

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

Position	Division	Hours/Week	January 1				
			2024 HRLY RATE	2025 HRLY RATE	2026 HRLY RATE	2027 HRLY RATE	
GRADE A							
Facilities and Parks Helper	Facilities, Parks, Cemeteries & Forestry Operations	40	Ontario Minimum Wage				
			16.550	17.200			
			*Oct 1, 2023	*Oct 1, 2024	TBD	TBD	
GRADE 1							
Custodian	Facilities, Parks, Cemeteries & Forestry Operations	40	Start Rate 0 mths.	19.911	20.609	21.228	21.864
			12 mths.	20.907	21.639	22.289	22.957
			24 mths.	21.952	22.721	23.403	24.105
			Job Rate 36 mths.	23.050	23.857	24.573	25.310
GRADE 2							
Division Support	Facilities, Parks, Cemeteries & Forestry Operations	35	Start Rate 0 mths.	20.907	21.638	22.287	22.956
Weigh Scale Attendant	Environmental Operations	36	12 mths.	21.952	22.720	23.401	24.104
			24 mths.	23.050	23.856	24.571	25.309
			Job Rate 36 mths.	24.202	25.049	25.800	26.574
GRADE 3							
Site Attendant *	Environmental Operations	Up to 24	Start Rate 0 mths.	21.952	22.720	23.401	24.104
			12 mths.	23.050	23.856	24.571	25.309
			24 mths.	24.202	25.049	25.800	26.574
			Job Rate 36 mths.	25.412	26.301	27.090	27.903
GRADE 4							
Division Support	Building & Municipal Enforcement	35	Start Rate 0 mths.	23.050	23.857	24.572	25.310
Division Support	Emergency Services, Community Paramedicine	35	12 mths.	24.202	25.050	25.801	26.575
Division Support	Emergency Services	35	24 mths.	25.412	26.302	27.091	27.904
Division Support	Fleet Operations	35	Job Rate 36 mths.	26.683	27.617	28.446	29.299
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					
GRADE 5							
Accounts Payable Clerk	Finance	35	Start Rate 0 mths.	24.202	25.050	25.801	26.575
Accounts Receivable Clerk	Finance	35	12 mths.	25.412	26.302	27.091	27.904
Accounting / Tax Clerk	Finance	35	24 mths.	26.683	27.617	28.446	29.299
Council Services Assistant	Clerks	35	Job Rate 36 mths.	28.017	28.998	29.868	30.764
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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GRADE 6								
Fleet Coordinator (Parts and Service)	Fleet Operations	40	Start Rate 0 mths. 12 mths. 24 mths. Job Rate 36 mths.	25.411	26.301	27.090	27.903	
Parks & Recreation Maintenance *	Facilities, Parks, Cemeteries & Forestry Operations	40		26.682	27.616	28.445	29.298	
Roadway Maintenance Worker *	Roads Operations	40		28.016	28.997	29.867	30.763	
Secretary Treasurer, Committee of Adjustment	Planning & Development	35		29.417	30.447	31.360	32.301	
Transportation Engineering Technologist	Engineering Services	40						
GRADE 7								
Accessibility Coordinator	Customer Experience & Communications	24	Start Rate 0 mths. 12 mths. 24 mths. Job Rate 36 mths.	27.951	28.929	29.797	30.691	
Building Technician	Building & Municipal Enforcement	35		29.349	30.375	31.287	32.226	
Facility Booking Coordinator	Community Development & Partnerships	35		30.816	31.894	32.851	33.837	
Heavy Equipment Operator *	Roads Operations	40		32.357	33.489	34.494	35.529	
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						
GRADE 8								
Community Recreation Programmer	Community Development & Partnerships	35	Start Rate 0 mths. 12 mths. 24 mths. Job Rate 36 mths.	30.749	31.825	32.779	33.762	
Development Technologist **	Planning & Economic Development	35		32.286	33.416	34.418	35.450	
Facilities Maintenance Technician	Facilities, Parks, Cemeteries & Forestry Operations	40		33.900	35.087	36.139	37.223	
Lead Hand *	Facilities, Parks, Cemeteries & Forestry Operations	40		35.595	36.841	37.946	39.084	
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 Operator 1 * Operator 2	26.683 32.357 35.595	27.617 33.489 36.841	28.446 34.494 37.946	29.299 35.529 39.084
Note: ** Incumbents in this position as of June 21, 2010 are grandfathered at 40 hours / week								
Out of Schedule Premium Rates								
Development Technologist	Planning & Development	35	LMWA**	\$8.000	\$8.000	\$8.000	\$8.000	

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GRADE 9						
Automotive Technician *	Fleet Operations	40				
Building Inspector (I) / Plumber	Building & Municipal Enforcement	35				
Facilities Capital & Asset Management Technologist	Facilities Capital and Asset Management	40				
Fire Prevention Officer	Emergency Services	35				
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				

Start Rate 0 mths.	33.822	35.005	36.055	37.137
12 mths.	35.513	36.755	37.858	38.994
24 mths.	37.289	38.593	39.751	40.944
Job Rate 36 mths.	39.153	40.523	41.739	42.991

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

GRADE 10						
Building Inspector	Building & Municipal Enforcement	35				
Chief Operator in Charge, Water & Waste Water	Environmental Operations	40				
Fleet Foreperson	Fleet Operations	40				
Senior Planner	Planning & Economic Development	35				
Senior Economic Development Officer	Economic Development & Tourism	35				
Out of Schedule Premium Rates						
Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000
Senior Planner	Planning & Economic Development	35	LMWA**	\$10.000	\$10.000	\$10.000

Start Rate 0 mths.	37.208	38.510	39.665	40.855
12 mths.	39.068	40.435	41.648	42.898
24 mths.	41.021	42.457	43.730	45.043
Job Rate 36 mths.	43.072	44.580	45.917	47.295

GRADE 11						
Senior Building Inspector	Building & Municipal Enforcement	35				
Out of Schedule Premium Rates						
Senior Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000

Start Rate 0 mths.	40.928	42.360	43.630	44.940
12 mths.	42.974	44.478	45.812	47.187
24 mths.	45.123	46.702	48.103	49.546
Job Rate 36 mths.	47.379	49.037	50.508	52.023

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.

On Call									
Rate for Designated Positions	Various					\$2.250	\$2.250	\$2.250	\$2.250