



Special Areas Board
est. 1938



COLLECTIVE AGREEMENT

BETWEEN

THE SPECIAL AREAS BOARD, HANNA

AND THE

**ALBERTA UNION OF PROVINCIAL EMPLOYEES
ON BEHALF OF LOCAL 118/020**

January 1, 2019 to March 31, 2024

NUMERICAL INDEX

<u>Article</u>		<u>Page</u>
1	Definitions.....	2
2	Employer Recognition.....	3
3	Union Recognition.....	4
4	Application.....	4
5	Union Membership and Dues Deduction.....	6
6	Employer-Union Relations.....	7
7	Employer-Employee Relations.....	7
8	Prohibition Against Discrimination and Sexual Harassment.....	8
9	Time off for Union Business.....	8
10	Attendance.....	9
11	Acting Incumbent or Temporary Promotions.....	10
12	Layoff.....	10
13	Severance.....	12
14	Seniority.....	12
15	Hours of Work.....	13
	Appendix "A".....	14
16	Overtime.....	15
17	Call Out Pay.....	17
18	Reporting Pay.....	17
19	Standby Pay.....	18
20	Weekend Premiums.....	18
21	Workers' Compensation Supplement.....	18
22	Probationary Employee and Period.....	19
23	Disciplinary Action.....	19
24	Grievance Procedure.....	20
25	Casual Illness.....	25
26	General Illness.....	25
27	Proof of Illness.....	27
28	Health Plan Benefits.....	28
29	Paid Holidays.....	30
30	Annual Vacation.....	31
31	Special Leave.....	34
32	Maternity/Parental/Adoption Leave and Compassionate Care Benefits.....	35
33	Court Leave.....	36
34	Occupational Health and Safety.....	37
35	Statement of Job Duties.....	37
36	Tools.....	38
37	Rates of Pay.....	38
38	Travel and Subsistence.....	38
39	Printing of Agreements.....	38
40	Notice of Delivery.....	39
41	Term and Effective Date.....	39
	Schedule "A" Pay Schedule – 2019 to 2024.....	50
	Letter of Understanding #1 - Separation Payment.....	42

	<u>Page</u>
Letter of Understanding #2 - Exclusion of High School Students from Bargaining Unit.....	47
Letter of Understanding #3 – Exclusions and Inclusions.....	48

ALPHABETICAL INDEX

<u>Article</u>	<u>Page</u>
11 Acting Incumbent or Temporary Promotions	10
30 Annual Vacation.....	31
Appendix "A"	14
4 Application.....	4
10 Attendance	9
17 Call Out Pay.....	17
25 Casual Illness.....	25
33 Court Leave.....	36
1 Definitions.....	2
23 Disciplinary Action	19
2 Employer Recognition	3
7 Employer-Employee Relations	7
6 Employer-Union Relations.....	7
26 General Illness	25
24 Grievance Procedure.....	20
28 Health Plan Benefits	28
15 Hours of Work.....	13
12 Layoff.....	10
Letter of Understanding #1 - Separation Payment.....	42
Letter of Understanding #2 - Exclusion of High School Students from Bargaining.....	47
Unit	
Letter of Understanding #3 – Exclusions and Inclusions	48
32 Maternity/Parental/Adoption Leave and Compassionate Care Benefits	35
40 Notice of Delivery	39
34 Occupational Health and Safety.....	37
16 Overtime.....	15
29 Paid Holidays	30
39 Printing of Agreements.....	38
22 Probationary Employee and Period	19
8 Prohibition Against Discrimination and Sexual Harassment	8
27 Proof of Illness.....	27
37 Rates of Pay.....	38
18 Reporting Pay	17
Schedule "A" Pay Schedule – 2019 to 2024	50
14 Seniority.....	12
13 Severance	12
31 Special Leave.....	34
19 Standby Pay.....	18
35 Statement of Job Duties	37
41 Term and Effective Date	39
9 Time off for Union Business	8
36 Tools.....	38
38 Travel and Subsistence.....	38
5 Union Membership and Dues Deduction	6

3	Union Recognition.....	4
20	Weekend Premiums	18
21	Workers' Compensation Supplement	18

THIS AGREEMENT made the 7th day of April, 2022

BETWEEN:

SPECIAL AREAS BOARD, HANNA

(hereinafter referred to as the Employer)

OF THE FIRST PART

- and -

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES ON BEHALF OF LOCAL 118/020

(hereinafter referred to as the Union)

OF THE SECOND PART

WHEREAS, the Union has the sole right to negotiate and conclude a Collective Agreement on behalf of the Employees of the Special Areas Board pursuant to the *Labour Relations Code* and Article 2 of this Collective Agreement;

AND WHEREAS, the parties are mutually desirous of entering into a Collective Agreement with the intent and purpose to promote a harmonious relationship between the Employees and the Employer, and to set forth in this Collective Agreement certain rates of pay, hours of work and conditions of employment.

NOW THEREFORE, the parties hereto mutually agree as follows:

ARTICLE 1

DEFINITIONS

- 1.01
- (a) A word used in the masculine gender may also apply in the feminine;
 - (b) A word used in the singular may also apply in the plural;
 - (c) "Employer" means the Special Areas Board, Hanna, as defined in the Special Areas Act, and in the amendments thereto;
 - (d) "Chair" means the Chair, Special Areas Board, Hanna;
 - (e) "Union" means the Certified Bargaining Agent, Alberta Union of Provincial Employees, which is a party to this Collective Agreement;
 - (f) "Employee" means a person hired pursuant to Section 30.3 of the Special Areas Act and who is employed in one of the two following categories:
 - (A) Salaried service, which consists of an Employee paid on a monthly basis, and assigned to a position in a classification set out in Schedule "A" and designated by the Employer as either a Full-time regular, a Part-time regular or a Temporary Employee;
 - (i) "Full-time Regular Employee" means a person who is normally required to work the full annual normal hours of work year round as specified in the hours of work Article,
 - (ii) "Part-time Regular Employee" means a person who may be required to work year round but who is regularly scheduled to work less than the normal full annual hours of work as set out in the hours of work Article,
 - (iii) "Temporary Employee" means a person who is required to work on a continuous full time basis for a limited period and hired as such.
 - (B) "Wage Service" means an Employee hired for Full or Part time employment and paid at an hourly rate on a time certificate but who is not assigned to a position in a classification set out in Schedule "A".
 - (g) "Probationary Employee" means a person who is serving a probationary period as defined in Article 22 of this Agreement;
 - (h) "Monthly Salary" means the annual salary as set out in Schedule "A" divided

by twelve (12);

- (i) "Union Representative" means a person authorized by the Union to act on behalf of an Employee;
- (j) "Work Day" means any day in which an Employee is normally required to be at his place of work;
- (k) "AUPE" means the Alberta Union of Provincial Employees with its head office located in Edmonton;
- (l) "Minimum Salary" means the lowest period of the salary range assigned to a class;
- (m) "Period" means a single salary rate within a salary range;
- (n) "Increment" means the difference between one (1) period and the next period within the same salary range;
- (o) "Maximum Salary" means:
 - (i) the highest period in the Employees pay range; or
 - (ii) the job rate where no salary range has been assigned a class;
- (p) "Apprentice" means a person as defined within the Skilled Trades and Apprenticeship Education Act, who is serving a special training period;
- (q) "Anniversary Date" shall mean, for the purpose of a promotion or reclassification, the 1st day of the month in which the appointment or reclassification becomes effective, unless it occurs after the 15th of the month, in which case the anniversary date shall be the 1st day of the following month.

ARTICLE 2

EMPLOYER RECOGNITION

- 2.01 The Union recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

ARTICLE 3

UNION RECOGNITION

- 3.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all

Employees covered by this Agreement, as described in the Certificate of the Labour Relations Board, except those excluded by mutual written agreement between the Parties. The following persons and positions have been excluded by the Parties: Coordinator of Financial Services; Coordinator of Computer Services; Supervisor, Human Resource Services; Secretary to the Director, Finance and Administration; Parks Supervisor; Secretary to the Chair of the Special Areas Board; Communications Officer; and Foreman V. Any disputes arising from any inclusions or exclusions are subject to the terms of LOU #3.

- 3.02 The Employer will provide available bulletin board space for use of the Union at locations on the Employer's premises, which are accessible to Employees. Bulletin board space shall be used for the posting of Union information directed to its Members. The text of such information shall be submitted to the Employer for approval prior to posting and a decision shall be provided within twenty-four (24) hours.
- 3.03 An Employee shall have the right to wear or display the recognized insignia of the Union, however, no such insignia larger than a lapel pin shall be worn on issue clothing or uniforms, nor shall an insignia be displayed on Employer's equipment or facilities.

ARTICLE 4

APPLICATION

- 4.01 This Agreement applies to a Salary Employee:
- (a) who is hired for Full-time regular employment; or
 - (b) who is hired for Part-time regular employment except, where applicable, shall be applied on a pro rata basis; or
 - (c) who is hired for Temporary employment except that the following:
 - (i) Article 12 - Lay Off, Article 13 - Severance and Article 14 - Seniority shall not apply, and
 - (ii) Apprentices shall not have access to Article 24 - Grievance Procedure for termination of employment as a result of:
 - (a) failure to comply with the terms and conditions of the Skilled Trades and Apprenticeship Education Act and/or regulations; or
 - (b) the unavailability of tradesman positions upon completion of the Apprenticeship program; or

(c) lack of appropriate work.

4.02

- (a) Only the following provisions of the Collective Agreement shall apply to Wage Service Employees during their first fourteen hundred (1400) regular hours of employment:
- (i) Article 1 - Definitions
 - (ii) Article 5 - Union Membership and Dues Deduction
 - (iii) Article 8 - Prohibition Against Discrimination and Sexual Harassment
 - (iv) Article 15 - Hours of Work
 - (v) Article 16 - Overtime
 - (vi) Article 35 - Statement of Job Duties
 - (vii) Five-point two percent (5.2%) in addition to his regular earnings in lieu of Paid Holidays;
 - (viii) Six percent (6%) in addition to his regular earnings in lieu of Annual Vacation;
 - (ix) Pay at a rate set out in Schedule "A".
- (b) Wage Service Employees - after completing the qualifying period of fourteen hundred (1400) regular hours will receive only the following additional entitlements of the Collective Agreement, commencing at the following pay period:
- (i) Article 10 - Attendance
 - (ii) Article 15 - Hours of Work
 - (iii) Article 16 - Overtime
 - (iv) Article 17 - Call Out Pay
 - (v) Article 18 - Reporting Pay
 - (vi) Article 20 - Weekend Premiums
 - (vii) Article 24 - Grievance Procedure - for other than disciplinary grievances

- (viii) Six (6) days in lieu of Article 25 - Casual Illness and Article 26 - General Illness
- (ix) Accidental Death and Dismemberment for Occupational Accident Coverage shall apply as per Article 28
- (x) Two percent (2%) plus an additional amount of fifty dollars (\$50.00) per pay period in lieu of Article 28 - Health Plan Benefits. This amount shall be paid on each pay period. For a Wage Service Employee who is regularly scheduled to work less than the normal full annual hours of work, the \$50.00 per pay period in lieu of benefits shall be prorated based on the number of hours worked. Such prorated amounts shall be paid on each pay period.
- (xi) Article 31 – Special Leave
- (xii) Article 33 – Court Leave
- (xiii) Article 34 - Occupational Health and Safety
- (xiv) Article 38 - Travel and Subsistence
- (xv) Wage Service Employees shall not have recourse to the grievance procedure in the case of dismissal or termination, however he may request a meeting with the Chair to discuss the reason for his dismissal or termination. The decision of the Chair shall be final and binding. The meeting shall be held as soon as possible, and the person has the right to have a Union Steward present during the meeting.

4.03 Except as otherwise specified in the Collective Agreement, there shall be no pyramiding of leave, benefits, or entitlements.

ARTICLE 5

UNION MEMBERSHIP AND DUES DEDUCTION

5.01 All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.

5.02 All Employees covered by this Agreement shall be required to pay Union dues as a condition of employment. The Employer shall, therefore, deduct Union dues

from the pay of all Employees covered by this Agreement. The AUPE shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.

- 5.03 (a) The Employer shall remit Union dues deducted from the pay of all Employees to the AUPE by the first working day after the fifteenth (15th) calendar day in the following month. The deductions remitted shall include a list of each Employee's name, last known address, date of hire, Employee number, monthly salary or hourly wages, classification as per Schedule "A", and the amount of Union dues deducted.
- (b) The Employer shall include the names of Employees in receipt of Long-Term Disability or Workers Compensation Benefits for the month in which these benefits became effective and for the month in which these benefits are discontinued and the Employee returns to work.
- 5.04 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.

ARTICLE 6

EMPLOYER-UNION RELATIONS

- 6.01 The Employer may grant Union Representatives access to its premises for a specific purpose provided prior approval has been obtained. Approval may be requested from the Director of Finance and Administration or his designate and once approved, access will be granted.

ARTICLE 7

EMPLOYER-EMPLOYEE RELATIONS

- 7.01 The Employer acknowledges the right of the Union to appoint Employees in the Bargaining Unit as Union Stewards.
- 7.02 The Union shall determine the number of Union Stewards.
- 7.03 The Employer recognizes the right of the Union Steward to deal with complaints and grievances as permitted by this Collective Agreement.

ARTICLE 8

PROHIBITION AGAINST DISCRIMINATION AND SEXUAL HARASSMENT

- 8.01 There shall be no discrimination, interference, restriction, coercion, harassment,

intimidation, or any disciplinary action exercised or practiced with respect to an Employee by reason of age, race, colour, ancestry, place of origin, religious beliefs, gender, sexual orientation, family status, marital status, mental or physical disability, or membership or activity in the Union, nor in respect of any Employee or Employer exercising any right conferred under this agreement or any law of Canada or Alberta.

8.02 The Union and the Employer recognize the right of Employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.

8.03 The first level in the grievance procedure shall be waived if the person who would be hearing the grievance is the subject of a complaint submitted pursuant to Article 8.01 or 8.02.

ARTICLE 9

TIME OFF FOR UNION BUSINESS

9.01 Time off with regular pay during normal working hours shall be provided on the following basis:

- (a) An Employee for a reasonable amount of time spent discussing grievances with the Employer as outlined in Article 24 - Grievance Procedure.
- (b) A Union Steward for a reasonable amount of time spent discussing grievances with the Employer at Step 2 of the Grievance Procedure.

9.02 Time off with regular pay during normal working hours shall be provided for activities defined in 9.01 provided:

- (a) the Union Steward and Employee are given permission by the Employer to leave their place of work; and
- (b) they report to their supervisor at the conclusion of the meeting.

9.03 Time off without pay shall be provided on the following basis:

- (a) Members of the Local Negotiating Committee, not exceeding three (3) in number, for the time spent in negotiations with representatives of the Employer and in preparatory meetings during such negotiations of the Collective Agreement.
- (b) Employees who attend courses or seminars provided by the head office of the Alberta Union of Provincial Employees; or Members who by election, selection, or designation attend meetings and/or conventions of AUPE.

- (c) A Union Steward for time off pursuant to Article 22 - Probationary Employee and Period and Article 23 - Disciplinary Action.

9.04 Time off without pay shall be provided to Members for activities defined in 9.03 provided:

- (a) advance notice in writing is given to the Director, Finance and Administration, normally at least two (2) weeks in advance of the requested time off; and
- (b) the Employer authorizes such leave without pay.

9.05 To facilitate the administration of Clause 9.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Union for the Employee's salary or for the replacement salary costs, whichever is greater.

9.06 A current list of Union Officers and Committee Members shall be provided to the Employer and maintained by the Alberta Union of Provincial Employees. The list shall be provided to the Employer at least quarterly.

ARTICLE 10

ATTENDANCE

10.01 An Employee who is absent from duty without prior authorization shall communicate daily, the reason for his absence to his senior official at his place of work. Employees are normally expected to advise the Employer prior to the commencement of their work shift if they will be absent or delayed. In any event, notification shall not be later than one (1) hour after normal starting time.

10.02 An Employee who absents himself from his employment and who has not obtained the approval of a senior official at his place of work shall, after three (3) consecutive work days of such unauthorized absence, be considered to have abandoned his position and will be deemed to have resigned, unless it is subsequently shown by the Employee that special circumstances satisfactory to the Employer prevented him from reporting to his place of work.

10.03 An Employee on authorized leave of absence and/or illness for an indeterminate period of less than twenty (20) workdays shall notify his senior official at his place of work of his intention to return to work by giving notice during the preceding workday.

10.04 An Employee who is on a leave of absence and/or illness of twenty (20) workdays or more, and who wishes to return to work shall notify a senior official at his place of work at least five (5) full workdays prior to the desired date of return.

10.05 An Employee who is on leave of absence of twenty (20) workdays or more, and who wishes to return to work prior to the expiration date of a leave of absence for a fixed period shall notify a senior official in writing at his place of work at least five (5) full work days prior to the desired date of return.

10.06 An Employee is required to provide the Employer with ten (10) workdays prior written notice of resignation if he wishes to resign in good standing.

ARTICLE 11

ACTING INCUMBENT OR TEMPORARY PROMOTIONS

11.01 An Employee who has been designated in writing by the Chair, to perform the principle duties of the higher level position in a classification with a higher maximum salary, during which time he may also be required to perform some of his regular duties, shall be eligible for additional compensation of four (4) percent.

11.02 A minimum five (5) day qualifying period must be served by any Employee under this Article.

11.03 Unless specifically authorized in writing by the Chair, this Article shall not apply where an Employee has been designated only limited additional duties.

11.04 It is understood that normally only one (1) Employee may be designated as a result of any one (1) Employee's absence.

11.05 An Employee who has been temporarily promoted by the Chair in writing to a classification with a higher maximum salary shall be paid at least one (1) increment higher than his current salary in the new classification.

11.06 When an Employee who has been occupying a position in a classification with a higher maximum salary returns to his regular position, his salary and anniversary date shall be readjusted to that which would be in effect if he had continuously occupied that position.

ARTICLE 12

LAYOFF

12.01 The Employer shall notify regular Full-time Employees with one (1) year seniority, of a reduction of the work force as follows:

(a) Temporary

In the event of a layoff for a temporary period, an Employee shall be given five (5) days prior written notice or pay in lieu except where the layoff is

caused by circumstances beyond the reasonable control of the Employer.

(b) Permanent

(i) In the event of a layoff of a permanent duration an Employee shall be given one (1) month prior written notice.

(ii) If the Employee resigns in writing during the notice period specified in Sub-clause 12.01(b)(i) above, he shall receive pay at his regular rate in lieu of the remaining part of the notice to a maximum of one (1) month.

12.02 Seniority shall be defined as set out in Clause 14.01.

12.03 Employees shall be laid off in reverse order of seniority within their classification, provided the remaining Employees are qualified and able to perform the work available without special training.

12.04 Employees shall be recalled in order of seniority within their classification provided they are qualified and able to perform the work available without special training. Recall notice shall be by registered mail to the Employee's last address on record with the Employer. It is the responsibility of the Employee to notify the Employer promptly in writing of any change of address. When recalled, an Employee who fails to report to work within three (3) days of the date of recall notice shall forfeit his claim to re-employment.

12.05 No new Regular Employees shall be hired within a classification while there are Employees on layoff from that classification who are qualified to do the work.

12.06 (a) Employee(s) permanently laid off from the Employer under Sub-clause 12.01(b)(i) shall be vested with the right to apply for the first available position(s) within the same classification series through competition limited to such Employee(s); such vesting to last one hundred and eighty (180) consecutive calendar days commencing with the day following the release of the Employee(s); the Employer shall undertake to notify those Employees of all such positions. Such former Employees shall be eligible for severance pay in accordance with the Severance Article at the end of the one hundred and eighty (180) day vesting period. However, the time spent during the one hundred and eighty (180) day vesting period shall not count towards the qualifying time to earn entitlements set out in the Severance Article.

(b) An Employee that is laid off shall have the right to waive his/her recall rights and receive severance as per Article 13 - Severance.

12.07 Pursuant to Clause 12.06, Employees who are eligible to apply for available positions may do so. Where two (2) or more Employees have relatively equal

qualifications, they shall be eligible for positions in order of their seniority.

- 12.08 An Employee who refuses without good and satisfactory reason to accept an alternate regular position in the same classification series, with the same or higher maximum salary as the position he was in prior to layoff shall forfeit all vesting rights pursuant to Clause 12.06.

ARTICLE 13

SEVERANCE

- 13.01 After one (1) year of seniority, an Employee who is released by the Employer pursuant to Sub-clause 12.01(b)(i) may be eligible for severance pay pursuant to Clause 12.06 in the amount of two (2) weeks' pay for each full year of continuous Full-time employment to a maximum of forty-eight (48) weeks' pay. Severance pay will only be paid once to an Employee and shall not be paid to an Employee who has been dismissed, resigned or retired or who refused an alternate position with no reduction in regular pay.

ARTICLE 14

SENIORITY

- 14.01 Seniority is defined as length of Full-time continuous year round service with the Employer from the last date of hire and shall accrue only to Permanent Regular Full-time Employees.

- 14.02 The seniority of an Employee shall be lost and all rights forfeited by reason of:

- (a) resignation;
- (b) dismissal for just cause or otherwise properly terminated;
- (c) retirement;
- (d) failure to return to work within three (3) days of notice of recall;
- (e) the expiry of the one hundred and eighty (180) day vesting period pursuant to Clause 12.06.

- 14.03 An Employee shall not accrue seniority rights while on probation or while absent from work because of:

- (a) Workers' Compensation in excess of eighty (80) work days;
- (b) sickness in excess of eighty (80) work days;

- (c) layoffs;
- (d) leave of absence without pay;
- (e) unauthorized absence.

However, upon completion of the Employee's probationary period, his seniority will be made retroactive to the commencement of employment pursuant to Clause 14.01.

ARTICLE 15

HOURS OF WORK

- 15.01 The normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week for classifications set out in Appendix "A", or
 - (b) forty (40) hours per week for all other classifications.
- 15.02 The sole purpose in defining the normal hours of work is to provide the basis for calculating overtime pay and benefits.
- 15.03 Employees covered by this Agreement shall normally receive two (2) fifteen (15) minute rest periods in each work period in excess of six (6) consecutive hours, one (1) period to be granted before the meal break and one (1) to be granted after. An Employee working a period of more than two (2) hours but less than six (6) hours shall be granted one (1) rest period. Rest periods shall be taken at the work site unless otherwise approved by a Senior Official. Rest periods shall not be granted within one (1) hour of commencement or termination of a work period.
- 15.04 A meal period of not less than one-half (1/2) hour and not more than one (1) hour shall be granted to all Employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal periods shall be without pay and at a time and place approved by a Senior Official.
- 15.05 An Employee who is directed by his Supervisor to remain due to a specific assignment at a station of employment during his meal period shall be provided compensating time off later in the shift or he shall be paid at his normal rate of pay. Time worked during such on-duty lunch break shall not contribute towards a fulfillment of the normal hours of work or towards any overtime compensation.

APPENDIX "A"

(36 1/4 HOURS PER WEEK)*

<u>CLASS NUMBER</u>	<u>TITLE</u>
0071	ADMINISTRATIVE SUPPORT I
0072	ADMINISTRATIVE SUPPORT II
0073	ADMINISTRATIVE SUPPORT III
0074	ADMINISTRATIVE SUPPORT IV
0075	ADMINISTRATIVE SUPPORT V
0076	ADMINISTRATIVE SUPPORT VI
2100	ADMINISTRATION I
2101	ADMINISTRATION II
0795	SYSTEM ANALYST I
0796	SYSTEM ANALYST II
0797	SYSTEM ANALYST III
0200	ASSESSOR I
0201	ASSESSOR II
0202	ASSESSOR III
0203	ASSESSOR IV
0304	ACCOUNTANT I
0305	ACCOUNTANT II
1053	LAND SURVEYOR I
1054	LAND SURVEYOR II
1309	TECHNOLOGIST I
1310	TECHNOLOGIST II

1311	TECHNOLOGIST III
4401	AGRICULTURE OFFICER I
4402	AGRICULTURE OFFICER II
4403	AGRICULTURE OFFICER III
4405	AGROLOGIST I
4406	AGROLOGIST II

*Notwithstanding Sub-clause 15.01(a), the Employer may require Employees in certain positions in classifications set out in this Appendix to work 40 hours per week, for which they shall receive ten-point three four percent (10.34%) more than the stated salary rate in Schedule "A".

ARTICLE 16

OVERTIME

- 16.01 An Employee may be required to work authorized overtime by the Employer.
- 16.02 An Employee who has been authorized to work overtime shall be compensated as follows:
- (a) for hours worked in excess of seven and one quarter (7 1/4) hours in one work period for Employees paid pursuant to a classification set out in Appendix "A" thirty six and one quarter (36 1/4) hours per week at one and one-half times (1 1/2x) the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at two times (2x) his regular hourly salary for hours worked in excess of two (2) hours;
 - (b) for hours worked in excess of eight (8) hours in one (1) work period for all other Employees (including those Employees paid pursuant to classifications in Appendix "A" who are required to work forty (40) hours per week) at one and one-half (1 1/2x) times the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at double his regular hourly salary for hours worked in excess of two (2) hours;
 - (c) all hours worked on the first scheduled day of rest worked, up to an equivalent of the full normal daily hours shall be at one and one-half (1 1/2x) times the regular rate of pay and two (2x) times for additional hours worked on that day thereafter;

- (d) all hours worked on the second scheduled day of rest in that rest period, at two times (2x) his regular hourly rate of pay.
 - (e) When overtime is worked on a second or subsequent day of rest rather than a first day of rest at the request of an Employee, compensation shall be at the rate of time and one-half (1 1/2x) for each hour of overtime worked.
- 16.03
 - (a) Time off accumulated as a result of overtime worked may be granted at the discretion of the Employer as time off in lieu or as a cash settlement;
 - (b) time off granted in lieu of a cash settlement under Sub-clause 16.03(a) above shall be taken at a mutually agreeable time within the next twelve (12) months or at such longer period as agreed to by the Employer.
- 16.04 An Employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of his normal requirement, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this section to deny overtime rights to an Employee.
- 16.05 An Employee may occasionally be required to work extra time up to fifteen (15) minutes immediately following closing time without payment.
- 16.06 Where the Employer requires Employees to attend seminars, workshops, conferences, courses and like events, Employees shall not be entitled to paid overtime or time off in lieu, but shall receive:
 - (a) pay at regular rates to a maximum of normal daily hours for attendance on a normal work day, or
 - (b) pay at regular rates to a maximum of normal daily hours or a day off in lieu for attendance on a scheduled day of rest at management's discretion, and
 - (c) pay at regular rates for the actual hours spent in specifically authorized travel in excess of his normal daily or weekly hours of work.
- 16.07 Overtime pay or compensatory time off shall be calculated to the nearest one quarter (1/4) hour and shall not be allowed twice for the same hours.
- 16.08 Overtime pay shall be calculated from the annual salary rates in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.
- 16.09 An Employee whose duties require him to periodically work away from his normal place of employment and who is entitled to claim payment for meals, shall not be paid for the time spent taking such meals.

16.10 Regular Part-time Employees working less than the normal hours of work shall be paid at the rate of straight time for the hours worked until they exceed the normal daily or weekly hours for Full-time Regular Employees in the same class, after which time the overtime provisions shall apply.

16.11 Employees that are working on construction crews assigned to Camp shall work up to eight (8) hours per day. If they are required to work in excess of the normal hours of work in a day, they shall be paid at one and one half (1 1/2x) times their hourly rate for the first four (4) hours, and two (2x) times their hourly rate thereafter.

ARTICLE 17

CALL OUT PAY

17.01 When an Employee is called back to work by an authorized representative of the Employer for a period in excess of two (2) hours, including time spent traveling directly to and from work, he shall be paid at the applicable overtime rate for hours worked pursuant to Article 16 - Overtime. For such call out on a paid holiday the rate of pay shall be in accordance with Article 29 - Paid Holidays.

17.02 Subject to Clause 17.03 an Employee who is called out to work one or more times within a two (2) hour period and for whom the time worked and the time spent traveling directly to and from work totals two (2) hours or less, shall be paid at straight time for a minimum of three (3) hours.

17.03 There shall be no minimum guaranteed compensation or compensation for time spent traveling if the call out is contiguous with a normal working period.

ARTICLE 18

REPORTING PAY

18.01 An Employee shall be paid a minimum of three (3) hours pay at his hourly rate when an expected work period is canceled and the Employee was not notified of such cancellation on or before the day prior to the canceled work period; or if employed in a camp unless he is notified not to report, at least one (1) hour prior to his regular starting time.

ARTICLE 19

STANDBY PAY

19.01 When an Employee is formally designated by an authorized representative of the Employer to be immediately available to return to work during a period in which he is not on regular duty and he returns to work, he shall be paid the amount of one-half (1/2) hour's pay at his regular rate for each four (4) hours on standby or

any major portion thereof on a day that is not a paid holiday. For standby on a paid holiday, the payment shall be one (1) hour's pay at the regular rate for each four (4) hours on standby or any portion thereof.

- 19.02 When an Employee is called back to work during a period in which he was on standby, he shall be compensated pursuant to Clause 19.01 for the hours he was on standby and paid pursuant to the relevant section of the overtime Article for the hours worked on call back.
- 19.03 When an Employee is unable to report to work when required, no compensation shall be granted for the total standby period.

ARTICLE 20

WEEKEND PREMIUMS

- 20.01 An Employee, who works Saturdays or Sundays as part of his regularly scheduled work week, shall receive a weekend premium of two dollars (\$2.00) for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.
- 20.02 At no time shall weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.

ARTICLE 21

WORKERS' COMPENSATION SUPPLEMENT

- 21.01 If a Regular Full-time or a Regular Part-time Employee sustains an injury in the course of his duties with the Employer which causes him to be absent from work and as a result he receives Workers' Compensation authorized by the *Workers' Compensation Act*, he shall be paid his regular full salary during the period he was required to remain off work up to eighty (80) work days, provided the Employee assigns his WCB payments to the Employer. If the Employee is unable to return to work when this period expires he shall then be paid according to the rate prescribed by the *Workers' Compensation Act*.
- 21.02 The eligibility period specified in Clause 21.01 shall not apply in the event of a reoccurrence of a disability due to a previously claimed injury, payable under this supplement, unless the Employee has not used the total eligibility period in which case the unexpended period of eligibility may be applied.
- 21.03 When a day designated as a Paid Holiday under Article 29 falls within a period of time an Employee is eligible to receive Workers' Compensation supplement, it shall

be counted as a day of Workers' Compensation supplement, and under no circumstances shall an Employee receive any additional entitlement in respect of that day.

- 21.04 The Parties agree that the Workers' Compensation supplement is intended only for the purpose of protecting an Employee from loss of income while he is unable to work because of injury.

ARTICLE 22

PROBATIONARY EMPLOYEE AND PERIOD

- 22.01 (a) Subject to Sub-clause 22.01 (b), Regular Full-time and Regular Part-time Employees shall serve a probationary period. The period of probation shall start on the initial date of commencement and shall consist of a total of six (6) months worked for clerical Employees and twelve (12) months worked for all other Employees.
- (b) An Employee may be required by the Employer to serve an additional probationary period, after written notice has been given to the Union. This additional probationary period shall not exceed a further six (6) months worked by the Employee.
- 22.02 An individual shall not have recourse to the grievance procedure in the case of dismissal during his probationary period. However, he may request a meeting with the Chair to discuss the reason for his dismissal. The decision of the Chair shall be final and binding. The meeting shall be held as soon as possible and the person has the right to have a Union Steward present during the meeting.

ARTICLE 23

DISCIPLINARY ACTION

- 23.01 Where an Employee has been given a written reprimand, suspension, disciplinary demotion or is dismissed, the Employee shall be informed in writing of the reasons for such action as soon as reasonably possible.
- 23.02 An Employee may request an interview with his immediate supervisor concerning any disciplinary action, which has been taken against him. The supervisor shall arrange a suitable time and place for such interview and the Employee may be accompanied by a Union Steward if he so requests.
- 23.03 An Employee who has been subjected to disciplinary action may, after eighteen (18) months of continuous service from the date the disciplinary action was invoked, request that his personnel file be purged of any record of the disciplinary action. Such a request will be granted providing:

- (a) the Employee's file does not contain any further record of disciplinary action during that eighteen (18) month period, and
- (b) the disciplinary action is not the subject of an unresolved grievance.

23.04 Access to an Employee's personnel file shall be provided to the Employee upon request and within a reasonable time, once in every year and also in the event of a grievance. He may request that a representative of the Union be present at the time of such examination. A management representative shall be present during the examination of the personnel file.

23.05 Subject to the remainder of this Agreement no Employee shall be dismissed, suspended, demoted or given a written reprimand without just cause.

ARTICLE 24

GRIEVANCE PROCEDURE

24.01 Definition and Scope

- (a) A grievance is a difference arising out of the interpretation, application, operation or any contravention or alleged contravention of this Agreement or as to whether any such difference can be the subject of Arbitration;
- (b) "Days", as used in this Article, means Monday to Friday, excluding holidays;
- (c) A Policy Grievance is a difference, which seeks to enforce an obligation of the Employer to the Union or the Union or its Members to the Employer. A Policy Grievance shall not be an obligation that may or could have been the subject of a Grievance by an Employee;
- (d) Notwithstanding Sub-clause 24.01(a), any issue pertaining to the establishment or alteration of a classification, the classification process, or the allocation of a position to a particular classification, shall not be considered a Grievance under any circumstances and shall not be subject to the Grievance process under this Article.

24.02 Meetings During Grievance Procedure

The Employer or the aggrieved may request that a written Grievance be discussed at Step Two of the Grievance Procedure. A Union Representative or Union Steward shall be allowed to be present at these discussions.

24.03 Grievance Process

All Grievances shall be dealt with progressively in accordance with the procedure

set out below, without stoppage of work or refusal to perform work:

A. Step One

An Employee who wishes to pursue a grievance, other than a grievance concerning suspension or dismissal, shall first discuss the matter with his Manager or Supervisor (as applicable) within ten (10) days from the date on which the subject of the Grievance occurred or of the time the Employee should reasonably have first become aware of the subject of the Grievance. The Manager or Supervisor shall reply to the Employee within ten (10) days of the date of the discussion.

B. Step Two

- (i) With the approval of the Union, in writing, when an Employee is not satisfied with the answer or settlement at Step One, the Grievance may be forwarded to the Division Director or his designate within ten (10) days of the Manager or Supervisor's response at Step One. The Grievance shall be in writing and state the particulars of the Grievance, the redress sought and the Article or Articles claimed to be violated. The Division Director shall provide his decision in writing to the Employee within ten (10) days of receipt of the Employee's written Grievance and shall submit a copy of his reply to the Union.
- (ii) Notwithstanding Sub-clause 24.03B.(i), in the case of suspension or dismissal the Employee shall submit his grievance to the Chair. All other provisions in Sub-clause 24.03B.(i) shall apply.

C. Step Three

If an Employee is not satisfied with the answer or settlement he received at Step Two, and he wishes to pursue his Grievance, he must submit his Grievance to an Arbitration Board provided that he has the written approval of the Union, within ten (10) days of the receipt of the reply provided at Step Two.

24.04

Arbitration Board Decision

- (a) An Arbitration Board shall be comprised of one (1) member appointed by the Employer, one (1) member appointed by the AUPE and a neutral, Chair appointed by the other two (2) members;
- (b) As an alternate procedure to a three (3) member Arbitration Board, as set out in Sub-clause 24.04(a) above, the Employer and the AUPE may agree to submit the Grievance to a single Arbitrator;

- (c) Within ten (10) days of the receipt of the notice referred to in Step Three, the party receiving the Grievance shall notify the other party in writing of the name of its nominee to the Arbitration Board, or its choice of its single Arbitrator;
- (d) Each party shall bear its own fees and expenses; the fees and expenses of the Chair, or single Arbitrator, shall be shared equally by the parties;
- (e) If either party fails to appoint a member, or if they are unable to agree on a single Arbitrator, or if the appointed members cannot agree on a neutral Chair, such appointment shall be made in accordance with the Labour Relations Code.
- (f)
 - (i) The Arbitration Board or single Arbitrator shall not have any power to alter, amend or change the provisions of this Agreement or to substitute any new provisions from the existing provisions.
 - (ii) The Arbitration Board or single Arbitrator shall confine their decisions solely to the precise issues submitted to them and shall have no authority to make a decision on any other issue not so submitted.
- (g) A Policy Grievance shall be submitted to the other party within ten (10) days of the date upon which the alleged violation of the Collective Agreement has occurred or within ten (10) days from the date upon which the aggrieved party first became aware of the subject of the Grievance.

Within fourteen (14) days of filing a Policy Grievance, the parties shall meet in an attempt to resolve the difference. Failure to meet to resolve the difference or if the parties are unable to resolve the Policy Grievance within fourteen (14) days of filing, shall entitle the aggrieved party to advance the Policy Grievance to Step Three within an additional fourteen (14) days.

- 24.05
- (a) Where a grievance is heard by a three (3) member board, the decision of the majority of the members is the decision of the Board but if there is no majority, the decision of the Chair governs and his decision is the decision of the Arbitration Board.
 - (b) When disciplinary action against an Employee is involved, the Arbitration Board, or single Arbitrator may vary the penalty, as it considers just and reasonable under the circumstances.
 - (c) An award of the Arbitration Board is final and binding on the parties and upon any Employee affected by it.

24.06

MEDIATION

- (a) At any step in the grievance procedure outlined in Article 24.03 either Party may request that a Mediator be appointed to meet with the Parties, investigate and define the issues in dispute and facilitate a resolution.
- (b) The Mediator shall be appointed by mutual agreement between the Parties.
- (c) During the proceedings the Parties shall fully disclose all materials and information relevant to the issue(s) in dispute.
- (d) The purpose of the Mediator's involvement in the grievance process is to assist the parties in reaching a resolution of the dispute, and anything said, proposed, generated or prepared for the purpose of trying to achieve a settlement is to be considered privileged and will not be used for any other purpose.
- (e) The expenses of the Mediator shall be equally borne by both Parties.
- (f) The grievance may be resolved by mutual agreement between the Parties.
- (g) Mediation can only be used with the mutual agreement of both Parties.
- (h) Mediator recommendation is not binding on either Party.

24.07

(a) Time Limits and Procedures

- (i) Time limits and procedures contained in this Grievance Procedure are mandatory. Failure to pursue a Grievance within the prescribed time limits and in accordance with the prescribed procedures shall result in the abandonment of the Grievance. Failure to reply to a Grievance in a timely fashion shall pass the Grievance to the next Step. Grievances so advanced shall be the subject of time limits as if a reply had been made on the last allowable day of the preceding Step in the procedure.
- (ii) Time limits in this Article may be extended by written agreement between designated representatives of the Employer and the Union.
- (iii) Procedures as stipulated in this Article may be varied by written agreement between the Employer and the Union.

(b) Service of Documents

If anything is required or permitted to be served under this Agreement, it shall be deemed to be properly served if it is served on:

- (1) an individual:
 - (i) personally or by leaving it for him at his last or most usual place of abode with some person who is apparently at least eighteen years of age, or
 - (ii) by mailing it to him by registered mail to his last known post office address, or
 - (iii) personally via receipted courier service.
- (2) the Employer:
 - (i) personally or by a receipted courier service, on the Chair, Special Areas Board, or
 - (ii) by leaving it at or by sending it by registered mail to the office of the Chair, Special Areas Board.
- (3) Union/AUPE:
 - (i) personally on the President, or his designate, of the Alberta Union of Provincial Employees; or
 - (ii) by sending it by registered mail to the address of the President, of the Alberta Union of Provincial Employees; or
 - (iii) personally on the President, or his designate, of the Alberta Union of Provincial Employees by receipted courier service.
- (4) The date of the delivery establishes the date of receipt for documents that are served personally.
- (5) Documents that are mailed by registered mail shall be deemed to have been received on the date noted on the registration card.

ARTICLE 25

CASUAL ILLNESS

- 25.01 "Casual Illness" means an illness that causes an Employee to be absent from duty for a period of three (3) consecutive workdays or less.
- 25.02 Employees are expected to arrange medically related appointments in a way that minimizes the amount of time away from work. However, where appointments cannot be made outside of normal hours of work, Employees may use casual illness leave for time off for the purposes of attending a dental, physiotherapy, optical or

for a medical appointment provided they have received prior authorization from their Employer or his designate.

- 25.03 An Employee in each calendar year shall be eligible for a maximum of twelve (12) work days of casual illness leave with pay on a pro-rata basis. Each day or portion of a day of casual illness used including illness within the immediate family, within a year of service, shall be deducted from the remaining Casual Leave entitlement for that year of service.
- 25.04 An Employee may be required to provide proof of casual illness or absenteeism related to illness, satisfactory to the Employer upon request.
- 25.05 "Immediate Family" shall mean: Spouse (including common law spouse), mother, father or dependent son or daughter.

ARTICLE 26

GENERAL ILLNESS

- 26.01 "General Illness" means an illness that causes an Employee to be absent from duty for a period of more than three (3) consecutive workdays but shall not exceed eighty (80) consecutive work days. General Illness leave shall be in addition to any casual illness leave entitlements specified in Article 25.
- 26.02 An Employee at the commencement of each year of employment shall be entitled to General Illness leave at the specified rates of pay in accordance with the following Sub-clauses, and the application of such General Illness leave shall be set out in accordance with Clause 26.03:
- (a) Illness commencing in the first month within the first year of employment; no salary for each of the first ten (10) workdays of illness and thereafter seventy (70%) percent of normal salary for seventy (70) work days of illness.
 - (b) Illness commencing in the first year of employment, but following the first month of employment; one hundred (100%) percent of normal salary for each of the first ten (10) workdays of illness and seventy (70%) percent of normal salary for each of the next seventy (70) work days of illness.
 - (c) Illness commencing in the second year of employment; one hundred (100%) percent of normal salary for each of the first fifteen (15) work days of illness and seventy (70%) percent of normal salary for each of the next sixty-five (65) work days of illness.
 - (d) Illness commencing in the third year of employment; one hundred (100%) percent of normal salary for each of the first twenty-five (25) workdays of illness and seventy (70%) percent of normal salary for each of the next fifty-

five (55) work days of illness.

- (e) Illness commencing in the fourth year of employment; one hundred (100%) percent of normal salary for each of the first thirty-five (35) workdays of illness and seventy (70%) percent of normal salary for each of the next forty-five (45) workdays of illness.
- (f) Illness commencing in the fifth year of employment; one hundred (100%) percent of normal salary for each of the first forty-five (45) workdays of illness and seventy (70%) percent of normal salary for each of the next thirty-five (35) workdays of illness.
- (g) Illness commencing in the sixth or any subsequent years of employment; one hundred (100%) percent of normal salary for each of the first sixty (60) workdays of illness and seventy (70%) percent of normal salary for each of the next twenty (20) workdays of illness.
- (h) For purposes of Clause 26.02 "employment" includes prior service with the Government of Alberta in a salaried position and any prior employment on wages with the Special Areas Board provided there is no break in employment except such Employees shall not be compensated twice for the same illness leave.

- 26.03
- (a) Subject to Clause 26.03(b), an Employee upon return to active work after a period of General Illness of less than eighty (80) consecutive workdays will have any illness leave days used for which normal salary was paid at the rate of one hundred (100%) percent, reinstated for future use at the rate of seventy (70%) percent of normal salary, within the same year of employment. General Illness leave days used for which normal salary was paid at the rate of seventy (70%) percent shall be reinstated for future use within the same year of employment, at the rate of seventy (70%) percent of normal salary.
 - (b) Such reinstatement shall only occur where an Employee has not taken any General Illness leave for the same or related illness during the first ten (10) consecutive workdays following the date of return to active work.

26.04 For purposes of this Article, the maximum period of continuous absence recognized shall be eighty (80) consecutive workdays. Absences due to illness or disability in excess of that period shall be subject to the Employer's Long Term Disability Policy if applicable.

26.05 Notwithstanding Article 25 or Clause 26.02, an Employee is not eligible to receive sick leave benefits under this Article or Article 25 if:

- (a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absence caused by that injury, or
- (b) the absence is due to an intentional self-inflicted injury, or
- (c) the Employee is eligible for and receives compensation pursuant to the Workers' Compensation Act or Article 21 - Workers' Compensation Supplement.

26.06 When a day designated as a Paid Holiday under Article 29 falls within the period of General Illness it shall be counted as a day(s) of General Illness and under no circumstances shall an Employee receive any additional entitlements in respect of that day.

26.07 This Article is subject to Article 27.

ARTICLE 27

PROOF OF ILLNESS

27.01 To obtain illness leave benefits as described in Article 25 - Casual Illness, the Employer may require that an Employee provide a proper medical certificate or other satisfactory proof of illness. The Employer may also require the Employee to provide satisfactory proof of attendance at a medical, dental, physiotherapy, optical or such other appointment when time off from work is granted to attend such appointments. The Employer agrees to reimburse the employee for the actual cost of the proper medical certificate where the employer requests the employee to obtain proof of medical appointment.

27.02 To obtain illness leave benefits as described in Article 26 - General Illness, the Employee is required to provide a proper medical certificate or other satisfactory proof of illness.

- 27.03
- (a) The Employer may require that an Employee be examined by a medical board:
 - (i) in the case of prolonged or frequent absence due to illness, or
 - (ii) where there is an indication of apparent misuse of illness leave, or
 - (iii) when it is considered that an Employee may be unable to satisfactorily perform his duties: (1) due to disability or illness; (2) prior to returning to work.
 - (b) The report of the medical board shall contain conclusions and

recommendations relating to any limitations or restrictions concerning the Employee's ability to perform the duties of his position and the medical information leading to those conclusions.

(c) The Employer is responsible for the direct medical costs associated with the examination provided for in Sub-clause 27.03(a).

27.04 Pursuant to Clause 27.03, an Employee shall be entitled to have his personal physician or other physician of his choice to be a member of the medical board or act as his council before the medical board. Expenses incurred under this clause shall be paid by the Employer. A copy of the report from the medical board shall be sent to the Employee's physician.

27.05 The Employer may require that any Employee undergo a medical examination or a medical interview and when such examination or interview is for purposes other than meeting the requirements of Clause 27.01 and 27.02 the examination or interview shall be at the Employer's expense and on the Employer's time.

27.06 Where an Employee has been examined by a medical board and is also applying for L.T.D. benefits, a copy of the medical report shall be considered as part of the Employee's application.

27.07 The Parties agree that casual and general illness benefits as provided in this Agreement are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill.

ARTICLE 28

HEALTH PLAN BENEFITS

28.01 The Employer agrees to provide Employee benefit plans covering Group Life Insurance/Accidental Death and Dismemberment, Dependent Life Insurance, Long Term Disability Insurance, Extended Health Care Insurance and a Dental Plan, including a direct pay card.

28.02 The cost of premiums for the above benefit plans will be shared on the following basis:

<u>Benefit</u>	<u>Employee</u>	<u>Employer</u>
Life Insurance & A.D. & D.	1/3	2/3
Dependent's Insurance	100%	---
Long Term Disability	100%	---

Extended Health Care	1/3	2/3
Dental	---	100%

- 28.03 The Employer and Employee agree to be bound by the Public Service Pension Plan and shall continue contributions pursuant to that plan and regulations.
- 28.04 The Employer will provide to each new Employee brochures outlining all benefits for which the Employee is eligible and to other Employees upon request.
- 28.05 The Employer will not alter or amend any Health Plan Benefit during the life of this Agreement without first consulting with the Union.
- 28.06 All benefit plans shall be governed by the official policy agreed to with the carrier. The Employer shall provide the Union with a copy of each plan.
- 28.07 A Flex Spending Account (FSA) has been established for all Employees eligible for health plan benefits in accordance with Article 4 - Application and Article 28 - Health Plan Benefits of this Collective Agreement.
- 28.08 Special Areas Board shall allocate a sum of seven hundred and fifty dollars (\$750.00) to the eligible Employee's FSA. Effective January 1, 2022 the FSA will be increased to nine hundred dollars (\$900.00).
- 28.09 In each year thereafter, Special Areas Board shall allocate a sum of nine hundred dollars (\$900.00) to the eligible Employee's FSA.
- 28.10 The Parties understand that the FSA will be in accordance with the *Income Tax Act* and all applicable regulations and guidelines.
- 28.11 The FSA year is from January 1 to December 31. Any unused allocation in an Employee's FSA at the end of the year will be carried forward to the next year. The unused allocation cannot be carried forward beyond one (1) year. Any unused funds after the second year are forfeited in accordance with the *Income Tax Act*. Outstanding expenses which exceed the annual FSA allocation shall not be carried forward to the next FSA year.
- 28.12 The FSA may be utilized by Employees for the purpose of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act*.
- 28.13 The Employer will contract with a service provider for the administration of the FSA and the administration of the FSA shall be subject to and governed by the terms and conditions of the applicable contract for services.

ARTICLE 29

PAID HOLIDAYS

- 29.01 Employees are entitled to one (1) day's paid leave for each of the following holidays:
- (a) New Years Day Labour Day
 - Family Day Thanksgiving Day
 - Good Friday Remembrance Day
 - Easter Monday Christmas Day
 - Victoria Day Boxing Day
 - Canada Day Christmas Floater
 - Civic Holiday (one day)
 - (b) The Christmas float holiday shall be observed to give five (5) consecutive days off including the weekend as follows:
 - (i) on December 24th when Christmas Day falls on a Tuesday, a Thursday, a Friday or a Saturday,
 - (ii) on December 27th when Christmas Day falls on a Monday or Wednesday,
 - (iii) on December 28th when Christmas Day falls on a Sunday.
 - (c) Paid holidays other than Sub-clause 29.01(b) shall be observed on the day on which they fall unless an alternate day is designated by the Employer.
- 29.02 If a municipality does not proclaim a civic holiday as specified in Clause 29.01, the first Monday in August shall be observed as such holiday.
- 29.03 When a day designated as a holiday under Clause 29.01 falls during an Employee's work week and the Employee is not required to work, the Employee shall be granted holiday leave on that day.
- 29.04 When a paid holiday under Clause 29.01 falls on an Employee's regularly scheduled day of rest and the Employee is not required to work, the Employee shall be granted holiday leave on the day designated as a holiday.
- 29.05 When an Employee works on one (1) of the holidays listed in Clause 29.01, the

Employee shall receive either:

- (a) his regular salary plus one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, or
- (b) in lieu of his regular salary, one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, plus a day off in lieu with pay.

29.06 When a day off in lieu is granted under Sub-clause 29.05(b) Employees shall have the day off scheduled at a mutually agreeable time within the next three (3) months unless the Employer agrees to extend the time up to a maximum of twelve (12) months.

29.07 Requests for leave without pay on religious holidays will be considered provided adequate notice of the request is given.

29.08 To qualify for compensation or day(s) in lieu under this Article, an Employee must work the last regular working day preceding and the first regular working day following the Paid Holiday unless authorization is obtained from the Employer.

ARTICLE 30

ANNUAL VACATION

30.01 (a) An Employee shall not take vacation leave without prior authorization from the Employer.

- (b) Normally, when an Employee is requesting leave of more than three (3) days, the request shall be submitted in writing to the Supervisor not less than two (2) weeks prior to the commencement of the requested vacation leave.

30.02 Vacation entitlements with pay shall be as follows:

- (a) an Employee who has completed twelve (12) full calendar months service as of December 31st shall in subsequent year(s) receive fifteen (15) work days vacation; earned at a rate of 1.25 days per calendar month;
- (b) an Employee who has completed five (5) years service as of December 31st, shall in subsequent year(s) receive twenty (20) work days vacation; earned at a rate of 1.66 days per calendar month;
- (c) an Employee who has completed thirteen (13) years service as of December 31st, shall in subsequent year(s) receive twenty-five (25) work days vacation; earned at a rate of 2.08 days per calendar month;

- (d) an Employee who has completed twenty-one (21) years service as of December 31st, shall in subsequent year(s) receive thirty (30) work days vacation; earned at a rate of 2.5 days per calendar month;
- (e) an Employee who has completed thirty (30) full years of service shall in subsequent years of service receive thirty-five (35) work days vacation earned at a rate of 2.92 days per calendar month;
- (f) an Employee who has completed less than twelve (12) months service as of December 31st, shall receive one point two five (1.25) work days vacation for each calendar month worked from the commencement of his service provided that when employment has commenced on or before the fifteenth (15th) day of any month, he shall earn vacation entitlements from the first day of that month and when employment has commenced on or after the sixteenth (16th) day of any month, he shall earn vacation entitlements from the first day of the following month.

30.03 All calculations which include work day fractions shall be rounded out to the next half or full day, whichever applies, except when vacation pay is paid out upon termination pursuant to Clause 30.11.

30.04 If one (1) or more paid holidays falls during the Employee's Annual Vacation period, another day or days may be added at the end of the vacation period at the time authorized by the Employer.

30.05 An Employee shall earn vacation leave pursuant to Clause 30.02 during the following authorized absences:

- (a) financially assisted education leave;
- (b) sick leave for the first forty-four (44) consecutive work days;
- (c) any other leave of absence with or without pay for the first twenty-two (22) workdays.

30.06 Vacation leave may be taken:

- (a) in one (1) continuous period;
- (b) in separate periods of not less than five (5) consecutive work days;
- (c) up to ten (10) separate days off;
- (d) up to fifteen (15) separate days off after eight (8) years service;
- (e) or at such other times as may be approved by the Employer.

- 30.07 (a) Except as otherwise provided herein vacation leave in respect to each year of service shall be taken:
- (i) within sixteen (16) months after the end of the year;
 - (ii) at such time or times as may be approved by the Employer.
- (b) If for personal reasons acceptable to the Employer or the exigencies of the Employee's duties as determined by the Employer prevent him from taking his vacation leave or part thereof within the sixteen (16) month period specified in Sub-clause 30.07(a) above he shall take the leave within the six (6) months following that period as the Employer may approve.
- (c) Vacation leave shall not be postponed as provided by Sub-clause 30.07(b) in two (2) successive years.
- (d) Notwithstanding the other provisions of this section, subject to the approval of the Employer, an Employee who so requests may be authorized to take earned vacation leave within the year in which it was earned, and the vacation leave taken by him in the following year shall be correspondingly reduced.
- 30.08 When an Employee is allowed to take any leave of absence, other than sick leave in conjunction with the period of vacation leave, the vacation leave shall be deemed to precede additional leave of absence, except in the case of Maternity Leave which may be authorized before or after vacation leave.
- 30.09 The Employer shall upon request consider granting an Employee at least two (2) weeks of his Annual Vacation Leave entitlement during the summer months.
- 30.10 An Employee shall be allowed to accumulate vacation leave in accordance with the general provisions of this Article for use at any time to a maximum of the Employee's Annual Vacation Leave entitlement.
- 30.11 Notwithstanding the provisions of Clauses 30.09 and 30.10, an Employee will be paid out for vacation leave when one of the following conditions applies:
- (a) the Employee's employment terminates; or
 - (b) the Employee's outstanding vacation leave exceeds two (2) years of entitlements, in which case and Employee will be paid out at fiscal year-end; or
 - (c) an Employee requests pay out and obtains the approval of the Chair, Special Areas Board. An Employee may request pay out for any amount, provided that the Employee keeps two (2) weeks (three (3) weeks with five

(5) or more years of service) of entitlements to be taken as leave in the vacation year.

30.12 All vacation leaves will be paid out at the Employee's salary rate at the time the leave is paid out (the entitlement amount paid out is never rounded up).

ARTICLE 31

SPECIAL LEAVE

31.01 Subject to approval by the Employer, an Employee who requires time off from work may be granted Special Leave without loss of pay. The circumstances under which special leave may be approved are subject to Clause 31.02 and subject to the corresponding yearly maximum number of work days as follows:

- (a) Bereavement - four (4) days around the date of the funeral;
- (b) Travel time for bereavement leave - three (3) days;
- (c) Administration of Estates - two (2) days;
- (d) Moving household effects - one (1) day per calendar year;
- (e) Time to write examinations for courses approved by the Employer - as required;
- (f) Attend funerals as pallbearer or mourner - subject to Clause 31.03, time off as required not to exceed one (1) day, unless otherwise approved by the Employer;
- (g) Time (including travel time if necessary) to attend formal hearing to become a Canadian citizen - one (1) day;
- (h) Be present at the birth or adoption proceedings of an Employee's child - one (1) day.

31.02 For purposes of determining eligibility for Special Leave under Clause 31.01 the following provisions apply:

- (a) Bereavement - leave of absence will be granted in the event of the death of the Employee's spouse (including common law spouse), or any of the following relations of an Employee or spouse (including common law spouse): parents, guardian, parent-in-law, grandparent, grandchild, son, daughter, brother, sister, or the husband or wife of any of them, step-child, step-parent, step-brother or step-sister. This time shall include time for making all the necessary arrangements relating to the funeral of the

deceased's family.

- (b) Travel time continuous with bereavement leave shall mean travel if required during normal working hours on the days before and the days following bereavement leave, provided the Employer has authorized such travel leave.
- (c) Administration of Estate shall apply only when an Employee has been designated as an executor of the estate for the deceased.
- (d) Moving of household effects shall apply to an Employee who maintains a self-contained household and who changes his place of residence which necessitates the moving of his household effects during his normal working hours.
- (e) Mourner or Pallbearer - Leave of absence may be granted where operational requirements permit subject to the approval of the Employer.

31.03 The maximum annual leave specified for each circumstances requiring use of special leave shall not be exceeded. However, Bereavement Leave and leave for the Administration of Estate may be granted more than once within a calendar year, provided the total special leave granted does not exceed ten (10) working days per calendar year, unless additional Bereavement Leave is approved by the Employer.

31.04 Two (2) weeks notice may be required for leave requested under Sub-clause 31.01 (c), (d), (e) and (g).

31.05 A terminating Employee shall not be eligible for benefits under Sub-clause 31.01 (d) during last ten (10) work days of active employment.

ARTICLE 32

MATERNITY/PARENTAL/ADOPTION LEAVE & COMPASSIONATE CARE BENEFITS

32.01 The parties agree that the provisions of the Employment Standards Code and Regulations concerning Maternity, Parental and Adoption Leave shall apply to Employees of the Employer. The Employment Insurance Compassionate Care Benefits shall also apply to Employees of the Employer.

32.02 A pregnant Employee who presents medical evidence from her physician which satisfies the Employer that continued employment in her present position may be hazardous to herself or her unborn child, may request a transfer to a more suitable position for which she is qualified, if one is available. The Employee shall remain at the same salary level during this period. Where no suitable position is available, the Employee may request maternity leave as provided by Article 32 if the

Employee is eligible for such leave.

- 32.03 An Employee who, at the commencement of Maternity/Parental/Adoption Leave or a Compassionate Care Benefit leave, is participating in the Extended Health Care Plan, the Group Dental Plan and the Group Life Insurance Plan shall continue to be covered under these Plans throughout the total period the Employee is on Maternity/Parental/Adoption Leave or a Compassionate Care Benefit Leave, and the Employer and the Employee premium contributions if applicable, shall continue.

ARTICLE 33

COURT LEAVE

- 33.01 When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Employer records, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer.
- 33.02 When an Employee is subpoenaed as a witness in his private capacity or summoned as a juror:
- (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer;
 - (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any fees receivable by him shall be paid to the Employer.
- 33.03 When an Employee is required to attend court or to deal with legal matters relative to personal matters the Employee shall request time off without pay in advance of the required time off. Alternatively, the Employee can request Annual Vacation Leave. Such request shall not be unreasonably denied.

ARTICLE 34

OCCUPATIONAL HEALTH AND SAFETY

- 34.01 The Parties agree that the Employer is bound by the Alberta Occupational Health and Safety Act, and the Government of Alberta Occupational Health and Safety Program.
- 34.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the Alberta Occupational Health and Safety Act and Radiation Health Protection Act and any regulation or amendment thereto.

- 34.03 Pursuant to Clause 34.02 the Employer shall provide, maintain, replace and clean protective clothing and equipment.
- 34.04 All equipment and protective clothing supplied by the Employer shall remain the property of the Employer.
- 34.05 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of one hundred and fifty (\$150.00) dollars per annum.
- 34.06 When an Employee does not purchase safety boots in any given year, that year's allowance shall be carried forward to the next year immediately following.
- 34.07 Where the Employer determines that insulated coveralls or a parka should be provided, the Employer shall either provide the actual insulated coveralls or parka or pay to each such eligible Employee the cost of such coveralls or parka up to a maximum of seventy-five (\$75.00) dollars per annum.
- 34.08 When an Employee does not purchase insulated coveralls or a parka in any given year, that year's allowance shall be carried forward to the next year immediately following.

ARTICLE 35

STATEMENT OF JOB DUTIES

- 35.01 Upon request, an Employee shall be entitled to the classification specification and a current statement of the duties and responsibilities for the Employee's position.

ARTICLE 36

TOOLS

- 36.01 All Mechanics and Machinists shall supply their own hand tools and bench tools as are required to perform their work.
- 36.02 Tools shall be replaced by the Employer when damaged or broken in normal use.
- 36.03 Special or unusual tools shall be supplied by the Employer as required.
- 36.04 Each Tradesman who is required to supply their own tools pursuant to Clause 36.01 shall receive an annual allowance of three hundred and fifty (\$350.00) dollars.

ARTICLE 37

RATES OF PAY

- 37.01 Subject to the approval of the Employer, an Employee may receive an annual merit increment based on performance up to the maximum of the applicable salary range for his classification, at rates of pay as specified in Schedule "A" or in the case of apprentices, a percentage of the appropriate tradesman job rate, as specified in regulations issued pursuant to the Skilled Trades and Apprenticeship Education Act.
- 37.02 When an Employee is promoted, he shall be moved to the period in the new class that provides for an increase in pay of at least four (4%) percent, provided the maximum for the new classification is not exceeded.

ARTICLE 38

TRAVEL AND SUBSISTENCE

- 38.01 Employees who incur travel, subsistence and moving expenses in the performance of authorized Employer business shall be reimbursed for those expenses in accordance with the Government of Alberta Travel and Subsistence Regulations.

ARTICLE 39

PRINTING OF AGREEMENTS

- 39.01 Each party agrees to pay one-half (1/2) the cost of printing sufficient copies to provide each present and new Employee with one (1) copy of the Agreement, as approved by both parties.
- 39.02 Each party further agrees to pay the full cost of printing additional copies that they order.

ARTICLE 40

NOTICE OF DELIVERY

40.01 Any notice hereunder required to be given shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope addressed, in the case of the Board to:

Chair
Special Areas Board
P.O. Box 820
HANNA, Alberta T0J 1P0

and in the case of the AUPE to:

The President
The Alberta Union of Provincial Employees
10025 - 182 Street
EDMONTON, Alberta T5S 0P7

and in the case of the Local to:

The Chair
The Alberta Union of Provincial Employees
Local 118/020
at his home address on file with the Employer

ARTICLE 41

TERM AND EFFECTIVE DATE

41.01 This Collective Agreement shall become effective at the beginning of the month following the date of execution by the Parties, unless stipulated to the contrary, and shall remain in effect up to and including March 31, 2024.

IN WITNESS WHEREOF the Parties hereto have caused these presents to be executed by their duly authorized officers in that behalf the day and year first above written.

Dated at Edmonton, Alberta this _____ day of _____, 2023.

ON BEHALF OF THE SPECIAL AREAS BOARD

**Jordon
Christianson**

Jordon Christianson, Chair
Special Areas Board

Digitally signed by Jordon
Christianson
Date: 2023.03.07 16:16:33 -07'00'

Shyanne Jones

Witness

Digitally signed by Shyanne Jones
Date: 2023.03.07 16:16:48 -07'00'

ON BEHALF OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

Guy Smith

Guy Smith, President
Alberta Union of Provincial Employees

Digitally signed by Guy Smith
Date: 2023.03.13 08:02:19
-06'00'

Witness

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE**

EMPLOYER TO PROVIDE PAY SCHEDULE IN EXCEL FORMAT

January 1, 2019 - 0%;

January 1, 2020 – 0%

January 1, 2021 – 0%;

- Four percent (4.0%) Market Adjustment for the Mechanics and for the Administrative Support Classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.

January 1, 2022 – 0% an increase of \$150.00 to the Flex Spending account (\$750 - \$900).

- Following ratification a twelve hundred and fifty dollar (\$1250) lump sum payment for all Full-time and Part-time Employees and a five hundred dollar (\$500.00) lump sum payment for all Seasonal Employees employed on June 1, 2022.

January 1, 2023 – 1.25%

September 1, 2023, 1.50% plus an additional .5% subject to the following Gain Sharing Formula:

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-24 Fiscal Year.

LETTER OF UNDERSTANDING #1

BETWEEN

THE SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

ON BEHALF OF LOCAL 118/020

Re: Separation Payment

Whereas the Parties are entering into a Letter of Understanding to provide a Separation Payment to Employees.

The Parties agree:

1. During the term of this Letter of Understanding the Separation Payment as outlined in the attached Schedule is available, as an alternative to and if selected by an Employee whose position is abolished, in lieu of the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement entered into between the Parties. The Separation Payment will not be available for Employees for whom the Employer has arranged ongoing employment within the Special Areas Board or with any other employer.
2. The Separation Payment will be available for permanent Employees with at least one (1) year of continuous employment with the Employer. Eligible Employees will be entitled to receive Separation Payment at their regular rate of pay according to the attached schedule.
3. Where the Employee has made an election to accept the Separation Payment, the election shall not be altered without the agreement of the Employee and the Chair. Separation shall occur at a time selected by the Chair. Employees shall make their election for Separation Payment within fourteen (14) calendar days of the receipt of a position abolishment notice.
4. In addition to paragraphs 1 and 2, Employees who have not received notice of position abolishment may request the Separation Payment. Such offers may, but will not necessarily result in an offer of the Separation Payment by the Employer to that Employee. Offers are subject to operational requirements as determined by the Chair, whose decision is final and cannot be challenged. Employees who request the Separation Payment, and if approved under this paragraph, are required to resign at a time acceptable to the Chair.

5. Employees accepting the Separation Payment are required to sign an agreement in the attached form.
6. This Letter, including the attached Schedule, does not form part of the Collective Agreement and if concerns arise with respect to the Separation Payment, they shall be addressed by representatives of the Parties and not by way of the grievance procedure.
7. This Letter of Understanding, including the attached Schedule, shall be effective the date of signing of the Collective Agreement and shall remain in effect as provided in Article 42 - Term and Effective Date of the Collective Agreement.
8. This Letter of Understanding may be canceled at any time during the life of the Collective Agreement with the mutual agreement of both Parties.
9. The Parties will meet at the request of either party at any time to consider issues related to position abolishment's, which may occur following the expiry of this letter.

Signed at Hanna this _____ day of _____, 2023.

**Jordon
Christianson**

Digitally signed by Jordon
Christianson
Date: 2023.03.07 16:16:17
-07'00'

Jordon Christianson, Chair
Special Areas Board

Guy Smith

Digitally signed by Guy Smith
Date: 2023.03.13 08:02:40
-06'00'

Guy Smith, President
Alberta Union of Provincial Employees

FOR INFORMATION PURPOSES ONLY

SCHEDULE - SEPARATION PAYMENT

Severance Pay at Regular Rate of Pay Base on Years of Service	Separation Allowance, Weeks of Pay at Regular Rate of Pay Based upon Years of Service	
Two (2) week's pay at Regular Rate of Pay for each full year of continuous service to a maximum of forty-eight (48) weeks.	Separation Allowance to be provided in addition to Severance pay as per Article 13 - Severance as follows	
	Years of Service	Weeks of Pay
	1 to 5	4 weeks
	6 to 10	5 weeks
	11 to 15	6 weeks
	16 to 20	7 weeks
	21 plus	8 weeks
Separation pay is an alternative and in lieu of all the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement		

STANDARD SEPARATION PAYMENT FOR
TERMINATION AGREEMENT FOR
BARGAINING UNIT EMPLOYEES

AGREEMENT DATED _____, 2022

BETWEEN THE SPECIAL AREAS BOARD

(THE 'BOARD')

AND

(THE 'EMPLOYEE')

WHEREAS the Employee is presently employed by the Board.

AND WHEREAS the Board and the Employee have mutually agreed to terminate the existing employment relationship.

THEREFORE, the Parties agree as follows:

1. The Employee hereby resigns from employment with the Special Areas Board effective _____, 2022.
2. The Board will pay as a severance payment to the Employee the sum of \$ _____ less any withholdings required by law.
3. If during the period _____ to _____ a Department as defined in the *Public Service Act* or a Provincial Agency as defined in the *Financial Administration Act*.
 - (a) employs the Employee on a full or part time basis; or
 - (b) retains the Employee, either directly or indirectly, on a fee for service basis

the amount paid to the Employee directly or indirectly by the Department or Provincial Agency during such period, less any lawful deductions made at source, shall be paid by the Employee to the Special Areas Board forthwith following completion of the period. In no case shall the Employee be obliged to repay an amount greater than the amount, less lawful deductions, paid by the Board to the Employee pursuant to paragraph 2.

4. In consideration of the payment referred to in paragraph 2, the Employee hereby:
- (a) waives any and all rights he may have under the terms of the Collective Agreement between the Special Areas Board and AUPE arising in any way from the termination of his employment;
 - (b) releases the Special Areas Board, its officers and employees from any and all claims which he may now or in the future have arising out of his employment with the Special Areas Board or the termination of such employment.
5. It is understood that the waiver and release contained in paragraph 4 does not apply to any benefits to which the Employee is entitled by virtue of his participation in the Public Service Pension Plan.
6. It is agreed that this written instrument embodies the entire agreement of the parties hereto with regard to the matters dealt with herein and that no understanding or agreements, verbal or otherwise, exist between the parties except as herein expressed.

SPECIAL AREAS BOARD

WITNESS

EMPLOYEE

WITNESS

LETTER OF UNDERSTANDING #2

BETWEEN

THE SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
ON BEHALF OF LOCAL 118/020

Re: Exclusion of High School Students from Bargaining Unit

The Parties agree that high school students employed during the school term or during the periods between school terms and who are employed for project work shall be excluded from the bargaining unit and the provisions of the Collective Agreement shall not apply to such students.

Signed at Hanna this _____ day of _____, 2023.

**Jordon
Christianson**

Digitally signed by Jordon
Christianson
Date: 2023.03.07 16:16:02
-07'00'

Jordon Christianson, Chair
Special Areas Board

Guy Smith

Digitally signed by Guy Smith
Date: 2023.03.13 08:02:54
-06'00'

Guy Smith, President
Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #3

BETWEEN

THE SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
ON BEHALF OF LOCAL 118/020

Re: Exclusion and Inclusions

The Employer and the Union agree to work collaboratively with respect to determining whether positions should be excluded or included in the bargaining unit. The Employer agrees to provide, upon request, information about any existing or new positions where the status of the position may be questioned. The Employer agrees to participate in the procedures set out below to determine the status of new positions prior to engaging in the hiring process.

1. Determination of Inclusions or Exclusions

For positions under question, the Employer and Union will meet to determine if position(s) meet inclusion or exclusion criteria. The criterion will be based on jurisprudence established by the Alberta Labour Relations Board in relation to the duties of the position(s). The Employer's classification process will apply.

(a) Inclusions

The Union may request a joint review of any position it believes should be included in the bargaining unit. Positions that are agreed to as not meeting the exclusion criteria will be included within the bargaining unit. The Employer will provide the Union the incumbent name(s);

(b) Exclusions

Positions, that in the opinion of the Employer, which meet exclusion criteria will remain out-of-scope and may be challenged by the Union;

(c) If a mutual agreement cannot be met as to whether a position should be included or excluded, either party will submit an application for determination to the Alberta Labour Relations Board.

For the purposes of such meetings the parties shall each have two representatives in attendance. The Chapter Chair or their designate shall be one of the Union representatives, and the AUPE-assigned Membership Services Officer or their designate shall be the second Union representative. The Special Areas Board Human Resources Supervisor shall be one of the Employer representatives and s/he shall select the second

Employer representative.

When the parties agree on the status of a position being questioned their decision shall be documented in a Memorandum of Agreement.

2. Exclusions Requests

The Employer will provide their rationale and the following information to the Union if they intend to move an included position outside the bargaining unit.

- (a) Position Description;
- (b) Organizational Chart;
- (c) Encumbered or unencumbered;
- (d) Employee information, if encumbered.

The Union will review the Employer's request and shall provide their response in writing if stating that the request has either met the exclusion criteria or not. The Union shall Include their rationale when they have decided that a request has not met the exclusion criteria.

3. Resolution Process

If mutual agreement cannot be met, either party will submit an application for determination to the Alberta Labour Relations Board. This decision is final and binding on both parties.

Signed at Hanna this _____ day of _____, 2023.

**Jordon
Christianson** Digitally signed by Jordon
Christianson
Date: 2023.03.07 16:15:45
-07'00'

Jordon Christianson, Chair
Special Areas Board

Guy Smith Digitally signed by Guy Smith
Date: 2023.03.13 08:03:12
-06'00'

Guy Smith, President
Alberta Union of Provincial Employees

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2019**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	55,960	58,057	60,384	62,686	65,246	68,101	71,008			
	MONTHLY	4,664	4,838	5,032	5,224	5,438	5,676	5,918			
	HOURLY	29.6821	30.7941	32.0288	33.2499	34.6074	36.1219	37.6637			
ACCOUNTANT II 0305	ANNUAL	65,246	68,101	71,008	74,352	77,465	80,847	84,512			
	MONTHLY	5,438	5,676	5,918	6,196	6,456	6,737	7,043			
	HOURLY	34.6074	36.1219	37.6637	39.4374	41.0882	42.8825	44.8267			
ACCOUNTANT III 0306	ANNUAL	68,255	71,484	74,507	77,735	81,066	84,577	88,242	91,772	95,443	
	MONTHLY	5,688	5,957	6,209	6,478	6,755	7,048	7,354	7,648	7,954	
	HOURLY	36.2038	37.9161	39.5192	41.2316	42.9984	44.8608	46.8051	48.6771	50.6243	
ADMIN SUPPORT I 0071	ANNUAL	36,140	37,067	38,032	38,970	40,167	41,376	42,687			
	MONTHLY	3,011	3,089	3,169	3,247	3,347	3,447	3,557			
	HOURLY	19.1695	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419			
ADMIN SUPPORT II 0072	ANNUAL	37,067	38,032	38,970	40,167	41,376	42,687	44,141	45,555	46,982	
	MONTHLY	3,089	3,169	3,247	3,347	3,447	3,557	3,678	3,796	3,915	
	HOURLY	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419	23.4128	24.1632	24.9204	
ADMIN SUPPORT III 0073	ANNUAL	38,507	39,458	40,398	41,620	42,855	44,180	45,582	46,970	48,436	
	MONTHLY	3,209	3,288	3,366	3,468	3,572	3,681	3,798	3,914	4,037	
	HOURLY	20.4248	20.9295	21.4276	22.0757	22.7306	23.4332	24.1768	24.9136	25.6913	
ADMIN SUPPORT IV 0074	ANNUAL	45,555	46,982	48,514	50,095	51,858	54,597	56,320			
	MONTHLY	3,796	3,915	4,043	4,174	4,322	4,550	4,693			
	HOURLY	24.1632	24.9204	25.7322	26.5713	27.5059	28.9589	29.8731			
ADMIN SUPPORT V 0075	ANNUAL	49,504	51,163	52,899	54,636	56,475	59,356	61,362			
	MONTHLY	4,125	4,263	4,408	4,553	4,706	4,946	5,113			
	HOURLY	26.2575	27.1375	28.0584	28.9794	29.9550	31.4830	32.5473			
ADMIN SUPPORT VI 0076	ANNUAL	55,355	57,234	59,201	61,298	63,420	65,632	67,896			
	MONTHLY	4,613	4,769	4,934	5,108	5,285	5,469	5,658			
	HOURLY	29.3615	30.3574	31.4011	32.5132	33.6388	34.8121	36.0128			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	56,964	59,459	61,812	64,513	67,497	70,596	74,107			
	MONTHLY	4,747	4,955	5,151	5,376	5,624	5,883	6,176			
	HOURLY	30.2142	31.5376	32.7861	34.2187	35.8013	37.4454	39.3078			
ADMINISTRATION II 2101	ANNUAL	64,513	67,497	70,596	74,107	77,426	80,924	84,667			
	MONTHLY	5,376	5,624	5,883	6,175	6,453	6,744	7,056			
	HOURLY	34.2187	35.8013	37.4454	39.3078	41.0678	42.9234	44.9085			
SYSTEM ANALYST I 0795	ANNUAL	74,956	78,918	83,059	87,432	92,037					
	MONTHLY	6,246	6,577	6,922	7,286	7,670					
	HOURLY	39.7580	41.8592	44.0558	46.3752	48.8172					
AGRICULTURE OFFICER I 4401	ANNUAL	49,118	50,430	51,832	53,311	54,803	56,680				
	MONTHLY	4,093	4,203	4,319	4,443	4,567	4,723				
	HOURLY	26.0528	26.7487	27.4922	28.2767	29.0681	30.0641				
AGRICULTURE OFFICER II 4402	ANNUAL	53,311	54,803	56,680	58,545	60,577	52,763				
	MONTHLY	4,443	4,567	4,723	4,879	5,049	5,230				
	HOURLY	28.2767	29.0681	30.0641	31.0533	32.1311	33.2908				
AGRICULTURE OFFICER III 4403	ANNUAL	59,523	61,593	63,818	66,057	68,590	71,394				
	MONTHLY	4,960	5,133	5,318	5,504	5,716	5,950				
	HOURLY	31.5717	32.6701	33.8503	35.0373	36.3811	37.8684				
AGROLOGIST 4405	ANNUAL	58,198	60,449	62,802	65,104	67,741	70,738	73,786	77,014	80,385	83,882
	MONTHLY	4,849	5,037	5,233	5,425	5,645	5,895	6,149	6,418	6,699	6,990
	HOURLY	30.8691	32.0629	33.3113	34.5324	35.9309	37.5204	39.1372	40.8495	42.6368	44.4924
AGROLOGIST II 4406	ANNUAL	73,786	77,014	80,385	83,882	87,663	91,535	95,689			
	MONTHLY	6,149	6,418	6,699	6,990	7,305	7,628	7,975			
	HOURLY	39.1372	40.8495	42.6368	44.4924	46.4981	48.5514	50.7549			
ASSESSOR I 0200	ANNUAL	53,183	55,008	57,080	59,227	61,593	63,960	66,532			
	MONTHLY	4,432	4,584	4,757	4,936	5,133	5,330	5,544			
	HOURLY	28.2085	29.1773	30.2755	31.4148	32.6701	33.9253	35.2896			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ASSESSOR II 0201	ANNUAL	61,593	63,960	66,532	69,452	72,436	75,818	79,034			
	MONTHLY	5,133	5,330	5,544	5,788	6,036	6,318	6,586			
	HOURLY	32.6701	33.9253	35.2896	36.8383	38.4210	40.2149	41.9207			
ASSESSOR III 0202	ANNUAL		74,401	77,869	81,184	84,702	88,577	92,489	96,491		
	MONTHLY		6,201	6,490	6,765	7,059	7,381	7,708	8,042		
	HOURLY		39.4633	41.3028	43.0611	44.9271	46.9825	49.0575	51.1802		
ASSESSOR IV 0203	ANNUAL			85,567	89,323	93,271	97,477	101,786	106,415		
	MONTHLY			7,131	7,444	7,772	8,123	8,483	8,868		
	HOURLY			45.3860	47.3780	49.4724	51.7032	53.9978	56.4444		
LAND SURVEYOR I 1053	ANNUAL	66,674	69,580	72,564	75,754	79,124	82,571	86,236			
	MONTHLY	5,557	5,799	6,047	6,313	6,593	6,881	7,186			
	HOURLY	35.3647	36.9064	38.4891	40.1809	41.9683	43.7965	45.7408			
LAND SURVEYOR II 1054	ANNUAL	77,465	80,860	84,512	88,216	92,229	96,294	100,872			
	MONTHLY	6,456	6,738	7,043	7,352	7,686	8,025	8,406			
	HOURLY	41.0882	42.8893	44.8267	46.7914	48.9199	51.0755	53.5041			
TECHNICAL AIDE 1308	ANNUAL	44,642	46,212	47,973	49,697	51,407	53,260	55,240			
	MONTHLY	3,720	3,851	3,998	4,141	4,284	4,438	4,603			
	HOURLY	21.4592	22.2135	23.0605	23.8889	24.7112	25.6015	26.5535			
TECHNOLOGIST I 1309	ANNUAL	43,471	45,041	46,584	48,256	50,070	52,051	53,902			
	MONTHLY	3,623	3,753	3,882	4,021	4,172	4,337	4,492			
	HOURLY	23.0580	23.8903	24.7089	25.5958	26.5576	27.6082	28.5906			
TECHNOLOGIST II 1310	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	28.5906	29.6821	30.8418	32.0357	33.2772	34.6893	36.1492			
TECHNOLOGIST III 1311	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	32.0357	33.2772	34.6893	36.1492	37.7933	39.5192	41.2247			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I 1315	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	25.9106	26.8998	27.9508	29.0328	30.1580	31.4378	32.7607			
UTILITY OFFICER II 1316	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	29.0328	30.1580	31.4378	32.7607	34.2507	35.8149	37.3605			
UTILITY OFFICER III 1317	ANNUAL	68,153	71,252	74,507	77,722	80,847	84,075	87,432			
	MONTHLY	5,680	5,937	6,209	6,477	6,737	7,007	7,286			
	HOURLY	32.7607	34.2507	35.8149	37.3605	38.8629	40.4146	42.0283			
TRANSPORT OFFICER I 3400	ANNUAL	58,198	60,436	63,047	66,030	69,066	72,166	75,625			
	MONTHLY	4,849	5,036	5,254	5,502	5,756	6,013	6,302			
	HOURLY	27.9756	29.0512	30.3063	31.7407	33.1997	34.6896	36.3528			
TRANSPORT OFFICER II 3401	ANNUAL	63,047	66,030	69,066	72,166	75,625	79,072	82,648			
	MONTHLY	5,254	5,502	5,756	6,013	6,302	6,589	6,888			
	HOURLY	30.3063	31.7407	33.1997	34.6896	36.3528	38.0096	39.7283			
TRANSPORT OFFICER III 3402	ANNUAL	69,066	72,166	75,625	79,072	82,648	86,416	90,416			
	MONTHLY	5,756	6,013	6,302	6,589	6,888	7,202	7,534			
	HOURLY	33.1997	34.6896	36.3528	38.0096	39.7283	41.5398	43.4625			
COOK I 9423	ANNUAL	45,696	47,228	48,732	50,391	52,230	53,967				
	MONTHLY	3,808	3,936	4,061	4,200	4,353	4,497				
	HOURLY	21.9662	22.7019	23.4253	24.2228	25.1069	25.9415				
COOK II 9425	ANNUAL	48,732	50,391	52,230	53,967	55,857	57,954				
	MONTHLY	4,061	4,200	4,353	4,497	4,654	4,830				
	HOURLY	23.4253	24.2228	25.1069	25.9415	26.8503	27.8580				
COOK III 9427	ANNUAL	55,857	57,954	60,037	62,263	64,732	67,420				
	MONTHLY	4,654	4,830	5,003	5,188	5,394	5,618				
	HOURLY	26.8503	27.8580	28.8596	29.9292	31.1163	32.4084				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
COOK IV 9429	ANNUAL	60,037	62,263	64,732	67,420	70,172	73,259				
	MONTHLY	5,003	5,188	5,394	5,618	5,848	6,105				
	HOURLY	28.8596	29.9292	31.1163	32.4084	33.7314	35.2152				
EQUIPMENT OPERATOR I 2560	ANNUAL	51,974	53,760	55,909	57,812						
	MONTHLY	4,331	4,480	4,660	4,818						
	HOURLY	24.9833	25.8426	26.8751	27.7900						
EQUIPMENT OPERATOR II 2561	ANNUAL	61,658	63,497	66,044	68,192						
	MONTHLY	5,138	5,292	5,503	5,683						
	HOURLY	29.6386	30.5228	31.7468	32.7793						
EQUIPMENT OPERATOR III 2562	ANNUAL	66,172	68,024	70,751	73,554						
	MONTHLY	5,514	5,668	5,896	6,129						
	HOURLY	31.8087	32.6990	34.0096	35.3574						
FARM WORKER 3112	ANNUAL	46,031	47,240	48,488	49,838	51,265	52,706				
	MONTHLY	3,835	3,937	4,041	4,154	4,273	4,393				
	HOURLY	22.1269	22.7081	23.3078	23.9569	24.6432	25.3356				
FOREMAN I 2530	ANNUAL	56,410	58,352	60,410	62,584	64,809	67,369	69,966			
	MONTHLY	4,701	4,863	5,034	5,216	5,401	5,614	5,831			
	HOURLY	27.1162	28.0498	29.0389	30.0837	31.1533	32.3836	33.6325			
FOREMAN II 2531	ANNUAL		62,584	64,809	67,292	70,018	72,821	75,895			
	MONTHLY		5,216	5,401	5,608	5,835	6,069	6,324			
	HOURLY		30.0837	31.1533	32.3465	33.6572	35.0050	36.4826			
FOREMAN III 2532	ANNUAL		67,292	70,018	72,924	75,998	79,060	82,185			
	MONTHLY		5,608	5,835	6,077	6,333	6,588	6,849			
	HOURLY		32.3465	33.6572	35.0544	36.5321	38.0035	39.5059			
FOREMAN IV 2533	ANNUAL		70,018	72,924	75,998	79,060	82,185	85,593			
	MONTHLY		5,835	6,077	6,333	6,588	6,849	7,133			
	HOURLY		33.6572	35.0544	36.5321	38.0035	39.5059	41.1441			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		79,034	82,313	85,593	89,014	92,576	96,280			
	MONTHLY		6,586	6,859	7,133	7,418	7,715	8,024			
	HOURLY		37.9911	39.5676	41.1441	42.7887	44.5013	46.2817			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,265	52,706	54,481	56,282	58,224	60,333				
	MONTHLY	4,273	4,393	4,540	4,690	4,851	5,028				
	HOURLY	24.6432	25.3356	26.1889	27.0543	27.9879	29.0018				
MAINT. SERV. WORKER I 2612	ANNUAL	44,153	45,696	47,228	48,732	50,391	52,230				
	MONTHLY	3,679	3,808	3,936	4,061	4,200	4,353				
	HOURLY	21.2243	21.9662	22.7019	23.4253	24.2228	25.1069				
MAINT. SERV. WORKER II 2613	ANNUAL	50,379	52,230	53,967	55,857	57,954	60,037				
	MONTHLY	4,198	4,353	4,497	4,654	4,830	5,003				
	HOURLY	24.2167	25.1069	25.9415	26.8503	27.8580	28.8596				
MAINT. SERV. WORKER III 2614	ANNUAL	53,183	54,906	56,771	59,059	61,028	63,523				
	MONTHLY	4,432	4,575	4,730	4,921	5,085	5,294				
	HOURLY	25.5644	26.3928	27.2893	28.3898	29.3357	30.5351				
STOCKKEEPER I 0503	ANNUAL	47,999	49,581	51,240	52,951	54,725	56,642	58,468			
	MONTHLY	4,000	4,132	4,270	4,412	4,560	4,720	4,872			
	HOURLY	23.0729	23.8333	24.6309	25.4531	26.3063	27.2275	28.1054			
STOCKKEEPER II 0504	ANNUAL	51,240	52,951	54,725	56,642	58,468	60,461	62,571			
	MONTHLY	4,270	4,412	4,560	4,720	4,872	5,038	5,214			
	HOURLY	24.6309	25.4531	26.3063	27.2275	28.1054	29.0637	30.0776			
PLUMBER I 2717	ANNUAL	73,800	76,757	79,818							
	MONTHLY	6,150	6,396	6,652							
	HOURLY	35.4749	36.8968	38.3682							
CARPENTER I 2704	ANNUAL		76,577	79,664							
	MONTHLY		6,382	6,638							
	HOURLY		36.8103	38.2941							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2019

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
CARPENTER II 2804	ANNUAL		83,098	86,454							
	MONTHLY		6,925	7,205							
	HOURLY		39.9448	41.5584							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	68,011	69,710								
	MONTHLY	5,667	5,809								
	HOURLY	32.6927	33.5088								
HEAVY DUTY MECHANIC I 2709	ANNUAL		73,800	76,757	79,818						
	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
HEAVY DUTY MECHANIC II 2809	ANNUAL		79,085	82,236	85,516						
	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
MACHINIST I 2711	ANNUAL		73,800	76,757	79,818						
	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
MACHINIST II 2811	ANNUAL		79,085	82,236	85,516						
	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
PARTSMAN I 2702	ANNUAL	61,465	63,265	65,799							
	MONTHLY	5,122	5,272	5,484							
	HOURLY	29.5459	30.4115	31.6294							
PARTSMAN II 2802	ANNUAL	66,520	68,243	70,982							
	MONTHLY	5,543	5,687	5,915							
	HOURLY	31.9756	32.8040	34.1209							
WELDER I 2722	ANNUAL		76,179	79,201	82,378						
	MONTHLY		6,348	6,600	6,865						
	HOURLY		36.6186	38.0715	39.5986						

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2019

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER II	ANNUAL		82,571	85,889	89,323						
2822	MONTHLY		6,881	7,158	7,444						
	HOURLY		39.6913	41.2863	42.9370						
FIRE CHIEF	ANNUAL		86,365	89,799	93,399	97,142	101,053				
2900	MONTHLY		7,197	7,483	7,784	8,096	8,421				
	HOURLY		41.5151	43.1658	44.8969	46.6960	48.5754				
DEPUTY FIRE CHIEF	ANNUAL	86,365	89,799	93,399							
2901	MONTHLY	7,197	7,483	7,784							
	HOURLY	41.5151	43.1658	44.8969							

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2020**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	55,960	58,057	60,384	62,686	65,246	68,101	71,008			
	MONTHLY	4,664	4,838	5,032	5,224	5,438	5,676	5,918			
	HOURLY	29.6821	30.7941	32.0288	33.2499	34.6074	36.1219	37.6637			
ACCOUNTANT II 0305	ANNUAL	65,246	68,101	71,008	74,352	77,465	80,847	84,512			
	MONTHLY	5,438	5,676	5,918	6,196	6,456	6,737	7,043			
	HOURLY	34.6074	36.1219	37.6637	39.4374	41.0882	42.8825	44.8267			
ACCOUNTANT III 0306	ANNUAL	68,255	71,484	74,507	77,735	81,066	84,577	88,242	91,772	95,443	
	MONTHLY	5,688	5,957	6,209	6,478	6,755	7,048	7,354	7,648	7,954	
	HOURLY	36.2038	37.9161	39.5192	41.2316	42.9984	44.8608	46.8051	48.6771	50.6243	
ADMIN SUPPORT I 0071	ANNUAL	36,140	37,067	38,032	38,970	40,167	41,376	42,687			
	MONTHLY	3,011	3,089	3,169	3,247	3,347	3,447	3,557			
	HOURLY	19.1695	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419			
ADMIN SUPPORT II 0072	ANNUAL	37,067	38,032	38,970	40,167	41,376	42,687	44,141	45,555	46,982	
	MONTHLY	3,089	3,169	3,247	3,347	3,447	3,557	3,678	3,796	3,915	
	HOURLY	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419	23.4128	24.1632	24.9204	
ADMIN SUPPORT III 0073	ANNUAL	38,507	39,458	40,398	41,620	42,855	44,180	45,582	46,970	48,436	
	MONTHLY	3,209	3,288	3,366	3,468	3,572	3,681	3,798	3,914	4,037	
	HOURLY	20.4248	20.9295	21.4276	22.0757	22.7306	23.4332	24.1768	24.9136	25.6913	
ADMIN SUPPORT IV 0074	ANNUAL	45,555	46,982	48,514	50,095	51,858	54,597	56,320			
	MONTHLY	3,796	3,915	4,043	4,174	4,322	4,550	4,693			
	HOURLY	24.1632	24.9204	25.7322	26.5713	27.5059	28.9589	29.8731			
ADMIN SUPPORT V 0075	ANNUAL	49,504	51,163	52,899	54,636	56,475	59,356	61,362			
	MONTHLY	4,125	4,263	4,408	4,553	4,706	4,946	5,113			
	HOURLY	26.2575	27.1375	28.0584	28.9794	29.9550	31.4830	32.5473			
ADMIN SUPPORT VI 0076	ANNUAL	55,355	57,234	59,201	61,298	63,420	65,632	67,896			
	MONTHLY	4,613	4,769	4,934	5,108	5,285	5,469	5,658			
	HOURLY	29.3615	30.3574	31.4011	32.5132	33.6388	34.8121	36.0128			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	56,964	59,459	61,812	64,513	67,497	70,596	74,107			
	MONTHLY	4,747	4,955	5,151	5,376	5,624	5,883	6,176			
	HOURLY	30.2142	31.5376	32.7861	34.2187	35.8013	37.4454	39.3078			
ADMINISTRATION II 2101	ANNUAL	64,513	67,497	70,596	74,107	77,426	80,924	84,667			
	MONTHLY	5,376	5,624	5,883	6,175	6,453	6,744	7,056			
	HOURLY	34.2187	35.8013	37.4454	39.3078	41.0678	42.9234	44.9085			
SYSTEM ANALYST I 0795	ANNUAL	74,956	78,918	83,059	87,432	92,037					
	MONTHLY	6,246	6,577	6,922	7,286	7,670					
	HOURLY	39.7580	41.8592	44.0558	46.3752	48.8172					
AGRICULTURE OFFICER I 4401	ANNUAL	49,118	50,430	51,832	53,311	54,803	56,680				
	MONTHLY	4,093	4,203	4,319	4,443	4,567	4,723				
	HOURLY	26.0528	26.7487	27.4922	28.2767	29.0681	30.0641				
AGRICULTURE OFFICER II 4402	ANNUAL	53,311	54,803	56,680	58,545	60,577	52,763				
	MONTHLY	4,443	4,567	4,723	4,879	5,049	5,230				
	HOURLY	28.2767	29.0681	30.0641	31.0533	32.1311	33.2908				
AGRICULTURE OFFICER III 4403	ANNUAL	59,523	61,593	63,818	66,057	68,590	71,394				
	MONTHLY	4,960	5,133	5,318	5,504	5,716	5,950				
	HOURLY	31.5717	32.6701	33.8503	35.0373	36.3811	37.8684				
AGROLOGIST 4405	ANNUAL	58,198	60,449	62,802	65,104	67,741	70,738	73,786	77,014	80,385	83,882
	MONTHLY	4,849	5,037	5,233	5,425	5,645	5,895	6,149	6,418	6,699	6,990
	HOURLY	30.8691	32.0629	33.3113	34.5324	35.9309	37.5204	39.1372	40.8495	42.6368	44.4924
AGROLOGIST II 4406	ANNUAL	73,786	77,014	80,385	83,882	87,663	91,535	95,689			
	MONTHLY	6,149	6,418	6,699	6,990	7,305	7,628	7,975			
	HOURLY	39.1372	40.8495	42.6368	44.4924	46.4981	48.5514	50.7549			
ASSESSOR I 0200	ANNUAL	53,183	55,008	57,080	59,227	61,593	63,960	66,532			
	MONTHLY	4,432	4,584	4,757	4,936	5,133	5,330	5,544			
	HOURLY	28.2085	29.1773	30.2755	31.4148	32.6701	33.9253	35.2896			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ASSESSOR II 0201	ANNUAL	61,593	63,960	66,532	69,452	72,436	75,818	79,034			
	MONTHLY	5,133	5,330	5,544	5,788	6,036	6,318	6,586			
	HOURLY	32.6701	33.9253	35.2896	36.8383	38.4210	40.2149	41.9207			
ASSESSOR III 0202	ANNUAL		74,401	77,869	81,184	84,702	88,577	92,489	96,491		
	MONTHLY		6,201	6,490	6,765	7,059	7,381	7,708	8,042		
	HOURLY		39.4633	41.3028	43.0611	44.9271	46.9825	49.0575	51.1802		
ASSESSOR IV 0203	ANNUAL			85,567	89,323	93,271	97,477	101,786	106,415		
	MONTHLY			7,131	7,444	7,772	8,123	8,483	8,868		
	HOURLY			45.3860	47.3780	49.4724	51.7032	53.9978	56.4444		
LAND SURVEYOR I 1053	ANNUAL	66,674	69,580	72,564	75,754	79,124	82,571	86,236			
	MONTHLY	5,557	5,799	6,047	6,313	6,593	6,881	7,186			
	HOURLY	35.3647	36.9064	38.4891	40.1809	41.9683	43.7965	45.7408			
LAND SURVEYOR II 1054	ANNUAL	77,465	80,860	84,512	88,216	92,229	96,294	100,872			
	MONTHLY	6,456	6,738	7,043	7,352	7,686	8,025	8,406			
	HOURLY	41.0882	42.8893	44.8267	46.7914	48.9199	51.0755	53.5041			
TECHNICAL AIDE 1308	ANNUAL	44,642	46,212	47,973	49,697	51,407	53,260	55,240			
	MONTHLY	3,720	3,851	3,998	4,141	4,284	4,438	4,603			
	HOURLY	21.4592	22.2135	23.0605	23.8889	24.7112	25.6015	26.5535			
TECHNOLOGIST I 1309	ANNUAL	43,471	45,041	46,584	48,256	50,070	52,051	53,902			
	MONTHLY	3,623	3,753	3,882	4,021	4,172	4,337	4,492			
	HOURLY	23.0580	23.8903	24.7089	25.5958	26.5576	27.6082	28.5906			
TECHNOLOGIST II 1310	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	28.5906	29.6821	30.8418	32.0357	33.2772	34.6893	36.1492			
TECHNOLOGIST III 1311	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	32.0357	33.2772	34.6893	36.1492	37.7933	39.5192	41.2247			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I 1315	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	25.9106	26.8998	27.9508	29.0328	30.1580	31.4378	32.7607			
UTILITY OFFICER II 1316	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	29.0328	30.1580	31.4378	32.7607	34.2507	35.8149	37.3605			
UTILITY OFFICER III 1317	ANNUAL	68,153	71,252	74,507	77,722	80,847	84,075	87,432			
	MONTHLY	5,680	5,937	6,209	6,477	6,737	7,007	7,286			
	HOURLY	32.7607	34.2507	35.8149	37.3605	38.8629	40.4146	42.0283			
TRANSPORT OFFICER I 3400	ANNUAL	58,198	60,436	63,047	66,030	69,066	72,166	75,625			
	MONTHLY	4,849	5,036	5,254	5,502	5,756	6,013	6,302			
	HOURLY	27.9756	29.0512	30.3063	31.7407	33.1997	34.6896	36.3528			
TRANSPORT OFFICER II 3401	ANNUAL	63,047	66,030	69,066	72,166	75,625	79,072	82,648			
	MONTHLY	5,254	5,502	5,756	6,013	6,302	6,589	6,888			
	HOURLY	30.3063	31.7407	33.1997	34.6896	36.3528	38.0096	39.7283			
TRANSPORT OFFICER III 3402	ANNUAL	69,066	72,166	75,625	79,072	82,648	86,416	90,416			
	MONTHLY	5,756	6,013	6,302	6,589	6,888	7,202	7,534			
	HOURLY	33.1997	34.6896	36.3528	38.0096	39.7283	41.5398	43.4625			
COOK I 9423	ANNUAL	45,696	47,228	48,732	50,391	52,230	53,967				
	MONTHLY	3,808	3,936	4,061	4,200	4,353	4,497				
	HOURLY	21.9662	22.7019	23.4253	24.2228	25.1069	25.9415				
COOK II 9425	ANNUAL	48,732	50,391	52,230	53,967	55,857	57,954				
	MONTHLY	4,061	4,200	4,353	4,497	4,654	4,830				
	HOURLY	23.4253	24.2228	25.1069	25.9415	26.8503	27.8580				
COOK III 9427	ANNUAL	55,857	57,954	60,037	62,263	64,732	67,420				
	MONTHLY	4,654	4,830	5,003	5,188	5,394	5,618				
	HOURLY	26.8503	27.8580	28.8596	29.9292	31.1163	32.4084				

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
COOK IV 9429	ANNUAL	60,037	62,263	64,732	67,420	70,172	73,259				
	MONTHLY	5,003	5,188	5,394	5,618	5,848	6,105				
	HOURLY	28.8596	29.9292	31.1163	32.4084	33.7314	35.2152				
EQUIPMENT OPERATOR I 2560	ANNUAL	51,974	53,760	55,909	57,812						
	MONTHLY	4,331	4,480	4,660	4,818						
	HOURLY	24.9833	25.8426	26.8751	27.7900						
EQUIPMENT OPERATOR II 2561	ANNUAL	61,658	63,497	66,044	68,192						
	MONTHLY	5,138	5,292	5,503	5,683						
	HOURLY	29.6386	30.5228	31.7468	32.7793						
EQUIPMENT OPERATOR III 2562	ANNUAL	66,172	68,024	70,751	73,554						
	MONTHLY	5,514	5,668	5,896	6,129						
	HOURLY	31.8087	32.6990	34.0096	35.3574						
FARM WORKER 3112	ANNUAL	46,031	47,240	48,488	49,838	51,265	52,706				
	MONTHLY	3,835	3,937	4,041	4,154	4,273	4,393				
	HOURLY	22.1269	22.7081	23.3078	23.9569	24.6432	25.3356				
FOREMAN I 2530	ANNUAL	56,410	58,352	60,410	62,584	64,809	67,369	69,966			
	MONTHLY	4,701	4,863	5,034	5,216	5,401	5,614	5,831			
	HOURLY	27.1162	28.0498	29.0389	30.0837	31.1533	32.3836	33.6325			
FOREMAN II 2531	ANNUAL		62,584	64,809	67,292	70,018	72,821	75,895			
	MONTHLY		5,216	5,401	5,608	5,835	6,069	6,324			
	HOURLY		30.0837	31.1533	32.3465	33.6572	35.0050	36.4826			
FOREMAN III 2532	ANNUAL		67,292	70,018	72,924	75,998	79,060	82,185			
	MONTHLY		5,608	5,835	6,077	6,333	6,588	6,849			
	HOURLY		32.3465	33.6572	35.0544	36.5321	38.0035	39.5059			
FOREMAN IV 2533	ANNUAL		70,018	72,924	75,998	79,060	82,185	85,593			
	MONTHLY		5,835	6,077	6,333	6,588	6,849	7,133			
	HOURLY		33.6572	35.0544	36.5321	38.0035	39.5059	41.1441			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		79,034	82,313	85,593	89,014	92,576	96,280			
	MONTHLY		6,586	6,859	7,133	7,418	7,715	8,024			
	HOURLY		37.9911	39.5676	41.1441	42.7887	44.5013	46.2817			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,265	52,706	54,481	56,282	58,224	60,333				
	MONTHLY	4,273	4,393	4,540	4,690	4,851	5,028				
	HOURLY	24.6432	25.3356	26.1889	27.0543	27.9879	29.0018				
MAINT. SERV. WORKER I 2612	ANNUAL	44,153	45,696	47,228	48,732	50,391	52,230				
	MONTHLY	3,679	3,808	3,936	4,061	4,200	4,353				
	HOURLY	21.2243	21.9662	22.7019	23.4253	24.2228	25.1069				
MAINT. SERV. WORKER II 2613	ANNUAL	50,379	52,230	53,967	55,857	57,954	60,037				
	MONTHLY	4,198	4,353	4,497	4,654	4,830	5,003				
	HOURLY	24.2167	25.1069	25.9415	26.8503	27.8580	28.8596				
MAINT. SERV. WORKER III 2614	ANNUAL	53,183	54,906	56,771	59,059	61,028	63,523				
	MONTHLY	4,432	4,575	4,730	4,921	5,085	5,294				
	HOURLY	25.5644	26.3928	27.2893	28.3898	29.3357	30.5351				
STOCKKEEPER I 0503	ANNUAL	47,999	49,581	51,240	52,951	54,725	56,642	58,468			
	MONTHLY	4,000	4,132	4,270	4,412	4,560	4,720	4,872			
	HOURLY	23.0729	23.8333	24.6309	25.4531	26.3063	27.2275	28.1054			
STOCKKEEPER II 0504	ANNUAL	51,240	52,951	54,725	56,642	58,468	60,461	62,571			
	MONTHLY	4,270	4,412	4,560	4,720	4,872	5,038	5,214			
	HOURLY	24.6309	25.4531	26.3063	27.2275	28.1054	29.0637	30.0776			
PLUMBER I 2717	ANNUAL	73,800	76,757	79,818							
	MONTHLY	6,150	6,396	6,652							
	HOURLY	35.4749	36.8968	38.3682							
CARPENTER I 2704	ANNUAL		76,577	79,664							
	MONTHLY		6,382	6,638							
	HOURLY		36.8103	38.2941							

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2020

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
CARPENTER II 2804	ANNUAL		83,098	86,454							
	MONTHLY		6,925	7,205							
	HOURLY		39.9448	41.5584							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	68,011	69,710								
	MONTHLY	5,667	5,809								
	HOURLY	32.6927	33.5088								
HEAVY DUTY MECHANIC I 2709	ANNUAL		73,800	76,757	79,818						
	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
HEAVY DUTY MECHANIC II 2809	ANNUAL		79,085	82,236	85,516						
	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
MACHINIST I 2711	ANNUAL		73,800	76,757	79,818						
	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
MACHINIST II 2811	ANNUAL		79,085	82,236	85,516						
	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
PARTSMAN I 2702	ANNUAL	61,465	63,265	65,799							
	MONTHLY	5,122	5,272	5,484							
	HOURLY	29.5459	30.4115	31.6294							
PARTSMAN II 2802	ANNUAL	66,520	68,243	70,982							
	MONTHLY	5,543	5,687	5,915							
	HOURLY	31.9756	32.8040	34.1209							
WELDER I 2722	ANNUAL		76,179	79,201	82,378						
	MONTHLY		6,348	6,600	6,865						
	HOURLY		36.6186	38.0715	39.5986						

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2020

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER II	ANNUAL		82,571	85,889	89,323						
2822	MONTHLY		6,881	7,158	7,444						
	HOURLY		39.6913	41.2863	42.9370						
FIRE CHIEF	ANNUAL		86,365	89,799	93,399	97,142	101,053				
2900	MONTHLY		7,197	7,483	7,784	8,096	8,421				
	HOURLY		41.5151	43.1658	44.8969	46.6960	48.5754				
DEPUTY FIRE CHIEF	ANNUAL	86,365	89,799	93,399							
2901	MONTHLY	7,197	7,483	7,784							
	HOURLY	41.5151	43.1658	44.8969							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ACCOUNTANT I 0304	ANNUAL	55,960	58,057	60,384	62,686	65,246	68,101	71,008			
	MONTHLY	4,664	4,838	5,032	5,224	5,438	5,676	5,918			
	HOURLY	29.6821	30.7941	32.0288	33.2499	34.6074	36.1219	37.6637			
ACCOUNTANT II 0305	ANNUAL	65,246	68,101	71,008	74,352	77,465	80,847	84,512			
	MONTHLY	5,438	5,676	5,918	6,196	6,456	6,737	7,043			
	HOURLY	34.6074	36.1219	37.6637	39.4374	41.0882	42.8825	44.8267			
ACCOUNTANT III 0306	ANNUAL	68,255	71,484	74,507	77,735	81,066	84,577	88,242	91,772	95,443	
	MONTHLY	5,688	5,957	6,209	6,478	6,755	7,048	7,354	7,648	7,954	
	HOURLY	36.2038	37.9161	39.5192	41.2316	42.9984	44.8608	46.8051	48.6771	50.6243	
ADMIN SUPPORT I 0071	ANNUAL	36,140	37,067								
	MONTHLY	3,011	3,089								
	HOURLY	19.1695	19.6607								
ADMIN SUPPORT II 0072	ANNUAL	41,376	42,687	44,141	45,555	46,982	48,436				
	MONTHLY	3,447	3,557	3,678	3,796	3,915	4,037				
	HOURLY	21.9460	22.6419	23.4128	24.1632	24.9204	25.6913				
ADMIN SUPPORT III 0073	ANNUAL	45,582	46,970	48,436	50,095	51,858	54,597				
	MONTHLY	3,798	3,914	4,037	4,174	4,322	4,550				
	HOURLY	24.1768	24.9136	25.6913	26.5713	27.5059	28.9589				
ADMIN SUPPORT IV 0074	ANNUAL	48,514	50,095	51,858	54,597	56,320	59,356				
	MONTHLY	4,043	4,174	4,322	4,550	4,693	4,946				
	HOURLY	25.7322	26.5713	27.5059	28.9589	29.8731	31.4830				
ADMIN SUPPORT V 0075	ANNUAL	52,899	54,636	56,475	59,356	61,362	63,816				
	MONTHLY	4,408	4,553	4,706	4,946	5,113	5,318				
	HOURLY	28.0584	28.9794	29.9550	31.4830	32.5473	33.8492				
ADMIN SUPPORT VI 0076	ANNUAL	59,201	61,298	63,816	65,632	67,896	70,612				
	MONTHLY	4,934	5,108	5,318	5,469	5,658	5,884				
	HOURLY	31.4011	32.5132	33.8492	34.8121	36.0128	37.4535				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	61,837	64,284	67,094	70,197	73,420	77,071				
	MONTHLY	5,153	5,357	5,591	5,850	6,118	6,423				
	HOURLY	32.7991	34.0975	35.5874	37.2334	38.9432	40.8801				
ADMINISTRATION II 2101	ANNUAL	70,197	73,420	77,071	80,523	84,161	88,054				
	MONTHLY	5,850	6,118	6,423	6,710	7,013	7,338				
	HOURLY	37.2334	38.9432	40.8801	42.7105	44.6403	46.7048				
SYSTEM ANALYST I 0795	ANNUAL	74,956	78,918	83,059	87,432	92,037					
	MONTHLY	6,246	6,577	6,922	7,286	7,670					
	HOURLY	39.7580	41.8592	44.0558	46.3752	48.8172					
AGRICULTURE OFFICER I 4401	ANNUAL	49,118	50,430	51,832	53,311	54,803	56,680				
	MONTHLY	4,093	4,203	4,319	4,443	4,567	4,723				
	HOURLY	26.0528	26.7487	27.4922	28.2767	29.0681	30.0641				
AGRICULTURE OFFICER II 4402	ANNUAL	53,311	54,803	56,680	58,545	60,577	52,763				
	MONTHLY	4,443	4,567	4,723	4,879	5,049	5,230				
	HOURLY	28.2767	29.0681	30.0641	31.0533	32.1311	33.2908				
AGRICULTURE OFFICER III 4403	ANNUAL	59,523	61,593	63,818	66,057	68,590	71,394				
	MONTHLY	4,960	5,133	5,318	5,504	5,716	5,950				
	HOURLY	31.5717	32.6701	33.8503	35.0373	36.3811	37.8684				
AGROLOGIST 4405	ANNUAL	58,198	60,449	62,802	65,104	67,741	70,738	73,786	77,014	80,385	83,882
	MONTHLY	4,849	5,037	5,233	5,425	5,645	5,895	6,149	6,418	6,699	6,990
	HOURLY	30.8691	32.0629	33.3113	34.5324	35.9309	37.5204	39.1372	40.8495	42.6368	44.4924
AGROLOGIST II 4406	ANNUAL	73,786	77,014	80,385	83,882	87,663	91,535	95,689			
	MONTHLY	6,149	6,418	6,699	6,990	7,305	7,628	7,975			
	HOURLY	39.1372	40.8495	42.6368	44.4924	46.4981	48.5514	50.7549			
ASSESSOR I 0200	ANNUAL	53,183	55,008	57,080	59,227	61,593	63,960	66,532			
	MONTHLY	4,432	4,584	4,757	4,936	5,133	5,330	5,544			
	HOURLY	28.2085	29.1773	30.2755	31.4148	32.6701	33.9253	35.2896			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ASSESSOR II 0201	ANNUAL	61,593	63,960	66,532	69,452	72,436	75,818	79,034			
	MONTHLY	5,133	5,330	5,544	5,788	6,036	6,318	6,586			
	HOURLY	32.6701	33.9253	35.2896	36.8383	38.4210	40.2149	41.9207			
ASSESSOR III 0202	ANNUAL		74,401	77,869	81,184	84,702	88,577	92,489	96,491		
	MONTHLY		6,201	6,490	6,765	7,059	7,381	7,708	8,042		
	HOURLY		39.4633	41.3028	43.0611	44.9271	46.9825	49.0575	51.1802		
ASSESSOR IV 0203	ANNUAL			85,567	89,323	93,271	97,477	101,786	106,415		
	MONTHLY			7,131	7,444	7,772	8,123	8,483	8,868		
	HOURLY			45.3860	47.3780	49.4724	51.7032	53.9978	56.4444		
LAND SURVEYOR I 1053	ANNUAL	66,674	69,580	72,564	75,754	79,124	82,571	86,236			
	MONTHLY	5,557	5,799	6,047	6,313	6,593	6,881	7,186			
	HOURLY	35.3647	36.9064	38.4891	40.1809	41.9683	43.7965	45.7408			
LAND SURVEYOR II 1054	ANNUAL	77,465	80,860	84,512	88,216	92,229	96,294	100,872			
	MONTHLY	6,456	6,738	7,043	7,352	7,686	8,025	8,406			
	HOURLY	41.0882	42.8893	44.8267	46.7914	48.9199	51.0755	53.5041			
TECHNICAL AIDE 1308	ANNUAL	44,642	46,212	47,973	49,697	51,407	53,260	55,240			
	MONTHLY	3,720	3,851	3,998	4,141	4,284	4,438	4,603			
	HOURLY	21.4592	22.2135	23.0605	23.8889	24.7112	25.6015	26.5535			
TECHNOLOGIST I 1309	ANNUAL	43,471	45,041	46,584	48,256	50,070	52,051	53,902			
	MONTHLY	3,623	3,753	3,882	4,021	4,172	4,337	4,492			
	HOURLY	23.0580	23.8903	24.7089	25.5958	26.5576	27.6082	28.5906			
TECHNOLOGIST II 1310	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	28.5906	29.6821	30.8418	32.0357	33.2772	34.6893	36.1492			
TECHNOLOGIST III 1311	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	32.0357	33.2772	34.6893	36.1492	37.7933	39.5192	41.2247			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2021**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
1315	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	25.9106	26.8998	27.9508	29.0328	30.1580	31.4378	32.7607			
UTILITY OFFICER II	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
1316	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	29.0328	30.1580	31.4378	32.7607	34.2507	35.8149	37.3605			
UTILITY OFFICER III	ANNUAL	68,153	71,252	74,507	77,722	80,847	84,075	87,432			
1317	MONTHLY	5,680	5,937	6,209	6,477	6,737	7,007	7,286			
	HOURLY	32.7607	34.2507	35.8149	37.3605	38.8629	40.4146	42.0283			
TRANSPORT OFFICER I	ANNUAL	58,198	60,436	63,047	66,030	69,066	72,166	75,625			
3400	MONTHLY	4,849	5,036	5,254	5,502	5,756	6,013	6,302			
	HOURLY	27.9756	29.0512	30.3063	31.7407	33.1997	34.6896	36.3528			
TRANSPORT OFFICER II	ANNUAL	63,047	66,030	69,066	72,166	75,625	79,072	82,648			
3401	MONTHLY	5,254	5,502	5,756	6,013	6,302	6,589	6,888			
	HOURLY	30.3063	31.7407	33.1997	34.6896	36.3528	38.0096	39.7283			
TRANSPORT OFFICER III	ANNUAL	69,066	72,166	75,625	79,072	82,648	86,416	90,416			
3402	MONTHLY	5,756	6,013	6,302	6,589	6,888	7,202	7,534			
	HOURLY	33.1997	34.6896	36.3528	38.0096	39.7283	41.5398	43.4625			
COOK I	ANNUAL	45,696	47,228	48,732	50,391	52,230	53,967				
9423	MONTHLY	3,808	3,936	4,061	4,200	4,353	4,497				
	HOURLY	21.9662	22.7019	23.4253	24.2228	25.1069	25.9415				
COOK II	ANNUAL	48,732	50,391	52,230	53,967	55,857	57,954				
9425	MONTHLY	4,061	4,200	4,353	4,497	4,654	4,830				
	HOURLY	23.4253	24.2228	25.1069	25.9415	26.8503	27.8580				
COOK III	ANNUAL	55,857	57,954	60,037	62,263	64,732	67,420				
9427	MONTHLY	4,654	4,830	5,003	5,188	5,394	5,618				
	HOURLY	26.8503	27.8580	28.8596	29.9292	31.1163	32.4084				

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
COOK IV	ANNUAL	60,037	62,263	64,732	67,420	70,172	73,259				
9429	MONTHLY	5,003	5,188	5,394	5,618	5,848	6,105				
	HOURLY	28.8596	29.9292	31.1163	32.4084	33.7314	35.2152				
EQUIPMENT OPERATOR I	ANNUAL	51,974	53,760	55,909	57,812						
2560	MONTHLY	4,331	4,480	4,660	4,818						
	HOURLY	24.9833	25.8426	26.8751	27.7900						
EQUIPMENT OPERATOR II	ANNUAL	61,658	63,497	66,044	68,192						
2561	MONTHLY	5,138	5,292	5,503	5,683						
	HOURLY	29.6386	30.5228	31.7468	32.7793						
EQUIPMENT OPERATOR III	ANNUAL	66,172	68,024	70,751	73,554						
2562	MONTHLY	5,514	5,668	5,896	6,129						
	HOURLY	31.8087	32.6990	34.0096	35.3574						
FARM WORKER	ANNUAL	46,031	47,240	48,488	49,838	51,265	52,706				
3112	MONTHLY	3,835	3,937	4,041	4,154	4,273	4,393				
	HOURLY	22.1269	22.7081	23.3078	23.9569	24.6432	25.3356				
FOREMAN I	ANNUAL	56,410	58,352	60,410	62,584	64,809	67,369	69,966			
2530	MONTHLY	4,701	4,863	5,034	5,216	5,401	5,614	5,831			
	HOURLY	27.1162	28.0498	29.0389	30.0837	31.1533	32.3836	33.6325			
FOREMAN II	ANNUAL		62,584	64,809	67,292	70,018	72,821	75,895			
2531	MONTHLY		5,216	5,401	5,608	5,835	6,069	6,324			
	HOURLY		30.0837	31.1533	32.3465	33.6572	35.0050	36.4826			
FOREMAN III	ANNUAL		67,292	70,018	72,924	75,998	79,060	82,185			
2532	MONTHLY		5,608	5,835	6,077	6,333	6,588	6,849			
	HOURLY		32.3465	33.6572	35.0544	36.5321	38.0035	39.5059			
FOREMAN IV	ANNUAL		70,018	72,924	75,998	79,060	82,185	85,593			
2533	MONTHLY		5,835	6,077	6,333	6,588	6,849	7,133			
	HOURLY		33.6572	35.0544	36.5321	38.0035	39.5059	41.1441			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		79,034	82,313	85,593	89,014	92,576	96,280			
	MONTHLY		6,586	6,859	7,133	7,418	7,715	8,024			
	HOURLY		37.9911	39.5676	41.1441	42.7887	44.5013	46.2817			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,265	52,706	54,481	56,282	58,224	60,333				
	MONTHLY	4,273	4,393	4,540	4,690	4,851	5,028				
	HOURLY	24.6432	25.3356	26.1889	27.0543	27.9879	29.0018				
MAINT. SERV. WORKER I 2612	ANNUAL	44,153	45,696	47,228	48,732	50,391	52,230				
	MONTHLY	3,679	3,808	3,936	4,061	4,200	4,353				
	HOURLY	21.2243	21.9662	22.7019	23.4253	24.2228	25.1069				
MAINT. SERV. WORKER II 2613	ANNUAL	50,379	52,230	53,967	55,857	57,954	60,037				
	MONTHLY	4,198	4,353	4,497	4,654	4,830	5,003				
	HOURLY	24.2167	25.1069	25.9415	26.8503	27.8580	28.8596				
MAINT. SERV. WORKER III 2614	ANNUAL	53,183	54,906	56,771	59,059	61,028	63,523				
	MONTHLY	4,432	4,575	4,730	4,921	5,085	5,294				
	HOURLY	25.5644	26.3928	27.2893	28.3898	29.3357	30.5351				
STOCKKEEPER I 0503	ANNUAL	47,999	49,581	51,240	52,951	54,725	56,642	58,468			
	MONTHLY	4,000	4,132	4,270	4,412	4,560	4,720	4,872			
	HOURLY	23.0729	23.8333	24.6309	25.4531	26.3063	27.2275	28.1054			
STOCKKEEPER II 0504	ANNUAL	51,240	52,951	54,725	56,642	58,468	60,461	62,571			
	MONTHLY	4,270	4,412	4,560	4,720	4,872	5,038	5,214			
	HOURLY	24.6309	25.4531	26.3063	27.2275	28.1054	29.0637	30.0776			
PLUMBER I 2717	ANNUAL	73,800	76,757	79,818							
	MONTHLY	6,150	6,396	6,652							
	HOURLY	35.4749	36.8968	38.3682							
CARPENTER I 2704	ANNUAL		76,577	79,664							
	MONTHLY		6,382	6,638							
	HOURLY		36.8103	38.2941							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
CARPENTER II 2804	ANNUAL		83,098	86,454							
	MONTHLY		6,925	7,205							
	HOURLY		39.9448	41.5584							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	68,011	69,710	72,500							
	MONTHLY	5,667	5,809	6,042							
	HOURLY	32.6927	33.5088	34.8558							
AUTOMOTIVE MECHANIC II 2784	ANNUAL	72,772	74,590	77,575							
	MONTHLY	6,064	6,216	6,465							
	HOURLY	34.9812	35.8550	37.2899							
HEAVY DUTY MECHANIC I 2709	ANNUAL		76,757	79,818	83,011						
	MONTHLY		6,396	6,652	6,918						
	HOURLY		36.8968	38.3682	39.9029						
HEAVY DUTY MECHANIC II 2809	ANNUAL		82,236	85,516	88,937						
	MONTHLY		6,853	7,126	7,411						
	HOURLY		39.5306	41.1070	42.7582						
MACHINIST I 2711	ANNUAL		73,800	76,757	79,818						
	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
MACHINIST II 2811	ANNUAL		79,085	82,236	85,516						
	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
PARTSMAN I 2702	ANNUAL	61,465	63,265	65,799							
	MONTHLY	5,122	5,272	5,484							
	HOURLY	29.5459	30.4115	31.6294							
PARTSMAN II 2802	ANNUAL	66,520	68,243	70,982							
	MONTHLY	5,543	5,687	5,915							
	HOURLY	31.9756	32.8040	34.1209							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2021

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER I	ANNUAL		76,179	79,201	82,378						
2722	MONTHLY		6,348	6,600	6,865						
	HOURLY		36.6186	38.0715	39.5986						
WELDER II	ANNUAL		82,571	85,889	89,323						
2822	MONTHLY		6,881	7,158	7,444						
	HOURLY		39.6913	41.2863	42.9370						
FIRE CHIEF	ANNUAL		86,365	89,799	93,399	97,142	101,053				
2900	MONTHLY		7,197	7,483	7,784	8,096	8,421				
	HOURLY		41.5151	43.1658	44.8969	46.6960	48.5754				
DEPUTY FIRE CHIEF	ANNUAL	86,365	89,799	93,399							
2901	MONTHLY	7,197	7,483	7,784							
	HOURLY	41.5151	43.1658	44.8969							

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	55,960	58,057	60,384	62,686	65,246	68,101	71,008			
	MONTHLY	4,664	4,838	5,032	5,224	5,438	5,676	5,918			
	HOURLY	29.6821	30.7941	32.0288	33.2499	34.6074	36.1219	37.6637			
ACCOUNTANT II 0305	ANNUAL	65,246	68,101	71,008	74,352	77,465	80,847	84,512			
	MONTHLY	5,438	5,676	5,918	6,196	6,456	6,737	7,043			
	HOURLY	34.6074	36.1219	37.6637	39.4374	41.0882	42.8825	44.8267			
ACCOUNTANT III 0306	ANNUAL	68,255	71,484	74,507	77,735	81,066	84,577	88,242	91,772	95,443	
	MONTHLY	5,688	5,957	6,209	6,478	6,755	7,048	7,354	7,648	7,954	
	HOURLY	36.2038	37.9161	39.5192	41.2316	42.9984	44.8608	46.8051	48.6771	50.6243	
ADMIN SUPPORT I 0071	ANNUAL	36,140	37,067								
	MONTHLY	3,011	3,089								
	HOURLY	19.1695	19.6607								
ADMIN SUPPORT II 0072	ANNUAL	41,376	42,687	44,141	45,555	46,982	48,436				
	MONTHLY	3,447	3,557	3,678	3,796	3,915	4,037				
	HOURLY	21.9460	22.6419	23.4128	24.1632	24.9204	25.6913				
ADMIN SUPPORT III 0073	ANNUAL	45,582	46,970	48,436	50,095	51,858	54,597				
	MONTHLY	3,798	3,914	4,037	4,174	4,322	4,550				
	HOURLY	24.1768	24.9136	25.6913	26.5713	27.5059	28.9589				
ADMIN SUPPORT IV 0074	ANNUAL	48,514	50,095	51,858	54,597	56,320	59,356				
	MONTHLY	4,043	4,174	4,322	4,550	4,693	4,946				
	HOURLY	25.7322	26.5713	27.5059	28.9589	29.8731	31.4830				
ADMIN SUPPORT V 0075	ANNUAL	52,899	54,636	56,475	59,356	61,362	63,816				
	MONTHLY	4,408	4,553	4,706	4,946	5,113	5,318				
	HOURLY	28.0584	28.9794	29.9550	31.4830	32.5473	33.8492				
ADMIN SUPPORT VI 0076	ANNUAL	59,201	61,298	63,816	65,632	67,896	70,612				
	MONTHLY	4,934	5,108	5,318	5,469	5,658	5,884				
	HOURLY	31.4011	32.5132	33.8492	34.8121	36.0128	37.4535				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	61,837	64,284	67,094	70,197	73,420	77,071				
	MONTHLY	5,153	5,357	5,591	5,850	6,118	6,423				
	HOURLY	32.7991	34.0975	35.5874	37.2334	38.9432	40.8801				
ADMINISTRATION II 2101	ANNUAL	70,197	73,420	77,071	80,523	84,161	88,054				
	MONTHLY	5,850	6,118	6,423	6,710	7,013	7,338				
	HOURLY	37.2334	38.9432	40.8801	42.7105	44.6403	46.7048				
SYSTEM ANALYST I 0795	ANNUAL	74,956	78,918	83,059	87,432	92,037					
	MONTHLY	6,246	6,577	6,922	7,286	7,670					
	HOURLY	39.7580	41.8592	44.0558	46.3752	48.8172					
AGRICULTURE OFFICER I 4401	ANNUAL	49,118	50,430	51,832	53,311	54,803	56,680				
	MONTHLY	4,093	4,203	4,319	4,443	4,567	4,723				
	HOURLY	26.0528	26.7487	27.4922	28.2767	29.0681	30.0641				
AGRICULTURE OFFICER II 4402	ANNUAL	53,311	54,803	56,680	58,545	60,577	52,763				
	MONTHLY	4,443	4,567	4,723	4,879	5,049	5,230				
	HOURLY	28.2767	29.0681	30.0641	31.0533	32.1311	33.2908				
AGRICULTURE OFFICER III 4403	ANNUAL	59,523	61,593	63,818	66,057	68,590	71,394				
	MONTHLY	4,960	5,133	5,318	5,504	5,716	5,950				
	HOURLY	31.5717	32.6701	33.8503	35.0373	36.3811	37.8684				
AGROLOGIST 4405	ANNUAL	58,198	60,449	62,802	65,104	67,741	70,738	73,786	77,014	80,385	83,882
	MONTHLY	4,849	5,037	5,233	5,425	5,645	5,895	6,149	6,418	6,699	6,990
	HOURLY	30.8691	32.0629	33.3113	34.5324	35.9309	37.5204	39.1372	40.8495	42.6368	44.4924
AGROLOGIST II 4406	ANNUAL	73,786	77,014	80,385	83,882	87,663	91,535	95,689			
	MONTHLY	6,149	6,418	6,699	6,990	7,305	7,628	7,975			
	HOURLY	39.1372	40.8495	42.6368	44.4924	46.4981	48.5514	50.7549			
ASSESSOR I 0200	ANNUAL	53,183	55,008	57,080	59,227	61,593	63,960	66,532			
	MONTHLY	4,432	4,584	4,757	4,936	5,133	5,330	5,544			
	HOURLY	28.2085	29.1773	30.2755	31.4148	32.6701	33.9253	35.2896			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ASSESSOR II 0201	ANNUAL	61,593	63,960	66,532	69,452	72,436	75,818	79,034			
	MONTHLY	5,133	5,330	5,544	5,788	6,036	6,318	6,586			
	HOURLY	32.6701	33.9253	35.2896	36.8383	38.4210	40.2149	41.9207			
ASSESSOR III 0202	ANNUAL		74,401	77,869	81,184	84,702	88,577	92,489	96,491		
	MONTHLY		6,201	6,490	6,765	7,059	7,381	7,708	8,042		
	HOURLY		39.4633	41.3028	43.0611	44.9271	46.9825	49.0575	51.1802		
ASSESSOR IV 0203	ANNUAL			85,567	89,323	93,271	97,477	101,786	106,415		
	MONTHLY			7,131	7,444	7,772	8,123	8,483	8,868		
	HOURLY			45.3860	47.3780	49.4724	51.7032	53.9978	56.4444		
LAND SURVEYOR I 1053	ANNUAL	66,674	69,580	72,564	75,754	79,124	82,571	86,236			
	MONTHLY	5,557	5,799	6,047	6,313	6,593	6,881	7,186			
	HOURLY	35.3647	36.9064	38.4891	40.1809	41.9683	43.7965	45.7408			
LAND SURVEYOR II 1054	ANNUAL	77,465	80,860	84,512	88,216	92,229	96,294	100,872			
	MONTHLY	6,456	6,738	7,043	7,352	7,686	8,025	8,406			
	HOURLY	41.0882	42.8893	44.8267	46.7914	48.9199	51.0755	53.5041			
TECHNICAL AIDE 1308	ANNUAL	44,642	46,212	47,973	49,697	51,407	53,260	55,240			
	MONTHLY	3,720	3,851	3,998	4,141	4,284	4,438	4,603			
	HOURLY	21.4592	22.2135	23.0605	23.8889	24.7112	25.6015	26.5535			
TECHNOLOGIST I 1309	ANNUAL	43,471	45,041	46,584	48,256	50,070	52,051	53,902			
	MONTHLY	3,623	3,753	3,882	4,021	4,172	4,337	4,492			
	HOURLY	23.0580	23.8903	24.7089	25.5958	26.5576	27.6082	28.5906			
TECHNOLOGIST II 1310	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	28.5906	29.6821	30.8418	32.0357	33.2772	34.6893	36.1492			
TECHNOLOGIST III 1311	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	32.0357	33.2772	34.6893	36.1492	37.7933	39.5192	41.2247			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I 1315	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MONTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HOURLY	25.9106	26.8998	27.9508	29.0328	30.1580	31.4378	32.7607			
UTILITY OFFICER II 1316	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MONTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HOURLY	29.0328	30.1580	31.4378	32.7607	34.2507	35.8149	37.3605			
UTILITY OFFICER III 1317	ANNUAL	68,153	71,252	74,507	77,722	80,847	84,075	87,432			
	MONTHLY	5,680	5,937	6,209	6,477	6,737	7,007	7,286			
	HOURLY	32.7607	34.2507	35.8149	37.3605	38.8629	40.4146	42.0283			
TRANSPORT OFFICER I 3400	ANNUAL	58,198	60,436	63,047	66,030	69,066	72,166	75,625			
	MONTHLY	4,849	5,036	5,254	5,502	5,756	6,013	6,302			
	HOURLY	27.9756	29.0512	30.3063	31.7407	33.1997	34.6896	36.3528			
TRANSPORT OFFICER II 3401	ANNUAL	63,047	66,030	69,066	72,166	75,625	79,072	82,648			
	MONTHLY	5,254	5,502	5,756	6,013	6,302	6,589	6,888			
	HOURLY	30.3063	31.7407	33.1997	34.6896	36.3528	38.0096	39.7283			
TRANSPORT OFFICER III 3402	ANNUAL	69,066	72,166	75,625	79,072	82,648	86,416	90,416			
	MONTHLY	5,756	6,013	6,302	6,589	6,888	7,202	7,534			
	HOURLY	33.1997	34.6896	36.3528	38.0096	39.7283	41.5398	43.4625			
COOK I 9423	ANNUAL	45,696	47,228	48,732	50,391	52,230	53,967				
	MONTHLY	3,808	3,936	4,061	4,200	4,353	4,497				
	HOURLY	21.9662	22.7019	23.4253	24.2228	25.1069	25.9415				
COOK II 9425	ANNUAL	48,732	50,391	52,230	53,967	55,857	57,954				
	MONTHLY	4,061	4,200	4,353	4,497	4,654	4,830				
	HOURLY	23.4253	24.2228	25.1069	25.9415	26.8503	27.8580				
COOK III 9427	ANNUAL	55,857	57,954	60,037	62,263	64,732	67,420				
	MONTHLY	4,654	4,830	5,003	5,188	5,394	5,618				
	HOURLY	26.8503	27.8580	28.8596	29.9292	31.1163	32.4084				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
COOK IV 9429	ANNUAL	60,037	62,263	64,732	67,420	70,172	73,259				
	MONTHLY	5,003	5,188	5,394	5,618	5,848	6,105				
	HOURLY	28.8596	29.9292	31.1163	32.4084	33.7314	35.2152				
EQUIPMENT OPERATOR I 2560	ANNUAL	51,974	53,760	55,909	57,812						
	MONTHLY	4,331	4,480	4,660	4,818						
	HOURLY	24.9833	25.8426	26.8751	27.7900						
EQUIPMENT OPERATOR II 2561	ANNUAL	61,658	63,497	66,044	68,192						
	MONTHLY	5,138	5,292	5,503	5,683						
	HOURLY	29.6386	30.5228	31.7468	32.7793						
EQUIPMENT OPERATOR III 2562	ANNUAL	66,172	68,024	70,751	73,554						
	MONTHLY	5,514	5,668	5,896	6,129						
	HOURLY	31.8087	32.6990	34.0096	35.3574						
FARM WORKER 3112	ANNUAL	46,031	47,240	48,488	49,838	51,265	52,706				
	MONTHLY	3,835	3,937	4,041	4,154	4,273	4,393				
	HOURLY	22.1269	22.7081	23.3078	23.9569	24.6432	25.3356				
FOREMAN I 2530	ANNUAL	56,410	58,352	60,410	62,584	64,809	67,369	69,966			
	MONTHLY	4,701	4,863	5,034	5,216	5,401	5,614	5,831			
	HOURLY	27.1162	28.0498	29.0389	30.0837	31.1533	32.3836	33.6325			
FOREMAN II 2531	ANNUAL		62,584	64,809	67,292	70,018	72,821	75,895			
	MONTHLY		5,216	5,401	5,608	5,835	6,069	6,324			
	HOURLY		30.0837	31.1533	32.3465	33.6572	35.0050	36.4826			
FOREMAN III 2532	ANNUAL		67,292	70,018	72,924	75,998	79,060	82,185			
	MONTHLY		5,608	5,835	6,077	6,333	6,588	6,849			
	HOURLY		32.3465	33.6572	35.0544	36.5321	38.0035	39.5059			
FOREMAN IV 2533	ANNUAL		70,018	72,924	75,998	79,060	82,185	85,593			
	MONTHLY		5,835	6,077	6,333	6,588	6,849	7,133			
	HOURLY		33.6572	35.0544	36.5321	38.0035	39.5059	41.1441			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2022

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		79,034	82,313	85,593	89,014	92,576	96,280			
	MONTHLY		6,586	6,859	7,133	7,418	7,715	8,024			
	HOURLY		37.9911	39.5676	41.1441	42.7887	44.5013	46.2817			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,265	52,706	54,481	56,282	58,224	60,333				
	MONTHLY	4,273	4,393	4,540	4,690	4,851	5,028				
	HOURLY	24.6432	25.3356	26.1889	27.0543	27.9879	29.0018				
MAINT. SERV. WORKER I 2612	ANNUAL	44,153	45,696	47,228	48,732	50,391	52,230				
	MONTHLY	3,679	3,808	3,936	4,061	4,200	4,353				
	HOURLY	21.2243	21.9662	22.7019	23.4253	24.2228	25.1069				
MAINT. SERV. WORKER II 2613	ANNUAL	50,379	52,230	53,967	55,857	57,954	60,037				
	MONTHLY	4,198	4,353	4,497	4,654	4,830	5,003				
	HOURLY	24.2167	25.1069	25.9415	26.8503	27.8580	28.8596				
MAINT. SERV. WORKER III 2614	ANNUAL	53,183	54,906	56,771	59,059	61,028	63,523				
	MONTHLY	4,432	4,575	4,730	4,921	5,085	5,294				
	HOURLY	25.5644	26.3928	27.2893	28.3898	29.3357	30.5351				
STOCKKEEPER I 0503	ANNUAL	47,999	49,581	51,240	52,951	54,725	56,642	58,468			
	MONTHLY	4,000	4,132	4,270	4,412	4,560	4,720	4,872			
	HOURLY	23.0729	23.8333	24.6309	25.4531	26.3063	27.2275	28.1054			
STOCKKEEPER II 0504	ANNUAL	51,240	52,951	54,725	56,642	58,468	60,461	62,571			
	MONTHLY	4,270	4,412	4,560	4,720	4,872	5,038	5,214			
	HOURLY	24.6309	25.4531	26.3063	27.2275	28.1054	29.0637	30.0776			
PLUMBER I 2717	ANNUAL	73,800	76,757	79,818							
	MONTHLY	6,150	6,396	6,652							
	HOURLY	35.4749	36.8968	38.3682							
CARPENTER I 2704	ANNUAL		76,577	79,664							
	MONTHLY		6,382	6,638							
	HOURLY		36.8103	38.2941							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2022

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
CARPENTER II	ANNUAL		83,098	86,454							
2804	MONTHLY		6,925	7,205							
	HOURLY		39.9448	41.5584							
AUTOMOTIVE MECHANIC I	ANNUAL	68,011	69,710	72,500							
2684	MONTHLY	5,667	5,809	6,042							
	HOURLY	32.6927	33.5088	34.8558							
AUTOMOTIVE MECHANIC II	ANNUAL	72,772	74,590	77,575							
2784	MONTHLY	6,064	6,216	6,465							
	HOURLY	34.9812	35.8550	37.2899							
HEAVY DUTY MECHANIC I	ANNUAL		76,757	79,818	83,011						
2709	MONTHLY		6,396	6,652	6,918						
	HOURLY		36.8968	38.3682	39.9029						
HEAVY DUTY MECHANIC II	ANNUAL		82,236	85,516	88,937						
2809	MONTHLY		6,853	7,126	7,411						
	HOURLY		39.5306	41.1070	42.7582						
MACHINIST I	ANNUAL		73,800	76,757	79,818						
2711	MONTHLY		6,150	6,396	6,652						
	HOURLY		35.4749	36.8968	38.3682						
MACHINIST II	ANNUAL		79,085	82,236	85,516						
2811	MONTHLY		6,590	6,853	7,126						
	HOURLY		38.0159	39.5306	41.1070						
PARTSMAN I	ANNUAL	61,465	63,265	65,799							
2702	MONTHLY	5,122	5,272	5,484							
	HOURLY	29.5459	30.4115	31.6294							
PARTSMAN II	ANNUAL	66,520	68,243	70,982							
2802	MONTHLY	5,543	5,687	5,915							
	HOURLY	31.9756	32.8040	34.1209							

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2022**

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
WELDER I	ANNUAL		76,179	79,201	82,378						
2722	MONTHLY		6,348	6,600	6,865						
	HOURLY		36.6186	38.0715	39.5986						
WELDER II	ANNUAL		82,571	85,889	89,323						
2822	MONTHLY		6,881	7,158	7,444						
	HOURLY		39.6913	41.2863	42.9370						
FIRE CHIEF	ANNUAL		86,365	89,799	93,399	97,142	101,053				
2900	MONTHLY		7,197	7,483	7,784	8,096	8,421				
	HOURLY		41.5151	43.1658	44.8969	46.6960	48.5754				
DEPUTY FIRE CHIEF	ANNUAL	86,365	89,799	93,399							
2901	MONTHLY	7,197	7,483	7,784							
	HOURLY	41.5151	43.1658	44.8969							

Increases are as follows:

- January 1, 2019 - 0%
- January 1, 2020 - 0%
- January 1, 2021 - 0%
 - 4% market adjustment for the Mechanics, Administrative Support and Administration classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.
- January 1, 2022 - 0%;
 - following ratification a \$1250 lump sum payment for all full-time and part-time employees and a \$500 lump sum payment for all seasonal employees employed on June 1, 2022
- January 1, 2023 - 1.25% increase to monthly salary
- September 1, 2023 - 1.50% plus an additional 0.5% subject to the following Gain Sharing Formula:
 - Alberta's 20 year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-2024 Fiscal Year.

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ACCOUNTANT I	ANNUAL	56,668	58,782	61,139	63,472	66,072	68,963	71,904			
0304	MONTHLY	4,722.30	4,898.48	5,094.90	5,289.30	5,505.98	5,746.95	5,991.98			
	HOURLY	30.0573	31.1786	32.4289	33.6662	35.0454	36.5791	38.1387			
ACCOUNTANT II	ANNUAL	66,072	68,963	71,904	75,281	78,440	81,855	85,572			
0305	MONTHLY	5,505.98	5,746.95	5,991.98	6,273.45	6,536.70	6,821.21	7,131.04			
	HOURLY	35.0454	36.5791	38.1387	39.9303	41.6059	43.4168	45.3888			
ACCOUNTANT III	ANNUAL	69,109	72,378	75,439	78,708	82,073	85,633	89,351	92,923	96,641	
0306	MONTHLY	5,759.10	6,031.46	6,286.61	6,558.98	6,839.44	7,136.10	7,445.93	7,743.60	8,053.43	
	HOURLY	36.6565	38.3901	40.0141	41.7477	43.5328	45.4210	47.3931	49.2878	51.2598	
ADMIN SUPPORT I	ANNUAL	36,584	37,531								
0071	MONTHLY	3,048.64	3,127.61								
	HOURLY	19.4045	19.9072								
ADMIN SUPPORT II	ANNUAL	41,881	43,218	44,688	46,121	47,567	49,050				
0072	MONTHLY	3,490.09	3,601.46	3,723.98	3,843.45	3,963.94	4,087.46				
	HOURLY	22.2143	22.9232	23.7030	24.4634	25.2303	26.0166				
ADMIN SUPPORT III	ANNUAL	46,146	47,555	49,050	50,714	52,512	55,283				
0073	MONTHLY	3,845.48	3,962.93	4,087.46	4,226.18	4,376.03	4,606.88				
	HOURLY	24.4763	25.2239	26.0166	26.8995	27.8533	29.3226				
ADMIN SUPPORT IV	ANNUAL	49,122	50,714	52,512	55,283	57,020	60,094				
0074	MONTHLY	4,093.54	4,226.18	4,376.03	4,606.88	4,751.66	5,007.83				
	HOURLY	26.0552	26.8995	27.8533	29.3226	30.2442	31.8746				
ADMIN SUPPORT V	ANNUAL	53,557	55,319	57,178	60,094	62,123	64,614				
0075	MONTHLY	4,463.10	4,609.91	4,764.83	5,007.83	5,176.91	5,384.48				
	HOURLY	28.4075	29.3419	30.3280	31.8746	32.9509	34.2720				
ADMIN SUPPORT VI	ANNUAL	59,948	62,062	64,614	66,448	68,745	71,491				
0076	MONTHLY	4,995.68	5,171.85	5,384.48	5,537.36	5,728.73	5,957.55				
	HOURLY	31.7973	32.9187	34.2720	35.2451	36.4631	37.9196				

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	62,609	65,088	67,931	71,078	74,334	78,039				
	MONTHLY	5,217.41	5,423.96	5,660.89	5,923.13	6,194.48	6,503.29				
	HOURLY	33.2087	34.5233	36.0314	37.7005	39.4276	41.3932				
ADMINISTRATION II 2101	ANNUAL	71,078	74,334	78,039	81,527	85,208	89,157				
	MONTHLY	5,923.13	6,194.48	6,503.29	6,793.88	7,100.66	7,429.73				
	HOURLY	37.7005	39.4276	41.3932	43.2428	45.1955	47.2900				
SYSTEM ANALYST I 0795	ANNUAL	75,889	79,911	84,102	88,525	93,191					
	MONTHLY	6,324.08	6,659.21	7,008.53	7,377.08	7,765.88					
	HOURLY	40.2525	42.3857	44.6090	46.9548	49.4295					
AGRICULTURE OFFICER I 4401	ANNUAL	49,730	51,066	52,476	53,982	55,489	57,384				
	MONTHLY	4,144.16	4,255.54	4,372.99	4,498.54	4,624.09	4,782.04				
	HOURLY	26.3775	27.0864	27.8339	28.6330	29.4322	30.4375				
AGRICULTURE OFFICER II 4402	ANNUAL	53,982	55,489	57,384	59,280	61,345	63,545				
	MONTHLY	4,498.54	4,624.09	4,782.04	4,939.99	5,112.11	5,295.38				
	HOURLY	28.6330	29.4322	30.4375	31.4429	32.5384	33.7049				
AGRICULTURE OFFICER III 4403	ANNUAL	60,264	62,366	64,614	66,874	69,449	72,293				
	MONTHLY	5,022.00	5,197.16	5,384.48	5,572.80	5,787.45	6,024.38				
	HOURLY	31.9649	33.0798	34.2720	35.4707	36.8369	38.3449				
AGROLOGIST 4405	ANNUAL	58,915	61,200	63,581	65,914	68,587	71,624	74,710	77,979	81,393	84,929
	MONTHLY	4,909.61	5,099.96	5,298.41	5,492.81	5,715.56	5,968.69	6,225.86	6,498.23	6,782.74	7,077.38
	HOURLY	31.2495	32.4611	33.7242	34.9616	36.3794	37.9905	39.6274	41.3610	43.1719	45.0473
AGROLOGIST II 4406	ANNUAL	74,710	77,979	81,393	84,929	88,756	92,680	96,896			
	MONTHLY	6,225.86	6,498.23	6,782.74	7,077.38	7,396.31	7,723.35	8,074.69			
	HOURLY	39.6274	41.3610	43.1719	45.0473	47.0773	49.1589	51.3951			
ASSESSOR I 0200	ANNUAL	53,849	55,696	57,798	59,972	62,366	64,760	67,360			
	MONTHLY	4,487.40	4,641.30	4,816.46	4,997.70	5,197.16	5,396.63	5,613.30			
	HOURLY	28.5622	29.5417	30.6566	31.8102	33.0798	34.3493	35.7285			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ASSESSOR II 0201	ANNUAL	62,366	64,760	67,360	70,324	73,337	76,764	80,020			
	MONTHLY	5,197.16	5,396.63	5,613.30	5,860.35	6,111.45	6,396.98	6,668.33			
	HOURLY	33.0798	34.3493	35.7285	37.3009	38.8992	40.7165	42.4437			
ASSESSOR III 0202	ANNUAL		75,342	78,854	82,195	85,767	89,679	93,652	97,710		
	MONTHLY		6,278.51	6,571.13	6,849.56	7,147.24	7,473.26	7,804.35	8,142.53		
	HOURLY		39.9625	41.8250	43.5972	45.4919	47.5671	49.6744	51.8269		
ASSESSOR IV 0203	ANNUAL			86,642	90,445	94,430	98,694	103,068	107,746		
	MONTHLY			7,220.14	7,537.05	7,869.15	8,224.54	8,589.04	8,978.85		
	HOURLY			45.9559	47.9731	50.0869	52.3489	54.6689	57.1501		
LAND SURVEYOR I 1053	ANNUAL	67,518	70,458	73,471	76,703	80,105	83,604	87,310			
	MONTHLY	5,626.46	5,871.49	6,122.59	6,391.91	6,675.41	6,967.01	7,275.83			
	HOURLY	35.8122	37.3718	38.9701	40.6843	42.4888	44.3448	46.3104			
LAND SURVEYOR II 1054	ANNUAL	78,440	81,867	85,572	89,327	93,385	97,504	102,133			
	MONTHLY	6,536.70	6,822.23	7,131.04	7,443.90	7,782.08	8,125.31	8,511.08			
	HOURLY	41.6059	43.4232	45.3888	47.3802	49.5327	51.7173	54.1727			
TECHNICAL AIDE 1308	ANNUAL	45,198	46,790	48,576	50,313	52,051	53,922	55,926			
	MONTHLY	3,766.50	3,899.14	4,047.98	4,192.76	4,337.55	4,493.48	4,660.54			
	HOURLY	21.7265	22.4916	23.3501	24.1853	25.0205	25.9199	26.8836			
TECHNOLOGIST I 1309	ANNUAL	44,019	45,599	47,166	48,855	50,690	52,695	54,578			
	MONTHLY	3,668.29	3,799.91	3,930.53	4,071.26	4,224.15	4,391.21	4,548.15			
	HOURLY	23.3485	24.1863	25.0177	25.9135	26.8866	27.9499	28.9488			
TECHNOLOGIST II 1310	ANNUAL	54,578	56,668	58,867	61,151	63,520	66,218	69,012			
	MONTHLY	4,548.15	4,722.30	4,905.56	5,095.91	5,293.35	5,518.13	5,751.00			
	HOURLY	28.9488	30.0573	31.2237	32.4353	33.6920	35.1227	36.6049			
TECHNOLOGIST III 1311	ANNUAL	61,151	63,520	66,218	69,012	72,135	75,439	78,696			
	MONTHLY	5,095.91	5,293.35	5,518.13	5,751.00	6,011.21	6,286.61	6,557.96			
	HOURLY	32.4353	33.6920	35.1227	36.6049	38.2612	40.0141	41.7412			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I	ANNUAL	54,578	56,668	58,867	61,151	63,520	66,218	69,012			
1315	MONTHLY	4,548.15	4,722.30	4,905.56	5,095.91	5,293.35	5,518.13	5,751.00			
	HOURLY	26.2353	27.2398	28.2970	29.3950	30.5339	31.8304	33.1737			
UTILITY OFFICER II	ANNUAL	61,151	63,520	66,218	69,012	72,135	75,439	78,696			
1316	MONTHLY	5,095.91	5,293.35	5,518.13	5,751.00	6,011.21	6,286.61	6,557.96			
	HOURLY	29.3950	30.5339	31.8304	33.1737	34.6747	36.2633	37.8286			
UTILITY OFFICER III	ANNUAL	69,012	72,135	75,439	78,696	81,855	85,135	88,525			
1317	MONTHLY	5,751.00	6,011.21	6,286.61	6,557.96	6,821.21	7,094.59	7,377.08			
	HOURLY	33.1737	34.6747	36.2633	37.8286	39.3471	40.9240	42.5535			
TRANSPORT OFFICER I	ANNUAL	58,915	61,187	63,836	66,849	69,935	73,058	76,569			
3400	MONTHLY	4,909.61	5,098.95	5,319.68	5,570.78	5,827.95	6,088.16	6,380.78			
	HOURLY	28.3203	29.4125	30.6857	32.1341	33.6176	35.1186	36.8065			
TRANSPORT OFFICER II	ANNUAL	63,836	66,849	69,935	73,058	76,569	80,056	83,689			
3401	MONTHLY	5,319.68	5,570.78	5,827.95	6,088.16	6,380.78	6,671.36	6,974.10			
	HOURLY	30.6857	32.1341	33.6176	35.1186	36.8065	38.4827	40.2290			
TRANSPORT OFFICER III	ANNUAL	69,935	73,058	76,569	80,056	83,689	87,504	91,538			
3402	MONTHLY	5,827.95	6,088.16	6,380.78	6,671.36	6,974.10	7,292.03	7,628.18			
	HOURLY	33.6176	35.1186	36.8065	38.4827	40.2290	42.0629	44.0019			
COOK I	ANNUAL	46,267	47,822	49,341	51,030	52,889	54,639				
9423	MONTHLY	3,855.60	3,985.20	4,111.76	4,252.50	4,407.41	4,553.21				
	HOURLY	22.2404	22.9880	23.7181	24.5299	25.4235	26.2645				
COOK II	ANNUAL	49,341	51,030	52,889	54,639	56,546	58,685				
9425	MONTHLY	4,111.76	4,252.50	4,407.41	4,553.21	4,712.18	4,890.38				
	HOURLY	23.7181	24.5299	25.4235	26.2645	27.1814	28.2094				
COOK III	ANNUAL	56,546	58,685	60,786	63,034	65,537	68,259				
9427	MONTHLY	4,712.18	4,890.38	5,065.54	5,252.85	5,461.43	5,688.23				
	HOURLY	27.1814	28.2094	29.2198	30.3002	31.5034	32.8116				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
COOK IV 9429	ANNUAL	60,786	63,034	65,537	68,259	71,053	74,176				
	MONTHLY	5,065.54	5,252.85	5,461.43	5,688.23	5,921.10	6,181.31				
	HOURLY	29.2198	30.3002	31.5034	32.8116	34.1549	35.6559				
EQUIPMENT OPERATOR I 2560	ANNUAL	52,622	54,432	56,619	58,539						
	MONTHLY	4,385.14	4,536.00	4,718.25	4,878.23						
	HOURLY	25.2950	26.1652	27.2165	28.1393						
EQUIPMENT OPERATOR II 2561	ANNUAL	62,427	64,298	66,861	69,048						
	MONTHLY	5,202.23	5,358.15	5,571.79	5,754.04						
	HOURLY	30.0082	30.9076	32.1400	33.1913						
EQUIPMENT OPERATOR III 2562	ANNUAL	66,995	68,866	71,636	74,467						
	MONTHLY	5,582.93	5,738.85	5,969.70	6,205.61						
	HOURLY	32.2042	33.1037	34.4353	35.7961						
FARM WORKER 3112	ANNUAL	46,595	47,835	49,098	50,471	51,917	53,375				
	MONTHLY	3,882.94	3,986.21	4,091.51	4,205.93	4,326.41	4,447.91				
	HOURLY	22.3981	22.9938	23.6012	24.2612	24.9562	25.6571				
FOREMAN I 2530	ANNUAL	57,117	59,085	61,163	63,374	65,622	68,210	70,847			
	MONTHLY	4,759.76	4,923.79	5,096.93	5,281.20	5,468.51	5,684.18	5,903.89			
	HOURLY	27.4559	28.4021	29.4008	30.4638	31.5443	32.7883	34.0557			
FOREMAN II 2531	ANNUAL		63,374	65,622	68,137	70,895	73,738	76,837			
	MONTHLY		5,281.20	5,468.51	5,678.10	5,907.94	6,144.86	6,403.05			
	HOURLY		30.4638	31.5443	32.7532	34.0790	35.4457	36.9350			
FOREMAN III 2532	ANNUAL		68,137	70,895	73,836	76,946	80,044	83,215			
	MONTHLY		5,678.10	5,907.94	6,152.96	6,412.16	6,670.35	6,934.61			
	HOURLY		32.7532	34.0790	35.4924	36.9876	38.4769	40.0012			
FOREMAN IV 2533	ANNUAL		70,895	73,836	76,946	80,044	83,215	86,666			
	MONTHLY		5,907.94	6,152.96	6,412.16	6,670.35	6,934.61	7,222.16			
	HOURLY		34.0790	35.4924	36.9876	38.4769	40.0012	41.6599			

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		80,020	83,337	86,666	90,129	93,737	97,492			
	MONTHLY		6,668.33	6,944.74	7,222.16	7,510.73	7,811.44	8,124.30			
	HOURLY		38.4652	40.0596	41.6599	43.3244	45.0591	46.8638			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,917	53,375	55,161	56,984	58,940	61,090				
	MONTHLY	4,326.41	4,447.91	4,596.75	4,748.63	4,911.64	5,090.85				
	HOURLY	24.9562	25.6571	26.5156	27.3917	28.3320	29.3658				
MAINT. SERV. WORKER I 2612	ANNUAL	44,700	46,267	47,822	49,341	51,030	52,889				
	MONTHLY	3,724.99	3,855.60	3,985.20	4,111.76	4,252.50	4,407.41				
	HOURLY	21.4870	22.2404	22.9880	23.7181	24.5299	25.4235				
MAINT. SERV. WORKER II 2613	ANNUAL	51,006	52,889	54,639	56,546	58,685	60,786				
	MONTHLY	4,250.48	4,407.41	4,553.21	4,712.18	4,890.38	5,065.54				
	HOURLY	24.5182	25.4235	26.2645	27.1814	28.2094	29.2198				
MAINT. SERV. WORKER III 2614	ANNUAL	53,849	55,586	57,470	59,790	61,783	64,322				
	MONTHLY	4,487.40	4,632.19	4,789.13	4,982.51	5,148.56	5,360.18				
	HOURLY	25.8849	26.7200	27.6253	28.7408	29.6987	30.9193				
STOCKKEEPER I 0503	ANNUAL	48,600	50,204	51,881	53,606	55,404	57,348	59,195			
	MONTHLY	4,050.00	4,183.65	4,323.38	4,467.15	4,617.00	4,779.00	4,932.90			
	HOURLY	23.3618	24.1327	24.9387	25.7681	26.6324	27.5669	28.4547			
STOCKKEEPER II 0504	ANNUAL	51,881	53,606	55,404	57,348	59,195	61,212	63,350			
	MONTHLY	4,323.38	4,467.15	4,617.00	4,779.00	4,932.90	5,100.98	5,279.18			
	HOURLY	24.9387	25.7681	26.6324	27.5669	28.4547	29.4242	30.4521			
PLUMBER I 2717	ANNUAL	74,723	77,711	80,822							
	MONTHLY	6,226.88	6,475.95	6,735.15							
	HOURLY	35.9188	37.3555	38.8507							
CARPENTER I 2704	ANNUAL		77,541	80,652							
	MONTHLY		6,461.78	6,720.98							
	HOURLY		37.2737	38.7689							

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
CARPENTER II 2804	ANNUAL		84,139	87,541							
	MONTHLY		7,011.56	7,295.06							
	HOURLY		40.4451	42.0804							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	68,854	70,579	73,410							
	MONTHLY	5,737.84	5,881.61	6,117.53							
	HOURLY	33.0978	33.9272	35.2880							
AUTOMOTIVE MECHANIC II 2784	ANNUAL	73,678	75,524	78,550							
	MONTHLY	6,139.80	6,293.70	6,545.81							
	HOURLY	35.4165	36.3042	37.7585							
HEAVY DUTY MECHANIC I 2709	ANNUAL		77,711	80,822	84,054						
	MONTHLY		6,475.95	6,735.15	7,004.48						
	HOURLY		37.3555	38.8507	40.4042						
HEAVY DUTY MECHANIC II 2809	ANNUAL		83,264	86,581	90,044						
	MONTHLY		6,938.66	7,215.08	7,503.64						
	HOURLY		40.0246	41.6190	43.2836						
MACHINIST I 2711	ANNUAL		74,723	77,711	80,822						
	MONTHLY		6,226.88	6,475.95	6,735.15						
	HOURLY		35.9188	37.3555	38.8507						
MACHINIST II 2811	ANNUAL		80,069	83,264	86,581						
	MONTHLY		6,672.38	6,938.66	7,215.08						
	HOURLY		38.4885	40.0246	41.6190						
PARTSMAN I 2702	ANNUAL	62,232	64,055	66,631							
	MONTHLY	5,186.03	5,337.90	5,552.55							
	HOURLY	29.9148	30.7908	32.0290							
PARTSMAN II 2802	ANNUAL	67,347	69,097	71,867							
	MONTHLY	5,612.29	5,758.09	5,988.94							
	HOURLY	32.3736	33.2146	34.5462							

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
WELDER I	ANNUAL		77,128	80,190	83,410						
2722	MONTHLY		6,427.35	6,682.50	6,950.81						
	HOURLY		37.0752	38.5470	40.0947						
WELDER II	ANNUAL		83,604	86,970	90,445						
2822	MONTHLY		6,967.01	7,247.48	7,537.05						
	HOURLY		40.1881	41.8059	43.4763						
FIRE CHIEF	ANNUAL		87,444	90,918	94,576	98,366	102,315				
2900	MONTHLY		7,286.96	7,576.54	7,881.30	8,197.20	8,526.26				
	HOURLY		42.0337	43.7041	45.4620	47.2843	49.1824				
DEPUTY FIRE CHIEF	ANNUAL	87,444	90,918	94,576							
2901	MONTHLY	7,286.96	7,576.54	7,881.30							
	HOURLY	42.0337	43.7041	45.4620							

Increases are as follows:

- January 1, 2019 - 0%
- January 1, 2020 - 0%
- January 1, 2021 - 0%
 - 4% market adjustment for the Mechanics, Administrative Support and Administration classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.
- January 1, 2022 - 0%;
 - following ratification a \$1250 lump sum payment for all full-time and part-time employees and a \$500 lump sum payment for all seasonal employees employed on June 1, 2022
- January 1, 2023 - 1.25% increase to monthly salary
- September 1, 2023 - 1.50% plus an additional 0.5% subject to the following Gain Sharing Formula:
 - Alberta's 20 year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-2024 Fiscal Year.

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	57,518	59,663	62,056	64,424	67,063	69,998	72,982			
	MONTHLY	4,793.13	4,971.96	5,171.32	5,368.64	5,588.57	5,833.15	6,081.86			
	HOURLY	30.5081	31.6463	32.9153	34.1712	35.5711	37.1278	38.7108			
ACCOUNTANT II 0305	ANNUAL	67,063	69,998	72,982	76,411	79,617	83,082	86,856			
	MONTHLY	5,588.57	5,833.15	6,081.86	6,367.55	6,634.75	6,923.53	7,238.01			
	HOURLY	35.5711	37.1278	38.7108	40.5293	42.2300	44.0680	46.0697			
ACCOUNTANT III 0306	ANNUAL	70,146	73,463	76,571	79,888	83,304	86,918	90,691	94,317	98,091	
	MONTHLY	5,845.49	6,121.93	6,380.91	6,657.36	6,942.03	7,243.14	7,557.62	7,859.75	8,174.23	
	HOURLY	37.2063	38.9659	40.6143	42.3739	44.1858	46.1024	48.1040	50.0271	52.0287	
ADMIN SUPPORT I 0071	ANNUAL	37,132	38,094								
	MONTHLY	3,094.37	3,174.52								
	HOURLY	19.6956	20.2057								
ADMIN SUPPORT II 0072	ANNUAL	42,509	43,866	45,358	46,813	48,281	49,785				
	MONTHLY	3,542.44	3,655.48	3,779.84	3,901.10	4,023.40	4,148.77				
	HOURLY	22.5475	23.2670	24.0586	24.8304	25.6088	26.4068				
ADMIN SUPPORT III 0073	ANNUAL	46,838	48,268	49,785	51,475	53,300	56,112				
	MONTHLY	3,903.16	4,022.37	4,148.77	4,289.57	4,441.67	4,675.98				
	HOURLY	24.8435	25.6023	26.4068	27.3030	28.2711	29.7625				
ADMIN SUPPORT IV 0074	ANNUAL	49,859	51,475	53,300	56,112	57,875	60,995				
	MONTHLY	4,154.94	4,289.57	4,441.67	4,675.98	4,822.93	5,082.95				
	HOURLY	26.4461	27.3030	28.2711	29.7625	30.6978	32.3528				
ADMIN SUPPORT V 0075	ANNUAL	54,361	56,149	58,036	60,995	63,055	65,583				
	MONTHLY	4,530.05	4,679.06	4,836.30	5,082.95	5,254.56	5,465.25				
	HOURLY	28.8336	29.7821	30.7829	32.3528	33.4451	34.7861				
ADMIN SUPPORT VI 0076	ANNUAL	60,847	62,993	65,583	67,445	69,776	72,563				
	MONTHLY	5,070.62	5,249.43	5,465.25	5,620.42	5,814.66	6,046.91				
	HOURLY	32.2743	33.4124	34.7861	35.7738	37.0101	38.4884				

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	63,548	66,064	68,950	72,144	75,449	79,210				
	MONTHLY	5,295.67	5,505.32	5,745.80	6,011.98	6,287.40	6,600.84				
	HOURLY	33.7068	35.0412	36.5718	38.2660	40.0191	42.0141				
ADMINISTRATION II 2101	ANNUAL	72,144	75,449	79,210	82,749	86,486	90,494				
	MONTHLY	6,011.98	6,287.40	6,600.84	6,895.79	7,207.17	7,541.18				
	HOURLY	38.2660	40.0191	42.0141	43.8915	45.8734	47.9993				
SYSTEM ANALYST I 0795	ANNUAL	77,027	81,109	85,364	89,853	94,588					
	MONTHLY	6,418.94	6,759.10	7,113.66	7,487.74	7,882.37					
	HOURLY	40.8564	43.0214	45.2782	47.6592	50.1710					
AGRICULTURE OFFICER I 4401	ANNUAL	50,476	51,832	53,263	54,792	56,321	58,245				
	MONTHLY	4,206.32	4,319.37	4,438.58	4,566.02	4,693.45	4,853.77				
	HOURLY	26.7731	27.4927	28.2514	29.0626	29.8737	30.8941				
AGRICULTURE OFFICER II 4402	ANNUAL	54,792	56,321	58,245	60,169	62,265	64,498				
	MONTHLY	4,566.02	4,693.45	4,853.77	5,014.09	5,188.79	5,374.81				
	HOURLY	29.0626	29.8737	30.8941	31.9145	33.0265	34.2105				
AGRICULTURE OFFICER III 4403	ANNUAL	61,168	63,301	65,583	67,877	70,491	73,377				
	MONTHLY	5,097.33	5,275.12	5,465.25	5,656.39	5,874.26	6,114.75				
	HOURLY	32.4443	33.5759	34.7861	36.0027	37.3895	38.9202				
AGROLOGIST 4405	ANNUAL	59,799	62,118	64,535	66,902	69,616	72,699	75,831	79,148	82,614	86,202
	MONTHLY	4,983.25	5,176.46	5,377.89	5,575.20	5,801.29	6,058.22	6,319.25	6,595.70	6,884.48	7,183.54
	HOURLY	31.7182	32.9480	34.2301	35.4860	36.9250	38.5604	40.2218	41.9814	43.8195	45.7230
AGROLOGIST II 4406	ANNUAL	75,831	79,148	82,614	86,202	90,087	94,070	98,350			
	MONTHLY	6,319.25	6,595.70	6,884.48	7,183.54	7,507.25	7,839.20	8,195.81			
	HOURLY	40.2218	41.9814	43.8195	45.7230	47.7834	49.8963	52.1661			
ASSESSOR I 0200	ANNUAL	54,657	56,531	58,664	60,872	63,301	65,731	68,370			
	MONTHLY	4,554.71	4,710.92	4,888.71	5,072.67	5,275.12	5,477.58	5,697.50			
	HOURLY	28.9906	29.9848	31.1165	32.2873	33.5759	34.8646	36.2644			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ASSESSOR II 0201	ANNUAL	63,301	65,731	68,370	71,379	74,437	77,915	81,220			
	MONTHLY	5,275.12	5,477.58	5,697.50	5,948.26	6,203.12	6,492.93	6,768.35			
	HOURLY	33.5759	34.8646	36.2644	37.8604	39.4827	41.3273	43.0804			
ASSESSOR III 0202	ANNUAL		76,472	80,036	83,428	87,053	91,024	95,057	99,176		
	MONTHLY		6,372.69	6,669.70	6,952.30	7,254.45	7,585.36	7,921.42	8,264.67		
	HOURLY		40.5619	42.4524	44.2512	46.1743	48.2806	50.4195	52.6043		
ASSESSOR IV 0203	ANNUAL			87,941	91,801	95,846	100,175	104,615	109,362		
	MONTHLY			7,328.44	7,650.11	7,987.19	8,347.91	8,717.88	9,113.53		
	HOURLY			46.6453	48.6927	50.8382	53.1342	55.4890	58.0073		
LAND SURVEYOR I 1053	ANNUAL	68,530	71,515	74,573	77,853	81,306	84,858	88,620			
	MONTHLY	5,710.86	5,959.56	6,214.43	6,487.79	6,775.54	7,071.52	7,384.97			
	HOURLY	36.3494	37.9324	39.5546	41.2946	43.1261	45.0100	47.0051			
LAND SURVEYOR II 1054	ANNUAL	79,617	83,095	86,856	90,667	94,786	98,966	103,665			
	MONTHLY	6,634.75	6,924.56	7,238.01	7,555.56	7,898.81	8,247.19	8,638.75			
	HOURLY	42.2300	44.0746	46.0697	48.0909	50.2757	52.4931	54.9853			
TECHNICAL AIDE 1308	ANNUAL	45,876	47,492	49,304	51,068	52,831	54,731	56,765			
	MONTHLY	3,823.00	3,957.63	4,108.70	4,255.65	4,402.61	4,560.88	4,730.45			
	HOURLY	22.0524	22.8290	23.7004	24.5481	25.3958	26.3087	27.2868			
TECHNOLOGIST I 1309	ANNUAL	44,680	46,283	47,874	49,588	51,450	53,485	55,396			
	MONTHLY	3,723.31	3,856.91	3,989.49	4,132.33	4,287.51	4,457.08	4,616.37			
	HOURLY	23.6988	24.5491	25.3930	26.3021	27.2899	28.3692	29.3831			
TECHNOLOGIST II 1310	ANNUAL	55,396	57,518	59,750	62,068	64,473	67,211	70,047			
	MONTHLY	4,616.37	4,793.13	4,979.14	5,172.35	5,372.75	5,600.90	5,837.27			
	HOURLY	29.3831	30.5081	31.6921	32.9218	34.1974	35.6496	37.1540			
TECHNOLOGIST III 1311	ANNUAL	62,068	64,473	67,211	70,047	73,217	76,571	79,876			
	MONTHLY	5,172.35	5,372.75	5,600.90	5,837.27	6,101.38	6,380.91	6,656.33			
	HOURLY	32.9218	34.1974	35.6496	37.1540	38.8351	40.6143	42.3673			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I 1315	ANNUAL	55,396	57,518	59,750	62,068	64,473	67,211	70,047			
	MONTHLY	4,616.37	4,793.13	4,979.14	5,172.35	5,372.75	5,600.90	5,837.27			
	HOURLY	26.6288	27.6484	28.7214	29.8359	30.9919	32.3079	33.6713			
UTILITY OFFICER II 1316	ANNUAL	62,068	64,473	67,211	70,047	73,217	76,571	79,876			
	MONTHLY	5,172.35	5,372.75	5,600.90	5,837.27	6,101.38	6,380.91	6,656.33			
	HOURLY	29.8359	30.9919	32.3079	33.6713	35.1948	36.8073	38.3960			
UTILITY OFFICER III 1317	ANNUAL	70,047	73,217	76,571	79,876	83,082	86,412	89,853			
	MONTHLY	5,837.27	6,101.38	6,380.91	6,656.33	6,923.53	7,201.01	7,487.74			
	HOURLY	33.6713	35.1948	36.8073	38.3960	39.9373	41.5379	43.1918			
TRANSPORT OFFICER I 3400	ANNUAL	59,799	62,105	64,794	67,852	70,984	74,154	77,718			
	MONTHLY	4,983.25	5,175.43	5,399.48	5,654.34	5,915.37	6,179.48	6,476.49			
	HOURLY	28.7451	29.8537	31.1460	32.6162	34.1219	35.6454	37.3586			
TRANSPORT OFFICER II 3401	ANNUAL	64,794	67,852	70,984	74,154	77,718	81,257	84,945			
	MONTHLY	5,399.48	5,654.34	5,915.37	6,179.48	6,476.49	6,771.43	7,078.71			
	HOURLY	31.1460	32.6162	34.1219	35.6454	37.3586	39.0599	40.8324			
TRANSPORT OFFICER III 3402	ANNUAL	70,984	74,154	77,718	81,257	84,945	88,817	92,911			
	MONTHLY	5,915.37	6,179.48	6,476.49	6,771.43	7,078.71	7,401.41	7,742.60			
	HOURLY	34.1219	35.6454	37.3586	39.0599	40.8324	42.6939	44.6620			
COOK I 9423	ANNUAL	46,961	48,540	50,081	51,795	53,682	55,458				
	MONTHLY	3,913.43	4,044.98	4,173.44	4,316.29	4,473.52	4,621.51				
	HOURLY	22.5740	23.3328	24.0738	24.8978	25.8048	26.6584				
COOK II 9425	ANNUAL	50,081	51,795	53,682	55,458	57,394	59,565				
	MONTHLY	4,173.44	4,316.29	4,473.52	4,621.51	4,782.86	4,963.74				
	HOURLY	24.0738	24.8978	25.8048	26.6584	27.5892	28.6325				
COOK III 9427	ANNUAL	57,394	59,565	61,698	63,980	66,520	69,283				
	MONTHLY	4,782.86	4,963.74	5,141.52	5,331.64	5,543.35	5,773.55				
	HOURLY	27.5892	28.6325	29.6581	30.7547	31.9760	33.3038				

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
COOK IV 9429	ANNUAL	61,698	63,980	66,520	69,283	72,119	75,288				
	MONTHLY	5,141.52	5,331.64	5,543.35	5,773.55	6,009.92	6,274.03				
	HOURLY	29.6581	30.7547	31.9760	33.3038	34.6673	36.1908				
EQUIPMENT OPERATOR I 2560	ANNUAL	53,411	55,248	57,468	59,417						
	MONTHLY	4,450.92	4,604.04	4,789.02	4,951.40						
	HOURLY	25.6744	26.5577	27.6247	28.5614						
EQUIPMENT OPERATOR II 2561	ANNUAL	63,363	65,262	67,864	70,084						
	MONTHLY	5,280.26	5,438.52	5,655.37	5,840.35						
	HOURLY	30.4584	31.3713	32.6221	33.6891						
EQUIPMENT OPERATOR III 2562	ANNUAL	68,000	69,899	72,711	75,584						
	MONTHLY	5,666.67	5,824.93	6,059.25	6,298.69						
	HOURLY	32.6873	33.6002	34.9518	36.3330						
FARM WORKER 3112	ANNUAL	47,294	48,552	49,835	51,228	52,696	54,176				
	MONTHLY	3,941.18	4,046.00	4,152.88	4,269.02	4,391.31	4,514.63				
	HOURLY	22.7341	23.3387	23.9553	24.6252	25.3306	26.0419				
FOREMAN I 2530	ANNUAL	57,974	59,972	62,081	64,325	66,606	69,233	71,909			
	MONTHLY	4,831.16	4,997.65	5,173.38	5,360.42	5,550.54	5,769.44	5,992.45			
	HOURLY	27.8678	28.8281	29.8419	30.9207	32.0174	33.2801	34.5665			
FOREMAN II 2531	ANNUAL		64,325	66,606	69,159	71,959	74,844	77,989			
	MONTHLY		5,360.42	5,550.54	5,763.27	5,996.56	6,237.03	6,499.10			
	HOURLY		30.9207	32.0174	33.2445	34.5902	35.9773	37.4890			
FOREMAN III 2532	ANNUAL		69,159	71,959	74,943	78,100	81,245	84,464			
	MONTHLY		5,763.27	5,996.56	6,245.25	6,508.34	6,770.41	7,038.63			
	HOURLY		33.2445	34.5902	36.0248	37.5424	39.0540	40.6012			
FOREMAN IV 2533	ANNUAL		71,959	74,943	78,100	81,245	84,464	87,966			
	MONTHLY		5,996.56	6,245.25	6,508.34	6,770.41	7,038.63	7,330.49			
	HOURLY		34.5902	36.0248	37.5424	39.0540	40.6012	42.2848			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		81,220	84,587	87,966	91,481	95,143	98,954			
	MONTHLY		6,768.35	7,048.91	7,330.49	7,623.39	7,928.61	8,246.16			
	HOURLY		39.0422	40.6605	42.2848	43.9743	45.7350	47.5667			
COMMUNITY PASTURE SUP. 4452	ANNUAL	52,696	54,176	55,988	57,838	59,824	62,007				
	MONTHLY	4,391.31	4,514.63	4,665.70	4,819.86	4,985.31	5,167.21				
	HOURLY	25.3306	26.0419	26.9134	27.8026	28.7570	29.8063				
MAINT. SERV. WORKER I 2612	ANNUAL	45,370	46,961	48,540	50,081	51,795	53,682				
	MONTHLY	3,780.86	3,913.43	4,044.98	4,173.44	4,316.29	4,473.52				
	HOURLY	21.8093	22.5740	23.3328	24.0738	24.8978	25.8048				
MAINT. SERV. WORKER II 2613	ANNUAL	51,771	53,682	55,458	57,394	59,565	61,698				
	MONTHLY	4,314.24	4,473.52	4,621.51	4,782.86	4,963.74	5,141.52				
	HOURLY	24.8860	25.8048	26.6584	27.5892	28.6325	29.6581				
MAINT. SERV. WORKER III 2614	ANNUAL	54,657	56,420	58,332	60,687	62,709	65,287				
	MONTHLY	4,554.71	4,701.67	4,860.97	5,057.25	5,225.79	5,440.58				
	HOURLY	26.2731	27.1209	28.0397	29.1719	30.1441	31.3831				
STOCKKEEPER I 0503	ANNUAL	49,329	50,957	52,659	54,410	56,235	58,208	60,083			
	MONTHLY	4,110.75	4,246.40	4,388.23	4,534.16	4,686.26	4,850.69	5,006.89			
	HOURLY	23.7122	24.4947	25.3128	26.1546	27.0319	27.9804	28.8815			
STOCKKEEPER II 0504	ANNUAL	52,659	54,410	56,235	58,208	60,083	62,130	64,300			
	MONTHLY	4,388.23	4,534.16	4,686.26	4,850.69	5,006.89	5,177.49	5,358.37			
	HOURLY	25.3128	26.1546	27.0319	27.9804	28.8815	29.8656	30.9089			
PLUMBER I 2717	ANNUAL	75,843	78,877	82,034							
	MONTHLY	6,320.28	6,573.09	6,836.18							
	HOURLY	36.4576	37.9158	39.4334							
CARPENTER I 2704	ANNUAL		78,704	81,862							
	MONTHLY		6,558.71	6,821.79							
	HOURLY		37.8329	39.3505							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
CARPENTER II 2804	ANNUAL		85,401	88,854							
	MONTHLY		7,116.73	7,404.49							
	HOURLY		41.0518	42.7116							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	69,887	71,638	74,512							
	MONTHLY	5,823.91	5,969.83	6,209.29							
	HOURLY	33.5943	34.4361	35.8173							
AUTOMOTIVE MECHANIC II 2784	ANNUAL	74,783	76,657	79,728							
	MONTHLY	6,231.90	6,388.11	6,644.00							
	HOURLY	35.9477	36.8488	38.3249							
HEAVY DUTY MECHANIC I 2709	ANNUAL		78,877	82,034	85,315						
	MONTHLY		6,573.09	6,836.18	7,109.55						
	HOURLY		37.9158	39.4334	41.0103						
HEAVY DUTY MECHANIC II 2809	ANNUAL		84,513	87,880	91,394						
	MONTHLY		7,042.74	7,323.31	7,616.19						
	HOURLY		40.6249	42.2433	43.9328						
MACHINIST I 2711	ANNUAL		75,843	78,877	82,034						
	MONTHLY		6,320.28	6,573.09	6,836.18						
	HOURLY		36.4576	37.9158	39.4334						
MACHINIST II 2811	ANNUAL		81,270	84,513	87,880						
	MONTHLY		6,772.47	7,042.74	7,323.31						
	HOURLY		39.0659	40.6249	42.2433						
PARTSMAN I 2702	ANNUAL	63,166	65,016	67,630							
	MONTHLY	5,263.82	5,417.97	5,635.84							
	HOURLY	30.3635	31.2527	32.5094							
PARTSMAN II 2802	ANNUAL	68,358	70,134	72,945							
	MONTHLY	5,696.47	5,844.46	6,078.77							
	HOURLY	32.8592	33.7129	35.0645							

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE SEPTEMBER 1, 2023

1.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER I	ANNUAL		78,285	81,393	84,661						
2722	MONTHLY		6,523.76	6,782.74	7,055.07						
	HOURLY		37.6313	39.1252	40.6961						
WELDER II	ANNUAL		84,858	88,274	91,801						
2822	MONTHLY		7,071.52	7,356.19	7,650.11						
	HOURLY		40.7909	42.4330	44.1284						
FIRE CHIEF	ANNUAL		88,755	92,282	95,994	99,842	103,850				
2900	MONTHLY		7,396.26	7,690.19	7,999.52	8,320.16	8,654.15				
	HOURLY		42.6642	44.3596	46.1440	47.9935	49.9201				
DEPUTY FIRE CHIEF	ANNUAL	88,755	92,282	95,994							
2901	MONTHLY	7,396.26	7,690.19	7,999.52							
	HOURLY	42.6642	44.3596	46.1440							

Increases are as follows:

- January 1, 2019 - 0%
- January 1, 2020 - 0%
- January 1, 2021 - 0%
 - 4% market adjustment for the Mechanics, Administrative Support and Administration classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.
- January 1, 2022 - 0%;
 - following ratification a \$1250 lump sum payment for all full-time and part-time employees and a \$500 lump sum payment for all seasonal employees employed on June 1, 2022
- January 1, 2023 - 1.25% increase to monthly salary
- September 1, 2023 - 1.50% plus an additional 0.5% subject to the following Gain Sharing Formula:
 - Alberta's 20 year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-2024 Fiscal Year.

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	57,805	59,962	62,366	64,746	67,398	70,348	73,347			
	MONTHLY	4,817.10	4,996.82	5,197.18	5,395.48	5,616.51	5,862.32	6,112.27			
	HOURLY	30.6607	31.8046	33.0799	34.3421	35.7489	37.3134	38.9044			
ACCOUNTANT II 0305	ANNUAL	67,398	70,348	73,347	76,793	80,015	83,498	87,290			
	MONTHLY	5,616.51	5,862.32	6,112.27	6,399.39	6,667.92	6,958.15	7,274.20			
	HOURLY	35.7489	37.3134	38.9044	40.7319	42.4411	44.2884	46.3000			
ACCOUNTANT III 0306	ANNUAL	70,497	73,830	76,954	80,288	83,721	87,352	91,145	94,789	98,581	
	MONTHLY	5,874.72	6,152.54	6,412.81	6,690.65	6,976.74	7,279.36	7,595.41	7,899.05	8,215.10	
	HOURLY	37.3924	39.1607	40.8174	42.5857	44.4067	46.3329	48.3445	50.2772	52.2888	
ADMIN SUPPORT I 0071	ANNUAL	37,318	38,285								
	MONTHLY	3,109.84	3,190.39								
	HOURLY	19.7940	20.3067								
ADMIN SUPPORT II 0072	ANNUAL	42,722	44,085	45,585	47,047	48,522	50,034				
	MONTHLY	3,560.15	3,673.76	3,798.74	3,920.61	4,043.52	4,169.51				
	HOURLY	22.6603	23.3833	24.1789	24.9545	25.7369	26.5388				
ADMIN SUPPORT III 0073	ANNUAL	47,072	48,510	50,034	51,732	53,567	56,392				
	MONTHLY	3,922.68	4,042.48	4,169.51	4,311.02	4,463.88	4,699.36				
	HOURLY	24.9677	25.7303	26.5388	27.4395	28.4124	29.9113				
ADMIN SUPPORT IV 0074	ANNUAL	50,109	51,732	53,567	56,392	58,165	61,300				
	MONTHLY	4,175.71	4,311.02	4,463.88	4,699.36	4,847.04	5,108.36				
	HOURLY	26.5783	27.4395	28.4124	29.9113	30.8513	32.5146				
ADMIN SUPPORT V 0075	ANNUAL	54,632	56,429	58,326	61,300	63,370	65,911				
	MONTHLY	4,552.70	4,702.46	4,860.48	5,108.36	5,280.83	5,492.58				
	HOURLY	28.9778	29.9310	30.9368	32.5146	33.6123	34.9601				
ADMIN SUPPORT VI 0076	ANNUAL	61,152	63,308	65,911	67,782	70,125	72,926				
	MONTHLY	5,095.97	5,275.68	5,492.58	5,648.52	5,843.73	6,077.14				
	HOURLY	32.4357	33.5795	34.9601	35.9527	37.1952	38.6808				

SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
ADMINISTRATION I 2100	ANNUAL	63,866	66,394	69,294	72,504	75,826	79,606				
	MONTHLY	5,322.15	5,532.85	5,774.53	6,042.04	6,318.84	6,633.84				
	HOURLY	33.8753	35.2164	36.7547	38.4574	40.2192	42.2242				
ADMINISTRATION II 2101	ANNUAL	72,504	75,826	79,606	83,163	86,918	90,947				
	MONTHLY	6,042.04	6,318.84	6,633.84	6,930.27	7,243.21	7,578.89				
	HOURLY	38.4574	40.2192	42.2242	44.1109	46.1028	48.2394				
SYSTEM ANALYST I 0795	ANNUAL	77,412	81,515	85,791	90,302	95,061					
	MONTHLY	6,451.03	6,792.90	7,149.23	7,525.18	7,921.78					
	HOURLY	41.0606	43.2366	45.5046	47.8975	50.4219					
AGRICULTURE OFFICER I 4401	ANNUAL	50,728	52,092	53,529	55,066	56,603	58,536				
	MONTHLY	4,227.35	4,340.97	4,460.77	4,588.85	4,716.92	4,878.04				
	HOURLY	26.9070	27.6301	28.3927	29.2079	30.0230	31.0486				
AGRICULTURE OFFICER II 4402	ANNUAL	55,066	56,603	58,536	60,470	62,577	64,820				
	MONTHLY	4,588.85	4,716.92	4,878.04	5,039.16	5,214.73	5,401.68				
	HOURLY	29.2079	30.0230	31.0486	32.0741	33.1916	34.3815				
AGRICULTURE OFFICER III 4403	ANNUAL	61,474	63,618	65,911	68,216	70,844	73,744				
	MONTHLY	5,122.82	5,301.50	5,492.58	5,684.67	5,903.63	6,145.32				
	HOURLY	32.6066	33.7438	34.9601	36.1828	37.5764	39.1148				
AGROLOGIST 4405	ANNUAL	60,098	62,428	64,857	67,237	69,964	73,062	76,210	79,544	83,027	86,633
	MONTHLY	5,008.17	5,202.34	5,404.78	5,603.08	5,830.30	6,088.51	6,350.85	6,628.68	6,918.90	7,219.46
	HOURLY	31.8768	33.1127	34.4012	35.6634	37.1096	38.7532	40.4229	42.1913	44.0386	45.9516
AGROLOGIST II 4406	ANNUAL	76,210	79,544	83,027	86,633	90,537	94,541	98,841			
	MONTHLY	6,350.85	6,628.68	6,918.90	7,219.46	7,544.79	7,878.40	8,236.79			
	HOURLY	40.4229	42.1913	44.0386	45.9516	48.0223	50.1457	52.4269			
ASSESSOR I 0200	ANNUAL	54,930	56,814	58,958	61,176	63,618	66,060	68,712			
	MONTHLY	4,577.48	4,734.47	4,913.15	5,098.03	5,301.50	5,504.97	5,725.99			
	HOURLY	29.1355	30.1348	31.2721	32.4488	33.7438	35.0389	36.4457			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
ASSESSOR II 0201	ANNUAL	63,618	66,060	68,712	71,736	74,810	78,305	81,626			
	MONTHLY	5,301.50	5,504.97	5,725.99	5,978.00	6,234.14	6,525.39	6,802.19			
	HOURLY	33.7438	35.0389	36.4457	38.0498	39.6801	41.5339	43.2957			
ASSESSOR III 0202	ANNUAL		76,855	80,437	83,845	87,489	91,479	95,532	99,672		
	MONTHLY		6,404.55	6,703.05	6,987.06	7,290.72	7,623.29	7,961.03	8,305.99		
	HOURLY		40.7648	42.6647	44.4724	46.4052	48.5220	50.6717	52.8674		
ASSESSOR IV 0203	ANNUAL			88,381	92,260	96,326	100,676	105,138	109,909		
	MONTHLY			7,365.08	7,688.36	8,027.13	8,389.65	8,761.47	9,159.10		
	HOURLY			46.8785	48.9362	51.0924	53.3998	55.7665	58.2974		
LAND SURVEYOR I 1053	ANNUAL	68,873	71,872	74,946	78,243	81,713	85,283	89,063			
	MONTHLY	5,739.41	5,989.36	6,245.50	6,520.23	6,809.42	7,106.88	7,421.89			
	HOURLY	36.5312	38.1221	39.7524	41.5010	43.3417	45.2350	47.2401			
LAND SURVEYOR II 1054	ANNUAL	80,015	83,510	87,290	91,120	95,260	99,461	104,183			
	MONTHLY	6,667.92	6,959.18	7,274.20	7,593.34	7,938.30	8,288.43	8,681.94			
	HOURLY	42.4411	44.2950	46.3000	48.3313	50.5270	52.7556	55.2603			
TECHNICAL AIDE 1308	ANNUAL	46,105	47,729	49,551	51,323	53,095	55,004	57,049			
	MONTHLY	3,842.12	3,977.42	4,129.24	4,276.93	4,424.62	4,583.68	4,754.10			
	HOURLY	22.1626	22.9431	23.8189	24.6708	25.5227	26.4403	27.4233			
TECHNOLOGIST I 1309	ANNUAL	44,903	46,514	48,113	49,836	51,707	53,752	55,673			
	MONTHLY	3,741.93	3,876.19	4,009.44	4,152.99	4,308.95	4,479.37	4,639.45			
	HOURLY	23.8172	24.6719	25.5199	26.4337	27.4263	28.5110	29.5300			
TECHNOLOGIST II 1310	ANNUAL	55,673	57,805	60,048	62,379	64,795	67,547	70,397			
	MONTHLY	4,639.45	4,817.10	5,004.04	5,198.21	5,399.61	5,628.90	5,866.46			
	HOURLY	29.5300	30.6607	31.8505	33.0864	34.3684	35.8278	37.3398			
TECHNOLOGIST III 1311	ANNUAL	62,379	64,795	67,547	70,397	73,583	76,954	80,275			
	MONTHLY	5,198.21	5,399.61	5,628.90	5,866.46	6,131.89	6,412.81	6,689.61			
	HOURLY	33.0864	34.3684	35.8278	37.3398	39.0293	40.8174	42.5792			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
UTILITY OFFICER I 1315	ANNUAL	55,673	57,805	60,048	62,379	64,795	67,547	70,397			
	MONTHLY	4,639.45	4,817.10	5,004.04	5,198.21	5,399.61	5,628.90	5,866.46			
	HOURLY	26.7620	27.7867	28.8650	29.9851	31.1468	32.4695	33.8397			
UTILITY OFFICER II 1316	ANNUAL	62,379	64,795	67,547	70,397	73,583	76,954	80,275			
	MONTHLY	5,198.21	5,399.61	5,628.90	5,866.46	6,131.89	6,412.81	6,689.61			
	HOURLY	29.9851	31.1468	32.4695	33.8397	35.3708	36.9913	38.5880			
UTILITY OFFICER III 1317	ANNUAL	70,397	73,583	76,954	80,275	83,498	86,844	90,302			
	MONTHLY	5,866.46	6,131.89	6,412.81	6,689.61	6,958.15	7,237.02	7,525.18			
	HOURLY	33.8397	35.3708	36.9913	38.5880	40.1370	41.7456	43.4078			
TRANSPORT OFFICER I 3400	ANNUAL	60,098	62,416	65,118	68,191	71,339	74,525	78,106			
	MONTHLY	5,008.17	5,201.31	5,426.48	5,682.61	5,944.95	6,210.38	6,508.87			
	HOURLY	28.8888	30.0029	31.3018	32.7793	34.2925	35.8236	37.5454			
TRANSPORT OFFICER II 3401	ANNUAL	65,118	68,191	71,339	74,525	78,106	81,663	85,369			
	MONTHLY	5,426.48	5,682.61	5,944.95	6,210.38	6,508.87	6,805.29	7,114.10			
	HOURLY	31.3018	32.7793	34.2925	35.8236	37.5454	39.2552	41.0366			
TRANSPORT OFFICER III 3402	ANNUAL	71,339	74,525	78,106	81,663	85,369	89,261	93,376			
	MONTHLY	5,944.95	6,210.38	6,508.87	6,805.29	7,114.10	7,438.42	7,781.31			
	HOURLY	34.2925	35.8236	37.5454	39.2552	41.0366	42.9073	44.8853			
COOK I 9423	ANNUAL	47,196	48,782	50,332	52,054	53,951	55,736				
	MONTHLY	3,933.00	4,065.20	4,194.31	4,337.87	4,495.89	4,644.63				
	HOURLY	22.6869	23.4495	24.1942	25.0223	25.9338	26.7918				
COOK II 9425	ANNUAL	50,332	52,054	53,951	55,736	57,681	59,863				
	MONTHLY	4,194.31	4,337.87	4,495.89	4,644.63	4,806.77	4,988.56				
	HOURLY	24.1942	25.0223	25.9338	26.7918	27.7271	28.7757				
COOK III 9427	ANNUAL	57,681	59,863	62,007	64,300	66,853	69,629				
	MONTHLY	4,806.77	4,988.56	5,167.23	5,358.30	5,571.07	5,802.42				
	HOURLY	27.7271	28.7757	29.8063	30.9085	32.1358	33.4703				

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
COOK IV 9429	ANNUAL	62,007	64,300	66,853	69,629	72,480	75,665				
	MONTHLY	5,167.23	5,358.30	5,571.07	5,802.42	6,039.97	6,305.40				
	HOURLY	29.8063	30.9085	32.1358	33.4703	34.8406	36.3717				
EQUIPMENT OPERATOR I 2560	ANNUAL	53,678	55,525	57,756	59,714						
	MONTHLY	4,473.17	4,627.06	4,812.97	4,976.16						
	HOURLY	25.8028	26.6905	27.7628	28.7042						
EQUIPMENT OPERATOR II 2561	ANNUAL	63,680	65,589	68,204	70,435						
	MONTHLY	5,306.66	5,465.71	5,683.65	5,869.55						
	HOURLY	30.6106	31.5281	32.7852	33.8576						
EQUIPMENT OPERATOR III 2562	ANNUAL	68,340	70,249	73,075	75,962						
	MONTHLY	5,695.00	5,854.05	6,089.55	6,330.18						
	HOURLY	32.8507	33.7682	35.1266	36.5147						
FARM WORKER 3112	ANNUAL	47,531	48,795	50,084	51,484	52,959	54,446				
	MONTHLY	3,960.89	4,066.23	4,173.64	4,290.37	4,413.27	4,537.20				
	HOURLY	22.8477	23.4554	24.0750	24.7483	25.4572	26.1721				
FOREMAN I 2530	ANNUAL	58,264	60,272	62,391	64,647	66,940	69,579	72,269			
	MONTHLY	4,855.32	5,022.64	5,199.25	5,387.22	5,578.29	5,798.29	6,022.41			
	HOURLY	28.0071	28.9723	29.9910	31.0753	32.1775	33.4465	34.7393			
FOREMAN II 2531	ANNUAL		64,647	66,940	69,505	72,319	75,219	78,379			
	MONTHLY		5,387.22	5,578.29	5,792.09	6,026.54	6,268.22	6,531.60			
	HOURLY		31.0753	32.1775	33.4107	34.7632	36.1572	37.6765			
FOREMAN III 2532	ANNUAL		69,505	72,319	75,318	78,491	81,651	84,886			
	MONTHLY		5,792.09	6,026.54	6,276.48	6,540.88	6,804.26	7,073.82			
	HOURLY		33.4107	34.7632	36.2049	37.7301	39.2493	40.8042			
FOREMAN IV 2533	ANNUAL		72,319	75,318	78,491	81,651	84,886	88,406			
	MONTHLY		6,026.54	6,276.48	6,540.88	6,804.26	7,073.82	7,367.14			
	HOURLY		34.7632	36.2049	37.7301	39.2493	40.8042	42.4962			

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
FOREMAN V 2534	ANNUAL		81,626	85,010	88,406	91,938	95,619	99,449			
	MONTHLY		6,802.19	7,084.15	7,367.14	7,661.51	7,968.25	8,287.39			
	HOURLY		39.2374	40.8638	42.4962	44.1942	45.9636	47.8045			
COMMUNITY PASTURE SUP. 4452	ANNUAL	52,959	54,446	56,268	58,128	60,123	62,317				
	MONTHLY	4,413.27	4,537.20	4,689.03	4,843.96	5,010.24	5,193.05				
	HOURLY	25.4572	26.1721	27.0479	27.9416	28.9008	29.9553				
MAINT. SERV. WORKER I 2612	ANNUAL	45,597	47,196	48,782	50,332	52,054	53,951				
	MONTHLY	3,799.76	3,933.00	4,065.20	4,194.31	4,337.87	4,495.89				
	HOURLY	21.9183	22.6869	23.4495	24.1942	25.0223	25.9338				
MAINT. SERV. WORKER II 2613	ANNUAL	52,030	53,951	55,735	57,681	59,863	62,007				
	MONTHLY	4,335.81	4,495.89	4,644.62	4,806.77	4,988.56	5,167.23				
	HOURLY	25.0104	25.9338	26.7917	27.7271	28.7757	29.8063				
MAINT. SERV. WORKER III 2614	ANNUAL	54,930	56,702	58,623	60,990	63,023	65,613				
	MONTHLY	4,577.48	4,725.18	4,885.27	5,082.54	5,251.92	5,467.78				
	HOURLY	26.4045	27.2565	28.1799	29.3178	30.2949	31.5400				
STOCKKEEPER I 0503	ANNUAL	49,576	51,212	52,922	54,682	56,516	58,499	60,383			
	MONTHLY	4,131.30	4,267.63	4,410.17	4,556.83	4,709.69	4,874.94	5,031.92			
	HOURLY	23.8308	24.6172	25.4394	26.2854	27.1671	28.1203	29.0259			
STOCKKEEPER II 0504	ANNUAL	52,922	54,682	56,516	58,499	60,383	62,441	64,622			
	MONTHLY	4,410.17	4,556.83	4,709.69	4,874.94	5,031.92	5,203.38	5,385.16			
	HOURLY	25.4394	26.2854	27.1671	28.1203	29.0259	30.0149	31.0635			
PLUMBER I 2717	ANNUAL	76,223	79,271	82,444							
	MONTHLY	6,351.88	6,605.96	6,870.36							
	HOURLY	36.6398	38.1054	39.6306							
CARPENTER I 2704	ANNUAL		79,098	82,271							
	MONTHLY		6,591.50	6,855.90							
	HOURLY		38.0221	39.5472							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION											
CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
CARPENTER II 2804	ANNUAL		85,828	89,298							
	MONTHLY		7,152.31	7,441.51							
	HOURLY		41.2570	42.9252							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	70,236	71,996	74,884							
	MONTHLY	5,853.03	5,999.68	6,240.34							
	HOURLY	33.7623	34.6082	35.9964							
AUTOMOTIVE MECHANIC II 2784	ANNUAL	75,157	77,041	80,127							
	MONTHLY	6,263.06	6,420.05	6,677.22							
	HOURLY	36.1275	37.0331	38.5165							
HEAVY DUTY MECHANIC I 2709	ANNUAL		79,271	82,444	85,741						
	MONTHLY		6,605.96	6,870.36	7,145.10						
	HOURLY		38.1054	39.6306	41.2154						
HEAVY DUTY MECHANIC II 2809	ANNUAL		84,935	88,319	91,851						
	MONTHLY		7,077.95	7,359.93	7,654.27						
	HOURLY		40.8281	42.4546	44.1525						
MACHINIST I 2711	ANNUAL		76,223	79,271	82,444						
	MONTHLY		6,351.88	6,605.96	6,870.36						
	HOURLY		36.6398	38.1054	39.6306						
MACHINIST II 2811	ANNUAL		81,676	84,935	88,319						
	MONTHLY		6,806.33	7,077.95	7,359.93						
	HOURLY		39.2613	40.8281	42.4546						
PARTSMAN I 2702	ANNUAL	63,482	65,341	67,968							
	MONTHLY	5,290.14	5,445.06	5,664.02							
	HOURLY	30.5153	31.4090	32.6720							
PARTSMAN II 2802	ANNUAL	68,699	70,484	73,310							
	MONTHLY	5,724.95	5,873.68	6,109.16							
	HOURLY	33.0235	33.8814	35.2398							

SPECIAL AREAS BOARD
 SCHEDULE "A" - PAY SCHEDULE
 EFFECTIVE SEPTEMBER 1, 2023

1.5% + additional 0.5% increase

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER I	ANNUAL		78,677	81,800	85,084						
2722	MONTHLY		6,556.38	6,816.65	7,090.35						
	HOURLY		37.8194	39.3208	40.8995						
WELDER II	ANNUAL		85,283	88,716	92,260						
2822	MONTHLY		7,106.88	7,392.97	7,688.36						
	HOURLY		40.9949	42.6452	44.3491						
FIRE CHIEF	ANNUAL		89,199	92,744	96,474	100,341	104,369				
2900	MONTHLY		7,433.24	7,728.64	8,039.52	8,361.76	8,697.42				
	HOURLY		42.8775	44.5815	46.3747	48.2335	50.1697				
DEPUTY FIRE CHIEF	ANNUAL	89,199	92,744	96,474							
2901	MONTHLY	7,433.24	7,728.64	8,039.52							
	HOURLY	42.8775	44.5815	46.3747							

Increases are as follows:

- January 1, 2019 - 0%
- January 1, 2020 - 0%
- January 1, 2021 - 0%
 - 4% market adjustment for the Mechanics, Administrative Support and Administration classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.
- January 1, 2022 - 0%;
 - following ratification a \$1250 lump sum payment for all full-time and part-time employees and a \$500 lump sum payment for all seasonal employees employed on June 1, 2022
- January 1, 2023 - 1.25% increase to monthly salary
- September 1, 2023 - 1.50% plus an additional 0.5% subject to the following Gain Sharing Formula:
 - Alberta's 20 year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-2024 Fiscal Year.