

**CITY OF ST. JOHN'S**  
**UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**CUPE 569 - SCHEDULE A**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
Animal Technician/Receptionist	23.45	24.51	25.36	26.12
Arborist I	24.15	25.24	26.12	26.90
Arborist II	23.16	24.20	25.05	25.80
Autobody Repairperson	24.88	26.00	26.91	27.72
Environmental Services Operator	24.15	25.24	26.12	26.90
First Class Operator	23.45	24.51	25.36	26.12
Hardware Technician	24.15	25.24	26.12	26.90
HVAC Service Technician	24.15	25.24	26.12	26.90
HVAC Senior Service Technician	27.18	28.40	29.40	30.28
Industrial Electrician	27.86	29.11	30.13	31.04
Instrumentation/SCADA Technologist	27.86	29.11	30.13	31.04
Labourer	20.99	21.94	22.71	23.39
Laboratory Technologist	26.70	27.90	28.88	29.74
Maintenance Repairperson I	24.15	25.24	26.12	26.90
Maintenance Repairperson II	22.05	23.04	23.85	24.56
Mason	23.16	24.20	25.05	25.80
Mechanic	26.23	27.41	28.37	29.22
Mechanic - Dual	27.18	28.40	29.40	30.28
Mechanical Systems Operator	27.18	28.40	29.40	30.28
Millright	25.47	26.61	27.54	28.37
Park Service Worker	22.05	23.04	23.85	24.56
Pavement Printer	23.16	24.20	25.05	25.80
Plantsperson	24.15	25.24	26.12	26.90
Second Class Operator	21.47	22.44	23.23	23.92
Second Class Operator - Refuse Collector	21.79	22.77	23.57	24.27
Second Class Operator - Fleet	21.47	22.44	23.23	23.92
Stockroom Clerk	23.16	24.20	25.05	25.80
Survey Assistant	23.81	24.88	25.75	26.52
Tire Repairperson	23.16	24.20	25.05	25.80
Turnkey (ESO)	24.15	25.24	26.12	26.90
Utility Crewperson	23.45	24.51	25.36	26.12
Waste Water Treatment Plant Operator I	26.39	27.57	28.54	29.39
Waste Water Treatment Plant Operator II	27.07	28.28	29.27	30.15
Waste Water Treatment Plant Operator III	27.72	28.97	29.99	30.88
Water Treatment Maintenance Operator	27.86	29.11	30.13	31.04
Welder	26.23	27.41	28.37	29.22

**CITY OF ST. JOHN'S  
UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**CUPE 1289 - SCHEDULE A**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
Accessible Transit Clerk	27.09	28.17	29.30	30.77
Accessible Transit Coordinator	37.34	38.83	40.38	42.40
Account Representative	30.14	31.35	32.60	34.23
Account Representative-Senior	33.54	34.88	36.28	38.09
Accounting Clerk/WP	31.82	33.09	34.41	36.13
Accounts Payable Clerk	30.14	31.35	32.60	34.23
Activity Assistant	19.22	19.99	20.79	21.83
Administrative Clerk	27.09	28.17	29.30	30.77
Affordable Housing Coordinator	37.34	38.83	40.38	42.40
Animal Patrolperson	22.63	23.54	24.48	25.70
Archives Technician	28.58	29.72	30.91	32.46
Archivist	35.40	36.82	38.29	40.20
Archivist - Lead	37.34	38.83	40.38	42.40
Arts & Cultural Dev Coord	35.40	36.82	38.29	40.20
Assessor Dev Trainee-Level I	27.09	28.17	29.30	30.77
Assessor Dev Trainee-Level II	28.58	29.72	30.91	32.46
Assessor Dev Trainee-Level III	30.14	31.35	32.60	34.23
Assessor Dev Trainee-Level IV	33.00	34.32	35.69	37.47
Assessor Dev Trainee-Level V	35.97	37.41	38.91	40.86
Assessor Dev Trainee-Level VI	38.94	40.50	42.12	44.23
Assessor - Senior	44.50	46.28	48.13	50.54
Assistant Development Officer	35.40	36.82	38.29	40.20
Bldg Inspector Trainee	27.09	28.17	29.30	30.77
Bldg Inspector I	30.06	31.26	32.51	34.14
Bldg Inspector II	33.00	34.32	35.69	37.47
Bldg Inspector III	35.97	37.41	38.91	40.86
Bldg Inspector IV	38.94	40.50	42.12	44.23
Bldg Inspector Senior	41.85	43.52	45.26	47.52
BPM Coordinator	33.54	34.88	36.28	38.09
Business & Research Officer	37.34	38.83	40.38	42.40
Business System Analyst	41.85	43.52	45.26	47.52
Business System Analyst (E-Bus)	41.85	43.52	45.26	47.52
Buyer	33.54	34.88	36.28	38.09
Buyer - Garage	35.40	36.82	38.29	40.20
Buyer - Senior	35.40	36.82	38.29	40.20
Capital Works Financial Clerk	28.58	29.72	30.91	32.46
Claims Officer - Senior	37.34	38.83	40.38	42.40

**CITY OF ST. JOHN'S  
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@ March 01, 2016

**CUPE 1289 - SCHEDULE A**

(Hourly Rates)

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Clerk - Inventory Control	30.14	31.35	32.60	34.23
Clerk - Mail Room	25.52	26.54	27.60	28.98
Clerk - Parts	27.09	28.17	29.30	30.77
Clerk - Parts - Senior	31.82	33.09	34.41	36.13
Clerk - Snow Clearing	17.44	18.14	18.87	19.81
Clerk II - Finance	25.52	26.54	27.60	28.98
Community Service Coordinator	31.82	33.09	34.41	36.13
Construction Inspector I	25.58	29.72	30.91	32.46
Construction Inspector II	31.82	33.09	34.41	36.13
Construction Inspector III	35.40	36.82	38.29	40.20
Cross Connection Control Tech	35.40	36.82	38.29	40.20
CSR I	28.58	29.72	30.91	32.46
CSR II	31.82	33.09	34.41	36.13
DBase/Security Administrator	41.85	43.52	45.26	47.52
Development Officer	39.40	40.98	42.62	44.75
Drafting Technician	33.54	34.88	36.28	38.09
Dup Machine Op/Stationery Clrk	30.14	31.35	32.60	34.23
Electrical Inspector I	33.54	34.88	36.28	38.09
Electrical Inspector II	39.40	40.98	42.62	44.75
Electrical Inspector - Senior	44.50	46.28	48.13	50.54
Electrician - BOMI	35.40	36.82	38.29	40.20
Electrician - Journeyperson	31.82	33.09	34.41	36.13
Engagement Officer	35.40	36.82	38.29	40.20
Engineering Assistant	39.40	40.98	42.62	44.75
Engineering Technician	39.40	40.98	42.62	44.75
Environmental Landfill Tech	35.40	36.82	38.29	40.20
Events Catering Coordinator	25.52	26.54	27.60	28.98
Facility Service Worker	23.98	24.94	25.94	27.24
Field Assistant	22.63	23.54	24.48	25.70
Financial Accountant I	33.54	34.88	36.28	38.09
Financial Accountant II	39.40	40.98	42.62	44.75
Financial Accountant III	44.50	46.28	48.13	50.54
Fleet Support Specialist	31.82	33.09	34.41	36.13
General Administration Clerk	25.52	26.54	27.60	28.98
GIS Analyst	41.85	43.52	45.26	47.52
GIS Developer Desktop/Web	39.40	40.98	42.62	44.75
GIS Technologist	35.40	36.82	38.29	40.20

**CITY OF ST. JOHN'S**  
**UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**CUPE 1289 - SCHEDULE A**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
GPS Technician	28.58	29.72	30.91	32.46
Head Lifeguard (NEW)	19.85	20.64	21.47	22.54
Head Lifeguard	23.98	24.94	25.94	27.24
Help Desk Technician	28.58	29.72	30.91	32.46
Heritage Officer	41.85	43.52	45.26	47.52
Hydrological Technician Asst	27.09	28.17	29.30	30.77
Hydrological Technician	37.34	38.83	40.38	42.40
IT Desktop Support Technician	33.54	34.88	36.28	38.09
Janitor	23.98	24.94	25.94	27.24
Licensing/By-Law Enforcement Officer	28.58	29.72	30.91	32.46
Lifeguard/Instructor (NEW)	14.56	15.14	15.75	16.54
Lifeguard/Instructor	17.44	18.14	18.87	19.81
Marketing Associate	35.40	36.82	38.29	40.20
Municipal Arborist	33.54	34.88	36.28	38.09
Network Analyst	41.85	43.52	45.26	47.52
Parking Enforcement Officer Senior	33.54	34.88	36.28	38.09
Parking Meter Technician	27.09	28.17	29.30	30.77
Payroll Administrator	31.82	33.09	34.41	36.13
Payroll Administrator - Senior	35.40	36.82	38.29	40.20
PDE Coordinator	33.54	34.88	36.28	38.09
PEO/Patrolperson	25.52	26.54	27.60	28.98
Planner II	39.40	40.98	42.62	44.75
Planner III	44.49	46.27	48.13	50.54
Planner III-Urban Design & Heritage	44.49	46.27	48.13	50.54
Planning Technician	39.40	40.98	42.62	44.75
Plans Examiner/Sr Bldg Inspec	41.85	43.52	45.26	47.52
Plumber - Journeyman	31.82	33.09	34.41	36.13
Plumbing Inspector	35.40	36.82	38.29	40.20
Plumbing Inspector Senior	39.40	40.98	42.62	44.75
Program & Operations Coord	31.82	33.09	34.41	36.13
Program Coord-Children's Pgms	33.54	34.88	36.28	38.09
Program Coord-Fitness & A L/S	31.82	33.09	34.41	36.13
Program Coord-Inclusive Servs	35.40	36.82	38.29	40.20
Program Coord-Outdoor & Youth	31.82	33.09	34.41	36.13
Program Coord-Sports & Events	31.82	33.09	34.41	36.13
Project Assistant	27.09	28.17	29.30	30.77
Purchasing Administration Clerk	28.58	29.72	30.91	32.46

**CITY OF ST. JOHN'S**  
**UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**CUPE 1289 - SCHEDULE A**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
Quality Management Coord	31.82	33.09	34.41	36.13
Records Analyst	30.14	31.35	32.60	34.23
Records Management Clerk	25.52	26.54	27.60	28.98
Recreation Account Rep	33.54	34.88	36.28	38.09
Recreation I.S. Administrator	33.54	34.88	36.28	38.09
Research Assistant	33.54	34.88	36.28	38.09
Revenue Account Billing Clerk	28.58	29.72	30.91	32.46
Revenue Accounting Analyst	30.14	31.35	32.60	34.23
Road Safety Initiative Analyst	37.34	38.83	40.38	42.40
Special Projects Coordinator	35.40	36.82	38.29	40.20
SQL/Report Developer	39.40	40.98	42.62	44.75
Strategic & Economic Dev Officer	39.40	40.98	42.62	44.75
Streets Inspector II	33.54	34.88	36.28	38.09
Streets Inspector III	37.34	38.83	40.38	42.40
Surveyor II	33.54	34.88	36.28	38.09
Surveyor III	41.85	43.53	45.26	47.52
Tax Certificate Specialist	30.14	31.35	32.60	34.23
Tourism Development Coordinator	37.34	38.83	40.38	42.40
Tourism Industry Coordinator	35.40	36.82	38.29	40.20
Tourism Information Counsellor	23.98	24.94	25.94	27.24
Tourism Info Counsellor-LHand	27.09	28.17	29.30	30.77
Traffic Analyst - Junior	28.58	29.72	30.91	32.46
Traffic Analyst	39.40	40.98	42.62	44.75
Waste Diversion Comm Asst	28.58	29.72	30.91	32.46
Web Application Developer	39.40	40.98	42.62	44.75
Word Processor I	25.51	26.54	27.60	28.98
Word Processor III	27.09	28.17	29.30	30.77

**CITY OF ST. JOHN'S  
UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**NAPE 7808 - SCHEDULE A**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
Building Maintenance Person	23.98	24.94	25.94	27.24
Word Processor I	25.52	26.54	27.60	28.98
Industrial Electrician	33.23	34.56	35.94	37.74
Instrumentation Technologist / Industrial Electrician	33.23	34.56	35.94	37.74
Laboratory Technologist	31.24	32.49	33.79	35.48
Maintenance Person	31.86	33.13	34.46	36.18
Treatment Plant Maintenance Operator	31.95	33.23	34.56	36.29
Treatment Plant Operator	31.95	33.23	34.56	36.29

**IAFF 1075 - SCHEDULE A**

(Annual Rates)

<b>POSITION</b>	<b>Ratio to FF 37+ mos</b>	<b>July 1/11 (3.5%)</b>	<b>July 1/12 (3.5%)</b>	<b>July 1/13 (4.5%)</b>	<b>July 1/14 (4.25%)</b>
Temporary Firefighter Level I (0-6 mos)	55%	41,141.36	42,581.31	44,497.47	46,388.61
Temporary Firefighter Level II (7-12 mos)	65%	48,621.84	50,323.60	52,588.16	54,823.16
Firefighter Level I (13-24 mos)	75%	56,102.32	58,065.90	60,678.87	63,257.72
Firefighter Level II (25-36 mos)	90%	67,321.77	69,678.03	72,813.54	75,908.12
Firefighter Level III (37+ mos)	100%	74,802.24	77,420.32	80,904.23	84,342.66
Communications Supervisor	100%	74,802.24	77,420.32	80,904.23	84,342.66
Fire Lieutenant	111%	83,032.05	85,938.17	89,805.39	93,622.12
Fire Captain	121%	90,512.52	93,680.46	97,896.08	102,056.66
Fire Inspector	100%	74,802.24	77,420.32	80,904.23	84,342.66
Senior Fire Inspector	111%	83,032.05	85,938.17	89,805.39	93,622.12
Fire Prevention Officer	121%	90,512.52	93,680.46	97,896.08	102,056.66
Assistant Training Officer	111%	83,032.05	85,938.17	89,805.39	93,622.12
Training Officer	121%	90,512.52	93,680.46	97,896.08	102,056.66
Assistant Fire Equipment Tech	75%	56,102.32	58,065.90	60,678.87	63,257.72
Fire Equipment Technician	100%	74,802.24	77,420.32	80,904.23	84,342.66
Dispatcher Level I (0-12 mos)	60%	44,881.62	46,452.48	48,542.84	50,605.91
Dispatcher Level II (13-24 mos)	70%	52,362.08	54,194.75	56,633.51	59,040.43
Dispatcher Level III (25+ mos)	75%	56,102.32	58,065.90	60,678.87	63,257.72

**CITY OF ST. JOHN'S  
UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**RECREATION NON-UNION**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/14 (5%)</b>	<b>July 1/15 (4%)</b>	<b>July 1/16 (4%)</b>	<b>July 1/17 (5%)</b>
Field Worker I	22.61	23.51	24.45	25.67
Field Worker II	27.09	28.17	29.30	30.77
Field Worker III	28.58	29.72	30.91	32.46
Early Childhood Educator	17.16	17.84	18.56	19.48

**CASUAL STAFF**

(Hourly Rates)

<b>POSITION</b>	<b>Oct 1/15</b>
Birthday Party Host	12.59
Fitness Instructor I	18.36
Fitness Instructor II	20.08
Fitness Instructor III	21.95
Head Counsellor - Sport	16.13
Head Lifeguard - Outdoor	17.65
Inclusion Counsellor	13.96
Lifeguard/Counsellor	13.96
Lifeguard/Instructor-Outdoor	14.67
Lifeguard/Outdoor	13.96
Litter Collection Coordinator	14.00
Litter Collection Crew Leader	12.00
Litter Collector	11.00
Municipal Elections Clerk	17.00
Outdoor Recreation Instructor	14.67
Program Assistant	16.87
Program Assistant - Aquatics	18.47
Recreation Assistant	14.67
Recreation Counsellor	13.96
Recreation Counsellor - Sport	13.96
Recreation Counsellor Assistnt	10.50
Rental Attendant	12.59
Senior Counsellor	15.42
Senior Counsellor - Sport	15.42
Swimming Pool Attendant - Outdoor	12.59
Tourism Information Officer	13.96
Tourism Information Officer	14.67
YMCA Exchange	10.50

**CITY OF ST. JOHN'S  
UNIONIZED AND NON-MANAGEMENT RATES**

@ March 01, 2016

**CO-OP PLACEMENT RATES**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/12</b>	<b>July 1/13</b>	<b>Nov 23/14</b>	<b>Oct 01/15</b>
Co-Operative Student - Work Term 1	14.25	14.68	14.93	15.18
Co-Operative Student - Work Term 2	16.26	16.75	17.00	17.25
Co-Operative Student - Work Term 3	17.74	18.27	18.52	18.77
Co-Operative Student - Work Term 4	18.28	18.83	19.08	19.33
Co-Operative Student - Work Term 5	19.54	20.13	20.38	20.63
Co-Operative Student - Work Term 6	21.74	22.39	22.64	22.89

**CROSSING GUARDS**

(Hourly Rates)

<b>POSITION</b>	<b>July 1/12</b>	<b>July 1/13</b>	<b>Nov 23/14</b>	<b>Oct 01/15</b>
Crossing Guard - Year 1	\$11.74	\$12.09	\$12.34	\$12.59
Crossing Guard - Year 2	\$12.42	\$12.79	\$13.04	\$13.29
Crossing Guard - 3+ Years	\$13.07	\$13.46	\$13.71	\$13.96