

Schedule C

2021

2021 Regular Wages @2.25%	Step 1	Step 2	Step 3	Step 4	Step 5
Minimum Time from Start Date	0	1 yr	2 yr	3 yr	4 yr
Overall Responsible Operator (ORO) - A1, A2, A3	34.56	35.15	35.74	36.31	36.89
W & WW Facilities Operator - B1	31.21	31.92	32.63	33.34	34.05
W & WW Eng. Technologist - B2	31.21	31.92	32.63	33.34	34.05
Water Meter Technician - C	22.71	23.27	23.83	24.42	24.98

Classification	Additional Minimum Requirements
A1 Overall Responsible Operator ¹ WTP - Step 1	B1 Step 1 requirements + WT 3 + 1 integer ²
A2 Overall Responsible Operator ¹ WWT - Step 1	B1 Step 1 requirements + WWT 3 + 1 integer
A3 Overall Responsible Operator ¹ WD/WWC - Step 1	B1 Step 1 requirements + WD 2, WWC 2
A1 ORO Water Treatment Plant - Step 2	WTP 3, WD 1, WWT 1, WWC 1
A2 ORO Waste Water Treatment Plant - Step 2	WWT 3, WWC 1, WT 1, WD 1
A3 ORO WD/WWC - Step 2	WD 2, WWC 2, WT 1, WWT 1
A1, A2, A3 - Step 3	Step 2 requirements + minimum 1 level below all other facilities
A1, A2, A3 - Step 4	Step 3 requirements + contract law, project management courses ³
A1, A2, A3 - Step 5	Step 4 requirements + leadership course ³
B1 - Step 1	2 years post-secondary in related ⁴ field or equivalent ⁴ (successful completion of all OITs requirement of probation)
B1 - Step 2	minimum of 2 integers
B1 - Step 3	successful completion of WT 1, WD 1, WWT 1, WWC 1 exams
B1 - Step 4	minimum of 5 integers
B1 - Step 5	minimum of 7 integers
B2 - Step 1	2 years post-secondary in related field, demonstrated experience with CAD
Approved ⁵ Trade Certification	wage premium of \$1.50/hr

Notes:

¹Overall Responsible Operators (ORO) must hold valid operating licenses to the level of the assigned facility.
ORO WTP is assigned A.L Dafoe WTP and SHS WTP.

²An integer is granted for a licence level with proof of successful exam completion (OIT licenses are not considered an integer (i.e. holding licence or passing exam is 1 integer)

³Contract Law, Project Management, and Leadership courses must be at least 2 full days duration and approved by Management

⁴"equivalent", "related", or "approved" is at the discretion of Management

⁵Management reserves the right to determine the maximum number of staff eligible for trade certification

ARTICLE 20 – SALARIES & RECOGNITION PAY

20.01 The salary rates for the rank classifications shall be as follows:

	January 2021
	2.25%
1st Class Firefighter 100%	\$94,029
2nd Class Firefighter 90%	\$84,626
3rd Class Firefighter 80%	\$75,223
4th Class Firefighter 70%	\$65,820
Probationary Firefighter 60%	\$56,417
Firefighter/Public Educator 101%	
Firefighter/Public Educator 102%	\$95,909
Fire Prevention Officer 111%	
Fire Prevention Officer 112%	\$105,312
Fire Prevention Officer 113%	
Fire Prevention Officer 114%	
Training Officer 111%	
Training Officer 112%	\$105,312
Training Officer 113%	
Training Officer 114%	

The parties agree that the Firefighter/Public Educator combined role will sunset once Randy Cook vacates the position. The role will return to a regular Fulltime Firefighter position and the public education responsibilities will become part of normal Fulltime Firefighter duties.

20.02 Recognition Pay:

8 Years	17 Years	23 Years
3%	6%	9%

As is customary, the rates shall apply upon the completion of 8 years, 17 years and 23 years. Recognition pay shall be based on a first (1st) class firefighters' rate, it shall form part of the base pay and shall be paid to all bargaining unit members on their anniversary dates in respect of all forms of pay, for all purposes including pensionable earnings, save and except STD, LTD, WSIB and Pregnancy and Parental Leave.

2021 Rates

CAPTAIN	105% + \$2500 honorarium	\$ 25.73 per hour
ACTING CAPTAIN	105%	\$ 25.73 per hour
1ST CLASS/Auxiliary FF	100%	\$ 24.50 per hour
2ND CLASS	90%	\$ 22.05 per hour
3RD CLASS	80%	\$ 19.60 per hour
4TH CLASS	70%	\$17.15 per hour
PROBATIONARY	60%	\$ 14.70 per hour

Grade	Position	Points	Step				Max Grid Range	Max Annual 35	Max Annual 40
			Step 1	Step 2	Step 3	Step 4			
0	Skate Patrol, Facilities PT Cleaner, Bartender, Student Workers (2020*)	141-220	\$ 13.74	\$ 13.96	\$ 14.63	\$ 15.67	\$ 16.72	\$ 30,430.25	\$ 34,777.43
1	Landfill Lead Hand, Landfill Attendant, Crossing Guard, Referee, Timekeeper, Fac. Labourer PT	221-270	\$ 17.10	\$ 18.16	\$ 19.23	\$ 21.37	\$ 22.97	\$ 41,810.69	\$ 47,783.65
2	Corporate Reception, Admin. Assistants, Cashier, Fire Admin., Public Workslabourer/Operator, Facility Attendant, Night Patrol Labourer/Operator, Night Patrol PT, Sidewalk Snowplow Operator	271-340	\$ 23.17	\$ 24.53	\$ 25.35	\$ 26.17	\$ 27.26	\$ 49,608.87	\$ 56,695.86
3	Accounts Payable/Receivable Clerk, Facilities Booking, IT Clerk, Community Engagement Clerk, Community Programming Clerk, Facility Office Clerk, Roads Technical Support	341-410	\$ 27.38	\$ 27.84	\$ 28.77	\$ 29.70	\$ 30.93	\$ 56,298.59	\$ 64,341.24
4	Planning Co-ordinator, By-law Enforcement/Property Standards Officer, IT Co-ordinator, Safety Compliance & Accessibility Co-ordinator, Tax Co-ordinator, Mechanic, Facility Attendants-8 Class, Public Works Lead Hand	411-480	\$ 31.14	\$ 31.83	\$ 32.87	\$ 33.91	\$ 34.60	\$ 62,968.85	\$ 71,964.40
5	Building Inspector, Executive Office Administrator/HR Coordinator, Facility Lead Hand	481-550	\$ 34.87	\$ 35.63	\$ 36.40	\$ 37.55	\$ 38.32	\$ 69,736.35	\$ 79,698.68
6	Managers: Deputy Treasurer, Environmental Compliance, Acting Community Development, Facilities Manager, Public Works Manager, Manager of Operations	551-650	\$ 38.49	\$ 39.34	\$ 40.62	\$ 41.91	\$ 42.76	\$ 77,826.23	\$ 88,944.26
7	Clerk	651-750	\$ 45.41	\$ 46.42	\$ 47.93	\$ 49.45	\$ 50.45	\$ 91,827.95	\$ 104,946.23
8	Director of Utilities, Deputy Fire Chief, Director of Development Services, Director of Operational Audits, Director Capital Works, Director Public Works/Facilities	751-825	\$ 51.32	\$ 52.46	\$ 54.17	\$ 55.89	\$ 57.03	\$ 103,787.76	\$ 118,614.58
9	General Managers: Infrastructure, Community & Corporate Services, Emergency Services/Fire Chief, Financial Services/Treasurer	826-925	\$ 57.34	\$ 60.71	\$ 64.08	\$ 65.43	\$ 67.45	\$ 122,767.87	\$ 140,306.13
10	CAO	926+	\$ 68.31	\$ 71.42	\$ 73.75	\$ 76.07	\$ 77.63	\$ 141,281.25	\$ 161,464.29

Grade 0 to 10 Inflation 2.25% applied for 2021