

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* – 2.92%

* 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, 2010 12 MONTH SALARY SCHEDULE

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1	2201	2312	2421	2531	2641	2750	2859	2965	3075
Level 2	2425	2551	2671	2794	2921	3044	3165	3291	3414
Level 3	2648	2790	2926	3061	3200	3332	3468	3608	3745
Level 4	2877	3027	3177	3327	3478	3625	3781	3931	4079
Level 5	3110	3271	3429	3594	3755	3913	4079	4243	4407
Level 6	3344	3517	3690	3861	4035	4205	4381	4554	4727
Level 7	3576	3758	3946	4123	4314	4498	4684	4866	5050
Level 8	3818	4009	4201	4397	4588	4782	4976	5168	5360
Level 9	4055	4260	4464	4660	4866	5069	5275	5473	5674

EFFECTIVE SEPTEMBER 1, 2010

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		2201	2312	2421	2531	2641	2750	2859	2965	3075
After 7 years	A	2245	2358	2469	2582	2694	2805	2916	3024	3137
After 15 years	B	2289	2404	2518	2632	2747	2860	2973	3084	3198
After 24 years	C	2333	2451	2566	2683	2799	2915	3031	3143	3260
Level 2										
First 7 years		2425	2551	2671	2794	2921	3044	3165	3291	3414
After 7 years	A	2474	2602	2724	2850	2979	3105	3228	3357	3482
After 15 years	B	2522	2653	2778	2906	3038	3166	3292	3423	3551
After 24 years	C	2571	2704	2831	2962	3096	3227	3355	3488	3619
Level 3										
First 7 years		2648	2790	2926	3061	3200	3332	3468	3608	3745
After 7 years	A	2701	2846	2985	3122	3264	3399	3537	3680	3820
After 15 years	B	2754	2902	3043	3183	3328	3465	3607	3752	3895
After 24 years	C	2807	2957	3102	3245	3392	3532	3676	3824	3970
Level 4										
First 7 years		2877	3027	3177	3327	3478	3625	3781	3931	4079
After 7 years	A	2935	3088	3241	3394	3548	3698	3857	4010	4161
After 15 years	B	2992	3148	3304	3460	3617	3770	3932	4088	4242
After 24 years	C	3050	3209	3368	3527	3687	3843	4008	4167	4324
Level 5										
First 7 years		3110	3271	3429	3594	3755	3913	4079	4243	4407
After 7 years	A	3172	3336	3498	3666	3830	3991	4161	4328	4495
After 15 years	B	3234	3402	3566	3738	3905	4070	4242	4413	4583
After 24 years	C	3297	3467	3635	3810	3980	4148	4324	4498	4671
Level 6										
First 7 years		3344	3517	3690	3861	4035	4205	4381	4554	4727
After 7 years	A	3411	3587	3764	3938	4116	4289	4469	4645	4822
After 15 years	B	3478	3658	3838	4015	4196	4373	4556	4736	4916
After 24 years	C	3545	3728	3911	4093	4277	4457	4644	4827	5011
Level 7										
First 7 years		3576	3758	3946	4123	4314	4498	4684	4866	5050
After 7 years	A	3648	3833	4025	4205	4400	4588	4778	4963	5151
After 15 years	B	3719	3908	4104	4288	4487	4678	4871	5061	5252
After 24 years	C	3791	3983	4183	4370	4573	4768	4965	5158	5353
Level 8										
First 7 years		3818	4009	4201	4397	4588	4782	4976	5168	5360
After 7 years	A	3894	4089	4285	4485	4680	4878	5076	5271	5467
After 15 years	B	3971	4169	4369	4573	4772	4973	5175	5375	5574
After 24 years	C	4047	4250	4453	4661	4863	5069	5275	5478	5682
Level 9										
First 7 years		4055	4260	4464	4660	4866	5069	5275	5473	5674
After 7 years	A	4136	4345	4553	4753	4963	5170	5381	5582	5787
After 15 years	B	4217	4430	4643	4846	5061	5272	5486	5692	5901
After 24 years	C	4298	4516	4732	4940	5158	5373	5592	5801	6014