

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

Position	Division	Hours/Week		January 1 2020	January 1 2021	January 1 2022	January 1 2023	October 1 2023
				HRLY RATE	HRLY RATE	HRLY RATE	HRLY RATE	HRLY RATE
<b>GRADE A</b>								
Facilities and Parks Helper	Facilities, Parks, Cemeteries & Forestry Operations	40	Ontario Minimum Wage	14.000	14.250	15.000	15.500*	16.550
							*Oct. 1, 2022	*Oct 1, 2023
<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>								
Site Attendant *	Environmental Operations	Up to 24	Start Rate 0 mths.	\$20.074	\$20.427	\$20.814	\$21.210	
			12 mths.	\$21.078	\$21.448	\$21.855	\$22.270	
			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>								
Division Support	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$21.078	\$21.448	\$21.855	\$22.270	
Division Support	Emergency Services, Community Paramedicine	35	12 mths.	\$22.132	\$22.520	\$22.948	\$23.384	
Division Support	Emergency Services	35	24 mths.	\$23.239	\$23.646	\$24.095	\$24.553	
Division Support	Fleet Operations	35	Job Rate 36 mths.	\$24.401	\$24.828	\$25.300	\$25.781	
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						
<b>GRADE 5</b>								
Accounts Payable Clerk	Finance	35	Start Rate 0 mths.	\$22.133	\$22.521	\$22.948	\$23.384	
Accounts Receivable Clerk	Finance	35	12 mths.	\$23.240	\$23.647	\$24.095	\$24.553	
Accounting / Tax Clerk	Finance	35	24 mths.	\$24.402	\$24.829	\$25.300	\$25.781	
Council Services Assistant	Clerks	35	Job Rate 36 mths.	\$25.622	\$26.070	\$26.565	\$27.070	
Customer Service Representative	Customer Experience & Communications	35						
Election Assistant	CAO Office	35						
Licensing Officer	Customer Experience & Communications	35						
Parks & Recreation Maintenance Assistant *	Facilities, Parks, Cemeteries & Forestry Operations	40						
Planning Technician	Planning & Development	35						
Purchasing Clerk	Legal and Support Services	35						
Tax Clerk	Finance	35						

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<b>GRADE 6</b>							
Fleet Coordinator (Parts and Service)	Fleet Operations	40	Start Rate 0 mths.	\$23.238	\$23.646	\$24.094	\$24.552
Parks & Recreation Maintenance *	Facilities, Parks, Cemeteries & Forestry Operations	40	12 mths.	\$24.400	\$24.828	\$25.299	\$25.780
Roadway Maintenance Worker *	Roads Operations	40	24 mths.	\$25.620	\$26.069	\$26.564	\$27.069
Secretary Treasurer, Committee of Adjustment	Planning & Development	35	Job Rate 36 mths.	\$26.901	\$27.372	\$27.892	\$28.422
Transportation Engineering Technologist	Engineering Services	40					
<b>GRADE 7</b>							
Accessibility Coordinator	Customer Experience & Communications	24	Start Rate 0 mths.	\$25.561	\$26.009	\$26.503	\$27.006
Building Technician	Building & Municipal Enforcement	35	12 mths.	\$26.839	\$27.309	\$27.828	\$28.356
Facility Booking Coordinator	Community Development & Partnerships	35	24 mths.	\$28.181	\$28.674	\$29.219	\$29.774
Heavy Equipment Operator *	Roads Operations	40	Job Rate 36 mths.	\$29.590	\$30.108	\$30.680	\$31.263
GIS Technologist	Planning & Development	35					
Provincial Offences and Court Services Clerk	Legal and Support Services	35					
Senior Accounting Clerk	Finance	35					
Senior Site Attendant	Environmental Operations	40					
Tax Collector	Finance	35					
<b>GRADE 8</b>							
Community Recreation Programmer	Community Development & Partnerships	35	Start Rate 0 mths.	\$28.119	\$28.611	\$29.154	\$29.708
Development Technologist **	Planning & Economic Development	35	12 mths.	\$29.525	\$30.042	\$30.612	\$31.193
Facilities Maintenance Technician	Facilities, Parks, Cemeteries & Forestry Operations	40	24 mths.	\$31.001	\$31.544	\$32.143	\$32.753
Lead Hand *	Facilities, Parks, Cemeteries & Forestry Operations	40	Job Rate 36 mths.	\$32.551	\$33.121	\$33.750	\$34.391
Lead Hand, Cemeteries	Facilities, Parks, Cemeteries & Forestry Operations	40					
Research and Marketing Technician	Economic Development & Tourism	35					
Roads Sub-Foreperson	Roads Operations	40					
Water & Waste Water Operator	Environmental Operations	40					
Urban Forester	Facilities, Parks, Cemeteries & Forestry 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

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

<b>Out of Schedule Premium Rates</b>							
Development Technologist	Planning & Development	35	LMWA**	\$0.000	\$0.000	\$8.000	\$8.000

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GRADE 9							
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
Facilities Capital & Asset Management Technologist	Facilities Capital and Asset Management	40	24 mths.	\$34.100	\$34.697	\$35.356	\$36.028
Fire Prevention Officer	Emergency Services	35	Job Rate 36 mths.	\$35.805	\$36.432	\$37.124	\$37.829
Foreperson	Roads Operations	40					
Foreperson, Waste Management	Environmental Operations	40					
Municipal Technologist	Engineering Services	40					
Operations Technologist / Contracts Administrator	Roads Operations	40					
Plumbing Inspector	Building & Municipal Enforcement	35					
Provincial Offences Coordinator	Legal and Support Services	35					
Senior GIS Technologist	Planning & Economic Development	35					
Senior Municipal Enforcement Officer	Building & Municipal Enforcement	35					
Solid Waste Operations Technologist	Environmental Operations	40					
Water & Waste Water Engineering Technologist	Engineering & Capital Works	40					
Water & Waste Water Technologist	Environmental Operations	40					

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

<b>GRADE 10</b>								
Building Inspector	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$34.026	\$34.621	\$35.278	\$35.949	
Chief Operator in Charge, Water & Waste Water	Environmental Operations	40	12 mths.	\$35.727	\$36.352	\$37.042	\$37.746	
Fleet Foreperson	Fleet Operations	40	24 mths.	\$37.513	\$38.170	\$38.894	\$39.633	
Senior Planner	Planning & Economic Development	35	Job Rate 36 mths.	\$39.389	\$40.078	\$40.839	\$41.615	
Senior Economic Development Officer	Economic Development & Tourism	35						
<b>Out of Schedule Premium Rates</b>								
Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000	\$4.000	
Senior Planner	Planning & Economic Development	35	LMWA**	\$10.000	\$10.000	\$10.000	\$10.000	

<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:**

1. Positions identified with "\*" are male positions used for the purpose of Pay Equity for CUPE and other employee groups.

2. 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.