

**Local 79 - Full Time**



**Canadian Union of Public Employees**

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..... Don Styles  
..... Charles Van Vliet

**Bargaining Units**

- City of Toronto Full-Time
- City of Toronto Long Term Care Homes & Services – Part-Time Unit
- City of Toronto Unit B – Part-Time
- City of Toronto Recreation Workers – Part -Time Unit

CUPE Local 79 General Membership meetings are held on the 4th Tuesday in January, February, March, April, May, June, September, October and November

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2020 - 2024  
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The Effective Date Of This Collective Agreement Is January 1, 2020 Unless Otherwise Stated.

**BETWEEN:**

**CITY OF TORONTO,**  
herein called "The City",

**OF THE FIRST  
PART,**

and

**THE CANADIAN UNION OF PUBLIC EMPLOYEES,**  
**LOCAL UNION NO. 79**  
herein called "Local 79",

**OF THE SECOND PART.**

**WHEREAS** Local 79 is an organization of employees formed for purposes that include the regulation of relations between employees and employers; and

**WHEREAS** the by-laws of Local 79 as approved provide that membership in Local 79 shall be open to those employees of the City as hereinafter set forth; and

**WHEREAS** the City and Local 79 have mutually agreed to enter into and execute this Collective Agreement commencing from January 1st, 2020, to remain in force until and including the 31<sup>st</sup> day of December, 2024, and from year to year thereafter as hereinafter provided;

**NOW, THEREFORE, THIS AGREEMENT WITNESSETH** that in consideration of the premises the City and Local 79 hereby mutually covenant and agree as follows:

## **Article 1**

### **PURPOSE**

- 1.01 The purpose of this Agreement is to provide for an effective collective bargaining process, in order to provide mutually satisfactory employment relations between the Employer and Local 79 and an amicable method of settling differences with respect to general working conditions and the interpretation, application and administration of this Agreement.

## **Article 2**

### **RECOGNITION**

- 2.01 The City recognizes Local 79 as the sole bargaining agent for all full-time employees of the City of Toronto who may occupy positions set forth in Schedule 1 annexed hereto and forming part of this Agreement, such group of employees being referred to as "the Local 79 Unit".

**CLARITY NOTE 1:** All employees grandparented by Article 10(a) and (b) of the Agreement incorporated into paragraph 13 of the Board Order dated November 19, 1998, under OLRB File No. 1202-98-PS shall be included in the Bargaining Unit described in clause 2.01.

**CLARITY NOTE 2:** Employees covered by the following part-time projects shall be included in the Bargaining Unit described in clause 2.01.

- (a) Employees covered by the former City of Etobicoke ONA Local 29 Collective Agreement who, pursuant to a Letter of Understanding on Job Sharing, work part-time hours;
- (b) Employees covered by the former City of Etobicoke Health Unit, CUPE Local 3431 Collective Agreement who, pursuant to a Letter of Understanding on Job Sharing, work part-time hours;
- (c) Employees covered by the former Municipality of Metropolitan Toronto CUPE Local 79 Collective Agreement who, pursuant to a Supplementary Memorandum of Agreement with respect to a Part-Time Pilot Project, work part-time hours;
- (d) Employees covered by the former City of North York ONA Local 41 Collective Agreement who, pursuant to a Memorandum of Understanding on Job Sharing, work part-time hours;
- (e) Employees covered by the former City of Toronto CUPE Local 79 Collective Agreement who, pursuant to a Supplementary Memorandum of Agreement with respect to a Part-Time Pilot Project, work part-time hours;
- (f) Employees covered by the former Board of Health for the City of York ONA Local 59 Collective Agreement who, pursuant to a Letter of Understanding with respect to job sharing, work part-time hours;
- (g) Employees covered by the former City of Scarborough CUPE Local 3752 Collective Agreement who pursuant to the Collective Agreement applied for part-time work and now work part-time hours;
- (h) Employees covered by the former Board of Health for the Borough of East York, ONA Local 5 Collective Agreement who pursuant to a Letter of Understanding with respect to job sharing, work part-time hours.

**CLARITY NOTE 3:** All temporary employees who work full-time hours on a seasonal basis and who work within a position set forth in Schedule 1 of both this Collective Agreement and the Part-Time Unit "B" Collective Agreement shall be included in the Bargaining Unit described in clause 2.01.

**CLARITY NOTE 4:** Those employees covered by the former Board of Health for the Borough of East York Collective Agreement with CUPE Local 114 and who, as at the date of ratification of this Agreement, worked a regular weekly schedule of 33 ¾ hours per week are included in the Bargaining Unit described in clause 2.01 and are covered for all purposes by the main body of this Agreement.

**NOTE:** Immediately following ratification of this Collective Agreement, the parties will meet to identify those employees and positions who fall under Clarity Note 1, Clarity Note 2, Clarity Note 3, and Clarity Note 4 and mutually agree as to where the employees and positions should fall.

**LETTER OF INTENT**  
**TEMPORARY EMPLOYEES WORKING FULL-TIME HOURS**  
**ON A SEASONAL BASIS**

The parties agree to meet immediately following ratification to confirm and identify employees that fall under Clarity Note 3. The parties shall meet to develop and establish criteria for identifying such employees. Any disputes that may arise may be the subject of a grievance at Step 3.

The City and the Union shall meet immediately following ratification to review the status of all temporary employees including those under Clarity Note 3 who work full-time hours for less than a full year to review the feasibility of making them permanent, and where there is agreement of the parties, the City shall make such employees permanent. Any disputes that may arise may be the subject of a grievance at Step 3.

- 2.02 The parties hereto agree that all persons occupying positions in the office of the Mayor of the City of Toronto shall be excluded from this Bargaining Unit.
- 2.03(a) In this Agreement the word "employee" means a person hired by the City for either the Permanent or Temporary Service for a position which comes within the Bargaining Unit described in clause 2.01 hereof and who is on the active payroll of the City.
- 2.03(b) A temporary employee is one who is employed for any of the following reasons:
- (i) to replace an employee who is absent for any reason;
  - (ii) to work on a special project or undertaking;
  - (iii) to work on a seasonal basis to meet seasonal needs; or
  - (iv) to meet unexpected and/or peak workload demands.
- 2.03(c) Nothing in the foregoing shall be deemed to prohibit the City from using volunteers provided such volunteers do not perform bargaining unit work and shall not displace any bargaining unit employee.
- 2.03(d) Unless otherwise specified in this Agreement, no employee shall be required or permitted to make written or verbal agreements with the Employer which would conflict with the Collective Agreement.
- 2.04 Whenever the City establishes a new non-union position, the Director of Employee Relations will, where practicable, provide Local 79 with thirty (30) calendar days written notice prior to the implementation of said

position.

In the event that Local 79 is of the opinion that the position may come within the Local 79 Unit, Local 79 shall so notify the Director of Employee Relations within ten (10) working days of Local 79's receipt of the notice from the City. If requested, the City shall meet with Local 79 forthwith for the purpose of discussing the matter.

The question as to the position's inclusion in or exclusion from the Local 79 Unit shall be determined by mutual agreement or, in the absence of an agreement, Local 79 may file a grievance under clause 16.07. Such grievance shall be initiated at Step 3 of the grievance procedure.

### **Management Rights**

- 2.05 Local 79 and the employees recognize and acknowledge that it is the exclusive function of the City to:
- (i) maintain order, discipline and efficiency;
  - (ii) hire, discharge, layoff, direct, classify, transfer, promote, demote and suspend or otherwise discipline any employee provided that a claim of discriminatory promotion, demotion, or transfer, or a claim that any such employee has been discharged or disciplined without reasonable cause, may be the subject of a grievance and dealt with as hereinafter provided; and
  - (iii) generally to manage the operation and undertakings of the City and without restricting the generality of the foregoing to select, install and require the operation of any equipment, plant and machinery which the City in its uncontrolled discretion deems necessary for the efficient and economical carrying out of the operations and undertakings of the City.
- 2.06 The City agrees that it will not exercise the foregoing functions in a manner inconsistent with the provisions of this Agreement.

### **Article 3 UNION SECURITY**

- 3.01(a) It shall be a continuous condition of employment with the City that all employees shall be members in good standing of Local 79.
- 3.01(b) All future employees who come within the Local 79 Unit shall become members of Local 79 within thirty (30) calendar days from the date of the commencement of their employment with the City and thereafter shall remain as such members in good standing provided that the City shall not be required to discharge an employee who has been expelled or suspended from membership in Local 79, other than for engaging in unlawful activity against Local 79.
- 3.02 The City in respect to each of the employees who is subject to the provisions of this clause shall:
- (i) deduct from each pay of such employee such sums for dues and contributions to Local 79, provided such are to be uniformly levied for not less than six (6) months, payable by such employee as the by-laws of Local 79 or minutes of meetings at which any change in such dues is made; and
  - (ii) deduct a one-time Initiation Fee from the pay of such employee payable by such employee as per the By-Laws of Local 79 or minutes

- of meetings at which any change in such Initiation Fee is made; and contributions are made, as the case may be; and
- (iii) continue to make such deductions until this Agreement is terminated; and
  - (iv) within one (1) week after making each such deduction, pay the sum so deducted to Local 79.
- 3.03 Local 79 will provide to the City a certified true copy of the section of the by-laws of Local 79 authorizing any such dues and contributions and a certified true copy of the section of the minutes of a meeting at which any change in such dues and contributions is made.
- 3.04 Local 79 will save the City harmless from any and all claims which may be made against the City for appropriate amounts deducted from pay pursuant to clause 3.02 herein.
- 3.05 The City shall provide Local 79, on a biweekly basis, a list of all employees from whose wages union dues have been deducted and, in accordance with the respective pay system report criteria, the union dues amount, the biweekly earnings, the hours worked, and an alternate rate indicator.
- 3.06 The Executive Director of Human Resources of the City shall forward to the Recording Secretary of Local 79 notice of all appointments, reclassifications, promotions and reversions affecting all employees within the Local 79 Bargaining Unit and Local 79 may make representations to the Executive Director of Human Resources in this regard.
- 3.07(a) The City will recognize representatives of Local 79 authorized by Local 79 to attend meetings provided for under the Collective Agreement. Local 79 agrees to notify the City in writing in advance of the names of its representatives.
- 3.07(b) Leaves of absence with or without pay to attend to Local 79 business are subject to approval by the City unless the Collective Agreement provides otherwise. Such approval shall not be unreasonably withheld.
- 3.07(c) When meetings are held between Local 79 representatives and the City, the City and Local 79 will make every effort to schedule such meetings in their entirety during their regular working hours, and should the meeting go beyond such hours, the overtime provision of this Agreement will apply up to a maximum of one (1) hour of overtime pay for each employee and Local 79 representative in attendance at such meeting.

### **Information Requests**

- 3.08 The City shall provide Local 79 with the following information where available and upon request shall meet with Local 79 to discuss the availability of such information:
- (a) a bi-weekly list of all employees from whose wages union dues have been deducted including the salary/wages of each employee, the hours worked and hourly rate of pay;
  - (b) a bi-weekly list of employees paying dues for the first time and employees no longer paying dues including the reasons for no longer paying dues, and employees once again paying dues including the reason for restarting;
  - (c) a bi-weekly list of employees who are in a "no-pay" status or who have insufficient pay from which to deduct dues or those not paying dues such as those employees on lay-off, approved leaves of absence,

WSIB, LTD or other reasons;

- (d) a quarterly list of all employees, their employee number (new and old), classification, their latest home address, personal email address, where available, work location, section, division and home/contact numbers and personal cell number, where available, to assist Local 79 in providing services to the members;
- (e) a monthly list of current classifications and the actual number of incumbents by class in each classification, broken down by section and division;
- (f) a bi-weekly list of all permanent positions that have been vacant longer than thirty (30) calendar days, indicating the status of each of these vacancies including the wage and number of hours per work week;
- (g) a monthly list of all Local 79 employees in all alternate rated assignments, the employee's affiliation and the affiliation of such alternate rated positions, the expiry date of the alternate rate, job title of the alternate rated position, name and employee number of the incumbent, section and division of the position to be alternate rated, the first date of the alternate rate assignment;
- (h) a bi-weekly list of all employees who are not members of Local 79, working in Local 79 classifications, their prior union affiliation, the date of their first assignment to such classification, the expected expiry date of such assignment and the list of all Local 79 members alternate rated to other classifications in the City or on secondments, or other assignments outside the City;
- (i) a monthly list of new permanent employees;
- (j) a monthly list of new temporary employees; and
- (k) a bi-weekly list of employees who change bargaining unit status. Any other requests for information by Local 79 shall be considered on a case by case basis. The City shall make every reasonable effort to provide Local 79 with the foregoing information.

**LETTER OF INTENT  
PAY SYSTEM REPORT CRITERIA**

The parties agree to continue meeting to discuss pay system report criteria, to ensure a full review and understanding of information needs and appropriate methods of addressing these needs.

**Article 4  
PROBATIONARY PERIOD**

- 4.01 Notwithstanding anything to the contrary contained in this Agreement, the City shall have the exclusive right to discharge employees within the first six (6) months actually worked, such period to be called "the probationary period" provided that the probationary period may not be completed while the employee is absent and that in no case shall an employee be required to complete more than one (1) probationary period.

**Article 5**

## **NO DISCRIMINATION OR HARASSMENT**

- 5.01 The City and Local 79, their respective servants and agents agree that there shall be no discrimination, interference, harassment, restriction or coercion exercised or practised with respect to any employee in the matter of wage rates, training, upgrading, promotion, transfer, layoff, discipline, discharge or otherwise by reason of race, creed, ancestry, place of origin, colour, ethnic origin, citizenship, record of offences, political or religious affiliation, sex, sexual orientation, gender expression, gender identity, age, marital status, family status, disability nor by reason of membership in a labour union, and the City agrees that it will not, either directly or through any person acting on its behalf, discriminate against any person in its employ because of such person being an officer, Steward, committee member or member at large of Local 79.
- 5.02 Any prohibited ground of discrimination listed in clause 5.01 that is also a prohibited ground of discrimination in the Human Rights Code, R.S.O.1990, as amended will be defined in accordance with section 10 ["Definitions"] of the Human Rights Code, R.S.O. 1990, as amended.
- 5.03 The prohibition within clause 5.01, with respect to disability shall not apply where the requirement, qualification or consideration is a reasonable and bona fide one in the circumstances or the employee is incapable of performing or fulfilling the essential duties or requirements attending the exercise of his/her duties of a position by reason of disability.

### **Sexual Harassment**

- 5.04 Every employee has a right to be free from sexual harassment and from any reprisal or threat of reprisal for not accepting and/or reporting such behaviour.

## **Article 6 WAGES AND SALARIES**

- 6.01 All employees shall as a condition of their employment participate in payroll direct deposit.
- 6.02 During the term of this agreement, the parties agree that the salaries and wages to be paid to each employee shall be in accordance with the hourly rate of pay for each job classification in Schedule 1, provided that the hours of work set out in Schedule 1 are to be used for information purposes only.

### **Increments**

- 6.03(a) Employees shall progress through the increment levels as set out in the Wage Schedules unless the Division Head withholds an increment, in which case, the employee shall be advised in writing of the reasons therefore.
- 6.03(b) Increments shall be effective at the beginning of the pay period following the date upon which the increment is effective.
- 6.03(c) An employee's anniversary date for an increment shall not be adjusted as a result of any pregnancy and/or parental leave taken pursuant to clauses 17.03(a) or 17.03(b).
- 6.04 Provided that the Division Head so recommends, a temporary employee who is employed in a position to which a salary range is applicable, shall upon the completion of one (1) year of continuous service in such position, receive the first increment provided in Schedule 1, in the same manner as a permanent employee in such position in accordance with clause 6.03 and

thereafter shall receive annual increments as set out in the said Schedule 1 and clause 6.03.

### **Alternate Rate**

6.05 Subject to clause 6.07, whenever an employee is assigned to perform the regular duties of a higher rated classification for at least a full day or shift, he/she shall be paid the minimum of the hourly rate for the higher classification or an increase of sixty-five cents (65¢) per hour, whichever is greater, but in no case shall an employee be paid in excess of the maximum rate for the higher rated classification.

This clause does not apply to an employee in a trainee classification.

6.06 The foregoing alternate rate provisions shall apply to periods during which the employee is absent on paid leave, receiving sick pay or IIP days in accordance with Article 11A (IIP) or Article 11B (Sick Pay) or on paid holidays or on annual vacation, provided such employee has been continuously paid at such alternate rate for at least two (2) months and such qualifying period has not been interrupted by an aggregate of absences on paid leave, sick pay or IIP days, paid holidays or vacation in excess of fifteen (15) working days prior to such absence on paid leave.

These provisions shall apply only when the two (2) continuous months service requirement has been fulfilled and such employee is still being paid such alternate rate at the commencement of such absence and such alternate rate will be paid only to the extent that it would have been paid had the employee remained at work.

6.07 Subject to clause 6.03, where an employee is assigned to perform the regular duties of a higher rated position and actually works sufficient aggregate time to qualify for an increment he/she shall be granted such increment effective the beginning of the pay period nearest the date on which he/she qualifies for such increment. In addition to actual time worked, and pursuant to clause 6.06, all time that an employee is absent on paid leave, receiving sick pay or IIP days in accordance with Article 11A (IIP) or Article 11B (Sick Pay) or on paid holidays, or annual vacation shall apply towards an employee's aggregate time in qualifying for an increment.

An employee may qualify for any subsequent increments in the same manner as set out above and will begin to accumulate such aggregate qualifying time immediately following the effective date of the initial increment.

6.08 Where an employee covered by the TCEU Local 416 Collective Agreement is assigned to work on an alternate rate to a position in the Local 79 Full-Time Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 79 Full-Time Bargaining Unit, become a member of the Local 79 Full-Time Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri- partite agreement between Local 79, TCEU Local 416 and the City governing the carriage of seniority, dated April 23, 2009, ("the Carriage of Seniority Memorandum"), between the TCEU Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the TCEU Local 416 Bargaining Unit.

### **Shortage of Pay**

- 6.09 In the event that an employee's pay has a shortage of seven (7) hours' pay or more, and the employee so requests within three (3) working days of the pay date for the bi-weekly pay period in which the shortage occurred, the Employer shall make every effort to rectify the shortage within three (3) working days from the time that the employee first notifies the appropriate payroll services representative.

### **Recovery of Overpayment**

- 6.10 In the event of an overpayment, the City shall advise the employee and the Union in writing of such an overpayment which will outline the reason(s), the amount of the overpayment and the date(s) on which the overpayment occurred and a proposed schedule of recovery with respect to said overpayment.

Prior to the deduction of the overpayment and within twenty (20) working days following the issuance of such notice, an employee may request to meet with the City so as to negotiate an appropriate schedule of recovery. The employee may be accompanied by either his/her Steward or other Union Representative at such meeting. If no meeting is requested, the recovery schedule will be implemented. Such recovery shall not exceed the maximum permitted by the Wages Act, R.S.O., 1990, as amended. It is understood that such overpayment may be the subject of a grievance at Step 3.

The parties agree to employ the procedure set out in the Letter of Intent Interim Alternate Processes for clause 6.10, during the term of the Collective Agreement, in relation to overpayments, when the amount of the overpayment exceeds one thousand dollars (\$1,000).

### **LETTER OF INTENT INTERIM ALTERNATE PROCESSES FOR CLAUSE 6.10**

The parties agree that the following terms will apply January 1, 2020, until December 30, 2024, unless terminated by either party in accordance with section 6 of this Letter of Intent. If the parties agree, the terms of this Letter of Intent may be extended by mutual agreement in writing.

1. In the event of an overpayment in an amount that exceeds one thousand dollars (\$1,000):
  - (a) The City shall advise the employee in writing of such overpayment and will outline the reason(s), the amount of the overpayment and the date(s) on which the overpayment occurred.
  - (b) In the event that the overpayment has been made to:
    - (i) an existing employee, the letter will ask the employee to contact the City within twenty (20) working days in order to establish a repayment schedule. The employee shall have the option of using his/her vacation or accumulated lieu time as part or all of the repayment schedule. The recovery schedule shall not exceed the maximum permitted by the Wages Act, R.S.O., 1990, as amended, unless the employee agrees otherwise;

- (c) Should the employee disagree with the proposed recovery schedule, or fail to arrange repayment of the outstanding amount, the City shall meet with the employee to clarify the overpayment.

The employee may be accompanied by a Union Representative should he/she so request. The letter will advise the employee that, if the employee does not respond within the time required, the City will invoke the adjudication procedure. The City shall send a copy of the letter to the Union within five (5) days with details of the amount claimed and (for existing employees) the City's repayment schedule or (for former employees) a request to pay the total amount outstanding.

- (d) If there is no response to the letter, the City will make contact with the Arbitrator (from an agreed to list) to determine a suitable date for hearing. This will be done by email, with a copy to the Union's Recording Secretary and its contact person. The Union will be part of the process of setting a hearing date which will occur within the following thirty (30) working days.
  - (e) Once a hearing date is determined, the City will send the employee a letter, which gives notice of the hearing. The City sends a copy of this letter to the Union and to the Arbitrator. The copy to the Arbitrator should include details of the amount claimed by the City, and its proposed repayment schedule, if one is proposed by the City.
2. (a) The City will schedule a hearing for one (1) employee per hour on the dates determined for hearing the overpayment claims. After hearing submissions from both the City and the Union, the Arbitrator will issue a brief decision, either orally or in writing, directing the repayment of any amount determined to have been an overpayment and the schedule, if any, pursuant to which such repayment is to be made. The Union and Management will have no more than three (3) representatives at any hearing, inclusive of counsel or consultants.
- (b) The hearing referred to in 2(a) will consist solely of a review of the documentation that supports the City's overpayment claims. No witness shall be called at the hearing; the positions of the parties will be advanced through oral and/or written submissions. If either the City or the Union require a witness to testify, or wishes to raise a matter of principle (including, but not limited to, the impact on the obligation of an employee to repay a debt to the City when on WSIB or LTD benefits, or having exhausted sick leave), the hearing under 2(a) will be cancelled and the overpayment claim will be referred to the usual arbitration process.
3. Both parties are required to produce all documents and supporting information reasonably requested upon which they intend to rely no later than two (2) weeks prior to the date scheduled for the hearing.
4. If an employee does not arrive at the hearing at the appointed time, the matter will be stood down for half an hour in case of a late arrival, although during this time the City will explain the nature of the claim against the employee to the Union and the Arbitrator. The City will establish that it has complied with the notice requirements set out above and the amount that the employee is required to repay the City. If such liability is established the Arbitrator will direct the

employee to repay the overpayment to the City, in full, subject to any submissions made by the Union regarding a repayment schedule.

5. If the employee attends the hearing:
- (a) The City will make its submissions, referring to those documents upon which it relies, and explain how it arrives at its claim for the overpayment. The City will also explain what repayment schedule, if any, it proposes.
  - (b) The Union may make such inquiries as it thinks necessary.
  - (c) At the close of the City's explanation, the Union will have an opportunity to meet with the employee.
  - (d) The hearing will reconvene and the Union and/or the employee will make such submissions as they wish to make. If the employee claims underpayment by the City, the Union will explain the nature of the claim and the City may make such inquiries as it thinks necessary.
  - (e) If liability is established a repayment schedule will be determined.
  - (f) The award issued will provide for the full amount owing becoming immediately due and payable in the event of the default in any repayment schedule ordered. The award of the Arbitrator will be final and binding.
  - (g) The repayment schedule, if any, will be prepared and signed immediately after the hearing of each claim, and a copy of the repayment schedule will be given to the employee.
  - (h) It is understood that employees who attend the hearing during regular working hours will suffer no loss of wages.
  - (i) Notwithstanding (g) above, if an employee is able to provide objective evidence that there has been a substantial and material change in his/her financial situation that was unforeseen at the time of the original hearing, the employee may approach the Union with a view to requesting the Arbitrator to vary the schedule. In this event, the Union will in writing request the City to convene a hearing for the Arbitrator to consider the request.
6. Either party may terminate this Letter of Intent by providing the other with sixty (60) days' notice in writing. Following the delivery of such notice, clause 6.10 shall apply.

### **Alternate Rate Review**

6.11 Commencing on January 1, 2013, and every two years thereafter, the City and Local 79 will review all alternate rate assignments where the alternate rate assignment has been continuously filled by one or more employee(s) for a period in excess of thirteen (13) months. For greater clarity "employees" includes a member of any Local 79 or Local 416 Bargaining Unit, any other Bargaining Unit or non-union employee. The City will provide information for the review from each Division no later than June 30<sup>th</sup> of the review year.

Upon completion of the review, the position into which the employee(s) has been alternate rated, shall be filled as a permanent vacancy in accordance with Article 15, provided that the position is not one to which a permanent employee has a claim or where the alternate rate assignment is expected to be terminated in the near future.

## **PREMIUM PAY PROVISIONS**

### **Overtime**

- 7.01(a) Each employee shall be paid at the rate of time and one half for all time worked in excess of his/her regular scheduled work day or work week. It is agreed that employees may be assigned to work:
- (i) up to the maximum hours per day permitted under the Employment Standards Act, 2000, S.O. 2000, as amended; and
  - (ii) up to a maximum of 60 hours per week, except in the case of employees in Toronto Water and Toronto Emergency Services who may work up to a maximum of 80 hours per week.
  - (iii) It is understood that the maximum number of daily and weekly hours do not apply to hours of work that arise from emergencies or exceptional circumstances.
- 7.01(b) Subject to there being mutual agreement between the employee and the Division Head an employee may receive compensation for overtime worked in the form of time off in lieu of pay, at the rate of one and one-half (1 ½) hours off for each hour of overtime worked provided that the lieu time accumulated for both overtime work and work on designated holidays as provided in Article 9 (Designated Holidays) does not exceed ninety-six (96) hours at any one time. The ninety-six (96) hours is replenishable.
- 7.01(c) (i) Lieu time taken shall be at the mutual agreement of the employee and the supervisor in accordance with the requirements of the operations. Requests for the lieu time shall not be unreasonably denied.
- (ii) An employee may request to have his/her accumulated lieu time paid out quarterly on the first pay period of March, June, September and/or December, provided that on each occasion the employee shall make the request in writing to his/her supervisor or designate at least three (3) calendar weeks prior to the pay date on which they are requesting the lieu time to be paid.
  - (iii) Any such lieu time which has not been used or scheduled to be used by the end of a calendar year shall be paid out to the employee, unless there is mutual agreement between the employee and his/her supervisor no later than November 1 that the unused lieu time may be carried over to the subsequent year.
- 7.01(d) Overtime shall normally be on a voluntary basis. It shall be offered in order of seniority, to those who normally perform the work in the work location concerned. In the event that there are not sufficient numbers of employees who accept overtime, the employer may assign persons to overtime in the reverse order of seniority to those employees who normally perform the work in the work location concerned.
- 7.01(e) Upon request by Local 79, the applicable overtime records shall be made available to the Union.

### **Call-back**

- 7.02(a) Each employee who has completed his/her regular day's work and who has left his/her office, assigned yard or work location and who is called out and reports for overtime work or who is called out and reports for work on other than his/her regular work day, shall be paid by the City as a minimum, the equivalent of four (4) hours pay at his/her regular overtime rate, whether

such employee works or not, for each time such employee is called out and reports for overtime work or work as the case may be.

- 7.02(b) Without limiting the generality of the foregoing, the payments referred to in clause 7.02(a) will not be applicable to overtime hours worked in conjunction with an employee's regular scheduled shift.

**Stand-by**

- 7.03(a) In the event an employee is assigned to stand-by, he/she shall be available for work when called by telephone or paged, and shall receive a minimum of three (3) hours pay at his/her regular straight time hourly rate for each 24 hour period that he/she is assigned to stand-by.
- 7.03(b) If the employee while on stand-by is required to work, all hours so worked shall be subject to overtime rates.
- 7.03(c) In the event an employee is on stand-by and is called into work, he/she shall not be entitled to call-back pay as set out in clause 7.02.

**Shift Bonus**

- 7.04(a) Each employee of the City coming within the Local 79 Unit who, as part of a regularly scheduled work week works on a shift, any part of which, exclusive of overtime, falls within the hours of 7:00 p.m. of any day and 6:00 a.m. of the next following day, shall be paid for all hours worked on such shift, a bonus of one dollar and four cents (\$1.04) per hour provided that no such bonus shall be paid where premium pay is paid.
- 7.04(b) Each employee coming within the Local 79 Unit who works on a regularly scheduled rotating shift shall be paid in addition to the regular wage or salary, a shift bonus of one dollar and four cents (\$1.04) per hour, for each day, afternoon or night shift from time to time worked by such employee as part of a regularly scheduled twenty-four (24) hour, seven (7) day per week rotating shift schedule.
- 7.04(c) Each employee coming within the Local 79 Unit who works a regularly scheduled day shift on a Saturday and/or Sunday shall be paid a premium of one dollar and four cents (\$1.04) per hour for all regular hours worked on that Saturday and/or Sunday, provided the employee is receiving no other premium or bonus pay for hours worked on such day(s).
- 7.04(d) Each employee of the City coming within the Local 79 Unit who, as a part of a regularly scheduled work week, works on the afternoon and/or night shift ending on a Saturday and/or Sunday, shall be paid a week-end/shift bonus premium of two dollars and eight cents (\$2.08) per hour for all regular hours worked on such scheduled shift. The weekend/shift bonus premium shall be in lieu of the provisions of clauses 7.04(a), (b) and (c).

**Registered Nurse In-Charge**

- 7.04(e) Management shall delegate in each Long Term Care Home a Registered Nurse to act as "Registered Nurse In-Charge" of the building for those day, evening, night and/or weekend hours when no manager is in the building. For those hours that the Registered Nurse acts as "Registered Nurse In-Charge" he/she shall be paid two dollars and sixty-five cents (\$2.65) per hour in addition to his/her regular rate of pay and any other shift premium. Once a Registered Nurse has been identified as "Registered Nurse In-Charge", the Registered Nurse shall complete responsibilities as assigned by Management to ensure the provision of safe care and service to residents

and the maintenance of safety in the workplace for those hours when no manager is in the building.

### **Judicial Proceedings**

7.05(a) This clause applies to employees who are required to appear in court or who are involved in other legal proceedings on matters arising out of his/her employment.

Where the employee is required to participate in such proceedings beyond his/her regularly scheduled hours of work he/she shall be paid the rate of time and one-half (1½) for all hours worked beyond his/her regularly scheduled hours of work.

7.05(b) It is understood and agreed that the foregoing does not apply to arbitration hearings which are or have been initiated under this Collective Agreement or any predecessor Agreement.

## **Article 8 HOURS OF WORK AND SHIFT CHANGE**

### **Regular Hours of Day Workers**

8.01(a) The regular hours of Day Workers shall be defined as Monday through Friday and shall commence not earlier than 6:00 a.m. and end not later than 7:00 p.m. and consist of seven (7) or eight (8) hours duration and thirty-five or forty (40) hours per week, as the case may be.

### **Change of Regular Hours of Day Workers**

8.01(b) Where it is operationally required, the regular hours of a Day Worker may be changed on a temporary basis. If a change in the regular hours of a Day Worker is operationally required on a temporary basis, the employer shall:

- (i) request volunteers from all employees with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division (e.g. Municipal Licensing Services – unit, Recreation – location, Flu Clinic – location, Parenting Programs – program, Customer Support /Film – unit);
- (ii) if there are insufficient volunteers, the employer shall assign the altered hours to the most junior employee with the required qualifications in the classification who normally performs the work in the location, unit or program in the Division; (e.g. Municipal Licensing Services – unit, Recreation – location, Flu Clinic – location, Parenting Programs – program, Customer Support /Film – unit);
- (iii) provide ten (10) calendar days written notice to Local 79 and the affected employee(s) setting out the change of hours and the duration; and
- (iv) pay employees the shift bonus provided for in clause 7.04.

8.01(c) (i) In the event that the requirements in Article 8.01(b) are not met, any work done by a Day Worker outside of the above noted regular hours shall be paid the overtime rate in accordance with clause 7.01.

- (ii) Notwithstanding clause 8.01(b)(iii), where a change of hours of work is caused by an emergency and ten (10) calendar days notice cannot be provided, affected employee(s) shall be paid the overtime rate in accordance with clause 7.01 for all hours worked on the first shift outside of the above noted regular hours.

- 8.01(d) Where hours outside of the above noted regular hours are required on a continuing basis, the employer may create a shift including these hours on the giving of at least thirty (30) calendar days' notice. Employees with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division will be asked to work the shift on a voluntary basis. If there are insufficient volunteers, the most junior employee(s) with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division shall be required to work the shift. Employees working these shifts shall be paid the shift bonus provided for in clause 7.04.

### **Hours of Work – Long Term Care Homes and Services**

- 8.02 The regular hours of a Registered Nurse, Registered Practical Nurse and Personal Support Worker in the Long Term Care Homes and Services Division consists of seven and one half (7.5) hours duration and thirty-seven and one-half (37.5) hours per week.

### **Shift Change**

- 8.03(a) Where the regular day, afternoon or night shift of a Shift Worker is to be changed, the employee shall be given forty-eight (48) hours notice of such change.
- 8.03(b) If the employee is given less than forty-eight (48) hours notice of such shift change, he/she shall be paid at the rate of time and one-half (1 1/2) for the first changed shift worked.
- 8.03(c) If the second changed shift worked would otherwise have been a scheduled day off and it falls within forty-eight (48) hours of the notice of the shift change being given, the employee shall be paid at the rate of time and one-half (1 1/2) for such second shift worked.
- 8.03(d) It is understood and agreed that 8.03 (a), (b), and (c) do not apply to employees engaged in rink operations or if the change of shift is caused by an emergency.
- 8.03(e) It is understood and agreed that a change of hours within a regular day, afternoon or night shift shall not constitute a change of shift.

### **Time Off Between Shifts**

- 8.04 When an employee's shift is being changed, a minimum of twelve (12) hours shall be scheduled off as a rest period between the end of the "old" shift and the commencement of the "new" shift. If an employee's "new" shift commences during such rest period, she/he shall be paid at the overtime rate for all hours worked on the first shift.

### **Two Consecutive Days Off**

- 8.05 Each employee who is required to work on any regular schedule other than Monday through Friday shall be given two (2) consecutive days off in each seven (7) day or other regularly scheduled shift period in lieu of Saturday and Sunday, provided that work schedules which do not conform to the foregoing shall not be considered a violation of this Agreement.

### **Lunch Periods**

- 8.06(a) All employees shall be afforded an unpaid lunch period of not more than one (1) hour duration between the third (3rd) hour and the fifth (5th) hour of his/ her shift except in the case of an emergency, when such lunch period

shall be at the discretion of the immediate supervisor of such employees, but shall not be unreasonably withheld. It is agreed and understood that the City shall be the sole judge of what constitutes an emergency.

It is also agreed that when an employee is required to work through his/her lunch because of an emergency, he/she shall be paid at his/her regular or premium rate, whichever is appropriate, unless the employee's lunch break has been rescheduled between the third (3rd) hour and the fifth (5th) hour of his/her shift.

- 8.06(b) Employees covered by the former Board of Health for the Borough of East York (CUPE Local 114) Collective Agreement and who opted to retain their six and three-quarter (6  $\frac{3}{4}$ ) hour paid day with an unpaid lunch break of one and one-quarter (1  $\frac{1}{4}$ ) hours shall continue to retain that right.

### **Rest Periods**

- 8.07(a) Each employee coming within the Local 79 Unit shall be afforded rest periods of fifteen (15) minutes during each morning and afternoon at such times and places as may be decided by the Division Head, and the rest periods for those employees on shift work shall be during the first four (4) hour and the second four (4) hour periods respectively.
- 8.07(b) Employees in Court Services, Children's Services, Long Term Care Homes and Services and Prosecutors in Legal Services who are not able to take their rest periods, due to operational needs, shall at their Division Head's discretion, have their rest periods rescheduled within the shift. If that is not possible, the employee shall be compensated for the lost rest period at time and a half (1  $\frac{1}{2}$ ), or with mutual agreement, the employee shall have the time added to his/her lieu bank.

### **Alternate Shift Schedules**

- 8.08(a) Shift schedules that differ from the regular daily or weekly hours of work set out in this Article, may be requested by either party, and provided there is mutual agreement between the parties and, if necessary, approval has been granted by the Director of Employment Standards of the Ministry of Labour, such shift schedules may be introduced on an experimental or continuing basis by the City. Any such agreed upon shift schedules may be terminated by either party giving the other thirty (30) days notice. Consistent with the foregoing, proposed shift schedules which may involve employees in the Local 416 Bargaining Unit will be discussed with the two Local Unions.
- 8.08(b) The details of the twelve (12) hour shift schedule currently in effect and continuing to be in force for certain employees in the Division of Toronto Paramedic Services are set out in Appendix A which forms a part of this Collective Agreement.

### **Flexible Working Hours**

- 8.09 Where it is proposed that flexible working hours, staggered hours or a compressed work week be established, the parties shall set up a committee comprised of representatives(s) of the division(s) concerned, Local 79, and Human Resources. The committee shall meet within fourteen (14) calendar days of a request being made. Any agreed to flexible working hours, staggered hours or compressed work week arrangements shall be implemented as soon as practicably possible following such agreement.
- The parties may also agree to a mechanism for termination of any new flexible working hours, staggered hours or compressed work week arrangements. Variable working hour arrangements shall occur on a voluntary basis.

All previous variable working hours arrangements in place as of the date of ratification of this Collective Agreement shall continue under their present terms and conditions unless terminated by either party, with fourteen (14) calendar days of written notice. The City shall provide details to Local 79 of all flexible working hours, staggered hours and compressed work week(s) immediately following ratification.

**No Requirement to Work a Split Shift**

8.10 Notwithstanding anything contained herein, no employee shall be required to work a split shift.

**Notification of New or Changed Shift**

8.11 The City shall provide the Union with thirty (30) days advance notice in writing if it intends to:

- (a) create a new job classification which will involve shift work;  
or
- (b) change an existing classification from a rotational assignment of shifts to a regular or permanent assignment of shifts or vice versa.

The parties shall meet prior to any such changes being implemented to ensure employees are given preference for shifts based on their seniority taking operational needs into consideration.

**LETTER OF INTENT  
HARMONIZATION OF HOURS OF WORK**

The parties agree to meet as soon as possible following ratification of the Collective Agreement to discuss the harmonization of hours of work.

**Article 9  
DESIGNATED HOLIDAYS**

9.01(a) The days to be designated as holidays by the City in each year during the term of this Agreement shall be the following: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, and Remembrance Day (when Remembrance Day falls on a Monday, Tuesday, Wednesday, Thursday or Friday).

9.01(b) When any of the above named holidays fall on a Saturday or Sunday, (except Remembrance Day), the City shall designate an alternative day as the day of observance of such holiday (alternate day), and it is agreed that any premium payable for working on a designated holiday (alternate day) shall not apply to such Saturday or Sunday. It is understood and agreed that the alternative day(s) so designated may fall immediately before and/or after such Saturday or Sunday, at the City's discretion.

9.01(c) In the case of Divisions with seven (7) day operations, when an employee is scheduled to work a shift, the majority of the hours of which fall within the twenty-four (24) hour period of the actual holiday with respect to Christmas Day, Boxing Day, New Year's Day and Canada Day, the holiday premium will apply only to the actual holiday (actual day) and not to the designated day of observance of the holiday (alternate day), it being understood and agreed that in no circumstances will employees working on a seven (7) day operation be paid the holiday premium for both the actual holiday (actual

day) and the designated day of observance (alternate day) of that holiday.

9.02 Subject to clause 9.02(ii)(b) hereof, each employee,

- (i) who is not required to work on a day so designated as a holiday, shall be entitled to and shall be paid by the City his/her regular rate of pay for each designated holiday not so worked;
- (ii) who is required to work on a day so designated as a holiday, shall be paid by the City at the rate of time and one-half (1½) for time so worked and in addition shall either:
  - (a) be paid for a full day at his/her regular rate of pay, or
  - (b) subject to there being mutual agreement between the employee and the Division Head take a subsequent lieu day off with pay at his/her regular rate, provided that total lieu time taken for both work on designated holidays and overtime worked, as provided in clause 7.01, shall not exceed ninety-six (96) hours at any one time.
  - (c) Employees in Long Term Care Homes and Services, other than clerical employees, who are required to work on a designated holiday shall, instead of being paid for a full day in addition to time and one-half (1½) receive payment at the rate of time and one-half (1½) for time so worked and be given a day off with pay.

9.03 Employees in the "Temporary Service" shall be entitled to payment for the designated holidays for which employees in the "Permanent Service" are paid, provided they are employed, or report for work on both the regular working day immediately prior to and the regular working day immediately following the designated holiday concerned.

9.04(a) Subject to clause 9.04(b) hereof in addition to the designated holidays set out in clause 9.01, each employee coming within the Local 79 Unit shall be granted three (3) floating holidays in each calendar year which will be taken at a time that is compatible with the operational requirements of the Division in which the employee works.

9.04(b) A new employee must complete his/her probationary period with the City as set out in clause 4.01 before qualifying for the floating holidays.

9.05 An appropriate recognition of Remembrance Day will occur in the workplace.

## **Article 10 VACATIONS**

10.01(a) Each employee in the "Permanent Service" of the City, and each employee in the "Temporary Service" of the City who is entitled to benefits in accordance with Article 19 of this Agreement shall be eligible for vacation with pay on the following basis:

- (i) following the completion of one (1) year of service – three (3) weeks vacation; provided that upon completion of the first six (6) months

of the employee's first year of service, such employee may, if he/she so requests and the Division Head concerned consents, be granted one (1) week's vacation prior to his/her anniversary date and the second and third week at a time after the anniversary date. If the week of vacation is granted and the employee's service terminates prior to completing one (1) year of service, the value of vacation granted shall be recovered from vacation pay due upon termination;

- (ii) following completion of nine (9) years of service – four (4) weeks vacation;
- (iii) following completion of seventeen (17) years of service – five (5) weeks vacation;
- (iv) following completion of twenty-two (22) years of service – six (6) weeks vacation; and
- (v) following completion of thirty (30) years of service – seven (7) weeks vacation in the thirtieth (30th) year only.

10.01(b) An employee who has qualified for the three (3) weeks vacation entitlement under clause 10.01(a)(i) shall thereafter be eligible for the annual vacation entitlement after January 1st of each calendar year. Other than what is set out in clause 10.01(c) below, January 1st shall be an employee's anniversary date for vacation purposes in respect of this Article.

10.01(c) Employees shall be eligible to receive vacation at any time after January 1st in the year in which increased vacation entitlement occurs provided that the City shall be entitled to recover the value of the increased portion of the vacation taken prior to entitlement where the employee leaves the service other than by death or retirement.

10.01(d) (i) Employees shall be entitled to vacation in accordance with the provisions of this Article, provided that where an employee is not in receipt of salary or wages because of sickness or injury for a period of time which exceeds twenty-six (26) consecutive full pay periods, his/her vacation entitlement shall be reduced by 1/26th for each such consecutive full pay period in excess of twenty-six (26).

- (ii) There shall be no reduction of the vacation entitlement of an employee who takes or is granted pregnancy and/or parental leave pursuant to clause 17.03(a) or 17.03(b) for the duration of such leave.

10.01(e) It is understood and agreed that an employee's vacation entitlement in the current year shall be based on his/her service in the previous year.

### **Movement of Part-Time Employees to the Full-Time Collective Agreement**

10.01(f) When an employee who was receiving vacation pay either on each pay or twice per year in accordance with his/her Part-Time Collective Agreements moves from a Local 79 part-time bargaining unit to the Local 79 Full-Time bargaining unit, the employee shall:

- (i) Be paid any vacation pay owing for service accrued in the part-time bargaining unit; and
- (ii) Not receive annual vacation entitlement under clause 10.01 for periods of part-time service accrued in the previous calendar year, except that part-time service shall be included in the calculation of completed years of service for the purposes of clause 10.01(b).

- 10.01(g) When an employee who was banking vacation in accordance with his/her Part-Time Collective Agreement moves from a Local 79 part-time bargaining unit to the Local 79 Full-Time bargaining unit, the employee shall:
- (i) have the balance in his/her vacation bank converted to vacation days using the employee's rate of pay in the Part-Time Collective Agreement. Such balance shall be carried forward into the Full-Time bargaining unit and used as follows:
    - the carried over vacation days attributable to service in the previous year shall be used in the current year in accordance with 10.08(a);
    - the carried over vacation days attributable to service in the current year shall be used in the following year in accordance with 10.08(a); and
  - (iii) not receive annual vacation entitlement under clause 10.01 for periods of part-time service accrued in the previous calendar year, except that part-time service shall be included in the calculation of completed years of service for the purposes of clause 10.01(b).
- 10.02(a) Where an employee in the "Permanent Service", or an employee in the "Temporary Service" who has completed one (1) year of continuous service or one (1) year of aggregate service leaves the service of the City after January 1st in any calendar year and prior to receiving vacation in that year, such employee shall be paid any vacation owing on account of the previous year's service in accordance with clause 10.01(e).
- 10.02(b) Where the anniversary date of such an employee falls earlier in the calendar year than the date on which his/her employment time ceases, the employee shall be entitled to receive vacation pay for the period between such anniversary date and the date employment ceases, on the following basis:
- (i) if the employee would ordinarily be entitled to three (3) weeks vacation with pay per year, six percent (6%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases;
  - (ii) if the employee would ordinarily be entitled to four (4) weeks vacation with pay per year, eight percent (8%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases;
  - (iii) if the employee would ordinarily be entitled to five (5) weeks vacation with pay per year, ten percent (10%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases; and
  - (iv) if the employee would ordinarily be entitled to six (6) weeks vacation with pay per year, twelve percent (12%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases.
- 10.03 Where an employee described in clause 10.01(a) hereof dies on or after January 1st in any year and prior to receiving vacation in that year, such employee shall have paid to his/her estate an amount equivalent to the salary or wages that would normally have been paid to him/her on account of vacation, including entitlements under paragraphs (i), (ii), (iii) and (iv) of clause 10.02(b) hereof.

- 10.04(a) The normal vacation to which the retiring employee may be entitled for the previous year's service may be taken, at the employee's option, prior to the effective date of retirement or as a final payment in lieu of vacation with pay upon retirement.
- 10.04(b) The additional vacation pay to which the retiring employee may be entitled under clause 10.02(b) shall be paid as a lump sum upon retirement.
- 10.05 Where an employee has been employed in the "Temporary Service" prior to appointment to the "Permanent Service" or prior to being eligible for benefits under clause 10.01 and has received an amount of vacation pay in the preceding twelve (12) month period, the employee's vacation with pay entitlement shall be reduced accordingly by the value of the vacation pay the employee so received calculated on the basis of the employee's pay per day in the "Temporary Service".
- 10.06 Employees ineligible for the maximum number of days vacation with pay shall, on request, be granted leave of absence without pay for the remainder of such maximum period. A leave of absence, without pay, taken to complete the annual vacation shall not constitute a break in service.
- 10.07 A designated holiday, as set out in clause 9.01(a), which falls within a vacation period shall not be considered as a day of vacation.
- 10.08(a) Vacation due an employee on account of his/her previous year's service shall be completed before the end of the calendar year. An employee may, with the approval of his/her Division Head or at the request of such Division Head and with the consent of the employee, postpone the whole or part of such vacation to the following calendar year. Such request must be received by either the employee or the Division Head as the case may be no later than October 1 in any year. Where an employee returns from a long-term absence due to WSIB or LTD after October 1st in a year, an employee's request to postpone the whole or part of a prior year's vacation shall not be unreasonably denied.
- 10.08(b) In the event that there is no agreement to postpone the whole or part of such vacation to the following calendar year or, if no request is received by October 1 in accordance with clause 10.08(a), the Division Head shall consult with the employee regarding any preference that the employee may have regarding the scheduling of the remaining vacation. In the event that the employee's request cannot be accommodated, the Division Head shall then schedule the employee's vacation so that it is completed before the end of the calendar year, or if the employee so requests, he/she shall be paid out for any unused vacation at the end of the year.
- 10.09(a) Where an employee on a scheduled period of vacation is admitted to hospital as an in-patient as a result of an illness or injury he/she shall be entitled to claim sick pay or IIP payment in lieu of vacation for such days of hospitalization, provided that written verification by a physician is provided to his/her Division upon the employee's return to work. The period of vacation shall be rescheduled for a later date and unless approved shall not constitute an automatic extension of the originally approved vacation period. In the event that any extenuating circumstances arise in respect of this

clause, the employee and a Local 79 representative may, upon the employee's request, review the matter with his/her Division Head.

- 10.09(b) An employee who, during his/her previously scheduled vacation period, is required to serve as a juror, or who is required to appear in court or is involved in other legal proceedings on matters arising out of his/her employment, shall, upon request, have that period of vacation changed to jury duty or witness service.
- It is understood and agreed that the foregoing does not apply to arbitration hearings which are or have been initiated under this Collective Agreement or any predecessor Agreement.
- 10.10 Vacations will be scheduled in accordance with operational requirements. Seniority will be taken into consideration for determining employee preferences.
- The Division shall make every reasonable effort to respond within fifteen (15) calendar days of the submission of vacation requests and changes to vacation periods.
- 10.11 Subject to clause 6.07, vacation shall be paid at the hourly rate the employee is earning at the time the vacation leave is taken.

## **Article 11A ILLNESS OR INJURY PLAN**

### **Purpose**

- 11A.01 The Illness or Injury Plan (IIP) shall be effective January 1, 2010. The purpose of the IIP is to provide an eligible employee with income when he/she is absent from work due to illness or injury, subject to the provisions of this Article.
- IIP days shall be paid for any time lost by reason of illness or injury in accordance with the provisions set out below, except where an award is made under the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.

### **Enrolment**

- 11A.02(a) All employees hired on or after July 31, 2009 shall be enrolled in the IIP in accordance with the provisions of this Article.
- 11A.02(b) All employees hired prior to July 31, 2009 who are in the Sick Pay Plan may elect, on or before November 18, 2009, to transfer to the IIP effective January 1, 2010. Such employees shall elect to either:
- (i) have their sick bank, if any, frozen as at December 31, 2009. Employees who elect this option shall use their capped sick pay credits to offset any shortfalls in their IIP days in accordance with clause 11A.05(a). Any remaining capped sick pay credits shall be paid out upon "termination of employment" in accordance with clause 11A.05(b); or
  - (ii) receive a payout of their sick bank based on its value at December 31, 2009, and in accordance with the Memorandum of Agreement – Special Payout/Payment Schedule.
- 11A.02(c) Subject to the Memorandum of Agreement – Transition to IIP, all employees who are in a grand-parented short term disability plan shall be transferred to the IIP on January 1, 2010.

Those employees in a grand-parented short term disability plan who have a sick bank shall elect, on or before November 18, 2009, to either:

- (i) retain their frozen sick bank; or
- (ii) receive a payout based on the value of their sick bank at December 31, 2009 in accordance with the terms and conditions contained in their grand-parented short term disability plan.

For the purpose of greater clarity, those employees hired prior to July 31, 2009 may elect to stay in the Sick Pay Plan and be covered by the provisions of Article 11B.

### **Eligibility**

11A.03 An employee shall become eligible to receive IIP days for absence due to illness or injury commencing the first work day following the completion of his/her probationary period, subject to 11A.13(c). (Occurrences).

### **Definitions**

11A.04 In this Article:

- (a) "income" shall mean the employee's hourly rate as provided for in Schedule "1";
- (b) "month" shall mean a calendar month;
- (c) an "eligible employee" shall mean an employee who meets criteria set out in clause 11A.03 and employees who are transferred to the IIP in accordance with clause 11A.02;
- (d) a "grand-parented short term disability plan" means any of the following:
  - (i) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Income Protection Plan, as was provided to these employees by the former City of Etobicoke).
  - (ii) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were certified with CUPE May 8, 1998 by the Ontario Labour Relations Board Order No. 4499-97-R but for whom there is no existing collective agreement and who belong to the Income Protection Plan, as was provided to these employees by the former City of Etobicoke).
  - (iii) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were members of the former Health Unit, CUPE Local 3431, who belong to the Income Protection Plan).
  - (iv) SHORT TERM WAGE PROTECTION PLAN (1/1/4) (Employees of the former City of Etobicoke who were members of the former ONA Unit, Local 29).
  - (v) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Unit, Local 840).
  - (vi) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who

belong to the Short Term Disability Plan).

- (vii) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Health Unit, Local 840).
  - (viii) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Foremen's Unit, Local 103).
  - (ix) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former ONA Unit, Local 59).
  - (x) TEMPORARY DISABILITY BENEFITS PLAN (Employees of the former Board of Health for the Borough of East York who were members of the former ONA Unit, Local 5, who belong to the Temporary Disability Benefits Plan).
  - (xi) TEMPORARY DISABILITY BENEFIT (TDB) (Employees of the former Borough of East York who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Temporary Disability Benefit plan).
  - (xii) SALARY CONTINUANCE PLAN (Employees of the former City of Scarborough who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Salary Continuance Plan provided to non-union employees).
- (e) the "Sick Pay Plan" is the sick pay accumulation plan described in Article 11B; and
- (f) "termination of employment" means termination of employment as defined under Article 11B.

### **Capped Sick Pay Credits**

11A.05(a) An employee covered under the Sick Pay Plan, and who elected to transfer to the IIP and to freeze his/her sick bank, shall have his/her accumulation of sick credits, and service for the purpose of the Sick Pay Gratuity as outlined in Article 11B and the Letters of Intent contained therein, capped as at December 31, 2009 or upon his/her return to work as provided for in the Memorandum of Agreement – Transition to IIP. Capped sick pay credits shall be used in the following circumstances:

#### **Top-Up from 75 % to 100% Pay**

- (i) In cases where an employee's IIP payment is less than one hundred percent (100%) in accordance with the chart in clause 11A.07(c) below, the employee's capped sick pay credits, if any, shall be used to top-up the difference to one hundred percent (100%) of the employee's hourly rate.

#### **Unpaid Illness or Injury Hours**

- (ii) Whenever an employee's absence due to illness or injury exceeds his/her IIP days and he/she has not satisfied the Long-Term Disability waiting period in accordance with clause 12.06, the excess days of illness or injury shall be regarded as illness or injury leave without

pay, except that where an employee has elected to freeze his/her sick bank, such capped sick pay credits, if any, shall be used to provide the employee with income for this period.

**Payout of Capped Sick Pay Credits**

11A.05(b) Any unused capped sick pay credits will be paid out upon “termination of employment”, to employees eligible for such a payment, in accordance with the Sick Pay Gratuity, as outlined in Article 11B, based on the employee's completed years of service as of December 31, 2009, at the hourly rate of pay of the employee's base position at the time of termination of employment.

**Permanent Full-Time Employees**

11A.06(a) Permanent employees will be provided with IIP days at a coverage level of either one hundred percent (100%) or seventy-five percent (75%) of the employee's hourly rate, based on their completed years of service as set out in the chart below up to a maximum of twenty-six (26) weeks per calendar year or per absence that extends beyond the calendar year in which the continuous absence commenced.

**Temporary Employees and All Employees Covered by Clarity Notes 1, 2, 3, and 4**

11A.06(b) The IIP days that will be provided to temporary employees and employee covered by Clarity Notes 1, 2, 3, and 4 of Article 2 (Recognition) will be a pro-rated amount of the twenty-six (26) weeks provided to permanent employees, as set out in the chart below, based on the total regular hours paid to him/her (excluding, e.g., standby or overtime hours) in the previous calendar year.

**IIP Coverage Limits**

11A.07(a) Eligible permanent employees will be provided with IIP coverage in accordance with 11A.07(c), on the basis of the employee's hourly rate. The IIP coverage provided to an eligible permanent employee in any calendar year will not exceed one hundred and thirty (130) days.

11A.07(b) Eligible temporary employees will be provided with IIP coverage in accordance with 11A.07(c) on the basis of the employee's hourly rate. The IIP coverage provided to an eligible temporary employee will be prorated on the basis of the regular hours paid to the employee in the previous calendar year as a percentage of the regularly scheduled full-time hours for his/her classification. The IIP coverage provided to an eligible temporary employee in any calendar year will not exceed the employee's prorated allocation.

**Illness or Injury Plan - Coverage**

11A.07(c) IIP coverage shall be as provided to eligible permanent employees in accordance with the following chart:

	Maximum Coverage At 100%	Maximum Coverage at 75%
Sick Pay Coverage in a Calendar Year	20 days	110 days

The actual annual entitlement of an eligible temporary employee is pro-rated pursuant to clause 11A.07(b).

### **Top Up Credits**

11A.07(d) If an eligible employee uses less than his/her twenty (20) IIP days that are paid at the maximum coverage of 100% ("100% coverage days"), up to fifteen (15) unused 100% coverage days may be carried over to the following year ("the carry over year") as "top up credits". One unused IIP day is equivalent to two top up credits, up to a maximum of thirty (30) top up credits per carry over year. Top up credits can only be used in the carry over year.

Once an eligible employee has exhausted his/her 100% coverage days in the carry over year one top up credit will be applied to subsequent days for which he/she is entitled to IIP coverage. One top up credit increases the IIP coverage from 75% to 100%.

### **No Payout or Carry Over**

11A.08 There is no payout of unused IIP days. There is no carry over of unused IIP days from year to year, except as provided under clause 11A.07(d) and/or when an illness or injury starts in one year and continues into the next calendar year or as provided in clause 11A.09 (c) below.

### **Refreshing of IIP Days – January 1st**

11A.09(a) An eligible employee will receive his/her IIP days on his/her first regularly scheduled work day on or after January 1<sup>st</sup> of each year, if he/she is:

- (1) actually at work, or
- (2) on pre-approved vacation, or
- (3) on approved Leave of Absence, not arising due to illness or injury, or
- (4) any other leave pursuant to the Collective Agreement, not arising due to illness or injury.

11A.09(b) An eligible employee not covered by clause 11A.09(a), who is not actually at work on his/her first regularly scheduled work day on or after January 1<sup>st</sup> and immediately prior has been absent due to illness or injury or unauthorized absence and either in receipt of IIP days or has exhausted his/her IIP days, will not receive his/her refreshed IIP days until he/she has actually returned to work for a period of at least two (2) continuous weeks.

11A.09(c) An employee covered by clauses 11A.09(b) and 11A.11(b) shall continue to retain any remaining IIP days from the previous year and any capped sick pay credits, if any, until he/she has returned to work for two (2) continuous weeks.

11A.09(d) In addition to the objectives set out in clause 12.08, the Benefits Monitoring Committee may address the following issues, in special circumstances:

- (i) refreshing an employee's IIP days prior to the two (2) continuous week period referred to in 11A.09(b);
- (ii) the identification and correction of errors or omissions with respect to an employee's IIP refreshed days;
- (iii) the provision of additional IIP days in circumstances where an employee suffers more than one unrelated illness or injury or exhausts IIP days due to Ill Dependant Leave and has no frozen Sick Bank credits and

vacation.

### **IIP Hours Upon Return From Approved Leave**

- 11A.10(a) When an employee is given an approved leave of absence for any reason, and returns to work at the end of such leave of absence within the same calendar year, he/she shall retain his/her IIP days, if any, existing at time of the commencement of such leave.
- 11A.10(b) When an employee is on approved leave of absence for any reason, and returns to work at the end of such leave of absence in a later calendar year, such that he/she did not work during the entirety of at least one calendar year, he/she shall retain his/her IIP days existing at the date of the commencement of the leave, until such time as the employee has worked two (2) continuous weeks, at which time his/her IIP days shall be refreshed in accordance with clauses 11A.06 and 11A.09, as applicable based on the calendar year in which he/she most recently worked.

### **Recall**

- 11A.11(a) When an employee is laid off and is recalled to work within the same calendar year, he/she shall retain his/her IIP days, if any, existing at time of such layoff.
- 11A.11(b) Where an employee is laid off and recalled to work in the following calendar year, he/she shall have his/her IIP days refreshed in accordance with clauses 11A.06 and 11A.09(c) above, as applicable, as of the first day the employee returns to work.
- 11A.11(c) When a temporary or a permanent employee is not recalled, or where a permanent employee declines recall in accordance with the Collective Agreement, so that he/she did not work during the entirety of a calendar year, if he/she is subsequently recalled to work, his/her IIP days will be refreshed, in accordance with clauses 11A.06 and 11A.09, as applicable, as of the first day the employee returns to work, based on the calendar year in which he/she most recently worked.

### **Long Term Disability**

- 11A.12 Employees who are absent due to illness or injury for more than twenty-six (26) continuous weeks will be eligible for Long Term Disability benefits in accordance with Clause 12.06.

### **Use of IIP Days**

- 11A.13(a) The number of paid IIP days received by an employee shall be deducted from his/her available IIP days but no deduction shall be made on account of any day on which an employee would normally be entitled to be off work. Absence on account of illness for less than half a day shall not be deducted.

Absence on account of illness for a half a day or more, and less than a full day, shall be deducted as one-half (1/2) day.

- 11A.13 (b) An employee who is injured during working hours and who is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the shift at his/her regular rate of pay without deduction from his/her IIP days, unless a physician states that the employee is fit for further work on that shift.

### **Occurrences**

- 11A.13(c) For the first (1<sup>st</sup>), second (2<sup>nd</sup>) and third (3<sup>rd</sup>) occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive IIP

Days commencing on the first day of absence. For the fourth (4<sup>th</sup>) and any subsequent occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive IIP Days on the second (2<sup>nd</sup>) day of absence. All payments will be made based on the percentages outlined in clause 11A.07, as applicable.

<b>OCCURRENCE PER CALENDAR YEAR</b>	<b>EMPLOYEE IS ELIGIBLE TO RECEIVE IIP DAYS FROM:</b>
First (1 <sup>st</sup> ), Second (2 <sup>nd</sup> ) and Third (3 <sup>rd</sup> ) Occurrence	First (1 <sup>st</sup> ) Day of Absence
Fourth (4 <sup>th</sup> ) and Subsequent Occurrences	Second (2 <sup>nd</sup> ) Day of Absence

### **Hospitalization**

In the event the employee is hospitalized as an in-patient, it shall not count as an occurrence and the employee will be paid from the first day of absence.

### **Serious Incident**

11A.14 An employee who is required to attend to a critical incident or is involved in a serious incident or accident, such that he/she is unable to work, shall be permitted to take the remainder of the day off, without loss of pay and benefits.

### **Physicians' Certificates**

11A.15(a) An employee who is off work due to illness or injury shall co-operate in his/her early and safe return to work by:

- (i) contacting his/her supervisor or manager as soon as possible after the commencement of the employee's absence;
- (ii) co-operating in the City's return-to-work and accommodation process.

11A.15(b) An employee absent for more than three (3) consecutive working days shall provide, within seven (7) working days from commencement of absence, a certificate from his/her physician or nurse practitioner, providing the following information:

- (i) the first day of illness or injury;
- (ii) the first and last date the employee was seen by the physician or nurse practitioner.

The seven (7) day period may be extended by the Division Head if the employee is incapacitated to the extent that he/she is unable to produce the certificate of illness within that period.

11A.15(c) An employee absent for more than twenty (20) consecutive working days shall:

- (i) provide immediately following such twenty (20) days, a return-to-work form completed by his/her physician or nurse practitioner, in the form provided by the City, providing the following information:
  1. the date of injury or onset of illness;
  2. the latest date the employee was seen by the physician or nurse

- practitioner;
3. whether the employee is capable of returning to work with or without restrictions and, in the event that the employee is not currently capable of returning to work, the duration the employee is unable to participate in work;
  4. If the employee is or will be capable of returning to work with restrictions in the physician's or nurse practitioner's opinion relating to:
    - a. the nature of the restrictions that affect the employee's ability to return to work and the degree to which those restrictions limit that ability;
    - b. any limitations on duties assigned to the employee, that the City is required to put in place in order to permit him/her to return to work;
    - c. the period of time the restrictions would apply; and,
  5. the date of the employee's next appointment with his/her physician or nurse practitioner;
- (ii) provide an updated Return-to-Work form from his/her physician or nurse practitioner, in the form provided by the City, covering the same information, following each subsequent twenty-four (24) consecutive working days of absence. The City may request and/or the employee may provide updated return to work information within the twenty-four (24) day period if necessary to support accommodation efforts; and
- (iii) provide the consent requested on the City's Return-to-Work form.

The employer shall reimburse employees for the cost associated with filling out the Return-to-Work form up to sixty dollars (\$60).

The parties agree that the Return-to-Work form shall be an Appendix to the Collective Agreement.

### **Reporting Procedures**

11A.16(a) Each employee is required to report an unplanned absence due to illness or ill dependant at least one (1) hour, unless not reasonably possible, prior to his/her start time. An employee will only be required to make a single phone call in order to report his/her absence. Each employee will be provided with the phone number he/she must call to report such absence. Each employee is required to indicate whether the absence is due to sickness or ill dependant. He/she is also required to notify of his/her anticipated date of return and will be expected to return to work as reported. He/she will not be required to report daily during the period identified. If the date of return is not specified or known, he/she must report on a daily basis as above.

11A.16(b) In any instance where an employee is able to return prior to the stated return date or requires an extension of their absence and the employee works in a classification/division where a staff complement must be maintained [eg. Hostels – (Client Service Worker, Registered Nurse, Registered Practical Nurse, Support Services Worker, Food Services Worker), Security Officers, Children's Services, Long Term Care Homes and Services, Dispatcher/ Support Services, Inspector – Emergency Service, Inspector – Underground, Forepersons Works 2], the employee will advise his/her supervisor or designate by 3:00 p.m. the day before that he/she will be returning on the following day.

11A.16(c) In any instance where an employee not referred to in clause (b) above requires an extension of his/her absence such employee shall report as per (a) above.

### **Use of Vacation/Lieu Time Entitlements**

11A.17 An employee absent because of illness or injury who has exhausted his/her IIP days and capped sick pay credits, if any, may use any vacation entitlement or lieu time owing as IIP days. In that case, the vacation or lieu time will be treated as IIP days and the provisions of this Article will apply.

### **Administration of IIP**

11A.18 The IIP will be administered in a manner at least consistent with the practices and provisions applicable to the Sick Pay Plan (Article 11B). For greater certainty, occupational illness or injury shall be administered under Article 22 (Workplace Safety and Insurance Benefits).

11A.19 The parties agree that it is remotely possible that there may be employee(s) currently covered by either the current Sick Pay Plan or a Grand-parented STD Plan who are not accounted for by the provisions of this Article 11A or Article 11B. Should such an employee subsequently be identified the parties agree to meet forthwith to ensure application of this Article 11A or Article 11B to such employee(s).

## **Article 11B SICK PAY PLAN**

11B.01 The Sick Pay Plan set out in this Article 11B applies only to employees hired prior to July 31, 2009, who elected, on or before November 18, 2009, to remain in the Sick Pay Plan.

11B.02(a) Permanent employees shall be eligible to receive sick pay commencing the first of the month following completion of the probationary period subject to clause 11B.12 (Occurrences).

11B.02(b) Temporary employees shall be eligible to receive sick pay commencing the first of the month following the completion of the probationary period, subject to clause 11B.12 (Occurrences).

11B.03 In this Article "month" shall mean calendar month.

11B.04 Each employee shall receive a sick pay credit of one and one-half (1½) days for each month of "unbroken" service with the City, as defined in clause 11B.05 such credit to be cumulative from the beginning of the first complete month following the commencement of employment.

11B.05(a) Except as provided in clause 11B.05(c), a month of "unbroken" service shall be one where an employee works on all scheduled working days in the month, provided that if the employee commences his/her employment on or before the fifth calendar day of a month and the employee works on all scheduled working days of that month, the month will be considered a month of "unbroken" service.

Unemployment due to weather conditions or lack of work, shall not contribute toward a "broken" month provided that the employee works one (1) or more days during the month.

11B.05(b) For the purpose of clause 11B.05(a), lost time because of illness (except as provided in clause 11B.07), injury while on duty, vacations, holidays, scheduled days off, leave of absence with pay or leave of absence without

pay to complete the annual vacation entitlement shall not be considered as breaking a month's service.

- 11B.05(c) If an employee returns from illness without sick credits, and thereafter works and is paid on all remaining scheduled working days of the month in which the employee returns to work the employee shall receive a sick pay credit of one and a half (1.5) days for such month.
- 11B.06 Unless otherwise specifically provided for in this agreement, when an employee is given leave of absence without pay for any reason, or is laid off, and returns to work upon expiration of such leave of absence or is recalled to work, he/she shall not receive credits for the period of such absence but shall retain his/her cumulative credits, if any, existing at time of such leave or layoff.
- 11B.07 Subject to clause 11B.05(c) if an employee is absent on account of illness and his/her cumulative sick pay credit has been exhausted, his/her service, for the purpose of this Article, shall be broken and, therefore, he/she shall not receive a credit of one and one-half (1.5) days per month for the remainder of such absence.
- 11B.08 An employee who resigns his/her position with the City or is discharged and later returns to the City Service, shall be considered a new employee and shall not be entitled to bring forward credits available prior to leaving the service.
- 11B.09 Whenever an employee's days of illness exceed his/her cumulative credit, the excess days of illness shall be regarded as days of illness without pay.
- 11B.10 Upon the authorization of the Division Head, sick pay shall be paid for any time lost by reason of illness or injury, to the full extent of sick pay credits available to him/her at the time of each absence, except where an award is made under The Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.
- 11B.11 The number of days for which an employee receives "sick pay" shall be deducted from his/her Cumulative Sick Pay Credits but no deduction shall be made on account of any day on which an employee would normally be entitled to be off work. Absence on account of illness for less than half a day shall not be deducted. Absence on account of illness for half a day or more and less than a full day, shall be deducted as one-half (1/2) day.

**Occurrences**

- 11B.12 For the first (1<sup>st</sup>), second (2<sup>nd</sup>) and third (3<sup>rd</sup>) occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive Sick Pay commencing on the first (1<sup>st</sup>) day of absence. For the fourth (4<sup>th</sup>) and any subsequent occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive Sick Pay on the second (2<sup>nd</sup>) day of absence.

<b>OCCURRENCE PER CALENDAR YEAR</b>	<b>EMPLOYEE IS ELIGIBLE TO RECEIVE SICK PAY FROM:</b>
First (1 <sup>st</sup> ), Second (2 <sup>nd</sup> ) and Third (3 <sup>rd</sup> ) Occurrence	First (1 <sup>st</sup> ) Day of Absence
Fourth (4 <sup>th</sup> ) and Subsequent Occurrences	Second (2 <sup>nd</sup> ) Day of Absence

### **Hospitalization**

In the event the employee is hospitalized as an in-patient, it shall not count as an occurrence and the employee will be paid from the first day of absence.

### **Physician's Certificate**

11B.13(a) An employee who is off work due to illness or injury shall co-operate in his/her early and safe return to work by:

- (i) contacting his/her supervisor or manager as soon as possible after the commencement of the employee's absence;
- (ii) co-operating in the City's return-to-work and accommodation process.

11B.13(b) An employee absent for more than three (3) consecutive working days shall provide, within seven (7) working days from commencement of absence, a certificate from his/her physician or nurse practitioner, providing the following information:

- (j) the first day of illness or injury;
- (ii) the first and last date the employee was seen by the physician or nurse practitioner.

The seven (7) day period may be extended by the Division Head if the employee is incapacitated to the extent that he/she is unable to produce the certificate of illness within that period.

11B.13(c) An employee absent for more than twenty (20) consecutive working days shall:

- (i) provide immediately following such twenty (20) days, a Return-to-Work form completed by his/her physician or nurse practitioner, in the form provided by the City, providing the following information:
  1. the date of injury or onset of illness;
  2. the latest date the employee was seen by the physician or nurse practitioner;
  3. whether the employee is capable of returning to work with or without restrictions and, in the event that the employee is not currently capable of returning to work, the duration the employee is unable to participate in work;
  4. If the employee is or will be capable of returning to work with restrictions in the physician's or nurse practitioner's opinion relating to:
    - a. the nature of the restrictions that affect the employee's ability to return to work and the degree to which those restrictions limit that ability;
    - b. any limitations on duties assigned to the employee, that the City is required to put in place in order to permit him/her to return to work;
    - c. the period of time the restrictions would apply; and,
  5. the date of the employee's next appointment with his/her physician or nurse practitioner;

- (ii) provide an updated Return-to-Work form from his/her physician or nurse practitioner, in the form provided by the City, covering the same information, following each subsequent twenty-four (24) consecutive working days of absence. The City may request and/or the employee may provide updated return to work information within the twenty-four (24) day period if necessary to support accommodation efforts; and
- (iii) provide the consent requested on the Return-to-Work form.

The employer shall reimburse employees for the cost associated with filling out the Return-to-Work form up to sixty dollars (\$60).

The parties agree that the Return-to-Work form shall be an Appendix to the Collective Agreement.

### **Use of Vacation/Lieu Time Entitlement**

- 11B.14(a) An employee absent because of illness or injury who has exhausted his/her sick credits, if any, may use any vacation entitlement or lieu time owing as sick credits. In that case, the vacation or lieu time will be treated as sick credits and the provisions of this Article will apply.
- 11B.14(b) Notwithstanding clause 11B.14(a) and subject to clause 10.08, sick pay may, at the discretion of the Division Head concerned, be interrupted in order that an employee's vacation is completed before the end of the year.

### **Serious Incident**

- 11B.15 An employee who is required to attend to a critical incident or is involved in a serious incident or accident, such that he/she is unable to work, shall be permitted to take the remainder of the day off, without loss of pay and benefits.

### **Reporting Procedure**

- 11B.16(a) Each employee is required to report an unplanned absence due to illness or ill dependant at least one (1) hour, unless not reasonably possible, prior to his/her start time. Employees will only be required to make a single phone call in order to report his/her absence. Each employee will be provided with the phone number he/she must call to report such absence. Each employee is required to indicate whether the absence is due to sickness or ill dependant. He/she is also required to notify of his/her anticipated date of return and will be expected to return to work as reported. He/she will not be required to report daily during the period identified. If the date of return is not specified or known, he/she must report on a daily basis as above.
- 11B.16(b) In any instance where an employee is able to return prior to the stated return date or requires an extension of their absence and the employee works in a classification/ division where a staff complement must be maintained (eg. Hostels – (Client Service Worker, Registered Nurse, Registered Practical Nurse, Support Services Worker, Food Services Worker), Security Officers, Children's Services, Long Term Care Homes and Services, Dispatcher/ Support Services, Inspector – Emergency Service, Inspector – Underground, Forepersons Works 2), the employee will advise his/her supervisor or designate by 3:00 p.m. the day before that he/she will be returning on the following day.
- 11B.16(c) In any instance where an employee not referred to in clause (b) above requires an extension of his/her absence such employee shall report as per (a) above.
- 11B.17 The Sick Pay Gratuity and the Letters of Intent which are set out in Article

11B apply only to employees hired prior to July 31, 2009 who elected to remain in the Sick Pay Plan or who elected to have their sick bank frozen as at December 31, 2009, as set out in clause 11A.02(b)(i) of Article 11A.

**Sick Pay Gratuity**

11B.18 In this Article the words "termination of employment" shall mean separation from employment with the City by retirement, death or by resignation except where permission for the resignation is requested by the employee as an alternative to discharge.

11B.19 Upon termination of employment with the City:

- (i) there shall be paid to every employee who has been in the employ of the City; or
- (ii) there shall be paid to the Estate of an employee who dies while in the employment of the City;

an amount equal to one-half (1/2) the cumulative sick pay credits of the employee, but in no case shall the amount exceed the aggregate amount as set out in the following schedule:

<b>Column 1</b>	<b>Column 2</b>
<b><u>Service Requirement</u></b>	<b><u>Period</u></b>
At least 10 years and less than 15 years	Three (3) calendar months
At least 15 years and less than 20 years	Four (4) calendar months
At least 20 years and less than 25 years	Five (5) calendar months
At least 25 years	Six (6) calendar months

11B.20 For the purpose of meeting the service requirements set out in the above Schedule the following shall be included:

- (i) All time worked with the City and with any of the predecessor Municipalities, including the Borough of East York Board of Health and the City of York Board of Health, that now form part of the New City of Toronto; and,
- (ii) All time lost on account of absence for reasons of illness where the employee was paid for the absence or was considered as being on sick leave without pay.

11B.21 An employee who is eligible for payments to receive a sick pay credit grant in accordance with clause 11B.19 may request:

- (i) The sick pay credit grant be paid as a lump sum amount on termination or retirement; or
- (ii) The sick pay credit grant be paid as a lump sum amount at a later date in accordance with the Income Tax Act, R.S.C. 1985, as amended.

11B.22 An employee upon retirement shall be given the option of taking his/her cumulative sick pay credit grant in accordance with clause 11B.19 as vacation time prior to his/her termination of employment.

11B.23 In no case shall an award made by the Workplace Safety and Insurance Board be deducted from any authorized grant under this Article.

**BOARD OF HEALTH FOR THE  
FORMER BOROUGH OF EAST YORK EMPLOYEES  
(O.N.A. LOCAL 5, CUPE LOCAL 114 - HEALTH)  
SEVERANCE ALLOWANCE**

Notwithstanding clause 11B.19, the following severance allowances shall apply to employees who were formerly employed by the Board of Health for the Borough of East York:

**Severance**

Upon voluntary termination of employment with the Board of Health for the Borough of East York, (CUPE Local 114 - Health) and upon termination of employment with the Board of Health for the Borough of East York for any reason (ONA Local 5) there shall be paid to the employee the whole or part of such an amount as is equal to one-half (1/2) of the cumulative sick pay credit of the employee, but in no case shall such amount exceed the aggregate amount of his/her salary and other remuneration set forth in Column 2 of the following schedule and corresponding to the service requirements set forth in Column 1 thereof:

Column 1	Column 2
At least 2 years but less than 7 years	1 calendar month
At least 7 years but less than 10 years	2 calendar months
At least 10 years but less than 15 years	3 calendar months
At least 15 years but less than 20 years	4 calendar months
At least 20 years and less than 25 years	5 calendar months
More than 25 years	6 calendar months

**LETTER OF INTENT  
FORMER INSIDE EMPLOYEES BOROUGH OF EAST YORK  
(CUPE LOCAL 114)  
SICK PAY CREDIT GRANTS**

Notwithstanding clause 11B.19, the following retirement allowance shall continue to apply to employees who were formerly employed by the Borough of East York;

Those employees who are eligible for a sick pay gratuity payout upon the completion of seven (7) years of service shall continue to be covered by those provisions.

The foregoing shall be extended to former non-union Borough of East York employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998.

**LETTER OF INTENT  
FORMER INSIDE EMPLOYEES BOROUGH OF EAST YORK  
(CUPE LOCAL 114)  
RETIREMENT ALLOWANCE**

Notwithstanding clause 11B.19, the following retirement allowance shall apply to employees who were formerly employed by the Borough of East York:

Upon retirement, an employee having attained the age of 55 years, shall receive payment for unused sick leave accumulated at the time of retirement on the following basis: 7 years' service - all of the accumulated allowance to a maximum of six (6) months.

The foregoing shall be extended to former non-union Borough of East York employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998.

**LETTER OF INTENT**  
**FORMER CITY OF TORONTO EMPLOYEES**  
**(CUPE LOCAL 79)**  
**RETIREMENT ALLOWANCE**

Notwithstanding clause 11B.19, the following retirement allowance provisions shall apply to employees who were formerly employed by the old City of Toronto:

- (i) Every employee who is (a) retired on account of age; or (b) retires from employment and is qualified to receive a pension pursuant to either paragraphs (1), (2) or (3) under heading "C" of the Schedule contained in Section 5 of by-law No. 380-74 and amendments thereto, being a by-law to provide improved benefits for certain employees and certain former employees, or pursuant to the Ontario Municipal Employees Retirement System or pursuant to an approved pension plan within the meaning of Section 250 of the Municipal Act R.S.O., (1990) respecting the employees of The Corporation of the Village of Forest Hill or of The Corporation of the Village of Swansea or the Local Board of Health of either of such Corporations;
- (ii) Every employee who, while in the service of the City has become incapable through illness, old age or disability, of efficiently discharging his/her duties;

The whole or part of such amount as is equal to the cumulative sick pay credit of an employee, but in no case shall such amount exceed the aggregate amount of his/her salary or other remuneration for the period set forth in Column 2 of the schedule contained herein corresponding to the service requirement set forth in Column 1 thereof. The following is the schedule hereinbefore mentioned;

<b>Column 1</b>	<b>Column 2</b>
<b>Service Requirement</b>	<b>Period</b>
At least 10 years & less than 15 years	Three calendar months
At least 15 years & less than 20 years	Four calendar months
At least 20 years & less than 25 years	Five calendar months
At least 25 years	Six calendar months

The foregoing shall be extended to former non-union City of Toronto employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998.

Note: In the event of the death of an employee, the amount payable under this Letter of Intent shall be paid to such of his/her dependants, if any, and otherwise to his/her estate.

**LETTER OF UNDERSTANDING**  
**FORMER CITY OF ETOBICOKE EMPLOYEES**  
**RETIREMENT ALLOWANCE**

Notwithstanding clause 11B.19, the following retirement allowance provision shall apply to employees who were formerly employed by the City of Etobicoke either within the former O.N.A. Local 29, CUPE Local 3431 or within the Bargaining Unit described in File # 4499-97-R issued by the Ontario Labour Relations Board dated May 8, 1998 or who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998 and who remained in the cumulative sick pay plan.

Any employee with ten (10) or more years service who is actively engaged in his/her duties may be granted retirement leave with full pay for a period equal to the unused portion of the employee's accrued sick pay credit, but not in excess of six (6) months.

**LETTER OF INTENT**  
**FORMER CITY OF YORK EMPLOYEES**  
**(CUPE LOCAL 103)**  
**PAYOUT FOR SICK LEAVE CREDITS**

Notwithstanding clause 11B.19, the following payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former City of York, on staff prior to July 31, 1982, who did not enrol in the new STD plan will be covered by Schedule B, Option B of the former Local 103 Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to their credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into Local 103 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Inside), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

**LETTER OF INTENT**  
**FORMER BOARD OF HEALTH FOR THE CITY OF YORK EMPLOYEES**  
**(O.N.A. LOCAL 59)**  
**PAYOUT FOR SICK LEAVE CREDITS**

Notwithstanding clause 11B.19, the payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former Board of Health for the City of York, on staff prior to October 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B, of the former Local 59 Collective Agreement. Said employees shall receive a sick pay out in accordance with the former City of York by-law 2165.

The sick time accumulation pay out shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of October 1, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into Local 59 subsequent to October 1, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Health), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

**LETTER OF INTENT**  
**FORMER CITY OF YORK EMPLOYEES**  
**(CUPE LOCAL 840 – INSIDE )**  
**PAYOUT FOR SICK LEAVE CREDITS**

Notwithstanding clause 11B.19 the following payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former City of York, on staff prior to August 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B of the former CUPE Local 840 (Inside) Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into CUPE Local 840 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Health), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

**LETTER OF INTENT**  
**FORMER CITY OF YORK EMPLOYEES**  
**(CUPE LOCAL 840 – HEALTH )**  
**PAYOUT FOR SICK LEAVE CREDITS**

Notwithstanding clause 11B.19, the following payout for sick leave credits shall apply to employees who were formerly employed by the Board of Health for the City of York.

Employees of the former Board of Health for the City of York, on staff prior to August 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B of the former Local 840 (Health) Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into CUPE Local 840 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Inside), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

**LETTER OF INTENT**  
**FORMER CITY OF SCARBOROUGH EMPLOYEES**  
**RETIREMENT ALLOWANCE AND PAYOUT FOR SICK LEAVE CREDITS**

For employees who were formerly employed by the City of Scarborough either within the former Public Utilities Commission of the City of Scarborough (Office Staff) Local Union 1, Unit 2, Utility Workers of Canada or who were placed in CUPE Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998 shall retain their rights and benefits.

**LETTER OF INTENT**  
**FORMER CITY OF SCARBOROUGH EMPLOYEES (CUPE LOCAL 545)**  
**SEVERANCE ALLOWANCE**

Notwithstanding clause 11B.19, the following severance allowances shall apply to employees who were employed by the former City of Scarborough.

An employee whose services are terminated for reasons other than those provided in clause 20.1 (Retirement) and 20.2 (Death) of the CUPE Local 545 Collective Agreement 1996-1998 will be entitled to payout for unused accumulated sick leave credits on the following basis:

- (i) Over ten (10) years and less than fifteen (15) years of service – one half (1/2) of the unused balance or the equivalent of three (3) months salary earned by him/her immediately prior to the date of termination whichever is the lesser amount;
- (ii) Over fifteen (15) years and less than twenty(20) years of service – one half (1/2) of the unused balance or the equivalent of four (4) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount;
- (iii) Over twenty (20) years and less than twenty-five (25) years service – one half (1/2) of the unused balance or the equivalent of five (5) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount; and,
- (iv) Over twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of six (6) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount.

**LETTER OF INTENT**  
**FORMER CITY OF SCARBOROUGH NURSES (CUPE LOCAL 3752)**  
**PAYOUT FOR SICK LEAVE CREDITS**

Notwithstanding clause 11B.19, the following severance allowances shall apply to nurses who were employed by the former City of Scarborough.

A nurse whose services are terminated for reasons other than those provided in clause 14.3 (Retirement) and 14.4 (Death) of the CUPE Local 3752 Collective Agreement 1996-1998, will be entitled to payout for unused accumulated sick leave credits on the following basis:

- (i) Over ten (10) years and less than fifteen (15) years of service – one half (1/2) of the unused balance or the equivalent of three (3) months salary earned by him/her immediately prior to the date of termination whichever is the lesser amount;
- (ii) Over fifteen (15) years and less than twenty (20) years of service – one half (1/2) of the unused balance or the equivalent of four (4) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount;
- (iii) Over twenty (20) years and less than twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of five (5) months salary earned by him/her; and, immediately prior to the date of termination, whichever is the lesser amount; and,
- (iv) Over twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of six (6) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount.

The parties agree that following ratification of this Collective Agreement the above Letters of Intent are subject to proofing and validation by Local 79 and the City.

## **Article 12 EXTENDED HEALTH CARE/DENTAL/GROUP LIFE AND LONG TERM DISABILITY INSURANCE**

### **Eligibility for Benefits**

- 12.01(a) A permanent employee of the City shall be entitled to the benefits provided for in this Article upon the completion of his/her probationary period as set out in Article 4 (Probationary Period).
- 12.01(b) A temporary employee of the City who completes six (6) months of continuous service or six (6) months of aggregate service with the City shall be entitled to the benefits provided for in this Article.
- 12.01(c) Where an employee is not in receipt of salary or wages because of sickness, or injury for a period of time that exceeds twenty-six (26) consecutive full bi-weekly pay periods, the employee shall be responsible for paying the cost of premiums for any or all of the benefits in this Article under which the employee has coverage.
- 12.01(d) Benefits under Clauses 12.02(a), 12.02(b), 12.03 and 12.04(b) shall apply to the eligible dependants of an eligible employee (as defined in clauses 12.01(a) and (b) above). Such dependants are defined as follows:
  - (i) An employee's spouse including same-sex partner; and/or
  - (ii) An unmarried child (including adopted, foster or stepchild) of the employee or the employee's spouse who is:
    - (A) dependent on the employee for support; and
    - (B) under twenty-one (21) years of age (up to twenty-five (25) years of age if evidence is supplied that the child is a full-time student and

entirely dependent on the employee for support), or

- (C) incapable of self-support because of a physical or mental disability and becomes handicapped before age twenty-one (21) (up to twenty-five (25) years of age if evidence is supplied that the child is a full-time student and entirely dependent on the employee for support)

### **Extended Health Care Benefits**

12.02(a) The City will provide for all employees by contract through an insurer selected by the City an Extended Health Care Plan which will provide extended health care benefits. The City shall pay one hundred per cent (100%) of the premiums, which will include any premiums payable under The Health Insurance Act, R.S.O. 1990, as amended.

#### Eligible Expenses (Benefit year January 1 – December 31)

- (i) Semi-private hospitalization – difference between ward and semi-private hospital room
- (ii) Drugs – A drug card, including current mandatory generic prescription features for use in Canada will be provided. Drugs which are prescribed by a medical doctor or dentist and dispensed by a licensed pharmacist, which:
- (A) Require a prescription, have a Drug Identification Number and are listed in Federal or Provincial Drug Schedules
- (B) Reimbursement for drugs shall be subject to a dispensing fee cap of nine dollars (\$9.00) per prescription. The dispensing fee cap for eligible compound drugs shall be twenty-five dollars (\$25.00) per prescription.
- (C) Maximum of three hundred dollars (\$300.00) per person per benefit year for smoking cessation medication

Other non-prescription but life sustaining drugs if they have a Drug Identification Number. Effective June 29, 2020, Erectile Dysfunction medication will be limited to a maximum of forty (40) tablets every three (3) months based on first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets.

- (D) Non-generic drugs will be covered if:
- (i) there is no generic substitution; or
- (ii) generic drugs are the same cost to the City, or more expensive; or
- (iii) Upon the insurer's approval of an application completed by the employee's physician confirming that the generic drug is not medically effective, or not medically tolerated, such approval shall not be unreasonably withheld.
- (E) Eligible compounds:
- An eligible mixture/compound is one which contains a drug that bears a valid DIN, regardless of the prescription status; or
  - A mixture/compound that contains a raw material,

regardless of the prescription status of the raw material.

(F) Ineligible compounds:

- An ineligible mixture/compound is one which is considered experimental/investigational; or
- A mixture/compound that is contractually excluded under the plan; or
- A compound derived of vitamins and minerals.

(G) Sclerotherapy drugs to a maximum of fifteen dollars (\$15.00) per injection.

- (iii) Private duty nursing at home when medically necessary, to a maximum of twenty-five thousand dollars (\$25,000.00) per person per three (3) benefit years.
- (iv) Services of a licensed chiropractor, osteopath, podiatrist, chiropodist, speech therapist, or Registered Massage Therapist (after OHIP ceases to pay for treatment) to a maximum of four hundred dollars (\$400.00) per person, per practitioner, per benefit year. Alternatively, eligible persons will have the option of combining the cost toward one (1) particular benefit to a maximum of eight hundred dollars (\$800.00) per person, per benefit year. It is understood that services of the above mentioned Registered Massage Therapist will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, or Nurse Practitioner in order to be eligible for reimbursement.

For prescriptions from an Osteopath, the Osteopath must be a member of an Osteopathic Association.

Note: For clarity, the City will apply clause 12.02(a)(iv) of the Collective Agreement on the basis that the doubling up of the paramedical benefits pursuant to the clause permits employees to elect to receive a maximum of eight hundred dollars (\$800.00) for any one (1) paramedical service and four hundred dollars (\$400.00) for four (4) of the five (5) remaining paramedical services for a maximum benefit of two thousand and four hundred dollars (\$2,400.00) per person per benefit year. It is understood that services of the above mentioned Registered Massage Therapist will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, or Nurse Practitioner in order to be eligible for reimbursement.

- (v) Services of a licensed or registered physiotherapist with an overall maximum of two thousand dollars (\$2,000.00) per person per benefit year.

Employees in receipt of Long Term Disability (LTD) benefits as of April 4, 2012 shall continue to receive unlimited services of a licensed or registered physiotherapist while he/she is in receipt of LTD benefits. Upon termination of his/her LTD benefits, the employee will only be entitled to the services of a licensed or registered physiotherapist with an overall maximum of two thousand dollars (\$2,000.00) per benefit year.

- (vi) Psychologist services, to a maximum of one thousand dollars

(\$1,000) per person per benefit year. Psychologist services providers are registered psychologists, registered psychotherapists or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges.

- (vii) Up to four hundred and fifty dollars (\$450.00) per person in any twenty-four (24) consecutive month period for contact lenses and/or eyeglasses prescribed by an ophthalmologist or licensed optometrist. This coverage can also be used towards laser surgery. In addition, up to eighty dollars (\$80.00) for one (1) routine eye exam every twenty-four (24) consecutive months.

Benefit plan members may borrow their eyeglass entitlement from the next benefit period in order to apply such amount towards laser eye surgery. Should an employee leave the employ of the City prior to being entitled to the coverage of the second benefit period the amount owing will be deducted from the employee's final pay cheque.

- (viii) Hearing aids, including repairs and batteries to a maximum of sixteen hundred dollars (\$1,600.00) per person per three (3) benefit years.
- (ix) One (1) pair of orthotic devices per person every two (2) benefit years provided that they are prescribed by an orthopaedic surgeon, podiatrist or chiropractor as being medically necessary for everyday use, and the diagnosis is by way of a biomechanical examination; eligible persons eighteen (18) years of age and under shall be limited to three (3) pairs of orthotic devices per person per benefit year.
- (x) One (1) pair of orthopaedic devices per person every two (2) benefit years provided that they are prescribed by an orthopaedic surgeon, podiatrist or chiropractor as being medically necessary for everyday use, and the diagnosis is by way of a biomechanical examination; eligible persons eighteen (18) years of age and under shall be limited to three (3) pairs of orthopaedic devices per benefit year. Off the shelf orthopaedic devices will only be allowed if there is a custom made modification and reimbursement of expenses will be limited to the cost of such modification.
- (xi) Out of country emergency medical coverage for employees travelling in connection with their job duties.
- (xii) One (1) prostate specific antigen (PSA) test per person, per benefit year to a maximum of forty dollars (\$40.00).
- (xiii) One (1) ovarian test (CA125) or (CA125II) per person, per benefit year, to a maximum of forty dollars (\$40.00).
- (xiv) Coverage is also included for the following, provided that these services are medically necessary and provided by appropriately registered recognized practitioners, and are not covered by another plan.
  - (A) Ambulance services, dental services to repair damage to natural teeth and dentures, which start within twelve (12) months of the accident, rental of medical equipment, casts, braces, crutches, etc., (or purchase where appropriate) artificial limbs and eyes, plus other expenses such as wigs, elastic stockings, breast prostheses, etc., to the extent that they are

reasonable and do not exceed the limits to be established in our plans.

- 12.02(b) The City shall provide out-of-province/country coverage for emergency treatment for employees and their dependants. The City shall advise members of the claims reporting process at the time they enroll in benefits.

### **Dental Benefits**

- 12.03 The City will provide for all employees by contract through an insurer selected by the City a Dental Plan which will provide dental benefits. The City shall pay one hundred per cent (100%) of the premiums.

Eligible Expenses (One year lag ODA fee guide for general practitioners; other expenses to reasonable and customary charge; benefit year – January 1 – December 31)

One hundred percent (100%) for:

- (i) Preventive, diagnostic, emergency or palliative procedures, including oral exams, consultations, diagnostic procedures, x-rays and preventive services, (including recall examinations, scaling, cleaning, topical fluoride treatment and oral hygiene re-instruction), subject to a nine (9) month frequency for adults and a six (6) month frequency for eligible dependants under the age of eighteen (18).
- (ii) Restorative procedures, such as fillings – including both bonded and non bonded amalgams (acrylic or composite for front teeth).
- (iii) Surgical services (extractions), all oral surgery and anaesthesia.
- (iv) Periodontal and endodontic services.

Sixty percent (60%) major restorative procedures, seventy percent (70%) dentures – to a maximum of four thousand dollars (\$4,000.00) per person per benefit year:

- (v) Major restorative procedures, such as inlays, onlays, gold fillings, crowns, repair and recementing of same, initial installation of fixed bridge work and repair of same; replacement of a fixed bridge which is five (5) or more years old
- (vi) Initial installation of full or partial dentures, and repair, relining and rebasing or replacement of dentures which are five (5) or more years old.

Fifty percent (50%) orthodontic procedures – to a lifetime maximum of five thousand dollars (\$5,000.00) per person:

- (vii) Orthodontic procedures, including consultation, diagnostic services, preventive, interceptive and corrective orthodontics

### **LETTER OF INTENT CLAIMS PERIOD**

Benefit claims for active employees must be submitted to the benefits carrier no later than the end of the twelve (12) month period following the date that the service was incurred. For example, if an employee used a service on July 1, 2020, the employee

must submit the claim to the benefits carrier no later than June 30, 2021. The City agrees to communicate this change to all affected Local 79 employees no less than three (3) months prior to implementation.

### **Group Life Insurance**

12.04(a) (i) The City will provide for all employees through a contract with an insurer selected by the City, Group Life Insurance in an amount equal to two (2) times the employee's annual salary rounded to the next higher one thousand dollars (\$1,000.00), if not a multiple thereof. The City shall pay one hundred per cent (100%) of the premiums.

(ii) Effective the first of the month following the employee's seventieth (70<sup>th</sup>) birthday, the amount of Group Life Insurance referred to in 12.04(a)(i) shall be amended to twenty thousand dollars (\$20,000.00).

12.04(b) (i) Optional Group Life Insurance – Employee and Spouse

The City shall provide for all employees through a contract with an insurer selected by the City, Optional Group Life Insurance up to a maximum of three hundred thousand dollars (\$300,000.00) for the employee and/or three hundred thousand dollars (\$300,000.00) for the employee's spouse, with evidence of insurability. The employee shall pay one hundred per cent (100%) of the premiums.

(ii) Optional Group Life Insurance – Dependent Children

The City shall provide for all employees through a contract with an insurer selected by the City, Optional Group Life Insurance up to a maximum of twenty thousand (\$20,000.00) dollars for each child of the employee, with evidence of insurability. The employee shall pay one hundred per cent (100%) of the premiums.

(iii) Effective the first of the month following the employee's seventieth (70<sup>th</sup>) birthday, he/she shall no longer be entitled to Optional Group Life Insurance referred to in 12.04(b)(i) and (ii). The Optional Group Life Insurance for spouses and dependent children shall be available only until the first of the month following the employee's or the insured's seventieth (70<sup>th</sup>) birthday, whichever is earlier.

### **Continuation of Group and/or Optional Life Insurance**

12.04(c) The City agrees to continue the practice of advising the employee of his/her ability to convert their Group Life Insurance and/or Optional Life Insurance coverage upon retirement, termination of employment or upon attaining the age of seventy (70), through the benefits carrier, upon the terms established by the City's insurer, at the employee's expense.

### **Accidental Death and Dismemberment Insurance**

12.05(a) The City shall provide for all employees by contract through an insurer selected by the City, Accidental Death and Dismemberment Insurance which provides for two (2) times the employee's annual salary rounded to the next higher one thousand dollars (\$1,000.00), if not a multiple thereof, if the employee's death is as a result of an accident. The City shall pay one hundred per cent (100%) of the premiums.

- 12.05(b) Effective the first of the month following the employee's seventieth (70th) birthday, the amount of Accidental Death and Dismemberment Insurance referred to in 12.05(a) shall be amended to twenty thousand dollars (\$20,000.00).

**LETTER OF INTENT**  
**GRANDPARENTING SPOUSAL AND DEPENDANT DEATH BENEFIT**

Employees of the former East York Inside (CUPE Local 114), East York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998), East York Health Unit (ONA Local 5) and East York Health Unit (CUPE Local 114) are entitled to a \$2,000 spousal death benefit and a \$1,000 per dependent child(ren) death benefit. This benefit coverage is 100% employer paid and ceases on the employee's sixty-fifth (65<sup>th</sup>) birthday.

The City shall continue to provide to those employees who currently have it, spouse and/or dependant(s) group life insurance, under their present terms and conditions.

NOTE: The parties agree that following May 11, 2000 the above Letter of Intent re: Grandparenting of Spousal and Dependant Death Benefit is subject to proof reading and validation by Local 79 and the City.

**Long Term Disability**

- 12.06(a) The City will provide for all employees by contract with an insurer selected by the City a Long Term Disability plan for employees and will pay one hundred percent (100%) of the cost thereof to provide a Long Term Disability benefit of seventy percent (70%) of such employee's basic salary per month for disability claims, inclusive of any benefits paid under any pension plan, insurance plan, Workplace Safety and Insurance Board or any other plan to which the City makes any contribution. Such Long Term Disability benefit to be payable after six (6) continuous months absence from work on account of illness or injury; provided that no employee shall be eligible to collect Long Term Disability benefit payments so long as he/she is in receipt of sick pay benefits or IIP from the City.

Employees in receipt of Long Term Disability benefits as of March 10, 2016 shall continue to receive seventy-five percent (75%) of basic salary for disability claims, inclusive of any benefits paid under any pension plan, insurance plan, Workers' Compensation or any other plan to which the City makes any contribution. Upon termination of his/her LTD benefits, the employee will only be entitled to receive seventy percent (70%) of basic salary for disability claims inclusive of any benefits paid under any pension plan, insurance plan, Workers' Compensation or any other plan to which the City makes any contribution.

- 12.06(b) Except where a premium waiver applies, the City will ensure the continuation of existing benefit coverage, as set out in this article of an employee who has applied for the Long Term Disability benefit but who has exhausted his/her sick pay credits or IIP prior to the conclusion of the six (6) month waiting period. In no case shall the period of such continued coverage exceed twenty-six (26) bi-weekly pay periods as per clause 12.01(c).
- 12.06(c) The City shall provide employees who are in receipt of the Long Term Disability plan benefit, benefit coverage under the Extended Health Care, Group Life Insurance, and Dental plans.

The City shall pay one hundred per cent (100%) of the premiums.

- 12.06(d) Effective September 1, 2004, those employees who commenced receipt of Long Term Disability Benefits on or before the effective date set forth in Column 1 shall receive the monthly increase set forth in Column 2.

**Column 1**

**Column 2**

Receiving L.T.D. Benefits as of:

Increase Received:

December 31, 1998

\$30.00 per month

December 31, 1993

\$60.00 per month

- 12.06(e) Employees will be eligible for LTD benefits as follows:

- (i) All employees who have been approved for or receiving Long Term Disability (LTD) benefits as of the date of ratification of this Agreement will retire at the end of the month in which the employee turns sixty-five (65) years of age and will not be eligible for the benefits outlined in clauses 12.02, 12.03, 12.04, and 12.05 or for LTD benefits after their retirement date.
- (ii) Employees who are less than sixty-three (63) years of age when they become disabled will be eligible for LTD benefits until they reach age sixty-five (65).
- (iii) Employees who are actively at work and working at sixty-three (63) years of age or older and become continuously ill for twenty-six (26) weeks will be eligible to apply for LTD benefits and will have a third-party medical assessment (performed by the City's benefit carrier) to determine the status of their disability. The assessment process will be consistent with the medical assessment process in place at the time for employees under age sixty-five (65) who are applying for LTD benefits.

If an employee is approved for LTD benefits based on medical evidence, the employee will be provided with seventy percent (70%) of their annual salary at date of illness, for a lifetime maximum period of eighteen (18) months (subject to the limitations contained in this clause), commencing twenty-six (26) continuous weeks from the date that they became disabled, and subject to the employee's ongoing obligations to provide evidence of continuing disability. In consideration for the benefits provided in this clause, the employee will retire from the City of Toronto after the completion of the two (2) year disability period (i.e., twenty-six (26) continuous weeks plus eighteen (18) months of LTD) and will not be eligible for the benefits outlined in clauses 12.02, 12.03, 12.04, and 12.05 or for LTD benefits after their retirement date.

- (iv) If an employee returns to work prior to the completion of the two (2) year disability period and becomes ill again, they will only be eligible for LTD benefits, if they are off ill or injured for another twenty-six (26) continuous weeks and after being reassessed and approved.

If the above criteria are met, the employee will receive seventy percent (70%) of their annual salary at date of illness for a period equal to the difference between any previous disability period, including WSIB benefits, that was incurred after the employee reached age sixty-three (63) and the two (2) year maximum.

- (v) Where an employee over the age of sixty-three (63) goes off on illness and does not have IIP days or sick leave days, the employee will be reported off illness no credit/no pay and will be eligible to apply for sick benefits with Employment Insurance for the first twenty-six (26) continuous weeks or the period of no pay status.
- (vi) Notwithstanding anything else contained in this clause, employees will not be eligible for LTD benefits beyond the end of the month in which they attain seventy (70) years of age, and all LTD payments shall cease at that time.
- (vii) The two (2) year City funded disability period (i.e., twenty-six (26) continuous weeks and 18 months of LTD), will be considered an "Approved Leave of Absence" with respect to OMERS. The employee will have the option, as permitted by law, to buy back this period from OMERS at his/her expense. If the employee chooses not to purchase this period, it will not be considered eligible service.

### **Expedited Process**

- 12.06(f) In the event that a difference arises relating to the interpretation, application or administration of said procedure clause 12.06(e), the following expedited dispute resolution procedure shall be followed:
- (i) either party shall have the right to refer the matter to the City's Director of Employee Relations and to the President of the Union, or their respective designates, for immediate discussion and speedy resolution;
  - (ii) in the event that the matter is not resolved within five (5) working days from the date of this referral, then either party shall have the right to refer the issue(s) in dispute to expedited arbitration;
  - (iii) if either party refers the matter in dispute to an expedited arbitration process, the dispute shall be heard by any of the following arbitrators who is available to hear the matter within ten (10) working days of its referral:  

W. Kaplan	L. Davie	K. Petryshen
D. Starkman	D. Randall	
  - (iv) The Arbitrator's decision shall be rendered, with or without reasons on the same day that the dispute is heard, with reasons to follow. The parties will jointly advise the Arbitrator of the need for an immediate decision.

### **Change of Marital Status or Dependants**

- 12.07 Each employee shall report any changes in marital status or increase or decrease in dependants without delay, and if failure to report any such changes results in any overpayment by the City, the employee shall reimburse the City in the amount of such overpayment.

### **Benefits Monitoring Committee**

- 12.08 A Benefits Monitoring Committee shall be established consisting of up to four (4) representatives from each of Local 79 and the City. This Committee shall be jointly chaired by the Director, Pension, Payroll and Employee Benefits, and the President of Local 79, or their designates.

The objective of the Committee will be to address issues of concern arising out of the administration of the benefit plan including the review of any special

circumstances where employees incur extraordinary expenses within the parameters of the plan and to review the plan and, if the parties both agree, to make joint recommendations regarding the plan so as to ensure that it meets the needs of Local 79 and the City.

The Committee shall meet at the request of either party.

### **Benefit Plan Book**

12.09 The City shall provide each employee a copy of the benefit plan book and shall provide updates when they occur. The City shall provide Local 79 with a copy of the benefit plan book and updates for proof-reading and comment prior to its distribution to employees.

### **Change in Carrier**

12.10 Should there be a change of the carrier of any or all of the employee benefits set forth in this Article, such change of carrier shall not itself result in a change in benefit levels.

### **Benefit Utilization and Premium Rates**

12.11 Six (6) weeks prior to the implementation of new premium rates, the City shall meet with Local 79 to discuss the criteria used to determine the new rates.

Within six (6) months after the end of each benefit year, the City will provide Local 79 with the utilization of the health and dental benefits, by category, e.g. drugs, for the last year, as well as the underwriting arrangements and administrative charges.

### **Benefits Representative**

12.12 Leave of absence, with pay, shall be granted to one (1) full-time Benefits Representative.

## **LETTER OF INTENT USE OF EMPLOYMENT INSURANCE REBATE**

The Union agrees to use the EI rebate to offset the cost of benefits.

## **Article 13 PENSIONS AND RETIREMENT**

- 13.01(a) All employees enrolled in the Ontario Municipal Retirement System (OMERS) as of January 1, 1998, shall continue to participate in the OMERS plan.
- 13.01(b) All permanent employees hired after January 1, 1998, shall enrol in the OMERS plan.
- 13.01(c) All employees who are members of pension plans other than the OMERS plan as of January 1, 1998, shall continue to participate in those plans.
- 13.01(d) Without limiting the generality of the foregoing, the pension plans to which clause 13.01(c) applies include:
- Toronto Civic Employees' Pension Plan
  - Metro Toronto Pension Plan

It is understood and agreed that this list includes all non-OMERS pension plans of which the parties are aware as of May 11, 2000. However, it is also understood and agreed that the list is not an exhaustive list, and that any other non-OMERS pension plans of which either party becomes aware during the term of this Collective Agreement will also be covered by clause 13.01(c).

- 13.01(e) For the purposes of this Article, the term "participate" when used in connection with a pension plan includes, but is not limited to, membership in the plan, accrual of pensionable service, employer and employee contributions, and entitlement to pension benefits.
- 13.01(f) Each new temporary employee who works other than on a continuous-full-time basis and who was hired on or after May 11, 2000 shall, as a condition of employment, join the OMERS pension plan on January 1st following any two (2) consecutive calendar years where, in each year, such employee;
- (i) has earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, or
  - (ii) has been paid or deemed to have been paid 700 hours.
- 13.01(g) All temporary employees hired prior to May 11, 2000 shall have the option to enrol in the OMERS plan as outlined in 13.01(f) (above).
- 13.02 For those leaves of absences granted under clause 17.10(a) and 17.10(b), every employee on leave of absence on Local 79 Business shall be considered to be in full-time attendance for pension purposes. Local 79 shall remit to the City both the employer and the employee share of the required pension contributions during such leave on a quarterly basis as invoiced therefore by the City.
- 13.03(a) An employee who has at least ten (10) years of credited pension service with the City, including predecessor service, and who elects early retirement shall be eligible for the continued coverage of benefits set out in clauses 12.02 (Extended Health Care), 12.03 (Dental), and 12.04 (Group Life Insurance) up to and including the last day of the month in which his/her sixty-fifth (65th) birthday occurs. Such benefits will be effective upon the date on which the employee actually retires.
- 13.03(b) An employee hired prior to May 11, 2000, and who at retirement does not have ten (10) years of credited pension service with the City, including predecessor service, shall be entitled to the benefits as outlined above in clause 13.03(a) up to and including the last day of the month in which his/her sixty-fifth (65th) birthday occurs.
- 13.04 Where an employee who elects early retirement and is eligible for benefits in accordance with clause 13.03 dies prior to his/her sixty-fifth (65th) birthday, said employee's spouse (insured at the time of death) and as defined in clause 12.01(d) and eligible dependants, as defined in clause 12.01(d) if any, shall continue to be covered by said benefits with the exception of the benefits provided under clause 12.04 (Group Life Insurance) up to and including the date on which the deceased employee would have attained the age of sixty-five (65) years.
- 13.05 Where an employee who would have been eligible to elect early retirement dies prior to actually taking early retirement, and provided that such

employee was eligible for benefit coverage at the time of his/her death, the employee's spouse (insured at the time of death) and eligible dependants, as defined in clause 12.01(d) if any, shall with the exception of those benefits provided under clause 12.04 (Group Life Insurance), be eligible for the benefit coverage as set out in clause 13.03 for the period from the date of the employee's death up to and including the date on which the deceased employee would have attained the age of sixty-five (65) years.

- 13.06 If an employee continues on WSIB after the first day of the fifth month following the date of disability, the OMERS disability elimination period shall continue and the employee and the employer will continue making their normal pension contribution based upon the current salary. The disability elimination period shall end the earlier of the date the employee returns to work, ceases employment or WSIB benefits cease.
- 13.07 The City shall provide a paid up group life insurance policy for those employees who retire in the amount of five thousand dollars (\$5,000). Such policy to be provided the later of age of sixty-five (65) or at time of retirement.
- 13.08 It is understood that any period of disciplinary suspension without pay shall be deemed an approved leave of absence without pay for pension purposes.
- NOTE:** Any employee who is eligible for retiree benefits beyond age 65 as at May 11, 2000 shall continue to be eligible for said benefits.

**LETTER OF INTENT**  
**GRANDPARENTING OF GROUP LIFE AND PAID UP LIFE INSURANCE FOR**  
**RETIREES**

- (a) Etobicoke Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998),
- Etobicoke Inside (formerly non-union and certified with CUPE May 8, 1998 by the Ontario Labour Relations Board Order No. 4499-97-R), Etobicoke Health Unit (CUPE Local 3431) and Etobicoke Health Unit (ONA Local 29) - Upon retirement, an employee shall receive flat coverage at one quarter (1/4) pre-retirement coverage to a maximum of \$50,000. The premiums shall be paid one hundred (100%) percent by the City.
- (b) East York Inside (CUPE Inside 114), East York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998), East York Board of Health (ONA Local 5) and East York Board of Health (CUPE Health 114) - Employees who retire before age sixty-five (65) shall have the option of continuing their Group Life Insurance coverage on the present basis of coverage to age sixty-five (65). Such coverage shall be 25% paid for by the employer. Upon ceasing of such coverage or at age sixty-five (65), the retired employee will be provided with \$5,000 paid up life insurance provided that no employee or retired employee shall participate in both coverages simultaneously.
- (c) Scarborough Inside Unit (CUPE Local 545), Scarborough Inside (formerly non-union and placed in CUPE Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998), Scarborough Nurses (CUPE Local 3752) and Scarborough Public Utilities Unit (UWC, Local 1, Unit 2) - Employees who retire before age sixty-five (65) shall be entitled to have their Group Life Insurance coverage continued on the basis of coverage to age sixty-five (65), provided that any employee opting to continue such insurance coverage

shall pay to the City seventy-five (75%) of the premium cost at the group rate and the City shall pay twenty-five percent (25%) of the premium cost.

- (d) York Inside Unit (CUPE Local 840), York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998), York Board of Health (CUPE Local 840), York Foremen Unit (CUPE Local 103) and York Board of Health (ONA Local 59) - Re: Extension of Group Life Insurance—Retirees: Effective August 1, 1987 the City shall provide early retirees the opportunity to continue their Group Life Insurance coverage of twice their annual salary, 50% paid for by the employer. The City shall provide a paid up Group Life Insurance Policy for all retirees (after January 1, 1988) in the amount of six thousand (\$6,000) dollars, 100% paid for by the employer.
- (e) North York (Inside – CUPE Local 94), North York (Dental – CUPE Local 94) and North York (Foremen – CUPE Local 711) - Those employees above who retired on or after January 8, 1999 and up to and including May 11, 2000 shall be entitled to the retiree benefits outlined in the Collective Agreements identified in (e). Those employees who retired prior to January 8, 1999 shall be entitled to the retiree benefits in the respective Collective Agreements outlined in (e). The City will ensure that the benefits will continue to be provided through the City of Toronto and the Toronto Civic Employees Union CUPE Local 416.
- (f) City of Toronto (Inside – CUPE Local 79) and Metropolitan Toronto (Inside – CUPE Local 79) – For an employee eligible for retiree benefits under 13.04(c), he/she shall be provided with Group Life Insurance of five thousand (\$5,000) dollars.

#### **LETTER OF INTENT PENSIONS – TEMPORARY EMPLOYEES**

All temporary employees captured under clause 13.01(g) who have not already joined OMERS shall, on a yearly basis, be notified in writing of their right to elect to join the OMERS pension plan, if in the previous two consecutive years they have:

- (i) earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, or
- (ii) been paid or deemed to have been paid 700 hours.

The notification will include information about OMERS including any buy back provisions. It will inform the employee that he/she has the ability to buy back, at her/his cost, any prior service with the City, a predecessor of the City or any OMERS participating employer. It will include the necessary forms for the employee to initiate a buy back quote from OMERS. The Employee may obtain the buy back quote directly from OMERS or through the assistance of the City.

#### **LETTER OF INTENT GRANDPARENTING THE EMPLOYEE PURCHASE OF HEALTH BENEFITS FOR EMPLOYEES WHO RETIRE FROM ONA LOCAL 41 IN THE FORMER CITY OF NORTH YORK**

The parties agree that employees from the former City of North York Nurses shall continue to be able to purchase Health benefits through the City upon retirement and on the basis that the employee pays one hundred per cent (100%) of the costs.

### **Change of Shift Within Work Location**

14.01 Prior to considering a transfer within a Division under this Article, a new or vacant day, afternoon or night shift(s) shall be offered to qualified employee(s) in order of seniority in the classification within the work location, unless the employee has indicated in writing they do not wish to be considered for such shift.

Prior to issuing a Job Posting under Article 15, transfer requests will be considered in accordance with this Article.

### **Employee Requests for Transfer**

The parties agree that the following language will supersede any and all divisional or Corporate transfer policies:

- 14.02(a) An employee wishing a transfer within his/her division and same classification to another location, shall submit a request in writing to his/her Division Head.
- 14.02(b) An employee wishing a transfer outside his/her division (within the same classification) to the same or another location, shall submit a request in writing to the Human Resources Division.
- 14.02(c) An employee wishing a transfer to a temporary assignment of one (1) year or more in another location within his/her same classification within his/her division shall submit a request in writing to his/her Division Head.
- 14.02(d) Once an employee submits a transfer request in writing, it shall remain on file for two (2) years from the date it is received by the Division Head or the Human Resources Division or until he/she is transferred, refuses the transfer or withdraws the transfer request, whichever occurs first. Within fourteen (14) days of receiving an employee transfer request, the Division Head or the Human Resources Division, as applicable, will acknowledge receipt of such request in writing to the employee.
- 14.02(e) All transfers under this article shall be offered to qualified employees in order of seniority in the classification, taking operational needs into consideration. Transfers will not be unreasonably denied.

### **Transfers To Permanent Positions**

- 14.03(a) The City shall first consider transfer requests for permanent positions, submitted by employees from within the Division, before those from employees in other Divisions.
- 14.03(b) Only permanent employees will be eligible for transfer into permanent positions.

### **Transfers To Temporary Assignments**

- 14.04(a) Where the City establishes a temporary assignment of one (1) year or more, such opportunity shall first be offered to employees in the same classification within the Division who have submitted a transfer request form indicating their request for consideration for a temporary transfer.
- 14.04(b) Once such transfer has been offered and accepted, the employee will remain in that assignment for the agreed duration and will not be permitted to transfer until such assignment is completed. This shall not affect an employee's right to apply for an opportunity under Article 15 (Job Postings) or to a change of shift opportunity in his/her base position under clause 14.01.
- 14.04(c) Notwithstanding (b) above, assignments may not last as long as was

originally expected and may be shortened or extended if required. In either case, the City will notify the affected employee(s) as soon as possible.

- 14.04(d) A permanent employee who accepts a transfer to a temporary assignment shall retain his/her permanent status. Upon completion of the temporary assignment the employee will return to his/her former location.
- 14.04(e) For temporary employees, upon completion of the temporary assignment the employee shall be treated in accordance with Article 21.

### **Reorganization/Service Consolidation – Related Transfers**

14.05 The City recognizes that a change in an employee's permanent work location may have an effect upon employees.

The City further recognizes that Local 79 has a legitimate interest in ensuring that their members are treated in a reasonable and consistent manner where it becomes necessary to transfer employees on a permanent basis within the context of the City's reorganization/service consolidation activities.

In this regard, where such transfers are to take place, and consistent with the City's operational requirements, the following guideline will apply:

- (i) Local 79 will be notified in writing prior to the scheduled transfer of staff, including an invitation to meet and discuss issues arising from the transfer. Wherever possible, such notice will be at least four (4) weeks prior to the scheduled transfer(s).
- (ii) Employees will also be given written notice of their reassignment (or the potential for reassignment, if not all employees will be similarly affected). Wherever possible, such notice will be at least four (4) weeks prior to the scheduled transfer(s).
- (iii) When a reassignment does not affect all employees, or where the reassignment involves more than one (1) new location, where qualifications meet the operational needs of the location(s), seniority will be the determining factor in making such reassignments.

The foregoing procedure does not prevent Local 79 from requesting a meeting to discuss issues relating to staff movement in circumstances which are not covered by the above procedure. If requested, such meeting shall be arranged and held as quickly as possible.

### **Rebuilding or Building a Long Term Care Home**

14.06 If the City of Toronto rebuilds a Long Term Care Home or builds a new Long Term Care Home or commences a major renovation that necessitates the movement of residents, full-time staff and part-time staff, the City will meet with Local 79 to review the capital project plans and staff redeployment plan prior to implementation. The staff redeployment plan will include how the multiple criteria of continuity of resident care, recognition of special resident needs and staff seniority will be addressed. The parties will make best efforts to negotiate a mutually acceptable Memorandum of Agreement to guide the redeployment of staff.

### **Rebuilding, Building or Renovating a City Facility**

14.07 If the City of Toronto builds or rebuilds a City facility, or commences a major renovation of an existing City facility that will necessitate the movement of full-time staff and/or part-time staff for a period exceeding six (6) months, the City will meet with Local 79 to review the capital project plans and staff

redeployment plan prior to implementation. The staff redeployment plan will include how continuity of service needs and staff seniority will be addressed. The parties will make best efforts to negotiate a mutually acceptable Memorandum of Agreement to guide the redeployment of staff.

## **Article 15 JOB POSTINGS**

- 15.01(a) Whenever appointments to or promotions to a permanent position within the City are to be made or where it is expected that there is a temporary assignment of one year or more the Division Head concerned shall notify the Executive Director of Human Resources of the City accordingly, setting forth the duties of the permanent position and/or temporary assignment and the qualifications required. The Executive Director of Human Resources shall arrange for the permanent position and/or temporary assignment to be made known to all employees as a Job Posting through the City's job posting portal. Applicants for such Job Postings shall be considered on the basis of any or all of the following factors: seniority, education, training and work experience, ability and appraisal of past performance.
- 15.01(b) Temporary assignments are not intended to be used for the back filling of permanent positions unless there is a sound operational reason to do so (e.g. the position may be deleted in the near future, the Division is anticipating a re-organization, or another employee has a claim to the position).
- 15.01(c) Permanent employees who are placed in a temporary assignment shall retain their permanent status.
- 15.01(d) A permanent employee shall return to his/her base position at the end of the temporary assignment. A temporary employee shall be treated in accordance with Article 21 when his/her temporary assignment comes to an end.
- 15.01(e) The Executive Director of Human Resources shall:
- (i) Arrange for the posting of available permanent positions and/or temporary assignments covered under this Article. Effective one hundred and fifty (150) days following the date of ratification of this Collective Agreement, such vacancies shall only be posted on the City's job posting portal.
  - (ii) Provide electronic copies of Job Postings covered under this Article to the Recording Secretary of Local 79 prior to the posting.
  - (iii) Ensure the postings are accessible to employees on the City's job posting portal.
- 15.01(f) Job Postings will be issued and shall state:
- (i) the general duties of the permanent position and/or temporary assignment;
  - (ii) the Division, Section and work location known at the time of the posting;
  - (iii) the bargaining unit in which the permanent position and/or temporary assignment is situated;
  - (iv) the length of the temporary assignment, known at the time of posting;
  - (v) the wage range and wage grade;

- (vi) the qualifications required;
  - (vii) the procedure for making application;
  - (viii) the time limit for receiving application(s);
  - (ix) the contact person;
  - (x) the assessments, if any, which candidates must undergo for the permanent position and/or temporary assignment will be held in the Human Resources Division unless otherwise indicated;
  - (xi) whether a Candidate List or an Eligibility List, but not both, will be established from the Job Posting;
  - (xii) whether the permanent position and/or temporary assignment is existing or new;
  - (xiii) the job evaluation code number, if one exists;
  - (xiv) the number of permanent positions and/or temporary assignments known at the time of posting; and,
  - (xv) the hours of work known at the time of posting.
- 15.01(g) A job posting shall be limited to only:
- (i) an opportunity as per Article 15.12 (a)(i) (or opportunities as per Article 15.12(a)(ii)), for promotion, in a specific position; or
  - (ii) to an opportunity as per Article 15.12(a)(i) (or opportunities as per Article 15.12(a)(ii)), for appointments, in a specific position.
- 15.01(h) The time limit provided in the foregoing 15.01(f)(viii) hereof shall not be less than two (2) weeks from the date of issue of the Job Posting provided that the Executive Director of Human Resources may, upon notice to Local 79, establish a shorter period.
- 15.01(i) An employee covered by the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be, shall have access to the Job Posting procedure as set out in Article 15 herein.
- 15.01(j) Prior to a permanent position and/or temporary assignment being posted through the Job Posting procedure those employees who have submitted a request for transfer prior to the date of posting (as per Article 14, Transfers) shall be given consideration for such permanent position and/or temporary assignment.
- 15.01(k) Priority for Job Postings under this Article shall be given to applicants from any of the Local 79 Bargaining Units.
- 15.02 Permanent positions and/or temporary assignments will be posted within the Toronto Public Service. The first consideration will be given to internal applicants and outside advertising will only take place in the event that the Executive Director of Human Resources and the Division Head concerned believe that there may not be employees within the Toronto Public Service with the qualifications required. In this event, the permanent position and/or temporary assignment will be advertised simultaneously inside and outside the Toronto Public Service.

- 15.03(a) (i) Applications for available permanent positions and temporary assignments shall be made as directed on the job posting. Employees shall retain the right to submit hard copy application(s) until December 31, 2017.
- (ii) An employee may apply for a permanent position in his/her classification outside his/her present section or in a classification that is at the same, or higher or lower rate of pay than his/her present classification.
- (iii) A temporary employee may also apply for a permanent position within his/her job classification and present section.
- (iv) An employee who was considered for a transfer under Article 14 for the same specific posted position/assignment and who was assessed and deemed not qualified, shall not be considered when the same specific position/assignment is then posted under this Article, provided that the position is posted within two (2) months from the date the employee was assessed.
- 15.03(b) The Executive Director of Human Resources and the Division Head concerned will conduct a joint preliminary review of applications received to make a fair and objective determination as to whether applicants meet the required qualifications for the posted permanent position and/or temporary assignment to be filled.
- 15.03(c) An employee whose application has been rejected because of insufficient qualification(s) for the permanent position and/or temporary assignment shall be notified in writing at least seven (7) calendar days prior to the date of the assessment. An employee whose application is rejected, may contact the Human Resources representative to receive feedback on the reason(s) why his/her application was rejected.
- 15.03(d) Any applicant who has a complaint regarding the procedure or any other matter may have his/her complaint placed before the Executive Director of Human Resources.
- 15.04 If, after the review of employee applications, the Executive Director of Human Resources and the Division Head concerned agree that an assessment(s) is not necessary to confirm candidates' qualifications for a permanent position and/or temporary assignment, the Executive Director of Human Resources will forward to the Division concerned, in order of seniority, the names and seniority dates of qualified candidates.

### **Assessments**

- 15.05(a) The Executive Director of Human Resources and the Division Head concerned will decide jointly on the need for an assessment(s) for the purpose of determining qualified candidates for the permanent position and/or temporary assignment. Should passing an assessment(s) be required to qualify for a particular permanent position and/or temporary assignment, it will be conducted in a manner that will provide a fair assessment of those candidates being assessed using the same set of standards.
- 15.05(b) Assessments will take the form of written test(s), practical, physical / skill tests, interview panel or any combination thereof to ensure candidates are assessed for the qualifications and skills considered most important to the permanent position and/or temporary assignment.

### **Deemed Qualified**

- 15.05(c) Where an applicant has performed the duties of the specific permanent position and/or temporary assignment that is the subject of the Job Posting, for at least one (1) year or the equivalent aggregate hours, and the employee has performed this work within the six (6) months preceding the Job Posting, then the candidate will be deemed to be qualified and will not be required to participate in an assessment.
- 15.05(d) Where there are more candidates than required to fill the posted vacancies, the Executive Director of Human Resources and the Division Head may jointly determine that not all candidates will be assessed. In this case, the most senior candidates will be assessed. Upon request by the union, the City shall provide the number of Local 79 applicants and a list of Local 79 applicants, in seniority order, who were assessed.
- 15.06 Should an assessment(s) be required, candidates will be advised in writing by the Executive Director of Human Resources of the type of assessment(s) and when and where the assessment(s) will be conducted.
- 15.07 Interview panel members will jointly complete a candidate evaluation form. Evaluation forms will be retained by the Executive Director of Human Resources and copies will be available for review by the Human Resources Division with the approval of the candidate within forty-five (45) days of being advised of the interview panel decision. Candidate evaluation forms completed on a candidate for a specific position will have no relevancy to any other position for which an employee might apply. The Interview Panel is responsible for qualifying candidates for the position.

### **Feedback**

- 15.08 A candidate who wishes to receive feedback on his/her assessment may, within forty-five (45) days of notification of his/her assessment results, contact the Human Resources Division who will arrange an appointment for the candidate to meet with the appropriate staff (i.e. someone involved in assessing the candidate). During the appointment the candidate will be provided with feedback on his/her interview and/or the opportunity to review his/her written test paper.
- 15.09 Candidates who do not comply with the procedures and guidelines established for conducting assessment(s) shall be disqualified from further consideration as a candidate.
- 15.10 Upon completion of the assessment(s), the Executive Director of Human Resources will advise all candidates in writing of their results, and will forward to the Division concerned, in order of seniority, the names and seniority dates of the successful candidates for selection.

### **Selection**

- 15.11(a) The selection decision will be based upon the criteria as set out in sub-clause 15.01(a) hereof. If other than the senior candidate(s) from the list of candidate(s) who meet the required qualifications is selected, the Division Head will advise the Executive Director of Human Resources in writing, giving reasonable justification for the selection of candidate(s) with less seniority. Such justification must demonstrate a fair and objective basis for the selection decision and for the separation between the successful candidate(s) and the unsuccessful senior candidate(s).
- 15.11(b) The Executive Director of Human Resources will notify all candidates who were not selected for the permanent position and/or temporary assignment. Where a less senior candidate is selected, candidates with greater seniority

shall be provided with the Division Head's justification.

### **Candidate and Eligibility Lists**

15.12(a) A list of the qualified candidates from each Job Posting shall be either:

- (i) a Candidate List which shall only be valid for the filling of the posted permanent position(s) and/or temporary assignment(s) and for any
- (ii) additional vacancies in the specific position(s)/assignment(s) not known at the time of the posting, that become available within a period of two (2) months after the posted permanent position(s) and/or temporary assignment(s) have been filled, or
- (ii) an Eligibility List which shall be valid for the filling of posted current and/or future permanent positions and/or temporary assignments in the specific position(s) that were the subject of the Job Posting during the period that the Eligibility List is in effect.

Upon request, an electronic list of qualified candidates and their seniority will be supplied to Local 79 for any specific job posting. The identity of non-Local 79 candidates will not be included.

15.12(b) The Candidate List or Eligibility List will be formed in accordance with clauses 15.04 or 15.10, as the case may be. Eligibility Lists will become effective upon receipt by the Division concerned. Subject to sub-clause 15.12(f) below, Eligibility Lists will be used to select the successful candidate for each successive permanent position and/or temporary assignment which arises during the period that the Eligibility List is in effect.

15.12(c) An Eligibility List shall remain in effect for six (6) months unless depleted (i.e. there are no candidates left on the list) before that time. If the Eligibility List is depleted; or upon the expiry of the six (6) months, whichever comes first, the City may:

- (i) Replenish the Eligibility List by considering applicants from the original posting who were not considered in accordance with 15.05(d); or
- (ii) Post the permanent position(s) and/or temporary assignment(s) in accordance with this Article.

15.12(d) Notwithstanding the first sentence of clause 15.01(a), further Job Postings shall not be issued for the permanent position and/or temporary assignment in question during the period the Eligibility List is in effect.

15.12(e) Each selection decision for the Job Posting shall be made in accordance with clause 15.11 from the candidates on the Candidates List or Eligibility List. Should a less senior candidate be chosen from the Candidate List or Eligibility List, the candidates with greater seniority shall be notified.

15.12(f) Candidates on the Eligibility List shall have the right to decline an offered permanent position and/or temporary assignment once. In the event that a candidate on the Eligibility List declines a second offered permanent position and/or temporary assignment, his/her name shall be struck from the Eligibility List and he/she shall not be considered for any future permanent position(s) and/or temporary assignment(s) during the remainder of the period that the Eligibility List is in effect. In the event that all remaining

candidates on an Eligibility List decline the same offered permanent position and/or temporary assignment, the City shall have the right to fill the permanent position and/or temporary assignment externally without any obligation to re-post it.

- 15.12(g) Eligibility lists will only be established by the City in respect to Job Postings where:
- (i) a number of placements are anticipated in the specific permanent position and/or temporary assignment that are the subject of the Job Posting in question during the six (6) months following issue of the Job Posting;
  - (ii) a turnover is anticipated in the specific permanent position and/or temporary assignment that is the subject of the Job Posting in question during the six (6) months following the issue of the Job Posting.

### **Reversion Period**

- 15.13(a) All successful candidates in either a permanent position and/or temporary assignment shall be subject to a three (3) month assessment period which will be extended when an employee is absent in excess of ten (10) working days during the period of assessment. In this case, the assessment period will be extended by the length of the absence.
- 15.13(b) A joint performance review will be conducted between the employee and the Division Head after the employee's first six (6) weeks in his/her new permanent position and/or temporary assignment to evaluate the employee's performance and suitability or to determine the possibility of reversion.
- 15.13(c) Should the permanent position and/or temporary assignment be confirmed, the three (3) month assessment period shall count toward the six (6) month Probationary Period defined in Article 4 if said employee had not completed such period prior to promotion.
- 15.13(d) Should a reversion be necessary, the three (3) month assessment period or any part thereof served in his/her new permanent position and/or temporary assignment shall not count towards the six (6) month Probationary Period if said employee had not completed his/her Probationary Period prior to promotion as set out in Article 4.
- 15.14(a) Should a reversion be necessary or requested by an employee who was a permanent employee prior to his/her promotion to either a permanent position or temporary assignment, the employee shall be reverted to his/her former position and wage rate, if the position has not been filled during the interim period. If the former position has been filled, the employee will be reverted to a position reflecting the wage rate earned by the employee prior to the placement. The time served in the position prior to his/her promotion to either a permanent position or temporary assignment will count towards the service required to qualify for an increment as set out in clauses 6.03 and 6.04 of Article 6.
- 15.14(b) Should no substitute position be available for such permanent employee, a supernumerary position at the pre-placement wage rate will be created for the employee until such time as a position becomes available. The time served in his/her former position prior to his/her promotion to either a permanent position or temporary assignment will count towards the service required to qualify for an increment as set out in clauses 6.03 and 6.04 of Article 6.
- 15.14(c) Should a reversion be necessary, the resulting vacancy may be filled using

the same Eligibility List (if not depleted) or Candidate List that was established when the position was originally posted.

### **Accommodation Placements**

- 15.15(a) Any employee who is no longer capable of performing his/her full required duties by reason of disability, may be placed in a suitable position, if such position is available, on the recommendation of the Executive Director of Human Resources without regard to the other clauses of this Article.
- 15.15(b) Prior to filling a temporary vacancy of three (3) months but less than twelve (12) months, the Division shall advise People & Equity of the available vacancy. People & Equity will determine whether there is a Local 79 employee seeking accommodation that could be considered for the position.

### **Scheduling of Assessments**

- 15.16 Whenever possible, assessments will be held during working hours. The Division Head will grant leave of absence with pay to those employees in the Division who have made application for and have been accepted for admission to such assessments. For employees subject to shift work, every effort will be made by the Division Head to re-schedule the employees so that the employees will not be required to work a shift immediately before or after an assessment.

## **LETTER OF INTENT ELECTRONIC JOB POSTINGS AND APPLICATIONS**

Within 120 days of the ratification of the Collective Agreement, the City shall:

1. Ensure that all employees are provided with the link and instructions on how they can access the City's job posting portal through the City's Intranet site and through the internet.
2. Explore opportunities where touch down sites may be made available to employees in various work locations for the purpose of accessing the City's HR Job Posting Portal to view and submit job applications. Such touchdown sites will provide employees with access to the City's Internal HR web.
3. Provide employee information sessions at various work locations on how to access and apply to electronic job postings using the City's job posting portal. Such information sessions shall be offered at least four times (4) per year in the first year of the Collective Agreement and then at least twice a year for the life of the Collective Agreement. These sessions shall include the following information:
  - how to access the City's job posting portal
  - how to submit an electronic application using the City's job posting portal
  - the need for applicants to tailor their job application (resume and cover letter) to the posted job.

An employee wishing to attend these sessions may, upon supervisor approval, register for such sessions. Requests to attend these sessions will not be unreasonably denied.

4. Meet with the Union to discuss the implementation of the above initiatives.

5. Provide the Union with a copy of any communications provided to employees regarding the implementation of the above initiatives.

It is understood that any disputes arising from the operation of this Letter of Intent shall not be the subject of a grievance.

This Letter of Intent shall expire on December 30, 2019.

## **Article 16 GRIEVANCE PROCEDURE**

- 16.01 The parties to this Agreement are agreed that it is of the utmost importance to address and resolve grievances as quickly as possible.
- 16.02 Time limits for all steps of the entire grievance and arbitration procedure may be extended in writing by mutual consent.
- 16.03 For the purpose of the grievance and arbitration procedures, "working days" shall be Monday to Friday inclusive, but exclusive of designated holidays.
- 16.04 A committee of not more than three (3) officers of Local 79 shall be designated by the President of Local 79 and shall constitute a committee hereinafter called the Local 79 Grievance Committee, to deal with a grievance in accordance with this Article.
- 16.05 The City acknowledges the right of Local 79 to appoint or otherwise select Stewards and officers and, in this regard, Local 79 acknowledges and agrees that Stewards and Officers of Local 79 have regular duties to perform as employees of the City and that such employees will not leave their regular duties to assist employees in respect of matters arising under this Article without obtaining the permission of their Division Head or someone designated by him/her and will similarly report upon returning to their regular duties. Such permission shall not be unreasonably denied. Time spent during an employee's regular working hours pursuant to this Article shall be without loss of pay.
- 16.06(a) Local 79 will supply the City with a list of all of its Stewards and Officers as soon as they are elected/appointed, and thereafter will notify the City in writing of any changes.
- 16.06(b) It is understood and agreed that Stewards and Officers under this Agreement, Part-Time Unit B, Recreation Workers (Part-Time) and Long Term Care Homes and Services Part-Time Unit Collective Agreements are interchangeable.
- 16.07 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable or where an allegation is made that this Agreement has been violated, such difference or allegation, being hereinafter referred to as "The Dispute" in Step One and thereafter "The Grievance", the following grievance procedure shall apply;
  - (i) **Step One – Dispute Resolution**

It is understood that before the dispute is put in writing, the employee's immediate supervisor will have an opportunity to discuss and address the dispute. Within twenty (20) working days following the circumstances giving rise to a dispute, Local 79, through the Local 79 Steward, shall request a meeting with the employee's immediate supervisor, who shall arrange a meeting within ten (10) working days of receiving the request. The employee shall be accompanied by a Local 79 Steward or

an available Local 79 Representative. Within three (3) working days of the date of the Step One – Dispute Resolution meeting, the supervisor will advise the Local 79 Steward and employee in writing whether the dispute was denied, granted or resolved. Any resolutions reached at this step shall be without prejudice or precedent.

(ii) **Step Two**

If the dispute is not resolved at Step One, the grievance and redress sought shall be put in writing and signed by the employee. Local 79 shall file the grievance with the Division Head within ten (10) working days following the Step One meeting, and shall provide the grievor's immediate supervisor with a copy of the grievance. The Division Head shall confer with the Representative of Local 79 within twenty (20) working days after receipt of the grievance at Step Two, and shall advise Local 79 in writing of his/her decision in respect to the grievance within ten (10) working days of the time of the conference. The grievor will attend the Step Two meeting upon the request of Local 79, provided that such request must be made at least five (5) working days prior to the date of the Step Two meeting.

(iii) **Step Three**

In the event that the Division Head does not provide redress satisfactory to Local 79 it may within ten (10) working days after the receipt of the written decision of the Division Head, forward copies of the grievance and the written decision as provided for in Step Two to the Director of Employee Relations. Upon receipt of such copies, the Director of Employee Relations shall confer with the

Representative of Local 79 within twenty (20) working days after receipt of the grievance at Step Three. The Director of Employee Relations shall advise Local 79 in writing within ten (10) working days after the said conference of his/her decision in respect to the grievance.

- 16.07 (iv) The City will grant paid leave of absence to a grievor to attend his/her Dispute Resolution, Step Two and Step Three grievance meeting(s), mediation and arbitration.

**Mediation**

- 16.08 The parties may agree to use the services of a mutually agreeable Mediator to assist the parties in resolving the grievance. The grievor(s) will attend the mediation meeting at the request of Local 79. Time spent in attendance at mediation during an employee's regular working hours shall be without loss of pay. The parties will jointly, in equal shares, bear the expenses of the Mediator. Any mutually agreeable resolution reached by the parties through such mediation shall be binding upon the parties but shall be without precedent or prejudice. In the event that no mutually agreeable resolution is reached, the grievance will proceed to arbitration.

**Arbitration**

- 16.09 In the event that the Director of Employee Relations does not provide redress satisfactory to Local 79, Local 79 may, within twenty (20) working days after the receipt of the written decision of the Director of Employee Relations, require that the grievance be submitted to arbitration by notifying the City in writing.

No matter may be submitted to arbitration which has not been properly processed through all previous steps of the grievance procedure as set forth

in this Agreement.

- 16.10 Grievances submitted to arbitration shall be determined by a single arbitrator unless either party requests that the grievance be determined by a Board of Arbitration.
- If the grievance is to be determined by a single arbitrator, the parties shall endeavour to reach agreement as to a suitable arbitrator. In the event that the parties fail to agree upon an arbitrator, Local 79 shall request the Minister of Labour for Ontario, in writing, to appoint an arbitrator.
- 16.11 In the event that the parties do not agree to have the grievance determined by a single arbitrator, the party which has requested that the grievance be determined by a Board of Arbitration shall so notify the other party in writing within ten (10) working days of receipt of the letter referring the grievance to arbitration. The notice shall include the name of its nominee to an Arbitration Board. The party so notified shall, within ten (10) working days after the receipt of the letter, notify the other party of the name of its nominee to the Arbitration Board. The two (2) nominees so selected shall appoint a third person who shall be the Chairperson. If the two (2) nominees fail to agree upon a Chairperson, Local 79 shall request the Minister of Labour for Ontario, in writing, to appoint a Chairperson and a copy of such request shall be forwarded concurrently to the other nominee to the Board.
- 16.12 The decision of the Division Head or the Director of Employee Relations, or Local 79 in the case of a management grievance pursuant to clause 16.24, as the case may be, shall be final and binding upon the City and Local 79 and upon any employee affected by it unless a subsequent step is taken within the times hereinbefore limited.
- 16.13 The single arbitrator, or the Arbitration Board, as the case may be, shall hear and determine the grievance and shall issue a decision, and the decision shall be binding upon Local 79, the City and upon any employee affected by it. The decision of a majority shall be the decision of the Arbitration Board, but if there is no majority the decision of the Chairperson shall govern.
- 16.14 Each of the parties hereto will bear the expenses of the nominee appointed to represent it and the parties will jointly in equal shares bear the expenses of the Chairperson of the Arbitration Board, or single arbitrator, as the case may be, and the cost of the room or rooms in which the arbitration is held.
- 16.15 The Arbitrator or Arbitration Board shall not have any power to add to, subtract from, alter, modify or amend in any way, any part of this Agreement nor to consider any matter not specifically contained in this Agreement nor otherwise make any decision inconsistent with this Agreement which expresses the full and complete understanding of the parties on remuneration, benefits and working conditions.
- 16.16 Employee witness(es) summoned to attend arbitration hearings by the Union will be granted unpaid leave of absence by the City and their wages and any associated expenses will be paid by the Union.

### **Policy Grievances**

- 16.17 Where a dispute involving a question of general application or interpretation of the Collective Agreement occurs, a policy grievance may be filed by Local 79, commencing at Step 3 within twenty (20) working days of the circumstances giving rise to the grievance.

### **Group Grievances**

- 16.18(a) Where a Group Grievance involves a group of employees in the same division, it may be initiated at Step One or filed at Step Two at Local 79's option within twenty (20) working days of the circumstances giving rise to the grievance.
- 16.18(b) Group grievances involving a group of employees in two or more divisions shall be filed at Step Three within twenty (20) working days of the circumstances giving rise to the grievance.
- 16.18(c) Local 79 will provide a list of all known grievors covered by the Group Grievance.

### **Suspensions of Less than Ten Working Days**

- 16.19 Whenever an employee is suspended for less than ten (10) working days, the grievance procedure as set forth in this Article shall apply except that the grievance shall be initiated at Step Two within twenty (20) working days after said employee has been suspended. If the suspension is of five (5) days or more the Division Head shall confer with the Representative(s) of Local 79 within ten (10) working days after receipt of the grievance.

### **Suspension of Ten Days or More and Discharge**

- 16.20 Whenever an employee receives a suspension of ten (10) days or more or is discharged, grievances shall be initiated at Step Three within twenty (20) working days after said employee has been suspended or discharged. The Division Head and the Director of Employee Relations shall confer with the Representative(s) of Local 79 within seven (7) working days after receipt of the grievance. The Director of Employee Relations will advise Local 79 in writing of his/her decision in respect to the grievance within ten (10) working days following the Step Three meeting.

### **Job Postings**

- 16.21 Any grievance of an employee with respect to Article 15 (Job Postings) shall be initiated at Step Two within twenty (20) working days of the circumstances giving rise to the grievance. In the event that the grievance is with respect to not being selected for a position, if such position is within a Division other than the employee's Division, the grievance shall be directed by Local 79 to the Head of the Division in which the vacancy occurred.

### **Sexual Harassment/No Discrimination or Harassment**

- 16.22 Where an allegation is made by an employee that Article 5 (No Discrimination or Harassment) or Clause 5.04 (Sexual Harassment) has been violated, a grievance shall be initiated at Step Two within forty (40) working days after such violation is alleged to have occurred.

### **Management Grievances**

- 16.23 In the event the City has a grievance, the Director of Employee Relations shall file the grievance in writing within twenty (20) working days of the circumstances giving rise to a grievance with the authorized officers of Local 79 who shall confer with the Director of Employee Relations within twenty (20) working days of the receipt of such grievance. In the event the authorized officers of Local 79 do not provide redress satisfactory to the City, the Director of Employee Relations may process the grievance to arbitration in accordance with the arbitration provisions as set out in this Agreement, with the necessary changes being made.

### **Benefit Grievances**

- 16.24 Where an allegation is made that there has been an improper application, administration or violation in the matters of any benefit entitlement as provided for under this Collective Agreement, the grievance shall be initiated at Step Three (3) of the grievance procedure as set forth in this Article, within twenty (20) working days after such violation is alleged to have occurred.

### **Disciplinary Discussions and Notations**

- 16.25 Whenever an employee is requested to report for a disciplinary discussion with a supervisor, prior to any disciplinary action being taken, such employee shall be advised of his/her right to a Steward or Local 79 representative, as appointed/selected by Local 79 under clause 16.05 to be present at such meeting. Local 79 shall ensure that such representative is available within forty-eight (48) hours excluding weekends of receiving such request. Where such representation is not provided within the forty-eight (48) hours the employee shall be advised of his/her right to the presence of an employee of his/her choice who is on duty at his/her place of work at the time the discussion takes place.
- 16.26 The City shall forward a copy of any letter of discharge to the Recording Secretary of Local 79 within ten (10) days of discharge.
- 16.27(a) Where an employee has not received a disciplinary notation for a period of two (2) calendar years, any disciplinary notation(s) recorded on the employee's Corporate Personnel File shall be null and void. If the employee requests the removal of a disciplinary notation(s) after such two (2) year period, the disciplinary notation shall be removed from the employee's Corporate Personnel File.
- 16.27(b) Where the disciplinary notation is removed under 16.28(a) or as a result of an agreement between the parties, any reference to the disciplinary notation and any supporting documentation regarding the matter shall be removed from the employee's Corporate Personnel File.

### **Expedited Arbitration**

- 16.28(a) The parties may by mutual agreement, proceed with an expedited arbitration for any grievance filed and processed through the grievance procedure.
- 16.28(b) (i) The grievance shall be placed before one (1) of the following arbitrators:
- |                      |                |
|----------------------|----------------|
| Susan Stewart        | Marilyn Nairn  |
| Christine Schmidt    | Jasbir Parmar  |
| Christopher Albertyn | Elijah Gedalof |
- (ii) Upon mutual agreement, the parties may add or delete names of Arbitrators on the list during the term of Collective Agreement.
- 16.28(c) If none of the foregoing arbitrators are able to satisfy the time limits agreed to between the parties, the parties shall jointly select an alternative arbitrator with an availability that meets the parties' time limits.
- 16.28(d) An Arbitrator appointed pursuant to this Article shall be deemed to have received the consent of the parties pursuant to Section 48(14) of the Labour Relations Act, 1995, S.O. 1995, as amended, to mediate the dispute.
- 16.28(e) The Arbitrator shall issue a "bottom line" decision within seven (7) working days of completion of the hearing. Reasons shall not be issued unless requested thereafter by either party.

16.28(f) Except as modified above, the provisions of the grievance and arbitration provisions set out in the Collective Agreement shall apply to a proceeding under this Article.

### **Human Rights and Harassment Policy**

16.29 In the event a member of Local 79 files a complaint under the City's Human Rights and Harassment policy, the forty (40) working day time limit to file a grievance will commence as of the date the Human Rights process is concluded.

### **Investigations**

16.30 Employees who have been removed from the workplace during an investigation shall continue to be paid until the City concludes its investigation.

### **Prescheduled Grievance Meetings**

16.31 The Employee Relations Division and Local 79 shall develop an annual schedule of meetings by Division for Step 2 grievance meetings, Step 3 grievance meetings, Policy Grievance meetings and mediation meetings.

The Employee Relations Division and Local 79 agree to mutual co-operation in the development of lists of grievances to be discussed at grievance meetings at least two (2) calendar weeks prior to the pre-scheduled dates

## **LETTER OF INTENT INVESTIGATION PROTOCOL**

Where the City conducts an investigation which may result in the discipline of a Local 79 employee(s), the employee(s) who is the subject of the investigation will be informed of the nature of the meeting and their right to Local 79 representation. The City shall inform Local 79 about the pending investigation meeting and the nature of the meeting. The following information will be provided to a Local 79 designated email:

- Name and contact information of the Supervisor/Manager;
- Name and contact information of the employee;
- Date, time and location of the meeting.

Where practical, the employee will receive twenty-four (24) hours notice of the investigation meeting.

At the meeting, the City will disclose the nature of the investigation including the nature of any complaints received.

At the meeting, the employee and the Local 79 Steward or representative will be informed if the City has contacted or intends to contact the police, children's aid societies or a professional regulatory body regarding the matters under investigation.

Once the investigation is completed, the employee will be informed of the outcome of the investigation in a timely manner.

## **LETTER OF INTENT INVESTIGATION PROTOCOL/GRIEVANCE AND ARBITRATION PROVISIONS**

The parties agree that the President of Local 79, the Chief Steward or their designates shall meet with the Director of Employee Relations or designates within

120 days of ratification for the purpose of reviewing the investigation protocol, and grievance and arbitration provisions as set out in the Collective Agreement.

This review will include but will not be limited to the adequacy of the time limits as set out therein and any other matters of mutual concern, including the investigation process and communication between the City, the Union and employees that may arise within the context of the grievance and arbitration process or investigations. The parties are committed to engaging in ongoing dialogue.

Meetings will be held at the request of either party.

### **LETTER OF INTENT DISPUTE RESOLUTION TRAINING**

The parties agree to meet during the term of the Collective Agreement for the purpose of jointly designing and implementing a training program which shall focus on dispute resolution techniques that may be applied in various circumstances, including but not limited to grievance management and Collective Agreement administration.

### **Article 17 LEAVE OF ABSENCE**

#### **Bereavement Leave**

- 17.01(a) An employee who is absent from work solely due to the death and/or funeral of the father, mother, father-in-law, mother-in-law, step-parents, son, daughter, brother, sister, step children, step-brothers, step-sisters, same-sex partner, husband or wife (including common law partner) of such employee shall be entitled to compensation for time so lost by such employee from his/her regular schedule at his/her regular rate of pay for five (5) working days. Such leave may commence no earlier than the date of the death, and must be completed within the seven (7) consecutive calendar day period following the day of the funeral or memorial service held in lieu of a funeral.
- 17.01(b) An employee who is absent from work solely due to the death and/or funeral of the son-in-law, step-son-in-law, daughter-in-law, step-daughter-in-law, brother-in-law, step-brother-in-law, sister-in-law, step-sister-in-law, grandparent, step-grandparent, grandchild or step-grandchild of such employee shall be entitled to compensation for time so lost by such employee from his/her regular schedule at his/her regular rate of pay for three (3) working days. Such leave may commence no earlier than the date of the death, and must be completed within the seven (7) consecutive calendar day period following the day of the funeral or memorial service held in lieu of a funeral.
- 17.01(c) An employee may be granted leave of absence with pay at the discretion of the Division Head where such leave is requested solely due to the death and/or funeral of persons other than those specified in clauses 17.01(a) and (b) and such request shall not be unreasonably denied.
- 17.01(d) Notwithstanding 17.01(a), (b) and (c), where an employee suffers a bereavement during a period of scheduled vacation he/she may request that bereavement leave be substituted for vacation and such bereavement leave shall be governed by the provisions of this clause.

#### **Jury Duty or Witness Service**

- 17.02 Each employee who is called to serve as a juror or, except as provided in

clause 16.17, is subpoenaed as a witness in a legal proceeding shall:

- (i) be granted leave of absence for such purpose, provided that upon completion of his/her jury duty or witness service such employee shall present to his/her Division Head a satisfactory certificate showing the period of such service; and
- (ii) be paid his/her full salary or wages for the period of such jury duty or witness service provided that he/she shall pay to the Deputy City Manager and Chief Financial Officer the full amount of compensation received for such service and obtain an official receipt therefore, it being understood that the full amount does not include monies received on days other than his/her regularly scheduled work day with the City or any monies received for meal allowance or travelling allowances; and
- (iii) upon being released from jury duty or witness service in the forenoon of any day, or on a day where an employee is not required to report for jury duty or witness service, immediately telephone his/her Division for instructions respecting his/her return to work and shall, upon receiving such instructions, comply with same.

### **Pregnancy/Parental Leave**

- 17.03(a) Pregnancy and/or parental leave, without pay, shall be in accordance with Part XIV of the Employment Standards Act, 2000, S.O. 2000, as amended.
- 17.03(b) Pregnancy and/or parental leave for an employee who does not qualify under Part XIV of the Employment Standards Act, 2000, S.O. 2000, as amended, shall be granted upon the employee's request, and administered in accordance with the Act.
- 17.03(c) Any request for an extension of parental leave beyond that which an employee is entitled to in accordance with clause 17.03(a), or is granted in accordance with clause 17.03(b), shall be at the discretion of the Division Head concerned, and shall not involve any expense to the City, but shall result in no loss of seniority.
- 17.03(d) The City shall provide the coverage and pay its share of the premiums for the benefits set out in Article 12 and shall pay its share of the pension contributions under Article 13 for any pregnancy and/or parental leave taken pursuant to clauses 17.03(a) or 17.03(b), unless the employee elects in writing that he/she does not wish benefit coverage.
- 17.03(e) Pregnancy and/or parental leave in accordance with clauses 17.03(a) or shall not involve any expense to the City, except as provided in clauses 6.03(c) (Increments), 10.01(d)(ii) (Vacation), 17.03(d), 17.04 and 17.05.

### **Pregnancy Leave Top-up**

- 17.04(a) An employee who is eligible for pregnancy leave under clause 17.03(a) or an employee who requests and is granted pregnancy leave under clause 17.03(b), shall be entitled, provided she is in receipt of Employment Insurance benefits pursuant to the Employment Insurance Act, S.C. 1996, as amended, to the following Supplemental Employment Benefits (SUB) payments while on pregnancy leave:
- (i) For the first two (2) weeks of the pregnancy leave, the employee receives no payments from the City; and,
  - (ii) For the following fifteen (15) weeks of the pregnancy leave, the employee shall receive from the City payments equal to the difference

between eighty five percent (85%) of her regular rate and the sum of her weekly Employment Insurance benefits and any other earnings.

- 17.04(b) Employees are not entitled to Supplemental Employment Benefits (SUB) except for the purpose of the supplementation of their employment insurance benefits for the period of unemployment.
- 17.04(c) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this provision.

### **Parental Leave Top-up**

17.05(a) An employee who is eligible for parental leave under clause 17.03(a) or who requests and is granted parental leave under clause 17.03(b) shall be entitled, provided the employee is in receipt of Employment Insurance benefits pursuant to the Employment Insurance Act, S.C. 1996, as amended, to the following Supplemental Employment Benefits (SUB) payments while on parental leave:

- (i) For the first two (2) weeks of the parental leave, the employee receives no payments from the City (where applicable); and,
- (ii) For the remainder of such parental leave, the employee shall receive from the City payments equal to the difference between eighty five percent (85%) of the employee's regular rate and the sum of the employee's weekly Employment Insurance benefits and any other earnings., provided the employee is taking a parental leave of no longer than thirty-five (35) weeks.

Should the employee take the option of an extended parental leave of up to sixty-one (61) weeks, (sixty-three (63) weeks if no pregnancy leave), for the period of the sixty-one (61) weeks (minus the two (2) week period outlined in 17.05(a)(i)), the employee shall receive from the City payments in an amount equal to the total dollar value available for the thirty-five (35) week leave, spread equally over the sixty-one (61) weeks (sixty-three (63) weeks if no pregnancy leave), minus the two (2) week period outlined in 17.05(a)(i).

The employee must advise the City of the leave option prior to the commencement of the parental leave.

- 17.05(b) Employees are not entitled to Supplemental Employment Benefits (SUB) except for the purpose of the supplementation of their employment insurance benefits for the period of unemployment.
- 17.05(c) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this provision.
- 17.06 An employee who is granted an extension of parental leave in accordance with clause 17.03(c) shall be responsible for paying in advance by post-dated cheque(s) the full premiums for the insurance coverage referred to in Article 12 for any period of such extension. Such employee shall be advised of the cost of the applicable benefits if the employee wishes to continue such benefit coverage. Employee pension contributions during such extension shall be in accordance with the regulations of the applicable pension plan.

### **Citizenship Leave**

17.07 An employee who is required to be absent from work during his/her normal

working hours for the purpose of obtaining his/her Canadian Citizenship shall, on two (2) occasions only, be granted one (1) day's leave of absence with pay on each such occasion.

### **Personal Leave**

17.08 Subject to the approval of the Division Head, an employee may request and be granted leave of absence, without pay, for up to five (5) working days per year for personal reasons. Where approved such absence shall not constitute a break in service so as to affect any benefits to which the employee is entitled other than pay. A request for such leave shall not be unreasonably denied. Approval or reasons for denial of such request shall be provided to the employee in writing.

### **Ill Dependant Leave**

17.09 Full-time employees may use up to six (6) days of his/her available IIP days or accumulative sick credits, as applicable, per calendar year in order to care for ill dependants. Temporary employees and all employees covered by Clarity Notes 1, 2, 3 and 4 are entitled to ill dependant leave on a pro-rata basis. Such absence shall be deducted from the employee's available IIP days or accumulative sick credits, as applicable, to the quarter hour and shall not be considered as breaking a month's service. Part-time nurses from the former East York ONA Local 5 may avail this provision on a pro-rata basis.

### **Leave of Absence for Full-Time Local 79 Positions**

17.10(a) An employee who is elected or appointed to a full-time position within Local 79 shall, upon request of Local 79, be granted such leave of absence provided that such leave shall involve no cost to the City.

Upon the expiration of his/her term of office, the employee shall be returned to his/her previous position, if such is available or if no such position is available upon consultation with the employee concerned, to a position in a classification comparable to the one he/she was employed in prior to taking office.

### **Leave of Absence for Full-Time Office with Organization Affiliated with Local 79**

17.10(b) When an employee is elected or appointed to a full-time position or office within a labour organization with which Local 79 is affiliated, Local 79 shall submit a request for leave of absence on behalf of the employee concerned to the Executive Director of Human Resources. Subject to the approval of the Division Head concerned, such leave of absence will be granted, provided that such leave shall involve no cost to the City.

Upon the expiration of his/her term of office, the employee shall be returned to his/her previous position, if such is available or if no such position is available, upon consultation with the employee concerned, to a position in a classification comparable to the one he/she was employed in prior to taking office.

### **Leave of Absence to Attend Labour Convention**

17.11(a) Subject to two (2) weeks notice, leave of absence without pay shall be granted to all duly elected delegates from Local 79 who are employees of the City to attend any authorized Labour Convention.

### **Leave of Absence to Attend Labour Conference**

- 17.11(b) Subject to the approval of the Division Head concerned, leave of absence without pay shall be granted to duly elected delegates from Local 79 who are employees of the City to attend authorized Labour Conferences.

### **Leave Without Pay**

- 17.12 The City will ensure that the City policy concerning Leave Without Pay, as it may be amended from time to time, is accessible to employees in the Local 79 unit.

### **Employees Seeking Election to Political Office**

- 17.13 The Toronto Public Service By-law, Chapter 192, Political Activity, dated December 31, 2015, as it may be amended from time to time, is applicable to employees in the Local 79 unit.

### **Voluntary Leave**

- 17.14 The following voluntary leave of absence provisions shall be made available to all temporary and permanent Local 79 employees on the following basis:

1. An employee may volunteer to be granted up to twenty (20) days of leave of absence without pay on the approval of the Division Head.
2. During the period of such leave, the employee shall continue to accumulate full seniority and service and shall continue to receive all benefits to which the employee is entitled under the agreement. In the event that the employee wishes to continue to contribute to the pension plan during the period of such leave, the employer will match the pension contributions.
3. An employee may choose one of the following payment options when taking a voluntary leave:
  - Receive no pay during the leave
  - Pro-rate payments over a number of pay periods remaining within the calendar year.

The minimum deduction is one half-day per pay period when an employee chooses to pro-rate payments. Any outstanding balance is adjusted on the final pay of the calendar year.

4. Requests for voluntary leave must be submitted in writing to the Division Head or his/her designate at least three (3) calendar weeks prior to proposed commencement of the leave. Requests for leave shall not be unreasonably denied. Leave must be completed prior to the end of the calendar year in which it is granted.
5. If an employee leaves the City, before paying for a voluntary leave that has been taken, deductions are made to the employee's final pay for any outstanding balance. If a leave has not been taken, any monies deducted are reimbursed on termination.
6. Should a request for leave be denied, the employee shall be given the reasons for denial of the leave in writing within five (5) working days of receiving the request.
7. In the event of any dispute arising out of this program, the Director of Employee Relations shall meet with the representatives of Local 79 in order to attempt to resolve the matter in dispute prior to the filing of a grievance.
8. The parties agree that where required amendments to the foregoing

shall be made in order to conform to shift schedules which may be at variance with the norm.

### **Childcare/Eldercare Leave**

17.15 Employees will be eligible to access the City's Childcare and Eldercare Leave Policy as it may be amended from time to time.

### **Military Service**

17.16 The City agrees that Local 79 members shall have access to the City's policy on Leave of Absence: Military Service, as it may be amended from time to time.

### **Quarantine**

17.17 Time lost by an employee as a result of a legally recognized quarantine because of a job related incident shall be treated as a leave of absence with pay for the duration of the quarantine.

### **Seniority and Payment of Wages While on Leave of Absence for Local 79 Business**

17.18(a) Whenever an employee is on leave of absence on Local 79 business, such absence shall result in no loss of seniority, nor shall it constitute a break in service so as to affect any benefits to which he/she may be otherwise entitled.

17.18(b) Whenever an employee is on leave of absence on Union business, the City shall pay the employee's wages and benefits, invoice Local 79 and Local 79 shall, forthwith, remit full reimbursement to the City. This provision does not apply to employees who are elected or appointed to full-time Union positions under clause 17.10(a) and (b).

### **Local 79 Negotiating Committee**

17.19 The City will recognize a Negotiating Committee of up to fourteen (14) members from the Full-Time Unit selected by Local 79. Leave of absence without loss of pay or benefits and with accumulation of seniority and service shall be granted to members of the Local 79 Negotiating Committee for the purpose of preparing bargaining proposals and negotiating a Collective Agreement or amendments thereto. The name of each of the members of the Negotiating Committee shall be provided in writing to the Executive Director of Human Resources at least four (4) weeks prior to the commencement of the leave. Requests for unpaid leave of absence for additional members of the Negotiating Committee shall be considered on a case by case basis.

### **Flexible Hours of Work to Accommodate Continuing Education**

17.20(a) An employee who wishes to continue working full-time hours while pursuing continuing education, may be granted flexible working hours, staggered hours or a compressed work week to accommodate his/her educational needs.

17.20(b) An employee who wishes to work less than full-time hours in order to pursue continuing education, may be granted access to either of the Part-Time Programs for Permanent Full-Time Employees in accordance with Articles 42 or 43.

17.20(c) Accommodation for educational needs as outlined in (a) and (b) above, will not adversely affect the operational needs of the Division. All requests

must be forwarded in writing, to the Division Head concerned for approval. Approval or reasons for denial of such request shall be provided to the employee in writing.

**Leave of Absence for Chief Steward and Unit Officers**

- 17.21(a) Upon request from Local 79, the City shall provide a full time leave of absence with pay and full benefits for the Chief Steward and four (4) Unit Officers of Local 79. In addition the three (3) Unit Officers representing the Long Term Care Homes and Services Part-Time, Unit B Part-Time and Recreation Workers Part-Time, or alternates as designated by Local 79 will be granted leaves of absence of five (5) days per week without loss of pay or benefits. The leave of absence for the Chief Steward and Unit Officers shall result in no loss of seniority or service.
- 17.21(b) At least two (2) weeks prior to the commencement of the leave of absence, Local 79 shall provide the City with a written request for the leave. The leave may not commence until the City confirms, in writing, its approval for the leave however, the commencement of the leave will not be delayed due to operational requirements for a period greater than four (4) calendar weeks from the date of the request.
- 17.21(c) The leave is for the purpose of resolving grievances, problem solving and working with management to further the union/management relationship in the workplace and any other duties the parties may mutually agree to.
- 17.21(d) During such leave, the Chief Steward and Unit Officers shall:
- (i) be authorized to make decisions on behalf of Local 79 related to dispute and grievance resolution, subject to final disposition by the Local 79 Grievance Committee;
  - (ii) be available on a day-to-day basis to meet with and discuss issues, concerns, grievance resolution and any other matter with the City as needed; and,
  - (iii) both parties are committed to promoting an environment based on mutual respect and professionalism in all dealings.

**LETTER OF INTENT  
PREPAID LEAVE PLAN**

The City will ensure that any City policy concerning a Prepaid Leave Plan, as it may be amended from time to time, is accessible to employees in the Local 79 Unit.

**LETTER OF INTENT  
UNPAID LEAVE TO WORK ON A POLITICAL CAMPAIGN**

Local 79 members shall have the right to ask for a leave of absence without pay to work on a political campaign. Such request shall not be unreasonably denied.

**LETTER OF INTENT  
PAYMENT FOR WORK OUTSIDE OF COMMITTEE MEETINGS**

Upon request, the City shall pay the wages and benefits of Local 79 members for time spent on committee work outside of committee meetings. Such requests will be co-ordinated through the President of Local 79 or his/her designate and the Director, Employee Relations, and will not be unreasonably denied.

**Article 18  
TRANSPORTATION**

- 18.01 Whenever an employee is required and/or authorized to use his/her automobile on the business of the City, the City shall pay to such employee, the rate established by the Canada Revenue Agency (CRA) under section 7306 of the Income Tax Regulations, C.R.C., c.945 per kilometre actually traveled in the course of transacting the business of the City up to 5,000 kilometres annually. The mileage allowance paid for kilometres in excess of 5,000 per year shall be set annually as the reasonable rate established by the Canada Revenue Agency (CRA) under section 7306 of the Income Tax Regulations, C.R.C., c.945 to ensure that the expense reimbursed is non-taxable income to the employee.
- 18.02 Whenever an employee is required to use the public transportation system in the course of his/her duties, such employee shall be provided with public transit tokens/tickets and/or passes for that purpose.
- 18.03 Mileage allowance, in accordance with clause 18.01, shall be paid to an employee authorized to use his/her automobile to travel to a temporary work assignment at a work location outside the City of Toronto boundaries. The allowance is for each kilometre traveled between the location of the temporary work assignment and the City boundary nearest to that location. The City boundaries are defined as Steeles Avenue on the north, Rouge/ Little Rouge River and Pickering Town Line on the east and Etobicoke Creek, Eglinton Avenue West and Indian Line on the west.

**Parking for City Business**

- 18.04 An employee who is required and/or authorized to use his/her automobile on business of the City shall be reimbursed for parking costs incurred in the course of conducting such business.

**LETTER OF INTENT  
TRANSPORTATION**

Where an employee in the past has not been expected to have access to a personal vehicle, and is now, as a result of restructuring, amalgamation of services or harmonization of classifications, required to have access to a personal vehicle to carry out City programs and services such employee will be given at least three (3) months notice of such change.

**LETTER OF INTENT  
GRANDPARENTING OF TRANSPORTATION/CAR ALLOWANCE**

Notwithstanding clause 18.01 the following transportation/car allowance provisions shall continue to apply under the following conditions.

1. In future, any employee now grandparented who, for whatever reason, is no longer required to provide his/her vehicle to perform his/her job functions shall be notified in writing. His/her allowance will be terminated on the final day of the last month in which the employee is required to provide a vehicle.
2. If an employee whose grandparented allowance was terminated pursuant to the preceding paragraph is subsequently assigned or returned to a job requiring the use of his/her vehicle as a condition of employment the appropriate monthly transportation allowance shall become payable effective on the date of the assignment or re-assignment.

The City confirms that the above applies to voluntary transfers.

- (a) Etobicoke Health Unit (CUPE Local 3431) – those employees who, as at May 11, 2000, were designated to receive car allowance will continue to receive \$363.17 per month car allowance (or may opt to receive mileage allowance in accordance with Article 18). Job Share employees who, at May 11, 2000 were designated to receive car allowance will continue to receive \$181.59 per month car allowance.
- (b) Etobicoke Health Unit (ONA Local 29) – those employees who, as at May 11, 2000, were designated to receive car allowance will continue to receive \$253.75 per month car allowance.
- (c) East York Health Unit (CUPE Local 114) – those Public Health Inspectors who, as at May 11, 2000, were qualified to receive transportation allowance shall continue to receive \$265.00 per month transportation allowance. All other employees who, as at May 11, 2000, were qualified to receive transportation allowance will continue to receive \$230.00 per month transportation allowance.
- (d) East York Health Unit (ONA Local 5) – those full-time nurses who, as at May 11, 2000 received a car allowance will continue to receive \$230.00 per month car allowance.
- (e) North York Inside Unit (CUPE Local 94) – those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of \$44.00.
- (f) North York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998) those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of \$44.00.
- (g) North York Dental Unit (CUPE Local 94) – those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of \$44.00.
- (h) North York Health Unit (ONA Local 41 (Full-time)) – those employees who, as at May 11, 2000, were authorized to use their automobile on a regular, on-going basis and who received a car allowance will continue to receive \$173.00 per
- (i) month car allowance together with 13¢ per kilometre.
- (j) Scarborough Nurses Unit (CUPE Local 3752) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

<b>Kilometres Driven Per Year</b>	<b>Monthly Allowance</b>
1,600 - 3,199	\$235.94
3,200 - 4,799	\$249.48
4,800 - 6,399	\$263.02
6,400 - 7,999	\$276.57
8,000 - 9,599	\$290.11

9,600 – 11,199	\$303.65
11,200 – 12,799	\$317.19
12,800 – 14,399	\$330.74
14,400 – 15,999	\$344.28
Over 16,000	\$357.82

- (k) Scarborough Inside Unit (CUPE Local 545) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

Kilometres Driven Per Year	Monthly Allowance
1,600 - 3,199	\$235.94
3,200 - 4,799	\$249.48
4,800 - 6,399	\$263.02
6,400 - 7,999	\$276.57
8,000 - 9,599	\$290.11
9,600 – 11,199	\$303.65
11,200 – 12,799	\$317.19
12,800 – 14,399	\$330.74
14,400 – 15,999	\$344.28
Over 16,000	\$357.82

- (l) Scarborough Inside (formerly non-union employees who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

Kilometres Driven Per Year	Monthly Allowance
1,600 - 3,199	\$235.94
3,200 - 4,799	\$249.48
4,800 - 6,399	\$263.02
6,400 - 7,999	\$276.57
8,000 - 9,599	\$290.11
9,600 – 11,199	\$303.65
11,200 – 12,799	\$317.19
12,800 – 14,399	\$330.74
14,400 – 15,999	\$344.28
Over 16,000	\$357.82

- (i) York Health Unit (CUPE Local 840) – those employees who, as at May 11, 2000, travelled more than 5,100 kilometres per year and were reimbursed in accordance

with the chart below will continue to receive car allowance in the same manner:

KILOMETRES DRIVEN		1996-97
BASE		\$3,161.50
UNDER	1000	\$3,205.00
1000	2000	\$3,290.00
2000	3000	\$3,375.00
3000	4000	\$3,465.00
4000	5000	\$3,550.00
5000	6000	\$3,635.00
6000	7000	\$3,720.00
7000	8000	\$3,805.00
8000	9000	\$3,895.00
9000	10000	\$3,980.00
10000	11000	\$4,065.00
11000	12000	\$4,150.00
12000	13000	\$4,235.00
13000	14000	\$4,325.00
14000	15000	\$4,410.00
15000	16000	\$4,495.00
16000	17000	\$4,580.00
17000	18000	\$4,665.00
18000	19000	\$4,755.00
19000	20000	\$4,840.00
20000	21000	\$4,925.00

- (m) York Foremen Unit (CUPE Local 103) – those employees who, as at May 11, 2000, could elect to receive car allowance at the rate of 33¢ per kilometre travelled or at the rate of \$7.50 per day the employee used his/her car shall continue to have the option of receiving a mileage allowance in accordance with Article 18 or electing to take \$7.50 per day that the employee uses his/her car in lieu thereof.
- (n) York Health Unit (ONA Local 59) – those employees who, as at May 11, 2000, were qualified for and received car allowance of \$150.00 each month for the first two hundred (200) kilometres driven and 19¢ for each additional kilometre driven will continue to receive car allowance in the same manner.
- (o) Metro Full-time (Inside Unit CUPE Local 79) – the existing practice with respect to travel allowance for employees working at Keele Valley and Pickering work locations as April 4, 2012, shall continue at the rate set out in clause 18.01.

The parties agree that following May 11, 2000 this Letter of Intent is subject to proofing and validation by Local 79 and the City.

## **TEMPORARY EMPLOYEE BENEFITS**

19.01 Notwithstanding anything hereinbefore contained all employees in the "Temporary Service" who have completed six (6) months of continuous service or six (6) months of aggregate service with the City shall be entitled to all benefits accorded herein to employees in the "Permanent Service" .

### **Article 20 SENIORITY AND SERVICE**

20.01(a) Subject to clause 20.03, a seniority date shall be established upon successful completion of the probationary period as defined in Article 4 for each permanent employee who works full-time hours on a continuous basis and shall accrue from the date of hire. Seniority shall accrue on a calendar year basis to a maximum of twelve (12) months accumulation in any one calendar year.

20.01(b) Subject to clause 20.03, all employees other than those covered under 20.01(a) shall have seniority established upon successful completion of the probationary period. Seniority shall accrue from the date of hire on a service-based method (aggregate hours paid). Seniority shall be accumulated based on a calculation of two thousand and eighty (2,080) regular hours paid equals one (1) year for a forty (40) hour work-week classification; one thousand nine hundred and fifty (1,950) regular hours paid equals one (1) year for a thirty-seven and one half (37.5) hour work-week classification; and one thousand eight hundred and twenty (1,820) regular hours paid equals one (1) year for a thirty-five (35) hour work-week classification, to a maximum accumulation of 2080/1950/1820 hours per calendar year.

20.02 Seniority and service as recognized or accrued in any Local 79 City of Toronto Collective Agreement will be recognized in this Collective Agreement.

20.03 An employee shall lose all seniority and service if:

- (i) he/she voluntarily terminates his/her employment subject to the right to rescind in 20.04;
- (ii) he/she is discharged for reasonable cause;
- (iii) he/she is absent without notice or without providing a satisfactory reason to the City in excess of seven (7) calendar days from the commencement of absence;
- (iv) he/she fails to report for work within ten (10) working days from the date he/she is recalled to work under Article 21.
- (v) he/she is not recalled to work within twenty-four (24) months of the date of his/her layoff from work pursuant to clause 21.17(a) and 21.23(a).

20.04 An employee who resigns shall have the right to rescind his/her resignation, provided that he/she notifies his/her immediate supervisor in writing, with a copy to the Division Head concerned, within five (5) working days of the date on which he/she tenders his/her resignation.

Upon receipt of such notification by the employee's supervisor, the employee shall be reinstated to his/her former position upon the commencement of his/her next scheduled shift.

It is understood that such time off shall be without pay, but with seniority and benefits.

- 20.05 The City shall maintain a seniority list of all employees coming within Local 79. An up-to-date copy of such list shall be forwarded electronically to Local 79 in January, April, July and October of each year.
- 20.06(a) An employee covered by the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be, who is appointed or promoted to a temporary or permanent position covered by this Collective Agreement, shall carry with him/her such accrued seniority and service as was calculated, defined and prescribed in the Collective Agreement covering the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be.
- 20.06(b) The treatment of such seniority (conversion of seniority hours to a seniority date) shall be as set out in the relevant clauses of the three above-mentioned Collective Agreements - Long Term Care Homes and Services Part-Time – clause 17.05; Unit B Part-Time – clause 13.02 and Recreation Workers Part-Time – clause 30.01(b).

#### **Definition of Service**

- 20.07 Unless otherwise specified, whenever the term "service" is used within this Collective Agreement, it shall be defined as all time paid with the City.
- 20.08 Service shall not include periods when an employee is on:
- (i) suspension, without pay, of more than ten (10) working days;
  - (ii) leave of absence without pay due to illness or injury in excess of twenty-six (26) consecutive bi-weekly pay periods for the purpose of Article 10 (Vacations) clauses 10.01(d)(i) and 10.01(d)(ii), and Article 12 (Extended Health Care/Dental/Group Life and Long Term Disability Insurance) clause 12.01(c);
  - (iii) approved leave of absence without pay, except as otherwise provided in this agreement;
  - (iv) any unauthorized leave of absence; and
  - (v) any period of layoff.

#### **LETTER OF INTENT SENIORITY AND SERVICE**

It is understood and agreed that the deletion in the current Collective Agreement of the Letter of Intent – Seniority, Article 20.01(a), (b), (c), (d) and (e) and the Letter of Intent – Seniority Calculation/Conversion, the deletion of 28.02 and 28.04 found in the 2005-2008 Collective Agreement is without prejudice to and does not detract from the final and proper determination of employee(s)' Service and Seniority under those Letters and or Articles.

#### **Article 21 EMPLOYMENT SECURITY, REDEPLOYMENT, LAYOFF AND RECALL**

#### **PERMANENT EMPLOYEES:**

#### **Deletion of Permanent Positions**

- 21.01 (a) The City may place in other positions any permanent employee(s) who will be displaced and may be laid off for reason of:
- (i) technological improvements in the operation of the City;
  - (ii) the contracting out of any work now performed by employees; or
  - (iii) the deletion or elimination of a position or job classification.
- (b) Prior to deleting a permanent position or job classification in the bargaining unit where there is a permanent incumbent, the City will provide Local 79, at least sixty (60) calendar days written notice.
- (c) The notice to the Union shall contain an invitation from the Director, Employee Relations, to meet within ten (10) calendar days for the purpose of discussing the proposed deletion(s).
- (d) The City shall commence the layoff process for employee(s) whose position has been identified for deletion, no less than fourteen (14) calendar days after the date the notice was issued to the Union under clause 21.01(b).
- (e) The City will provide a permanent employee, whose position has been identified for deletion, no less than thirty (30) calendar days of written notice of layoff with a copy provided to the Union.

#### Joint Redeployment Committee

- 21.02 A Joint Redeployment Committee shall be established to discuss the placement of a permanent employee(s) who received notice under clause 21.01(e).
- (a) The Joint Redeployment Committee will:
- i) review the City's proposed redeployment plan;
  - ii) review vacant permanent positions that the City has identified as a potential match for the employee(s);
  - iii) meet with the affected employee(s) to advise them of the redeployment process and address any questions they may have about the layoff process.
- (b) The following information will be made available to the Joint Redeployment Committee:
- i) list of names, seniority dates and Division/Section of affected employee(s);
  - ii) a list of available vacant permanent positions (including location, shift information, job number and title, number of openings, wage grade, salary range and bi-weekly hours);
  - iii) a list of available vacant permanent positions that the City has identified as potential matches to the displaced employee(s) (including current work location, hours of work, hourly wage and shift, if applicable);
  - iv) the rationale for the position deletion, including staffing and financial information that the City considers pertinent to the placement process of a permanent employee who has received notice under 21.01(e).

- 21.03 No further notice to the Union shall be required for any subsequent layoffs that may occur as a result of the initial notice of position deletion under this Article.

#### Layoff Process for Permanent Employees

- 21.04 The City will provide a permanent employee who has been identified for layoff, for reason other than position deletion, no less than fifteen (15) calendar days written notice of layoff with a copy of said notice to the Union. The Union will be invited to attend the meeting when the employee receives notice.
- 21.05 Subject to clauses 4.01, 20.01(a) and 20.03, a permanent employee who has received notice of layoff in accordance with clause 21.01(e) or 21.04, shall elect within five (5) calendar days one of the following options:
- (i) to be laid off and placed on the recall list; or
  - (ii) to accept a voluntary separation package, if offered by the City; or
  - (iii) to retire from the City, if eligible; or
  - (iv) to have his/her employment terminated and be paid in accordance with the Employment Standards Act, 2000, as amended; or
  - (v) exercise his/her seniority rights to displace an employee in the manner described in clause 21.07 below.
- 21.06 Notwithstanding any provisions under this Article, the City may at any point during the layoff process place a permanent employee, who has received notice of layoff, into a vacant permanent position that the employee is qualified to perform. The permanent placement shall be in an available vacant position that is higher, equal to, or no more than four (4) wage grades below the employee's base wage grade.
- 21.07 (a) Subject to clauses 4.01, 20.01(a), and 20.03, a permanent employee who elects to displace in accordance with 21.05(v) and provided that the employee is qualified to perform the work required, the employee shall:
- (i) displace the most junior permanent employee in the same job classification and Division, or if this is not possible, then
  - (ii) displace the most junior permanent employee in the same job classification City-wide, or if this is not possible, then
  - (iii) displace the most junior permanent employee in the same wage grade City-wide, or if this is not possible, then
  - (iv) displace the most junior permanent employee in the next lower wage grade (one wage grade below the employee's base wage grade) City-wide, or if this is not possible, then
  - (v) displace the most junior permanent employee, in the next lower wage grade (two wage grades below the employee's base wage grade) City-wide, or if this is not possible, then
  - (vi) displace the most junior permanent employee, in the next lower wage grade (three wage grades below the employee's base wage grade) City-wide, or if this is not possible, then
  - (vii) displace the most junior permanent employee, in the next lower wage grade (four wage grades below the employee's base wage grade) City-wide, or if this is not possible, then
  - (viii) displace the most junior permanent employee, in the next lower wage grade (five wage grades below the employee's base wage grade) City-wide, or if this is not possible, then
  - (ix) displace the most junior permanent employee, in the next lower wage grade (six wage grades below the employee's base wage grade) City-wide.

- (b) If the permanent employee cannot displace an employee in accordance with clause 21.07(a), and provided that the employee is qualified to perform the work required, the employee shall:
  - (i) be placed in a vacant temporary position within his/her job classification and Division, or if this is not possible, then
  - (ii) displace any temporary employee who has at least six (6) weeks remaining in his/her assignment, in reverse order of seniority within the employee's same job classification and Division, or if this is not possible, then
  - (iii) displace any temporary employee who has at least six (6) weeks remaining in his/her assignment, in reverse order of seniority within the same job classification City-wide.
- (c) Provided that the permanent employee is qualified to perform the work required, when the employee's temporary assignment under clause 21.07(b) comes to an end, the permanent employee will be placed in a temporary position in accordance with 21.07(b)(i), (ii) and then (iii) above. In the event that this is not possible, the permanent employee shall be laid off and placed on the recall list.
- (d) A permanent employee who is placed in a temporary assignment as a result of 21.07(b) or (c) shall not lose his/her permanent status.

21.08 In the event there are two (2) or more employees who are qualified to perform the work of an available vacant permanent position, the employee with the most seniority shall be placed in the position and the other employee(s) will continue to be dealt with in accordance with this Article.

21.09 If a permanent employee cannot be placed or displace in accordance with this Article, the permanent employee will be laid off and placed on the recall list under the original notice of layoff issued under this Article.

21.10 Notwithstanding clause 42.05, a permanent employee who has received notice of layoff while participating in the Part -Time Program under Article 42 or Article 43, shall be treated in accordance with this Article.

#### Training for Permanent Employee(s):

21.11 When the City identifies a permanent position into which the permanent employee may be placed, and the City determines such placement may require up to a maximum of one (1) month training for the employee to be able to perform the required work, the City shall provide the training, at its expense, that it considers necessary. To the extent that it is practical to do so, training will be provided during the employee's regular working hours.

#### Wage Protection

21.12(a) A permanent employee, who is placed in a permanent position, in accordance with clause 21.06 or 21.07(a), that is up to four wage grades below the employee's preplacement base wage grade, will continue to receive the hourly rate he/she was receiving prior to placement. This rate protection will extend for the twenty-four (24) month period immediately following the date he/she was placed in the lower wage grade (the "Wage Protection Period"). Following the expiry of the Wage Protection Period, the employee will then receive the actual hourly rate of his/her new position. The change in hourly rate will be

effective the first day of the pay period following the expiry of the Wage Protection Period.

- (b) An employee who is placed in a permanent position in accordance with 21.06 or 21.07(a) and who is subsequently re-matched in accordance with 21.14 to a wage grade that is up to four wage grades below his/her pre-layoff base wage grade, shall receive wage protection in accordance with 21.12(a) for his/her remaining Wage Protection Period.
- (c) In those cases where an increment structure would apply, no further increments applicable to the permanent employee's former position shall be granted following his/her placement.
- (d) A permanent employee, who is placed in a permanent position, in accordance with clause 21.07(a), that is five or six wage grades below the employee's preplacement base wage grade will receive the actual hourly rate of his/her new position.

21.13A permanent employee who receives wage protection under clause 21.12(a), will receive a lump sum retirement payment, provided that both of the following conditions are satisfied:

- (i) the employee retires in the twelve (12) month period (the "Additional Wage Protection Period") immediately following the above-noted Wage Protection Period; and
- (ii) the employee retires from the position to which he/she was placed in accordance with this Article.

The lump sum retirement payment shall be equal to the difference between the rate the employee was receiving prior to his/her permanent placement and the rate applicable to his/her new permanent position for all regular hours worked, during the Additional Wage Protection Period, and shall be considered pensionable earnings.

#### Re-Match Period

21.14 Within three (3) months of the placement of a permanent employee under clause 21.06 or 21.07(a), the City may determine that the placement is not an appropriate match. In this case, under the original notice of layoff issued under this Article:

- (i) the City shall meet with the employee to advise him/her in writing that it has determined that the placement is not appropriate with a copy to the Union.  
  
The Union will be invited to attend the meeting with the employee.
- (ii) the City may place the employee in a permanent vacancy in accordance with 21.06. If this is not possible, then
- (iii) the employee shall exercise his/her remaining rights to displace another employee in accordance with 21.07.

#### Right to Return

21.15 A permanent employee whose position was deleted, shall have the right to return

to the position within the classification held prior to the notice of layoff should it become vacant during the twelve (12) month period following placement provided that the vacant position is in the same division and section and unit as the position formerly held by the employee. In the event that there is more than one person wishing to return to the position within the classification, seniority shall govern.

#### Rights of Permanent Employees While on Layoff

21.16 During the period in which a permanent employee is on layoff, the employee shall not be entitled to the benefits provided under this Agreement, except as follows:

- (a) the right to be recalled provided not more than twenty-four (24) months have elapsed from the date the employee was laid off;
- (b) the option to continue health and dental benefits coverage under Article 12 for a three (3) month period following layoff, provided that the permanent employee was in receipt of benefits at the time of layoff. If an employee elects this option, he/she shall pre-pay to the City the full cost of such benefits;
- (c) the right to apply and/or proceed in a job posting in accordance with Article 15 Job Postings. The right to apply and/or proceed in such job posting shall not extend beyond the period of recall as set out in 21.16(a).

#### Recall Process for Permanent Employees

21.17(a) If and when a vacancy becomes available, a permanent employee on layoff shall be recalled, in order of his/her seniority, provided that:

- (i) not more than twenty-four (24) months have elapsed from the date the employee was laid off, and
- (ii) the employee is qualified to perform the work required, and
- (iii) the permanent vacancy is at a wage grade equal to or lower than the employee's permanent pre-layoff wage grade; or
- (iv) the temporary assignment is at the same wage grade as the employee's pre-layoff wage grade.

- (b) A permanent employee who refuses recall shall be deemed to have terminated his/her employment.
- (c) Notwithstanding 21.17(b), a permanent employee may refuse recall once to a permanent position that is lower than his/her pre-layoff wage grade.
- (d) A permanent employee who fails to report to work within ten (10) calendar days of recall without providing a reason satisfactory to the City shall be deemed to have terminated his/her employment.
- (e) It is the responsibility of every employee on layoff to notify the City promptly of any change in telephone number, email and/or address and to provide the City with an updated resume to assist in the recall process.

21.18 If a laid off permanent employee is recalled to or is placed in accordance with 21.17(a) or 21.16(c) in a temporary assignment, the permanent employee shall:

- (i) retain his or her permanent status;
- (ii) remain in that assignment for the duration of the assignment until it has been completed. This will not preclude the employee from applying for a position under Article 15; and

- (iii) be laid off and placed on the recall list once the temporary assignment has been completed, provided that at the time that the temporary assignment is completed, there is no permanent vacancy at the employees permanent pre-layoff wage grade that he/she is qualified to perform.

## **TEMPORARY EMPLOYEES:**

### Notice to Temporary Employees

21.19 A temporary employee who has been identified for layoff shall receive a written notice of layoff and proceed through the layoff process as provided in this Article. The written notice of layoff shall be copied to the Union at the same time it is issued to the affected employee.

### Layoff Process for Temporary Employees

- 21.20 (a) Subject to clauses 4.01, 20.01(a) and 20.03, a temporary employee(s) who has received notice of layoff in accordance with clause 21.19, provided the employee is qualified to perform the work required, the employee shall:
- (i) displace a temporary employee, in reverse order of seniority, within the same job classification and Division, provided the employee being displaced has at least six (6) weeks remaining in his/her temporary assignment, or if this is not possible, then
  - (ii) displace a temporary employee in reverse order of seniority within the same job classification City-wide, provided the employee being displaced has at least six (6) weeks remaining in his/her temporary assignment.
- (b) Notwithstanding the foregoing, the City may at any point during the layoff process place a temporary employee in a vacant temporary assignment in the employee's job classification provided that the employee is qualified to perform the work required.

21.21 If the temporary employee cannot be placed or displace an employee in accordance with clause 21.20, the employee shall be laid off.

### Rights of Temporary Employees While on Layoff

21.22 During the period in which a temporary employee is on layoff, the employee shall not be entitled to the benefits provided under this Agreement, except as follows:

- (a) The right to be recalled provided no more than twenty-four (24) months have elapsed from the date the employee was laid off;
- (b) The option to continue health and dental benefits coverage under Article 12 for a three (3) month period following layoff, provided that the temporary employee was in receipt of benefits at the time of the layoff. If an employee elects this option, he/she shall pre-pay to the City the full cost of such benefits;
- (c) The right to apply or proceed in a job posting pursuant to Article 15, either prior to being laid off, or after he/she has been laid off. The right to apply and/or proceed in such job posting shall not extend beyond the period of recall as set out in clause 21.22(a).

### Recall of Temporary Employees

- 21.23 (a) Subject to 21.22(a), if and when a vacant temporary assignment becomes available, a temporary employee who has been laid off under this Article shall be recalled in order of his/her seniority provided that:
- (i) not more than twenty-four (24) months have elapsed from the date that the employee was laid off; and
  - (ii) the employee is qualified to perform the work required, and
  - (iii) the vacant temporary assignment is at the same wage grade or up to three (3) wage grades below the employee's pre-lay off base wage grade, and
  - (iv) provided there is no permanent employee who is qualified to perform the work required, who can be recalled in accordance with this Article.
- (b) A temporary employee who refuses recall shall be deemed to have terminated his/her employment.
- (c) A temporary employee who fails to report to work within ten (10) calendar days of recall, without providing a reason satisfactory to the City, shall be deemed to have terminated his/her employment.
- (d) A temporary employee who has been laid off for less than twenty-four (24) months and who has not acquired seniority may be given preference for re-employment to a temporary assignment in his or her pre-lay off wage grade over new hires, provided that the laid off employee is qualified to perform the work.
- (e) It is the responsibility of every temporary employee on layoff to notify the City promptly of any change in telephone number, email and/or address and to provide the City with an updated resume to assist in the recall process.

### **PERMANENT AND TEMPORARY EMPLOYEES:**

- 21.24 The City has the right, at any point during the layoff and recall process, to assess the employee(s)' qualifications and ability to perform the required work for any position that the employee is being considered for.
- 21.25 The Job Posting provisions under Article 15 of the Collective Agreement do not apply to placements under this Article.
- 21.26 All employees to whom this Article applies will co-operate and actively participate in the layoff and recall process. Employees who fail to co-operate with this process without a reason satisfactory to the City, will be laid off and placed on the recall list.

### **Article 22 WORKPLACE SAFETY AND INSURANCE BENEFITS**

- 22.01 Where in an action or by settlement of a claim arising out of an accident to an employee of the City coming within the Local 79 Unit, the City recovers from a third party as a result of such accident a larger amount, exclusive of

costs, than the amount paid to or on behalf of such employee including the costs of the services of the Solicitor for the City, the surplus amount shall be allocated by the City in accordance with the requirements of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.

- 22.02 Where an employee who is injured in circumstances in which he/she may be entitled to compensation under the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, elects to claim against a third person, he/she shall, as a condition of receiving Sick Pay or IIP Pay, agree to provide in writing an undertaking to reimburse the City out of the proceeds of any settlement or judgement upon such claim, the amount of money equivalent to the value of such Sick Pay or IIP Pay, may be, and upon his/her having made such reimbursement, his/her accumulated Sick Pay or IIP Pay, shall be restored accordingly.
- 22.03(a) Where an employee who is injured on duty with the City in circumstances where no action for such injuries would lie against a third person, and who is unable to work as a result of such injury, and who has made a claim to the Workplace Safety and Insurance Board in accordance with the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, shall, provided he/she has qualified for Sick Pay or IIP Pay, in accordance with Article 11A (IIP) or Article 11B (Sick Pay), be paid an amount equal to his/her full net pay while the employee is off work and until such time as a ruling has been made by the Workplace Safety and Insurance Board.
- 22.03(b) If the employee's claim is denied and the employee has otherwise qualified for Sick Pay or IIP Pay, the denial of the claim shall not act as a bar to the employee claiming benefits in accordance with the provisions of Article 11A (IIP) or 11B (Sick Pay).
- 22.03(c) The full net pay of an employee shall be as determined by the City by deducting from the employee's gross earnings the probable Income Tax, Canada Pension Plan premiums, and Employment Insurance premiums.
- 22.04 Where the Workplace Safety and Insurance Board approves the claim, and for as long as the employee is receiving a full loss of earnings benefit in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, the employee shall continue to receive the full net pay amount as defined in clause 22.03(c). Such full net pay shall include benefit payments approved by the Workplace Safety and Insurance Board. Such full net pay shall include the full loss of earnings benefit payments in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, as approved by the Workplace Safety and Insurance Board.
- 22.05 If the employee is unable to return to work after a claim is approved, he/she shall receive the benefit payments approved by the Workplace Safety and Insurance Board directly from the Workplace Safety and Insurance Board and for those who qualify for Sick Pay or IIP Pay, in accordance with Article 11A (IIP) or Article 11B (Sick Pay), receive the remainder of the net pay amount from the City. From the portion the employee is receiving from the City, the following deductions shall be made: the employee's Pension contributions and if applicable, the employee's share of Extended Group Life Insurance premiums and any further deductions required by law. No deductions will be made from the sick bank or IIP Pay of an employee who received payments under clauses 22.03(a) and 22.05 (Note: This will leave a net balance approximately equal to an employee's normal take home pay).
- 22.06 Employees who have not qualified for Sick Pay or IIP Pay, in accordance with

Article 11A (IIP) or Article 11B (Sick Pay) shall, if their Workplace Safety and Insurance Board claim is approved, receive their benefit payments from the Workplace Safety and Insurance Board.

22.07 An employee in receipt of a loss of earnings benefit in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, who is not on layoff shall be considered to be an employee on the active payroll and;

- (a) Continues to accrue seniority, service, vacation and sick pay credits or IIP Days, and
- (b) Continues to be entitled to benefit coverage which shall be maintained by the City in the same manner as though the employee were at work, and
- (c) The foregoing shall have no effect on any permanent partial disability pension, which an employee may be receiving.

22.08(a) Where the claim is not approved the City shall provide the employee with a copy of the denial letter from WSIB. Where the employee receives monies in excess of his/her appropriate net pay amount, such excess shall be treated as an overpayment and the City shall make recovery from the employee's wages.

The employee may, within five (5) working days of notification of the overpayment, request to have the overpayment recovered from his/her:

- (i) Wages; and/or
- (ii) Vacation bank, subject to Division approval; and/or
- (iii) Accumulated lieu time; and/or
- (iv) Sick bank or IIP, provided that the employee would have been qualified to use his/her sick bank/IIP as per Articles 11A and 11B of the Collective Agreement and the absences are substantiated and is subject to Division approval.

Such request and/or Divisional approval shall not be unreasonably denied. This does not preclude the employee from making a full or partial payment.

If approval is granted to deduct the overpayment from the employee's vacation bank, accumulated lieu time, and/or sick bank/IIP, and if the amount of overpayment is greater than the vacation bank, accumulated lieu time, and/or sick bank/IIP, or if no request is made within five (5) working days or approval is not granted, the City shall recover the excess from the employee's wages.

In the event that the employee elects to repay the City through a deduction from wages, clause 6.10 of the Collective Agreement will apply. The affected employee must provide the City with any recovery consents required by law.

In the event that the employee disagrees with the recovery of any wages, the City may utilize the process outlined in the LETTER OF INTENT—INTERIM ALTERNATE PROCESSES FOR CLAUSE 6.10.

22.08(b) In the event of an overpayment, the City shall advise the employee in advance of the implementation of any schedule of recovery with respect to

said overpayment. The recovery Schedule shall not exceed the maximum permitted by the Wages Act, R.S.O. 1990 as amended, unless the parties agree otherwise.

If so requested the City shall meet with the employee so that the employee may provide his/her input regarding an appropriate schedule of recovery. The employee may be accompanied by either his/her Steward or other Union Representative at such meeting should he/she so request.

- 22.09 An employee, who sustains a compensable injury and, as a result, must leave work before the end of his/her shift, on the day the injury occurred, shall be paid to the end of the shift.
- 22.10 Where a WSIB claim is approved and the employee has returned to work and requires medical appointments related to the compensable injury, such time shall be at no cost to the employee provided the employee makes all efforts to first schedule such appointments outside of normal working hours.
- 22.11 Any employee who is on a City paid leave of absence while conducting Local 79 related activities will be considered an employee of the City for WSIB purposes.
- 22.12 Leave of absence, with pay, shall be granted to two (2) full-time Workers' Compensation/Rehabilitation Representatives whose responsibilities will include worker's compensation and rehabilitation. The cost of such leave shall be shared equally by the parties.

### **Article 23**

#### **NOTICE OF CONTRACTING OUT**

- 23.01(a) Where practicable, the City shall provide eighty (80) calendar days written notice to Local 79 prior to contracting out any work that is currently performed by Local 79 employees.
- (b) The written notice shall contain an invitation from the Division to meet, within ten (10) working days, for the purpose of discussing the proposed contracting out.
  - (c) Upon request, the Division shall provide the following information to Local 79:
    - (i) Cost information pertaining to the proposed contracting out of work,
    - (ii) The reasons that have led to the decision to recommend the contracting out of work, and
    - (iii) Any other information that the City determines is relevant to the proposed contracting out of work.
  - (d) Within the eighty (80) calendar days notice period referred to in Clause 23.01(a), above, Local 79 may make any representations it wishes to the Division involved and, where Council approval is being sought, to the appropriate Committee of Council.
  - (e) Should the City contract out or privatize any bargaining unit work, no permanent employee with fifteen (15) years of seniority as at December 31, 2024 shall lose his/her employment as a result of contracting out or privatization. Employees affected as a result of contracting out shall have access to the provisions of Article 21.

**Article 24**  
**NO STRIKE OR LOCKOUT**

- 24.01 There shall be no strike or lockout during the term of this Collective Agreement. The words "strike" and "lockout" shall be as defined by the Labour Relations Act, 1995, S.O. 1995, as amended.

**Article 25**  
**PROTECTIVE EQUIPMENT, PROTECTIVE CLOTHING**  
**AND WEARING APPAREL**

- 25.01(a) Protective equipment and protective work clothing shall be supplied to all employees who are required to perform duties where hazards exist. Where the City provides wearing apparel, personal protective equipment or protective work clothing, it must be worn by the employee, provided that it is recognized that there may be occasions during an employee's working hours when the wearing of protective equipment or protective clothing is unnecessary to the employee's safety or well-being.
- 25.01(b) Protective equipment protective clothing and wearing apparel shall be supplied to all employees in accordance with the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, or as mutually agreed.
- 25.01(c) The City shall post the Protective Equipment, Protective Clothing and Wearing Apparel policy for Local 79 members on the City's Intranet and shall promptly post any agreed to amendments.
- 25.02 Each employee of the City coming within the Local 79 Unit who is engaged in work, the nature of which requires the use of safety boots or shoes, shall be supplied with safety boots or shoes, which shall be replaced as required.

**Protective Clothing, Equipment and Wearing Apparel Committee**

- 25.03 The City and Local 79 agree to continue the Protective Equipment, Protective Clothing and Wearing Apparel Committee on an as-required basis for the purpose of jointly addressing protective equipment, protective clothing and wearing apparel issues.
- The Committee shall consist of eight members, four appointed by each party. Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.
- 25.04 The Committee shall have the following responsibilities:
- (a) The resolution of any issues arising out of the interpretation, application, administration of the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, including any proposed amendments thereto.
  - (b) Address any additional protective equipment, protective clothing or wearing apparel issues that may arise during the term of the Collective Agreement.
  - (c) The Committee shall meet twice per year to:
    - (i) Address any issues arising out of the interpretation, application and administration of the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, including any proposed amendments thereto;

- (ii) Review the list of high-volume protective clothing and protective equipment contracts that are expiring within the next twelve (12) months;
- (iii) Provide Local 79 the opportunity for meaningful input on these items before these items are purchased.

25.05 Any dispute involving the application, administration or interpretation of the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, including any proposed amendments, may be filed by either Local 79 or the City as policy grievances commencing at Step 3 of the grievance procedure described at Article 16 of the Collective Agreement.

25.06 The City shall pay an annual clothing allowance of one hundred and fifty dollars (\$150.00) on the first pay period following March 31<sup>st</sup> of each year to full-time Daycare Housekeepers in the Children's Services Division and full-time Nursing employees in the Long Term Care Homes and Services Division. For part-time Housekeepers in the Children's Services Division or part-time Nursing employees in the Long Term Care Homes and Services Division covered by this Full-Time Collective Agreement, the one hundred and fifty dollars (\$150.00) annual clothing allowance will be pro-rated based on aggregate hours paid in a year.

## **Article 26 LEGAL EXPENSES**

26.01 Where an employee is charged with an offence under the Criminal Code, R.S.C. 1985, as amended, the Highway Traffic Act, R.S.O. 1990, as amended or other Statute(s) or is charged or has a complaint laid against him/her which may result in discipline by his/her professional regulating organization arising out of an act(s) done in the performance of his/her duties:

- (i) The employee shall, in the first instance, be responsible for his/her own defence including the retaining of legal counsel or a paralegal.
- (ii) If the employee is acquitted and his/her legal costs do not exceed twenty-five thousand dollars (\$25,000) the Deputy City Manager and Chief Financial Officer shall be authorized to reimburse the employee for such costs on the approval of the City Solicitor and the Executive Director of Human Resources.
- (iii) Where an employee is acquitted and his/her legal costs exceed twenty-five thousand dollars (\$25,000), the account shall be referred to the Government Management Committee and City Council for their consideration.

The term "acquitted" shall be taken to be the same as a dismissal of the charge(s) or complaint(s) and may, in appropriate circumstances, include the withdrawal of the relevant charge(s) or complaint(s).

26.02 For employees who are members of a professional regulating organization, "acquitted" includes any final decision that does not result in disciplinary action. For employees who are members of a profession listed in the Regulated Health Professions Act, 1991, S.O. 1991, as amended, "disciplinary action" occurs only when imposed by the applicable Discipline Committee.

- 26.03 Where an action or other proceeding is brought against an employee of the City, which in the opinion of City Council arises out of acts or omissions done or made by such employee in his/her capacity as an employee of the City, the City may pay damages or costs awarded against such employee or legal expenses incurred by him/her as may be determined by City Council as provided for by Section 218(1) of the City of Toronto Act, 2006, as amended.
- Whenever an action or other proceeding is brought against an employee, the employee is to advise the Insurance and Risk Management Section of the Corporate Finance Division immediately with respect to such action or proceeding.
- 26.04 In the event the City reimburses an employee, under this Article, for any legal expenses, damages or costs, the employee shall be compensated at his/her regular rate of pay for the time lost from his/her regular working schedule as a result of being required to attend court or appear before their professional regulating organization.
- 26.05 Where the employee is provided with insurance to cover his/her legal expenses by reason of his/her membership in his/her professional regulating organization or association, he/she must exhaust those rights first before being eligible for reimbursement for his/her legal expenses pursuant to this Article.
- 26.06 The City agrees to produce a standard letter for the use of employees charged with an offence for an act(s) done while performing their duties for the City. This letter will contain the telephone number for the Lawyer Referral Service offered by the Law Society of Upper Canada and will also outline the City's policy on payment of legal fees for the information of employees and legal counsel they may retain. In those cases where an employee is named as a party defendant in a civil action or proceeding, such letter will be provided to the employee upon his/her request.

#### **Article 27 PLURAL/GENDER**

- 27.01 Wherever the singular is used in this Agreement, it shall be considered as if the plural had been used wherever the context so requires.
- Wherever a gender is expressed in this Agreement, it shall be deemed to include all expressions of gender identity wherever the context so requires.

#### **Article 28 TECHNOLOGICAL CHANGE**

- 28.01 For the purposes of this Article, technological change is defined as the introduction by the City, of equipment or material different in nature or kind than that previously used, including the mechanization or automation of processes, which will significantly alter the way employees perform their work, and/or will require significant training to ensure that they are able to do the work safely and efficiently.
- 28.02 In the event that the City introduces technological change the following process shall apply:
- (a) The Division Head initiating the technological change will provide Local 79 with no less than forty-five (45) calendar days notice that technological change is to be introduced. It is understood that there may be circumstances that prevent compliance within the timeframe contained above, specifically, provincial legislation, regulation, policy or funding-related requirements.

- (b) The Division shall meet with representatives of Local 79 within ten (10) working days of the notice to provide Local 79 with the information listed below:
  - (i) the nature of the technological change;
  - (ii) the estimated date the proposed technological change will be implemented;
  - (iii) the approximate number, classification and location of employees likely to be affected by the technological change; and
  - (iv) the anticipated effect of the technological change on the work performed.
- (c) The City agrees to provide the affected employees with reasonable training and/or mentoring appropriate to the new technology. No later than six (6) months following implementation, the Union may request to meet to discuss the training and/or mentoring provided.

28.03 The City and Local 79 agree that there have been instances where technological change has been proposed and/or implemented. Local 79 will identify those initiatives that they wish to meet on and discuss.

#### **Article 29 ACQUAINTING NEW EMPLOYEES**

- 29.01(a) New employees shall be advised of the name of the employee's Steward and/or Local 79 representative(s) and provided with an introduction within the first thirty (30) days of employment.
- 29.01(b) The Steward or a Local 79 Representative, as the case may be, shall be allowed fifteen (15) minutes to meet with the new employee at a time mutually acceptable to the Steward or Local 79 Representative, as the case may be and the employee's immediate supervisor.
- 29.01(c) Where the City holds a formal orientation session for a group of new employees, the President of Local 79 or his/her designate shall be invited to participate in the orientation session. Where the President's designate attends such orientation session, time spent at the session shall be without loss of pay or benefits.

#### **Article 30 EMPLOYEE ACCESS TO CORPORATE PERSONNEL FILE**

- 30.01 Each employee shall have access to and be able to view his/her Corporate Personnel File upon request.
- 30.02 No disciplinary notation, evaluation, performance report, or other adverse notation shall be added to the Corporate Personnel File until a copy of such document has been provided to the employee.

#### **Article 31 CHANGE OF ADDRESS**

- 31.01 Every employee shall notify the City of any changes in their address, telephone number, e-mail address and/or emergency contact, in a format provided by

the City, in two (2) weeks of the change. Emergency contact numbers shall only be used in case of an emergency.

**Article 32  
DESIGNATES**

- 32.01 Where the terms Division Head, Executive Director, Human Resources, City Solicitor, Deputy City Manager and Chief Financial Officer and Director, Employee Relations appear in this Collective Agreement, it shall be read to include "or his/her designate".

**Article 33  
TERM OF AGREEMENT AND NOTICE TO BARGAIN**

- 33.01 This agreement shall remain in force from the 1st day of January, 2020 until and including the 31st day of December, 2024 and from year to year thereafter, unless either party gives written notice to the other party within the ninety (90) day period prior to the termination of this Collective Agreement that it desires termination or amendment of this Agreement.

**Article 34  
PRINTING OF THE COLLECTIVE AGREEMENT**

- 34.01 Provided the parties execute the Collective Agreement within ninety (90) days of the ratification of the Memorandum of Agreement, the parties shall share on a 50/50 basis the cost of printing and distributing of such Collective Agreements to the appropriate Bargaining Unit and management staff. The ninety (90) day time period may be extended by mutual agreement.
- 34.02 The City shall post the Collective Agreements on the City of Toronto Intranet as soon as reasonably possible following ratification. The City shall post a link to Local 79's website for the purpose of providing Local 79 members with access to seniority lists and a list of Officers and Stewards.
- 34.03 The City agrees to provide, upon request from an employee or from Local 79 on behalf of an employee, a copy of the applicable new Collective Agreement between Local 79 and the City in a format compliant with The Accessibility for Ontarians with Disabilities Act (AODA).

**Article 35  
HEALTH AND SAFETY**

- 35.01 It is the responsibility of the City to provide a safe and healthy environment in which to work. Most health hazards and personal injuries in the workplace are preventable. The prevention of such incidents requires the continuation of a co-ordinated health and safety program, consistent with the past practice and the applicable safety legislation of the Province of Ontario.

The objective of the program shall be to implement appropriate preventative and remedial measures in order to reduce or eliminate health hazards and personal injuries in the workplace, and to provide safe and healthful working conditions for all employees. This can be accomplished through the continuing promotion of accident prevention and safe working habits by management, employees and joint health and safety committees.

- 35.02 Leave of absence, with pay, shall be granted to two (2) full-time Local 79 Health and Safety representatives whose responsibilities will include the co-ordination of The Health and Safety Committee, hazard analysis and the training of members.
- 35.03 Where upon written advice by her physician it is determined that a pregnant employee's health and/or pregnancy may be jeopardized if she were to continue to perform the full duties of her regular position, the City shall, where possible, either temporarily modify the duties of her current position in a manner that would allow her to safely perform the work or assign her to such alternate work for which she is qualified, with no loss of pay, provided that such work is available.
- 35.04 Local 79 agrees to participate in the Central Occupational Health and Safety Co-ordinating Committee as set out in Report No. 2 of the Administrative Committee as adopted by the Council of the City of Toronto at its meetings held on July 27, 28, 29 and 30, 1999 and as may be amended by the City from time to time.
- 35.05 The parties agree to meet and discuss the role of Local 79 and employees in preparedness and response including situations where an emergency may be declared pursuant to the Emergency Management and Civil Protection Act, R.S.O. 1990, c.E.9, as amended. The agreement to meet is without prejudice to any position the City or the Union may take with respect to the rights of the City, the Union or its members, as applicable in such a case.

### **LETTER OF INTENT HEALTH AND SAFETY**

The City and Local 79 shall jointly develop and implement a process to conduct a Job Task/Hazard Analysis Program to:

- a) identify the hazards involved with work for those job classifications covered by the Collective Agreement; and
- b) develop prevention programs, which address the areas of conditions of work, personal safety, training and supervision with respect to the identified hazards.
- c)

### **LETTER OF INTENT HEALTH AND SAFETY POLICIES**

Divisional Health and Safety policies will be made available upon request to the Central Occupational Health and Safety Co-ordinating Committee.

Where divisional Health and Safety policies conflict with Corporate Health and Safety policies, the Union and the City agree that the Corporate Health and Safety policies will prevail.

All Divisions within the City shall comply with the Corporate Health and Safety policies that are endorsed by the Central Occupational Health and Safety Co-ordinating Committee and approved by the City Manager.

### **LETTER OF INTENT LOCAL 79 CORPORATE HEALTH AND SAFETY REPRESENTATIVES**

1. The parties shall meet during the term of this Collective Agreement to explore alternative means to achieve sharing of Health & Safety information across a particular Division and discuss terms of reference to be used by future Joint Health & Safety committees established under subsection 9(3.1) of the Occupational Health & Safety Act, R.S.O. 1990, as amended.
2. The parties agree, that with advance notice, Local 79 Corporate Health & Safety representatives shall not be denied access to any City of Toronto workplace.
3. Local 79 Corporate Health and Safety representatives, with advance notice to the co-chairs, shall have the right to attend all City of Toronto workplace Health & Safety meetings to act as a resource to CUPE Local 79 committee members.
- 4(a) When a Health & Safety event arises in a Long Term Care Home that Local 79 wishes to address, the request for access to the Long Term Care Home will be coordinated through the President of Local 79 or his/her designate and the General Manager of Long Term Care Homes and Services or his/her designate.
- 4(b) The parties jointly agree that any permitted access to a resident home area must at all times comply with the Residents' Bill of Rights and must not constrain the delivery of resident care or service or the effective operation of the resident home area. It is the intent of both parties to conduct themselves in a manner that demonstrates appropriate respect for the residents and their home.

**LETTER OF INTENT**  
**JOINT HEALTH & SAFETY CERTIFICATION TRAINING**

1. The City and Local 79 shall establish a committee to engage in meaningful consultation regarding Joint Health & Safety certification training, to include both basic and workplace specific training. Up to four (4) Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.
2. The City and Local 79 shall participate in the delivery of joint Health & Safety Certification and workplace specific training, offered corporately, to Health & Safety Committee members. The City and Local 79 agree that in-class training is preferred, promotes co-operation between employees and responds to the training needs of individual employees and therefore the parties will continue to deliver in-class training for a substantive portion of parts 1 and 2 to Health & Safety Committee members.
3. Upon request from Local 79 and with the approval of their Division Head, one (1) Local 79 member employed by the City, per Division (except where there is currently more than one (1)), will be granted leave of absence with pay to attend a recognized training program, approved by the City, to qualify as a Joint Health & Safety Certification Trainer.

**LETTER OF INTENT**  
**HEALTH AND SAFETY SUMMIT**

The City agrees to work with the two (2) full-time Local 79 Health and Safety Representatives (appointed as per clause 35.02) to organize a Health and Safety Summit which will be held once during the term of the Collective Agreement. The parties may, by mutual agreement, hold additional Summits.

The purpose of the Summit will be to jointly review initiatives, problem solve and discuss strategies and in addition, strategies for targeting zero injuries and accidents.

The City will grant paid leave of absence for attendance at the Health and Safety Summit for one Local 79 member of each City of Toronto Health and Safety Committee, as elected/selected by the Local 79 members of the Committee. Local 79 and the City will share equally any additional costs of the day which are agreed to by the parties.

**LETTER OF INTENT**  
**CRITICAL/SERIOUS INCIDENT OR ACCIDENT**

In the event of a critical/serious incident or accident in a City workplace or where Local 79 employees are required to respond to, or are involved in, or directly witness a critical/serious incident in the community or in a community where Local 79 members have a working relationship, the City shall, in accordance with the City's Critical Incidents in the Workplace Guidelines for Supervisors and Employees in instances where it deems it appropriate, ensure the following:

- (i) That affected employee(s) have appropriate supports made available to them;
- (ii) That EAP be offered and/or a third (3rd party Counselling Service if EAP does not have the capacity to respond;
- (iii) That affected employee(s) are made aware of the City supports being offered to them;
- (iv) That Local 79 is advised of the incident or accident once the City becomes aware, including information on how the City plans to respond.

The City will make best efforts to ensure that City Management Staff take appropriate and timely actions to help minimize the impact of the incident or accident.

Employees attendance shall be encouraged.

**LETTER OF INTENT**  
**PAYMENT TO ATTEND HEALTH & SAFETY COMMITTEE MEETINGS**

The City will ensure that Joint Health & Safety Committee members who are shift workers, part-time and/or seasonal (when actively at work) employees or their alternates will be scheduled to attend Health & Safety Committee meetings in their workplaces and will be paid for all time spent in attendance at the meetings.

**Article 36**  
**EMPLOYMENT EQUITY AND DIVERSITY**

36.01 The City and Local 79 acknowledge that employees should be provided with fair and equitable access to employment opportunities and in this regard the parties agree that they shall continue to discuss employment equity issues. The parties will meet no later than one hundred and twenty (120) days following ratification to discuss and engage in the implementation of the City's

Workforce Equity and Inclusion Plan with the shared goal of creating working conditions that are free of barriers, to remedy conditions of disadvantage in employment, and promote the principle that employment equity requires special measures and accommodations where necessary for equity seeking groups, specifically Indigenous Peoples, Racialized and Black People, Women, LGBTQ2S+ and persons with Disabilities. The parties further agree to discuss youth and persons protected under the Human Rights Code who are seeking equitable treatment in the workplace.

Priority items for discussion and development shall include, but not be limited to:

- (a) City-wide promotion system and retention system;
- (b) Increasing the range of opportunities for permanent jobs as it pertains to the identified groups;
- (c) Ensuring access to employment opportunities for all employees of the City accompanied with achievements and methodology for measuring and monitoring outcomes and progress;
- (d) Ensuring access to workplace accommodations;
- (e) Improving training and development opportunities including access for all employees with a particular focus given to the identified groups;
- (f) Promotion as opposed to alternate rate;
- (g) Recognizing equivalents to academic credentials, and/or workplace experience;
- (h) Career Planning and advancement; and
- (i) Career related leaves and educational opportunities.

### **Article 37**

#### **EDUCATION, TRAINING AND UPGRADING PROGRAMS**

37.01 The City and Local 79 recognize that it is in the interest of both parties to provide employees of the City with training and related career development opportunities.

In this regard, representatives from the City and Local 79 shall meet to discuss and make recommendations that will lead to the development and implementation of various training and career development programs/initiatives and assistive/supportive programs including but not limited to the following:

- (a) educational workshops including the Collective Agreements, health and safety, pensions, harassment, discrimination, human rights, conflict resolution, problem solving and others;
- (b) training to limit potential injuries in the workplace, including stress management;
- (c) the identification of current and future training needs and career development options;
- (d) job rotation, secondment and cross training;
- (e) centralized and decentralized career development centres;
- (f) introduction of audio/visual presentations by special programs, speakers and others;
- (g) peer mentoring programs;
- (h) access to bursaries, grants and scholarships to enhance career-pathing; and,
- (i) arrangements regarding leaves of absence and variable/alternative hours of work to accommodate career-pathing and/or self improvement.

**Article 38**  
**LABOUR- MANAGEMENT COMMITTEE**

38.01 A Labour-Management Committee shall be established to discuss topics of general and/or specific interest to the parties. The Committee shall be comprised of not more than three (3) representatives from both the City and Local 79. Its purpose will be to provide an outlet for the exchange of ideas between the City and Local 79 and it shall, from time to time, as it sees fit, make recommendations which will make for a greater degree of co-operation and understanding between the parties concerned.

The Committee may, upon agreement, establish sub-committees for the purpose of examining and reporting back to the Labour-Management Committee in respect of such matters as the Labour-Management Committee may so direct.

An agenda of the subjects to be discussed will be submitted at least five (5) working days before the day agreed upon for the meeting. The Labour-Management Committee, shall meet as required upon notification by either party, but in any event, the Committee shall meet at least once a month.

**Labour-Management Sub-Committees**

38.02 The parties agree that from time to time the establishment of sub-committee(s) may be necessary. The parties agree to establish sub-committees within thirty (30) days of ratification in divisions where they have not been established.

Each party shall select sub-committee representatives to jointly develop and implement appropriate terms of reference for the functioning of the sub-committee.

Any disagreements on the establishment of the terms of reference that cannot be resolved by the appointed representatives shall be referred to the Labour Management Committee for discussion and resolution.

**Article 39**  
**PAY EQUITY**

39.01 In recognition of its commitment to achieving pay equity the City of Toronto has a number of existing pay equity plans; and

In recognition of the parties' mutual commitment to the ongoing process of pay equity and to the principle of equal pay for work of equal or comparable value;

The parties agree as follows:

- (i) The parties agreed to abide by the provisions of the Pay Equity Act, R.S.O. 1990, as amended; and,
- (ii) Following completion of the current Collective Agreement negotiations the parties agree to meet with a view to the development of an appropriate process for achieving and maintaining the objectives of the Pay Equity Act, R.S.O. 1990, as amended.

**Article 40**  
**PRESERVATION OF CITY PROGRAMS**

40.01 The Long Term Care Homes and Services Division will invite CUPE Local 79

to meet annually to communicate and discuss classification results, changes in funding and planned budget response.

**Article 41**  
**LETTERS OF INTENT**

41.01 Unless otherwise specified, all letters of intent shall form part of the Collective Agreement.

**Article 42**  
**PART-TIME PROGRAM FOR PERMANENT FULL-TIME EMPLOYEES**

**Part-Time Program**

42.01 The intent of this Part-Time Program is to enable permanent full-time employees to work part-time hours on a temporary basis.

- (a) It is understood that this Article represents all of the terms and conditions applicable to this Part-Time Program for permanent full-time employees.
- (b) An employee who participates in this Part-Time Program will retain all rights and benefits that he/she has accumulated prior to entry into the program. The applicability of such rights and benefits while participating in this program will be determined in accordance with this Article.
- (c) Items/clauses not specifically contained/outlined in this Article are to be covered elsewhere in the full-time Collective Agreement.
- (d) Prior to a full-time employee agreeing to participate in the Part-Time Program, the City shall furnish the employee with a detailed calculation of all payroll deductions applicable, including the cost of benefits, so that the employee is fully aware of his/her additional costs associated with the part-time work. Further, prior to an employee agreeing to participate, the City shall explain to the employee the effects of his/her participation in the Part-Time Program with respect to W.S.I.B., E.I., sick pay gratuity, L.T.D. and pension.

**Term**

42.02 The initial length of participation in the Part-Time Program will be for a minimum of 6 months and a maximum of 2 years unless there is mutual agreement between the employee and his/her Division Head for a period shorter than 6 months. Employees may submit a written request for continued participation in the Part-Time Program at least two (2) months prior to the end of their term. If the Division Head can approve the request, and no other employee has requested entry into the Part-Time Program, the employee may be granted an extension to the Part-Time Program at six (6) month intervals.

If multiple requests for the Part-Time Program are submitted and not all can be approved, request(s) will be granted based on seniority. If an employee's request for the Part-Time Program, either at entry or extension of term, cannot be granted at his/her work location, the employee may be placed at another work location, with mutual consent. Once an employee has been accepted into the Part-Time Program, they will commence working part-time hours at the beginning of the next pay period or scheduling period.

**Eligibility**

- 42.03(a) This Part-Time Program shall be available only to a permanent full-time employee within the Local 79 Full-Time Bargaining Unit in divisions other than Long Term Care Homes and Services who has completed his/her probationary period. Employees in the Long Term Care Homes and Services should refer to Article 43 for the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.
- (b) Participants in the Part-Time Program will have regularly scheduled hours of 14/16, 21/24, 28/32, 35/40, 42/48, 49/56 or 56/64 hours per bi-weekly pay period or such other schedule as may be agreed to by the parties.

**Entry Into The Part-Time Program**

- 42.04(a) Should an employee wish to participate in the Part-Time Program, such employee must submit his/her request in writing to his/her Division Head concerned outlining the details of the part-time work he/she is requesting. The Division Head shall respond in writing within thirty (30) calendar days of receipt of the request.
- (b) The Division Head will then meet with the employee in order to explore the possibility of approving the request.
- (c) Should the Division Head be unable to grant the request, the employee shall be advised in writing of the reason(s) therefore. Said decision shall be at the sole discretion of the Division Head and shall not be unreasonably denied.
- (d) When a request is granted, the employee will have a regular schedule as set out in 42.03(b) above and approved by the Division Head in consultation with the employee concerned. The number of hours per day and the number of days per bi-weekly pay period shall be regularly scheduled. Any changes to the regular schedule shall occur with the mutual consent of the employee and his/her Division Head. Failing mutual consent, the final approval of the schedule shall be at the sole discretion of the Division Head. The employee's schedule shall remain in effect for the duration of the term of their participation in the Part-Time Program unless the Division Head gives the employee four (4) weeks' notice in writing that his/her schedule is being changed. If a temporary change in schedule is necessary due to an emergency the employee will be provided with as much notice as is possible.
- (e) Where a request is granted and the Division Head decides to create an additional part-time work assignment utilizing the remainder of the employee's former full-time weekly hours, this assignment shall be made available first to staff who have previously expressed interest in participation in the Part-Time Program within the same Division. If more than one employee has expressed interest, then participation shall be granted in seniority order. If no one has expressed an interest in participation, then the assignment shall be advertised in the Division concerned for a period of ten (10) working days setting out the details of the assignment and the process for making application. The assignment will be filled in seniority order.
- (f) In Children's Services, Municipal Child Care Services, where a "match" is required for permanent employees to access this Part-Time Program and no permanent employee has expressed interest, then the work will be made available first to temporary full-time employees in the same classification in seniority order, then to Unit B Part-Time employees in the same classification in seniority order. Unit B ECE employees who work the residual hours of Full-Time permanent staff in the Part-Time Program will remain members of Unit B and, as such, will have access to work offers from an ECE pool when they are available.

- (g) An employee who has participated in the Part-Time Program and has reverted to his/her full-time position may request re-entry into the program after a 6 month period.

**Reversion to Full-Time Employment**

42.05 Any employee participating in this program may return to his/her former full-time position by either employee or the Division Head providing the other with three (3) months notice in writing of his/her desire to effect such reversion. Subject to there being mutual agreement between the employee and the Division Head the notice period referred to herein may be reduced or extended. The reversion shall be effective the first of the pay period or scheduling period following the expiry of the notice period.

**Seniority and Service**

42.06 Seniority and service shall be in accordance with the full-time Collective Agreement. Seniority accrued since September 24, 2003 will be calculated in paid aggregate hours.

**Benefits**

42.07 The following plans, as described in the Local 79 full-time Collective Agreement, shall be available to employees who participate in this Program: Extended Health Care Benefits

- (a) Dental Benefits
- (b) Long Term Disability - Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.
- (c) Group Life Insurance –Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.
- (d) Accidental Death and Dismemberment Insurance –Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.

With the exception of the premiums for Long Term Disability, Group Life Insurance, and Accidental Death and Dismemberment Insurance, where such employees elect to participate and authorize a payroll deduction for his/her share of the premiums; the Employer shall pay a pro-rata portion of the premiums based on the following schedule:

Employee's Bi-Weekly Hours Worked City Pays Employee Pays

<b>Hours</b>	<b>City Pays</b>	<b>Employee Pays</b>
14/16	0%	100%
21/24	30%	70%
28/32	40%	60%
35/40	50%	50%
42/48	60%	40%
49/56	70%	30%
56/64	80%	20%

Where the agreed to schedule of hours by the parties differs from the above,

the pro rata portion of benefits will be calculated by Finance and shall reflect the above formula.

For purposes of this benefits section, "hours worked" shall include paid time off on sick leave/IIP days, vacation, scheduled Designated Holidays or while in receipt of Workplace Safety and Insurance benefits.

An employee participating in this Part-Time Program who is in receipt of Long Term Disability benefits will continue to be eligible for the benefit coverage in accordance with the above schedule based on his/her pro-rata schedule on the date of his/her total disability.

For the purpose of enrolment in any or all of the said benefit plans, there shall be three (3) "open" periods per year, from the first to the fifteenth days inclusive of the months of January, May and September of each year.

The City will pay 100% of the Long-Term Disability Insurance, Group Life Insurance premiums and Accidental Death and Dismemberment Insurance for employees who qualify for benefit coverage.

In the event an employee works any number of hours in excess of his/her bi-weekly schedule said employee will be placed in the next appropriate benefit schedule and the City will pay the premiums accordingly for the subsequent premium month.

In the case of any hours worked by an employee in excess of the maximum indicated on the benefit schedule, the City shall, for the next subsequent month, pay 100% of the benefit premiums.

Any and all benefits that require the employee to contribute are optional except pension.

If an employee elects to participate, coverage shall commence the first day of the month following enrolment and payroll deductions shall commence on the first pay period in that month.

An employee who wishes to terminate his/her participation in any or all of the plans must do so in writing, giving at least thirty (30) days notice. Employees who terminate coverage in any or all of the plans shall not be eligible to participate until the next "open" period.

## **Vacations**

42.08 An employee shall be entitled to vacation in accordance with his/her previous year's service in accordance with Article 10 of the full-time Collective Agreement.

Vacation entitlement will be based on calendar year service.

Vacation pay will be pro-rated in accordance with an employee's paid hours or hours deemed to have been paid. Paid hours will not include any overtime hours.

An employee's vacation with pay earned in the year previous to commencing participation in the Part-Time Program shall not be affected and may be taken in the normal way.

Upon commencement of participation in the Part-Time Program, service shall be calculated on the basis of paid hours or hours deemed to have been paid.

## **Leaves of Absence**

42.09 Leave(s) of absence shall be in accordance with the Full-Time Local 79 Collective Agreement.

### **Sick Pay**

- 42.10 (a) Each employee shall receive sick pay credits or IIP days according to the employee's paid hours using the formula of 0.06897 hours of sick pay credits/0.5 hours of IIP days for each paid hour, to a maximum of 126/144 hours (sick pay) or 910/1040 hours (IIP) per year. Scheduled days off will not be considered as breaking a month's service.
- (b) Except as provided above, the payment and accumulation of sick pay or IIP days shall be governed by the terms of the Local 79 Full-Time Collective Agreement with any necessary changes being made.
- (c) Sick Pay Gratuity shall be applicable in accordance with the terms of the Full-time Collective Agreement with any necessary changes being made.

### **Designated Holidays**

- 42.11(a) Clauses 9.01(a), 9.01(b) and 9.01(c) of the Full-Time Collective Agreement shall be applicable to participants in this Part-Time Program.
- (b) An employee who is not required to work on a designated holiday shall be entitled to payment for the holiday provided:
- (i) Such employee worked or was paid at least 8 shifts during the two pay periods immediately preceding the holiday, and
- (ii) Such employee was scheduled to work in the week before and/or the week after the holiday, and they do in fact report for work as scheduled on their last day before the holiday and on their first scheduled day after the holiday, unless they are absent due to illness, injury or on approved leave.
- (c) Holiday pay for employees who work shifts of less than eight (8) or seven (7) hours shall be the average of the paid straight-time hours of all shifts worked in the two pay periods preceding the holiday.
- (d) In accordance with the full-time Collective Agreement, where such employees work on a designated holiday, they shall in addition to the holiday pay outlined above, be paid at the rate of one and one half times his/her regular rate for all hours worked.
- (e) Where an employee has agreed to or is scheduled to work on a designated holiday and fails to do so for reasons other than illness, such employee shall forfeit the pay for that designated holiday.
- (f) Any employee who does not qualify for designated holiday pay in accordance with clause 42.11(d) above shall be paid designated holiday pay in accordance with the Employment Standards Act, 2000 as follows:
- (i) An employee who is not required to work on a designated holiday as defined in clause 42.11(a) shall be entitled to payment for the designated holiday provided that he/she works the entirety of his/her regularly scheduled shift immediately before and after the designated holiday.
- (ii) Notwithstanding clause 42.11(f)(i), where an employee demonstrates reasonable cause for not attending the shift before and after the designated holiday as required in clause 42.11(f)(i), he/she shall qualify for designated holiday pay.

- (iii) An employee who is required to and actually works the entirety of his/her shift on a designated holiday shall be paid designated holiday pay plus time and one half (1½) for all hours worked on the designated holiday.
- (iv) Notwithstanding clause 42.11(f)(iii), where an employee demonstrates reasonable cause for not attending work as required in clause 42.11(f)(iii), he/she shall qualify for designated holiday pay.
- (v) The designated holiday pay referred to in clause 42.11(f) shall be calculated in accordance with the Employment Standards Act, 2000, as follows:

Add all the regular wages and vacation pay payable in the four (4) work weeks before the work week in which the designated holiday occurred and divide this sum by twenty (20).

- (g) Each employee shall be granted one (1) floating holiday per year in each calendar year, which will be taken at a time that is compatible with the operational requirements of the division concerned.

### **Overtime Pay**

42.12(a) Each employee shall be paid at the rate of time and one half for all time worked in excess of 7, 8 or 12 hours per day or where applicable 35/40 hours per week.

42.12(b) Lieu time is not applicable to participants of this Part-Time Program.

### **Shift Bonus**

42.13 Shift bonus shall be in accordance with Article 7 (Premium Pay Provisions) of this Collective Agreement.

### **Grievance Procedure**

42.14 The time limit for filing and/or forwarding a grievance to Step 2 shall be twenty (20) days. Other than the foregoing, the Grievance Procedure provisions of the Local 79 Full-Time Collective Agreement shall apply with any necessary changes being made.

### **Lunch and Rest Periods**

42.15 Lunch and rest periods, where applicable, shall be in accordance with the Local 79 Full-Time agreement with any necessary changes being made.

### **Pensions**

#### **42.16 OMERS**

Employees who participate in this Part-Time Program must continue to make pension contributions in accordance with provisions of the OMERS regulations with respect to those persons designated as "Other Than Continuous full-time or OTCF".

For greater clarity, contributory earnings shall be as defined in the OMERS Regulations and shall be annualized for the purposes of determining pensionable earnings.

Credited Service will be based on total hours paid (excluding overtime hours) divided by the total number of regular hours normally paid multiplied by 12.

## **Predecessor Pension Plans**

Employee(s) who were members of pension plans other than the OMERS plan as of January 1, 1998 must continue to make pension contributions and shall receive pension benefits in accordance with the provisions of those plans with respect to part-time work.

Without limiting the generality of the foregoing, the pension plans which apply, include, but are not limited to:

- Metro Toronto Pension Plan
- Toronto Civic Employees Pension Plan

## **Workplace Safety and Insurance Benefits**

- 42.17(a) Where in an action or by settlement of a claim arising out of an accident to an employee of the City who is participating in this Part-Time Program, the City recovers from a third person as the result of such accident a larger amount, exclusive of costs, than the amount paid to or on behalf of such employee including the costs of the services of the City Solicitor, the surplus amount shall be allocated by the City in accordance with the requirements of the Workplace Safety and Insurance Act, 1997, S.O. 1997.
- (b) An employee who is injured on duty in circumstances where no action for such injuries would lie against a third person, and who is unable to work as a result of such injury, shall receive compensation directly from the Workplace Safety and Insurance Board, the amount of which will be determined by the Workplace Safety and Insurance Act, 1997, S.O. 1997 and the Regulations.
- (c) An employee, who sustains a WSIB compensable injury and, as a result, must leave work before the end of his/her shift, shall be paid to the end of the shift.
- (d) Notwithstanding anything herein contained in this Program, where an employee is absent due to a WSIB compensable injury, such employee shall upon their return to work, receive a seniority credit for such absence. Such seniority credit shall be calculated on the basis of the employee's average number of paid straight time hours per pay period during the eight (8) full pay periods immediately preceding the date of the accident. For purposes of clarity, a full pay period missed will be credited with the average number of paid hours as calculated above. Where less than a full pay period is missed, seniority shall be credited for days scheduled and not worked.
- (e) An employee who sustains a WSIB compensable injury shall continue his/her regular benefits and be given equivalent credit while on W.S.I.B.

## **Further Discussions**

- 42.18 The City and Local 79 shall meet within 90 days of ratification to determine the timetable for providing the Union with a list of Part-Time Program participants, their division, classification and the number of hours the employee(s) are working. The status of the employee's residual hours may be an agenda item at divisional Labour-Management Committees and every effort will be made to provide the information.

If at any time the parties find it necessary to amend the terms of this Program in order to address any unanticipated matters that may arise, the parties agree to meet to discuss any such matter(s) and provided there is mutual agreement, effect any such amendment(s) that may be appropriate.

## **Predecessor Part-Time Programs**

- a) Former Cities of: TORONTO (CUPE Local 79 – Supplementary Memorandum Of Agreement); MUNICIPALITY OF METROPOLITAN TORONTO (CUPE - Local 79 –Full- Time –Supplementary Memorandum of Agreement, Full-Time employees working in Homes for the Aged - Letters of Intent).

Any full-time permanent or full-time temporary employee who, as of May 11, 2000 are working within the above noted predecessor programs will continue to participate in the program, except that the terms and conditions governing his/her participation in the program shall be subject to this article. The new terms and conditions shall become effective within the thirty (30) calendar day period following May 11, 2000.

- b) Former Cities of: NORTH YORK (O.N.A. Local 41- Memorandum of Understanding); YORK (ONA Local 59 – Letter of Understanding); ETOBICOKE (O.N.A. Local 29- Letter of Understanding); SCARBOROUGH (CUPE Local 3752-Collective Agreement); ETOBICOKE (CUPE 3431 – Letter of Understanding); EAST YORK (ONA Local 5 – Letter of Understanding)

Any full-time employee(s) who were participants in the above noted predecessor programs as of May 10, 2000 shall continue to participate in their predecessor programs.

It being understood that these employees shall have access to the Part- Time Program for Full-Time Permanent Employees, if applicable. If an employee voluntarily enters the Part-Time program, such employee shall be deemed to have opted out of his/her grand parented provisions and shall have all of the terms and conditions of the pilot project applied.

- c) Employees who are in the Part-Time Program for Full-Time Permanent Employees at the time of ratification of this contract will continue in the program and be governed by the terms and conditions of this Article with the following exceptions:
- (i) Employees who have not completed an initial 2 year term in the Part-Time Program may request an extension of the difference between their initial term and two years at the end of their current term. This request for an extension may be granted even if other employees have indicated interest in the program and their requests cannot be approved.
  - (ii) Employees who have been in the program for more than 2 years without a defined “term”, will, as of the date of ratification, remain in the program for six (6) months and, at that time, will be subject to the requirement to request a renewal.

### **Article 43**

#### **LONG TERM CARE HOMES AND SERVICES PART-TIME PROGRAM FOR FULL-TIME PERMANENT EMPLOYEES**

- 43.01 The intent of this Part-Time Program is to enable permanent full-time employees to work part-time hours on a temporary basis.

Items and/or clauses not specifically outlined in this Article are covered by the provisions of Article 42 – Part-Time Program for Full-Time Permanent Employees outside of Long Term Care Homes and Services or the provisions of the Full-Time Collective Agreement, whichever are applicable.

**Term**

43.02 An approved entry to the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services will commence on the first day of a six week schedule.

**Eligibility**

43.03 It is understood that this article applies only to full-time employees of Long Term Care Homes and Services who wish to apply for the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

**Entry into the Part-Time Program**

43.04(a) Employees choosing to work only call-in hours:

- (i) The employee will be advised that there is no guarantee of hours for employees choosing to work call-in hours only.
- (ii) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of the entry to the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.
- (iii) The employee will have their Date of Seniority converted into Hours of Seniority for scheduling purposes.
- (iv) Employees choosing to work call-in hours only will select from the following list of hours: 14/15/16; 21/22½/24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority within the classification on the Unit and documented current and substantial availability.
- (v) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

43.04(b) Employees choosing to work both regularly scheduled and call-in hours:

- (i) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of entry into the Part-Time Program.
- (ii) The employee will select from the following list of hours: 14/15/16; 21/22½/24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64 for her/his regularly scheduled shifts.
- (iii) If the employee wishes to be available for call-in hours the employee will then select from the following list of hours: 14/15/16; 21/22½/24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64 for the amount of hours that they wish to work for call-in should the work be available. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority within the classification on the

Unit and documented current and substantial availability.

- (iv) The combined amount of hours (regularly scheduled and call-in) cannot exceed 56/60/64 hours in a bi-weekly pay period.
- (v) The employee will be advised that there is no guarantee of hours for the call-in portion of their requested hours.
- (vi) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

43.04(c) Residual Hours Available to Part-time Staff

- (i) The residual hours will be scheduled in accordance with the Part-time Collective Agreement.

43.04(d) Full-Time Hours Available from Full-time Staff choosing to Work Call-in Shifts Only

- (i) The hours available will be offered as a Temporary Full-Time Assignment in accordance with Article 18.04 of the Part-time Long Term Care Homes and Services Collective Agreement.

**Benefits**

- 43.05 Benefits for the employees who only work regularly scheduled hours will be in accordance with the Part-Time Program for Full-Time Permanent Employees outside of Long Term Care Homes and Services. Employees working call-ins only, or a combination of regularly scheduled hours and call-ins, will have their benefits adjusted as per the paid bi-weekly hours after each eight (8) pay periods.

**Article 44  
REVIEW OF TEMPORARY EMPLOYEES**

- 44.01 Commencing on January 1, 2013, and every two years thereafter, a review of temporary employees shall take place. Where it has been determined that a temporary employee has been continuously employed for longer than one (1) year as of the date of the review, the status of the position will be reviewed with the Union and the City, and if the City intends to continue to fill the position, the position will be filled as a permanent position in accordance with the provisions of Article 15, unless the position is one to which a permanent employee has claim or the position is expected to be eliminated in the near future. The City will provide information for the review from each Division no later than June 30<sup>th</sup> of the review year.

**Article 45  
MODIFIED WORK PROGRAM**

- 45.01 The City agrees that members of Local 79 are covered by the Modified Work Program which may be amended by mutual agreement from time to time. The City agrees to post the program on the intranet.

**Article 46  
POLICE CHECKS**

- 46.01 The City shall pay all costs associated with the Canadian Police Information Check, if required, for any current employees.

**Article 47**  
**LEGISLATIVE CHANGE**

- 47.01 In the event that the local, regional, provincial and/or federal governments propose or enact legislation, policy or regulations which may have a significant impact on the employment of Local 79 members, the parties shall meet within 30 days of either party becoming aware of the proposed legislation, policy or regulations to develop a plan of action to effectively deal with the impact of such legislation.

**Article 48**  
**CITY OF TORONTO POLICIES**

- 48.01 The parties agree that the following policies apply to Local 79 members::  
Earned Deferred Leave Policy  
Family Medical Leave Policy  
Leave without Pay Policy  
Military Service Policy  
Psychological Health and Safety Policy
- 48.02 Corporate policies/programs affecting Local 79 members shall be posted on the City of Toronto Intranet. Where divisional policies conflict with the corporate policy, the corporate policy shall prevail.
- 48.03 The City agrees to provide a hyperlink to all City of Toronto policies with this online version of the Collective Agreement. <insert link>

## **LETTERS OF INTENT**

**LETTER OF INTENT  
JOINT COMMITTEES**

Where an Article, clause or Letter of Intent in any of the Local 79 Collective Agreements makes reference to a committee that will address matters which are applicable to any of the four (4) Local 79 Bargaining Units, there shall be only one joint committee established to deal with these matters. Local 79 shall have the right to select its representative(s) from any or all of its four (4) Bargaining Units. The list of committees will be created following the implementation of the Interim Award dated September 24, 2002.

**LETTER OF INTENT  
GRANDFATHERING OF PART-TIME EMPLOYEES**

The Arbitration Award including its Schedule issued on December 21, 2015 by Bram Herlich, except for the reservation of the Arbitrator's jurisdiction, forms part of this Collective Agreement, and is enforceable pursuant to the grievance and arbitration provisions set out in this Collective Agreement. The parties agree that this Letter of Intent will be removed from the Collective Agreement when all the employees listed on the Schedule are no longer employed by the City.

**LETTER OF INTENT  
TRAINEE CLASSIFICATIONS & STUDENT EMPLOYMENT**

During the term of the Agreement, Local 79 and the City agree to form a joint committee to discuss the issues pertaining to the utilization of the trainee classifications including the employment of students. The committee will consist of three (3) members from the City and three (3) members from the Union. Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

**LETTER OF INTENT  
CLARIFICATION OF COLLECTIVE AGREEMENT LANGUAGE**

Local 79 and the City believe that the Collective Agreement is not only a legal document, but is also an information and educational tool for Employees and Management of the City.

During the term of this Collective Agreement, Local 79 and the City will make their best effort to agree to clear language on new contract clauses.

Local 79 and the City will form Clear Collective Agreement Language Committees in each of our bargaining units. Each party may have up to four members on the Committee. There will be at least 6 meetings of each Committee during each year of the Collective Agreement.

Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

The purpose of each Committee will be to discuss existing Collective Agreement clauses and how these clauses might be re-written in clear Collective Agreement language. It is not the intent of either Local 79 or the City to change the meaning or intent of the existing language. Any agreement to change existing language will be confirmed in writing and signed by Local 79 and the City.

In addition, each Committee may discuss other issues such as the style of font, font size, page set-up and footnotes explaining existing Collective Agreement language.

If a grievance is filed on existing Collective Agreement language that has been changed, Local 79 and the City may refer to the previous Collective Agreement language to make arguments during the grievance and arbitration process.

**LETTER OF INTENT**  
**EXPLORING MEANS OF ENSURING SUFFICIENT STAFF IN SPECIFIC**  
**CLASSIFICATIONS**

The City and Local 79 agree to meet during the term of the Collective Agreement to discuss administratively efficient ways of ensuring sufficient staff are accessible for the purpose of meeting operational requirements in the following classifications: Registered Nurse, Registered Practical Nurse, Personal Support Worker, Recreation Services Assistant, Rehabilitation Assistant and Counsellor. The discussions will strive to balance the operational needs of the Long Term Care Homes and Services Division and the desire of members of Local 79 Long Term Care Homes and Services Part-Time unit to have access to additional shifts. The parties acknowledge and agree that the primary objective is to provide the best level of service possible to residents of the Homes.

A joint committee consisting of three (3) Local 79 Representatives and three (3) Management Representatives will be formed for the purpose of exploring options which may assist both the City and the Union in achieving the above stated balance. Time off, with pay, will be granted to the Local 79 Representatives who will include one Registrant and one Programs and Services Representative. The Committee shall meet at the request of either party.

The mandate of the committee will be to consider:

- (i) Scheduling of part-time Recreation Services Assistants, Rehabilitation Assistants, Registered Nurses, Registered Practical Nurses, Personal Support Workers and Counsellors between facilities grouped geographically in which the limited availability of part-time work in an individual facility restricts effective recruitment and retention.
- (ii) The "pool" concept of filling call-in shifts where facilities are grouped geographically for the purpose of allowing movement of Registered Nurses, Registered Practical Nurses, Personal Support Workers, Recreation Services Assistants, Rehabilitation Assistants and Counsellors among a specified group of Homes.

The parties agree that the results of any pilot project of the "pool" concept of filling call-in shifts developed and implemented under the expressed mandate will be used to guide further discussions regarding the part-time "pool" concept.

**LETTER OF INTENT**  
**VIDEO SECURITY SURVEILLANCE/GLOBAL POSITIONING SYSTEMS (GPS)**  
**AND AUTOMATED VEHICLE LOCATION SYSTEMS (AVL)**

The City will notify the Union when video security systems and GPS/AVL systems are used in the work locations or fleets of vehicles where Local 79 employees regularly work.

Uses for video security systems include the protection and safety of employees, members of the public, customers and City assets and property. GPS/AVL systems have been utilized to evaluate routing capabilities, to respond to anomalies on routes, improve customer service and improve health and safety.

**LETTER OF INTENT**  
**CLARITY AND HOUSEKEEPING**

For changes to the 2005-2008 Collective Agreement identified in the Memorandum of Agreement dated July 27, 2009, as "housekeeping" or "clarity", it is not the intent of either Local 79 or the City to change the meaning or intent of the predecessor language. If a grievance is filed during the term of the 2009 – 2011 Collective Agreement related to clauses with changes that have been identified as "housekeeping" or "clarity" in the Memorandum of Agreement dated July 27, 2009, Local 79 and the City may refer to the 2005-2008 Collective Agreement language to make arguments during the grievance and arbitration process or any other legal proceeding. If a grievance is filed following the term of the 2009 – 2011 Collective Agreement related to a clause with changes that have been identified as "housekeeping" or "clarity" in the Memorandum of Agreement dated July 27, 2009 and there have been no amendments to the clause in a Collective Agreement subsequent to 2009 - 2011, Local 79 and the City may refer to the 2005-2008 Collective Agreement language to make arguments during the grievance and arbitration process or any other legal proceeding.

**APPENDIX "A"**  
**TORONTO PARAMEDIC SERVICES Appendix "A"**

**12 Hour Shift**

Employees in the Toronto Paramedic Services Division who are regularly employed on the twelve (12) hour shift schedule arrangement that was agreed upon by Local 79 and the former Municipality of Metropolitan Toronto on September 21, 1978, and as subsequently modified by the parties, are governed by the terms and conditions set out in the current Collective Agreement with the following exceptions:

A normal working shift shall be defined as comprising twelve (12) consecutive hours of work. The normal work week shall be based on an employee not being required to work in excess of two hundred and forty (240) hours during a six (6) week cycle.

The overtime rate of time and one-half (1.5) the regular rate shall be paid to an employee for all hours worked in excess of his/her scheduled twelve (12) hours for such shift and for all hours worked on any day other than a scheduled working day.

Payment for designated holiday and the payment and calculation of vacations, sick pay credits, IIP Days and the Workplace Safety and Insurance Benefit shall be based on the twelve (12) hour working day (i.e. three (3) weeks vacation is equivalent to one hundred and twenty (120) hours).

This shift schedule may be terminated in accordance with clause 8.08(a).

**Critical Call**

Following a difficult or critical call (as defined by the Dispatcher) a minimum one (1) hour of out-of-service time will be guaranteed following completion of the call.

For each stress claim, employees will complete the appropriate WSIB documentation if the difficult or critical call necessitates health care intervention.

**Psychologist Benefits**

Emergency Medical Dispatchers will be eligible for the services of a licensed Psychologist, to a maximum of three thousand five hundred (\$3,500) dollars per person per benefit year.

**APPENDIX B**

**MANUAL FOR JOB DESCRIPTION, EVALUATION AND WAGE ADMINISTRATION**

## **Appendix B – Job Evaluation Schedules A, B and C**

### **SCHEDULE “A”**

Manual for Job Description, Evaluation and Wage Administration of all jobs in the Full-Time Bargaining Unit covered by a Collective Agreement between The Corporation of the City of Toronto (hereinafter called “the City”) and the Canadian Union of Public Employees, Local Number 79 (hereinafter called “the Union”).

This Manual (including Schedules “B” and “C”) constitutes a Gender-Neutral Comparison System (“GNCS”) in accordance with the provisions of *The Pay Equity Act* R.S.O. 1990 as amended.

#### **ARTICLE I    PURPOSE**

1.01    This Manual is established as an aid to the City and the Union in administering the Job Evaluation Programme awarded on May 18, 2005 and to provide an on-going maintenance programme consistent with the original agreement between the parties. It is agreed that this Manual constitutes a GNCS in accordance with the provisions of *The Pay Equity Act*, R.S.O. 1990 as amended.

It is the purpose of this Manual to provide and maintain the basis from which an equitable wage structure was established and to provide a method for maintaining the job descriptions and ratings to meet significant changing conditions.

#### **ARTICLE II    DEFINITIONS**

2.01    The following definitions of terms are to apply to terms used herein and throughout the programme.

- (a)    Collective Agreement – The Collective Agreement currently in effect between the City and the Union covering employees in the “Full-Time” Bargaining Unit.
- (b)    Employee or Employees – all persons for whom the Union is the agent for collective bargaining purposes as defined in the Collective Agreement.
- (c)    Incumbent – an employee appointed or promoted to a job (an employee can only be an “incumbent” on one job).
- (d)    Job – a group of duties assigned to and performed by an employee(s).
- (e)    Job Evaluation – the preparation of a description and the determination of the rating for an individual job in relation to other jobs covered by the plan by means of the GNCS attached hereto as Schedule “C”.
- (f)    Job Analysis – the process of determining and recording the tasks and duties which comprise a job and the skill, responsibility, effort and working conditions required in their performance.
- (g)    Job Description – the official record which, when signed by the committee chairpersons, sets forth for a specific job the essential elements of the job.
- (h)    Job Rating – the official record which, when signed by the Committee Chairpersons, sets forth for a given job the factor level and point values of the Job’s requirements as to the factors defined in the GNCS attached hereto as Schedule “C”.

- (i) Wage and Salary Schedule – the wage grades and banding levels as set forth in Schedule “B” of the Collective Agreement.
- (j) Factors – the major criteria used to measure all jobs, i.e. Knowledge, Responsibility, Mental Effort, Working Conditions, etc. in the job evaluation Rating Manual as defined and set forth in Schedule “C”.

**ARTICLE III FACTORS OF JOB DESCRIPTION AND RATING**

- 3.01 The job description serves to record the conditions from which the job is rated and, from time to time, to judge significant changes in job content which result from new or changed circumstances.
- 3.02 The description of a job shall be in sufficient detail to serve as the basis from which to identify and rate the job. The rating of a job shall serve only to assign the job into a proper wage grade for application of the Wage and Salary Schedule.
- 3.03 The rating of jobs on the basis of job content involves certain basic determinations with respect to the composite of the Skill, Effort and Responsibility normally required in the performance of the work and the Working Conditions under which it is normally performed. In order to accomplish this objective, these factors have been subdivided under the following categories in order to assess the relative worth of each job:

**SKILL**

- 1. Job Knowledge
- 2. Human Relations
- 3. Dexterity

**JOB RESPONSIBILITY**

- 4. Responsibilities
- 5. Judgement

**EFFORT**

- 6. Mental Effort
- 7. Physical Effort

**WORKING CONDITIONS**

- 8. Working Conditions

- 3.04 Job Ratings serve to:
  - (a) group jobs having relatively equivalent point values into the same wage and salary pay grade, and
  - (b) provide the basis from which to establish and maintain equitable wage relationships between jobs,
- 3.05 In the application of the aforesaid Rating manual (attached hereto as Schedule “C”), the following rules shall apply:
  - (a) It is the job that is under consideration and not the individuals who work on the job.
  - (b) The job description and rating of each job in each factor level shall be relative to, consistent with and in conformance with the job description and ratings of all other jobs in the Bargaining Unit.

## **ARTICLE IV CREATING AND MAINTAINING JOB DESCRIPTIONS AND RATINGS**

### **Job Evaluation Representatives**

4.01 The City and the Union shall designate in writing to each other, their representatives for handling all matters relating to job descriptions and ratings in accordance with the terms of this Manual. It is agreed that there will be three (3) representatives from the City and three (3) representatives from the Union. The Union representatives will receive their regular rate of pay for time spent in carrying out their duties under this Manual during their regular working hours.

### **Stability of Jobs**

4.02 It is agreed that all job descriptions and ratings which are in effect as of the date of execution of this Manual (which includes all jobs set forth in Schedule "A" to the Collective Agreement) and any and all jobs that may subsequently be agreed upon or determined in accordance with this Manual shall continue in effect unless the job content is significantly changed by the City to the extent that the job will move into another wage grade or the job is deleted by the City.

### **Creating a New Job**

4.03(A) Whenever the City wishes to establish a new job:

- (i) The City will, within ninety (90) consecutive days of the position being occupied by an incumbent, prepare a proposed job description and job rating therefor and provide the Union with a copy of such job description and job rating;
- (ii) Within thirty (30) days of receiving a copy of the proposed job description and rating, the Union shall advise the City as to whether it agrees or disagrees with the City's proposed job description and job rating. Failure by the Union to respond within the thirty (30) day period shall be deemed to constitute agreement to the City's job description and job rating.
- (iii) In the event the Union disagrees with any part of the job description or job rating, it shall (within the thirty (30) day period set forth in section 4.03(A)(ii)) provide the City with written particulars of its objection and the reasons for such objection together with a list of all comparative jobs upon which the Union relies in support of its objection.
- (iv) Upon receipt of written notification from the Union (in accordance with Section 4.03(A)(ii)) that it agrees with the City's proposed job description and job rating (or upon deemed agreement under Section 4.03(A)(ii)), the City shall install the job on such basis, and the job shall be assigned to the appropriate wage grade effective on the date as set out in section 4.04 hereof.
- (v) Upon receipt of written notification from the Union (in accordance with Section 4.03(A)(iii)) that it disagrees with either the job description or the job rating, the parties shall meet within fifteen (15) days thereafter for the purpose of discussing and attempting to resolve the issues in dispute. At least three (3) days prior to such meeting, the City shall provide the Union with a list of all comparative jobs upon which it relies in support of its position. The City may, within fifteen (15) days after such meeting, provide the Union with a revised job description and/

or job rating or written notification that it maintains the original job description and/or job rating originally provided to the Union. Failure to provide such notification within the fifteen (15) day period shall be deemed to constitute notification by the City that it maintains its original job description and job rating.

Should the parties agree to a job description and job rating for the job prior to the expiration of fifteen (15) days from delivery of the revised job description and/or job rating or aforesaid notification, then the job shall be installed effective the date of such agreement, and it shall be assigned to the appropriate wage grade in accordance with section 4.04 hereof.

- (vi) Should the parties fail to agree upon the job description and job rating prior to the expiration of fifteen (15) days from delivery of such revised job description and/or job rating or aforesaid notification to the Union, then the City's job description and job rating last submitted to the Union will be deemed to have been installed effective on the 15<sup>th</sup> day, subject to the Union's right to file a job evaluation dispute in accordance with the provisions of Article V hereof.

#### **Maintaining Job Descriptions and Ratings**

4.03(B) Whenever the Union believes that the City has significantly changed the job content of an existing job to the extent that the job will move into another wage grade:

- (1) The Union shall submit the facts of the case in writing to the City with a request that a revised job description and rating be prepared in accordance with the provisions of this Manual.
- (2) The City shall respond to the Union's request within thirty (30) days of receipt thereof by either preparing and submitting to the Union a job description and rating in accordance with the provisions of paragraph 4.03(A) hereof or by notifying the Union in writing that the Union's request is not justified. In the event the City prepares and submits to the Union a job description and rating, the provisions of Article 4.03(A) shall apply. In the event the City notifies the Union that the Union's request is not justified or fails to respond within the thirty (30) day time period described herein, the Union may within twenty (20) days of receipt of a negative response or within twenty (20) days following the last date for the City to respond, initiate the dispute resolution procedure set forth in Article V by providing the City with written notification that it requires the dispute to be referred to the dispute resolution process set forth in Article V. In the event that the Union fails to initiate the dispute resolution process within the time limits set out herein, the Union shall be deemed to have agreed that no changes are required to the existing job description and rating.

4.04 In the event that the parties have agreed (or are deemed to have agreed) on the job description and the job rating in accordance with this Article IV and without resort to the Dispute Resolution procedure provided for in Article V, the job shall be assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall become effective from the date of such agreement (or deemed agreement).

## **ARTICLE V DISPUTE RESOLUTION**

5.01 Should the committees fail to agree on the job description and/or job rating in accordance with Article IV hereof, then the Union may notify the City in writing within, but not after, fifteen(15) days from the date of installation as specified in Section 4.03(A)(vi) or the date of delivery of the negative decision by the City or the last date for the City to respond as set forth in Section 4.03(B)(2) that it requires the dispute to be referred to the dispute resolution process hereinafter set forth:

### **(A) Mediation**

- (1) The City and the Union shall agree on a roster of three (3) job evaluation mediators who will be selected to mediate any job description and/or job rating disputes between the parties in rotation. The mediator so selected shall, upon receipt of written notification from either party requesting mediation, schedule a mediation date within seventy-five (75) days of receipt of such notification for the purpose of meeting with the parties in an attempt to resolve any outstanding dispute between them relative to the job description and/or job rating.

The mediator shall be selected by rotation in the order they appear on the Roster provided that in the event any mediator cannot schedule such mediation date within the required time limit or a mediator is no longer available to mediate, such mediator shall be by-passed in favour of the next mediator on the list of roster of mediators until one is selected who is available within the required time limits. Nothing herein shall preclude the parties from agreeing (in writing) to alter the order of selection of a mediator as set forth above.

- (2) Except with the written agreement of the parties, no mediation session for any single dispute shall exceed one regular work day and every effort will be made to schedule sufficient disputes before the mediator so as to ensure a full working day of mediation occurs.
- (3) Each party shall provide the mediator and the other party with a copy of their proposed Job Description and Rating for the job at least ten (10) days prior to the day scheduled for the mediation session.
- (4) Should the parties reach agreement on the job description and the job rating as a result of the mediation process, the terms of such agreement will be recorded in writing, and the job will be considered to have been finally installed on the basis of such agreement effective on the date of such agreement.
- (5) In such event, the job shall be re-assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall become effective from the date such agreement was made at mediation.
- (6) In the event the parties are unable to reach an agreement on the Job Description and Rating in mediation, the mediator shall, within five (5) days of completion of mediation, provide to the parties a recommendation for disposition of any job description and job rating dispute then remaining outstanding together with a statement of

the parties' last positions advanced at the end of mediation relative to the appropriate job description and factor levels to be assigned for each factor in dispute. The recommendation shall set forth a job description and the factor level recommended for each factor in dispute and may adopt the City's position or the Union's position or a position proposed by neither the City nor the Union for the job description and each factor in dispute. Within five (5) days of receipt of the mediator's recommendation, the parties shall notify each other in writing of acceptance or rejection of the mediator's recommendation. A failure to notify within the aforesaid time limits shall be deemed to constitute a rejection of the recommendation. Where the Union and the City each accept the recommendation, the job shall be deemed to have been installed on the day of the mediator's recommendation and the job shall be re-assigned to the appropriate Wage Grade in accordance with Article 6, with such assignment becoming effective from the aforesaid date of installation.

(7) The mediator shall issue a written certification to the parties that mediation has been held and completed and specifying the date agreement on all outstanding issues was reached at mediation, if such is the case.

(8) The cost of the mediator shall be shared equally by the parties.

**(B) Arbitration**

In the event that the parties cannot agree on the job description and job rating as a result of the mediation process specified in paragraph 5.01(A) hereof, then either party may refer any outstanding dispute relative to the job description and/or job rating to final and binding arbitration in accordance with the procedures set forth in the Collective Agreement. No matter may be submitted to arbitration until the mediation process has been completed as certified in writing by the mediator. Any referral to arbitration must include the proposed Job Description and Rating sought by the referring party.

5.02 In all disputes referred to arbitration under Article 5.01(B), the job description dispute shall be heard and determined prior to the job rating dispute being considered by the arbitrator.

5.03 Upon determination of the dispute by the arbitrator, the job shall be assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall, subject to Article 5.04, become effective from the date of release of the arbitrator's award finalizing the job rating dispute.

5.04 Notwithstanding Article 5.03, in the event the Union has accepted a mediator's recommendation as provided in Article 5.01(A)(6), upon determination of the job description and job rating disputes by the arbitrator, if the arbitrator awards a job description and all factor levels (which were in dispute) in accordance with the mediator's recommendation, then the job shall be assigned to the appropriate Wage Grade in accordance with Article VI, and the assignment shall be deemed to be effective on the day of the mediator's recommendation. Any job description or job rating issues which are agreed to by the parties prior to the arbitrator's award shall not be considered to form part of the mediator's recommendation for the purposes of this Article 5.04.

The mediator's recommendation shall not be disclosed to the arbitrator until following receipt of the arbitrator's award determining the dispute and then only in the event of a dispute concerning the effective date of the Wage Grade assignment arising out of the arbitrator's determination.

- 5.05 In the event of a dispute resulting in arbitration, all job evaluation documentation shall be available for presentation as evidence at the arbitration hearing.
- 5.06 Except as otherwise specifically provided in this Manual, any reference to the word "day(s)" shall mean a calendar day(s). It is the intention of the parties that the time limits herein shall be mandatory. Nothing herein shall preclude the parties from agreeing (in writing) to extend any of the time limits set forth in this Manual.

**ARTICLE VI WAGE GRADES**

- 6.01 The job descriptions and ratings, determined in accordance with the foregoing articles of the Manual and Rating Manual apply to assign each job to its appropriate wage grade according to the following point ranges and wage bands.

**Appendix "B"**  
**Schedule "B"**

<b>Wage Band</b>	<b>Point Minimum</b>	<b>Point Maximum</b>
1	0	159
2	160	204
3	205	249
4	250	294
5	295	339
6	340	384
7	385	429
8	430	474
9	475	519
10	520	564
11	565	609
12	610	654
13	655	699
14	700	744
15	745	789
16	790	834
17	835	879
18	880	924
19	925	969
20	970	1000

**APPENDIX "B"**  
**SCHEDULE**  
**"C"**  
**Gender Neutral Comparison System**  
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## **JOB KNOWLEDGE**

This factor measures the typical level of knowledge and skill required in the job. The general and specific knowledge necessary for the job is commonly acquired through some combination of schooling, special courses, on-the-job training and experience. It takes into consideration both the breadth and depth of know-how, however acquired, that are required for the job.

### **Levels**

1. Work requires an understanding of simple written and verbal instructions to perform basic job duties.  
Equivalent: Job duties learned on-the job in less than 6 months.
2. Work requires an understanding of written and verbal instructions in performing a variety of routine tasks.  
Equivalent: Partial Secondary School and 6 months experience to learn job duties.
3. Work requires an understanding of written and verbal instructions of a basic vocational and clerical nature in performing a variety of straightforward tasks.  
Equivalent: Partial Secondary School and 1 year's experience to learn job procedures.
4. Work requires an understanding and application of general vocational/clerical knowledge and skills in performing a variety of complex tasks.  
Equivalent: Secondary School Diploma and up to 1 year's experience or equivalent combination of education/ training/ experience.
5. Work requires an understanding and application of specialized vocational knowledge and skills in performing detailed procedures and practices in a special field of work.  
Equivalent: Secondary School Diploma plus a 1-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.
6. Work requires an understanding and application of concepts, principles and methods of a particular field of work.  
Equivalent: Secondary School Diploma plus 2-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.
7. Work requires thorough understanding and application of concepts, principles and methods of a complex field of work.  
Equivalent: Secondary School Diploma plus a 3-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.
8. Work requires thorough knowledge and understanding of general concepts, principles and methods of a highly complex field of work and their application.  
Equivalent: Bachelor's Degree (Honours) and up to 1 year's experience or equivalent combination of education /training/ experience.
9. Work requires extensive knowledge and understanding of specialized concepts, principles and methods of one or more highly complex fields of work and their application. Equivalent: Bachelor's Degree (Honours) and up to 2 year's experience or equivalent combination of education/training/experience.

10. Work requires broad-based knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.

Equivalent: Master's Degree and at least 1 year's experience or equivalent combination of education/training/experience.

11. Work requires comprehensive knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.

Equivalent: Master's Degree and at least 3 year's experience or equivalent combination of education/training/experience.

### **JUDGEMENT**

This factor measures the degree of difficulty in the exercise of judgement in the problem solving and decision-making inherent in the job.

Solution of work problems must be considered within the scope of the job duties.

#### **Levels**

1. Limited judgement required. Work assignments involve little or no variety and are repetitive.
2. Judgement is required in the application of established instructions. Work is clearly prescribed and may involve different but related activities.
3. Judgement is required to determine course of action within limits of established procedures and practices. Work is standardized.
4. Judgement is required to determine course of action from available alternatives. Work is diversified, involving interpretation of data or situations to define problems.
5. Judgement is required to develop alternatives and modifications to established processes/programs. Work involves investigation, analysis and a high level of resourcefulness to resolve complex problems.
6. Critical judgement and initiative is required to develop new processes, methods, program recommendations and solutions to highly complex problems.

### **HUMAN RELATIONS**

This factor measures the skills required to interact effectively and resolve problems with other staff and with members of the general public or other organizations. Consideration should be given to the nature and purpose of such contacts and the extent to which courtesy, tact, persuasiveness, communication and negotiating skills are required.

#### **Levels**

1. Contacts require courtesy to exchange routine information.
2. Contacts require basic communication skills to provide and explain factual information in response to inquiries and complaints.
3. Contacts require tact, human relations and communications skills to elicit, clarify and interpret information, to convince others of the appropriateness of a position.
4. Contacts require human relations and communications skills to resolve problems of a difficult nature using techniques of persuasion and negotiation.

5. Contacts require human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement.
6. Contacts require critical human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement in complex or sensitive matters or where conflicting interests exist.

## **RESPONSIBILITIES**

This factor measures the responsibility inherent in the job and the achievement of the objectives of the job and the degree to which the job is accountable. Consideration must be given for the results to be achieved, the degree of independent control over the work and the checks and balances in place.

Consider the financial effects, safety and well being of others, the importance and impact to the organization and the public, and direction of others.

### **Levels**

1. Results are limited within the unit and with limited impact. Work is subject to regular checks and close direction by others. Work of others is usually not related to or dependent on this job.
2. Results have some impact in the section or functions' productivity and beyond immediate work area. Work is controlled through routine checks or direction by others.
3. Results have limited impact to the section, function or public. Work can be related to other jobs and methods are monitored for accuracy, adequacy or adherence to established procedures.
4. Results have impact beyond the section or public and moderate impact on services could occur. Work is performed and reviewed for conformity with general standards and accepted practices but not subject to detailed reviews.
5. Results have impact on the Division and/or service to the public. Work is performed in conformity with Divisional operating policies, program goals and established procedures and practices.
6. Results have considerable effect on the Divisional or Departmental programs, services or operating policies and/or to the public at large. Work assignments are performed following general procedures and practices. Results are reviewed in accordance with general operating policies.
7. Results have serious effect on departmental programs, services or operating policies and the public at large. Results are reviewed for consistency with overall Departmental or Corporate operating policies.
8. Results have long term implications on corporate programs, services or operating policies and the public at large and are not easily reversed.

## **MENTAL EFFORT**

This factor measures the level of average mental exertion and strain associated with the performance of the job.

Consideration is given to the need to shift attention from task to task, interruptions and distractions, the attention and concentration required and the pressure under which the job is performed.

## **Levels**

1. Light mental effort:

Work may be somewhat repetitious so that there is an occasional need to concentrate, and/or the job is sometimes under pressure.

2. Moderate mental effort:

Performs work where there is some variety in tasks but changes are infrequent. There is an intermittent need to concentrate and/or character of work causes a moderate amount of pressure.

3. Considerable mental effort:

Performs work where frequent changes in tasks occur. There is a frequent need to concentrate and/or character of work causes frequent pressure.

4. Heavy mental effort:

Performs work requiring close concentration most of the time and/or character of work causes considerable pressure.

5. Very heavy mental effort:

Performs work requiring a constant need to deal with emergency situations.

## **DEXTERITY**

This factor measures the level of dexterity required by the job. Dexterity is the ability to move the fingers, hands, arms, feet or legs nimbly and accurately, to judge accurately through the sense of touch and the sense of hearing, or to accurately control eye/hand or eye/foot coordination.

## **Levels**

1. Skill required in the coordination of movements.

2. Skill required in the coordination of coarse or fine movements where speed is a consideration.

3. Skill required in the accurate coordination of fine movements where speed is a major consideration.

4. Skill required in the coordination of precise movements where accuracy is a major consideration.

## **PHYSICAL EFFORT**

This factor measures the average physical exertion and strain in the job, required to accomplish the assigned work in the performance of a day's work. Consideration must be given to the degree of physical effort, the continuity or frequency of the effort and the employee's working posture and devices available.

## **Levels**

1. Light activity of frequent duration.

OR

Moderate activity of occasional duration.

2. Light activity of almost constant duration.

OR

Moderate activity of frequent duration.

OR

Heavy activity of occasional duration.

3. Moderate activity of almost constant duration.

OR

Heavy activity of frequent duration.

4. Heavy activity of almost constant duration.

OR

Very heavy activity of frequent duration.

### **WORKING CONDITIONS**

This factor measures the frequency and intensity of exposure to disagreeable conditions under which the work is performed.

It does not consider “situational” characteristics, which are not a function of job responsibilities. (e.g. all employees who work in an old building are exposed to drafts, poor air conditions, etc.)

Consideration must be given to surroundings, environmental conditions, hazards and materials that are inherent in the job, beyond the employee’s control and the impact these conditions have on the employee’s well being, health or personal safety.

#### **Levels**

1. General office conditions and/or occasional exposure to disagreeable conditions
2. Frequent exposure to disagreeable conditions.
3. Constant exposure to major disagreeable conditions.

**Factor Points and Weightings**

Level	Job Knowledge	Judgement	Human Relations	Responsibility	Mental Effort	Dexterity	Physical Effort	Working Conditions
1	26	25	25	30	10	13	13	10
2	49	50	50	60	20	26	26	30
3	72	75	75	90	30	39	39	50
4	95	100	100	120	40	52	52	
5	118	125	125	150	50			
6	141	150	150	180				
7	164			210				
8	187			240				
9	210							
10	233							
11	256							

<b>Skill</b>		
Job Knowledge	256	
<i>Human Relations</i>	150	
Dexterity	52	
<b>Total</b>	<b>458</b>	<b>46%</b>
<b>Effort</b>		
Physical Effort	52	
Mental Effort	50	
<b>Total</b>	<b>102</b>	<b>10%</b>
<b>Responsibility</b>		
Responsibility	240	
Judgement	150	
<b>Total</b>	<b>390</b>	<b>39%</b>
<b>Working Conditions</b>	50	5%
		100%

**APPENDIX "C"**

**TRI-PARTITE MEMORANDUM OF AGREEMENT  
("CARRIAGE OF SENIORITY")**

**B E T W E E N:**

**TORONTO CIVIC EMPLOYEES' UNION LOCAL 416,  
CANADIAN UNION OF PUBLIC EMPLOYEES**

(hereinafter "Local 416")

- and -

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 79**

(hereinafter "Local 79")

- and -

**CITY OF TORONTO**

(hereinafter the "City")

WHEREAS, the "Letter of Agreement – Carriage of Seniority" as contained in the Collective Agreement between Local 416 and the City (the "Local 416 Letter of Agreement") provides that, subject to Local 79 agreeing to an identical Letter of Agreement, Local 416 and the City will meet with Local 79 with respect to the carriage of seniority between the Bargaining Units and that, in the event that an agreement is reached by all three parties, the terms and conditions of such an agreement would be explicitly stated in a written agreement;

AND WHEREAS the "Letter of Intent – Carriage of Seniority" as contained in the Collective Agreement between Local 79 and the City (the "Local 79 Letter of Intent") provides that Local 79 and the City will meet with Local 416 with respect to the carriage of seniority between the Bargaining Units and that, in the event that an agreement is reached by all three parties, the terms and conditions of such an agreement would be explicitly stated in a written agreement;

AND WHEREAS, on or about November 7, 2005, Local 416 filed an Application under Section 96 of the *Labour Relations Act* alleging that Local 79 and the City had contravened the *Act* (Board File Number: 2705-05-U);

AND WHEREAS Local 416, Local 79 and the City are desirous of resolving the aforementioned Application and a number of other issues relating to seniority, dues and representation;

AND WHEREAS Local 416, Local 79 and the City wish to record the terms and conditions agreed to between all three of them in relation to the carriage of seniority between the Bargaining Units in fulfillment of their obligations pursuant to both the Local 416 Letter of Agreement and the Local 79 Letter of Intent;

NOW THEREFORE Local 416, Local 79 and the City agree as follows:

**Part A - TCEU, Local 416**

**The Local 416 Collective Agreement**

1. The City and Local 416 agree that they will administer Article 27 of the Collective Agreement between them (the "Local 416 Collective Agreement") for the remainder of its term, and any extension thereof, in accordance with the provisions of this Memorandum of Agreement including, but not limited to paragraph 2.

2. The City and Local 416 agree that, at the conclusion of its term they will recommend to their principals the amendment of the Local 416 Collective Agreement to add the following receiving clause:

"XX.XX Where an employee covered by the Local 79 Full-Time Collective Agreement is assigned to work on an alternate rate to a position in the Local 416 Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 416 Bargaining Unit, become a member of the Local 416 Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri-partite agreement between Local 416, Local 79 and the City governing the carriage of seniority, dated <<date>>, (the "Carriage of Seniority Memorandum") between the Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the Local 79 Full-Time Bargaining Unit."

### **Movement from Local 416 to Local 79**

3. The dues of an employee covered by the Local 416 Collective Agreement (a "Local 416 member") who becomes a member of the Local 79 Full-Time Bargaining Unit pursuant to paragraphs 13. or 14. below, shall be remitted to Local 79 for the duration of the alternate rate assignment. Local 79 shall, subject to paragraphs 5. and 11., have the exclusive authority and duty to represent the employee in all matters relative to the employee's employment as a member of the Local 79 Full-Time Bargaining Unit. During the period that the employee is a member of the Local 79 Full-Time Bargaining Unit, as a result of the alternate rate assignment, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 416 Collective Agreement and the seniority accruing under the Local 79 Full-Time Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion, the employee's seniority shall consist solely of seniority accrued under the Local 79 Full-Time Collective Agreement as a member of the Local 79 Full-Time Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's then current alternate rate assignment. In the event of the layoff of employees or the deletion of positions in the Local 79 Full-Time Bargaining Unit in the classification to which the employee has been assigned, on an alternate rate basis, the employee shall be reverted, by the City, to the Local 416 Bargaining Unit in accordance with the Local 416 Collective Agreement.
4. (i) During the period that the employee is a member of the Local 79 Full-Time Bargaining Unit, as a result of the alternate rate assignment, the employee shall continue to be covered by the following provisions of the Local 416 Collective Agreement:
- Article 13 (Vacation Savings Pay and Vacation With Pay)
  - Clause 14.15 and Schedules 3 and 4 (STD Plans)
  - Article 17 (Pensions and Retirement)
  - The Letter of Agreement "Former International Union Of Operating Engineers Local 793 Members," if applicable
- (ii) At the time that the employee returns to the Local 416 Bargaining Unit, his service will be credited with any period that would be included as service under clause 27.08 of the Local 416 Collective Agreement but was not credited to his service while he was a member of Local 79.

5. Notwithstanding paragraph 3., when a Local 416 member is assigned to an alternate rate assignment in the Local 79 Full-Time Bargaining Unit, Local 416 shall represent the employee with respect to any matter that is listed in paragraph 4 above. In respect of all other matters, Local 79 shall represent the grievor and Local 416 and Local 79 will meet to discuss contribution by Local 416 to the cost of any legal proceedings.
6. A Local 416 member who is temporarily placed in the Local 79 Full-Time Bargaining Unit as a result of an alternate rate assignment and who returns to the Local 416 Bargaining Unit in accordance with the Local 416 Collective Agreement, will do so without loss of seniority and with credited seniority for the period of such alternate rate assignment.
7. In order to ensure that the previously accrued seniority of former members of the Local 416 Bargaining Unit who, after May 11, 2000 and before October 12, 2005, moved permanently into a position covered by the Local 79 Full-Time Collective Agreement (the "Former Local 416 Members") is recognized, the parties agree that:
  - (i) Within ninety (90) working days following the execution of this Carriage of Seniority Memorandum, the City shall provide to both Local 416 and to Local 79 a list based upon such records as are available of all Former Local 416 Members (the "416 Member List") which list shall include, in relation to each Former Local 416 Member:
    - (a) his or her name;
    - (b) the Local 416 seniority date, as he or she possessed at the date that he or she moved permanently into a position covered by the Local 79 Full-Time Collective Agreement;
    - (c) the Local 79 seniority date, acquired by the Former Local 416 Member since he or she moved permanently into a position covered by the Local 79 Full-Time Collective Agreement; and
    - (d) the Former Local 416 Member's cumulative Local 79 seniority date, being the seniority date resulting from the combined effect of the seniority dates described in (b) and (c).
  - (ii) At the same time, the City will send a letter to all Former Local 416 Members, identified on the 416 Member List, providing the information contained in paragraph 7(i). This information will be sent to the current home address on record with the City. The City shall provide Local 416 and Local 79 with a copy of the letter sent to each such Former Local 416 Member.
  - (iii) The Former Local 416 Member will have a period of sixty (60) working days from the date of the City's Letter, to bring forward in writing to the City, Local 79 and Local 416, any dispute he or she has with the cumulative Local 79 seniority date set out in the City's letter and the basis for the dispute (the "Dispute letter").
  - (iv) If the Former Local 416 Member does not dispute the seniority date described in the City's letter within the sixty (60) working day period, the cumulative Local 79 seniority date shall thereafter be finalized with no retroactive application.
  - (v) If the Former Local 416 Member does dispute the seniority date described in the City's letter within the sixty (60) working day period, the dispute will be resolved in accordance with the following dispute resolution process:

- (a) Within the sixty (60) working day period following the date of the Dispute letter, Local 416 and Local 79 will meet and attempt to resolve the dispute;
- (b) In the event that Local 416 and Local 79 are successful in resolving the dispute, such resolution shall be brought to the City for its consideration;
- (c) In the event that the City agrees to the resolution proposed by Local 416 and Local 79, the cumulative Local 79 seniority date shall thereafter be finalized with no retroactive application;
- (d) In the event that either the City does not agree to the resolution proposed by Local 416 and Local 79 or that Local 416 and Local 79 are unsuccessful in resolving the dispute, the matter will be referred to <<name>> acting as arbitrator to hear and determine said disputes. The parties may agree to an alternative arbitrator. The cost of the arbitration shall be shared equally by the parties.
- (e) The parties agree to cooperate in scheduling a sufficient number of arbitration dates to dispose of outstanding disputes as expeditiously as reasonably possible.
- (f) The process to be followed in resolving the disputes referred to the arbitrator will fairly and finally determine and resolve seniority disputes regarding the Former Local 416 Member's cumulative Local 79 seniority date which shall thereafter be finalized with no retroactive application. This procedure will include:
  - 1. The Former Local 416 Member will outline their claim; give evidence under oath or affirmation; and present relevant documents and statements;
  - 2. Local 416 and Local 79 will have the opportunity to support or respond to the employees' claims and make any submissions;
  - 3. Local 79 will take no position as to the appropriate interpretation of the seniority provisions of the Local 416 Collective Agreement;
  - 4. The City will have the opportunity to respond to employees' claims and make any submissions;
  - 5. The arbitrator will make a final determination on the dispute, but he is not required to give any reasons.
  - 6. The arbitrator shall have all the powers of an arbitrator under the Labour Relations Act and the collective agreement between the parties.
  - 7. The arbitrator's decision will be final and binding on the parties and any affected employee.

**Accommodation from Local 416 to Local 79**

- 8. Notwithstanding paragraph 25. below, if a disabled employee covered by the Local 416 Collective Agreement cannot be accommodated in his own Bargaining Unit, the disabled employee may, without limiting the City's duty to accommodate, be accommodated in the Local 79 Full-Time Bargaining Unit. An accommodation in the Local 79 Full-Time Bargaining Unit may be temporary or permanent. A temporary accommodation is any accommodation where there is a reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable

of resuming work with or without accommodation within the employee's own position. A permanent accommodation is any accommodation where there is no reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position.

9. When a Local 416 member is temporarily accommodated in the Local 79 Full-Time Bargaining Unit the employee shall be covered by paragraphs 11. or 12. below. However, notwithstanding anything contained in this Carriage of Seniority Memorandum, a disabled employee covered by the Local 416 Collective Agreement and accommodated temporarily in the Local 79 Full-Time Bargaining Unit shall, for hours worked,
  - receive 100% of his/her regular earnings or the rate of the position whichever is greater for the duration of the temporary accommodation and subject to regular reviews, or for hours not worked:
  - use available sick credits and entitlements in accordance with the Collective Agreement, or
  - receive insurance coverage through WSIB, LTD or a private carrier subject to their regulations and the employee shall continue to be covered by the following provisions of the Local 416 Collective Agreement:
    - Article 13 (Vacation Savings Pay and Vacation With Pay)
    - Clause 14.15 and Schedules 3 and 4 (STD Plans)
    - Article 17 (Pensions and Retirement)
    - Article 46 (Modified Work Program)
10. During the period that the disabled employee covered by the Local 416 Collective Agreement is temporarily accommodated in the Local 79 Full-Time Bargaining Unit, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 416 Collective Agreement and the seniority accruing under the Local 79 Full-Time Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion the employee's seniority shall consist solely of seniority accrued under the Local 79 Full-Time Collective Agreement as a member of the Local 79 Full-Time Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's current accommodation assignment in the Local 79 Full-Time Bargaining Unit. For the purposes of position deletion, lay-off and recall, Article 46 of the Local 416 Collective Agreement will continue to govern the manner in which the employee is treated.
11. Notwithstanding paragraph 3., when a disabled employee covered by the Local 416 Collective Agreement is temporarily accommodated in the Local 79 Full-Time Bargaining Unit, the disabled employee's dues shall continue to be remitted to Local 416 for the entire duration of the temporary accommodation in Local 79. Local 416 shall represent the employee with respect to any matter that is listed in paragraph 9. above. In respect of all other matters, Local 79 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 416 to the cost of any legal proceedings.
12. When a Local 416 member is permanently accommodated in the Local 79 Full-Time Bargaining Unit, the employee shall not be considered temporarily accommodated and all provisions of the Local 79 Full-Time Collective Agreement shall apply in all respects and without limitation. Any adjustment that permanently recognizes full seniority (i.e., combined Local 416 and Local 79) within the Local 79 Full-

Time Collective Agreement will apply only from the date of the commencement of such permanent accommodation and will have no retroactive application. This paragraph will be effective commencing ninety (90) calendar days following the execution of this Carriage of Seniority Memorandum.

## **Part B - CUPE, Local 79**

### **The Local 79 Full-Time Collective Agreement**

13. The City and Local 79 agree that they will administer article 20 of the Full-Time Collective Agreement between them (the "Local 79 Full-Time Collective Agreement") for the remainder of its term, and any extension thereof, in accordance with the provisions of this Memorandum of Agreement, including but not limited to paragraph 14.
14. The City and Local 79 agree that, at the conclusion of its term they will recommend to their principals the amendment of the Local 79 Full-Time Collective Agreement to add the following receiving clause, in place of the current clause 6.07.:

"XX.XX Where an employee covered by the TCEU Local 416 Collective Agreement is assigned to work on an alternate rate to a position in the Local 79 Full-Time Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 79 Full-Time Bargaining Unit, become a member of the Local 79 Full-Time Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri-partite agreement between Local 79, TCEU Local 416 and the City governing the carriage of seniority, dated <<date>> , (the "Carriage of Seniority Memorandum"), between the TCEU Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the TCEU Local 416 Bargaining Unit."

### **Movement from Local 79 to Local 416**

15. The dues of an employee covered by the Local 79 Full-Time Collective Agreement (a "Local 79 member") who becomes a member of the Local 416 Bargaining Unit pursuant to paragraphs 1. or 2. above, shall be remitted to Local 416 for the duration of the alternate rate assignment. Local 416 shall, subject to paragraphs 17. and 23., have the exclusive authority and duty to represent the employee in all matters relative to the employee's employment as a member of the Local 416 Bargaining Unit. During the period that the employee is a member of the Local 416 Bargaining Unit, as a result of the alternate rate assignment, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 79 Collective Agreements and the seniority accruing under the Local 416 Collective Agreement except for the purposes of job posting, promotion, position deletion, layoff and recall. Overtime will be distributed in accordance with the Local 416 Collective Agreement. For the purposes of job posting and promotion, the employee's seniority shall consist solely of seniority accrued under the Local 416 Collective Agreement as a member of the Local 416 Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's then current alternate rate assignment.

In the event of the layoff of employees pursuant to clause 29.02 of the Local 416 Collective Agreement or the deletion of positions in the Local 416 Bargaining Unit in the classification to which the employee has been assigned, on an alternate rate basis, the employee shall be reverted, by the City, to the Local 79 Full-Time Bargaining Unit in accordance with the Local 79 Full-Time Collective Agreement.

16. During the period that the employee is a member of the Local 416 Bargaining Unit,

as a result of the alternate rate assignment, the employee shall continue to be covered by the following provisions of the Local 79 Collective Agreement:

- Article 10 (Vacations)
  - Clause 11.14 and Schedule 2 as referred to therein (STD Plans)
  - Article 13 (Pensions and Retirement)
17. Notwithstanding paragraph 15. when a Local 79 member is assigned to an alternate rate assignment in the Local 416 Bargaining Unit, Local 79 shall represent the employee with respect to any matter that is listed in paragraph 16. above. In respect of all other matters, Local 416 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 79 to the cost of any legal proceedings.
18. A Local 79 member who is temporarily placed in the Local 416 Bargaining Unit as a result of an alternate rate assignment and who returns to the Local 79 Full-Time Bargaining Unit in accordance with the Local 79 Full-Time Collective Agreement will do so without loss of seniority and with credited seniority for the period of such alternate rate assignment.
19. In order to ensure that the previously accrued seniority of former members of the Local 79 Full-Time Bargaining Unit who, after May 11, 2000 and before October 12, 2005, moved permanently into a position covered by the Local 416 Collective Agreement (the "Former Local 79 Members") is recognized, the parties agree that:
- (i) Within ninety (90) working days following the execution of this Carriage of Seniority Memorandum, the City shall provide to both Local 79 and to Local 416 a list based upon such records as are available of all Former Local 79 Members (the "79 Member List") which list shall include, in relation to each Former Local 79 Member,:
    - (a) his or her name;
    - (b) the Local 79 seniority date, as he or she possessed at the date that he or she moved permanently into a position covered by the Local 416 Collective Agreement;
    - (c) the Local 416 seniority date, acquired by the Former Local 79 Member since he or she moved permanently into a position covered by the Local 416 Collective Agreement; and
    - (d) the Former Local 79 Member's cumulative Local 416 seniority date, being the seniority date resulting from the combined effect of the seniority dates described in (b) and (c).
  - (ii) At the same time, the City will send a letter to all Former Local 79 Members, identified on the 79 Member List, providing the information contained in paragraph 7(i). This information will be sent to the current home address on record with the City. The City shall provide Local 79 and Local 416 with a copy of the letter sent to each such Former Local 79 Member.
  - (iii) The Former Local 79 Member will have a period of sixty (60) working days from the date of the City's Letter, to bring forward in writing to the City, Local 416 and Local 79, any dispute he or she has with the cumulative Local 416 seniority date set out in the City's letter and the basis for the dispute (the "Dispute letter").
  - (iv) If the Former Local 79 Member does not dispute the seniority date described in the City's letter within the sixty (60) working day period, the

cumulative Local 416 seniority date shall thereafter be finalized with no retroactive application.

- (v) If the Former Local 79 Member does dispute the seniority date described in the City's letter within the sixty (60) working day period, the dispute will be resolved in accordance with the following dispute resolution process:
- (a) Within the sixty (60) working day period following the date of the Dispute letter, Local 79 and Local 416 will meet and attempt to resolve the dispute;
  - (b) In the event that Local 79 and Local 416 are successful in resolving the dispute, such resolution shall be brought to the City for its consideration;
  - (c) In the event that the City agrees to the resolution proposed by Local 79 and Local 416, the cumulative Local 416 seniority date shall thereafter be finalized with no retroactive application;
  - (d) In the event that either the City does not agree to the resolution proposed by Local 416 and Local 79 or that Local 416 and Local 79 are unsuccessful in resolving the dispute, the matter will be referred to <<name>> acting as arbitrator to hear and determine said disputes. The parties may agree to an alternative arbitrator. The cost of the arbitration shall be shared equally by the parties.
  - (e) The parties agree to cooperate in scheduling a sufficient number of arbitration dates to dispose of outstanding disputes as expeditiously as reasonably possible.
  - (f) The process to be followed in resolving the disputes referred to the arbitrator will fairly and finally determine and resolve seniority disputes regarding the Former Local 79 Member's cumulative Local 416 seniority date which shall thereafter be finalized with no retroactive application. This procedure will include:
    - 1. The Former Local 79 Member will outline their claim; give evidence under oath or affirmation; and present relevant documents and statements;
    - 2. Local 79 and Local 416 will have the opportunity to support or respond to the employees' claims and make any submissions;
    - 3. Local 416 will take no position as to the appropriate interpretation of the seniority provisions of the Local 79 Collective Agreement;
    - 4. The City will have the opportunity to respond to employees' claims and make any submissions;
    - 5. The arbitrator will make a final determination on the dispute, but he is not required to give any reasons.
    - 6. The arbitrator shall have all the powers of an arbitrator under the Labour Relations Act and the collective agreement between the parties.
    - 7. The arbitrator's decision will be final and binding on the parties and any affected employee.

**Accommodation from Local 79 to Local 416**

20. Notwithstanding paragraph 25. below, if a disabled employee covered by the Local 79 Full-Time Collective Agreement cannot be accommodated in the Local

79 Full-Time Bargaining Unit, the disabled employee may, without limiting the City's duty to accommodate, be accommodated in the Local 416 Bargaining Unit. An accommodation in the Local 416 Bargaining Unit may be temporary or permanent. A temporary accommodation is any accommodation where there is a reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position. A permanent accommodation is any accommodation where there is no reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position.

21. When a disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit the employee shall be covered by paragraphs 1. or 2. above. However, notwithstanding anything contained in this Carriage of Seniority Memorandum, a disabled employee covered by the Local 79 Full-Time Collective Agreement and accommodated temporarily in the Local 416 Bargaining Unit shall continue to be covered by the following provisions of the Local 79 Full-Time Collective Agreement:
  - Article 10 (Vacations)
  - Clause 11.14 and Schedule 2 as referred to therein (STD Plans)
  - Article 13 (Pensions and Retirement)
  - Article 46 (Modified Work Program).
22. During the period that the disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 79 Collective Agreements and the seniority accruing under the Local 416 Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion the employee's seniority shall consist solely of seniority accrued under the Local 416 Collective Agreement as a member of the Local 416 Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's current accommodation assignment in the Local 416 Bargaining Unit. For the purposes of position deletion, lay-off and recall, Article 21 and 35 of the Local 79 Full-Time Collective Agreement will continue to govern the manner in which the employee is treated.
23. Notwithstanding paragraph 15., when a disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit, the disabled employee's dues shall continue to be remitted to Local 79 for the entire duration of the temporary accommodation in Local 416. Local 79 shall represent the employee with respect to any matter that is listed in paragraph 21. above. In respect of all other matters, Local 416 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 79 to the cost of any legal proceedings.
24. When a Local 79 member is permanently accommodated in the Local 416 Bargaining Unit, the employee shall not be considered temporarily accommodated and all provisions of the Local 416 Collective Agreement shall apply in all respects and without limitation. Any adjustment that permanently recognizes full seniority (i.e., combined Local 79 and Local 416) within the Local 416 Collective Agreement will apply only from the date of the commencement of such permanent accommodation and will have no retroactive application. This paragraph will be

effective commencing ninety (90) calendar days following the execution of this Carriage of Seniority Memorandum.

### **Part C - General Matters**

#### **Employee Accommodation**

25. All parties confirm that they are committed to the principle that the accommodation of a disabled employee should occur first within the disabled employee's own Bargaining Unit.

#### **Employee Representation Disputes**

26. In the event of any difference between Local 416 and Local 79 in regards to which Bargaining Unit bears the obligation to represent an employee in any grievance or any dispute or difference regarding contribution to the cost of legal proceedings as provided for in paragraphs 5, 11, 17 or 23, Local 416 and Local 79 shall resolve that matter, outside of the context of the individual grievance and without impact on the carriage of the grievance or the involvement of the City in accordance with paragraphs 27(ii) to (iv).

#### **Dispute Resolution Process**

27. In the event there is a dispute, but for a dispute arising under paragraphs 7 or 20 the matter will be referred to the dispute resolution mechanism set out herein, the cost of which shall be borne equally by the parties.:

- (i) any party shall have the right to refer any unresolved issue, to the City's Director of Employee Relations and to the President of Local 79 and the President of Local 416, or their respective designates, for immediate discussion and speedy resolution.
- (ii) in the event that the issue is not resolved within fifteen (15) working days from the date of this referral, then any party shall have the right to refer the issue(s) in dispute to expedited arbitration. It is agreed that the arbitrator shall have the jurisdiction to hear the substance of the issues and the parties agree they will not raise jurisdictional objections in this regard.
- (iii) if any party refers the issues in dispute to an expedited arbitration process, the dispute shall be heard by any of the following arbitrators through a random selection process:
  - D. Randall
  - M. Nairn
- (iv) The arbitrator's decision shall be rendered, with or without reasons on the same day that the dispute is heard, with reasons to follow. The parties will jointly advise the arbitrator of the need for an immediate decision.

#### **Further Matters**

28. This Memorandum of Agreement shall constitute a full and final settlement of CUPE, Local 79's Grievance No. PC07-06-8209 and Local 416's Application to the Labour Board (Board File Number 2705-05-U).
29. Upon execution of this Carriage of Seniority Memorandum, Local 79 shall satisfy its commitment to Local 416 described under a separate letter concerning certain monies held by the Fort York Credit Union or its successor.
30. This Carriage of Seniority Memorandum shall be deemed to have been entered into pursuant to Section 96 of the *Act* and shall be enforceable as such. All differences

between the parties, including all grievances in relation to the remittance of dues for Local 79 members on alternate rates in the Local 416 Bargaining Unit and all grievances in relation to the remittance of dues for Local 416 members on alternate rates in Local 79 Full-Time Bargaining Unit, as listed in Appendix "A" to this Carriage of Seniority Memorandum, shall be deemed withdrawn by the effect of the parties signing this Carriage of Seniority Memorandum.

31. This Carriage of Seniority Memorandum shall replace and supersede the prior Minutes of Settlement entered into between the City, Local 416 and Local 79, dated January 12, 2005, and referred to as the "Rankin and McKinnon" Minutes of Settlement, except for paragraphs 3., 5. and 6. thereof.
32. This Carriage of Seniority Memorandum shall only be amended by the agreement of all three parties.
33. This Carriage of Seniority Memorandum shall form an Appendix to both the Local 416 Collective Agreement and the Local 79 Full-Time Collective Agreement.

DATED at Toronto this 23<sup>rd</sup> day of April 2009.

FOR LOCAL 416

FOR THE CITY

FOR LOCAL 79

"Mark Ferguson"

"Jayne Allan"

"Nancy Murphy"

**APPENDIX D  
RETURN-TO-WORK FORM**



**Health Professional's Report of Worker Function**  
All City of Toronto Employees - Local 79

**Section A: To be completed by the Worker or Employer**

<b>Worker Information</b>		
Workers' Claim Number (if applicable)		Employment Number
First Name	Last Name	Home Telephone Number
Home Address (Street Number, Street Name, Suite/Unit Number, City/Town, Province, Postal Code)		
Date of Onset of Illness Date (yyyy-mm-dd)		Area of Injury (if applicable)
Date of Last Medical Examination		
Residence	Work Address (Street Number, Street Name, Suite/Unit Number, City/Town, Province, Postal Code)	
Supervisor Name (First, Last)	Work Telephone Number	Alternate Telephone Number

**Section B: To be completed by Health Professional and returned to the Worker**

Please check one:  Initial Form       Follow-Up Form

Nature of Injury/Illness: medical diagnosis: injury (please check)	
Worker's Date of Birth:	Worker's Date of Recovery Expires:
<input type="checkbox"/> Yes <input type="checkbox"/> No Please specify further treatment required, if any:	

**Ability to Work (check only one)**

- Able to return to work in the same or similar circumstances
- Able to return to modified duties: Modified duties are recommended for \_\_\_\_\_ days or weeks
- Unable to participate in any work including modified duties for \_\_\_\_\_ days or weeks

**If the Worker has any functional limitations, please check the necessary precaution(s)**

Strength Demands	Abilities	Abilities	Abilities
• Lifting floor to knuckle	• No loads >20 kg	• No loads >10 kg	• Occasional lifting only
• Lifting knuckle to chest	• No loads >20 kg	• No loads >10 kg	• Occasional lifting only
• Lifting above chest	• No loads >20 kg	• No loads >10 kg	• Occasional lifting only
• Carrying	• No loads >20 kg	• No loads >10 kg	• Occasional carrying only
• Pushing/Pulling	• No pushing/pulling	• Occasional pushing/pulling	• Avoid pushing/pulling
• Gripping	• Avoid no. gripping	• No strong gripping	• Avoid gripping
• Reaching	• No overhead reaching	• No overhead reaching	• Avoid any reaching
Sitting	• No prolonged sitting		
Standing	• No prolonged standing	• Avoid standing	
Walking	• No prolonged walking	• Avoid uneven ground	• Avoid walking
• Climbing ladders	• No climbing	• No climbing	
• Stair climbing	• No prolonged stair climbing	• Occasional stair climbing only	• Avoid stair climbing
• Kneeling	• No kneeling	• Occasional kneeling only	• Avoid kneeling

## Health Professional's Report of Worker Function

### All City of Toronto Employees - Local 79

#### Behavioural/Cognitive Restrictions and/or Limitations

Complete this section if the medical condition has resulted in a restriction/limitation. Check all that apply.

Yes  See below  Not Applicable

Behavioural/Cognitive Demands			
<input type="checkbox"/> Ability for self-supervision	<input type="checkbox"/> Performance of non-routine tasks	Performance in high-pressure or non-routine situations	None
<input type="checkbox"/> Ability to supervise others	<input type="checkbox"/> Tolerance of disturbing stimuli	Responsibility and accountability	<input type="checkbox"/> Communication
<input type="checkbox"/> Ability to tolerate time pressures	<input type="checkbox"/> Ability to work under pressure	Reading literacy	Oral literacy
<input type="checkbox"/> Ability to understand and adhere to directions	<input type="checkbox"/> Ability to follow directions	Writing literacy	Communication

Are there any other conditions or restrictions that should be noted?  Yes  No  Not Applicable

**Comments/Specific Limitations:** Please describe any additional related precautionary measures or medical restrictions pertaining to: effects of medication, driving vehicles, operating equipment, physical exertion, work environment, work hours.

#### Health Professional Information (PLEASE PRINT)

Name (First, Last)		Profession Title	
Business Address (Street Number, Street Name, Suite/Unit Number, City/Town, Province, Postal Code)			
Business Telephone Number		Date: ____-____-____	
Exam Date (____-____-____)	Next Appointment Date (____-____-____)		
Health Professional Signature			

#### Section C: Worker Consent (to be completed by the Worker)

I authorize the health professional involved with my treatment, to provide information to the City of Toronto, in order to be eligible for the Workplace Safety and Insurance Board (if applicable) with this completed form. Any further information regarding my specific situation shall be only to Employee Health and Rehabilitation.

Worker Signature \_\_\_\_\_

Date (\_\_\_\_-\_\_\_\_-\_\_\_\_) \_\_\_\_\_

THIS COLLECTIVE AGREEMENT WAS RATIFIED JUNE 29, 2020 AND CAME INTO EFFECT JULY 1, 2020, UNLESS OTHERWISE STATED.

**For the Union:**

**Signed** \_\_\_\_\_  
**David Mitchell**

**Signed** \_\_\_\_\_  
**Casey Barnett**

**Signed** \_\_\_\_\_  
**Arokiadass John**

**Signed** \_\_\_\_\_  
**Jason Chan**

**Signed** \_\_\_\_\_  
**Avaline Miller**

**Signed** \_\_\_\_\_  
**Lily Chang**

**Signed** \_\_\_\_\_  
**Linda Rose**

**Signed** \_\_\_\_\_  
**Garth Barry**

**Signed** \_\_\_\_\_  
**Doreen Campbell**

**Signed** \_\_\_\_\_  
**Fred Shilson**

**Signed** \_\_\_\_\_  
**Garth Peters**

**Signed** \_\_\_\_\_  
**John Wilson**

**Signed** \_\_\_\_\_  
**Dulice Benjamin**

**Signed** \_\_\_\_\_  
**Zachary Fraser**

**Signed** \_\_\_\_\_  
**Keith Fiering**

**Signed** \_\_\_\_\_  
**Patricia Mullen**

**For the City:**

**Signed** \_\_\_\_\_  
**Dymphna Walko-Channan**

**Signed** \_\_\_\_\_  
**Jayne Allan**

**Signed** \_\_\_\_\_  
**Anthi Bittner**

**Signed** \_\_\_\_\_  
**Ricky Brooks**

**Signed** \_\_\_\_\_  
**Marco De La Rosa**

**Signed** \_\_\_\_\_  
**Elizabeth Kamande-Kinyanjui**

**Signed** \_\_\_\_\_  
**Melissa Waltenbury**

**C.U.P.E. LOCAL 79**

**FULL-TIME UNIT**

**Memorandum of Agreement Items**

**January 01, 2020 – December 31, 2024**

The parties agree that these items do not form part of the Collective Agreement.

**Article 2  
RECOGNITION**

**Long Service Temporary Employees**

This will confirm our understanding with respect to temporary employees who have not been appointed to a permanent position.

Within one hundred and twenty (120) days following the ratification of the Collective Agreement, the Union and the City shall conduct a one-time review of all existing assignments filled by temporary employee(s), for the purpose of identifying the length of time that temporary employee has been employed. Such review will be effective the date of ratification.

Upon completion of the review, a temporary employee with ten (10) or more years of seniority will be permanently appointed to the position held, unless the position is one to which a permanent employee has a claim or the position is expected to be eliminated in the near future.

**Article 6  
WAGES AND SALARIES**

**Wages**

The parties agree to a five (5) year term with wage adjustment increases as follows:

January 1, 2020	1.0% Base increase on gross regular pay;
January 1, 2021	1.0% Base increase on gross regular pay;
January 1, 2022	1.0% Base increase on gross regular pay;
January 1, 2023	1.50% Base increase on gross regular pay;
July 1, 2023	0.25% Base increase on gross regular pay;
January 1, 2024	1.75% Base increase on gross regular pay.

Employees who had their wage rates frozen as a result of the Herman Award or as a result of their transfer from Toronto Community Housing Corporation to the City on or about September 2016, and who are above the harmonized rate shall continue to have their wages frozen until they meet the amalgamated classification harmonization rate.

While "frozen", such employees shall receive a lump sum payment in each year of the Collective Agreement, in the amount of the annualized value of the across-the-board increases as applied to their frozen rate, provided that the lump sum payment is included as pensionable earnings. This payment will be based on the straight time earnings and paid at the beginning of the year for the previous year.

**Article 11 A  
INJURY OR ILLNESS PLAN**

**Transition to IIP**

Election to Illness or Injury Plan

Within sixty (60) days of July 31, 2009 the City and Local 79 shall meet to discuss the format of a hard copy communication to employees eligible to transfer to the IIP. Such communication shall include a reference to the employees' current sick bank, if any, a copy of the IIP Plan (Article 11A), the due date for election to IIP and return address information.

No later than October 18, 2009, the City shall inform all employees eligible to transfer to IIP of the requirement to elect, on or before November 18, 2009, to either transfer to the new IIP plan in accordance with clause 11A.02(b) or to remain in the current Sick Pay Plan in accordance with clause 11B.01 (Article 11B). The information will be provided to employees in hard copy and mailed to their home address. Employees shall have until November 18, 2009 to respond in writing. Any employee who has not responded shall be deemed to have elected to remain in their current Sick Pay Plan.

Transition to IIP Effective January 1, 2010

Employees electing to transfer to the IIP in accordance with 11A.02(b) or who are transferred to the IIP in accordance with clause 11A.02(c) (an employee covered by a former grand-parented STD Plan) will receive his/her IIP days on his/her first regularly scheduled work day on or after January 1, 2010 if he/she is:

1. actually at work,
2. on pre-approved vacation,
3. on approved Leave of Absence, not arising due to illness or injury, or
4. any other leave pursuant to the Collective Agreement not arising due to illness or injury.

Deferred Transition Date

An employee who elected to transfer to the IIP, or who is transferred to the IIP in accordance with clause 11A.02(c), (an employee covered by a former grand-parented STD Plan) who is absent from work because of illness or injury and who would otherwise be entitled to sick pay under either the pre-existing Sick Pay Plan or a pre-existing STD Plan shall continue to be covered by the pre-existing Sick Pay Plan or the pre-existing STD plan until the employee returns to work for a period of two (2) continuous weeks, after which the employee shall be enrolled in the IIP and eligible to use his/her IIP days.

**SPECIAL PAYOUT/PAYMENT SCHEDULE**

(i) Special Payout For Employees with Sick Bank Who Elect a Payout

All employees hired prior to July 31, 2009 who have a Sick Bank and who elect, on or before November 18, 2009, to receive a payout and transfer to the Illness or Injury Plan ("IIP") on January 1, 2010, as per clause 11A.02(b)(ii), shall receive a payout based upon the following formula:

YEARS OF SERVICE (A)	CURRENT SPP PAYOUT FORMULA* (B)	SPECIAL PAYOUT (C)
At Least 30 years	50% of Bank to Maximum of 6 months	80% of current SLP payout formula
At Least 25 years and Less than 30 years	50% of Bank to Maximum of 6 months	75% of current SLP payout formula
At Least 20 years and Less than 25 years	50% of Bank to Maximum of 5 months	65% of current SLP payout formula
At Least 15 years and Less than 20 years	50% of Bank to Maximum of 4 months	45% of current SLP payout formula
At Least 10 years and Less than 15 years	50% of Bank to Maximum of 3 months	35% of current SLP payout formula
Less than 10 years	Zero	17.5% of Bank to a maximum of \$700

\*Note: The above-noted payout is subject to any specific arrangement in any sick leave or grandparented STD plans governing payout, e.g., the former City of Toronto, Borough of East York and any other applicable plan. Eligible employees of the former City of Toronto or Borough of East York have a payout formula whereby they receive 100% rather than 50% of Bank to the applicable maximum based on their service. Any other employee covered by a grandparented short term disability plan with a different payout option shall receive such payout as per their grandparented STD plan.

- (ii) Payout For Employees in Grandparented STD Plans Who Elect a Payout  
Employees in grandparented STD plans who have a sick bank and elect to receive a payout as per clause 11A.02(c)(ii) shall be paid out as per the payout formula of their grandparented STD plan.

(iii) Minimum Special Payout/Payment

Employees hired prior to July 31, 2009, who:

- (1) elect the IIP and elect to receive a payout, or
- (2) are transferred to the IIP from a grandparented STD Plan and do not elect to retain their frozen sick bank, shall receive a minimum lump sum payout/ payment of \$700.

(iv) Employee Election

An employee shall receive, no later than October 18, 2009, an information package that includes a form allowing the employee to elect to:

- (a) transfer to the Illness or Injury Plan ("IIP") and to elect to receive a payout, as per Part I (Column C), Part II or Part III above; or
- (b) to transfer to IIP and retain his/her frozen Sick Bank; or
- (c) to elect to remain in the current Sick Pay Plan ("SPP").

Employees must submit their completed election form by November 18, 2009, in accordance with clause 11A.02(b) of the Collective Agreement.

(v) Special Payout/Payment Process

Part I Payout

- (A) An employee who elects to transfer to the IIP and who elects to receive a payout as per clause 11A.02(b)(ii), shall transfer to the IIP on January 1, 2010 (the "Commencement Date") and have his/her Sick Bank, if any, frozen as at December 31, 2009. The minimum amount of the Payout will be \$700.
- (B) Following the Payout any sick pay credits remaining in the employee's frozen Sick Bank shall be eliminated.

Part II Payout

- (C) An employee in a grandparented STD plan who has a Sick Bank and elects to receive a payout as per clause 11A.02(c)(ii) shall be paid out as per the payout formula of his/her grandparented STD plan. The minimum amount of the Payout will be \$700.
- (D) Following the Payout any sick pay credits remaining in the employee's frozen Sick Bank shall be eliminated.

Part III Payment

- (E) An employee in a grandparented STD Plan who does not have a Sick Bank and is transferred to the IIP shall receive a lump sum payment of \$700.
- (F) The Part I (Column C) and Part II Payouts and the Part III Payment shall be made in one payment on February 18, 2010.
- (G) An employee with eligible Registered Retirement Savings Plan (RRSP) room can assign all or part of the Part I or Part II Payouts or the Part III Payment directly to his/her RRSP by providing the necessary form to the Director, Pension, Payroll and Employee Benefits by no later than December 15, 2009. Notwithstanding paragraph V(F) above, should the employee elect this option, such transfer to his/her RRSP shall be completed no later than February 28, 2010.

(vi) Employees on Sick Leave at Commencement Date

- (A) Notwithstanding Part V above, if, on the Commencement Date, an employee is on sick leave under the Sick Pay Plan or a grandparented STD plan, the employee shall continue to remain on such plan until he/she returns to work, as set out in paragraph (vi)(B), below.
- (B) The employee shall receive, no later than four (4) weeks after returning to work, an information package that includes a form allowing the employee to elect to transfer to the IIP and receive a payout, as per Part I (Column C), Part II or Part III above, or elect to remain in the current Sick Pay Plan. The employee must submit his/her completed election form within two (2) weeks following receipt of the information package.
- (C) In the event that the employee elects to transfer to the IIP, he/she shall commence enrolment in the IIP at the commencement of the pay period following thirty (30) calendar days from the date that he/she submitted his/her election form.
- (D) The Special Payout/Payment, as per Part I (Column C), Part II or Part III

above, shall be made in one payment no later than two (2) pay periods following the date that the employee was enrolled in the IIP.

- (E) An employee with eligible Registered Retirement Savings Plan (RRSP) room can assign all or part of the Special Payout/Payment directly to his/her RRSP by providing the necessary form to the Director, Pension, Payroll and Employee Benefits. Notwithstanding paragraph (vi)(D) above, should the employee elect this option, such transfer to his/her RRSP shall be completed no later than four (4) pay periods following receipt of the RRSP assignment form.

## **ARTICLE 12 EXTENDED HEALTHCARE/DENTAL/GROUPLIFE AND LTD**

### **Private Duty Nursing**

This will confirm the City of Toronto's administration of Private Duty Nursing claims for members of CUPE Local 79.

All private duty nursing claims established after the implementation of the new benefits carrier (August 1st and November 1st) are subject to the terms of the Local 79 Collective Agreement. In reference to private duty nursing claims it states "Private duty nursing at home when medically necessary, to a maximum of \$25,000 per person per three (3) benefit years."

All existing ongoing private duty nursing claims (established prior to the date of the new benefit carrier) are not subject to the above limitations. These claims are being adjudicated according to past contracts and practices. It is not our intent to apply a limitation to an existing claim that has been established and ongoing prior to the new Local 79 Collective Agreement. However, if the existing claim ends, any new claims for private duty nursing coverage will be subject to the terms of the Local 79 Collective Agreement.

## **ARTICLE 12 JOINT BENEFITS COMMITTEE**

1. The Parties agree to establish a Joint Benefits Committee (JBC) and meet within ninety (90) days of June 29, 2020. The JBC will be comprised of six (6) members: three (3) representing the City and three (3) representing Local 79. The JBC shall meet at the request of either party.
2. The purpose of the JBC will be to meet, discuss, review and jointly develop recommendations on a comprehensive review of the City's overall Benefits Program (ie., Sick Plans, LTD Plan, Extended Health & Dental Plans, Drug Plan etc.) for Local 79 with the objective of meeting the employee coverage requirements and the City's needs of providing a fiscally sustainable comprehensive benefit program. The review will include the support of a mutually agreed upon benefits consultant to be retained and paid for by the City.
3. Each Local 79 Representative shall suffer no loss of pay, benefits or service and seniority during the employee's regular working hours for time spent working on the JBC.

### **Scope of the Joint Benefits Committee:**

4. The duties of JBC shall include, but not be limited to:
  - a. Reviewing the current overall benefit plans and related language in the

Collective Agreement and making mutually agreeable recommendations that address issues including, but not limited to:

- i. Full analysis of the current trends and expenditures to Identify Issues, gaps and challenges with the current plan design;
  - ii. Review of benchmarking Information for comparable benefit plans through a holistic approach and not Individual entitlements;
  - iii. Review of alternative approaches In plan design to achieve the objectives Identified In paragraph 2 above;
  - iv. Review of a Preferred Provider Network to assist In employee education and financial costs;
  - v. Review of a drug management policy to assist in employee health and safety;
  - vi. Review of all available external benefit providers and Income sources to consider opportunities for Integration, reduce the burden on the City plans and enhance the financial sustainability for the City plans;
  - vii. Review of Joint programs to educate employees on consumer behaviour and awareness to manage benefit expenditures.
- b. In order to meet the timelines noted below, identify the need to establish working groups to conduct research and/or review, develop and make joint recommendations related to alternative approaches and plan design.

Recommendations of the Joint Benefits Committee:

5. The JBC shall operate on the basis of consensus decision making and shall work diligently to resolve any differences.

Upon completion of this work, but no later than eighteen (18) months from the date the Committee is established, the JBC shall endeavour to jointly make written recommendations for consideration.

## **ARTICLE 15 JOB POSTINGS**

### **Training to Improve Opportunities for Internal Mobility**

The City and Local 79 are committed to developing strategies to improve career development opportunities for employees in a manner that is consistent with the City's operational needs. Within 120 days of March 10, 2016 the City and Local 79 will meet to identify training opportunities such as:

- skills upgrading,
- online software training,
- basic computer skills training, or
- divisional specific software training where appropriate i.e. to assist employees to proceed within the natural line of progression for their job classification, that the City can offer to assist employees.

## **ARTICLE 35 HEALTH & SAFETY**

### **Crisis Prevention Intervention Training**

The parties acknowledge the importance of ensuring that employees have the skills necessary to de-escalate interactions with the public, clients, and residents when required.

The parties acknowledge that training is an important part of the City's Workplace Violence Program and that de-escalation training can be an important tool in the Workplace Violence Program.

The parties acknowledge that some City Divisions provide training to employees that the Division deems appropriate for the type of situations employees may encounter.

Where Local 79 identifies City Divisions where training is not currently offered, and where both the Division and Local 79 agree that such training, will be beneficial to employees, the Division, in consultation with the Joint Health and Safety Committee, will develop and implement training.

### **Domestic Violence / Intimate Partner Violence Policy**

The parties agree that the City's Domestic Violence policy shall continue to be posted electronically.

The Occupational Health and Safety section of the People & Equity Division will ensure that employees and management are advised when there are policy changes and that appropriate training is provided on the changes.

### **Critical/Serious Incident or Accident**

- 1) In the event of a critical/serious incident or accident in a City workplace or where Local 79 employees are required to respond to a critical/serious incident in the community or in a community where Local 79 members have a working relationship, the City shall, in instances where it deems it appropriate, provide the following:
  - Debriefing for directly affected employees, in a timely manner; and EAP counselling services shall be made available in the affected workplace(s), as quickly as possible;
  - Employee attendance shall be encouraged.
- 2) Notwithstanding clause (1) above, the City shall provide EAP counselling upon request by an employee who has been affected by a critical/serious incident as described in clause (1) above. The City shall also make its best efforts to ensure that staff are aware of how to access the City's EAP service.

## **BULLETIN BOARDS**

Dedicated space on bulletin boards will be made available to the Union for the posting of official Union notices in convenient locations determined by the City and the Union. Such bulletin boards shall be in areas where employees will have access to them. The Union shall have the right to post notices of meetings and such other notices as may be of interest to its members. Problems may be identified by either party and shall be the subject of discussion.

## **CORRESPONDENCE TO LOCAL 79**

The City will ensure that all correspondence directed to CUPE Local 79 other than that related to the Grievance and Arbitration process or as otherwise stipulated in this Collective Agreement, shall be submitted in writing by mail or email and addressed to the President and the First Vice-President.

## **GENDER NEUTRAL PRONOUNS**

Prior to printing, the parties agree to replace gender specific pronouns with gender neutral pronouns in the Collective Agreement as housekeeping only. In so doing it is not the intent of either party to change the meaning or intent of the predecessor language.

## **COMMITTEE TO EXPLORE FLEXIBLE WORKPLACE POLICIES**

The City and the Union have an interest in exploring the possibility of flexible workplace policies that adapt to current needs. As a result, the parties commit to meet within ninety (90) days of ratification to explore flexible workplace policies, including option for working from home and at alternate work locations subject to operational requirements.

## **REPORT REVIEW-TEMPORARY EMPLOYEE AND ALTERNATE RATE REVIEWS**

The parties agree to meet within one hundred and twenty (120) days of ratification to discuss the information provided to the Union under Clauses 6.11 and 44.01 with a view to determining the feasibility of streamlining the information provided by the City. In the event that the parties agree on the format of the data, the new report format will be piloted in the 2021 reviews.

## **APPENDIX "C"**

Upon receipt of a letter from TCEU Local 416 (to be obtained by Local 79) confirming their agreement, the City is prepared to discuss the provisions of Appendix "C" including but not limited to the movement of a Local 79 part-time employee to a position covered by the TCEU Local 416 Collective Agreement.

**WAGE SCHEDULES LOCAL 79 FULL-TIME  
UNIT AND  
CITY OF TORONTO**

The following is the wage schedule (Schedule 1) for the years – January 1, 2020— December 31, 2020, January 1, 2021– December 31, 2021, January 1, 2022 – December 31, 2022, January 1, 2023 – December 31, 2023 and January 1, 2024 – December 31, 2024. The wage rate schedule in effect on December 31, 2019 is included for information purposes only.

The parties understand and agree that errors and omissions shall be identified at the earliest opportunity and, if unresolved, any dispute may be the subject of a grievance or an action at the Ontario Labour Relations Board.

The wage and salary information is based on positions in effect as of January 1st, 2020. Any change to the position information and rates set out in this Schedule, subsequent to the January 1st date, will be added upon renewal of the Collective Agreement.

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				1.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
No Job Classification			1		\$21.51	\$22.14	\$22.84	\$23.54	\$21.73	\$22.36	\$23.07	\$23.78	\$21.95	\$22.58	\$23.30	\$24.02	\$22.17	\$22.81	\$23.53	\$24.26	\$22.50	\$23.15	\$23.88	\$24.62	\$22.76	\$23.21	\$23.94	\$24.68	\$22.96	\$23.62	\$24.36	\$25.11
CLEANER LIGHT DUTY	40	TF4008	2	79A2	\$22.65	\$23.36	\$24.10	\$24.83	\$22.88	\$23.59	\$24.34	\$25.08	\$23.11	\$23.83	\$24.58	\$25.33	\$23.34	\$24.07	\$24.83	\$25.58	\$23.69	\$24.43	\$25.20	\$25.96	\$23.75	\$24.49	\$25.26	\$26.02	\$24.17	\$24.92	\$25.70	\$26.48
LAUNDRY AIDE	40	TF5437	2	79A2	\$22.65	\$23.36	\$24.10	\$24.83	\$22.88	\$23.59	\$24.34	\$25.08	\$23.11	\$23.83	\$24.58	\$25.33	\$23.34	\$24.07	\$24.83	\$25.58	\$23.69	\$24.43	\$25.20	\$25.96	\$23.75	\$24.49	\$25.26	\$26.02	\$24.17	\$24.92	\$25.70	\$26.48
COURIER	35	TF0001	3	7903	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
MAIL CLERK	35	TF0002	3	7903	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
CLEANER HEAVY DUTY	35	TF0007	3	7903	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
FOOD SERVICES WORKER LTC	35	TF0086	3	7903	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
COURIER	40	TF4001	3	79A3	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
CLEANER HEAVY DUTY	40	TF4007	3	79A3	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
ROOM ATTENDANT	40	TF4035	3	79A3	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
FOOD SERVICES WORKER	40	TF4086	3	79A3	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
ELECTION ASSISTANT	35	TF5479	3	7903	\$23.91	\$24.64	\$25.41	\$26.20	\$24.15	\$24.89	\$25.66	\$26.46	\$24.39	\$25.14	\$25.92	\$26.72	\$24.63	\$25.39	\$26.18	\$26.99	\$25.00	\$25.77	\$26.57	\$27.39	\$25.06	\$25.83	\$26.64	\$27.46	\$25.50	\$26.28	\$27.11	\$27.94
RECEPTIONIST	35	TF0003	4	7904	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
KENNEL ATTENDANT	7	TF0367	4	7904	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
DIVERSION PROGRAM ASSISTANT	35	TF0434	4	7904	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
RECEPTIONIST	40	TF4003	4	79A4	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
DIVERSION PROGRAM ASSISTANT	40	TF4434	4	79A4	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
COURIER CLEANER	40	TF4500	4	79A4	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
RECORDS CLERK	35	TF5064	4	7904	\$25.22	\$26.01	\$26.81	\$27.63	\$25.47	\$26.27	\$27.06	\$27.91	\$25.72	\$26.53	\$27.35	\$28.19	\$25.98	\$26.80	\$27.62	\$28.47	\$26.37	\$27.20	\$28.03	\$28.90	\$28.44	\$27.27	\$28.10	\$28.97	\$28.90	\$27.75	\$28.59	\$29.48
BINDERY OPERATOR	35	TF0038	5	7905	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
REPRODUCTION COPIER OPERATOR	35	TF0058	5	7905	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
COOK LTC	35	TF0075	5	7905	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
REGISTRATION ASSISTANT	35	TF0098	5	7905	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
PERSONAL SUPPORT WORKER LTC	37.50	TF0171	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
MICROGRAPHICS TECHNICIAN	35	TF0326	5	7906	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
MAILING OPERATOR	35	TF0415	5	7905	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
SECURITY RECEPTION OFFICER	40	TF4037	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
BINDERY OPERATOR	40	TF4038	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
REPRODUCTION COPIER OPERATOR	40	TF4058	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
COOK	40	TF4075	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
DAY CARE HOUSEKEEPER	40	TF4082	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.88	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.18	\$31.13
RESIDENT AIDE	40	TF4184	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
WEIGHTSCALE OPERATOR	40	TF4337	5	79A5	\$26.61	\$27.44	\$28.29	\$29.18	\$26.88	\$27.71	\$28.57	\$29.47	\$27.15	\$27.99	\$28.86	\$29.76	\$27.42	\$28.27	\$29.15	\$30.06	\$27.83	\$28.69	\$29.59	\$30.51	\$27.90	\$28.78	\$29.66	\$30.59	\$28.39	\$29.28	\$30.15	\$31.13
SUPPORT ASSISTANT C	35	TF0006	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.83
DISPATCHER WATER SERVICE	35	TF0047	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30																					

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				1.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
REVENUE CLERK 4	35	TF0141	6	7906	\$28.08	\$28.94	\$28.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
REVENUE CLERK CNS	35	TF0142	6	7906	\$28.08	\$28.94	\$28.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
COMPLEMENTARY CARE ASSISTANT	35	TF0150	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
FAMILY CLERK	35	TF0159	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
DENTAL HOME VISITOR	35	TF0162	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
HOME VISITOR TB	35	TF0169	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
PROCESS SERVER	35	TF0262	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
ENGINEERING TECHNOLOGIST TECHNICIAN 4	35	TF0321	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
ASSISTANT CASHIER PF&R	35	TF0524	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
SUPPORT ASSISTANT C	40	TF4006	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
SECURITY OFFICER	40	TF4036	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
DISPATCHER OPERATIONS	40	TF4046	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
ENGINEERING TECHNOLOGIST TECHNICIAN 4	40	TF4321	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
FORESTRY DATA COLLECTOR	40	TF4405	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
ASSISTANT CASHIER PF&R	40	TF4524	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
DIGITAL IMAGING TECHNICIAN	35	TF5063	6	7906	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
SUPPORT ASSISTANT C (07.5 HRS)	33.75	TF6006	6	7966	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
CUSTOMER SERVICE DISPATCH 2	40	TFS441	6	79A6	\$28.08	\$28.94	\$29.84	\$30.78	\$28.36	\$29.23	\$30.14	\$31.09	\$28.64	\$29.52	\$30.44	\$31.40	\$28.93	\$29.82	\$30.74	\$31.71	\$29.36	\$30.27	\$31.20	\$32.19	\$29.43	\$30.35	\$31.28	\$32.27	\$29.95	\$30.88	\$31.83	\$32.85
TECHNICIAN PRE PRESS 2	35	TF0063	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
ACTIVITIES ORGANIZER	35	TF0065	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
ARTS PROGRAM OFFICER	35	TF0067	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
COORDINATOR ROOMING HOUSE INFO CENTRE	35	TF0079	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
GOSTUME TECHNICIAN	35	TF0080	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
PROGRAM DEVELOPMENT ASSISTANT	35	TF0092	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
RECREATION SERVICES ASSISTANT	35	TF0095	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
TECHNICIAN EXHIBIT & OUTREACH	35	TF0101	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
ACCOUNTING ASSISTANT 4	35	TF0115	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
BANKING ASSISTANT 3	35	TF0120	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
CASHIER	35	TF0124	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
CASHIER CNS	35	TF0125	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
CASHIER SAC	35	TF0126	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
COMMUNITY NUTRITION EDUCATOR	35	TF0148	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
DENTAL ASSISTANT	35	TF0158	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
INSPECTOR WATER REVENUE	35	TF0229	7	7907	\$29.60	\$30.53	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.93	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
 Last update 07/22/2020



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
MUNICIPAL STANDARDS OFFICER LEVEL 2	35	TF0234	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
MATERIALS MANAGEMENT ASSISTANT 2	35	TF0295	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
MUSEUM STORE ATTENDANT	35	TF0350	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
YOUTH ADVISOR	35	TF0358	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
COMMUNITY ORAL HEALTH OUTREACH WORKER	35	TF0398	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
DENTAL ASSISTANT (15HR/ WK) 10MTH	15	TF3158	7	7937	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
TECHNICIAN DARKROOM	40	TF4061	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
ADULT DAY PROGRAM ASSISTANT	40	TF4066	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
HOSTEL AIDE	40	TF4089	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
RECREATION SERVICES ASSISTANT LIC	40	TF4095	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
MATERIALS MANAGEMENT ASSISTANT 2	40	TF4295	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
YOUTH OUTREACH WORKER	40	TF4338	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
PARKS PROGRAM OFFICER 2	40	TF4432	7	79A7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
RECORDS QUALITY ASSURANCE ANALYST	35	TF5062	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
DENTAL ASSISTANT (25 HR/ WK)10MTH	25	TF5158	7	79E7	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
CORPORATE ACCOUNTING ASSISTANT 4	35	TFS132	7	7907	\$29.60	\$30.58	\$31.46	\$32.46	\$29.90	\$30.84	\$31.77	\$32.78	\$30.20	\$31.15	\$32.09	\$33.11	\$30.50	\$31.46	\$32.41	\$33.44	\$30.96	\$31.98	\$32.90	\$33.94	\$31.04	\$32.01	\$32.96	\$34.02	\$31.58	\$32.57	\$33.56	\$34.62
SUPPORT ASSISTANT B	35	TF0005	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
LARGE FORMAT PRESS FEEDER	35	TF0052	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
MEDIA BUYER	35	TF0054	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
PRINTING OPERATOR	35	TF0056	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
EARLY CHILDHOOD EDUCATOR 2	35	TF0084	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
REVENUE CLERK 3	35	TF0140	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
REGISTERED PRACTICAL NURSE LIC	37.50	TF0181	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
REHABILITATION ASSISTANT	35	TF0183	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
TECHNICIAN INFANT HEARING	35	TF0186	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
QUALITY CONTROL OFFICER	35	TF0239	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
ZONING & PLANNING INFORMATION OFFICER	35	TF0253	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
LEGAL ASSISTANT 2	35	TF0260	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
PAYROLL PROGRAM ASSISTANT 2	35	TF0272	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56
RESEARCH ANALYST 3	35	TF0304	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.95	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.94	\$34.98	\$36.05	\$36.56

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				1.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
CHEMIST ASSISTANT 2	35	TF0310	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
TITLE & STATUS RESEARCHER	35	TF0335	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
CUSTOMER SERVICE DISPATCH 1	35	TF0442	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
FIELD OPERATOR WMV VBD	35	TF0466	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
STREET OUTREACH WORKER PH	35	TF0477	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
DENTAL ASSISTANT MOBILE DENTAL CLINIC	35	TF0482	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
DIGITAL COLOUR PRESS OPERATOR	35	TF0484	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
COORDINATOR INFORMATION CENTRE	35	TF0499	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
COORDINATOR TOURISM OUTREACH	35	TF0510	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
ASSOCIATE DEPARTMENTAL BUYER	35	TF0585	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
SUPPORT ASSISTANT B	40	TF4005	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
MATE	40	TF4029	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
LARGE FORMAT PRESS FEEDER	40	TF4052	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
PRINTING OPERATOR	40	TF4056	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
CLIENT SERVICE WORKER	40	TF4072	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
REGISTERED PRACTICAL NURSE SSHA	40	TF4181	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
REHABILITATION ASSISTANT LIC	40	TF4183	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
CUT REPAIR EXAMINER	40	TF4218	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
RECREATION GASEWORKER	40	TF4380	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
CUSTOMER SERVICE DISPATCH 1	40	TF4442	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
YOUTH RECREATION PROGRAMMER	40	TF4502	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
HEAD ICE TECH FACILITY OF CURLING RINKS	40	TF4504	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
CASHIER FERRY DOCKS	40	TF4509	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
RECREATION LIAISON	40	TF4511	8	79A8	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
SUPPORT ASSISTANT B (67.5 HRS)	33.75	TF6005	8	7968	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
PAYROLL BENEFITS PENSION SERVICE REP 3	35	TFS270	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
MATERIALS PLANNING ASSISTANT 2	35	TFS361	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.55	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55
STREET OUTREACH WORKER	35	TFS426	8	7908	\$31.26	\$32.23	\$33.23	\$34.26	\$31.57	\$32.06	\$33.56	\$34.60	\$31.89	\$32.88	\$33.90	\$34.96	\$32.21	\$33.21	\$34.24	\$35.30	\$32.69	\$33.71	\$34.75	\$35.83	\$32.77	\$33.79	\$34.84	\$35.92	\$33.34	\$34.38	\$35.45	\$36.55

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				1.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
COORDINATOR FACILITY RENTAL	35	TF0009	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COORDINATOR PARKING	35	TF0011	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
RECYCLING ADVISOR	35	TF0034	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COORDINATOR DESIGN SERVICES	35	TF0040	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
DESIGNER 3	35	TF0045	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
FOREPERSON COPYCENTRE	35	TF0050	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
LARGE FORMAT PRESS OPERATOR	35	TF0053	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
TECHNICIAN PRE PRESS 1	35	TF0062	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COORDINATOR DAY CENTRE	35	TF0076	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COORDINATOR EXHIBITION	35	TF0077	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
MUSEUM PROGRAM OFFICER	35	TF0091	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ACCIDENT & INSURANCE EXPEDITER	35	TF0111	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ACCOUNTING ASSISTANT 3	35	TF0114	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
BANKING ASSISTANT 2	35	TF0119	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
CONTRACT ACCOUNTING CLERK 2	35	TF0128	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COUNSELLOR SEXUAL HEALTH INFO LINE	35	TF0157	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
REGISTERED PRACTICAL NURSE PUBLIC HEALTH	35	TF0182	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
APPLICATION & TECH SUPP SPEC 4	35	TF0190	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
FIRE INSPECTOR	35	TF0219	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
LOTTERY LICENSING COMPLIANCE OFFICER	35	TF0230	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COURT & RECORDS CLERK ANIMAL CONTROL	35	TF0256	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
COURT CLERK MONITOR	35	TF0257	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
MATERIALS MANAGEMENT ASSISTANT 1	35	TF0294	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ARCHITECTURAL TECHNICAL ASSISTANT	35	TF0307	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
DESIGN TECHNOLOGIST	35	TF0315	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ENGINEERING TECHNOLOGIST TECHNICIAN 3	35	TF0320	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
LANDSCAPE TECHNICIAN	35	TF0324	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ADMINISTRATIVE ASSISTANT TO DIRECTOR	35	TF0352	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
SITE PLAN TECHNICIAN	35	TF0359	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ASSISTANT INSPECTOR MUNICIPAL CONSTRUCT	35	TF0363	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53

**L79 FT 2020-2024 Wage Rates**  
**Wec: 2019 Rates as per Payroll Tables**  
 Last update 07/22/2020




Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
FOREPERSON MAIL	35	TF0381	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
COORDINATOR VOLUNTEER MANAGEMENT	35	TF0402	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
COLLECTIONS OFFICER	35	TF0440	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
EVENTS COORDINATOR	35	TF0475	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
EDUCATOR OUTREACH & PUBLIC PROGRAMMING	35	TF0489	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
SENIOR DENTAL CLERK	35	TF0525	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
TECHNICIAN INFANT HEARING REGIONAL TRAINER	35	TF0544	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
ASSISTANT CONSERVATOR ARTIFACTS	35	TF0545	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
LICENSING ISSUANCE AGENT	35	TF0549	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
WATER QUALITY ANALYST	35	TF0556	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
ASSOCIATE CORPORATE BUYER	35	TF0557	9	7909	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON FACILITIES	40	TF4016	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON FARM	40	TF4017	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON FORESTRY 2	40	TF4019	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON PARKS 2	40	TF4024	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON WORKS 2	40	TF4028	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON BINDERY	40	TF4049	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
FOREPERSON COPYCENTRE	40	TF4050	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
LARGE FORMAT PRESS OPERATOR	40	TF4053	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
TECHNICIAN BROADCAST AUDIO VISUAL	40	TF4060	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
INSPECTOR OPERATIONS EQUIPMENT	40	TF4225	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
MAINTENANCE PATROLLER	40	TF4231	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
AUTO EQUIPMENT INVENTORY CLERK	40	TF4289	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
MATERIALS MANAGEMENT ASSISTANT 1	40	TF4294	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
ENGINEERING TECHNOLOGIST TECHNICIAN 3	40	TF4320	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
LANDSCAPE TECHNICIAN	40	TF4324	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
AUTOMOTIVE SERVICE ADVISOR	40	TF4362	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
ASSISTANT INSPECTOR MUNICIPAL CONSTRUCT	40	TF4363	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
AUTOMOTIVE REMARKETING ADVISOR	40	TF4409	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
PARKS PROGRAM OFFICER 1	40	TF4414	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53
PLAYSPACE TECHNICIAN	40	TF4421	9	79A9	\$32.97	\$33.98	\$35.03	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$36.17	\$36.25	\$37.36	\$38.53

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
 Last update 07/22/2020



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				1.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
FOREPERSON SPORTS FIELDS	40	TF4473	9	79A9	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
FOREPERSON GOLF	40	TF4478	9	79A9	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
CALL TAKER PARAMEDIC SERVICES	40	TF5080	9	79A9	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
CORPORATE ACCOUNTING ASSISTANT 3	35	TFS131	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
CORPORATE ACCOUNTS PAYABLE SERVICE REP	35	TFS133	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
VOICE INFRASTRUCTURE ANALYST	35	TFS209	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
311 CONTACT CENTRE SVCS REPRESENTATIVE	35	TFS348	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
MATERIALS PLANNING ASSISTANT 1	35	TFS360	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
PAD SITE OFFICER	35	TFS428	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
ENVIRONMENTAL TECHNICIAN	35	TFS429	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
FACILITIES SUPPORT REPRESENTATIVE	35	TFS571	9	7909	\$32.97	\$33.98	\$35.08	\$36.13	\$33.30	\$34.32	\$35.38	\$36.49	\$33.63	\$34.66	\$35.73	\$36.85	\$33.97	\$35.01	\$36.09	\$37.22	\$34.48	\$35.54	\$36.63	\$37.78	\$34.57	\$35.63	\$36.72	\$37.87	\$35.17	\$36.25	\$37.36	\$38.53
SUPPORT ASSISTANT A	35	TF0004	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PROPERTY OFFICER 4	35	TF0033	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COORDINATOR PUBLIC CONSULTATION	35	TF0042	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PHOTOGRAPHER	35	TF0055	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
TRANSLATOR INTERPRETER	35	TF0064	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER CHILDRENS SERVICES	35	TF0068	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER COMMUNITY BASED SERVICES	35	TF0069	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER EMPLOYMENT & SOCIAL SERVICES	35	TF0070	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNITY DEVELOPMENT WORKER	35	TF0073	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COORDINATOR HOMELESS INITIATIVES	35	TF0078	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
EARLY CHILDHOOD EDUCATOR 1	35	TF0083	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
HOME VISITOR CHILDRENS SERVICES	35	TF0088	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
RESOURCE EDUCATOR	35	TF0099	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
BUDGET ASSISTANT	35	TF0122	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FINANCE REPRESENTATIVE	35	TF0136	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FAMILY PLANNING COMMUNITY WORKER	35	TF0163	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
BYLAW OFFICER	35	TF0216	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
TRAFFIC FIELD INVESTIGATOR	35	TF0251	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.66	\$39.85	\$38.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65

L79 FT 2020-2024 Wage Rates Note: 2019 Rates as per Payroll Tables Last update 07/22/2020																																
					Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				0.25%				1.75%			
Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
LEGAL ASSISTANT 1	35	TF0259	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
ACCOUNTING & PAYROLL ASSISTANT	35	TF0264	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PAYROLL PROGRAM ASSISTANT 1	35	TF0271	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CHEMIST ASSISTANT 1	35	TF0309	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
SENIOR TITLE & STATUS RESEARCHER	35	TF0333	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNICATIVE DISORDERS ASSISTANT 1	35	TF0371	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COORDINATOR COMPLEMENT REVIEW & REPORTING	35	TF0419	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNITY RECREATION PROGRAMMER	35	TF0430	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
SENIOR LARGE FORMAT PRESS OPERATOR	35	TF0444	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
QUALITY ASSURANCE ANALYST	35	TF0457	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
HOUSING BENEFITS OFFICER SSHA	35	TF0518	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER HOUSING SSHA	35	TF0519	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
RESOURCE CENTRE FACILITATOR SSHA	35	TF0520	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
BUILDING INSPECTOR ASSOCIATE	35	TF0577	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER HUMAN SERVICES INTEGRATION	35	TF0582	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON COMBINATIONARY	40	TF4015	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON FORESTRY 1	40	TF4018	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON GENERAL CONSTRUCTION	40	TF4020	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON MECH ELECTRICAL & TRADES	40	TF4022	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON PARKS 1	40	TF4023	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON PARKS TECHNICAL SERVICES	40	TF4025	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON WORKS 1	40	TF4027	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PROPERTY OFFICER 4	40	TF4033	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON PRINT	40	TF4051	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNITY DEVELOPMENT WORKER	40	TF4073	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
BYLAW OFFICER	40	TF4216	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
ARBORIST INSPECTOR	40	TF4305	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
TRAINER FORESTRY	40	TF4403	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$38.38	\$37.50	\$38.66	\$39.85	\$36.47	\$37.59	\$38.76	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
 Last update 07/22/2020




Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Brd	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
FOREPERSON PLANT PRODUCTION & GREENHOUSE	40	TF4410	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNITY RECREATION PROGRAMMER	40	TF4430	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PARKS AMBASSADOR	40	TF4433	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
COMMUNITY RECREATION PROGRAMMER ENVIR	40	TF4453	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
TRAINER PARKS	40	TF4474	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
CASEWORKER HOMELESSNESS SERVICES SSHA	40	TF4505	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
TRAINER COMMUNITY RECREATION FACILITIES	40	TF4512	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FOREPERSON SKI CENTRE	40	TF4527	10	79B0	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
EMPLOYEE SERVICE CENTRE REPRESENTATIVE	35	TF5008	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
FACILITY EVENT COORDINATOR	35	TF5081	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
BUSINESS APPLICATION SUPPORT REP	35	TFS123	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
SENIOR CASHIER	35	TFS144	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
OPERATIONS SUPPORT ANALYST 3	35	TF1917	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
LEGAL CONVEYANCING CLERK	35	TFS261	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
PAYROLL BENEFITS PENSION SERVICE REP 2	35	TFS269	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
APPLICATION TECHNICIAN	35	TFS273	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
SERVICE NAVIGATOR	35	TF5508	10	7910	\$34.79	\$35.86	\$36.97	\$38.11	\$35.14	\$36.22	\$37.34	\$38.49	\$35.49	\$36.58	\$37.71	\$38.87	\$35.84	\$36.95	\$38.09	\$39.26	\$39.38	\$37.50	\$38.68	\$39.85	\$36.47	\$37.59	\$38.78	\$39.95	\$37.11	\$38.25	\$39.44	\$40.65
DESIGNER 2	35	TF0044	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
PROCUREMENT ESTIMATOR	35	TF0057	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
FAMILY SUPPORT WORKER	35	TF0085	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
METHADONE SUPPORT WORKER	35	TF0090	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
PROGRAM DEVELOPMENT OFFICER	35	TF0093	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
REGISTRAR	35	TF0097	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
TRAINING & DEVELOPMENT SPECIALIST	35	TF0102	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
ACCOUNTING ASSISTANT 2	35	TF0113	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
BANKING ASSISTANT 1	35	TF0118	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
CONTRACT ACCOUNTING CLERK 1	35	TF0127	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88
HEALTH INFORMATION ANALYST	35	TF0165	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.58	\$40.79	\$42.03	\$38.47	\$39.68	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
 Last update 07/22/2020




Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
HEALTHY ENVIRONMENTS ENFORCEMENT OFFICER	35	TF0168	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
APPLICATION & TECH SUPP SPEC 3	35	TF0189	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
SYSTEMS INTEGRATOR 3	35	TF0206	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
APPLICATION EXAMINER	35	TF0212	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
COORDINATOR ENVRL MONITORING PROGRAMS	35	TF0217	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
INSPECTOR STANDARDS & SPECIFICATIONS	35	TF0227	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
SENIOR FIRE INSPECTOR	35	TF0243	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
SENIOR WATER QUALITY INSPECTOR	35	TF0247	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
LAW CLERK	35	TF0258	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
COORDINATOR RECRUITMENT	35	TF0266	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
COORDINATOR TRAINING	35	TF0267	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ASSISTANT PLANNER	35	TF0274	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ASSISTANT PLANNER URBAN FORESTRY	35	TF0275	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
DEPARTMENTAL BUYER	35	TF0293	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
PURCHASING ANALYST	35	TF0296	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
LIBRARY INFORMATION OFFICER	35	TF0299	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
RESEARCH ANALYST 2	35	TF0303	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ARCHITECTURAL PLANNING TECHNOLOGIST	35	TF0306	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ENGINEERING TECHNOLOGIST TECHNICIAN 2	35	TF0319	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
FACILITIES PLANNING SPECIALIST	35	TF0322	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
LANDSCAPE TECHNOLOGIST	35	TF0325	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
SENIOR DESIGN TECHNOLOGIST	35	TF0331	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
COORDINATOR CONTRACT ADMINISTRATION	35	TF0354	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ADVERTISING COORDINATOR	35	TF0424	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
MULTI-MEDIA SPECIALIST	35	TF0438	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
TRAINING & DEVELOPMENT SPECIALIST COURT	35	TF0439	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
COORDINATOR DIST & COLLECTION SUPT	35	TF0448	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
ASSISTANT HOUSING DEVELOPMENT OFFICER	35	TF0460	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86
TRAINER BUSINESS PROCESSES FACILITIES	35	TF0464	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.86

L79 FT 2020-2024 Wage Rates																																																					
Note: 2019 Rates as per Payroll Tables					Monday, July 01, 2019							Wednesday, January 01, 2020							Friday, January 01, 2021							Saturday, January 01, 2022							Sunday, January 01, 2023							Saturday, July 01, 2023							Monday, January 01, 2024						
Last update 07/22/2020					0.50%							1.0%							1.0%							1.0%							1.5%							1.25%							1.75%						
Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4																	
FILM PERMIT COORDINATOR	35	TF0503	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
DESIGNER-ACCESS & INCLUSIVE COMPLIANCE	35	TF0526	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
TRAINER BUSINESS PROCESSES MLS	35	TF0552	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
COMMUNITY HUB COORDINATOR	35	TF0554	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
SYSTEM PLANNING & POLICY DEV ASST CS	35	TF0570	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
DATA ANALYST	35	TF0575	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
FOREPERSON AUTOMOTIVE	40	TF4013	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
FOREPERSON CARPENTRY	40	TF4014	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
FOREPERSON HVAC	40	TF4021	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
FOREPERSON REFRIGERATION & FILTRATION	40	TF4028	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
EMERGENCY MEDICAL DISPATCHER	40	TF4048	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
FOREPERSON PARKS TECH SVCS & TRADES	40	TF4485	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
COORDINATOR CUSTOMER CARE	40	TF4565	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
EMPLOYEE SERVICE CENTRE COORDINATOR	35	TF5005	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
COORDINATOR MARKETING COMMS & EVENTS	35	TF5017	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
DATA ANALYST & INTEGRATOR	35	TF5026	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
TRAINER 311	35	TF5029	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
ADMINISTRATOR LETTERS OF CREDIT	35	TFS116	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
CORPORATE ACCOUNTING ASSISTANT 2	35	TFS130	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
REVENUE CLERK 2	35	TFS139	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
TRAINER BUSINESS PROCESS	35	TF5145	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
CLIENT SUPPORT ANALYST 1	35	TFS191	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
OPERATIONS SUPPORT ANALYST 2	35	TFS196	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
SPATIAL DATA ANALYST	35	TFS198	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
SPATIAL SUPPORT ANALYST	35	TF5200	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
TECHNICIAN NETWORK SUPPORT	35	TFS207	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
TECHNOLOGY LIFECYCLE MGMT SPECIALIST	35	TFS208	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					
VOICE INFRASTRUCTURE SPECIALIST	35	TFS210	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.96	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.88																					

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Brd	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
ASSISTANT FAIR WAGE OFFICER	35	TFS265	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
PAYROLL BENEFITS PENSION SERVICE REP 1	35	TFS268	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
ASSISTANT PLANNER	35	TFS274	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
COORDINATOR BICYCLE SAFETY EDUCATION	35	TFS276	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
COORDINATOR COMMUTER CYCLING PROGRAM	35	TFS277	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
CORPORATE BUYER	35	TFS291	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
LIBRARY INFORMATION OFFICER LEGAL	35	TFS300	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
CULTURAL OUTREACH OFFICER	35	TFS339	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
COMPLIANCE & WARRANTY ADMINISTRATOR	40	TFS377	11	79B1	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
ENTERPRISE II TRAIN INSTRUCT FACILITATOR	35	TFS386	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
TECHNOLOGY ANALYST 2	35	TFS452	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
SERVICE DESK ANALYST 2	35	TFS456	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
MUSEUM OUTREACH OFFICER	35	TFS461	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
BUSINESS APPLICATION SUPPORT SPECIALIST	35	TFS506	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
COORDINATOR 311 CONTACT CENTRE	35	TFS517	11	7911	\$36.69	\$37.83	\$39.01	\$40.19	\$37.06	\$38.21	\$39.40	\$40.59	\$37.43	\$38.59	\$39.79	\$41.00	\$37.80	\$38.98	\$40.19	\$41.41	\$38.37	\$39.56	\$40.79	\$42.03	\$38.47	\$39.66	\$40.89	\$42.14	\$39.14	\$40.35	\$41.61	\$42.85
COORDINATOR MATERIAL RECYCLING REDUCTION	35	TF0010	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
PROPERTY OFFICER 3	35	TF0032	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
DESIGNER 1	35	TF0043	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
COUNSELLOR	35	TF0081	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
ACCOUNTING ASSISTANT 1	35	TF1012	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
COUNSELLOR NEEDLE EXCHANGE	35	TF0156	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
DENTAL HYGIENIST	35	TF0160	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
HRHC INVENTORY COORDINATOR	35	TF0167	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
PUBLIC HEALTH DIETITIAN	35	TF0175	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
REGISTERED NURSE COUNSELLOR	35	TF0178	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
REGISTERED NURSE LTC	37.50	TF0179	12	79B2	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
REGISTERED NURSE PUBLIC HEALTH	35	TF0180	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
INSPECTOR MUNICIPAL CONSTRUCTION	35	TF0224	12	7912	\$38.74	\$39.93	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26

L79 FT 2020-2024 Wage Rates						Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
Note: 2019 Rates as per Payroll Tables						0.50%				1.0%				1.0%				1.0%				1.5%				0.25%				1.75%			
Last update 07/22/2020						1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid																													
MUNICIPAL STANDARDS OFFICER 1	35	TF0233	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
SENIOR BYLAW OFFICER	35	TF0242	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
SENIOR TRAFFIC FIELD INVESTIGATOR	35	TF0246	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
WORKS PLAN EXAMINER INSPECTOR	35	TF0252	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
ARCHIVIST	35	TF0298	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
RECORDS & INFORMATION ANALYST	35	TF0301	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
CONSERVATOR ARCHIVES & RECORDS	35	TF0311	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
CONSERVATOR ARTIFACTS	35	TF0312	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
ENGINEERING TECHNOLOGIST TECHNICIAN 1	35	TF0315	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
PHOTOGRAMMETRIC TECHNOLOGIST	35	TF0327	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
MULTI-MEDIA COORDINATOR	35	TF0417	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COORDINATOR CONTRACTED SVCS PROC OPS	35	TF0418	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COORDINATOR SMART COMMUNITY	35	TF0422	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
HOUSING ZONING BUILDING EXAMINER	35	TF0427	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
FLEET STANDARDS & SPECIFICATIONS ANALYST	35	TF0448	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
SIGN BUILDING CODE EXAMINER INSPECTOR	35	TF0449	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
WEB CONTENT COORDINATOR	35	TF0468	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
SENIOR ENVIRONMENTAL BYLAW OFFICER	35	TF0469	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
DIGITAL MEDIA DESIGN SPECIALIST	35	TF0507	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COUNSELLOR YOUTH OUTREACH	35	TF0547	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
LIBRARIAN PUBLIC HEALTH SYSTEMS	35	TF0558	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COUNCELLOR HARM REDUCTION	35	TF0562	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
TRAFFIC AGENT	35	TF0567	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
DENTURIST	35	TF0584	12	7912	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COORDINATOR MATERIAL RECYCLING REDUCTION	40	TF4010	12	79B2	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
COMMUNICATIONS TRAINING OFFICER	40	TF4039	12	79B2	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	
REGISTERED NURSE SSHA	40	TF4179	12	79B2	\$38.74	\$39.36	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.62	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26	

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**




Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Brd	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
INSPECTOR FOREST HEALTH CARE	40	TF4222	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
INSPECTOR MUNICIPAL CONSTRUCTION	40	TF4224	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
WORKS PLAN EXAMINER INSPECTOR	40	TF4252	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
ENGINEERING TECHNOLOGIST TECHNICIAN 1	40	TF4318	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
NATURAL RESOURCE SPECIALIST	40	TF4344	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
MAINTENANCE PLANNER & SCHEDULER	40	TF4472	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
URBAN FORESTRY STANDARDS OFFICER	40	TF4521	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
COORDINATOR CONTRACTED SERVICES FLEET	40	TF4561	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
REFERENCE & DIGITAL ENGAGEMENT ARCHIVIST	35	TFS066	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
SENIOR PURCHASING ANALYST	35	TFS073	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
DENTAL HYGIENIST (26 HRV WK)10MTH	25	TF5160	12	7952	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
CORPORATE COORDINATOR ACCOUNTS PAYABLE	35	TFS134	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
REVENUE CLERK 1	35	TFS138	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
SYSTEM DEVELOPER 2	35	TFS202	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
WIRELESS INFRASTRUCTURE SPECIALIST	35	TFS211	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
COORDINATOR PURCHASING SERVICES	35	TFS290	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
CORPORATE MARKET ANALYST	35	TFS292	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
LEGAL LIBRARIAN	35	TFS369	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
STREET OUTREACH COUNSELLOR	35	TFS425	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
SOCIAL WORKER PUBLIC HEALTH	35	TFS435	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
BIOMEDICAL ENGINEERING TECHNOLOGIST	40	TFS445	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
COORDINATOR ML&S VEHICLE INSPECTION	40	TFS467	12	79B2	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
TRANSPORTATION STANDARDS OFFICER	35	TFS487	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26
CONSERVATOR PUBLIC ART & MONUMENTS	35	TFS587	12	7912	\$38.74	\$39.98	\$41.14	\$42.43	\$39.13	\$40.33	\$41.55	\$42.85	\$39.52	\$40.73	\$41.97	\$43.28	\$39.92	\$41.14	\$42.39	\$43.71	\$40.52	\$41.76	\$43.03	\$44.37	\$40.82	\$41.86	\$43.14	\$44.48	\$41.33	\$42.59	\$43.89	\$45.26

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				2.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
AGENCY REVIEW COORDINATOR	35	TF0074	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
SMALL BUSINESS CONSULTANT	35	TF0110	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
BUDGET ANALYST	35	TF0121	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
FINANCE OFFICER	35	TF0135	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
COMMUNITY HEALTH OFFICER	35	TF0146	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
COMMUNITY MENTAL HEALTH WORKER	35	TF0147	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
COMMUNITY PROJECT GRANTS OFFICER	35	TF0149	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PROJECT COORDINATOR FOOD POLICY COUNCIL	35	TF0173	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PROMOTER SEXUAL HEALTH	35	TF0174	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PUBLIC HEALTH INSPECTOR	35	TF0176	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PUBLIC HEALTH NURSE	35	TF0177	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
SENIOR HEALTH INFORMATION ANALYST	35	TF0185	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
APPLICATION & TECH SUPP SPEC 2	35	TF0188	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
SYSTEMS INTEGRATOR 2	35	TF0205	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
BUILDING CODE EXAMINER	35	TF0213	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
MECHANICAL PLAN EXAMINER	35	TF0232	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PLUMBING & MECHANICAL PLAN EXAMINER	35	TF0236	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PLUMBING SPECIALIST	35	TF0237	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PROGRAM OFFICER	35	TF0238	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
SENIOR MECHANICAL EXAMINER INSPECTOR	35	TF0244	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
SPECIALIST HVAC	35	TF0250	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
ZONING EXAMINER	35	TF0255	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
RESEARCH ANALYST 1	35	TF0302	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
CHEMIST	35	TF0308	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
CONSTRUCTION COORDINATOR	35	TF0314	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
TRAFFIC PLANNING TECHNOLOGIST	35	TF0336	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
GAMING SERVICES ANALYST	35	TF0373	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
ENVIRONMENTAL COORDINATOR	35	TF0395	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
COMMUNICATIONS REPRESENTATIVE	35	TF0408	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75
PROGRAM SUPPORT ANALYST	35	TF0412	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75

L79 FT 2020-2024 Wage Rates						Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
Note: 2019 Rates as per Payroll Tables						0.50%				1.0%				1.0%				1.0%				1.5%				0.25%				1.75%			
Last update 07/22/2020						1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid																													
GIS APPLICATION ANALYST P&R	35	TF0471	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
GIS APPLICATION ANALYST TD	35	TF0501	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
COORDINATOR COMMUNITY PROGRAMS SDF&A	35	TF0515	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
LICENSING ASSURANCE&COMPLIANCE OFFICER	35	TF0551	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
E-HEALTH SYSTEM LEARNING COORDINATOR	35	TF0572	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SENIOR EMERGENCY MEDICAL DISPATCHER	40	TF4059	13	79B3	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
CONSTRUCTION COORDINATOR	40	TF4314	13	79B3	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
COORDINATOR FLEET & FACILITIES	40	TF4431	13	79B3	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
PROGRAM OFFICER TORONTO WATER	35	TF5044	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
CORPORATE ACCOUNTING ASSISTANT 1	35	TFS129	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
REVENUE ANALYST	35	TFS137	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
RISK MANAGEMENT ANALYST	35	TF1433	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
OPERATIONS SUPPORT ANALYST 1	35	TF195	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SPATIAL DATA SPECIALIST	35	TF199	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
PROSECUTOR 2	35	TFS263	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SENIOR CORPORATE BUYER	35	TFS297	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
ENTERPRISE IT CONTRACT COORDINATOR	35	TFS384	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
ENTERPRISE IT TRAINING DESIGNER DEVELOP	35	TFS385	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
PRODUCTION ARTIST/CTP ADMINISTRATOR	35	TFS447	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
TECHNOLOGY ANALYST 1	35	TFS451	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SERVICE DESK ANALYST 1	35	TF5455	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
COORDINATOR COLLECTIONS & CONSERVATION	35	TFS463	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SPATIAL DATA INTEGRATOR	35	TFS486	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
SAP APP SPECIALIST & TRAINING DESIGN/DEV	35	TFS488	13	7913	\$40.85	\$42.08	\$43.42	\$44.76	\$41.26	\$42.50	\$43.85	\$45.21	\$41.67	\$42.93	\$44.29	\$45.66	\$42.09	\$43.36	\$44.73	\$46.12	\$42.72	\$44.01	\$45.40	\$46.81	\$42.83	\$44.12	\$45.51	\$46.93	\$43.58	\$44.89	\$46.31	\$47.75	
ESTIMATOR	35	TF0012	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40	
PROPERTY OFFICER 2	35	TF0031	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40	
HEALTH PLANNER	35	TF0166	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40	

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
APPLICATION & TECH SUPP SPEC 1	35	TF0187	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
BUILDING INSPECTOR SPECIALIST	35	TF0215	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
BUILDING INSPECTOR GENERALIST	35	TF0223	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
ZONING BUILDING CODE EXAMINER	35	TF0254	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PLANNER PARKS & RECREATION	35	TF0280	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PLANNER URBAN FORESTRY	35	TF0284	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
ENGINEERING TECHNICAL COORDINATOR	35	TF0316	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
ENERGY CONSULTANT	35	TF0317	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PROJECT COORDINATOR LANDSCAPE ARCHITECT	35	TF0323	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PROJECT COORDINATOR	35	TF0330	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
AIR QUALITY SPECIALIST	35	TF0343	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR COORDINATOR PUBLIC CONSULTATION	35	TF0347	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COMMUNICATIONS & MARKETING CONSULTANT	35	TF0349	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
FINANCIAL ANALYST	35	TF0351	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
CIVIL ENGINEERING TECHNOLOGIST	35	TF0353	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COORDINATOR SUPPORT SERVICES	35	TF0372	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR RECORDS & INFORMATION ANALYST	35	TF0374	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COMMITTEE SECRETARY	35	TF0375	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COORDINATOR COUNCIL SERVICES	35	TF0376	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
TRANSPORTATION ENGINEERING COORDINATOR	35	TF0378	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
WORK ZONE TRAFFIC COORDINATOR	35	TF0379	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COMMUNITY CULTURAL COORDINATOR	35	TF0382	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
MUSEUM COORDINATOR	35	TF0394	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
NATURAL ENVIRONMENT SPECIALIST	35	TF0404	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PLUMBING AND HVAC INSPECTOR	35	TF0436	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
WATER CONSULTANT	35	TF0454	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
IMAGE LIBRARIAN	35	TF0458	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.06	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40

L79 FT 2020-2024 Wage Rates  
 Note: 2019 Rates as per Payroll Tables  
 Last update 07/22/2020



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
MARKET RESEARCH & PROMOTIONS CONSULTANT	35	TF0470	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
BUSINESS INTELLIGENCE SPECIALIST	35	TF0480	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
HEALTH MARKETING SPECIALIST	35	TF0490	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
MEDIA RELATIONS ADVISOR	35	TF0498	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR WIRELESS INFRASTRUCTURE SPECIALIST	35	TF0546	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
DATA & SCHEDULING ANALYST	35	TF0550	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
WATER/WASTEWATER PROCESS SPECIALIST	35	TF0555	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SOUNDING SPECIALIST	35	TF0559	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
TRAFFIC SYSTEMS ENGINEERING ANALYST	35	TF0564	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COORDINATOR CAPITAL PROJECTS CS	35	TF0566	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR PUBLIC CONSULTATION COORDINATOR	35	TF0563	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
ESTIMATOR	40	TF4012	14	79B4	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
PROJECT COORDINATOR	40	TF4330	14	79B4	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
INSPECTION COORDINATOR	40	TF4364	14	79B4	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
EVALUATOR PROGRAMS	35	TF5001	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
MECHANICAL ENGINEERING TECHNOLOGIST	35	TF5079	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SYSTEM DEVELOPER 1	35	TFS201	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR VOICE INFRASTRUCTURE SPECIALIST	35	TFS389	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
FINANCIAL ANALYST SOFA	35	TFS416	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
CULTURAL DEVELOPMENT OFFICER	35	TFS443	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
SENIOR TECHNOLOGY ANALYST	35	TFS450	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
COORDINATOR TRANSPORTATION ROW MGMT	35	TFS488	14	7914	\$43.10	\$44.42	\$45.83	\$47.25	\$43.53	\$44.86	\$46.29	\$47.72	\$43.97	\$45.31	\$46.75	\$48.20	\$44.41	\$45.76	\$47.22	\$48.68	\$45.06	\$46.45	\$47.93	\$49.41	\$45.19	\$46.57	\$48.05	\$49.53	\$45.96	\$47.38	\$48.89	\$50.40
HEALTH PROMOTION SPECIALIST	35	TF0151	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.89	\$51.52	\$53.14
CONSULTANT NUTRITION PROMOTION	35	TF0152	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.89	\$51.52	\$53.14
CONSULTANT PROFESSIONAL PRACTICE	35	TF0153	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.89	\$51.52	\$53.14

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.5%				2.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
HEALTH RESEARCH SPECIALIST	35	TF0154	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
COORDINATOR EDUCATION	35	TF0155	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
EPIDEMIOLOGIST	35	TF0161	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
HEALTH EDUCATOR	35	TF0164	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PHN MENTAL HEALTH NURSE CONSULTANT	35	TF0170	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PROGRAM EVALUATOR	35	TF0172	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SYSTEMS INTEGRATOR 1	35	TF0204	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
BUILDING CONSULTANT	35	TF0214	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNING CONSULTANT	35	TF0235	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SENIOR PLAN EXAMINER	35	TF0245	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
POLICY & RESEARCH CONSULTANT	35	TF0345	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
INFORMATION & TECHNOLOGY INTEGRATOR	35	TF0355	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
CASE PRESENTER	35	TF0366	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SPEECH LANGUAGE PATHOLOGIST	35	TF0370	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
COORDINATOR ASSET MANAGEMENT	35	TF0401	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PROPERTY TAXATION & ASSESSMENT ANALYST	35	TF0406	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER HERITAGE	35	TF0481	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
INFANT HEAR/BLIND LOW VISION SVC SPCL	35	TF0491	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
LACTATION PROMOTION SPECIALIST	35	TF0492	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
HEALTH POLICY SPECIALIST	35	TF0493	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
QUALITY IMPROVEMENT SPECIALIST	35	TF0494	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
HBHC HIGH RISK SPECIALIST	35	TF0495	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
ENVIRONMENTAL HEALTH SPECIALIST	35	TF0496	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
HEALTHY EQUITY SPECIALIST	35	TF0497	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
INFECTION CONTROL SPECIALIST	35	TF0514	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SENIOR DATA ANALYST	35	TF0574	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SYSTEMS & APPLICATIONS DEVELOPER TW	35	TF0580	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER PARKS DEVELOPMENT & PLANNING	35	TF0586	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SENIOR TAXONOMY & METADATA SPECIALIST	35	TF5007	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14

**L79 FT 2020-2024 Wage Rates**  
**Note: 2019 Rates as per Payroll Tables**  
**Last update 07/22/2020**



Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024			
					0.50%				1.0%				1.0%				1.0%				1.50%				0.25%				1.75%			
					1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
SENIOR DATA ANALYST & INTEGRATOR	35	TFS025	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
ENTERPRISE TECHNICAL SUPPORT SPECIALIST	35	TFS194	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER ACCESSIBILITY	35	TFS278	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER COMMUNITY PLANNING	35	TFS279	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER SIPA	35	TFS281	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER TRANSPORTATION	35	TFS282	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PLANNER URBAN DESIGN	35	TFS283	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
FINANCIAL ANALYST REV SVCS	35	TFS341	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SPATIAL PRODUCTS ANALYST	35	TFS387	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
SPATIAL SPECIALIST	35	TFS388	15	7915	\$45.47	\$46.87	\$48.29	\$49.82	\$45.92	\$47.34	\$48.77	\$50.32	\$46.38	\$47.81	\$49.26	\$50.82	\$46.84	\$48.29	\$49.75	\$51.33	\$47.54	\$49.01	\$50.50	\$52.10	\$47.86	\$49.13	\$50.63	\$52.23	\$48.49	\$49.99	\$51.52	\$53.14
PROPERTY OFFICER 1	35	TF0030	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
SENIOR BUILDING INSPECTOR	35	TF0241	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
SENIOR ENVIRONMENTAL PLANNER	35	TF0332	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
PUBLIC ART OFFICER	35	TF0400	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
HISTORIAN	35	TF0459	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
NURSE PRACTITIONER	35	TF0462	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
SYSTEM DEVELOPMENT SPECIALIST	35	TFS203	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
PROSECUTOR 1	35	TFS340	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
ENTERPRISE APPLICATION TECH SPECIALIST	35	TFS383	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
ECONOMIC REINTEGRATION SPECIALIST	35	TFS407	16	7916	\$47.99	\$49.45	\$50.99	\$52.56	\$48.47	\$49.94	\$51.50	\$53.09	\$48.95	\$50.44	\$52.02	\$53.62	\$49.44	\$50.94	\$52.54	\$54.16	\$50.15	\$51.70	\$53.33	\$54.97	\$50.31	\$51.83	\$53.46	\$55.11	\$51.19	\$52.74	\$54.40	\$56.07
SENIOR AIR QUALITY SPECIALIST	35	TF0342	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
AGENCY REVIEW OFFICER	35	TF0368	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
SENIOR POLICY ADVISOR ED&C	35	TFS346	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
FINANCIAL ANALYST CORPORATE FINANCE	35	TFS365	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
SENIOR SPATIAL SPECIALIST	35	TFS390	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
SENIOR TECHNICAL SUPPORT ANALYST	35	TFS391	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
CORPORATE APPLICATION TECHNICAL LEADER	35	TFS392	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
SENIOR RISK MANAGEMENT ANALYST	35	TFS393	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17
STREETSCAPE DESIGNERS CAP PROJECTS COORD	35	TFS396	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.39	\$58.15	\$53.96	\$55.65	\$57.38	\$59.17

L79 FT 2020-2024 Wage Rates  
 Note: 2019 Rates as per Payroll Tables  
 Last update 07/22/2020



				Monday, July 01, 2019				Wednesday, January 01, 2020				Friday, January 01, 2021				Saturday, January 01, 2022				Sunday, January 01, 2023				Saturday, July 01, 2023				Monday, January 01, 2024				
				0.50%				1.0%				1.0%				1.0%				1.5%				2.25%				1.75%				
Normalized Classification	Hrs	New Job Code	Wage Grade	PYRL Wage Grid	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
ECONOMIC PARTNERSHIP ADVISOR	35	TFS397	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.38	\$58.15	\$53.95	\$55.65	\$57.38	\$59.17
SYSTEMS INTEGRATION SPECIALIST	35	TFS399	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.38	\$58.15	\$53.95	\$55.65	\$57.38	\$59.17
SENIOR PROJECT COORDINATOR P&R & ED&C	35	TFS411	17	7917	\$50.60	\$52.16	\$53.79	\$55.46	\$51.11	\$52.68	\$54.33	\$56.01	\$51.62	\$53.21	\$54.87	\$56.57	\$52.14	\$53.74	\$55.42	\$57.14	\$52.92	\$54.55	\$56.25	\$58.00	\$53.05	\$54.69	\$56.38	\$58.15	\$53.95	\$55.65	\$57.38	\$59.17
HOUSING DEVELOPMENT OFFICER	35	TF0413	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER HERITAGE	35	TF0523	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER COMMUNITY PLANNING	35	TFS285	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER SIPA	35	TFS286	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER TRANSPORTATION	35	TFS287	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER URBAN DESIGN	35	TFS288	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
SENIOR PLANNER SPATIAL ANALYSIS SIPA	35	TFS576	18	7918	\$53.40	\$55.02	\$56.75	\$58.49	\$53.93	\$55.57	\$57.32	\$59.07	\$54.47	\$56.13	\$57.89	\$59.66	\$55.01	\$56.69	\$58.47	\$60.26	\$55.84	\$57.54	\$59.35	\$61.16	\$55.96	\$57.68	\$59.50	\$61.31	\$56.96	\$58.69	\$60.54	\$62.38
PROGRAM SUPPORT TRAINEE	35	TFT001		7911	\$17.93	\$18.49	\$19.05	\$19.66	\$18.11	\$18.67	\$19.24	\$19.86	\$18.29	\$18.86	\$19.43	\$20.06	\$18.47	\$19.05	\$19.62	\$20.26	\$18.75	\$19.34	\$19.91	\$20.56	\$18.80	\$19.39	\$19.96	\$20.61	\$19.13	\$19.73	\$20.31	\$20.97
ADMINISTRATION TRAINEE	35	TFT002		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
RESEARCH TRAINEE	35	TFT003		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
PUBLIC OUTREACH TRAINEE	35	TFT004		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
TECHNICAL TRAINEE	35	TFT005		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
IT TRAINEE	35	TFT006		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
FINANCIAL TRAINEE	35	TFT007		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
PROGRAM SUPPORT TRAINEE	40	TFT401		7911	\$17.93	\$18.49	\$19.05	\$19.66	\$18.11	\$18.67	\$19.24	\$19.86	\$18.29	\$18.86	\$19.43	\$20.06	\$18.47	\$19.05	\$19.62	\$20.26	\$18.75	\$19.34	\$19.91	\$20.56	\$18.80	\$19.39	\$19.96	\$20.61	\$19.13	\$19.73	\$20.31	\$20.97
ADMINISTRATION TRAINEE	40	TFT402		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
RESEARCH TRAINEE	40	TFT403		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
PUBLIC OUTREACH TRAINEE	40	TFT404		7912	\$18.91	\$19.50	\$20.12	\$20.72	\$19.10	\$19.70	\$20.32	\$20.93	\$19.29	\$19.90	\$20.52	\$21.14	\$19.48	\$20.10	\$20.73	\$21.35	\$19.77	\$20.40	\$21.04	\$21.67	\$19.82	\$20.45	\$21.09	\$21.72	\$20.17	\$20.81	\$21.46	\$22.10
TECHNICAL TRAINEE	40	TFT405		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
IT TRAINEE	40	TFT406		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
FINANCIAL TRAINEE	40	TFT407		7913	\$21.04	\$21.73	\$22.38	\$23.07	\$21.25	\$21.95	\$22.60	\$23.30	\$21.46	\$22.17	\$22.88	\$23.59	\$21.67	\$22.39	\$23.06	\$23.77	\$22.00	\$22.73	\$23.41	\$24.13	\$22.06	\$22.79	\$23.47	\$24.19	\$22.45	\$23.19	\$23.88	\$24.61
0			19		\$55.33	\$58.06	\$59.84	\$61.72	\$56.89	\$58.64	\$60.44	\$62.34	\$57.46	\$59.29	\$61.04	\$62.98	\$58.03	\$59.82	\$61.65	\$63.59	\$60.72	\$62.57	\$64.54	\$66.65	\$60.87	\$62.73	\$64.70	\$66.74	\$68.83	\$70.83	\$72.83	\$74.84
0			20		\$59.40	\$61.25	\$63.15	\$65.10	\$59.99	\$61.86	\$63.78	\$65.75	\$60.59	\$62.48	\$64.42	\$66.41	\$61.20	\$63.10	\$65.06	\$67.07	\$68.12	\$69.05	\$70.06	\$71.14	\$72.21	\$73.26	\$74.31	\$75.38	\$76.44	\$77.50	\$78.57	\$79.64



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