

CUPE Local 4700 (Haldimand)  
Hourly Wage Rates - Schedule A  
Schedule A

Position	Division	Hours/Week		January 1 2020 HRLY RATE	January 1 2021 HRLY RATE	January 1 2022 HRLY RATE	January 1 2023 HRLY RATE
<b>GRADE 1</b>							
Custodian	Facilities, Parks, Cemeteries & Forestry Operations	40	Start Rate 0 mths.	\$18.209	\$18.528	\$18.880	\$19.238
			12 mths.	\$19.119	\$19.454	\$19.824	\$20.200
			24 mths.	\$20.075	\$20.427	\$20.815	\$21.210
			Job Rate 36 mths.	\$21.079	\$21.448	\$21.856	\$22.271
<b>GRADE 2</b>							
Division Support	Facilities, Parks, Cemeteries & Forestry Operations	35	Start Rate 0 mths.	\$19.119	\$19.454	\$19.823	\$20.200
Weigh Scale Attendant	Environmental Operations	36	12 mths.	\$20.075	\$20.427	\$20.814	\$21.210
			24 mths.	\$21.079	\$21.448	\$21.855	\$22.270
			Job Rate 36 mths.	\$22.133	\$22.520	\$22.948	\$23.384
<b>GRADE 3</b>							
Accounts Payable Clerk	Finance	35	Start Rate 0 mths.	\$20.074	\$20.427	\$20.814	\$21.210
Division Support	Economic Development & Tourism	35	12 mths.	\$21.078	\$21.448	\$21.855	\$22.270
Site Attendant *	Environmental Operations	Up to 24	24 mths.	\$22.132	\$22.520	\$22.948	\$23.384
			Job Rate 36 mths.	\$23.239	\$23.646	\$24.095	\$24.553
<b>GRADE 4</b>							
Accounting / Tax Clerk	Finance	35	Start Rate 0 mths.	\$21.078	\$21.448	\$21.855	\$22.270
Accounts Receivable Clerk	Finance	35	12 mths.	\$22.132	\$22.520	\$22.948	\$23.384
Division Support	Clerks	35	24 mths.	\$23.239	\$23.646	\$24.095	\$24.553
Division Support	Emergency Services	35	Job Rate 36 mths.	\$24.401	\$24.828	\$25.300	\$25.781
Division Support	Fleet Operations	35					
Division Support	Roads Operations	35					
Division Support	Solid Waste Operations	35					
Division Support	Water and Wastewater Operations	35					
Facilities Clerk	Facilities, Parks, Cemeteries & Forestry Operations	35					
Labourer *	Roads Operations (vacant - 2008)	40					
Parks & Recreation Maintenance Assistant *	Facilities, Parks, Cemeteries & Forestry Operations	40					
Tax Clerk	Finance	35					
Election Assistant	Clerks	35					
<b>GRADE 5</b>							
Customer Service Representative	Customer Experience & Communications	35	Start Rate 0 mths.	\$22.133	\$22.521	\$22.948	\$23.384
Facility Booking Clerk	Community Development & Partnerships	35	12 mths.	\$23.240	\$23.647	\$24.095	\$24.553
Licensing Officer	Customer Experience & Communications	35	24 mths.	\$24.402	\$24.829	\$25.300	\$25.781
Parks & Recreation Maintenance *	Facilities, Parks, Cemeteries & Forestry Operations	40	Job Rate 36 mths.	\$25.622	\$26.070	\$26.565	\$27.070
Planning Technician	Planning & Development	35					
Purchasing Clerk	Legal and Support Services	35					

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<b>GRADE 6</b>							
POA Administration Clerk / Court Monitor	Legal and Support Services	35	Start Rate 0 mths.	\$23.238	\$23.646	\$24.094	\$24.552
Roadway Maintenance Worker *	Roads Operations	40	12 mths.	\$24.400	\$24.828	\$25.299	\$25.780
Secretary Treasurer, Committee of Adjustment	Planning & Development	35	24 mths.	\$25.620	\$26.069	\$26.564	\$27.069
Senior Accounting Clerk	Finance	35	Job Rate 36 mths.	\$26.901	\$27.372	\$27.892	\$28.422
Tax Collector	Finance	35					
Transportation Engineering Technologist	Engineering Services	40					
Fleet Coordinator (Parts and Service)	Fleet Operations	40					
<b>GRADE 7</b>							
Building Technician	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$25.561	\$26.009	\$26.503	\$27.006
Facilities Maintenance	Facilities, Parks, Cemeteries & Forestry Operations	40	12 mths.	\$26.839	\$27.309	\$27.828	\$28.356
Heavy Equipment Operator *	Roads Operations	40	24 mths.	\$28.181	\$28.674	\$29.219	\$29.774
Lead Hand *	Facilities, Parks, Cemeteries & Forestry Operations	40	Job Rate 36 mths.	\$29.590	\$30.108	\$30.680	\$31.263
Mapping & Graphics Technologist	Planning & Development	35					
Senior Site Attendant	Environmental Operations	40					
Research Technician	Economic Development & Tourism	35					
Lead Hand, Cemeteries	Facilities, Parks, Cemeteries & Forestry Operations	40					
<b>GRADE 8</b>							
Community Recreation Programmer	Community Development & Partnerships	35	Start Rate 0 mths.	\$28.119	\$28.611	\$29.154	\$29.708
Development & Design Technologist **	Planning & Development	35	12 mths.	\$29.525	\$30.042	\$30.612	\$31.193
Senior Municipal Enforcement Officer	Building & Municipal Enforcement	35	24 mths.	\$31.001	\$31.544	\$32.143	\$32.753
Fleet Coordinator (Training & Safety)	Fleet Operations	40	Job Rate 36 mths.	\$32.551	\$33.121	\$33.750	\$34.391
Water & Waste Water Operator	Environmental Operations	40					
			Operator in Training	\$24.401	\$24.828	\$25.300	\$25.781
			Operator 1	\$29.590	\$30.108	\$30.680	\$31.263
			* Operator 2	\$32.551	\$33.121	\$33.750	\$34.391
<b>GRADE 9</b>							
Automotive Technician *	Fleet Operations	40	Start Rate 0 mths.	\$30.930	\$31.471	\$32.069	\$32.678
Building Inspector (I) / Plumber	Building & Municipal Enforcement	35	12 mths.	\$32.476	\$33.045	\$33.672	\$34.312
Fire Prevention Officer	Emergency Services	35	24 mths.	\$34.100	\$34.697	\$35.356	\$36.028
Municipal Technologist	Engineering Services	40	Job Rate 36 mths.	\$35.805	\$36.432	\$37.124	\$37.829
Foreperson	Roads Operations	40					
Operations Technologist / Contracts Administrator	Roads Operations	40					
Foreperson, Waste Management	Environmental Operations	40					
Plumbing Inspector	Building & Municipal Enforcement	35					
Solid Waste Operations Technologist	Environmental Operations	40					
Senior GIS Technologist	Planning & Economic Development	35					
Water & Waste Water Technologist	Environmental Operations	40					
Water & Waste Water Technologist	Engineering & Capital Works	40					
Engineering Technologist	Engineering Services	40					
Facilities Technologist	Facilities Capital and Asset Management	40					

Note: \*\* Incumbents in this position as of June 21, 2010 are grandfathered at 40 hours / week

Note: For Automotive Technician Apprentice wage treatment refer to Letter of Understanding Re: Fleet Restructuring

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<b>GRADE 10</b>							
Fleet Foreperson	Fleet Operations	40	Start Rate 0 mths.	\$34.026	\$34.621	\$35.278	\$35.949
Senior Economic Development Officer	Economic Development & Tourism	35	12 mths.	\$35.727	\$36.352	\$37.042	\$37.746
Chief Operator in Charge, Water & Waste Water	Environmental Operations	40	24 mths.	\$37.513	\$38.170	\$38.894	\$39.633
Planner	Planning & Economic Development	35	Job Rate 36 mths.	\$39.389	\$40.078	\$40.839	\$41.615
Building Inspector	Building & Municipal Enforcement	35					
<b>Out of Schedule Premium Rates</b>							
Planner	Planning & Economic Development	35	LMWA**	\$10.000	\$10.000	\$10.000	\$10.000
Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000	\$4.000
<b>GRADE 11</b>							
Senior Building Inspector	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$37.428	\$38.083	\$38.807	\$39.544
			12 mths.	\$39.299	\$39.987	\$40.747	\$41.521
			24 mths.	\$41.264	\$41.986	\$42.784	\$43.597
			Job Rate 36 mths.	\$43.327	\$44.085	\$44.923	\$45.777
<b>Out of Schedule Premium Rates</b>							
Senior Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000	\$4.000

**NOTES:**

- Positions identified with "\*" are male positions used for the purpose of Pay Equity for CUPE and other employee groups.
- LMWA\*\* - refers to an approved Labour Market Wage Adjustment, which is an approved hourly premium applied to identified positions, in addition to the approved hourly rate for the grade, to address a temporary shortage or recruitment issues in the immediate labour market. The amount shown as "out of schedule" is the hourly premium which is added to the applicable rate to determine the full salary.