

APPENDIX A – SALARY SCHEDULE

The above rates of pay shall be increased based upon the following general increase to all classifications:

Effective September 1, 2009	AAWE* - 5.99%
Effective September 1, 2010	AAWE* – negative increase not implemented

* AAWE is the average weekly earnings for Alberta (Based on Statistics Canada Survey of Employment, Payroll and Hours) adjusted for seasonal variation, by type of employee for selected industries.

Levels of individual positions are determined in accordance with the Employer's classification plan.

EFFECTIVE SEPTEMBER 1, 2009 12 MONTH SALARY SCHEDULE

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1	2139	2246	2352	2459	2566	2672	2778	2881	2988
Level 2	2356	2479	2595	2715	2838	2958	3075	3198	3317
Level 3	2573	2711	2843	2974	3109	3237	3370	3506	3639
Level 4	2795	2941	3087	3233	3379	3522	3674	3819	3963
Level 5	3022	3178	3332	3492	3648	3802	3963	4123	4282
Level 6	3249	3417	3585	3751	3921	4086	4257	4425	4593
Level 7	3475	3651	3834	4006	4192	4370	4551	4728	4907
Level 8	3710	3895	4082	4272	4458	4646	4835	5021	5208
Level 9	3940	4139	4337	4528	4728	4925	5125	5318	5513

EFFECTIVE SEPTEMBER 1, 2009
10 MONTH SALARY SCHEDULE

		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1										
First 7 years		2139	2246	2352	2459	2566	2672	2778	2881	2988
After 7 years	A	2182	2291	2399	2508	2617	2725	2834	2939	3048
After 15 years	B	2225	2336	2446	2557	2669	2779	2889	2996	3108
After 24 years	C	2267	2381	2493	2607	2720	2832	2945	3054	3167
Level 2										
First 7 years		2356	2479	2595	2715	2838	2958	3075	3198	3317
After 7 years	A	2403	2529	2647	2769	2895	3017	3137	3262	3383
After 15 years	B	2450	2578	2699	2824	2952	3076	3198	3326	3450
After 24 years	C	2497	2628	2751	2878	3008	3135	3260	3390	3516
Level 3										
First 7 years		2573	2711	2843	2974	3109	3237	3370	3506	3639
After 7 years	A	2624	2765	2900	3033	3171	3302	3437	3576	3712
After 15 years	B	2676	2819	2957	3093	3233	3366	3505	3646	3785
After 24 years	C	2727	2874	3014	3152	3296	3431	3572	3716	3857
Level 4										
First 7 years		2795	2941	3087	3233	3379	3522	3674	3819	3963
After 7 years	A	2851	3000	3149	3298	3447	3592	3747	3895	4042
After 15 years	B	2907	3059	3210	3362	3514	3663	3821	3972	4122
After 24 years	C	2963	3117	3272	3427	3582	3733	3894	4048	4201
Level 5										
First 7 years		3022	3178	3332	3492	3648	3802	3963	4123	4282
After 7 years	A	3082	3242	3399	3562	3721	3878	4042	4205	4368
After 15 years	B	3143	3305	3465	3632	3794	3954	4122	4288	4453
After 24 years	C	3203	3369	3532	3702	3867	4030	4201	4370	4539
Level 6										
First 7 years		3249	3417	3585	3751	3921	4086	4257	4425	4593
After 7 years	A	3314	3485	3657	3826	3999	4168	4342	4514	4685
After 15 years	B	3379	3554	3728	3901	4078	4249	4427	4602	4777
After 24 years	C	3444	3622	3800	3976	4156	4331	4512	4691	4869
Level 7										
First 7 years		3475	3651	3834	4006	4192	4370	4551	4728	4907
After 7 years	A	3545	3724	3911	4086	4276	4457	4642	4823	5005
After 15 years	B	3614	3797	3987	4166	4360	4545	4733	4917	5103
After 24 years	C	3684	3870	4064	4246	4444	4632	4824	5012	5201
Level 8										
First 7 years		3710	3895	4082	4272	4458	4646	4835	5021	5208
After 7 years	A	3784	3973	4164	4357	4547	4739	4932	5121	5312
After 15 years	B	3858	4051	4245	4443	4636	4832	5028	5222	5416
After 24 years	C	3933	4129	4327	4528	4725	4925	5125	5322	5520
Level 9										
First 7 years		3940	4139	4337	4528	4728	4925	5125	5318	5513
After 7 years	A	4019	4222	4424	4619	4823	5024	5228	5424	5623
After 15 years	B	4098	4305	4510	4709	4917	5122	5330	5531	5734
After 24 years	C	4176	4387	4597	4800	5012	5221	5433	5637	5844