

APPENDIX "A" - WAGE RATES

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N01	N010	ASR II	01-Apr-19	Old Range	\$14.86	\$16.63	\$18.59	\$20.57	\$22.35		
			01-Jan-20	0% Increase	\$14.86	\$16.63	\$18.59	\$20.57	\$22.35		
			01-Jan-21	3.75% Increase	\$15.42	\$17.25	\$19.29	\$21.34	\$23.19		
			01-Jan-22	2.75% Increase	\$15.84	\$17.73	\$19.82	\$21.93	\$23.83		
			01-Jan-23	1.5% Increase	\$16.08	\$18.00	\$20.12	\$22.26	\$24.19		
N02	N011	ASR III	01-Apr-19	Old Range	\$20.04	\$21.79	\$23.11	\$24.45	\$25.91		
			01-Jan-20	0% Increase	\$20.04	\$21.79	\$23.11	\$24.45	\$25.91		
			01-Jan-21	3.75% Increase	\$20.79	\$22.61	\$23.98	\$25.37	\$26.88		
			01-Jan-22	2.75% Increase	\$21.36	\$23.23	\$24.64	\$26.07	\$27.62		
			01-Jan-23	1.5% Increase	\$21.68	\$23.58	\$25.01	\$26.46	\$28.03		
N03	N012	ASR IV	01-Apr-19	Old Range	\$25.55	\$27.07	\$28.70	\$30.17	\$31.49		
	N393	Project Assistant	01-Jan-20	0% Increase	\$25.55	\$27.07	\$28.70	\$30.17	\$31.49		
			01-Jan-21	3.75% Increase	\$26.51	\$28.09	\$29.78	\$31.30	\$32.67		
			01-Jan-22	2.75% Increase	\$27.24	\$28.86	\$30.60	\$32.16	\$33.57		
			01-Jan-23	1.5% Increase	\$27.65	\$29.29	\$31.06	\$32.64	\$34.07		
N04	N013	ASR V	01-Apr-19	Old Range	\$27.75	\$29.16	\$30.56	\$32.20	\$34.14		
			01-Jan-20	0% Increase	\$27.75	\$29.16	\$30.56	\$32.20	\$34.14		
			01-Jan-21	3.75% Increase	\$28.79	\$30.25	\$31.71	\$33.41	\$35.42		
			01-Jan-22	2.75% Increase	\$29.58	\$31.08	\$32.58	\$34.33	\$36.39		
			DOS	Progression amt	\$29.58	\$31.08	\$32.58	\$35.25	\$36.39		
			01-Jan-23	1.5% Increase	\$30.02	\$31.55	\$33.07	\$35.78	\$36.94		
N07	N007	Analyst I	01-Apr-19	Old Range	\$28.24	\$30.01	\$31.77	\$33.51	\$35.26		
	N351	PICA Coordinator	01-Jan-20	0% Increase	\$28.24	\$30.01	\$31.77	\$33.51	\$35.26		
	N266	Security Clearance Officer	01-Jan-21	3.75% Increase	\$29.30	\$31.14	\$32.96	\$34.77	\$36.58		
	N410	Document Control Supervisor	01-Jan-22	2.75% Increase	\$30.11	\$32.00	\$33.87	\$35.73	\$37.59		
			01-Jan-23	1.5% Increase	\$30.56	\$32.48	\$34.38	\$36.27	\$38.15		
N09	N008	Analyst II	01-Apr-19	Old Range	\$30.24	\$32.12	\$34.04	\$35.94	\$37.80		
	N275	Contract Coordinator	01-Jan-20	0% Increase	\$30.24	\$32.12	\$34.04	\$35.94	\$37.80		
	N119	Scheduler	01-Jan-21	3.75% Increase	\$31.38	\$33.33	\$35.32	\$37.29	\$39.22		
	N347	Training Instructor	01-Jan-22	2.75% Increase	\$32.24	\$34.25	\$36.29	\$38.32	\$40.30		
	N510	Buyer I	DOS	Progression amt	\$32.24	\$34.25	\$36.29	\$39.47	\$40.30		
	N517	Expeditor	01-Jan-23	1.5% Increase	\$32.72	\$34.76	\$36.83	\$40.06	\$40.90		
	N417	QC Coordinator Supply									
N11	N153	Business Analyst	01-Apr-19	Old Range	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
	N019	Buyer	01-Jan-20	0% Increase	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
	N009	Senior Analyst	01-Jan-21	3.75% Increase	\$33.75	\$35.86	\$38.02	\$40.12	\$42.28		
	N171	Station CAP Coordinator	01-Jan-22	2.75% Increase	\$34.68	\$36.85	\$39.07	\$41.22	\$43.44		
	N360	PICA Coordinator Projects	DOS	Progression amt	\$36.48	\$36.85	\$39.07	\$42.32	\$43.44		
			01-Jan-23	1.5% Increase	\$37.03	\$37.40	\$39.66	\$42.96	\$44.09		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G	

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G		
N12	N097	Supply Planner	01-Apr-19	Old Range	\$35.26	\$37.44	\$39.67	\$41.85	\$44.05				
			01-Jan-20	0% Increase	\$35.26	\$37.44	\$39.67	\$41.85	\$44.05				
			01-Jan-21	3.75% Increase	\$36.58	\$38.85	\$41.16	\$43.42	\$45.70				
			01-Jan-22	2.75% Increase	\$37.59	\$39.92	\$42.29	\$44.61	\$46.96				
			01-Jan-23	1.5% Increase	\$38.15	\$40.52	\$42.92	\$45.28	\$47.66				
N13	N084	Occupational Health Nurse	01-Apr-19	Old Range	\$36.92	\$39.20	\$41.51	\$43.80	\$46.13				
			N252	Planning Specialist	01-Jan-20	0% Increase	\$36.92	\$39.20	\$41.51	\$43.80	\$46.13		
			N278	Nuclear Contract Developer	01-Jan-21	3.75% Increase	\$38.31	\$40.67	\$43.07	\$45.44	\$47.86		
			01-Jan-22	2.75% Increase	\$39.36	\$41.79	\$44.26	\$46.69	\$49.18				
			01-Jan-23	1.5% Increase	\$39.95	\$42.42	\$44.92	\$47.39	\$49.92				
N15	N374	Maintenance Coordinator	01-Apr-19	Old Range	\$39.72	\$42.17	\$44.67	\$47.13	\$49.62				
			N271	Operations Permit Coordinator	01-Jan-20	0% Increase	\$39.72	\$42.17	\$44.67	\$47.13	\$49.62		
			N332	Work Group Coordinator	01-Jan-21	3.75% Increase	\$41.21	\$43.75	\$46.35	\$48.90	\$51.48		
			N270	Operations Work Mgmt Coordinator	01-Jan-22	2.75% Increase	\$42.34	\$44.95	\$47.63	\$50.25	\$52.90		
			01-Jan-23	1.5% Increase	\$42.98	\$45.62	\$48.34	\$51.00	\$53.69				
N16	N022	Cleaner	01-Apr-19	Old Range	\$18.63	\$19.56	\$20.51	\$21.51	\$22.51				
			01-Jan-20	0% Increase	\$18.63	\$19.56	\$20.51	\$21.51	\$22.51				
			01-Jan-21	3.75% Increase	\$19.33	\$20.29	\$21.28	\$22.32	\$23.36				
			01-Jan-22	2.75% Increase	\$19.86	\$20.85	\$21.87	\$22.93	\$24.00				
			01-Jan-23	1.5% Increase	\$20.16	\$21.16	\$22.20	\$23.27	\$24.36				
N68	N185	Labourer	01-Apr-19	Old Range	\$15.67	\$17.39	\$19.28	\$21.16	\$22.90				
			01-Jan-20	0% Increase	\$15.67	\$17.39	\$19.28	\$21.16	\$22.90				
			01-Jan-21	3.75% Increase	\$16.26	\$18.04	\$20.00	\$21.95	\$23.76				
			01-Jan-22	2.75% Increase	\$16.71	\$18.54	\$20.55	\$22.55	\$24.41				
			01-Jan-23	1.5% Increase	\$16.96	\$18.82	\$20.86	\$22.89	\$24.78				
N17	N059	Supply Maintainer	01-Apr-19	Old Range	\$23.57	\$24.92	\$26.35	\$27.86	\$29.46	\$32.34	\$34.66		
			01-Jan-20	0% Increase	\$23.57	\$24.92	\$26.35	\$27.86	\$29.46	\$32.34	\$34.66		
			01-Jan-21	3.75% Increase	\$24.46	\$25.86	\$27.34	\$28.91	\$30.57	\$33.55	\$35.96		
			01-Jan-22	2.75% Increase	\$25.13	\$26.57	\$28.09	\$29.71	\$31.41	\$34.47	\$36.95		
			01-Jan-23	1.5% Increase	\$25.51	\$26.97	\$28.51	\$30.16	\$31.88	\$34.99	\$37.50		
N19	N072	Senior Supply Maintainer	01-Apr-19	Old Range	\$32.18	\$34.49	\$36.22	\$37.97					
			01-Jan-20	0% Increase	\$32.18	\$34.49	\$36.22	\$37.97					
			01-Jan-21	3.75% Increase	\$33.39	\$35.78	\$37.58	\$39.40					
			01-Jan-22	2.75% Increase	\$34.31	\$36.76	\$38.61	\$40.48					
			DOS	Progression amt	\$34.31	\$36.76	\$38.80	\$40.48					
01-Jan-23	1.5% Increase	\$34.83	\$37.31	\$39.38	\$41.09								
N20	N044	Service Maintenance Foreman	01-Apr-19	Old Range	\$37.47	\$39.78	\$42.15	\$44.51	\$46.83				
			N403	Facilities Coordinator	01-Jan-20	0% Increase	\$37.47	\$39.78	\$42.15	\$44.51	\$46.83		
			01-Jan-21	3.75% Increase	\$38.88	\$41.27	\$43.73	\$46.18	\$48.59				
			01-Jan-22	2.75% Increase	\$39.95	\$42.41	\$44.93	\$47.45	\$49.93				

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
			01-Jan-23	1.5% Increase	\$40.55	\$43.05	\$45.60	\$48.16	\$50.68		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N21	N277	Night Shift Cleaning Foreman	01-Apr-19	Old Range	\$22.23	\$23.47	\$24.80	\$26.77	\$28.97		
	N281	Service Maintenance Support	01-Jan-20	0% Increase	\$22.23	\$23.47	\$24.80	\$26.77	\$28.97		
			01-Jan-21	3.75% Increase	\$23.06	\$24.35	\$25.73	\$27.78	\$30.06		
			01-Jan-22	2.75% Increase	\$23.69	\$25.02	\$26.44	\$28.54	\$30.89		
			01-Jan-23	1.5% Increase	\$24.05	\$25.40	\$26.84	\$28.97	\$31.35		
N22	N065	Service Maintainer	01-Apr-19	Old Range	\$22.23	\$23.47	\$24.80	\$26.77	\$28.97	\$30.71	\$32.50
	N397	Equipment Officer - ERT	01-Jan-20	0% Increase	\$22.23	\$23.47	\$24.80	\$26.77	\$28.97	\$30.71	\$32.50
			01-Jan-21	3.75% Increase	\$23.06	\$24.35	\$25.73	\$27.78	\$30.06	\$31.86	\$33.72
			01-Jan-22	2.75% Increase	\$23.69	\$25.02	\$26.44	\$28.54	\$30.89	\$32.74	\$34.65
			01-Jan-23	1.5% Increase	\$24.05	\$25.40	\$26.84	\$28.97	\$31.35	\$33.23	\$35.17
N25	N170	Senior Service Maintainer	01-Apr-19	Old Range	\$30.72	\$32.22	\$33.83	\$35.52	\$37.28		
	N337	Wastewater Treatment Operator (Formerly Sewage Treatment Plant Operator)	01-Jan-20	0% Increase	\$30.72	\$32.22	\$33.83	\$35.52	\$37.28		
			01-Jan-21	3.75% Increase	\$31.87	\$33.43	\$35.10	\$36.85	\$38.68		
			01-Jan-22	2.75% Increase	\$32.75	\$34.35	\$36.07	\$37.86	\$39.74		
			01-Jan-23	1.5% Increase	\$33.24	\$34.87	\$36.61	\$38.43	\$40.34		
N27	N375	Projects Support Supervisor	01-Apr-19	Old Range	\$40.84	\$43.36	\$45.94	\$48.46	\$51.04		
	N276	Supervisor Nuclear Contracts	01-Jan-20	0% Increase	\$40.84	\$43.36	\$45.94	\$48.46	\$51.04		
			01-Jan-21	3.75% Increase	\$42.37	\$44.99	\$47.66	\$50.28	\$52.96		
			01-Jan-22	2.75% Increase	\$43.54	\$46.23	\$48.97	\$51.66	\$54.42		
			01-Jan-23	1.5% Increase	\$44.19	\$46.92	\$49.71	\$52.44	\$55.24		
N36	N173	Material Specialist	01-Apr-19	Old Range	\$36.80	\$38.67	\$40.57	\$42.54	\$44.36	\$46.97	\$49.33
	N018	Technical Assistant	01-Jan-20	0% Increase	\$36.80	\$38.67	\$40.57	\$42.54	\$44.36	\$46.97	\$49.33
	N416	Planner - Modifications/Welding	01-Jan-21	3.75% Increase	\$38.18	\$40.12	\$42.09	\$44.14	\$46.02	\$48.73	\$51.18
			01-Jan-22	2.75% Increase	\$39.23	\$41.22	\$43.25	\$45.35	\$47.29	\$50.07	\$52.59
			01-Jan-23	1.5% Increase	\$39.82	\$41.84	\$43.90	\$46.03	\$48.00	\$50.82	\$53.38
N30		Maintainer									
	N164	Chemical	01-Apr-19	Old Range	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
	N165	EI&C	01-Jan-20	0% Increase	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
	N166	Mechanical	01-Jan-21	3.75% Increase	\$35.50	\$37.70	\$39.97	\$42.17	\$44.41		
	N520	Conventional Safety Advisor	01-Jan-22	2.75% Increase	\$36.48	\$38.74	\$41.07	\$43.33	\$45.63		
	N168	Health Physics Technician	01-Jan-23	1.5% Increase	\$37.03	\$39.32	\$41.69	\$43.98	\$46.31		
	N376	Operations Document Writer									
	N169	Radiation Protection Technician									
	N509	Maintenance Planner									
	N601	Paramedic									

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N76	N390	Chemical Maintainer (SHIFT)	01-Apr-19	Old Range	\$34.22	\$36.64	\$38.52	\$40.64	\$42.80		
	N391	EI&C Maintainer (SHIFT)		Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$36.97	\$39.39	\$41.27	\$43.39	\$45.55		
			01-Jan-20	0% Increase	\$34.22	\$36.64	\$38.52	\$40.64	\$42.80		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$36.97	\$39.39	\$41.27	\$43.39	\$45.55		
			01-Jan-21	3.75% Increase	\$35.50	\$38.02	\$39.97	\$42.17	\$44.41		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$38.25	\$40.77	\$42.72	\$44.92	\$47.16		
					\$35.50	\$38.02	\$39.97	\$42.17	\$44.41		
			01-Jan-22	2.75% Increase	\$36.48	\$39.07	\$41.07	\$43.33	\$45.63		
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$37.48	\$40.07	\$42.07	\$44.33	\$46.63		
			01-Jan-23	1.5% Increase	\$37.03	\$39.66	\$41.69	\$43.98	\$46.31		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$38.03	\$40.66	\$42.69	\$44.98	\$47.31		
		Senior Maintainer									
N31	N069	Chemical	01-Apr-19	Old Range	\$42.54	\$44.36	\$46.97	\$49.33			
	N070	EI&C	01-Jan-20	0% Increase	\$42.54	\$44.36	\$46.97	\$49.33			
	N071	Mechanical	01-Jan-21	3.75% Increase	\$44.14	\$46.02	\$48.73	\$51.18			
	N107	Component Specialist	01-Jan-22	2.75% Increase	\$45.35	\$47.29	\$50.07	\$52.59			
	N349	Conventional Safety Specialist	01-Jan-23	1.5% Increase	\$46.03	\$48.00	\$50.82	\$53.38			
	N176	Operations Document Specialist									
	N279	QC Specialist									
	N108	Senior Health Physics Technician									
	N109	Senior Radiation Protection Technician									
		Supervisor									
N32	N156	Chemistry	01-Apr-19	Old Range	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
	N124	EI&C	01-Jan-20	0% Increase	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
	N114	Emergency Preparedness	01-Jan-21	3.75% Increase	\$46.36	\$49.22	\$52.16	\$55.01	\$57.91		
	N334	ERT	01-Jan-22	2.75% Increase	\$47.64	\$50.57	\$53.60	\$56.52	\$59.50		
	N336	Fire Testing Team	01-Jan-23	1.5% Increase	\$48.36	\$51.33	\$54.40	\$57.37	\$60.39		
	N158	Health Physics Lab									
	N297	Inspection & VQA									
	N508	Maintenance Support									
	N126	Mechanical Maintenance									
	N368	Operations & Maintenance Documentation									
	N346	Performance Improvement									
	N348	Radiation Protection									
	N350	Training									
	N333	Work Group Coordinator									
	N335	Project Lead									
	N331	Work Week Leader									

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N43	N086	Training Specialist	01-Apr-19	Old Range	\$39.72	\$42.17	\$44.67	\$47.13	\$49.62		
	N502	Warehouse Supervisor	01-Jan-20	0% Increase	\$39.72	\$42.17	\$44.67	\$47.13	\$49.62		
	N353	Buyer, Senior Nuclear	01-Jan-21	3.75% Increase	\$41.21	\$43.75	\$46.35	\$48.90	\$51.48		
			01-Jan-22	2.75% Increase	\$42.34	\$44.95	\$47.63	\$50.25	\$52.90		
			01-Jan-23	1.5% Increase	\$42.98	\$45.62	\$48.34	\$51.00	\$53.69		
N44	N352	EP Specialist	01-Apr-19	Old Range	\$31.50	\$34.52	\$37.54	\$40.53	\$43.56	\$46.58	\$49.62
	N268	SAP Functional Analyst	01-Jan-20	0% Increase	\$31.50	\$34.52	\$37.54	\$40.53	\$43.56	\$46.58	\$49.62
	N163	Safeguards Officer	01-Jan-21	3.75% Increase	\$32.68	\$35.82	\$38.95	\$42.05	\$45.19	\$48.33	\$51.48
	N105	Technical Specialist	01-Jan-22	2.75% Increase	\$33.58	\$36.81	\$40.02	\$43.21	\$46.43	\$49.66	\$52.90
			01-Jan-23	1.5% Increase	\$34.08	\$37.36	\$40.62	\$43.86	\$47.13	\$50.41	\$53.69
		<i>Note: EP Specialist or Technical Specialist in Emergency Preparedness cannot progress to top step until fully certified</i>									
N30	N199	Fuel Handling Maintainer	01-Apr-19	Old Range	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
			01-Jan-20	0% Increase	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
			01-Jan-21	3.75% Increase	\$35.50	\$37.70	\$39.97	\$42.17	\$44.41		
			01-Jan-22	2.75% Increase	\$36.48	\$38.74	\$41.07	\$43.33	\$45.63		
			01-Jan-23	1.5% Increase	\$37.03	\$39.32	\$41.69	\$43.98	\$46.31		
N39	N098	Fuel Handling Specialist	01-Apr-19	Old Range	\$45.62	\$47.60	\$50.40	\$52.95			
			01-Jan-20	0% Increase	\$45.62	\$47.60	\$50.40	\$52.95			
			01-Jan-21	3.75% Increase	\$47.33	\$49.39	\$52.29	\$54.94			
			01-Jan-22	2.75% Increase	\$48.63	\$50.75	\$53.73	\$56.45			
			01-Jan-23	1.5% Increase	\$49.36	\$51.51	\$54.54	\$57.30			
N40	N101	Senior Fuel Handling Specialist	01-Apr-19	Old Range	\$47.05	\$49.82	\$52.31	\$55.35	\$58.50		
			01-Jan-20	0% Increase	\$47.05	\$49.82	\$52.31	\$55.35	\$58.50		
			01-Jan-21	3.75% Increase	\$48.82	\$51.69	\$54.27	\$57.43	\$60.69		
			01-Jan-22	2.75% Increase	\$50.16	\$53.11	\$55.76	\$59.01	\$62.36		
			DOS	Progression amt	\$50.16	\$53.11	\$55.76	\$59.27	\$62.36		
			01-Jan-23	1.5% Increase	\$50.91	\$53.91	\$56.60	\$60.16	\$63.30		
N41	N139	Supervisor Fuel Handling	01-Apr-19	Old Range	\$58.12	\$64.35					
			01-Jan-20	0% Increase	\$58.12	\$64.35					
		<i>Step A is 5% above Step D of Sr. FH Specialist</i>	01-Jan-21	3.75% Increase	\$60.30	\$66.76					
		<i>Step B is 10% above Step E of Sr. FH Specialist</i>	01-Jan-22	2.75% Increase	\$61.96	\$68.60					
			DOS	Progression amt	\$62.23	\$68.60					
			01-Jan-23	1.5% Increase	\$63.16	\$69.63					
N45	N031	Engineer/Scientist I - IV	01-Apr-19	Old Range	\$32.62	\$35.70	\$38.81	\$41.94	\$45.05	\$48.15	\$51.28
			01-Jan-20	0% Increase	\$32.62	\$35.70	\$38.81	\$41.94	\$45.05	\$48.15	\$51.28
			01-Jan-21	3.75% Increase	\$33.84	\$37.04	\$40.27	\$43.51	\$46.74	\$49.96	\$53.20
			01-Jan-22	2.75% Increase	\$34.77	\$38.06	\$41.38	\$44.71	\$48.03	\$51.33	\$54.66
			01-Jan-23	1.5% Increase	\$35.29	\$38.63	\$42.00	\$45.38	\$48.75	\$52.10	\$55.48
		Eng IV Step G - 6 years experience and MUST hold a P.Eng. designation or remain at Step F of the Eng III level.									

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G	

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N46	N160	Inspection Specialist	01-Apr-19	Old Range	\$43.54	\$46.25	\$48.99	\$51.68	\$54.42		
	N394	Instructional Technologist	01-Jan-20	0% Increase	\$43.54	\$46.25	\$48.99	\$51.68	\$54.42		
	N102	Senior Technical Specialist	01-Jan-21	3.75% Increase	\$45.17	\$47.99	\$50.83	\$53.62	\$56.46		
	N233	Supervisor, Facilities	01-Jan-22	2.75% Increase	\$46.41	\$49.31	\$52.23	\$55.10	\$58.01		
			DOS	Progression amt	\$46.41	\$49.31	\$52.23	\$55.55	\$58.01		
			01-Jan-23	1.5% Increase	\$47.11	\$50.05	\$53.01	\$56.38	\$58.88		
N47	N040	Engineer/Scientist V	01-Apr-19	Old Range	\$45.09	\$47.88	\$50.71	\$53.53	\$56.35		
			01-Jan-20	0% Increase	\$45.09	\$47.88	\$50.71	\$53.53	\$56.35		
			01-Jan-21	3.75% Increase	\$46.78	\$49.68	\$52.61	\$55.54	\$58.46		
			01-Jan-22	2.75% Increase	\$48.07	\$51.05	\$54.06	\$57.07	\$60.07		
			DOS	Progression amt	\$48.07	\$51.05	\$54.06	\$57.39	\$60.07		
			01-Jan-23	1.5% Increase	\$48.79	\$51.82	\$54.87	\$58.25	\$60.97		
N48	N094	Health Physicist	01-Apr-19	Old Range	\$47.96	\$50.95	\$53.97	\$56.98	\$60.00		
	N042	Senior Engineer I	01-Jan-20	0% Increase	\$47.96	\$50.95	\$53.97	\$56.98	\$60.00		
	N005	Technical Advisor	01-Jan-21	3.75% Increase	\$49.76	\$52.86	\$56.00	\$59.12	\$62.25		
	N135	Technical Supervisor	01-Jan-22	2.75% Increase	\$51.13	\$54.31	\$57.54	\$60.75	\$63.96		
	N400	FIN Team Supervisor	DOS	Progression amt	\$51.13	\$54.31	\$57.54	\$63.07	\$63.96		
	N507	Projects Group Supervisor	01-Jan-23	1.5% Increase	\$51.90	\$55.13	\$58.40	\$64.02	\$64.92		
	N505	Regulatory Affairs Supervisor									
	N506	Work Management Supervisor									
	N136	Procurement Engineering Supervisor									
N49	N174	Senior Engineer II	01-Apr-19	Old Range	\$51.35	\$54.49	\$57.75	\$60.89	\$64.14		
	N093	Senior Health Physicist	01-Jan-20	0% Increase	\$51.35	\$54.49	\$57.75	\$60.89	\$64.14		
	N004	Senior Technical Advisor	01-Jan-21	3.75% Increase	\$53.28	\$56.53	\$59.92	\$63.17	\$66.55		
			01-Jan-22	2.75% Increase	\$54.75	\$58.09	\$61.57	\$64.91	\$68.38		
			DOS	Progression amt	\$54.75	\$58.09	\$61.57	\$67.16	\$68.38		
			01-Jan-23	1.5% Increase	\$55.57	\$58.96	\$62.49	\$68.17	\$69.41		
N30	N076	Power Plant Operator (DAY)	01-Apr-19	Old Range	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
			01-Jan-20	0% Increase	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
			01-Jan-21	3.75% Increase	\$35.50	\$37.70	\$39.97	\$42.17	\$44.41		
			01-Jan-22	2.75% Increase	\$36.48	\$38.74	\$41.07	\$43.33	\$45.63		
			01-Jan-23	1.5% Increase	\$37.03	\$39.32	\$41.69	\$43.98	\$46.31		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N76	N087	Power Plant Operator (SHIFT)	01-Apr-19	Old Range	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$36.97	\$39.09	\$41.27	\$43.39	\$45.55		
			01-Jan-20	0% Increase	\$34.22	\$36.34	\$38.52	\$40.64	\$42.80		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$36.97	\$39.09	\$41.27	\$43.39	\$45.55		
			01-Jan-21	3.75% Increase	\$35.50	\$37.70	\$39.97	\$42.17	\$44.41		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$38.25	\$40.45	\$42.72	\$44.92	\$47.16		
			01-Jan-22	2.75% Increase	\$36.48	\$38.74	\$41.07	\$43.33	\$45.63		
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$37.48	\$39.74	\$42.07	\$44.33	\$46.63		
			01-Jan-23	1.5% Increase	\$37.03	\$39.32	\$41.69	\$43.98	\$46.31		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$38.03	\$40.32	\$42.69	\$44.98	\$47.31		
N31	N088	Senior Power Plant Operator (DAY)	01-Apr-19	Old Range	\$42.54	\$44.36	\$46.97	\$49.33			
			01-Jan-20	0% Increase	\$42.54	\$44.36	\$46.97	\$49.33			
			01-Jan-21	3.75% Increase	\$44.14	\$46.02	\$48.73	\$51.18			
			01-Jan-22	2.75% Increase	\$45.35	\$47.29	\$50.07	\$52.59			
			01-Jan-23	1.5% Increase	\$46.03	\$48.00	\$50.82	\$53.38			
N77	N041	Senior Power Plant Operator (SHIFT)	1-Apr-19	Old Range	\$42.54	\$44.36	\$46.97	\$49.33			
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75			
					\$45.29	\$47.11	\$49.72	\$52.08			
			01-Jan-20	0% Increase	\$42.54	\$44.36	\$46.97	\$49.33			
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75			
					\$45.29	\$47.11	\$49.72	\$52.08			
			01-Jan-21	3.75% Increase	\$44.14	\$46.02	\$48.73	\$51.18			
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75			
					\$46.89	\$48.77	\$51.48	\$53.93			
			01-Jan-22	2.75% Increase	\$45.35	\$47.29	\$50.07	\$52.59			
				DOS	\$1.00	\$1.00	\$1.00	\$1.00			
					\$46.35	\$48.29	\$51.07	\$53.59			
			01-Jan-23	1.5% Increase	\$46.03	\$48.00	\$50.82	\$53.38			
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00			
					\$47.03	\$49.00	\$51.82	\$54.38			

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N32	N157	Supervisor Field Operations (DAY)	01-Apr-19	Old Range	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
			01-Jan-20	0% Increase	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
			01-Jan-21	3.75% Increase	\$46.36	\$49.22	\$52.16	\$55.01	\$57.91		
			01-Jan-22	2.75% Increase	\$47.64	\$50.57	\$53.60	\$56.52	\$59.50		
			01-Jan-23	1.5% Increase	\$48.36	\$51.33	\$54.40	\$57.37	\$60.39		
N88	N037	Supervisor Field Operations (SHIFT)	01-Apr-19	Old Range	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$47.43	\$50.19	\$53.02	\$55.77	\$58.57		
			01-Jan-20	0% Increase	\$44.68	\$47.44	\$50.27	\$53.02	\$55.82		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$47.43	\$50.19	\$53.02	\$55.77	\$58.57		
			01-Jan-21	3.75% Increase	\$46.36	\$49.22	\$52.16	\$55.01	\$57.91		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$49.11	\$51.97	\$54.91	\$57.76	\$60.66		
			01-Jan-22	2.75% Increase	\$47.64	\$50.57	\$53.60	\$56.52	\$59.50		
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$48.64	\$51.57	\$54.60	\$57.52	\$60.50		
			01-Jan-23	1.5% Increase	\$48.36	\$51.33	\$54.40	\$57.37	\$60.39		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$49.36	\$52.33	\$55.40	\$58.37	\$61.39		
N78	N043	Control Room Operator In-Training (DAY)	01-Apr-19	Old Range	\$51.80	\$54.40	\$57.12				
			01-Jan-20	0% Increase	\$51.80	\$54.40	\$57.12				
			01-Jan-21	3.75% Increase	\$53.74	\$56.44	\$59.26				
			01-Jan-22	2.75% Increase	\$55.22	\$57.99	\$60.89				
			01-Jan-23	1.5% Increase	\$56.05	\$58.86	\$61.80				
N64	N006	Control Room Operator In-Training (SHIFT)	01-Apr-19	Old Range	\$51.80	\$54.40	\$57.12				
				Shift Fix	\$2.75	\$2.75	\$2.75				
					\$54.55	\$57.15	\$59.87				
			01-Jan-20	0% Increase	\$51.80	\$54.40	\$57.12				
				Shift Fix	\$2.75	\$2.75	\$2.75				
					\$54.55	\$57.15	\$59.87				
			01-Jan-21	3.75% Increase	\$53.74	\$56.44	\$59.26				
				Shift Fix	\$2.75	\$2.75	\$2.75				
					\$56.49	\$59.19	\$62.01				
			01-Jan-22	2.75% Increase	\$55.22	\$57.99	\$60.89				
				DOS	\$1.00	\$1.00	\$1.00				
					\$56.22	\$58.99	\$61.89				
			01-Jan-23	1.5% Increase	\$56.05	\$58.86	\$61.80				
				Shift Fix	\$1.00	\$1.00	\$1.00				
					\$57.05	\$59.86	\$62.80				

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
		Control Room Operator									
		Current Gates	Increment								
		CRO Initials Generals		\$5,000							
		CRO Initials Specifics		\$5,000							
		CRO Initials RPT		\$5,000							
		CRO Initials Simulator Evaluation		\$5,000							
		CRO Continuing Training / Year		3% of base + licensing							
		CRO Comprehensive Requalification Evaluation / Year		3% of base + licensing							
		<i>The amount of CRO Continuing Training and CRO Comprehensive Requalification Evaluation is a percent which automatically indexes this amount.</i>									
		<i>The Continuing Training and Continuous Comprehensive Requalification bonus are protected for licensed employee's only – a previously licensed employee does not retain these bonuses unless the employee moves to the Simulator Instructor classification and retains their license for a period of time as determined by Management</i>									
		Licensing Increment		5 Crew Adj	1-Apr-19	1-Jan-20	1-Jan-21	1-Jan-22	1-Jan-23		
		CRO, Simulator Instructor, Certified Operations Training Examiner	8.0%	At Licensing	\$5.29	\$5.29	\$5.49	\$5.64	\$5.72		
			8.7%	Year 1	\$5.75	\$5.75	\$5.97	\$6.13	\$6.23		
			9.4%	Year 2	\$6.22	\$6.22	\$6.45	\$6.63	\$6.73		
			10.1%	Year 3	\$6.68	\$6.68	\$6.93	\$7.12	\$7.23		
		% of CRO top step	10.8%	Year 4	\$7.14	\$7.14	\$7.41	\$7.61	\$7.73		
		Cell formula linked to CRO hourly amounts above N55 salary grade	11.5%	Year 5	\$7.60	\$7.60	\$7.89	\$8.11	\$8.23		
			12.2%	Year 6	\$8.07	\$8.07	\$8.37	\$8.60	\$8.73		
			12.9%	Year 7	\$8.53	\$8.53	\$8.85	\$9.09	\$9.23		
			13.6%	Year 8	\$8.99	\$8.99	\$9.33	\$9.59	\$9.73		
			14.3%	Year 9	\$9.46	\$9.46	\$9.81	\$10.08	\$10.23		
			15.0%	Year 10	\$9.92	\$9.92	\$10.29	\$10.58	\$10.73		
N56	N053	Simulator Instructor	01-Apr-19	Old Range	\$70.75						
		Rate is 7% above top step of CRO	01-Jan-20	0% Increase	\$70.75						
			01-Jan-21	3.75% Increase	\$73.41						
		The Licensing Increment will be added to these rates	01-Jan-22	2.75% Increase	\$75.44						
			01-Jan-23	1.5% Increase	\$76.57						
	N137	Control Room Operator Day Supervisor									
		Simulator Instructor Notes									
		<i>Licensing increment years must be earned – employees moving from CRO or SS to SI will not immediately advance to the top of the licensing increment but will progress through the increment year by year as years earned - from a licensing increment perspective this is considered a lateral move</i>									
		<i>Incumbents moving to SI from CRO or SS will only keep the continuing training and comprehensive requalification evaluation bonus if they maintain their license for a period of time as determined by Management – this is not intended to remain indefinitely – Simulator Instructors will eventually be required to give up their license</i>									
		<i>The continuing training and continuous comprehensive requalification bonus when applicable will be non-pensionable and will be paid at the same time in the same lump sum format as is paid for CRO's and SS's</i>									
		<i>The shift premium salary fix is not applicable to Simulator Instructors – SI's retaining their license for a period of time who cover a night shift will continue to be entitled to the traditional shift differential of \$1.55 for all normal hours worked on night shifts</i>									
		<i>Step A of the Simulator Instructor classification is CRO + 7% + licensing increment</i>									

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N87	N014	Certified Operations Training Examiner	01-Apr-19	Old Range	\$72.73						
		<i>Rate is 10% above top step of CRO -</i>	01-Jan-20	0% Increase	\$72.73						
		<i>must be fully qualified examiner</i>	01-Jan-21	3.75% Increase	\$75.47						
		<i>The Licensing Increment will be</i>	01-Jan-22	2.75% Increase	\$77.55						
		<i>added to these rates</i>	01-Jan-23	1.5% Increase	\$78.72						
		Certified Operations Training Examiner Notes									
		<i>Certified Operations Training Examiner recognizes those employees who are fully qualified examiners (have completed all training and are required to perform this role by the organization)</i>									
		<i>The shift premium salary fix is not applicable to Certified Operations Training Examiners – COTE's retaining their license for a period of time who cover a night shift will continue to be entitled to the traditional shift differential of \$1.55 for all normal hours worked on night shifts</i>									
		<i>Step A of Certified Operations Training Examiner is CRO + 10% + licensing increment</i>									
N57	N132	Shift Supv In-Training	01-Apr-19	Old Range	\$69.44						
			01-Jan-20	0% Increase	\$69.44						
			01-Jan-21	3.75% Increase	\$72.05						
			01-Jan-22	2.75% Increase	\$74.03						
			01-Jan-23	1.5% Increase	\$75.14						
N80	N027	Shift Supervisor (DAY)	01-Apr-19	Old Range	\$72.91	\$76.55					
			01-Jan-20	0% Increase	\$72.91	\$76.55					
			01-Jan-21	3.75% Increase	\$75.65	\$79.42					
			01-Jan-22	2.75% Increase	\$77.73	\$81.60					
			01-Jan-23	1.5% Increase	\$78.90	\$82.82					
N58	N133	Shift Supervisor (SHIFT)	01-Apr-19	Old Range	\$72.91	\$76.55					
				Shift Fix	\$2.75	\$2.75					
					\$75.66	\$79.30					
			01-Jan-20	0% Increase	\$72.91	\$76.55					
				Shift Fix	\$2.75	\$2.75					
					\$75.66	\$79.30					
			01-Jan-21	3.75% Increase	\$75.65	\$79.42					
				Shift Fix	\$2.75	\$2.75					
					\$78.40	\$82.17					
			01-Jan-22	2.75% Increase	\$77.73	\$81.60					
			DOS	Shift Fix	\$1.00	\$1.00					
					\$78.73	\$82.60					
			01-Jan-23	1.5% Increase	\$78.90	\$82.82					
				Shift Fix	\$1.00	\$1.00					
					\$79.90	\$83.82					

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
		Shift Supervisor (SS) and Shift Supervisor In Training (SSIT) Notes									
		SSIT 1 step									
		SS 2 steps									
		Steps A through B of Shift Supervisor cannot be achieved until fully qualified SS									
		Once SS-IT 's are fully licensed incumbents will progress through Steps A and B of SS classification – ie will move to the closest step to their current rate within the SS									
		If licensed as a CRO, employees in the SS-IT classification will receive their licensing increment based on the Shift Supervisor Licensing Increment table									
		Shift Supervisor									
		Current Gates	Proposed Increment								
		SS Incremental Knowledge	\$5,000								
		SS Incremental Simulator Evaluation	\$5,000								
		SS Continuing Training / Year	3% of base + licensing								
		SS Comprehensive Requalification Evaluation / Year	3% of base + licensing								
		SS Continuing Training and SS Comprehensive Requalification Evaluation is a percentage which automatically indexes this amount									
		The Continuing Training and Continuous Comprehensive Requalification bonus are protected for licensed employee's only – a previously licensed employee does not retain these bonuses unless the employee moves to the Simulator Instructor classification and retains their license for a period of time as determined by Management									
		Shift Supervisor Licensing Increment	5 Crew Adjustmen	1-Apr-19	1-Jan-20	01-Jan-21	1-Jan-22	01-Jan-23			
			8.0%	At Licensing	\$6.12	\$6.12	\$6.35	\$6.53	\$6.63		
			8.7%	Year 1	\$6.66	\$6.66	\$6.91	\$7.10	\$7.21		
			9.4%	Year 2	\$7.20	\$7.20	\$7.47	\$7.67	\$7.79		
		% based on top step of shift supervisor	10.1%	Year 3	\$7.73	\$7.73	\$8.02	\$8.24	\$8.36		
			10.8%	Year 4	\$8.27	\$8.27	\$8.58	\$8.81	\$8.94		
			11.5%	Year 5	\$8.80	\$8.80	\$9.13	\$9.38	\$9.52		
			12.2%	Year 6	\$9.34	\$9.34	\$9.69	\$9.96	\$10.10		
			12.9%	Year 7	\$9.87	\$9.87	\$10.25	\$10.53	\$10.68		
			13.6%	Year 8	\$10.41	\$10.41	\$10.80	\$11.10	\$11.26		
			14.3%	Year 9	\$10.95	\$10.95	\$11.36	\$11.67	\$11.84		
			15.0%	Year 10	\$11.48	\$11.48	\$11.91	\$12.24	\$12.42		
N59	N372	Nuclear Security Officer (DAY)	01-Apr-19	Old Range	\$25.38	\$26.85	\$28.40	\$30.01	\$31.77		
			01-Jan-20	0% Increase	\$25.38	\$26.85	\$28.40	\$30.01	\$31.77		
			01-Jan-21	3.75% Increase	\$26.33	\$27.86	\$29.47	\$31.14	\$32.96		
			01-Jan-22	2.75% Increase	\$27.05	\$28.63	\$30.28	\$32.00	\$33.87		
			01-Jan-23	1.5% Increase	\$27.46	\$29.06	\$30.73	\$32.48	\$34.38		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N81	N049	Nuclear Security Officer (SHIFT)	01-Apr-19	Old Range	\$25.38	\$26.85	\$28.40	\$30.01	\$31.77		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$28.13	\$29.60	\$31.15	\$32.76	\$34.52		
			01-Jan-20	0% Increase	\$25.38	\$26.85	\$28.40	\$30.01	\$31.77		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$28.13	\$29.60	\$31.15	\$32.76	\$34.52		
			01-Jan-21	3.75% Increase	\$26.33	\$27.86	\$29.47	\$31.14	\$32.96		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$29.08	\$30.61	\$32.22	\$33.89	\$35.71		
			01-Jan-22	2.75% Increase	\$27.05	\$28.63	\$30.28	\$32.00	\$33.87		
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
				Shift Fix	\$28.05	\$29.63	\$31.28	\$33.00	\$34.87		
			01-Jan-23	1.5% Increase	\$27.46	\$29.06	\$30.73	\$32.48	\$34.38		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$28.46	\$30.06	\$31.73	\$33.48	\$35.38		
N69	N188	NRT Member - IT	01-Apr-19	Old Range	\$26.56						
			01-Jan-20	0% Increase	\$26.56						
			01-Jan-21	3.75% Increase	\$27.56						
			01-Jan-22	2.75% Increase	\$28.32						
			01-Jan-23	1.5% Increase	\$28.75						
N70	N017	Armorer	01-Apr-19	Old Range	\$29.27	\$30.97	\$32.75	\$34.63	\$36.62		
	N371	NRT Member (DAY)	01-Jan-20	0% Increase	\$29.27	\$30.97	\$32.75	\$34.63	\$36.62		
			01-Jan-21	3.75% Increase	\$30.37	\$32.13	\$33.98	\$35.93	\$37.99		
			01-Jan-22	2.75% Increase	\$31.21	\$33.01	\$34.92	\$36.92	\$39.04		
			01-Jan-23	1.5% Increase	\$31.68	\$33.51	\$35.44	\$37.47	\$39.63		
N82	N189	NRT Member (SHIFT)	01-Apr-19	Old Range	\$29.27	\$30.97	\$32.75	\$34.63	\$36.62		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$32.02	\$33.72	\$35.50	\$37.38	\$39.37		
			01-Jan-20	0% Increase	\$29.27	\$30.97	\$32.75	\$34.63	\$36.62		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$32.02	\$33.72	\$35.50	\$37.38	\$39.37		
			01-Jan-21	3.75% Increase	\$30.37	\$32.13	\$33.98	\$35.93	\$37.99		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$33.12	\$34.88	\$36.73	\$38.68	\$40.74		
			01-Jan-22	2.75% Increase	\$31.21	\$33.01	\$34.92	\$36.92	\$39.04		
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
				Shift Fix	\$32.21	\$34.01	\$35.92	\$37.92	\$40.04		
			01-Jan-23	1.5% Increase	\$31.68	\$33.51	\$35.44	\$37.47	\$39.63		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$32.68	\$34.51	\$36.44	\$38.47	\$40.63		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N90	N396	Tactical Team Lead (DAY)	01-Apr-19	Old Range	\$31.60	\$33.44	\$35.38	\$37.38	\$39.55		
		8% above NRT	01-Jan-20	0% Increase	\$31.60	\$33.44	\$35.38	\$37.38	\$39.55		
			01-Jan-21	3.75% Increase	\$32.80	\$34.70	\$36.70	\$38.80	\$41.03		
			01-Jan-22	2.75% Increase	\$33.71	\$35.65	\$37.71	\$39.87	\$42.16		
			DOS	Progression amt	\$33.71	\$35.65	\$37.71	\$40.99	\$42.16		
			01-Jan-23	1.5% Increase	\$34.21	\$36.19	\$38.28	\$41.61	\$42.80		
N86	N047	Tactical Team Lead (SHIFT)	01-Apr-19	Old Range	\$31.60	\$33.44	\$35.38	\$37.38	\$39.55		
		8% above NRT		Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$34.35	\$36.19	\$38.13	\$40.13	\$42.30		
			01-Jan-20	0% Increase	\$31.60	\$33.44	\$35.38	\$37.38	\$39.55		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$34.35	\$36.19	\$38.13	\$40.13	\$42.30		
			01-Jan-21	3.75% Increase	\$32.80	\$34.70	\$36.70	\$38.80	\$41.03		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$35.55	\$37.45	\$39.45	\$41.55	\$43.78		
			01-Jan-22	2.75% Increase	\$33.71	\$35.65	\$37.71	\$39.87	\$42.16		
			DOS	Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
			DOS	Progression amt	\$33.71	\$35.65	\$37.31	\$40.99	\$42.16		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$34.71	\$36.65	\$38.71	\$41.99	\$43.16		
			01-Jan-23	1.5% Increase	\$34.21	\$36.19	\$38.28	\$41.61	\$42.80		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$35.21	\$37.19	\$39.28	\$42.61	\$43.80		
N72	N373	Security Sergeant (DAY)	01-Apr-19	Old Range	\$33.70	\$35.49	\$37.34	\$39.31	\$41.38	\$43.47	
			01-Jan-20	0% Increase	\$33.70	\$35.49	\$37.34	\$39.31	\$41.38	\$43.47	
			01-Jan-21	3.75% Increase	\$34.96	\$36.82	\$38.74	\$40.79	\$42.93	\$45.10	
			01-Jan-22	2.75% Increase	\$35.92	\$37.83	\$39.81	\$41.91	\$44.11	\$46.34	
			DOS	Progression amt	\$35.92	\$37.83	\$39.81	\$41.91	\$44.27	\$46.34	
			01-Jan-23	1.5% Increase	\$36.46	\$38.40	\$40.41	\$42.54	\$44.93	\$47.04	

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N83	N224	Security Sergeant (SHIFT)	01-Apr-19	Old Range	\$33.70	\$35.49	\$37.34	\$39.31	\$41.38	\$43.47	
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	
					\$36.45	\$38.24	\$40.09	\$42.06	\$44.13	\$46.22	
			01-Jan-20	0% Increase	\$33.70	\$35.49	\$37.34	\$39.31	\$41.38	\$43.47	
				Shift Fix*	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	
					\$36.45	\$38.24	\$40.09	\$42.06	\$44.13	\$46.22	
			01-Jan-21	3.75% Increase	\$34.96	\$36.82	\$38.74	\$40.79	\$42.93	\$45.10	
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	
					\$37.71	\$39.57	\$41.49	\$43.54	\$45.68	\$47.85	
			01-Jan-22	2.75% Increase	\$35.92	\$37.83	\$39.81	\$41.91	\$44.11	\$46.34	
				DOS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
					\$36.92	\$38.83	\$40.81	\$42.91	\$45.11	\$47.34	
				DOS	Progression amt	35.92	37.83	39.81	41.91	44.27	46.34
				Shift Fix	1.00	1.00	1.00	1.00	1.00	1.00	
					\$36.92	\$38.83	\$40.81	\$42.91	\$45.27	\$47.34	
			01-Jan-23	1.5% Increase	\$36.46	\$38.40	\$40.41	\$42.54	\$44.93	\$47.04	
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
					\$37.46	\$39.40	\$41.41	\$43.54	\$45.93	\$48.04	
N91	N516	Operations Staff Sergeant	01-Apr-19	Old Range	\$37.07	\$39.04	\$41.07	\$43.24	\$45.51	\$47.81	
		(10% above Security Sergeant Day)	01-Jan-20	0% Increase	\$37.07	\$39.04	\$41.07	\$43.24	\$45.51	\$47.81	
			01-Jan-21	3.75% Increase	\$38.46	\$40.50	\$42.61	\$44.87	\$47.22	\$49.61	
			01-Jan-22	2.75% Increase	\$39.51	\$41.61	\$43.79	\$46.10	\$48.52	\$50.97	
				DOS	Progression amt	\$39.51	\$41.61	\$43.79	\$46.10	\$48.66	\$50.97
			01-Jan-23	1.5% Increase	\$40.11	\$42.24	\$44.45	\$46.79	\$49.42	\$51.74	
N74	N602	Maintainer, Fire Testing	01-Apr-19	Old Range	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
			01-Jan-20	0% Increase	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
			01-Jan-21	3.75% Increase	\$28.18	\$29.92	\$31.71	\$33.46	\$35.23		
			01-Jan-22	2.75% Increase	\$28.96	\$30.74	\$32.58	\$34.38	\$36.20		
			01-Jan-23	1.5% Increase	\$29.39	\$31.20	\$33.07	\$34.90	\$36.74		
Need new sal grade		ERT In Training	01-Jan-20	NEW	\$24.65						
		10.2% diff of ERT Maintainer (fully qualified ERT)	01-Jan-21	3.75% Increase	\$25.57						
				DOS	Market Adj	\$27.31					
			01-Jan-22	2.75% Increase	\$26.28						
			01-Jan-23	0% Increase	\$26.28						
			31-Dec-23	Market Adj	\$28.75						

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G	

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
need new		ERT In Training (Shift)	01-Jan-20	New	\$24.65						
sal grade				Shift Fix	\$2.75						
					\$27.40						
			01-Jan-21	3.75% Increase	\$25.57						
				Shift Fix	\$2.75						
					\$28.32						
			DOS	Market Adj	\$27.31						
			DOS	Shift Fix	\$1.00						
					\$28.31						
			01-Jan-22	2.75% Increase	\$26.28						
				Shift Fix	\$1.00						
					\$27.28						
			01-Jan-23	0% Increase	\$26.28						
				Shift Fix	\$1.00						
					\$27.28						
			31-Dec-23	Market Adj	\$28.75						
				Shift Fix	\$1.00						
					\$29.75						
Need new	N369	ERT Maintainer (DAY)	01-Apr-19	Old Range	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
sal grade			01-Jan-20	0% Increase	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
			01-Jan-21	3.75% Increase	\$28.18	\$29.92	\$31.71	\$33.46	\$35.23		
			01-Jan-22	2.75% Increase	\$28.96	\$30.74	\$32.58	\$34.38	\$36.20		
			DOS	Market Adj	\$1.13	\$1.14	\$1.17	\$1.27	\$1.42		
					\$30.09	\$31.88	\$33.75	\$35.65	\$37.62		
			01-Jan-23	1.5% Increase	\$30.54	\$32.36	\$34.26	\$36.19	\$38.18		
			31-Dec-23	Market Adj	\$1.14	\$1.15	\$1.18	\$1.28	\$1.45		
				Total	\$31.68	\$33.51	\$35.44	\$37.47	\$39.63		

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N84	N329	ERT Maintainer (SHIFT)	01-Apr-19	Old Range	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$29.91	\$31.59	\$33.31	\$35.00	\$36.71		
			01-Jan-20	0% Increase	\$27.16	\$28.84	\$30.56	\$32.25	\$33.96		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$29.91	\$31.59	\$33.31	\$35.00	\$36.71		
			01-Jan-21	3.75% Increase	\$28.18	\$29.92	\$31.71	\$33.46	\$35.23		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$30.93	\$32.67	\$34.46	\$36.21	\$37.98		
			01-Jan-22	2.75% Increase	\$28.96	\$30.74	\$32.58	\$34.38	\$36.20		
				DOS	Market Adj	\$1.13	\$1.14	\$1.17	\$1.27	\$1.42	
						\$30.09	\$31.88	\$33.75	\$35.65	\$37.62	
				DOS	Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
						\$31.09	\$32.88	\$34.75	\$36.65	\$38.62	
			01-Jan-23	1.5% Increase	\$30.54	\$32.36	\$34.26	\$36.19	\$38.18		
				31-Dec-23	Market Adj	\$1.14	\$1.15	\$1.18	\$1.28	\$1.45	
						\$31.68	\$33.51	\$35.44	\$37.47	\$39.63	
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
						\$32.68	\$34.51	\$36.44	\$38.47	\$40.63	
N89	N395	ERT Captain (DAY)	01-Apr-19	Old Range	\$29.32	\$31.17	\$32.99	\$34.83	\$36.68		
		<i>8% above ERT until date of signing</i>	01-Jan-20	0% Increase	\$29.32	\$31.17	\$32.99	\$34.83	\$36.68		
		<i>(formerly Lieutenant)</i>	01-Jan-21	3.75% Increase	\$30.43	\$32.31	\$34.25	\$36.14	\$38.05		
		Market adjustment to close 1/2 difference	01-Jan-22	2.75% Increase	\$31.28	\$33.20	\$35.19	\$37.13	\$39.10		
		between ERT and NRT rates		DOS	Market Adj	\$1.22	\$1.23	\$1.26	\$1.37	\$1.53	
						\$32.50	\$34.43	\$36.45	\$38.50	\$40.63	
				DOS	Progression amt	\$32.50	\$34.43	\$36.45	\$39.50	\$40.63	
			01-Jan-23	1.5% Increase	\$32.99	\$34.95	\$37.00	\$40.09	\$41.24		
		Market adjustment to fully close gap	31-Dec-23	Market Adj	\$1.22	\$1.24	\$1.28	\$1.52	\$1.56		
		between ERT and NRT rates				\$34.21	\$36.19	\$38.28	\$41.61	\$42.80	
		(bring ERT to parity with NRT)									

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N85	N045	ERT Captain (SHIFT)	01-Apr-19	Old Range	\$29.32	\$31.17	\$32.99	\$34.83	\$36.68		
		8% above ERT		Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
		(formerly Lieutenant)			\$32.07	\$33.92	\$35.74	\$37.58	\$39.43		
			01-Jan-20	0% Increase	\$29.32	\$31.17	\$32.99	\$34.83	\$36.68		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$32.07	\$33.92	\$35.74	\$37.58	\$39.43		
			01-Jan-21	3.75% Increase	\$30.43	\$32.31	\$34.25	\$36.14	\$38.05		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$33.18	\$35.06	\$37.00	\$38.89	\$40.80		
			01-Jan-22	2.75% Increase	\$31.28	\$33.20	\$35.19	\$37.13	\$39.10		
			DOS	Market Adj	\$1.22	\$1.23	\$1.26	\$1.37	\$1.53		
					\$32.50	\$34.43	\$36.45	\$38.50	\$40.63		
			DOS	Progression amt	\$32.50	\$34.43	\$36.45	\$39.50	\$40.63		
			DOS	Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$33.50	\$35.43	\$37.45	\$40.50	\$41.63		
			01-Jan-23	1.5% Increase	\$32.99	\$34.95	\$37.00	\$40.09	\$41.24		
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00		
					\$33.99	\$35.95	\$38.00	\$41.09	\$42.24		
					\$32.99	\$34.95	\$37.00	\$40.09	\$41.24		
			31-Dec-23	Market Adj	\$1.22	\$1.24	\$1.28	\$1.52	\$1.56		
					\$34.21	\$36.19	\$38.28	\$41.61	\$42.80		
N11	N370	ERT Leader (DAY)	01-Apr-19	Old Range	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
			01-Jan-20	0% Increase	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
			01-Jan-21	3.75% Increase	\$33.75	\$35.86	\$38.02	\$40.12	\$42.28		
			01-Jan-22	2.75% Increase	\$34.68	\$36.85	\$39.07	\$41.22	\$43.44		
			DOS	Market Adj	\$0.62	\$0.49	\$0.37	\$0.35	\$0.34		
			DOS	Added Step	\$35.30	\$37.34	\$39.44	\$41.57	\$43.78	\$46.34	
			01-Jan-23	1.5% Increase	\$35.83	\$37.90	\$40.03	\$42.19	\$44.44	\$47.04	
			01-Dec-23	Market Adj	\$0.63	\$0.50	\$0.38	\$0.35	\$0.49	\$0.00	
				Total	\$36.46	\$38.40	\$40.41	\$42.54	\$44.93	\$47.04	

Sal Grade	Job Code	Job Title	Date	% Increase	Step A	Step B	Step C	Step D	Step E	Step F	Step G
N75	N301	ERT Leader (SHIFT)	01-Apr-19	Old Range	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$35.28	\$37.31	\$39.39	\$41.42	\$43.50		
			01-Jan-20	0% Increase	\$32.53	\$34.56	\$36.64	\$38.67	\$40.75		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$35.28	\$37.31	\$39.39	\$41.42	\$43.50		
			01-Jan-21	3.75% Increase	\$33.75	\$35.86	\$38.02	\$40.12	\$42.28		
				Shift Fix	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75		
					\$36.50	\$38.61	\$40.77	\$42.87	\$45.03		
			01-Jan-22	2.75% Increase	\$34.68	\$36.85	\$39.07	\$41.22	\$43.44		
			DOS	Market Adj	\$0.62	\$0.49	\$0.37	\$0.35	\$0.34		
			DOS	Added Step	\$35.30	\$37.34	\$39.44	\$41.57	\$43.78	\$46.34	
			DOS	Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
					\$35.68	\$37.85	\$40.07	\$42.22	\$44.44	\$47.34	
			01-Jan-23	1.5% Increase	\$35.83	\$37.90	\$40.03	\$42.19	\$44.44	\$47.04	
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
					\$36.83	\$38.90	\$41.03	\$43.19	\$45.44	\$48.04	
					\$35.83	\$37.90	\$40.03	\$42.19	\$44.44	\$47.04	
			31-Dec-23	Market Adj	\$0.63	\$0.50	\$0.38	\$0.35	\$0.49	\$0.00	
					\$36.46	\$38.40	\$40.41	\$42.54	\$44.93	\$47.04	
				Shift Fix	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	
					\$37.46	\$39.40	\$41.41	\$43.54	\$45.93	\$48.04	

1.008