,396.58		
		1,434.08					1,462.76	
	01/01/04	1,237.28	1,278.77	1,324.32	1,371.21	1,431.49		
		1,469.93					1,514.03	
50120	NURSE 1, PUBLIC HEALTH							3 - 7
	01/01/02	990.90	1,020.84	1,050.84	1,079.39	1,108.10		
		1,140.46					1,151.86	
	01/01/03	1,015.18	1,045.85	1,076.59	1,105.84	1,135.25		
		1,168.40					1,191.77	
	01/01/04	1,040.56	1,072.00	1,103.50	1,133.49	1,163.63		
		1,197.61					1,233.54	
50122	NURSE 2, PUBLIC HEALTH							3 - 7
	01/01/02	1,173.40	1,202.72	1,232.19	1,261.56	1,291.02		
		1,329.06					1,342.35	
	01/01/03	1,202.15	1,232.19	1,262.38	1,292.47	1,322.65		
		1,361.62					1,388.85	
	01/01/04	1,232.20	1,262.99	1,293.94	1,324.78	1,355.72		
		1,395.66					1,437.53	

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
50124	NURSE 3, PUBLIC HEALTH							3 - 7
	01/01/02	1,261.56	1,291.02	1,319.67	1,348.29	1,376.89		
		1,417.60					1,431.78	
	01/01/03	1,292.47	1,322.65	1,352.00	1,381.32	1,410.62		
		1,452.33					1,481.38	
	01/01/04	1,324.78	1,355.72	1,385.80	1,415.85	1,445.89		
		1,488.64					1,533.30	
50110	NURSE 2, SPECIAL SCHOOLS							4
	01/01/02	23.27	24.00	24.69	25.50	26.27		
		27.01					27.28	
	01/01/03	23.84	24.59	25.29	26.12	26.91		
		27.67					28.22	
	01/01/04	24.44	25.20	25.92	26.77	27.58		
		28.36					29.21	
50112	NURSE 3, SPECIAL SCHOOLS							4
	01/01/02	25.50	26.27	26.97	27.70	28.37		
		29.20					29.49	
	01/01/03	26.12	26.91	27.63	28.38	29.07		
		29.92					30.52	
	01/01/04	26.77	27.58	28.32	29.09	29.80		
		30.67					31.59	
09524	NURSING HOME OFFICER, DIETARY							3 - A
	01/01/02	1,093.19	1,122.14	1,152.94	1,185.60	1,218.21	1,230.39	
	01/01/03	1,119.97	1,149.63	1,181.19	1,214.65	1,248.06	1,273.02	
	01/01/04	1,147.97	1,178.37	1,210.72	1,245.02	1,279.26	1,317.64	
09520	NUTRITIONIST 1							3
	01/01/02	952.00	977.23	1,003.99	1,032.39	1,060.77	1,071.38	
	01/01/03	975.32	1,001.17	1,028.59	1,057.68	1,086.76	1,108.50	
	01/01/04	999.70	1,026.20	1,054.30	1,084.12	1,113.93	1,147.35	
09320	OCCUPATIONAL THERAPIST 1							3 - 7
	01/01/02	816.94	841.54	868.35			877.03	
	01/01/03	836.96	862.16	889.62			907.41	
	01/01/04	857.88	883.71	911.86			939.22	
09322	OCCUPATIONAL THERAPIST 2							3 - 7
	01/01/02	838.14	865.01	891.87	920.98		930.19	
	01/01/03	858.67	886.20	913.72	943.54		962.41	
	01/01/04	880.14	908.36	936.56	967.13		996.14	
09324	OCCUPATIONAL THERAPIST 3							3 - 7
	01/01/02	931.03	962.45	993.80	1,025.05		1,035.30	
	01/01/03	953.84	986.03	1,018.15	1,050.16		1,071.16	
	01/01/04	977.69	1,010.68	1,043.60	1,076.41		1,108.70	
41518	PARAMEDIC 1, LAND							4 - 7
	01/01/02	19.88	20.50	21.11			21.32	
	01/01/03	20.37	21.00	21.63			22.06	
	01/01/04	20.88	21.53	22.17			22.84	

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
41518_1	PARAMEDIC 1, LAND (G27 SALARY NOTE)							4 - 7
	01/01/02	21.72				21.94		
	01/01/03	22.25				22.70		
	01/01/04	22.81				23.49		
41522	PARAMEDIC 2, AIR							4 - 7
	01/01/02	22.21	22.88	23.57		23.81		
	01/01/03	22.75	23.44	24.15		24.63		
	01/01/04	23.32	24.03	24.75		25.49		
41522_1	PARAMEDIC 2, AIR (G27 SALARY NOTE)							4 - 7
	01/01/02	24.26				24.50		
	01/01/03	24.85				25.35		
	01/01/04	25.47				26.23		
41520	PARAMEDIC 2, LAND							4 - 7
	01/01/02	21.17	21.81	22.44		22.66		
	01/01/03	21.69	22.34	22.99		23.45		
	01/01/04	22.23	22.90	23.56		24.27		
41520_1	PARAMEDIC 2, LAND (G27 SALARY NOTE)							4 - 7
	01/01/02	23.12				23.35		
	01/01/03	23.69				24.16		
	01/01/04	24.28				25.01		
61204	PHARMACIST - STAFF							3 - 7
	01/01/02	907.37	936.73	967.88	1,000.94	1,034.93		
		1,080.77					1,091.58	
	01/01/03	929.60	959.68	991.59	1,025.46	1,060.29		
		1,107.25					1,129.40	
	01/01/04	952.84	983.67	1,016.38	1,051.10	1,086.80		
		1,134.93					1,168.98	
61200	PHARMACY TECHNICIAN 1							3 - 7
	01/01/02	668.14	684.17	700.65	719.16	739.47	746.86	
	01/01/03	684.51	700.93	717.82	736.78	757.59	772.74	
	01/01/04	701.62	718.45	735.77	755.20	776.53	799.83	
61202	PHARMACY TECHNICIAN 2							3 - 7
	01/01/02	702.71	721.63	741.15	760.81	784.30	792.14	
	01/01/03	719.93	739.31	759.31	779.45	803.52	819.59	
	01/01/04	737.93	757.79	778.29	798.94	823.61	848.32	
41500	PSYCHIATRIC NURSING ASSISTANT 1							4 - 7
	01/01/02	18.25	18.57			18.76		
	01/01/03	18.70	19.02			19.40		
	01/01/04	19.17	19.50			20.09		
41502	PSYCHIATRIC NURSING ASSISTANT 2							4 - 7
	01/01/02	19.47	19.87	20.17		20.37		
	01/01/03	19.95	20.36	20.66		21.07		
	01/01/04	20.45	20.87	21.18		21.82		

		SALARY RATES				Max plus	Hours of
						Merit	Work
							Schedule
41504	PSYCHIATRIC NURSING ASSISTANT 3						4 - 7
	01/01/02	19.89	20.23	20.62		20.83	
	01/01/03	20.38	20.73	21.13		21.55	
	01/01/04	20.89	21.25	21.66		22.31	
41506	PSYCHIATRIC NURSING ASSISTANT 4						4 - 7
	01/01/02	20.61	21.00	21.42		21.63	
	01/01/03	21.11	21.51	21.94		22.38	
	01/01/04	21.64	22.05	22.49		23.16	
09380	PSYCHOLOGIST 1						3 - 7
	01/01/02	1,114.36	1,162.94	1,214.95	1,279.18	1,346.81	1,360.28
	01/01/03	1,141.66	1,191.43	1,244.72	1,310.52	1,379.81	1,407.41
	01/01/04	1,170.20	1,221.22	1,275.84	1,343.28	1,414.31	1,456.74
09382	PSYCHOLOGIST 2						6
	01/01/02	1,213.68	1,270.58	1,345.39	1,421.28	1,495.05	1,510.00
	01/01/03	1,243.42	1,301.71	1,378.35	1,456.10	1,531.68	1,562.31
	01/01/04	1,274.51	1,334.25	1,412.81	1,492.50	1,569.97	1,617.07
09383	PSYCHOLOGIST 3						6
	01/01/02	1,307.42	1,381.24	1,461.33	1,545.59	1,624.67	1,640.92
	01/01/03	1,339.45	1,415.08	1,497.13	1,583.46	1,664.47	1,697.76
	01/01/04	1,372.94	1,450.46	1,534.56	1,623.05	1,706.08	1,757.26
95312	PSYCHOLOGIST INPATIENT/OUTPATIENT						3 - 7
	01/01/02	1,202.87	1,255.32	1,311.48	1,380.85	1,453.90	1,468.44
	01/01/03	1,232.34	1,286.08	1,343.61	1,414.68	1,489.52	1,519.31
	01/01/04	1,263.15	1,318.23	1,377.20	1,450.05	1,526.76	1,572.56
09373	PSYCHOMETRIST 1						3 - 7
	01/01/02	766.46	800.62	836.03	873.67	913.27	922.40
	01/01/03	785.24	820.24	856.51	895.07	935.65	954.36
	01/01/04	804.87	840.75	877.92	917.45	959.04	987.81
09375	PSYCHOMETRIST 2						3 - 7
	01/01/02	837.58	879.70	923.72	973.04	1,025.16	1,035.41
	01/01/03	858.10	901.25	946.35	996.88	1,050.28	1,071.29
	01/01/04	879.55	923.78	970.01	1,021.80	1,076.54	1,108.84
50464	RESIDENCE COUNSELLOR 1						4 A
	01/01/02	17.24	17.54	17.86		18.04	
	01/01/03	17.66	17.97	18.30		18.67	
	01/01/04	18.10	18.42	18.76		19.32	
50466	RESIDENCE COUNSELLOR 2						4 A
	01/01/02	19.47	19.79	20.17		20.37	
	01/01/03	19.95	20.27	20.66		21.07	
	01/01/04	20.45	20.78	21.18		21.82	
50468	RESIDENCE COUNSELLOR 3						4 A
	01/01/02	20.92	21.38	21.78		22.00	
	01/01/03	21.43	21.90	22.31		22.76	
	01/01/04	21.97	22.45	22.87		23.56	

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
50068	RESIDENTIAL HEALTH NURSE, FAC FOR THE DEVELOPMENTALLY HANDICAPPED							4 - 7
	01/01/02	1,012.09	1,030.44	1,059.57	1,090.72	1,121.96		
		1,153.74					1,165.28	
	01/01/03	1,036.89	1,055.69	1,085.53	1,117.44	1,149.45		
		1,182.01					1,205.65	
	01/01/04	1,062.81	1,082.08	1,112.67	1,145.38	1,178.19		
		1,211.56					1,247.91	
50430	SEWER 1							4 - 7
	01/01/02	16.63	16.83				17.00	
	01/01/03	17.04	17.24				17.58	
	01/01/04	17.47	17.67				18.20	
50432	SEWER 2							4 - 7
	01/01/02	17.70	18.01				18.19	
	01/01/03	18.13	18.45				18.82	
	01/01/04	18.58	18.91				19.48	
10100	SOCIAL WORK ASSISTANT							3 - 7
	01/01/02	750.72	767.11	783.55	799.86	817.88	826.06	
	01/01/03	769.11	785.90	802.75	819.46	837.92	854.68	
	01/01/04	788.34	805.55	822.82	839.95	858.87	884.64	
10105	SOCIAL WORK SUPERVISOR 1 (BARGAINING UNIT)							3
	01/01/02	1,042.23	1,077.38	1,124.95	1,172.55	1,205.63	1,217.69	
	01/01/03	1,067.76	1,103.78	1,152.51	1,201.28	1,235.17	1,259.87	
	01/01/04	1,094.45	1,131.37	1,181.32	1,231.31	1,266.05	1,304.03	
10108	SOCIAL WORK SUPERVISOR 2 (BARGAINING UNIT)							3
	01/01/02	1,089.82	1,137.39	1,187.04	1,239.79	1,270.82	1,283.53	
	01/01/03	1,116.52	1,165.26	1,216.12	1,270.16	1,301.96	1,328.00	
	01/01/04	1,144.43	1,194.39	1,246.52	1,301.91	1,334.51	1,374.55	
10102	SOCIAL WORKER 1							3 - 7
	01/01/02	782.84	805.47	828.32	852.83	877.31	886.08	
	01/01/03	802.02	825.20	848.61	873.72	898.80	916.78	
	01/01/04	822.07	845.83	869.83	895.56	921.27	948.91	
10104	SOCIAL WORKER 2							3 - 7
	01/01/02	894.86	921.11	949.16	977.12	1,006.97		
		1,038.49	1,070.03				1,080.73	
	01/01/03	916.78	943.68	972.41	1,001.06	1,031.64		
		1,063.93	1,096.25				1,118.18	
	01/01/04	939.70	967.27	996.72	1,026.09	1,057.43		
		1,090.53	1,123.66				1,157.37	
09381	SPECIAL CONSULTANT, PATIENTS UNDER A WARRANT OF LIEUTENANT GOVERNOR							3 - 7
	01/01/02	1,169.48	1,220.46	1,275.09	1,342.53	1,413.54	1,427.68	
	01/01/03	1,198.13	1,250.36	1,306.33	1,375.42	1,448.17	1,477.13	
	01/01/04	1,228.08	1,281.62	1,338.99	1,409.81	1,484.37	1,528.90	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
09336	SPEECH THERAPIST							3 - 7	
	01/01/02	940.62	968.70	998.54	1,029.22	1,060.77	1,071.38		
	01/01/03	963.67	992.43	1,023.00	1,054.44	1,086.76	1,108.50		
	01/01/04	987.76	1,017.24	1,048.58	1,080.80	1,113.93	1,147.35		
50241	SUPERVISOR 1, FOOD SERVICE (BARGAINING UNIT)							4 - 7	
	01/01/02	671.99	685.48	700.63			707.64		
	01/01/03	688.45	702.27	717.80			732.16		
	01/01/04	705.66	719.83	735.75			757.82		
50434	TAILOR							4 - 7	
	01/01/02	15.91	16.23				16.39		
	01/01/03	16.30	16.63				16.96		
	01/01/04	16.71	17.05				17.56		
50160	TRAINEE(M.R.C. COURSE), HEALTH							4 - 7	
	01/01/02	17.78	18.11	18.47			18.65		
	01/01/03	18.22	18.55	18.92			19.30		
	01/01/04	18.68	19.01	19.39			19.97		
10112	VOCATIONAL REHABILITATION SERVICES COUNSELLOR							3 - 7	
	01/01/02	943.42	971.24	1,000.99	1,030.62	1,062.28			
		1,095.67	1,129.10				1,140.39		
	01/01/03	966.53	995.04	1,025.51	1,055.87	1,088.31			
		1,122.51	1,156.76				1,179.90		
	01/01/04	990.69	1,019.92	1,051.15	1,082.27	1,115.52			
		1,150.57	1,185.68				1,221.25		
U0114	CLASSROOM ASSISTANT							4	
	01/01/02	16.78	17.09	17.42			17.59		
	01/01/03	17.19	17.51	17.85			18.21		
	01/01/04	17.62	17.95	18.30			18.85		
U0113	FOOD SERVICES WORKER 1							4	
	01/01/02	8.22					8.30		
	01/01/03	8.42					8.59		
	01/01/04	8.63					8.89		
U0133	FOOD SERVICES WORKER 2							4	
	01/01/02	9.50					9.60		
	01/01/03	9.73					9.92		
	01/01/04	9.97					10.27		
U0115	SCHOOL AIDE							4	
	01/01/02	15.96	16.30	16.68			16.85		
	01/01/03	16.35	16.70	17.09			17.43		
	01/01/04	16.76	17.12	17.52			18.05		

**SALARY RATES**

**Max plus  
Merit**

**Hours of  
Work  
Schedule**

**OFFICE ADMINISTRATION CLASSIFICATION GROUP**

The following classifications apply to employees with an appointment status of classified, term classified and unclass  
(SA = semi-annual progression; SA-0# = semi-annual until #th step)

51223	AREA SUPPLY SUPERVISOR (BARGAINING UNIT)							6
	01/01/02	912.12	941.65	970.28			979.98	
	01/01/03	934.47	964.72	994.05			1,013.93	
	01/01/04	957.83	988.84	1,018.90			1,049.47	
95400	CLERICAL SERVICES (BU) CCL08							3
	01/01/02	18.66	19.19	19.73	20.31	20.87	21.08	
	01/01/03	19.12	19.66	20.21	20.81	21.38	21.81	
	01/01/04	19.60	20.15	20.72	21.33	21.91	22.57	
95401	CLERICAL SERVICES (BU) CCL09							3
	01/01/02	19.67	20.23	20.80	21.41	22.04	22.26	
	01/01/03	20.15	20.73	21.31	21.93	22.58	23.03	
	01/01/04	20.65	21.25	21.84	22.48	23.14	23.83	
95402	CLERICAL SERVICES (BU) CCL10							3
	01/01/02	20.68	21.29	21.92	22.56	23.25	23.48	
	01/01/03	21.19	21.81	22.46	23.11	23.82	24.30	
	01/01/04	21.72	22.36	23.02	23.69	24.42	25.15	
95403	CLERICAL SERVICES (BU) CCL11							3
	01/01/02	21.88	22.53	23.19	23.89	24.61	24.86	
	01/01/03	22.42	23.08	23.76	24.48	25.21	25.71	
	01/01/04	22.98	23.66	24.35	25.09	25.84	26.62	
95404	CLERICAL SERVICES (BU) CCL12							3
	01/01/02	23.12	23.83	24.55	25.31	26.08	26.34	
	01/01/03	23.69	24.41	25.15	25.93	26.72	27.25	
	01/01/04	24.28	25.02	25.78	26.58	27.39	28.21	
95405	CLERICAL SERVICES (BU) CCL13							3
	01/01/02	24.51	25.25	26.03	26.84	27.67	27.95	
	01/01/03	25.11	25.87	26.67	27.50	28.35	28.92	
	01/01/04	25.74	26.52	27.34	28.19	29.06	29.93	
95406	CLERICAL SERVICES (BU) CCL14							3
	01/01/02	25.96	26.77	27.61	28.47	29.37	29.66	
	01/01/03	26.60	27.43	28.29	29.17	30.09	30.69	
	01/01/04	27.27	28.12	29.00	29.90	30.84	31.77	
95407	CLERICAL SERVICES (BU) CCL15							3
	01/01/02	27.47	28.35	29.28	30.23	31.23	31.54	
	01/01/03	28.14	29.04	30.00	30.97	32.00	32.64	
	01/01/04	28.84	29.77	30.75	31.74	32.80	33.78	

		SALARY RATES				Max plus Merit		Hours of Work Schedule
51200	CLERK 1, SUPPLY							4 - 7
	01/01/02	14.68	14.84	15.13		15.28		
	01/01/03	15.04	15.20	15.50		15.81		
	01/01/04	15.42	15.58	15.89		16.37		
51202	CLERK 2, SUPPLY							4 - 7
	01/01/02	16.10	16.37	16.66		16.83		
	01/01/03	16.49	16.77	17.07		17.41		
	01/01/04	16.90	17.19	17.50		18.03		
51204	CLERK 3, SUPPLY							4 - 7
	01/01/02	16.94	17.29	17.64		17.82		
	01/01/03	17.36	17.71	18.07		18.43		
	01/01/04	17.79	18.15	18.52		19.08		
51206	CLERK 4, SUPPLY							4 - 7
	01/01/02	17.31	17.65	18.04		18.22		
	01/01/03	17.73	18.08	18.48		18.85		
	01/01/04	18.17	18.53	18.94		19.51		
51208	CLERK 5, SUPPLY							4 - 7
	01/01/02	18.09	18.51	18.86		19.05		
	01/01/03	18.53	18.96	19.32		19.71		
	01/01/04	18.99	19.43	19.80		20.39		
51210	CLERK 6, SUPPLY							4 - 7
	01/01/02	19.26	19.70	20.17		20.37		
	01/01/03	19.73	20.18	20.66		21.07		
	01/01/04	20.22	20.68	21.18		21.82		
51211	CLERK 7 SUPPLY (BARGAINING UNIT)							4
	01/01/02	844.00	869.68	895.38		904.33		
	01/01/03	864.68	890.99	917.32		935.67		
	01/01/04	886.30	913.26	940.25		968.46		
00482	COURT REPORTER 1							3
	01/01/02	614.15	629.08	645.42	661.74	678.00	684.78	
	01/01/03	629.20	644.49	661.23	677.95	694.61	708.50	
	01/01/04	644.93	660.60	677.76	694.90	711.98	733.34	
00484	COURT REPORTER 2							3
	01/01/02	734.98	755.01	776.35	798.50	821.32	829.53	
	01/01/03	752.99	773.51	795.37	818.06	841.44	858.27	
	01/01/04	771.81	792.85	815.25	838.51	862.48	888.35	
00485	COURT REPORTER 3							3
	01/01/02	788.16	814.28	840.35	868.62	905.24	914.29	
	01/01/03	807.47	834.23	860.94	889.90	927.42	945.97	
	01/01/04	827.66	855.09	882.46	912.15	950.61	979.13	
00490	COURT REPORTER APPRENTICE							3
	01/01/02	496.72	507.21	517.66		522.84		
	01/01/03	508.89	519.64	530.34		540.95		
	01/01/04	521.61	532.63	543.60		559.91		



		SALARY RATES						Max plus Merit	Hours of Work Schedule
31500	DATA PROCESSING TECHNICIAN 1							3 - 7	
	01/01/02	563.77	575.92	588.00	601.46		607.47		
	01/01/03	577.58	590.03	602.41	616.20		628.52		
	01/01/04	592.02	604.78	617.47	631.61		650.56		
31502	DATA PROCESSING TECHNICIAN 2							3 - 7	
	01/01/02	612.91	626.35	639.79	654.63	670.77	677.48		
	01/01/03	627.93	641.70	655.46	670.67	687.20	700.94		
	01/01/04	643.63	657.74	671.85	687.44	704.38	725.51		
31504	DATA PROCESSING TECHNICIAN 3							3 - 7	
	01/01/02	647.20	662.72	678.82	694.99	712.50	719.63		
	01/01/03	663.06	678.96	695.45	712.02	729.96	744.56		
	01/01/04	679.64	695.93	712.84	729.82	748.21	770.66		
31506	DATA PROCESSING TECHNICIAN 4							3 - 7	
	01/01/02	688.96	706.41	723.93	743.40	763.21	770.84		
	01/01/03	705.84	723.72	741.67	761.61	781.91	797.55		
	01/01/04	723.49	741.81	760.21	780.65	801.46	825.50		
31508	DATA PROCESSING TECHNICIAN 5							3 - 7	
	01/01/02	740.58	760.34	780.14	801.37	823.93	832.17		
	01/01/03	758.72	778.97	799.25	821.00	844.12	861.00		
	01/01/04	777.69	798.44	819.23	841.53	865.22	891.18		
31510	DATA PROCESSING TECHNICIAN 6							3 - 7	
	01/01/02	791.49	812.66	835.28	859.29	884.03	892.87		
	01/01/03	810.88	832.57	855.74	880.34	905.69	923.80		
	01/01/04	831.15	853.38	877.13	902.35	928.33	956.18		
31512	DATA PROCESSING TECHNICIAN 7							3 - 7	
	01/01/02	849.41	873.48	898.88	925.74	961.09	970.70		
	01/01/03	870.22	894.88	920.90	948.42	984.64	1,004.33		
	01/01/04	891.98	917.25	943.92	972.13	1,009.26	1,039.54		
51230	DISTRICT STOCKROOM AND WAREHOUSE CLERK							4 - 7	
	01/01/02	18.09	18.51	18.86			19.05		
	01/01/03	18.53	18.96	19.32			19.71		
	01/01/04	18.99	19.43	19.80			20.39		
05912	DRIVER EXAMINATION SUPERVISOR							3	
	01/01/02	776.02	806.23	837.68	870.35	904.30	913.34		
	01/01/03	795.03	825.98	858.20	891.67	926.46	944.99		
	01/01/04	814.91	846.63	879.66	913.96	949.62	978.11		
05911	DRIVER EXAMINER							3	
	01/01/02	750.47	772.83	796.81			804.78		
	01/01/03	768.86	791.76	816.33			832.66		
	01/01/04	788.08	811.55	836.74			861.84		
05910	DRIVER EXAMINER (PROBATIONARY)							3	
	01/01/02	677.95					684.73		
	01/01/03	694.56					708.45		
	01/01/04	711.92					733.28		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
01OAD	OFFICE ADMINISTRATION 01							3 - 7	
	01/01/02	15.55	15.83	16.16	16.48	16.82	16.99		
	01/01/03	15.93	16.22	16.56	16.88	17.23	17.57		
	01/01/04	16.33	16.63	16.97	17.30	17.66	18.19		
02OAD	OFFICE ADMINISTRATION 02							3 - 7	
	01/01/02	15.78	16.13	16.45	16.79	17.15	17.32		
	01/01/03	16.17	16.53	16.85	17.20	17.57	17.92		
	01/01/04	16.57	16.94	17.27	17.63	18.01	18.55		
03OAD	OFFICE ADMINISTRATION 03							3 - 7	
	01/01/02	16.13	16.45	16.80	17.15	17.52	17.70		
	01/01/03	16.53	16.85	17.21	17.57	17.95	18.31		
	01/01/04	16.94	17.27	17.64	18.01	18.40	18.95		
04OAD	OFFICE ADMINISTRATION 04							3 - 7	
	01/01/02	16.45	16.80	17.15	17.52	17.92	18.10		
	01/01/03	16.85	17.21	17.57	17.95	18.36	18.73		
	01/01/04	17.27	17.64	18.01	18.40	18.82	19.38		
05OAD	OFFICE ADMINISTRATION 05							3 - 7	
	01/01/02	16.82	17.21	17.56	17.95	18.35	18.53		
	01/01/03	17.23	17.63	17.99	18.39	18.80	19.18		
	01/01/04	17.66	18.07	18.44	18.85	19.27	19.85		
06OAD	OFFICE ADMINISTRATION 06							3 - 7	
	01/01/02	17.25	17.61	17.97	18.39	18.79	18.98		
	01/01/03	17.67	18.04	18.41	18.84	19.25	19.64		
	01/01/04	18.11	18.49	18.87	19.31	19.73	20.32		
07OAD	OFFICE ADMINISTRATION 07							3 - 7	
	01/01/02	17.68	18.08	18.50	18.94	19.38	19.57		
	01/01/03	18.11	18.52	18.95	19.40	19.85	20.25		
	01/01/04	18.56	18.98	19.42	19.89	20.35	20.96		
08OAD	OFFICE ADMINISTRATION 08							3 - 7	
	01/01/02	18.35	18.74	19.17	19.62	20.09	20.29		
	01/01/03	18.80	19.20	19.64	20.10	20.58	20.99		
	01/01/04	19.27	19.68	20.13	20.60	21.09	21.72		
09OAD	OFFICE ADMINISTRATION 09							3 - 7	
	01/01/02	19.18	19.62	20.06	20.52	21.05	21.26		
	01/01/03	19.65	20.10	20.55	21.02	21.57	22.00		
	01/01/04	20.14	20.60	21.06	21.55	22.11	22.77		
10OAD	OFFICE ADMINISTRATION 10							3	
	01/01/02	20.13	20.66	21.21	21.75	22.31	22.53		
	01/01/03	20.62	21.17	21.73	22.28	22.86	23.32		
	01/01/04	21.14	21.70	22.27	22.84	23.43	24.13		
11OAD	OFFICE ADMINISTRATION 11							3	
	01/01/02	21.87	22.50	23.17	23.88	24.59	24.84		
	01/01/03	22.41	23.05	23.74	24.47	25.19	25.69		
	01/01/04	22.97	23.63	24.33	25.08	25.82	26.59		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
12OAD	OFFICE ADMINISTRATION 12							3	
	01/01/02	23.78	24.51	25.25	26.05	26.80	27.07		
	01/01/03	24.36	25.11	25.87	26.69	27.46	28.01		
	01/01/04	24.97	25.74	26.52	27.36	28.15	28.99		
13OAD	OFFICE ADMINISTRATION 13							3	
	01/01/02	25.40	26.20	26.98	27.88	28.70	28.99		
	01/01/03	26.02	26.84	27.64	28.56	29.40	29.99		
	01/01/04	26.67	27.51	28.33	29.27	30.14	31.04		
95408	OFFICE EQUIPMENT OPERATION (BU) CEQ10							3	
	01/01/02	21.45	22.05	22.68	23.33	23.99	24.23		
	01/01/03	21.98	22.59	23.24	23.90	24.58	25.07		
	01/01/04	22.53	23.15	23.82	24.50	25.19	25.95		
95409	OFFICE EQUIPMENT OPERATION (BU) CEQ11							3	
	01/01/02	22.65	23.29	23.95	24.65	25.37	25.62		
	01/01/03	23.20	23.86	24.54	25.25	25.99	26.51		
	01/01/04	23.78	24.46	25.15	25.88	26.64	27.44		
95410	OFFICE EQUIPMENT OPERATION (BU) CEQ12							3	
	01/01/02	23.88	24.58	25.32	26.06	26.85	27.12		
	01/01/03	24.47	25.18	25.94	26.70	27.51	28.06		
	01/01/04	25.08	25.81	26.59	27.37	28.20	29.05		
95411	OFFICE EQUIPMENT OPERATION (BU) CEQ13							3	
	01/01/02	25.26	26.01	26.80	27.60	28.42	28.70		
	01/01/03	25.88	26.65	27.46	28.28	29.12	29.70		
	01/01/04	26.53	27.32	28.15	28.99	29.85	30.75		
95102	PURCHASING & SUPPLY (BU) APS13							4	
	01/01/02	722.01	749.98	779.04	809.23	840.59	849.00		
	01/01/03	739.70	768.35	798.13	829.06	861.18	878.40		
	01/01/04	758.19	787.56	818.08	849.79	882.71	909.19		
02039	PURCHASING AGENT							3	
	01/01/02	805.82	830.78	855.81	882.42	910.28	919.38		
	01/01/03	825.56	851.13	876.78	904.04	932.58	951.23		
	01/01/04	846.20	872.41	898.70	926.64	955.89	984.57		
02040	PURCHASING OFFICER 1							3	
	01/01/02	662.23	680.40	701.04	722.54	744.75	752.20		
	01/01/03	678.45	697.07	718.22	740.24	763.00	778.26		
	01/01/04	695.41	714.50	736.18	758.75	782.08	805.54		
02042	PURCHASING OFFICER 2							3	
	01/01/02	770.20	794.03	817.95	843.36	870.33	879.03		
	01/01/03	789.07	813.48	837.99	864.02	891.65	909.48		
	01/01/04	808.80	833.82	858.94	885.62	913.94	941.36		
02044	PURCHASING OFFICER 3							3	
	01/01/02	849.47	878.86	910.28	943.75	979.27	989.06		
	01/01/03	870.28	900.39	932.58	966.87	1,003.26	1,023.33		
	01/01/04	892.04	922.90	955.89	991.04	1,028.34	1,059.19		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
00038	SENIOR USHER AND MESSENGER								3 - 7
	01/01/02	624.77	635.53	646.31	658.15	670.01	676.71		
	01/01/03	640.08	651.10	662.14	674.27	686.43	700.16		
	01/01/04	656.08	667.38	678.69	691.13	703.59	724.70		
51232	SHIPPER								4 - 7
	01/01/02	17.04	17.33	17.63			17.81		
	01/01/03	17.46	17.75	18.06			18.42		
	01/01/04	17.90	18.19	18.51			19.07		
51234	SHIPPER RECEIVER								4 - 7
	01/01/02	17.04	17.33	17.63			17.81		
	01/01/03	17.46	17.75	18.06			18.42		
	01/01/04	17.90	18.19	18.51			19.07		
95412	SHIPPER, RECEIVER, STOCKROOM CLERK								4 - 7
	01/01/02	17.74	18.09	18.46			18.64		
	01/01/03	18.17	18.53	18.91			19.29		
	01/01/04	18.62	18.99	19.38			19.96		
51215	STOCKKEEPER, DISTRIBUTION CENTRE								4 - 7
	01/01/02	16.95	17.26	17.55			17.73		
	01/01/03	17.37	17.68	17.98			18.34		
	01/01/04	17.80	18.12	18.43			18.98		
95413	STORES/FORMS CO-ORDINATOR								4 - 7
	01/01/02	18.64	19.05	19.43			19.62		
	01/01/03	19.10	19.52	19.91			20.31		
	01/01/04	19.58	20.01	20.41			21.02		
51217	STORES/REPRODUCTION CLERK								4 - 7
	01/01/02	16.57	16.83	17.16			17.33		
	01/01/03	16.98	17.24	17.58			17.93		
	01/01/04	17.40	17.67	18.02			18.56		
00486	SUPREME COURT REPORTER 1								6
	01/01/02	899.24	928.03	963.75	1,002.19	1,041.99	1,052.41		
	01/01/03	921.27	950.77	987.36	1,026.74	1,067.52	1,088.87		
	01/01/04	944.30	974.54	1,012.04	1,052.41	1,094.21	1,127.04		
00036	USHER AND MESSENGER								3 - 7
	01/01/02	582.78	592.47	602.15	611.86	622.61	628.84		
	01/01/03	597.06	606.99	616.90	626.85	637.86	650.62		
	01/01/04	611.99	622.16	632.32	642.52	653.81	673.42		
51213	WAREHOUSE GROUP LEADER								4 - 7
	01/01/02	20.78	21.26	21.77			21.99		
	01/01/03	21.29	21.78	22.30			22.75		
	01/01/04	21.82	22.32	22.86			23.55		
U0111	MERCHANDISER 1								3
	01/01/02	11.47					11.58		
	01/01/03	11.75					11.99		
	01/01/04	12.04					12.40		

SALARY RATES			Max plus Merit	Hours of Work Schedule
U0130	MERCHANDISER 2			3
	01/01/02	13.47	13.60	
	01/01/03	13.80	14.08	
	01/01/04	14.15	14.57	
U0131	MERCHANDISER 3			3
	01/01/02	14.10	14.24	
	01/01/03	14.45	14.74	
	01/01/04	14.81	15.25	
U0112	MERCHANDISER 4			3
	01/01/02	15.53	15.69	
	01/01/03	15.91	16.23	
	01/01/04	16.31	16.80	
U0132	MERCHANDISER 5			3
	01/01/02	16.43	16.59	
	01/01/03	16.83	17.17	
	01/01/04	17.25	17.77	

**SALARY RATES**

**Max plus  
Merit**                      **Hours of  
Work  
Schedule**

**OPERATIONAL AND MAINTENANCE CLASSIFICATION GROUP**

The following classifications apply to employees with an appointment status of classified, term classified and unclass  
(SA = semi-annual progression)

95500	AGRICULTURAL SUPPORT (BU) OAG11					4
	01/01/02	15.24	16.43	17.71	17.89	
	01/01/03	15.61	16.83	18.14	18.50	
	01/01/04	16.00	17.25	18.59	19.15	
19120	AGRICULTURAL WORKER 1					4 - 7
	01/01/02	16.63	16.93		17.10	
	01/01/03	17.04	17.34		17.69	
	01/01/04	17.47	17.77		18.30	
19122	AGRICULTURAL WORKER 2					4 - 7
	01/01/02	16.93	17.25		17.42	
	01/01/03	17.34	17.67		18.02	
	01/01/04	17.77	18.11		18.65	
19124	AGRICULTURAL WORKER 3					4 - 7
	01/01/02	17.22	17.51	17.91	18.09	
	01/01/03	17.64	17.94	18.35	18.72	
	01/01/04	18.08	18.39	18.81	19.37	
19126	AGRICULTURAL WORKER 4					3 - A
	01/01/02	728.10	748.92	769.78	777.48	
	01/01/03	745.94	767.27	788.64	804.41	
	01/01/04	764.59	786.45	808.36	832.61	
17657	AIR ENGINEER 1					4 - 7
	01/01/02	21.83	22.34		22.56	
	01/01/03	22.36	22.89		23.35	
	01/01/04	22.92	23.46		24.16	
17659	AIR ENGINEER 2					4 - 7
	01/01/02	22.90	23.55		23.79	
	01/01/03	23.46	24.13		24.61	
	01/01/04	24.05	24.73		25.47	
17661	AIR ENGINEER 3					4 - 7
	01/01/02	24.13	24.81		25.06	
	01/01/03	24.72	25.42		25.93	
	01/01/04	25.34	26.06		26.84	
17663	AIR ENGINEER 4					6
	01/01/02	1,015.10	1,044.71		1,055.16	
	01/01/03	1,039.97	1,070.31		1,091.72	
	01/01/04	1,065.97	1,097.07		1,129.98	

SALARY RATES					Max plus Merit	Hours of Work Schedule
17660	ASSISTANT PLANT SUPERINTENDENT, AIR SERVICE					6
	01/01/02	934.77	966.57	1,001.12	1,011.13	
	01/01/03	957.67	990.25	1,025.65	1,046.16	
	01/01/04	981.61	1,015.01	1,051.29	1,082.83	
94010	BOOKBINDER 1					4 - 7
	01/01/02	18.92	19.38		19.57	
	01/01/03	19.38	19.85		20.25	
	01/01/04	19.86	20.35		20.96	
94012	BOOKBINDER 2					4 - 7
	01/01/02	19.90	20.37		20.57	
	01/01/03	20.39	20.87		21.29	
	01/01/04	20.90	21.39		22.03	
12830	BRIDGE OPERATOR					4 - 7
	01/01/02	15.95	16.23		16.39	
	01/01/03	16.34	16.63		16.96	
	01/01/04	16.75	17.05		17.56	
93147	BUILDING CONTRACT ADMINISTRATOR					3 - 7
	01/01/02	1,007.59	1,039.44	1,073.18	1,083.91	
	01/01/03	1,032.28	1,064.91	1,099.47	1,121.46	
	01/01/04	1,058.09	1,091.53	1,126.96	1,160.77	
40115	BUILDING SYSTEMS OPERATOR					4 - 7
	01/01/02	22.22	22.70		22.93	
	01/01/03	22.76	23.26		23.73	
	01/01/04	23.33	23.84		24.56	
50630	BUILDINGS CARETAKER 1					4 - 7
	01/01/02	15.77	16.09		16.25	
	01/01/03	16.16	16.48		16.81	
	01/01/04	16.56	16.89		17.40	
50632	BUILDINGS CARETAKER 2					4 - 7
	01/01/02	16.09	16.40		16.56	
	01/01/03	16.48	16.80		17.14	
	01/01/04	16.89	17.22		17.74	
50640	BUILDINGS CARETAKER 6					3 - 7
	01/01/02	854.57	880.62	907.52	916.60	
	01/01/03	875.51	902.20	929.75	948.35	
	01/01/04	897.40	924.76	952.99	981.58	
50625	BUILDINGS CLEANER AND HELPER 3 (BARGAINING UNIT)					4
	01/01/02	661.62	678.15	693.90	700.84	
	01/01/03	677.83	694.76	710.90	725.12	
	01/01/04	694.78	712.13	728.67	750.53	
17270	CABLE FERRY OPERATOR 1					4 - 7
	01/01/02	16.75	17.08		17.25	
	01/01/03	17.16	17.50		17.85	
	01/01/04	17.59	17.94		18.48	

SALARY RATES				Max plus Merit	Hours of Work Schedule		
17272	CABLE FERRY OPERATOR 2				4 - 7		
	01/01/02	17.08	17.45	17.62			
	01/01/03	17.50	17.88	18.24			
	01/01/04	17.94	18.33	18.88			
50614	CLEANER 1				4 - 7		
	01/01/02	15.88	16.09	16.25			
	01/01/03	16.27	16.48	16.81			
	01/01/04	16.68	16.89	17.40			
50616	CLEANER 2				4 - 7		
	01/01/02	16.83	17.11	17.28			
	01/01/03	17.24	17.53	17.88			
	01/01/04	17.67	17.97	18.51			
50618	CLEANER 3				4 - 7		
	01/01/02	17.43	17.75	17.93			
	01/01/03	17.86	18.18	18.54			
	01/01/04	18.31	18.63	19.19			
50650	CLEANER, OFFICE BUILDINGS				4 - 7		
	01/01/02	16.89		17.06			
	01/01/03	17.30		17.65			
	01/01/04	17.73		18.26			
17232	DECKHAND				4 - 7		
	01/01/02	15.59	15.95	16.11			
	01/01/03	15.97	16.34	16.67			
	01/01/04	16.37	16.75	17.25			
50600	ELEVATOR ATTENDANT				4 - 7		
	01/01/02	15.48	15.74	15.90			
	01/01/03	15.86	16.13	16.45			
	01/01/04	16.26	16.53	17.03			
17234	FERRY MATE				4 - 7		
	01/01/02	17.26	17.67	17.85			
	01/01/03	17.68	18.10	18.46			
	01/01/04	18.12	18.55	19.11			
17600	GARAGE ATTENDANT				4 - 7		
	01/01/02	16.20	16.50	16.67			
	01/01/03	16.60	16.90	17.24			
	01/01/04	17.02	17.32	17.84			
17602	GARAGE ATTENDANT SUPERVISOR				4 - 7		
	01/01/02	17.88	18.31	18.49			
	01/01/03	18.32	18.76	19.14			
	01/01/04	18.78	19.23	19.81			
95509	GENERAL OPERATIONAL (100GN)				4		
	01/01/02	585.10	607.74	631.28	655.73	681.14	687.95
	01/01/03	599.43	622.63	646.75	671.80	697.83	711.79
	01/01/04	614.42	638.20	662.92	688.60	715.28	736.74



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
95510	GENERAL OPERATIONAL (11OGN)								4
	01/01/02	627.07	651.15	676.21	702.21	729.23	736.52		
	01/01/03	642.43	667.10	692.78	719.41	747.10	762.04		
	01/01/04	658.49	683.78	710.10	737.40	765.78	788.75		
95511	GENERAL OPERATIONAL (12OGN)								6
	01/01/02	663.77	689.43	716.11	743.83	772.62	780.35		
	01/01/03	680.03	706.32	733.65	762.05	791.55	807.38		
	01/01/04	697.03	723.98	751.99	781.10	811.34	835.68		
95512	GENERAL OPERATIONAL (13OGN)								6
	01/01/02	704.20	731.20	759.28	788.45	818.75	826.94		
	01/01/03	721.45	749.11	777.88	807.77	838.81	855.59		
	01/01/04	739.49	767.84	797.33	827.96	859.78	885.57		
95513	GENERAL OPERATIONAL (14OGN)								6
	01/01/02	756.60	785.91	816.37	847.98	880.86	889.67		
	01/01/03	775.14	805.16	836.37	868.76	902.44	920.49		
	01/01/04	794.52	825.29	857.28	890.48	925.00	952.75		
95514	GENERAL OPERATIONAL (15OGN)								6
	01/01/02	811.48	843.59	876.99	911.70	947.79	957.27		
	01/01/03	831.36	864.26	898.48	934.04	971.01	990.43		
	01/01/04	852.14	885.87	920.94	957.39	995.29	1,025.15		
93103	GUNSMITH 1								3 - 7
	01/01/02	22.85	23.41				23.64		
	01/01/03	23.41	23.98				24.46		
	01/01/04	24.00	24.58				25.32		
93105	GUNSMITH 2								3 - 7
	01/01/02	24.66	25.23				25.48		
	01/01/03	25.26	25.85				26.37		
	01/01/04	25.89	26.50				27.30		
17250	HIGHWAY EQUIPMENT OPERATOR 1								4 - 7
	01/01/02	15.95	16.32				16.48		
	01/01/03	16.34	16.72				17.05		
	01/01/04	16.75	17.14				17.65		
17252	HIGHWAY EQUIPMENT OPERATOR 2								4 - 7
	01/01/02	16.32	16.69				16.86		
	01/01/03	16.72	17.10				17.44		
	01/01/04	17.14	17.53				18.06		
17254	HIGHWAY EQUIPMENT OPERATOR 3								4 - 7
	01/01/02	16.69	17.04				17.21		
	01/01/03	17.10	17.46				17.81		
	01/01/04	17.53	17.90				18.44		
17256	HIGHWAY EQUIPMENT OPERATOR 4								4 - 7
	01/01/02	17.42	17.78				17.96		
	01/01/03	17.85	18.22				18.58		
	01/01/04	18.30	18.68				19.24		

SALARY RATES					Max plus Merit	Hours of Work Schedule
17619	HIGHWAY EQUIPMENT SUPERVISOR 1					4
	01/01/02	881.98	910.93	941.75	951.17	
	01/01/03	903.59	933.25	964.82	984.12	
	01/01/04	926.18	956.58	988.94	1,018.61	
17621	HIGHWAY EQUIPMENT SUPERVISOR 2					6
	01/01/02	934.77	966.57	1,001.12	1,011.13	
	01/01/03	957.67	990.25	1,025.65	1,046.16	
	01/01/04	981.61	1,015.01	1,051.29	1,082.83	
17623	HIGHWAY EQUIPMENT SUPERVISOR 3					6
	01/01/02	1,072.12	1,118.82	1,162.71	1,174.34	
	01/01/03	1,098.39	1,146.23	1,191.20	1,215.02	
	01/01/04	1,125.85	1,174.89	1,220.98	1,257.61	
12494	HIGHWAY GENERAL FOREMAN/WOMAN 1					4 - 7
	01/01/02	17.54	18.01	18.40	18.58	
	01/01/03	17.97	18.45	18.85	19.23	
	01/01/04	18.42	18.91	19.32	19.90	
12482	HIGHWAY LABOUR FOREMAN/WOMAN					4 - 7
	01/01/02	16.23	16.56		16.73	
	01/01/03	16.63	16.97		17.31	
	01/01/04	17.05	17.39		17.91	
17624	HIGHWAY MAINTENANCE SUPERVISOR					6
	01/01/02	1,000.18	1,033.83	1,070.27	1,080.97	
	01/01/03	1,024.68	1,059.16	1,096.49	1,118.42	
	01/01/04	1,050.30	1,085.64	1,123.90	1,157.62	
17617	HIGHWAY SERVICES SUPERVISOR					6
	01/01/02	934.77	966.57	1,001.12	1,011.13	
	01/01/03	957.67	990.25	1,025.65	1,046.16	
	01/01/04	981.61	1,015.01	1,051.29	1,082.83	
19132	INDOOR PLANT SPECIALIST					4 - 7
	01/01/02	19.28	19.61	20.04	20.24	
	01/01/03	19.75	20.09	20.53	20.94	
	01/01/04	20.24	20.59	21.04	21.67	
05324	INSPECTOR, OPERATING ENGINEERS' BRANCH					6
	01/01/02	845.66	866.22	888.19	897.07	
	01/01/03	866.38	887.44	909.95	928.15	
	01/01/04	888.04	909.63	932.70	960.68	
50641	LEASED FACILITIES COORDINATOR					3 - 7
	01/01/02	904.95	932.57	961.08	970.69	
	01/01/03	927.12	955.42	984.63	1,004.32	
	01/01/04	950.30	979.31	1,009.25	1,039.53	
93145	MAINTENANCE/CONSTRUCTION INSPECTOR					3 - 7
	01/01/02	1,031.02	1,063.62	1,098.12	1,109.10	
	01/01/03	1,056.28	1,089.68	1,125.02	1,147.52	
	01/01/04	1,082.69	1,116.92	1,153.15	1,187.74	

		SALARY RATES				Max plus	Hours of
						Merit	Work
							Schedule
18608	MANUAL WORKER						4 - 7
	01/01/02	15.56	15.84			16.00	
	01/01/03	15.94	16.23			16.55	
	01/01/04	16.34	16.64			17.14	
18608_1	MANUAL WORKER(G5 SALARY NOTE)						4 - 7
	01/01/02	16.22				16.38	
	01/01/03	16.62				16.95	
	01/01/04	17.04				17.55	
17280	MARINE ENGINEER 1						4 - 7
	01/01/02	19.51	19.97			20.17	
	01/01/03	19.99	20.46			20.87	
	01/01/04	20.49	20.97			21.60	
17282	MARINE ENGINEER 2						4 - 7
	01/01/02	19.97	20.49			20.69	
	01/01/03	20.46	20.99			21.41	
	01/01/04	20.97	21.51			22.16	
17201	MOTOR VEHICLE OPERATOR 1						4 - 7
	01/01/02	16.32	16.69			16.86	
	01/01/03	16.72	17.10			17.44	
	01/01/04	17.14	17.53			18.06	
17203	MOTOR VEHICLE OPERATOR 2						4 - 7
	01/01/02	16.69	17.04			17.21	
	01/01/03	17.10	17.46			17.81	
	01/01/04	17.53	17.90			18.44	
95501	OPERATIONAL (BU) OST12						4
	01/01/02	654.39	679.69	705.98	733.30	761.66	769.28
	01/01/03	670.42	696.34	723.28	751.27	780.32	795.93
	01/01/04	687.18	713.75	741.36	770.05	799.83	823.82
95502	OPERATIONAL (BU) OST13						4
	01/01/02	704.40	731.43	759.52	788.70	818.97	827.16
	01/01/03	721.66	749.35	778.13	808.02	839.03	855.81
	01/01/04	739.70	768.08	797.58	828.22	860.01	885.81
95503	OPERATIONAL (BU) OST14						4
	01/01/02	756.84	786.14	816.59	848.22	881.09	889.90
	01/01/03	775.38	805.40	836.60	869.00	902.68	920.73
	01/01/04	794.76	825.54	857.52	890.73	925.25	953.01
95504	OPERATIONAL (BU) OST15						4
	01/01/02	811.73	843.81	877.21	911.50	948.04	957.52
	01/01/03	831.62	864.48	898.70	933.83	971.27	990.70
	01/01/04	852.41	886.09	921.17	957.18	995.55	1,025.42
95505	OPERATIONAL (BU) OST16						3
	01/01/02	871.17	906.09	942.45	980.26	1,019.58	1,029.78
	01/01/03	892.51	928.29	965.54	1,004.28	1,044.56	1,065.45
	01/01/04	914.82	951.50	989.68	1,029.39	1,070.67	1,102.79

		SALARY RATES						Max plus Merit	Hours of Work Schedule
52560	OPERATOR 1, BINDERY EQUIPMENT							3 - 7	
	01/01/02	498.57	508.52	519.12	530.30	541.48	546.89		
	01/01/03	510.78	520.98	531.84	543.29	554.75	565.85		
	01/01/04	523.55	534.00	545.14	556.87	568.62	585.68		
52500	OPERATOR 1, OFFSET EQUIPMENT							3 - 7	
	01/01/02	498.57	508.52	519.12	530.30	541.48	546.89		
	01/01/03	510.78	520.98	531.84	543.29	554.75	565.85		
	01/01/04	523.55	534.00	545.14	556.87	568.62	585.68		
52562	OPERATOR 2, BINDERY EQUIPMENT							3 - 7	
	01/01/02	550.25	562.72	575.19	587.62	601.30	607.31		
	01/01/03	563.73	576.51	589.28	602.02	616.03	628.35		
	01/01/04	577.82	590.92	604.01	617.07	631.43	650.37		
52502	OPERATOR 2, OFFSET EQUIPMENT							3 - 7	
	01/01/02	564.58	576.99	589.47	603.20	618.07	624.25		
	01/01/03	578.41	591.13	603.91	617.98	633.21	645.87		
	01/01/04	592.87	605.91	619.01	633.43	649.04	668.51		
52564	OPERATOR 3, BINDERY EQUIPMENT							3	
	01/01/02	599.08	617.79	635.58	655.12	674.70	681.45		
	01/01/03	613.76	632.93	651.15	671.17	691.23	705.05		
	01/01/04	629.10	648.75	667.43	687.95	708.51	729.77		
52504	OPERATOR 3, OFFSET EQUIPMENT							3 - 7	
	01/01/02	601.30	616.25	631.18	646.15	662.35	668.97		
	01/01/03	616.03	631.35	646.64	661.98	678.58	692.15		
	01/01/04	631.43	647.13	662.81	678.53	695.54	716.41		
52506	OPERATOR 4, OFFSET EQUIPMENT							3	
	01/01/02	674.70	694.72	717.12	739.58	762.90	770.53		
	01/01/03	691.23	711.74	734.69	757.70	781.59	797.22		
	01/01/04	708.51	729.53	753.06	776.64	801.13	825.16		
50604	PARKING ATTENDANT							4 - 7	
	01/01/02	15.77	16.09				16.25		
	01/01/03	16.16	16.48				16.81		
	01/01/04	16.56	16.89				17.40		
50606	PARKING CONTROL OFFICER							4 - 7	
	01/01/02	16.85	17.19				17.36		
	01/01/03	17.26	17.61				17.96		
	01/01/04	17.69	18.05				18.59		
17261	PILOT 1							6	
	01/01/02	711.06	735.44	760.64	786.71	813.78	821.92		
	01/01/03	728.48	753.46	779.28	805.98	833.72	850.39		
	01/01/04	746.69	772.30	798.76	826.13	854.56	880.20		
17263	PILOT 2							6	
	01/01/02	865.86	891.91	919.56	948.59	986.86	996.73		
	01/01/03	887.07	913.76	942.09	971.83	1,011.04	1,031.26		
	01/01/04	909.25	936.60	965.64	996.13	1,036.32	1,067.41		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
17265	PILOT 3							6	
	01/01/02	955.20	988.15	1,022.20	1,057.44	1,093.98	1,104.92		
	01/01/03	978.60	1,012.36	1,047.24	1,083.35	1,120.78	1,143.20		
	01/01/04	1,003.07	1,037.67	1,073.42	1,110.43	1,148.80	1,183.26		
17267	PILOT 4							6	
	01/01/02	1,060.78	1,097.40	1,135.29	1,174.52	1,215.12	1,227.27		
	01/01/03	1,086.77	1,124.29	1,163.10	1,203.30	1,244.89	1,269.79		
	01/01/04	1,113.94	1,152.40	1,192.18	1,233.38	1,276.01	1,314.29		
17269	PILOT 5							6	
	01/01/02	1,173.16	1,213.73	1,255.67	1,299.11	1,344.05	1,357.49		
	01/01/03	1,201.90	1,243.47	1,286.43	1,330.94	1,376.98	1,404.52		
	01/01/04	1,231.95	1,274.56	1,318.59	1,364.21	1,411.40	1,453.74		
52524	PLATEMAKER 1							3 - 7	
	01/01/02	498.57	508.52	519.12	530.30	541.48	546.89		
	01/01/03	510.78	520.98	531.84	543.29	554.75	565.85		
	01/01/04	523.55	534.00	545.14	556.87	568.62	585.68		
52526	PLATEMAKER 2							3 - 7	
	01/01/02	564.58	576.99	589.47	603.20	618.07	624.25		
	01/01/03	578.41	591.13	603.91	617.98	633.21	645.87		
	01/01/04	592.87	605.91	619.01	633.43	649.04	668.51		
95507	PRINTING (BU) OPR10							3	
	01/01/02	565.57	587.46	610.18	633.80	658.36	664.94		
	01/01/03	579.43	601.85	625.13	649.33	674.49	687.98		
	01/01/04	593.92	616.90	640.76	665.56	691.35	712.09		
95508	PRINTING (BU) OPR12							3	
	01/01/02	654.16	679.47	705.74	733.06	761.42	769.03		
	01/01/03	670.19	696.12	723.03	751.02	780.07	795.67		
	01/01/04	686.94	713.52	741.11	769.80	799.57	823.56		
02050	PRINTING ESTIMATOR							3 - 7	
	01/01/02	23.25	23.86	24.49			24.73		
	01/01/03	23.82	24.44	25.09			25.59		
	01/01/04	24.42	25.05	25.72			26.49		
50470	RESIDENCE SUPERVISOR 1							4 - 7	
	01/01/02	15.48	15.74				15.90		
	01/01/03	15.86	16.13				16.45		
	01/01/04	16.26	16.53				17.03		
12832	SENIOR BRIDGE OPERATOR							4 - 7	
	01/01/02	16.56	16.93				17.10		
	01/01/03	16.97	17.34				17.69		
	01/01/04	17.39	17.77				18.30		
17286	SENIOR MARINE ENGINEER 1							4 - 7	
	01/01/02	20.29	20.77				20.98		
	01/01/03	20.79	21.28				21.71		
	01/01/04	21.31	21.81				22.46		

SALARY RATES					Max plus Merit	Hours of Work Schedule
17288	SENIOR MARINE ENGINEER 2					4 - 7
		01/01/02	20.77	21.31	21.52	
		01/01/03	21.28	21.83	22.27	
		01/01/04	21.81	22.38	23.05	
40120	STEAM PLANT CHIEF 2					3 - 7
		01/01/02	823.74	849.89	876.06	884.82
		01/01/03	843.92	870.71	897.52	915.47
		01/01/04	865.02	892.48	919.96	947.56
40110	STEAM PLANT ENGINEER 1					4 - 7
		01/01/02	18.25	18.65	18.84	
		01/01/03	18.70	19.11	19.49	
		01/01/04	19.17	19.59	20.18	
40112	STEAM PLANT ENGINEER 2					4 - 7
		01/01/02	19.46	19.86	20.06	
		01/01/03	19.94	20.35	20.76	
		01/01/04	20.44	20.86	21.49	
40112_1	STEAM PLANT ENGINEER 2 (G4 SALARY NOTE)					4 - 7
		01/01/02	20.36		20.56	
		01/01/03	20.86		21.28	
		01/01/04	21.38		22.02	
40114	STEAM PLANT ENGINEER 3					4 - 7
		01/01/02	20.77	21.23	21.44	
		01/01/03	21.28	21.75	22.19	
		01/01/04	21.81	22.29	22.96	
40114_1	STEAM PLANT ENGINEER 3 (G4 SALARY NOTE)					4 - 7
		01/01/02	21.84		22.06	
		01/01/03	22.38		22.83	
		01/01/04	22.94		23.63	
40100	STEAM PLANT TECHNICIAN 1					4 - 7
		01/01/02	16.46	16.76	16.93	
		01/01/03	16.86	17.17	17.51	
		01/01/04	17.28	17.60	18.13	
40102	STEAM PLANT TECHNICIAN 2					4 - 7
		01/01/02	17.78	18.17	18.35	
		01/01/03	18.22	18.62	18.99	
		01/01/04	18.68	19.09	19.66	
40200	THERMAL OPERATOR 1					4 - 7
		01/01/02	18.21	18.72	19.22	19.41
		01/01/03	18.66	19.18	19.69	20.08
		01/01/04	19.13	19.66	20.18	20.79
40202	THERMAL OPERATOR 2					4 - 7
		01/01/02	20.38	20.95	21.55	21.77
		01/01/03	20.88	21.46	22.08	22.52
		01/01/04	21.40	22.00	22.63	23.31

SALARY RATES					Max plus Merit	Hours of Work Schedule
40204	THERMAL OPERATOR 3					4 - 7
	01/01/02	21.49	22.09	22.72	22.95	
	01/01/03	22.02	22.63	23.28	23.75	
	01/01/04	22.57	23.20	23.86	24.58	
40206	THERMAL OPERATOR 4					4 - 7
	01/01/02	22.84	23.49	24.15	24.39	
	01/01/03	23.40	24.07	24.74	25.23	
	01/01/04	23.99	24.67	25.36	26.12	
12590	TRAFFIC PATROLLER 1, TRANSPORTATION AND COMMUNICATIONS					4 - 7
	01/01/02	16.32	16.69		16.86	
	01/01/03	16.72	17.10		17.44	
	01/01/04	17.14	17.53		18.06	
12592	TRAFFIC PATROLLER 2, TRANSPORTATION AND COMMUNICATIONS					4 - 7
	01/01/02	17.42	17.78		17.96	
	01/01/03	17.85	18.22		18.58	
	01/01/04	18.30	18.68		19.24	
17208	TRANSPORT DESPATCHER					4 - 7
	01/01/02	18.32	18.77		18.96	
	01/01/03	18.77	19.23		19.61	
	01/01/04	19.24	19.71		20.30	
17206	TRANSPORT DRIVER					4 - 7
	01/01/02	17.04	17.42		17.59	
	01/01/03	17.46	17.85		18.21	
	01/01/04	17.90	18.30		18.85	
93032	UTILITY PLANT ELECTRICIAN					4 - 7
	01/01/02	21.52	22.02		22.24	
	01/01/03	22.05	22.56		23.01	
	01/01/04	22.60	23.12		23.81	
41117	VESSEL MASTER					4 - 7
	01/01/02	941.19	979.36	1,017.50	1,027.68	
	01/01/03	964.25	1,003.35	1,042.43	1,063.28	
	01/01/04	988.36	1,028.43	1,068.49	1,100.54	
13972	WATER LEVEL CONTROL SUPERVISOR					4
	01/01/02	814.80	840.96	867.11	875.78	
	01/01/03	834.76	861.56	888.35	906.12	
	01/01/04	855.63	883.10	910.56	937.88	

**SALARY RATES**

**Max plus  
Merit**                      **Hours of  
Work  
Schedule**

**TECHNICAL CLASSIFICATION GROUP**

The following classifications apply to employees with an appointment status of classified, term classified and unclass  
(SA = semi-annual progression; SA-0# = semi-annual until #th step)

13760	AGRICULTURAL TECHNICIAN 1							4 - 7
	01/01/02	590.48	603.63	617.54	632.26	646.17	652.63	
	01/01/03	604.95	618.42	632.67	647.75	662.00	675.24	
	01/01/04	620.07	633.88	648.49	663.94	678.55	698.91	
13762	AGRICULTURAL TECHNICIAN 2							4 - 7
	01/01/02	646.17	662.43	678.70	696.57	714.43	721.57	
	01/01/03	662.00	678.66	695.33	713.64	731.93	746.57	
	01/01/04	678.55	695.63	712.71	731.48	750.23	772.74	
13764	AGRICULTURAL TECHNICIAN 3							4
	01/01/02	754.24	775.40	796.52	819.31	842.02	850.44	
	01/01/03	772.72	794.40	816.03	839.38	862.65	879.90	
	01/01/04	792.04	814.26	836.43	860.36	884.22	910.75	
13980	ARBORICULTURIST 1							4 - 7
	01/01/02	18.99	19.46	19.95			20.15	
	01/01/03	19.46	19.94	20.44			20.85	
	01/01/04	19.95	20.44	20.95			21.58	
13982	ARBORICULTURIST 2							3 - A
	01/01/02	837.88	859.69	882.96			891.79	
	01/01/03	858.41	880.75	904.59			922.68	
	01/01/04	879.87	902.77	927.20			955.02	
13983	ARBORICULTURIST 3							3 - A
	01/01/02	882.96	906.21	930.90			940.21	
	01/01/03	904.59	928.41	953.71			972.78	
	01/01/04	927.20	951.62	977.55			1,006.88	
12230	ARCHITECTURAL JOB CAPTAIN 1							3 - 7
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43	
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93	
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86	
12232	ARCHITECTURAL JOB CAPTAIN 2							3 - 7
	01/01/02	849.52	874.49	900.87	935.66	970.46	980.16	
	01/01/03	870.33	895.92	922.94	958.58	994.24	1,014.12	
	01/01/04	892.09	918.32	946.01	982.54	1,019.10	1,049.67	
12234	ARCHITECTURAL JOB CAPTAIN 3							3 - 7
	01/01/02	956.10	989.70	1,032.88	1,078.89	1,125.89	1,137.15	
	01/01/03	979.52	1,013.95	1,058.19	1,105.32	1,153.47	1,176.54	
	01/01/04	1,004.01	1,039.30	1,084.64	1,132.95	1,182.31	1,217.78	



		SALARY RATES					Max plus Merit	Hours of Work Schedule
94020	ARTISAN 1							4
	01/01/02	16.42	16.69	17.12		17.29		
	01/01/03	16.82	17.10	17.54		17.89		
	01/01/04	17.24	17.53	17.98		18.52		
94022	ARTISAN 2							4
	01/01/02	18.18	18.58	18.99		19.18		
	01/01/03	18.63	19.04	19.46		19.85		
	01/01/04	19.10	19.52	19.95		20.55		
94024	ARTISAN 3							4
	01/01/02	19.80	20.29			20.49		
	01/01/03	20.29	20.79			21.21		
	01/01/04	20.80	21.31			21.95		
94028	ARTISAN 4							4
	01/01/02	22.01	22.64			22.87		
	01/01/03	22.55	23.19			23.65		
	01/01/04	23.11	23.77			24.48		
12840	CARTOGRAPHER 1							3 - 7
	01/01/02	502.13	512.50	522.87	534.47	546.14		
		557.80	570.74	583.67			589.51	
	01/01/03	514.43	525.06	535.68	547.56	559.52		
		571.47	584.72	597.97			609.93	
	01/01/04	527.29	538.19	549.07	561.25	573.51		
		585.76	599.34	612.92			631.31	
12842	CARTOGRAPHER 2							3 - 7
	01/01/02	577.87	590.84	603.75	618.01	633.53	639.87	
	01/01/03	592.03	605.32	618.54	633.15	649.05	662.03	
	01/01/04	606.83	620.45	634.00	648.98	665.28	685.24	
12844	CARTOGRAPHER 3							3
	01/01/02	660.68	677.51	695.81	714.77	733.82	741.16	
	01/01/03	676.87	694.11	712.86	732.28	751.80	766.84	
	01/01/04	693.79	711.46	730.68	750.59	770.60	793.72	
12846	CARTOGRAPHER 4							3
	01/01/02	763.72	785.48	807.19	830.30	854.82	863.37	
	01/01/03	782.43	804.72	826.97	850.64	875.76	893.28	
	01/01/04	801.99	824.84	847.64	871.91	897.65	924.58	
12416	CARTOGRAPHIC TECHNICIAN 1							3 - 7
	01/01/02	496.18	506.50	516.88	527.25	538.84	544.23	
	01/01/03	508.34	518.91	529.54	540.17	552.04	563.08	
	01/01/04	521.05	531.88	542.78	553.67	565.84	582.82	
12418	CARTOGRAPHIC TECHNICIAN 2							3 - 7
	01/01/02	566.04	579.01	591.92	604.89	619.12	625.31	
	01/01/03	579.91	593.20	606.42	619.71	634.29	646.98	
	01/01/04	594.41	608.03	621.58	635.20	650.15	669.65	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
12419	CARTOGRAPHIC TECHNICIAN 3							3 - 7	
	01/01/02	604.89	619.12	634.02	649.53	665.06	671.71		
	01/01/03	619.71	634.29	649.55	665.44	681.35	694.98		
	01/01/04	635.20	650.15	665.79	682.08	698.38	719.33		
12854	CARTOGRAPHIC TECHNOLOGIST							3 - 7	
	01/01/02	812.74	839.39	865.98	901.54	938.48	947.86		
	01/01/03	832.65	859.96	887.20	923.63	961.47	980.70		
	01/01/04	853.47	881.46	909.38	946.72	985.51	1,015.08		
12602	COMMERCIAL ARTIST 1							3	
	01/01/02	609.31	623.60	639.16	654.79	671.06	677.77		
	01/01/03	624.24	638.88	654.82	670.83	687.50	701.25		
	01/01/04	639.85	654.85	671.19	687.60	704.69	725.83		
12604	COMMERCIAL ARTIST 2							3	
	01/01/02	702.74	721.82	740.96	761.45	782.62	790.45		
	01/01/03	719.96	739.50	759.11	780.11	801.79	817.83		
	01/01/04	737.96	757.99	778.09	799.61	821.83	846.48		
12606	COMMERCIAL ARTIST 3							6	
	01/01/02	812.25	839.08	867.89	897.60	928.32	937.60		
	01/01/03	832.15	859.64	889.15	919.59	951.06	970.08		
	01/01/04	852.95	881.13	911.38	942.58	974.84	1,004.09		
16770	COMMUNICATIONS TECHNICIAN 1							4	
	01/01/02	667.17	683.41	701.57	721.13	740.75	748.16		
	01/01/03	683.52	700.15	718.76	738.80	758.90	774.08		
	01/01/04	700.61	717.65	736.73	757.27	777.87	801.21		
16772	COMMUNICATIONS TECHNICIAN 2							4	
	01/01/02	716.94	736.56	756.16	777.17	798.14	806.12		
	01/01/03	734.51	754.61	774.69	796.21	817.69	834.04		
	01/01/04	752.87	773.48	794.06	816.12	838.13	863.27		
16774	COMMUNICATIONS TECHNICIAN 3							3	
	01/01/02	812.25	839.08	867.89	897.60	928.32	937.60		
	01/01/03	832.15	859.64	889.15	919.59	951.06	970.08		
	01/01/04	852.95	881.13	911.38	942.58	974.84	1,004.09		
12454	CONSTRUCTION COST ANALYST 1							3	
	01/01/02	933.23	960.70	989.73	1,028.00	1,066.27	1,076.93		
	01/01/03	956.09	984.24	1,013.98	1,053.19	1,092.39	1,114.24		
	01/01/04	979.99	1,008.85	1,039.33	1,079.52	1,119.70	1,153.29		
12456	CONSTRUCTION COST ANALYST 2							3	
	01/01/02	1,006.01	1,039.63	1,079.85	1,121.64	1,165.62	1,177.28		
	01/01/03	1,030.66	1,065.10	1,106.31	1,149.12	1,194.18	1,218.06		
	01/01/04	1,056.43	1,091.73	1,133.97	1,177.85	1,224.03	1,260.75		

		<b>SALARY RATES</b>				<b>Max plus Merit</b>		<b>Hours of Work Schedule</b>
12490	CONSTRUCTION INSPECTOR							4
	01/01/02	967.58	999.36	1,032.99			1,043.32	
	01/01/03	991.29	1,023.84	1,058.30			1,079.47	
	01/01/04	1,016.07	1,049.44	1,084.76			1,117.30	
12976	CONSTRUCTION PROGRAM ANALYST							3
	01/01/02	915.67	946.24	982.78	1,020.80	1,060.77	1,071.38	
	01/01/03	938.10	969.42	1,006.86	1,045.81	1,086.76	1,108.50	
	01/01/04	961.55	993.66	1,032.03	1,071.96	1,113.93	1,147.35	
12960	CONSTRUCTION SUPERINTENDENT 1							3 - 7
	01/01/02	847.53	873.71	900.78			909.79	
	01/01/03	868.29	895.12	922.85			941.31	
	01/01/04	890.00	917.50	945.92			974.30	
12962	CONSTRUCTION SUPERINTENDENT 2							3 - 7
	01/01/02	901.72	930.67	961.48			971.09	
	01/01/03	923.81	953.47	985.04			1,004.74	
	01/01/04	946.91	977.31	1,009.67			1,039.96	
12964	CONSTRUCTION SUPERINTENDENT 3							3 - 7
	01/01/02	1,025.96	1,059.60	1,096.07			1,107.03	
	01/01/03	1,051.10	1,085.56	1,122.92			1,145.38	
	01/01/04	1,077.38	1,112.70	1,150.99			1,185.52	
13780	DAIRY FIELDWORKER 1							3 - A
	01/01/02	689.52	705.53	722.96			730.19	
	01/01/03	706.41	722.82	740.67			755.48	
	01/01/04	724.07	740.89	759.19			781.97	
13782	DAIRY FIELDWORKER 2							3 - A
	01/01/02	792.71	813.02	833.39			841.72	
	01/01/03	812.13	832.94	853.81			870.89	
	01/01/04	832.43	853.76	875.16			901.41	
13784	DAIRY FIELDWORKER 3							3 - A
	01/01/02	886.49	909.71	934.36			943.70	
	01/01/03	908.21	932.00	957.25			976.40	
	01/01/04	930.92	955.30	981.18			1,010.62	
12240	DESIGNER 1							3
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43	
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93	
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86	
12242	DESIGNER 2							3
	01/01/02	849.52	874.49	900.87	935.66	970.46	980.16	
	01/01/03	870.33	895.92	922.94	958.58	994.24	1,014.12	
	01/01/04	892.09	918.32	946.01	982.54	1,019.10	1,049.67	
12974	DISTRICT ENGINEERING SERVICES OFFICER							3
	01/01/02	917.48	954.68	990.91	1,037.42	1,086.10	1,096.96	
	01/01/03	939.96	978.07	1,015.19	1,062.84	1,112.71	1,134.96	
	01/01/04	963.46	1,002.52	1,040.57	1,089.41	1,140.53	1,174.75	

		SALARY RATES						Max plus Merit	Hours of Work Schedule
12402	DRAFTER 1								3 - 7
	01/01/02	609.31	623.60	639.16	654.79	671.06	677.77		
	01/01/03	624.24	638.88	654.82	670.83	687.50	701.25		
	01/01/04	639.85	654.85	671.19	687.60	704.69	725.83		
12404	DRAFTER 2								3 - 7
	01/01/02	702.74	721.82	740.96	761.45	782.62	790.45		
	01/01/03	719.96	739.50	759.11	780.11	801.79	817.83		
	01/01/04	737.96	757.99	778.09	799.61	821.83	846.48		
12406	DRAFTER 3								3
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12401	DRAFTER, TRACER								3 - 7
	01/01/02	551.44	563.13	576.11	589.12	602.13	608.15		
	01/01/03	564.95	576.93	590.22	603.55	616.88	629.22		
	01/01/04	579.07	591.35	604.98	618.64	632.30	651.27		
95600	DRAFTING, DESIGN & ESTIMATING (BU) TDD13								3
	01/01/02	742.99	772.08	802.31	833.71	866.37	875.03		
	01/01/03	761.19	791.00	821.97	854.14	887.60	905.35		
	01/01/04	780.22	810.78	842.52	875.49	909.79	937.08		
17647	ELECTRONICS REPAIRER								4 - 7
	01/01/02	18.79	19.22				19.41		
	01/01/03	19.25	19.69				20.08		
	01/01/04	19.73	20.18				20.79		
17646	ELECTRONICS TECHNICIAN								4 - 7
	01/01/02	20.21	20.69				20.90		
	01/01/03	20.71	21.20				21.62		
	01/01/04	21.23	21.73				22.38		
62000	ELECTRONICS TECHNICIAN 1, GOVERNMENT SERVICES								4 - 7
	01/01/02	650.96	666.54	683.53	702.55	721.55	728.77		
	01/01/03	666.91	682.87	700.28	719.76	739.23	754.01		
	01/01/04	683.58	699.94	717.79	737.75	757.71	780.44		
62002	ELECTRONICS TECHNICIAN 2, GOVERNMENT SERVICES								4 - 7
	01/01/02	698.49	717.50	736.57	756.95	777.35	785.12		
	01/01/03	715.60	735.08	754.62	775.50	796.40	812.33		
	01/01/04	733.49	753.46	773.49	794.89	816.31	840.80		
05380	ELEVATOR MECHANIC 1								4 - 7
	01/01/02	18.06	18.43	18.87			19.06		
	01/01/03	18.50	18.88	19.33			19.72		
	01/01/04	18.96	19.35	19.81			20.40		
05382	ELEVATOR MECHANIC 2								4 - 7
	01/01/02	22.86	23.42				23.65		
	01/01/03	23.42	23.99				24.47		
	01/01/04	24.01	24.59				25.33		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
05384	ELEVATOR MECHANIC 3								4 - 7
	01/01/02	978.76	1,011.66				1,021.78		
	01/01/03	1,002.74	1,036.45				1,057.18		
	01/01/04	1,027.81	1,062.36				1,094.23		
95601	ENGINEERING & SURVEYING SUPPORT (BU) TEN13								4
	01/01/02	742.99	772.08	802.31	833.71	866.37	875.03		
	01/01/03	761.19	791.00	821.97	854.14	887.60	905.35		
	01/01/04	780.22	810.78	842.52	875.49	909.79	937.08		
95602	ENGINEERING & SURVEYING SUPPORT (BU) TEN14								4
	01/01/02	798.63	830.01	862.63	896.54	931.78	941.10		
	01/01/03	818.20	850.35	883.76	918.51	954.61	973.70		
	01/01/04	838.66	871.61	905.85	941.47	978.48	1,007.83		
95603	ENGINEERING & SURVEYING SUPPORT (BU) TEN15								4
	01/01/02	848.62	884.76	922.44	961.72	1,002.70	1,012.73		
	01/01/03	869.41	906.44	945.04	985.28	1,027.27	1,047.82		
	01/01/04	891.15	929.10	968.67	1,009.91	1,052.95	1,084.54		
17604	EQUIPMENT SPRAY PAINTER								4 - 7
	01/01/02	17.92	18.32				18.50		
	01/01/03	18.36	18.77				19.15		
	01/01/04	18.82	19.24				19.82		
12450	ESTIMATOR AND QUANTITY SURVEYOR 1								3 - 7
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12452	ESTIMATOR AND QUANTITY SURVEYOR 2								3
	01/01/02	849.52	874.49	900.87	935.66	970.46	980.16		
	01/01/03	870.33	895.92	922.94	958.58	994.24	1,014.12		
	01/01/04	892.09	918.32	946.01	982.54	1,019.10	1,049.67		
94031	EXHIBIT FABRICATOR 1								4 - 7
	01/01/02	22.64	23.26	23.88			24.12		
	01/01/03	23.19	23.83	24.47			24.96		
	01/01/04	23.77	24.43	25.08			25.83		
94033	EXHIBIT FABRICATOR 2								4 - 7
	01/01/02	23.93	24.58	25.27			25.52		
	01/01/03	24.52	25.18	25.89			26.41		
	01/01/04	25.13	25.81	26.54			27.34		
94035	EXHIBIT FABRICATOR 3								4 - 7
	01/01/02	25.34	26.04	26.77			27.04		
	01/01/03	25.96	26.68	27.43			27.98		
	01/01/04	26.61	27.35	28.12			28.96		
94031_1	EXHIBIT FABRICATOR 1 (G26 SALARY NOTE)								4 - 7
	01/01/02	24.55					24.80		
	01/01/03	25.15					25.65		
	01/01/04	25.78					26.55		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
94033_1	EXHIBIT FABRICATOR 2 (G26 SALARY NOTE)								4 - 7
	01/01/02	26.00					26.26		
	01/01/03	26.64					27.17		
	01/01/04	27.31					28.13		
94035_1	EXHIBIT FABRICATOR 3 (G26 SALARY NOTE)								4 - 7
	01/01/02	27.52					27.80		
	01/01/03	28.19					28.75		
	01/01/04	28.89					29.76		
12270	EXHIBITION DESIGNER 1								3 - 7
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12272	EXHIBITION DESIGNER 2								3 - 7
	01/01/02	849.52	874.49	900.87	935.66	970.46	980.16		
	01/01/03	870.33	895.92	922.94	958.58	994.24	1,014.12		
	01/01/04	892.09	918.32	946.01	982.54	1,019.10	1,049.67		
12274	EXHIBITION DESIGNER 3								6
	01/01/02	924.48	958.04	991.59	1,034.80	1,072.19	1,082.91		
	01/01/03	947.13	981.51	1,015.88	1,060.15	1,098.46	1,120.43		
	01/01/04	970.81	1,006.05	1,041.28	1,086.65	1,125.92	1,159.70		
13758	EXTENSION ASSISTANT								6
	01/01/02	618.99	633.73	649.85	665.96	682.16	688.98		
	01/01/03	634.16	649.26	665.77	682.28	698.87	712.85		
	01/01/04	650.01	665.49	682.41	699.34	716.34	737.83		
61800	FORENSIC ANALYST 1								3
	01/01/02	684.68	702.14	721.84	741.48	761.24	768.85		
	01/01/03	701.45	719.34	739.53	759.65	779.89	795.49		
	01/01/04	718.99	737.32	758.02	778.64	799.39	823.37		
61802	FORENSIC ANALYST 2								3
	01/01/02	798.64	821.46	844.26	868.54	894.27	903.21		
	01/01/03	818.21	841.59	864.94	889.82	916.18	934.50		
	01/01/04	838.67	862.63	886.56	912.07	939.08	967.25		
61804	FORENSIC ANALYST 3								3
	01/01/02	886.85	913.12	940.13	976.70	1,013.23	1,023.36		
	01/01/03	908.58	935.49	963.16	1,000.63	1,038.05	1,058.81		
	01/01/04	931.29	958.88	987.24	1,025.65	1,064.00	1,095.92		
12148	GEODETTIC CONTROL ANALYST								3
	01/01/02	931.43	967.40	1,006.80	1,047.51	1,091.75	1,102.67		
	01/01/03	954.25	991.10	1,031.47	1,073.17	1,118.50	1,140.87		
	01/01/04	978.11	1,015.88	1,057.26	1,100.00	1,146.46	1,180.85		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
14520	GEOLOGIST ASSISTANT 1							3 - A
	01/01/02	601.83	609.55	616.03	623.82	631.57		
		647.06					653.53	
	01/01/03	616.57	624.48	631.12	639.10	647.04		
		662.91					676.17	
	01/01/04	631.98	640.09	646.90	655.08	663.22		
		679.48					699.86	
14522	GEOLOGIST ASSISTANT 2							3
	01/01/02	662.64	671.67	679.48	688.96	698.49		
		717.50					724.68	
	01/01/03	678.87	688.13	696.13	705.84	715.60		
		735.08					749.78	
	01/01/04	695.84	705.33	713.53	723.49	733.49		
		753.46					776.06	
14524	GEOLOGIST ASSISTANT 3							3
	01/01/02	736.57	756.95	777.35	799.08	822.11		
		846.67					855.14	
	01/01/03	754.62	775.50	796.40	818.66	842.25		
		867.41					884.76	
	01/01/04	773.49	794.89	816.31	839.13	863.31		
		889.10					915.77	
12576	HIGHWAY CONSTRUCTION INSPECTOR 1							4
	01/01/02	656.80	673.65	691.10	710.26	729.35	736.64	
	01/01/03	672.89	690.15	708.03	727.66	747.22	762.16	
	01/01/04	689.71	707.40	725.73	745.85	765.90	788.88	
12578	HIGHWAY CONSTRUCTION INSPECTOR 2							4
	01/01/02	740.96	761.45	782.62	804.44	827.69	835.97	
	01/01/03	759.11	780.11	801.79	824.15	847.97	864.93	
	01/01/04	778.09	799.61	821.83	844.75	869.17	895.25	
12580	HIGHWAY CONSTRUCTION INSPECTOR 3							4
	01/01/02	819.48	842.65	867.28	893.22	927.34	936.61	
	01/01/03	839.56	863.29	888.53	915.10	950.06	969.06	
	01/01/04	860.55	884.87	910.74	937.98	973.81	1,003.02	
16750	HIGHWAYS ASSISTANT COMMUNICATIONS SUPERVISOR							3
	01/01/02	782.75	804.51	827.65	852.06	876.55	885.32	
	01/01/03	801.93	824.22	847.93	872.94	898.03	915.99	
	01/01/04	821.98	844.83	869.13	894.76	920.48	948.09	
05354	INDUSTRIAL TRAINING OFFICER 1							3 - A
	01/01/02	713.85	733.76	754.48	776.01	798.26	806.24	
	01/01/03	731.34	751.74	772.96	795.02	817.82	834.18	
	01/01/04	749.62	770.53	792.28	814.90	838.27	863.42	
05355	INDUSTRIAL TRAINING OFFICER 2							3 - A
	01/01/02	829.80	853.90	878.84	904.62	931.30	940.61	
	01/01/03	850.13	874.82	900.37	926.78	954.12	973.20	
	01/01/04	871.38	896.69	922.88	949.95	977.97	1,007.31	

		<b>SALARY RATES</b>				<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
06030	INSPECTOR 1, DRILLING AND PRODUCTION						3 - A
	01/01/02	775.43	794.29	814.65		822.80	
	01/01/03	794.43	813.75	834.61		851.30	
	01/01/04	814.29	834.09	855.48		881.14	
06032	INSPECTOR 2, DRILLING AND PRODUCTION						3 - A
	01/01/02	848.09	869.89	891.69		900.61	
	01/01/03	868.87	891.20	913.54		931.81	
	01/01/04	890.59	913.48	936.38		964.47	
12978	INSPECTOR OF WEIGHERS AND CHECKERS 1						4
	01/01/02	755.56	777.98	800.39		808.39	
	01/01/03	774.07	797.04	820.00		836.40	
	01/01/04	793.42	816.97	840.50		865.72	
12980	INSPECTOR OF WEIGHERS AND CHECKERS 2						4
	01/01/02	828.39	854.55	880.74		889.55	
	01/01/03	848.69	875.49	902.32		920.37	
	01/01/04	869.91	897.38	924.88		952.63	
07600	INSTRUCTOR, AGRICULTURAL SCHOOL						3 - A
	01/01/02	654.89	671.66	688.84	707.84	726.74	734.01
	01/01/03	670.93	688.12	705.72	725.18	744.55	759.44
	01/01/04	687.70	705.32	723.36	743.31	763.16	786.05
93102	INSTRUMENT REPAIRER 1						3 - 7
	01/01/02	20.05	20.51			20.72	
	01/01/03	20.54	21.01			21.43	
	01/01/04	21.05	21.54			22.19	
93104	INSTRUMENT REPAIRER 2						3 - 7
	01/01/02	21.05	21.58			21.80	
	01/01/03	21.57	22.11			22.55	
	01/01/04	22.11	22.66			23.34	
93106	INSTRUMENT REPAIRER, FOREMAN/WOMAN						3 - 7
	01/01/02	22.73	23.26			23.49	
	01/01/03	23.29	23.83			24.31	
	01/01/04	23.87	24.43			25.16	
12509	INTERIOR DESIGNER 1						3 - 7
	01/01/02	702.74	721.82	740.96	761.45	782.62	790.45
	01/01/03	719.96	739.50	759.11	780.11	801.79	817.83
	01/01/04	737.96	757.99	778.09	799.61	821.83	846.48
12511	INTERIOR DESIGNER 2						3 - 7
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86
12506	INTERIOR DESIGNER, TRAINEE						3 - 7
	01/01/02	609.31	623.60	639.16	654.79	671.06	677.77
	01/01/03	624.24	638.88	654.82	670.83	687.50	701.25
	01/01/04	639.85	654.85	671.19	687.60	704.69	725.83



		SALARY RATES						Max plus Merit	Hours of Work Schedule
12600	JUNIOR COMMERCIAL ARTIST							3 - 7	
	01/01/02	524.10	535.85	547.55	559.23	572.25	577.97		
	01/01/03	536.94	548.98	560.96	572.93	586.27	598.00		
	01/01/04	550.36	562.70	574.98	587.25	600.93	618.96		
12400	JUNIOR DRAFTER							3 - 7	
	01/01/02	483.84	492.91	503.32	513.74	524.10			
		535.85	547.55	559.23	572.25		577.97		
	01/01/03	495.69	504.99	515.65	526.33	536.94			
		548.98	560.96	572.93	586.27		598.00		
	01/01/04	508.08	517.61	528.54	539.49	550.36			
		562.70	574.98	587.25	600.93		618.96		
15500	LABORATORY ATTENDANT 1							3 - 7	
	01/01/02	17.42	17.63	17.84			18.02		
	01/01/03	17.85	18.06	18.28			18.65		
	01/01/04	18.30	18.51	18.74			19.30		
15502	LABORATORY ATTENDANT 2							3 - 7	
	01/01/02	18.51	18.79	19.08			19.27		
	01/01/03	18.96	19.25	19.55			19.94		
	01/01/04	19.43	19.73	20.04			20.64		
12820	LANDSCAPE WORKER							4 - 7	
	01/01/02	16.79	17.22				17.39		
	01/01/03	17.20	17.64				17.99		
	01/01/04	17.63	18.08				18.62		
07940	LIBRARY TECHNICIAN 1							3 - 7	
	01/01/02	573.84	583.42	593.14	604.12	615.14	621.29		
	01/01/03	587.90	597.71	607.67	618.92	630.21	642.81		
	01/01/04	602.60	612.65	622.86	634.39	645.97	665.35		
07942	LIBRARY TECHNICIAN 2							3 - 7	
	01/01/02	623.43	634.49	646.84	659.24	673.05	679.78		
	01/01/03	638.70	650.04	662.69	675.39	689.54	703.33		
	01/01/04	654.67	666.29	679.26	692.27	706.78	727.98		
07944	LIBRARY TECHNICIAN 3							3 - 7	
	01/01/02	700.54	714.36	729.52	746.03	762.56	770.19		
	01/01/03	717.70	731.86	747.39	764.31	781.24	796.86		
	01/01/04	735.64	750.16	766.07	783.42	800.77	824.79		
07946	LIBRARY TECHNICIAN 4							3 - 7	
	01/01/02	779.76	798.55	818.85	839.13	859.35	867.94		
	01/01/03	798.86	818.11	838.91	859.69	880.40	898.01		
	01/01/04	818.83	838.56	859.88	881.18	902.41	929.48		
17648	LINEMAN/WOMAN							4 - 7	
	01/01/02	18.36	18.79				18.98		
	01/01/03	18.81	19.25				19.64		
	01/01/04	19.28	19.73				20.32		

SALARY RATES				Max plus Merit	Hours of Work Schedule
93020	MAINTENANCE BRICKLAYER				4 - 7
	01/01/02	20.09	20.51	20.72	
	01/01/03	20.58	21.01	21.43	
	01/01/04	21.09	21.54	22.19	
93024	MAINTENANCE CARPENTER				4 - 7
	01/01/02	20.09	20.51	20.72	
	01/01/03	20.58	21.01	21.43	
	01/01/04	21.09	21.54	22.19	
93026	MAINTENANCE CARPENTER, FOREMAN/WOMAN				4 - 7
	01/01/02	21.52	21.99	22.21	
	01/01/03	22.05	22.53	22.98	
	01/01/04	22.60	23.09	23.78	
93025	MAINTENANCE CARPENTER/INSPECTOR				4 - 7
	01/01/02	21.25	21.68	21.90	
	01/01/03	21.77	22.21	22.65	
	01/01/04	22.31	22.77	23.45	
93030	MAINTENANCE ELECTRICIAN				4 - 7
	01/01/02	20.74	21.23	21.44	
	01/01/03	21.25	21.75	22.19	
	01/01/04	21.78	22.29	22.96	
93034	MAINTENANCE ELECTRICIAN, FOREMAN/WOMAN				4 - 7
	01/01/02	22.84	23.45	23.68	
	01/01/03	23.40	24.02	24.50	
	01/01/04	23.99	24.62	25.36	
17650	MAINTENANCE ELECTRICIAN/CONTRACT INSPECTOR				4 - 7
	01/01/02	22.27	22.79	23.02	
	01/01/03	22.82	23.35	23.82	
	01/01/04	23.39	23.93	24.65	
93010	MAINTENANCE FOREMAN/WOMAN				4 - 7
	01/01/02	21.52	21.99	22.21	
	01/01/03	22.05	22.53	22.98	
	01/01/04	22.60	23.09	23.78	
93040	MAINTENANCE MACHINIST				4 - 7
	01/01/02	20.74	21.23	21.44	
	01/01/03	21.25	21.75	22.19	
	01/01/04	21.78	22.29	22.96	
93042	MAINTENANCE MACHINIST, FOREMAN/WOMAN				4 - 7
	01/01/02	23.16	23.77	24.01	
	01/01/03	23.73	24.35	24.84	
	01/01/04	24.32	24.96	25.71	
93046	MAINTENANCE MASON				4 - 7
	01/01/02	20.09	20.51	20.72	
	01/01/03	20.58	21.01	21.43	
	01/01/04	21.09	21.54	22.19	

SALARY RATES				Max plus Merit	Hours of Work Schedule
93002	MAINTENANCE MECHANIC 1				4 - 7
	01/01/02	17.11	17.42	17.59	
	01/01/03	17.53	17.85	18.21	
	01/01/04	17.97	18.30	18.85	
93004	MAINTENANCE MECHANIC 2				4 - 7
	01/01/02	18.40	18.77	19.18	19.37
	01/01/03	18.85	19.23	19.65	20.04
	01/01/04	19.32	19.71	20.14	20.74
93006	MAINTENANCE MECHANIC 3				4 - 7
	01/01/02	20.09	20.51	20.72	
	01/01/03	20.58	21.01	21.43	
	01/01/04	21.09	21.54	22.19	
93007	MAINTENANCE MECHANIC 3A				4 - 7
	01/01/02	21.04	21.49	21.70	
	01/01/03	21.56	22.02	22.46	
	01/01/04	22.10	22.57	23.25	
93050	MAINTENANCE PAINTER AND DECORATOR				4 - 7
	01/01/02	19.26	19.71	19.91	
	01/01/03	19.73	20.19	20.59	
	01/01/04	20.22	20.69	21.31	
93052	MAINTENANCE PAINTER AND DECORATOR, FOREMAN/WOMAN				4 - 7
	01/01/02	21.05	21.52	21.74	
	01/01/03	21.57	22.05	22.49	
	01/01/04	22.11	22.60	23.28	
93056	MAINTENANCE PLASTERER				4 - 7
	01/01/02	20.09	20.51	20.72	
	01/01/03	20.58	21.01	21.43	
	01/01/04	21.09	21.54	22.19	
93058	MAINTENANCE PLASTERER, FOREMAN/WOMAN				4 - 7
	01/01/02	21.52	21.99	22.21	
	01/01/03	22.05	22.53	22.98	
	01/01/04	22.60	23.09	23.78	
93060	MAINTENANCE PLUMBER				4 - 7
	01/01/02	20.74	21.23	21.44	
	01/01/03	21.25	21.75	22.19	
	01/01/04	21.78	22.29	22.96	
93062	MAINTENANCE PLUMBER, FOREMAN/WOMAN				4 - 7
	01/01/02	22.84	23.45	23.68	
	01/01/03	23.40	24.02	24.50	
	01/01/04	23.99	24.62	25.36	
17996	MAINTENANCE REFRIGERATION MECHANIC				4 - 7
	01/01/02	20.34	20.74	20.95	
	01/01/03	20.84	21.25	21.68	
	01/01/04	21.36	21.78	22.43	

SALARY RATES					Max plus Merit	Hours of Work Schedule
17998	MAINTENANCE REFRIGERATION MECHANIC, FOREMAN/WOMAN					4 - 7
	01/01/02	21.33	21.78		22.00	
	01/01/03	21.85	22.31		22.76	
	01/01/04	22.40	22.87		23.56	
93066	MAINTENANCE SHEET METAL WORKER					4 - 7
	01/01/02	20.34	20.74		20.95	
	01/01/03	20.84	21.25		21.68	
	01/01/04	21.36	21.78		22.43	
93070	MAINTENANCE STEAMFITTER					4 - 7
	01/01/02	20.74	21.23		21.44	
	01/01/03	21.25	21.75		22.19	
	01/01/04	21.78	22.29		22.96	
18800	MAINTENANCE SUPERINTENDENT 1					3
	01/01/02	786.21	804.02	822.58	830.81	
	01/01/03	805.47	823.72	842.73	859.58	
	01/01/04	825.61	844.31	863.80	889.71	
18802	MAINTENANCE SUPERINTENDENT 2					3
	01/01/02	854.75	880.93	907.11	916.18	
	01/01/03	875.69	902.51	929.33	947.92	
	01/01/04	897.58	925.07	952.56	981.14	
93074	MAINTENANCE WELDER					4 - 7
	01/01/02	20.70	21.16		21.37	
	01/01/03	21.21	21.68		22.11	
	01/01/04	21.74	22.22		22.89	
17609	MECHANIC 1					4 - 7
	01/01/02	20.23	20.72		20.93	
	01/01/03	20.73	21.23		21.65	
	01/01/04	21.25	21.76		22.41	
17611	MECHANIC 2					4 - 7
	01/01/02	21.15			21.36	
	01/01/03	21.67			22.10	
	01/01/04	22.21			22.88	
17613	MECHANIC FOREMAN/WOMAN					4 - 7
	01/01/02	21.99	22.55		22.78	
	01/01/03	22.53	23.10		23.56	
	01/01/04	23.09	23.68		24.39	
93148	MECHANICAL/ELECTRICAL BUILDING SYSTEMS SPECIALIST					3 - 7
	01/01/02	1,151.91	1,191.00	1,239.99	1,252.39	
	01/01/03	1,180.13	1,220.18	1,270.37	1,295.78	
	01/01/04	1,209.63	1,250.68	1,302.13	1,341.19	
15590	MILL WORKER 1					4 - 7
	01/01/02	16.42	16.69	17.12	17.29	
	01/01/03	16.82	17.10	17.54	17.89	
	01/01/04	17.24	17.53	17.98	18.52	

		SALARY RATES				Max plus	Hours of
						Merit	Work
							Schedule
15592	MILL WORKER 2						4 - 7
	01/01/02	17.12	17.43	17.78		17.96	
	01/01/03	17.54	17.86	18.22		18.58	
	01/01/04	17.98	18.31	18.68		19.24	
17641	MINE RESCUE OFFICER 1						3 - 7
	01/01/02	1,058.42	1,110.49	1,162.55		1,174.18	
	01/01/03	1,084.35	1,137.70	1,191.03		1,214.85	
	01/01/04	1,111.46	1,166.14	1,220.81		1,257.43	
17643	MINE RESCUE OFFICER 2						3 - 7
	01/01/02	1,085.33	1,148.79	1,212.24		1,224.36	
	01/01/03	1,111.92	1,176.94	1,241.94		1,266.78	
	01/01/04	1,139.72	1,206.36	1,272.99		1,311.18	
61514	MONITORING SITE AND EQUIPMENT TECHNICIAN						3 - 7
	01/01/02	1,026.90	1,057.05	1,088.90	1,122.37	1,160.05	1,171.65
	01/01/03	1,052.06	1,082.95	1,115.58	1,149.87	1,188.47	1,212.24
	01/01/04	1,078.36	1,110.02	1,143.47	1,178.62	1,218.18	1,254.73
02920	MUSEUM ASSISTANT (TRAINEE)						3 - A
	01/01/02	551.66	564.21	576.73	590.58	604.52	610.57
	01/01/03	565.18	578.03	590.86	605.05	619.33	631.72
	01/01/04	579.31	592.48	605.63	620.18	634.81	653.85
02922	MUSEUM ASSISTANT 1						3 - A
	01/01/02	590.58	604.52	618.43	632.35	647.66	654.14
	01/01/03	605.05	619.33	633.58	647.84	663.53	676.80
	01/01/04	620.18	634.81	649.42	664.04	680.12	700.52
02924	MUSEUM ASSISTANT 2						3 - A
	01/01/02	771.91	788.81	807.07	826.04	846.51	854.98
	01/01/03	790.82	808.14	826.84	846.28	867.25	884.60
	01/01/04	810.59	828.34	847.51	867.44	888.93	915.60
02926	MUSEUM ASSISTANT 3						3 - A
	01/01/02	803.69	827.08	850.47	875.25	901.58	910.60
	01/01/03	823.38	847.34	871.31	896.69	923.67	942.14
	01/01/04	843.96	868.52	893.09	919.11	946.76	975.16
07842	MUSEUMS ADVISER						3 - A
	01/01/02	860.63	885.44	911.76	939.48	976.03	985.79
	01/01/03	881.72	907.13	934.10	962.50	999.94	1,019.94
	01/01/04	903.76	929.81	957.45	986.56	1,024.94	1,055.69
52550	OPERATOR 1, MICROFILM						3 - 7
	01/01/02	588.35	597.50	607.96	618.44	628.93	635.22
	01/01/03	602.76	612.14	622.86	633.59	644.34	657.23
	01/01/04	617.83	627.44	638.43	649.43	660.45	680.26
52552	OPERATOR 2, MICROFILM						3 - 7
	01/01/02	619.73	630.21	641.29	653.07	664.86	671.51
	01/01/03	634.91	645.65	657.00	669.07	681.15	694.77
	01/01/04	650.78	661.79	673.43	685.80	698.18	719.13

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
52554	OPERATOR 3, MICROFILM								3 - 7
	01/01/02	674.02	687.10	700.09	713.22	727.57	734.85		
	01/01/03	690.53	703.93	717.24	730.69	745.40	760.31		
	01/01/04	707.79	721.53	735.17	748.96	764.04	786.96		
52556	OPERATOR 4, MICROFILM								3
	01/01/02	748.45	767.05	784.78	804.27	826.54	834.81		
	01/01/03	766.79	785.84	804.01	823.97	846.79	863.73		
	01/01/04	785.96	805.49	824.11	844.57	867.96	894.00		
52510	OPERATOR 1, WHITEPRINT EQUIPMENT								3 - 7
	01/01/02	498.01	508.49	519.56	531.36	543.16	548.59		
	01/01/03	510.21	520.95	532.29	544.38	556.47	567.60		
	01/01/04	522.97	533.97	545.60	557.99	570.38	587.49		
52512	OPERATOR 2, WHITEPRINT EQUIPMENT								3 - 7
	01/01/02	567.30	580.36	593.47	607.85	623.54	629.78		
	01/01/03	581.20	594.58	608.01	622.74	638.82	651.60		
	01/01/04	595.73	609.44	623.21	638.31	654.79	674.43		
52514	OPERATOR 3, WHITEPRINT EQUIPMENT								3 - 7
	01/01/02	605.86	621.54	637.25	652.89	669.97	676.67		
	01/01/03	620.70	636.77	652.86	668.89	686.38	700.11		
	01/01/04	636.22	652.69	669.18	685.61	703.54	724.65		
17458	OPERATOR 4, X-RAY UNIT								3 - 7
	01/01/02	804.95	827.09	850.55			859.06		
	01/01/03	824.67	847.35	871.39			888.82		
	01/01/04	845.29	868.53	893.17			919.97		
60105	PAVEMENT DESIGN & EVALUATION OFFICER								3
	01/01/02	967.17	999.47	1,038.09	1,078.27	1,120.54	1,131.75		
	01/01/03	990.87	1,023.96	1,063.52	1,104.69	1,147.99	1,170.95		
	01/01/04	1,015.64	1,049.56	1,090.11	1,132.31	1,176.69	1,211.99		
16073	PETROLEUM RESOURCES SAMPLE STORAGE TECHNICIAN								3 - 7
	01/01/02	634.96	650.03	665.67	682.04	698.42	705.40		
	01/01/03	650.52	665.96	681.98	698.75	715.53	729.84		
	01/01/04	666.78	682.61	699.03	716.22	733.42	755.42		
12880	PHOTOGRAMMETRIST 1								3 - 7
	01/01/02	623.82	639.34	654.84	671.67	688.96	695.85		
	01/01/03	639.10	655.00	670.88	688.13	705.84	719.96		
	01/01/04	655.08	671.38	687.65	705.33	723.49	745.19		
12882	PHOTOGRAMMETRIST 2								3 - 7
	01/01/02	724.33	743.34	763.72	785.48	807.19	815.26		
	01/01/03	742.08	761.55	782.43	804.72	826.97	843.51		
	01/01/04	760.63	780.59	801.99	824.84	847.64	873.07		
12884	PHOTOGRAMMETRIST 3								3 - 7
	01/01/02	763.72	785.48	807.19	830.30	854.82	863.37		
	01/01/03	782.43	804.72	826.97	850.64	875.76	893.28		
	01/01/04	801.99	824.84	847.64	871.91	897.65	924.58		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
12886	PHOTOGRAMMETRIST 4								3
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92		
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32		
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38		
95604	PHOTOGRAPHY (BU) TPH14								6
	01/01/02	798.63	830.01	862.63	896.54	931.78	941.10		
	01/01/03	818.20	850.35	883.76	918.51	954.61	973.70		
	01/01/04	838.66	871.61	905.85	941.47	978.48	1,007.83		
12824	POWDERMAN/WOMAN								4 - 7
	01/01/02	17.53	17.97				18.15		
	01/01/03	17.96	18.41				18.78		
	01/01/04	18.41	18.87				19.44		
02880	PUBLICITY PHOTOGRAPHER 1								6
	01/01/02	625.72	641.31	656.83	673.62	691.00	697.91		
	01/01/03	641.05	657.02	672.92	690.12	707.93	722.09		
	01/01/04	657.08	673.45	689.74	707.37	725.63	747.40		
02882	PUBLICITY PHOTOGRAPHER 2								6
	01/01/02	712.10	731.11	751.53	771.88	793.63	801.57		
	01/01/03	729.55	749.02	769.94	790.79	813.07	829.33		
	01/01/04	747.79	767.75	789.19	810.56	833.40	858.40		
02884	PUBLICITY PHOTOGRAPHER 3								6
	01/01/02	818.00	839.08	867.89	897.60	932.13	941.45		
	01/01/03	838.04	859.64	889.15	919.59	954.97	974.07		
	01/01/04	858.99	881.13	911.38	942.58	978.84	1,008.21		
12579	QUALITY ASSURANCE INSPECTOR								4
	01/01/02	815.06	837.59	860.88	884.88	910.46	919.56		
	01/01/03	835.03	858.11	881.97	906.56	932.77	951.43		
	01/01/04	855.91	879.56	904.02	929.22	956.09	984.77		
12938	QUALITY ASSURANCE OFFICER								3
	01/01/02	944.23	980.86	1,016.10	1,052.34	1,095.85	1,106.81		
	01/01/03	967.36	1,004.89	1,040.99	1,078.12	1,122.70	1,145.15		
	01/01/04	991.54	1,030.01	1,067.01	1,105.07	1,150.77	1,185.29		
16020	RADIATION PROTECTION PHYSICIST 1								6
	01/01/02	1,093.30	1,145.50	1,199.85	1,261.61	1,322.33	1,335.55		
	01/01/03	1,120.09	1,173.56	1,229.25	1,292.52	1,354.73	1,381.82		
	01/01/04	1,148.09	1,202.90	1,259.98	1,324.83	1,388.60	1,430.26		
94016	RADIO AND TV REPAIRER								4 - 7
	01/01/02	19.23	19.64				19.84		
	01/01/03	19.70	20.12				20.52		
	01/01/04	20.19	20.62				21.24		
16776	RADIO TELECOMMUNICATIONS ANALYST								3
	01/01/02	959.97	994.47	1,041.10	1,087.75	1,138.46	1,149.84		
	01/01/03	983.49	1,018.83	1,066.61	1,114.40	1,166.35	1,189.68		
	01/01/04	1,008.08	1,044.30	1,093.28	1,142.26	1,195.51	1,231.38		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
15552	RADIOCHEMIST							3	
	01/01/02	835.90	868.84	903.11	938.75	975.79	985.55		
	01/01/03	856.38	890.13	925.24	961.75	999.70	1,019.69		
	01/01/04	877.79	912.38	948.37	985.79	1,024.69	1,055.43		
12981	REGIONAL ADMINISTRATOR OF WEIGHING OPERATIONS							4	
	01/01/02	958.98	989.30	1,019.69			1,029.89		
	01/01/03	982.48	1,013.54	1,044.67			1,065.56		
	01/01/04	1,007.04	1,038.88	1,070.79			1,102.91		
12965	REGIONAL SPECIAL SERVICES OFFICER							3 - 7	
	01/01/02	1,112.48	1,148.96	1,188.50			1,200.39		
	01/01/03	1,139.74	1,177.11	1,217.62			1,241.97		
	01/01/04	1,168.23	1,206.54	1,248.06			1,285.50		
12885	REMOTE SENSING TECHNICIAN, TRANSPORTATION							3 - 7	
	01/01/02	832.50	864.33	896.22	930.09	965.63	975.29		
	01/01/03	852.90	885.51	918.18	952.88	989.29	1,009.08		
	01/01/04	874.22	907.65	941.13	976.70	1,014.02	1,044.44		
12088	RESEARCH OFFICER 1, TRANSPORTATION AND COMMUNICATIONS							3	
	01/01/02	680.24	691.29	702.33	713.37	724.39			
		735.44	748.02	759.07	771.69		779.41		
	01/01/03	696.91	708.23	719.54	730.85	742.14			
		753.46	766.35	777.67	790.60		806.41		
	01/01/04	714.33	725.94	737.53	749.12	760.69			
		772.30	785.51	797.11	810.37		834.68		
12090	RESEARCH OFFICER 2(A), TRANSPORTATION AND COMMUNICATIONS							3	
	01/01/02	812.67	839.41	867.80	897.00	936.39	945.75		
	01/01/03	832.58	859.98	889.06	918.98	959.33	978.52		
	01/01/04	853.39	881.48	911.29	941.95	983.31	1,012.81		
12092	RESEARCH OFFICER 2(B), TRANSPORTATION AND COMMUNICATIONS							3	
	01/01/02	932.48	971.88	1,014.41	1,058.55	1,104.28	1,115.32		
	01/01/03	955.33	995.69	1,039.26	1,084.48	1,131.33	1,153.96		
	01/01/04	979.21	1,020.58	1,065.24	1,111.59	1,159.61	1,194.40		
15400	RESEARCH SCIENTIST 1, NATURAL RESOURCES							3 - A	
	01/01/02	680.24	691.29	702.33	713.37	724.39			
		735.44	748.02	759.07	771.69		779.41		
	01/01/03	696.91	708.23	719.54	730.85	742.14			
		753.46	766.35	777.67	790.60		806.41		
	01/01/04	714.33	725.94	737.53	749.12	760.69			
		772.30	785.51	797.11	810.37		834.68		
15402	RESEARCH SCIENTIST 2, NATURAL RESOURCES							3 - A	
	01/01/02	784.27	809.48	836.28	864.68	893.06	901.99		
	01/01/03	803.48	829.31	856.77	885.86	914.94	933.24		
	01/01/04	823.57	850.04	878.19	908.01	937.81	965.94		



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
15404	RESEARCH SCIENTIST 3, NATURAL RESOURCES							6	
	01/01/02	970.03	1,010.35	1,058.96	1,108.63	1,161.37	1,172.98		
	01/01/03	993.80	1,035.10	1,084.90	1,135.79	1,189.82	1,213.62		
	01/01/04	1,018.65	1,060.98	1,112.02	1,164.18	1,219.57	1,256.16		
15406	RESEARCH SCIENTIST 4, NATURAL RESOURCES							6	
	01/01/02	1,201.71	1,258.59	1,332.01	1,408.55	1,490.29	1,505.19		
	01/01/03	1,231.15	1,289.43	1,364.64	1,443.06	1,526.80	1,557.34		
	01/01/04	1,261.93	1,321.67	1,398.76	1,479.14	1,564.97	1,611.92		
15408	RESEARCH SCIENTIST 5, NATURAL RESOURCES							6	
	01/01/02	1,230.63	1,302.04	1,375.47	1,456.14	1,538.89	1,554.28		
	01/01/03	1,260.78	1,333.94	1,409.17	1,491.82	1,576.59	1,608.12		
	01/01/04	1,292.30	1,367.29	1,444.40	1,529.12	1,616.00	1,664.48		
41100	RESOURCE TECHNICIAN 1							4 - 7	
	01/01/02	16.31	16.65				16.82		
	01/01/03	16.71	17.06				17.40		
	01/01/04	17.13	17.49				18.01		
41102	RESOURCE TECHNICIAN 2							4 - 7	
	01/01/02	17.57	18.01	18.44			18.62		
	01/01/03	18.00	18.45	18.89			19.27		
	01/01/04	18.45	18.91	19.36			19.94		
41104	RESOURCE TECHNICIAN 3							4 - 7	
	01/01/02	18.74	19.15	19.63			19.83		
	01/01/03	19.20	19.62	20.11			20.51		
	01/01/04	19.68	20.11	20.61			21.23		
41109	RESOURCE TECHNICIAN, SENIOR 1 (BARGAINING UNIT)							6	
	01/01/02	808.39	836.23	873.65			882.39		
	01/01/03	828.20	856.72	895.05			912.95		
	01/01/04	848.91	878.14	917.43			944.95		
41111	RESOURCE TECHNICIAN, SENIOR 2 (BARGAINING UNIT)							6	
	01/01/02	862.11	892.83	932.13			941.45		
	01/01/03	883.23	914.70	954.97			974.07		
	01/01/04	905.31	937.57	978.84			1,008.21		
41113	RESOURCE TECHNICIAN, SENIOR 3 (BARGAINING UNIT)							6	
	01/01/02	983.02	1,017.48	1,053.99			1,064.53		
	01/01/03	1,007.10	1,042.41	1,079.81			1,101.41		
	01/01/04	1,032.28	1,068.47	1,106.81			1,140.01		
41115	RESOURCE TECHNICIAN, SENIOR 4 (BARGAINING UNIT)							6	
	01/01/02	1,048.21	1,084.69	1,138.34			1,149.72		
	01/01/03	1,073.89	1,111.26	1,166.23			1,189.55		
	01/01/04	1,100.74	1,139.04	1,195.39			1,231.25		
95605	RESOURCES, TECHNICAL (BU) TRT12							4	
	01/01/02	690.51	717.52	745.59	774.77	805.09	813.14		
	01/01/03	707.43	735.10	763.86	793.75	824.81	841.31		
	01/01/04	725.12	753.48	782.96	813.59	845.43	870.79		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
93150	ROOFING SPECIALIST								3 - 7
	01/01/02	1,135.73	1,187.92	1,248.31			1,260.79		
	01/01/03	1,163.56	1,217.02	1,278.89			1,304.47		
	01/01/04	1,192.65	1,247.45	1,310.86			1,350.19		
12710	SCHEDULE CO-ORDINATOR 1								3
	01/01/02	671.06	688.41	707.53	726.62	745.74	753.20		
	01/01/03	687.50	705.28	724.86	744.42	764.01	779.29		
	01/01/04	704.69	722.91	742.98	763.03	783.11	806.60		
12712	SCHEDULE CO-ORDINATOR 2								3
	01/01/02	719.81	738.91	759.38	779.86	801.75	809.77		
	01/01/03	737.45	757.01	777.98	798.97	821.39	837.82		
	01/01/04	755.89	775.94	797.43	818.94	841.92	867.18		
12714	SCHEDULE CO-ORDINATOR 3								3
	01/01/02	763.46	785.33	807.16	830.40	854.99	863.54		
	01/01/03	782.16	804.57	826.94	850.74	875.94	893.46		
	01/01/04	801.71	824.68	847.61	872.01	897.84	924.78		
95606	SCIENTIFIC SUPPORT (BU) TSS12								3
	01/01/02	742.99	772.08	802.31	833.71	866.37	875.03		
	01/01/03	761.19	791.00	821.97	854.14	887.60	905.35		
	01/01/04	780.22	810.78	842.52	875.49	909.79	937.08		
95607	SCIENTIFIC SUPPORT (BU) TSS15								3
	01/01/02	923.70	960.37	998.49	1,038.16	1,079.37	1,090.16		
	01/01/03	946.33	983.90	1,022.95	1,063.59	1,105.81	1,127.93		
	01/01/04	969.99	1,008.50	1,048.52	1,090.18	1,133.46	1,167.46		
15542	SCIENTIST 1								3
	01/01/02	734.66	746.59	758.52	770.44	782.34			
		794.28	807.86	819.79	833.42		841.75		
	01/01/03	752.66	764.88	777.10	789.32	801.51			
		813.74	827.65	839.87	853.84		870.92		
	01/01/04	771.48	784.00	796.53	809.05	821.55			
		834.08	848.34	860.87	875.19		901.45		
15544	SCIENTIST 2								3
	01/01/02	847.01	874.24	903.18	933.85	964.50	974.15		
	01/01/03	867.76	895.66	925.31	956.73	988.13	1,007.89		
	01/01/04	889.45	918.05	948.44	980.65	1,012.83	1,043.21		
15546	SCIENTIST 3								3
	01/01/02	968.76	1,011.30	1,053.85	1,099.83	1,147.50	1,158.98		
	01/01/03	992.49	1,036.08	1,079.67	1,126.78	1,175.61	1,199.12		
	01/01/04	1,017.30	1,061.98	1,106.66	1,154.95	1,205.00	1,241.15		
15548	SCIENTIST 4								6
	01/01/02	1,072.58	1,118.60	1,167.14	1,218.16	1,282.06	1,294.88		
	01/01/03	1,098.86	1,146.01	1,195.73	1,248.00	1,313.47	1,339.74		
	01/01/04	1,126.33	1,174.66	1,225.62	1,279.20	1,346.31	1,386.70		

		<b>SALARY RATES</b>				<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
15546_1	SCIENTIST 3 (G22 SALARY NOTE)						3
	01/01/02	1,197.47				1,209.44	
	01/01/03	1,226.81				1,251.35	
	01/01/04	1,257.48				1,295.20	
15548_1	SCIENTIST 4 (G22 SALARY NOTE)						3
	01/01/02	1,343.07				1,356.50	
	01/01/03	1,375.98				1,403.50	
	01/01/04	1,410.38				1,452.69	
12243	SENIOR ACCOMMODATION DESIGNER						3
	01/01/02	899.98	926.46	954.45	991.31	1,028.20	1,038.48
	01/01/03	922.03	949.16	977.83	1,015.60	1,053.39	1,074.46
	01/01/04	945.08	972.89	1,002.28	1,040.99	1,079.72	1,112.11
12410	SENIOR STRUCTURAL DRAFTER						3
	01/01/02	857.23	885.19	916.43	945.51	978.93	988.72
	01/01/03	878.23	906.88	938.88	968.67	1,002.91	1,022.97
	01/01/04	900.19	929.55	962.35	992.89	1,027.98	1,058.82
12906	SENIOR TECHNICIAN, SURVEY						4
	01/01/02	723.71	740.95	759.65	778.48	797.22	805.19
	01/01/03	741.44	759.10	778.26	797.55	816.75	833.09
	01/01/04	759.98	778.08	797.72	817.49	837.17	862.29
12931	SENIOR TECHNICIAN, TRANSPORTATION CONSTRUCTION						4
	01/01/02	766.09	793.24	818.34	846.56	873.78	882.52
	01/01/03	784.86	812.67	838.39	867.30	895.19	913.09
	01/01/04	804.48	832.99	859.35	888.98	917.57	945.10
12959	SENIOR TRANSPORTATION DESIGN TECHNICIAN						3
	01/01/02	856.22	881.62	907.04	941.65	977.03	986.80
	01/01/03	877.20	903.22	929.26	964.72	1,000.97	1,020.99
	01/01/04	899.13	925.80	952.49	988.84	1,025.99	1,056.77
93146	SERVICES OFFICER 1 (BARGAINING UNIT)						3 - 7
	01/01/02	949.04	979.07	1,010.89			1,021.00
	01/01/03	972.29	1,003.06	1,035.66			1,056.37
	01/01/04	996.60	1,028.14	1,061.55			1,093.40
93142	SERVICES SUPERVISOR 2						3 - 7
	01/01/02	1,046.22	1,080.87	1,118.38			1,129.56
	01/01/03	1,071.85	1,107.35	1,145.78			1,168.70
	01/01/04	1,098.65	1,135.03	1,174.42			1,209.65
93084	SIGN PAINTER						4 - 7
	01/01/02	19.17	19.60				19.80
	01/01/03	19.64	20.08				20.48
	01/01/04	20.13	20.58				21.20
93086	SIGN PAINTER, FOREMAN/WOMAN						4 - 7
	01/01/02	20.61	21.04				21.25
	01/01/03	21.11	21.56				21.99
	01/01/04	21.64	22.10				22.76

		SALARY RATES				Max plus Merit	Hours of Work Schedule
93080	SIGN PAINTER, HELPER						4 - 7
	01/01/02	16.20	16.55		16.72		
	01/01/03	16.60	16.96		17.30		
	01/01/04	17.02	17.38		17.90		
93082	SIGN PAINTER, IMPROVER						4 - 7
	01/01/02	17.50	17.88	18.28	18.46		
	01/01/03	17.93	18.32	18.73	19.10		
	01/01/04	18.38	18.78	19.20	19.78		
95608	SKILLS & TRADE (BU) OST12						4
	01/01/02	651.80	677.11	703.39	730.70	759.07	766.66
	01/01/03	667.77	693.70	720.62	748.60	777.67	793.22
	01/01/04	684.46	711.04	738.64	767.32	797.11	821.02
95609	SKILLS & TRADE (BU) OST13						4
	01/01/02	701.81	728.85	756.94	786.10	816.40	824.56
	01/01/03	719.00	746.71	775.49	805.36	836.40	853.13
	01/01/04	736.98	765.38	794.88	825.49	857.31	883.03
95610	SKILLS & TRADE (BU) OST14						4
	01/01/02	754.25	783.55	814.01	845.63	878.49	887.27
	01/01/03	772.73	802.75	833.95	866.35	900.01	918.01
	01/01/04	792.05	822.82	854.80	888.01	922.51	950.19
95611	SKILLS & TRADE (BU) OST15						4
	01/01/02	809.12	841.24	874.63	908.91	945.43	954.88
	01/01/03	828.94	861.85	896.06	931.18	968.59	987.96
	01/01/04	849.66	883.40	918.46	954.46	992.80	1,022.58
95612	SKILLS & TRADE (BU) OST16						3
	01/01/02	868.81	903.74	940.08	977.89	1,017.23	1,027.40
	01/01/03	890.10	925.88	963.11	1,001.85	1,042.15	1,062.99
	01/01/04	912.35	949.03	987.19	1,026.90	1,068.20	1,100.25
60100	SPECIFICATION OFFICER 1						3
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86
60102	SPECIFICATION OFFICER 2						3
	01/01/02	849.52	874.49	900.87	935.66	970.46	980.16
	01/01/03	870.33	895.92	922.94	958.58	994.24	1,014.12
	01/01/04	892.09	918.32	946.01	982.54	1,019.10	1,049.67
60104	SPECIFICATION OFFICER 3						3
	01/01/02	915.67	946.24	982.78	1,020.80	1,060.77	1,071.38
	01/01/03	938.10	969.42	1,006.86	1,045.81	1,086.76	1,108.50
	01/01/04	961.55	993.66	1,032.03	1,071.96	1,113.93	1,147.35
05500	STANDARDS OFFICER 1, INDUSTRIAL TRAINING						3 - 7
	01/01/02	879.40	905.42	936.50	972.69	1,010.29	1,020.39
	01/01/03	900.95	927.60	959.44	996.52	1,035.04	1,055.74
	01/01/04	923.47	950.79	983.43	1,021.43	1,060.92	1,092.75

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
05502	STANDARDS OFFICER 2, INDUSTRIAL TRAINING							3 - 7	
	01/01/02	925.70	961.82	997.95	1,037.08	1,077.57	1,088.35		
	01/01/03	948.38	985.38	1,022.40	1,062.49	1,103.97	1,126.05		
	01/01/04	972.09	1,010.01	1,047.96	1,089.05	1,131.57	1,165.52		
12930	TECHNICIAN 1, CONSTRUCTION							4	
	01/01/02	703.85	728.78	751.79	777.68	802.63	810.66		
	01/01/03	721.09	746.64	770.21	796.73	822.29	838.74		
	01/01/04	739.12	765.31	789.47	816.65	842.85	868.14		
12932	TECHNICIAN 2, CONSTRUCTION							4	
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12934	TECHNICIAN 3, CONSTRUCTION							3	
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92		
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32		
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38		
12936	TECHNICIAN 4, CONSTRUCTION							3	
	01/01/02	959.97	993.52	1,036.69	1,081.78	1,130.70	1,142.01		
	01/01/03	983.49	1,017.86	1,062.09	1,108.28	1,158.40	1,181.57		
	01/01/04	1,008.08	1,043.31	1,088.64	1,135.99	1,187.36	1,222.98		
12722	TECHNICIAN 1, ENGINEERING OFFICE							3	
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12724	TECHNICIAN 2, ENGINEERING OFFICE							3	
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92		
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32		
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38		
12916	TECHNICIAN 1, ENGINEERING SURVEY							4	
	01/01/02	703.85	728.78	751.79	777.68	802.63	810.66		
	01/01/03	721.09	746.64	770.21	796.73	822.29	838.74		
	01/01/04	739.12	765.31	789.47	816.65	842.85	868.14		
12917	TECHNICIAN 2, ENGINEERING SURVEY (BARGAINING UNIT)							4	
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43		
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93		
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86		
12919	TECHNICIAN 3, ENGINEERING SURVEY							3	
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92		
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32		
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38		
12920	TECHNICIAN 4, ENGINEERING SURVEY							3	
	01/01/02	959.97	993.52	1,036.69	1,081.78	1,130.70	1,142.01		
	01/01/03	983.49	1,017.86	1,062.09	1,108.28	1,158.40	1,181.57		
	01/01/04	1,008.08	1,043.31	1,088.64	1,135.99	1,187.36	1,222.98		

		SALARY RATES					Max plus Merit	Hours of Work Schedule
12990	TECHNICIAN 1, FIELD							4 - 7
	01/01/02	506.04	516.65	527.25	537.84	549.82		
		561.72	573.64				579.38	
	01/01/03	518.44	529.31	540.17	551.02	563.29		
		575.48	587.69				599.44	
	01/01/04	531.40	542.54	553.67	564.80	577.37		
		589.87	602.38				620.45	
12992	TECHNICIAN 2, FIELD							4 - 7
	01/01/02	617.42	632.05	647.26	663.19	679.07	685.86	
	01/01/03	632.55	647.54	663.12	679.44	695.71	709.62	
	01/01/04	648.36	663.73	679.70	696.43	713.10	734.49	
12994	TECHNICIAN 3, FIELD							4
	01/01/02	716.01	735.47	754.99	775.83	796.81	804.78	
	01/01/03	733.55	753.49	773.49	794.84	816.33	832.66	
	01/01/04	751.89	772.33	792.83	814.71	836.74	861.84	
12996	TECHNICIAN 4, FIELD							4
	01/01/02	780.74	802.34	824.61	848.30	873.35	882.08	
	01/01/03	799.87	822.00	844.81	869.08	894.75	912.65	
	01/01/04	819.87	842.55	865.93	890.81	917.12	944.63	
12998	TECHNICIAN 5, FIELD							4
	01/01/02	853.88	878.94	904.67	939.51	974.33	984.07	
	01/01/03	874.80	900.47	926.83	962.53	998.20	1,018.16	
	01/01/04	896.67	922.98	950.00	986.59	1,023.16	1,053.85	
12922	TECHNICIAN 1, LEGAL SURVEY							4
	01/01/02	703.85	728.78	751.79	777.68	802.63	810.66	
	01/01/03	721.09	746.64	770.21	796.73	822.29	838.74	
	01/01/04	739.12	765.31	789.47	816.65	842.85	868.14	
12923	TECHNICIAN 2, LEGAL SURVEY							4
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43	
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93	
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86	
12924	TECHNICIAN 3, LEGAL SURVEY							3
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92	
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32	
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38	
12970	TECHNICIAN 1, MUNICIPAL ENGINEERING							3
	01/01/02	719.81	738.91	759.38	779.86	801.75	809.77	
	01/01/03	737.45	757.01	777.98	798.97	821.39	837.82	
	01/01/04	755.89	775.94	797.43	818.94	841.92	867.18	
12972	TECHNICIAN 2, MUNICIPAL ENGINEERING							3
	01/01/02	827.69	852.24	876.79	910.22	944.39	953.83	
	01/01/03	847.97	873.12	898.27	932.52	967.53	986.88	
	01/01/04	869.17	894.95	920.73	955.83	991.72	1,021.47	

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
52581	TECHNICIAN 1, PHOTOGRAPHIC								3 - 7
	01/01/02	596.70	610.69	625.14	640.03	655.28	661.83		
	01/01/03	611.32	625.65	640.46	655.71	671.33	684.76		
	01/01/04	626.60	641.29	656.47	672.10	688.11	708.75		
52583	TECHNICIAN 2, PHOTOGRAPHIC								3 - 7
	01/01/02	634.63	650.44	666.30	683.44	701.10	708.11		
	01/01/03	650.18	666.38	682.62	700.18	718.28	732.65		
	01/01/04	666.43	683.04	699.69	717.68	736.24	758.33		
52585	TECHNICIAN 3, PHOTOGRAPHIC								3 - 7
	01/01/02	679.76	697.28	715.33	735.15	754.93	762.48		
	01/01/03	696.41	714.36	732.86	753.16	773.43	788.90		
	01/01/04	713.82	732.22	751.18	771.99	792.77	816.55		
52587	TECHNICIAN 4, PHOTOGRAPHIC								3 - 7
	01/01/02	732.56	752.68	772.87	794.50	815.84	824.00		
	01/01/03	750.51	771.12	791.81	813.97	835.83	852.55		
	01/01/04	769.27	790.40	811.61	834.32	856.73	882.43		
16070	TECHNICIAN 1, PHYSICAL LABORATORY								3 - 7
	01/01/02	506.04	516.65	527.25	537.84	549.82			
		561.72	573.64				579.38		
	01/01/03	518.44	529.31	540.17	551.02	563.29			
		575.48	587.69				599.44		
	01/01/04	531.40	542.54	553.67	564.80	577.37			
		589.87	602.38				620.45		
16072	TECHNICIAN 2, PHYSICAL LABORATORY								3 - 7
	01/01/02	617.42	632.05	647.26	663.19	679.07	685.86		
	01/01/03	632.55	647.54	663.12	679.44	695.71	709.62		
	01/01/04	648.36	663.73	679.70	696.43	713.10	734.49		
16074	TECHNICIAN 3, PHYSICAL LABORATORY								3 - 7
	01/01/02	716.01	735.47	754.99	775.83	796.81	804.78		
	01/01/03	733.55	753.49	773.49	794.84	816.33	832.66		
	01/01/04	751.89	772.33	792.83	814.71	836.74	861.84		
16076	TECHNICIAN 4, PHYSICAL LABORATORY								3
	01/01/02	780.74	802.34	824.61	848.30	873.35	882.08		
	01/01/03	799.87	822.00	844.81	869.08	894.75	912.65		
	01/01/04	819.87	842.55	865.93	890.81	917.12	944.63		
16078	TECHNICIAN 5, PHYSICAL LABORATORY								3
	01/01/02	894.95	925.29	958.53	992.80	1,029.99	1,040.29		
	01/01/03	916.88	947.96	982.01	1,017.12	1,055.22	1,076.32		
	01/01/04	939.80	971.66	1,006.56	1,042.55	1,081.60	1,114.05		

		<b>SALARY RATES</b>					<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
16080	TECHNICIAN 1, RADIATION							3 - 7
	01/01/02	506.04	516.65	527.25	537.84	549.82		
		561.72	573.64				579.38	
	01/01/03	518.44	529.31	540.17	551.02	563.29		
		575.48	587.69				599.44	
	01/01/04	531.40	542.54	553.67	564.80	577.37		
		589.87	602.38				620.45	
16082	TECHNICIAN 2, RADIATION							3 - 7
	01/01/02	617.42	632.05	647.26	663.19	679.07	685.86	
	01/01/03	632.55	647.54	663.12	679.44	695.71	709.62	
	01/01/04	648.36	663.73	679.70	696.43	713.10	734.49	
16084	TECHNICIAN 3, RADIATION							3 - 7
	01/01/02	716.01	735.47	754.99	775.83	796.81	804.78	
	01/01/03	733.55	753.49	773.49	794.84	816.33	832.66	
	01/01/04	751.89	772.33	792.83	814.71	836.74	861.84	
16086	TECHNICIAN 4, RADIATION							3
	01/01/02	780.74	802.34	824.61	848.30	873.35	882.08	
	01/01/03	799.87	822.00	844.81	869.08	894.75	912.65	
	01/01/04	819.87	842.55	865.93	890.81	917.12	944.63	
16088	TECHNICIAN 5, RADIATION							3
	01/01/02	853.88	878.94	904.67	939.51	974.33	984.07	
	01/01/03	874.80	900.47	926.83	962.53	998.20	1,018.16	
	01/01/04	896.67	922.98	950.00	986.59	1,023.16	1,053.85	
12950	TECHNICIAN 1, ROAD DESIGN							3 - 7
	01/01/02	609.31	623.60	639.16	654.79	671.06	677.77	
	01/01/03	624.24	638.88	654.82	670.83	687.50	701.25	
	01/01/04	639.85	654.85	671.19	687.60	704.69	725.83	
12952	TECHNICIAN 2, ROAD DESIGN							3 - 7
	01/01/02	702.74	721.82	740.96	761.45	782.62	790.45	
	01/01/03	719.96	739.50	759.11	780.11	801.79	817.83	
	01/01/04	737.96	757.99	778.09	799.61	821.83	846.48	
12954	TECHNICIAN 3, ROAD DESIGN							3 - 7
	01/01/02	763.34	788.25	816.06	841.96	871.71	880.43	
	01/01/03	782.04	807.56	836.05	862.59	893.07	910.93	
	01/01/04	801.59	827.75	856.95	884.15	915.40	942.86	
12956	TECHNICIAN 4, ROAD DESIGN							3
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92	
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32	
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38	
12900	TECHNICIAN 1, SURVEY							4
	01/01/02	487.40	496.55	507.09	517.59	528.08	533.36	
	01/01/03	499.34	508.72	519.51	530.27	541.02	551.84	
	01/01/04	511.82	521.44	532.50	543.53	554.55	571.19	



		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
12902	TECHNICIAN 2, SURVEY								4
	01/01/02	551.73	563.53	576.68	589.81	602.94	608.97		
	01/01/03	565.25	577.34	590.81	604.26	617.71	630.06		
	01/01/04	579.38	591.77	605.58	619.37	633.15	652.14		
12904	TECHNICIAN 3, SURVEY								4
	01/01/02	608.17	622.65	638.37	654.18	669.93	676.63		
	01/01/03	623.07	637.90	654.01	670.21	686.34	700.07		
	01/01/04	638.65	653.85	670.36	686.97	703.50	724.61		
12940	TECHNICIAN 1, TRAFFIC								4
	01/01/02	486.26	495.46	505.90	516.36	526.83	532.10		
	01/01/03	498.17	507.60	518.29	529.01	539.74	550.53		
	01/01/04	510.62	520.29	531.25	542.24	553.23	569.83		
12942	TECHNICIAN 2, TRAFFIC								4
	01/01/02	550.33	562.09	575.14	588.23	601.30	607.31		
	01/01/03	563.81	575.86	589.23	602.64	616.03	628.35		
	01/01/04	577.91	590.26	603.96	617.71	631.43	650.37		
12944	TECHNICIAN 3, TRAFFIC								4
	01/01/02	606.54	620.89	636.64	652.29	667.98	674.66		
	01/01/03	621.40	636.10	652.24	668.27	684.35	698.04		
	01/01/04	636.94	652.00	668.55	684.98	701.46	722.50		
12946	TECHNICIAN 4, TRAFFIC								4
	01/01/02	703.85	728.78	751.79	777.68	802.63	810.66		
	01/01/03	721.09	746.64	770.21	796.73	822.29	838.74		
	01/01/04	739.12	765.31	789.47	816.65	842.85	868.14		
17442	TECHNICIAN 1(A), X-RAY								3 - 7
	01/01/02	780.58	801.17	823.67			831.91		
	01/01/03	799.70	820.80	843.85			860.73		
	01/01/04	819.69	841.32	864.95			890.90		
17443	TECHNICIAN 1(B), X-RAY								3 - 7
	01/01/02	801.17	823.67	846.14			854.60		
	01/01/03	820.80	843.85	866.87			884.21		
	01/01/04	841.32	864.95	888.54			915.20		
12738	TECHNICIAN, EQUIPMENT DEVELOPMENT								4
	01/01/02	20.70	21.16	21.76			21.98		
	01/01/03	21.21	21.68	22.29			22.74		
	01/01/04	21.74	22.22	22.85			23.54		
12903	TECHNICIAN, TRANSPORTATION CONSTRUCTION								4
	01/01/02	697.54	714.20	732.26	750.45	768.58	776.27		
	01/01/03	714.63	731.70	750.20	768.84	787.41	803.16		
	01/01/04	732.50	749.99	768.96	788.06	807.10	831.31		
17446	TECHNICIAN, X-RAY SUPERVISOR								3
	01/01/02	793.79	819.12	845.49	872.93	902.48	911.50		
	01/01/03	813.24	839.19	866.20	894.32	924.59	943.08		
	01/01/04	833.57	860.17	887.86	916.68	947.70	976.13		

		<b>SALARY RATES</b>						<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
16051	TECHNOLOGIST 1, CHEMICAL LABORATORY							3 - 7	
	01/01/02	825.59	846.80	868.96	892.12	915.37	924.52		
	01/01/03	845.82	867.55	890.25	913.98	937.80	956.56		
	01/01/04	866.97	889.24	912.51	936.83	961.25	990.09		
16053	TECHNOLOGIST 2, CHEMICAL LABORATORY							3 - 7	
	01/01/02	877.03	900.39	924.23	949.45	974.79	984.54		
	01/01/03	898.52	922.45	946.87	972.71	998.67	1,018.64		
	01/01/04	920.98	945.51	970.54	997.03	1,023.64	1,054.35		
16055	TECHNOLOGIST 3, CHEMICAL LABORATORY							3 - 7	
	01/01/02	928.47	953.95	979.48	1,006.78	1,034.22	1,044.56		
	01/01/03	951.22	977.32	1,003.48	1,031.45	1,059.56	1,080.75		
	01/01/04	975.00	1,001.75	1,028.57	1,057.24	1,086.05	1,118.63		
16057	TECHNOLOGIST 4, CHEMICAL LABORATORY							3 - 7	
	01/01/02	994.28	1,021.85	1,050.11	1,080.26	1,111.67	1,122.79		
	01/01/03	1,018.64	1,046.89	1,075.84	1,106.73	1,138.91	1,161.69		
	01/01/04	1,044.11	1,073.06	1,102.74	1,134.40	1,167.38	1,202.40		
16061	TECHNOLOGIST 1, MEDICAL LABORATORY							3 - 7	
	01/01/02	825.59	846.80	868.96	892.12	915.37	924.52		
	01/01/03	845.82	867.55	890.25	913.98	937.80	956.56		
	01/01/04	866.97	889.24	912.51	936.83	961.25	990.09		
16063	TECHNOLOGIST 2, MEDICAL LABORATORY							3 - 7	
	01/01/02	928.47	953.95	979.48	1,006.78	1,034.22	1,044.56		
	01/01/03	951.22	977.32	1,003.48	1,031.45	1,059.56	1,080.75		
	01/01/04	975.00	1,001.75	1,028.57	1,057.24	1,086.05	1,118.63		
16065	TECHNOLOGIST 3, MEDICAL LABORATORY							3	
	01/01/02	994.28	1,021.85	1,050.11	1,080.26	1,111.67	1,122.79		
	01/01/03	1,018.64	1,046.89	1,075.84	1,106.73	1,138.91	1,161.69		
	01/01/04	1,044.11	1,073.06	1,102.74	1,134.40	1,167.38	1,202.40		
93120	TELEPHONE INSTALLER 1							4 - 7	
	01/01/02	16.84	17.19	17.50			17.68		
	01/01/03	17.25	17.61	17.93			18.29		
	01/01/04	17.68	18.05	18.38			18.93		
93122	TELEPHONE INSTALLER 2							4 - 7	
	01/01/02	18.66	19.01	19.48			19.67		
	01/01/03	19.12	19.48	19.96			20.36		
	01/01/04	19.60	19.97	20.46			21.07		
93124	TELEPHONE INSTALLER 3							4 - 7	
	01/01/02	19.97	20.44	20.94			21.15		
	01/01/03	20.46	20.94	21.45			21.88		
	01/01/04	20.97	21.46	21.99			22.65		
93128	TELEPHONE SERVICES OFFICER							3	
	01/01/02	22.93	23.52	24.13			24.37		
	01/01/03	23.49	24.10	24.72			25.21		
	01/01/04	24.08	24.70	25.34			26.10		

		SALARY RATES						Max plus Merit	Hours of Work Schedule
12750	TRAFFIC ANALYST 1							3 - 7	
	01/01/02	614.74	629.65	645.16	660.68	677.51	684.29		
	01/01/03	629.80	645.08	660.97	676.87	694.11	707.99		
	01/01/04	645.55	661.21	677.49	693.79	711.46	732.80		
12752	TRAFFIC ANALYST 2							3 - 7	
	01/01/02	688.96	708.02	727.07	746.07	766.47	774.13		
	01/01/03	705.84	725.37	744.88	764.35	785.25	800.96		
	01/01/04	723.49	743.50	763.50	783.46	804.88	829.03		
12754	TRAFFIC ANALYST 3							3 - 7	
	01/01/02	729.07	748.79	769.19	790.88	813.32	821.45		
	01/01/03	746.93	767.14	788.04	810.26	833.25	849.92		
	01/01/04	765.60	786.32	807.74	830.52	854.08	879.70		
12756	TRAFFIC ANALYST 4							3	
	01/01/02	765.20	785.39	812.25	839.08	873.65	882.39		
	01/01/03	783.95	804.63	832.15	859.64	895.05	912.95		
	01/01/04	803.55	824.75	852.95	881.13	917.43	944.95		
12758	TRAFFIC ANALYST 5							3	
	01/01/02	879.40	909.11	941.74	975.29	1,011.80	1,021.92		
	01/01/03	900.95	931.38	964.81	999.18	1,036.59	1,057.32		
	01/01/04	923.47	954.66	988.93	1,024.16	1,062.50	1,094.38		
12755	TRAFFIC OPERATIONS ANALYST							3 - 7	
	01/01/02	829.44	851.90	875.15	899.89	925.45	934.70		
	01/01/03	849.76	872.77	896.59	921.94	948.12	967.08		
	01/01/04	871.00	894.59	919.00	944.99	971.82	1,000.97		
12414	TRAFFIC SIGNING DRAFTER							3 - 7	
	01/01/02	744.41	764.64	784.94	806.65	829.09	837.38		
	01/01/03	762.65	783.37	804.17	826.41	849.40	866.39		
	01/01/04	781.72	802.95	824.27	847.07	870.64	896.76		
12958	TRANSPORTATION DESIGN TECHNICIAN							3 - 7	
	01/01/02	771.77	792.79	813.82	836.37	859.65	868.25		
	01/01/03	790.68	812.21	833.76	856.86	880.71	898.32		
	01/01/04	810.45	832.52	854.60	878.28	902.73	929.81		
12093	TRANSPORTATION ENVIRONMENTAL PLANNER							3	
	01/01/02	1,025.75	1,069.07	1,115.85	1,164.41	1,214.72	1,226.87		
	01/01/03	1,050.88	1,095.26	1,143.19	1,192.94	1,244.48	1,269.37		
	01/01/04	1,077.15	1,122.64	1,171.77	1,222.76	1,275.59	1,313.86		
93033	TRANSPORTATION SYSTEMS ELECTRONIC TECHNICIAN							4 - 7	
	01/01/02	22.05	22.59				22.82		
	01/01/03	22.59	23.14				23.60		
	01/01/04	23.15	23.72				24.43		
50442	UPHOLSTERY REPAIRER							4 - 7	
	01/01/02	17.53	17.93				18.11		
	01/01/03	17.96	18.37				18.74		
	01/01/04	18.41	18.83				19.39		

		SALARY RATES				Max plus Merit	Hours of Work Schedule
17645	UTILITY PLANT INSTRUMENT TECHNICIAN						4 - 7
	01/01/02	22.80	23.33		23.56		
	01/01/03	23.36	23.90		24.38		
	01/01/04	23.94	24.50		25.24		
07370	VOCATIONAL TRAINING SUPERVISOR 1						6
	01/01/02	1,079.18	1,130.20	1,185.11	1,242.76	1,304.41	1,317.45
	01/01/03	1,105.62	1,157.89	1,214.15	1,273.21	1,336.37	1,363.10
	01/01/04	1,133.26	1,186.84	1,244.50	1,305.04	1,369.78	1,410.87
40402	WASTE AND WATER PROJECT OPERATOR 1						4 - 7
	01/01/02	18.28	18.73	19.15		19.34	
	01/01/03	18.73	19.19	19.62		20.01	
	01/01/04	19.20	19.67	20.11		20.71	
40404	WASTE AND WATER PROJECT OPERATOR 2						4 - 7
	01/01/02	19.32	19.78	20.25		20.45	
	01/01/03	19.79	20.26	20.75		21.17	
	01/01/04	20.28	20.77	21.27		21.91	
40400	WASTE AND WATER PROJECT TRAINEE OPERATOR						4 - 7
	01/01/02	17.88				18.06	
	01/01/03	18.32				18.69	
	01/01/04	18.78				19.34	
40405	WASTE TREATMENT OPERATOR						4 - 7
	01/01/02	19.17	19.65	20.10		20.30	
	01/01/03	19.64	20.13	20.59		21.00	
	01/01/04	20.13	20.63	21.10		21.73	
12836	WEIGHER						4
	01/01/02	16.30	16.57			16.74	
	01/01/03	16.70	16.98			17.32	
	01/01/04	17.12	17.40			17.92	
U0109	INTERPRETER 1						3
	01/01/02	11.73				11.85	
	01/01/03	12.02				12.26	
	01/01/04	12.32				12.69	
U0129	INTERPRETER 2						3
	01/01/02	13.29				13.42	
	01/01/03	13.62				13.89	
	01/01/04	13.96				14.38	
U0110	INTERPRETER 3						3
	01/01/02	15.15				15.30	
	01/01/03	15.52				15.83	
	01/01/04	15.91				16.39	
U0125	ADJUSTER, CROP INSURANCE & STABILIZATION, AG & FOOD						3
	01/01/02	12.96	16.20	25.36		25.61	
	01/01/03	13.28	16.60	25.98		26.50	
	01/01/04	13.61	17.02	26.63		27.43	

		SALARY RATES					Max plus Merit	Hours of Work Schedule
U0070	FORT HENRY GUARD							3
	01/01/02	8.78	9.39	9.68	11.66	11.78		
	01/01/03	9.00	9.62	9.92	11.95	12.19		
	01/01/04	9.23	9.86	10.17	12.25	12.62		
U0127	GRADER, DAIRY FRUIT & VEG IND INSPECTOR, AG & FOOD							4
	01/01/02	9.79	10.04	10.28	16.20	19.58		
		20.54				20.75		
	01/01/03	10.03	10.29	10.53	16.60	20.06		
		21.04				21.46		
	01/01/04	10.28	10.55	10.79	17.02	20.56		
						22.22		
		21.57						
U0068	JUNIOR ASSISTANT - GEOLOGICAL FIELD PARTY							3
	01/01/02	438.27	487.10	501.62		506.64		
	01/01/03	449.01	499.03	513.91		524.19		
	01/01/04	460.24	511.51	526.76		542.56		
U5050	JUNIOR RANGER							3
	01/01/02	4.92	7.23	17.57		17.75		
	01/01/03	5.04	7.41	18.00		18.36		
	01/01/04	5.17	7.60	18.45		19.00		
U0069	SENIOR ASSISTANT - GEOLOGICAL FIELD PARTY							3
	01/01/02	604.12	633.91	676.78	713.09	720.22		
	01/01/03	618.92	649.44	693.36	730.56	745.17		
	01/01/04	634.39	665.68	710.69	748.82	771.28		
U0126	YIELD COLLECTOR, AG & FOOD							3
	01/01/02	12.96				13.09		
	01/01/03	13.28				13.55		
	01/01/04	13.61				14.02		
U0160	STUDENT 1 NON-GTA							3
	01/01/02	6.85						
	01/01/03	6.85						
	01/01/04	6.85						
U0161	STUDENT 2 NON GTA							3
	01/01/02	8.50						
	01/01/03	8.50						
	01/01/04	8.50						
U0162	STUDENT 1 GTA							3
	01/01/02	7.85						
	01/01/03	7.85						
	01/01/04	7.85						
U0163	STUDENT 2 GTA							3
	01/01/02	9.50						
	01/01/03	9.50						
	01/01/04	9.50						

<b>SALARY RATES</b>			<b>Max plus Merit</b>	<b>Hours of Work Schedule</b>
U0164	STUDENT 1ST YEAR LAW			3
	01/01/02	16.40		
	01/01/03	16.40		
	01/01/04	16.40		
U0165	STUDENT 2ND YEAR LAW			3
	01/01/02	18.40		
	01/01/03	18.40		
	01/01/04	18.40		
U0166	STUDENT SPECIAL EMP PROGS			3
	01/01/02	6.85		
	01/01/03	6.85		
	01/01/04	6.85		
U0167	STUDENT QUEBEC EXCHANGE			3
	01/01/02	8.25		
	01/01/03	8.25		
	01/01/04	8.25		