

MGEU & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
 PROFESSIONAL TECHNICAL

A1. Effective October 1, 2023

- Monthly salaries include a 3.0% increase
 Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
AUDIOLOGY		Audiologist	1885	Hourly	43.476	45.301	47.042	48.792	50.654	52.689	54.740			55.834	
				Monthly	6,829.355	7,116.032	7,389.514	7,664.410	7,956.899	8,276.564	8,598.742			8,770.591	
				Annual	81,952.260	85,392.385	88,674.170	91,972.920	95,482.790	99,318.765	103,184.900			105,247.090	
COMMUNITY HEALTH		Community Mental Health Worker II (Former Cental)	1885	Hourly	26.677	27.595	28.589	29.538	30.633	31.682	32.822	33.829		34.507	
				Monthly	4,190.512	4,334.715	4,490.855	4,639.928	4,811.934	4,976.714	5,155.789	5,313.972		5,420.475	
				Annual	50,286.145	52,016.575	53,890.265	55,679.130	57,743.205	59,720.570	61,869.470	63,767.665		65,045.695	
COMMUNITY HEALTH		Education Coordinator I	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		FASD Diagnostic Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Health Educator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Health Promotion Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Healthy Baby Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Home Care Resource Developer	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Home Care Resource Supervisor	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Services to Seniors Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Infection Control Associate	2015	Hourly	35.846	37.492	39.229	41.031	42.946	45.020	47.176			48.120	
				Monthly	6,019.141	6,295.532	6,587.203	6,889.789	7,211.349	7,559.608	7,921.637			8,080.150	
				Annual	72,229.690	75,546.380	79,046.435	82,677.465	86,536.190	90,715.300	95,059.640			96,961.800	
COMMUNITY HEALTH		Social Worker	1885	Hourly	34.836	35.882	36.957	38.068	39.211	40.388	41.602	42.853	44.138	45.462	46.372
				Monthly	5,472.155	5,636.464	5,805.329	5,979.848	6,159.395	6,344.282	6,534.981	6,731.492	6,933.344	7,141.323	7,284.268
				Annual	65,665.860	67,637.570	69,663.945	71,758.180	73,912.735	76,131.380	78,419.770	80,777.905	83,200.130	85,695.870	87,411.220
COMMUNITY HEALTH		Social Worker (BSW)	2015	Hourly	34.836	35.882	36.957	38.068	39.211	40.388	41.602	42.853	44.138	45.462	46.372
				Monthly	5,849.545	6,025.186	6,205.696	6,392.252	6,584.180	6,781.818	6,985.669	7,195.733	7,411.506	7,633.828	7,786.632
				Annual	70,194.540	72,302.230	74,468.355	76,707.020	79,010.165	81,381.820	83,828.030	86,348.795	88,938.070	91,605.930	93,439.580
COMMUNITY HEALTH		Community Mental Health Worker IV	1950	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,966.675	6,168.500	6,398.438	6,626.100	6,872.613	7,128.713	7,406.100	7,693.075	7,992.238	8,227.213	8,391.500
				Annual	71,600.100	74,022.000	76,781.250	79,513.200	82,471.350	85,544.550	88,873.200	92,316.900	95,906.850	98,726.550	100,698.000
COMMUNITY HEALTH		Community Mental Health Worker IV	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Palliative Care Coordinator	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		SharedCare Counsellor	1885	Hourly	37.453	38.720	40.161	41.590	43.138	44.744	46.488	48.287	50.166	51.640	52.674
				Monthly	5,883.242	6,082.267	6,308.624	6,533.096	6,776.261	7,028.537	7,302.490	7,585.083	7,880.243	8,111.783	8,274.208

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
RESPIRATORY		Respiratory Therapist	2015	Hourly	36.324	37.411	38.533	39.688	40.882	42.105	43.369			44.237	
				Monthly	6,099.405	6,281.930	6,470.333	6,664.277	6,864.769	7,070.131	7,282.378			7,428.130	
				Annual	73,192.860	75,383.165	77,643.995	79,971.320	82,377.230	84,841.575	87,388.535			89,137.555	
RESPIRATORY		Senior Respiratory Therapist	2015	Hourly	39.333	40.512	41.725	42.978	44.268	45.595	46.962			47.901	
				Monthly	6,604.666	6,802.640	7,006.323	7,216.723	7,433.335	7,656.160	7,885.703			8,043.376	
				Annual	79,255.995	81,631.680	84,075.875	86,600.670	89,200.020	91,873.925	94,628.430			96,520.515	
SPEECH / LANGUAGE		Speech/Language Pathologist	1950	Hourly	43.476	45.301	47.042	48.792	50.654	52.689	54.740			55.834	
				Monthly	7,064.850	7,361.413	7,644.325	7,928.700	8,231.275	8,561.963	8,895.250			9,073.025	
				Annual	84,778.200	88,336.950	91,731.900	95,144.400	98,775.300	102,743.550	106,743.000			108,876.300	
SPIRITUAL CARE		Spiritual Care Coordinator	2015	Hourly	32.988	34.378	35.698	37.025	38.430	39.973	41.520			42.351	
				Monthly	5,539.235	5,772.639	5,994.289	6,217.115	6,453.038	6,712.133	6,971.900			7,111.439	
				Annual	66,470.820	69,271.670	71,931.470	74,605.375	77,436.450	80,545.595	83,662.800			85,337.265	
X		Kinesiologist	2015	Hourly	28.028	28.887	30.003	31.074	32.395	33.832				34.510	
				Monthly	4,706.368	4,850.609	5,038.004	5,217.843	5,439.660	5,680.957			5,794.804		
				Annual	56,476.420	58,207.305	60,456.045	62,614.110	65,275.925	68,171.480			69,537.650		
X		Chronic Disease Management Clinician	1885	Hourly	36.711	37.962	39.371	40.789	42.297	43.857	45.559	47.349	49.176	50.635	51.647
				Monthly	5,766.686	5,963.198	6,184.528	6,407.272	6,644.154	6,889.204	7,156.560	7,437.739	7,724.730	7,953.915	8,112.883
				Annual	69,200.235	71,558.370	74,214.335	76,887.265	79,729.845	82,670.445	85,878.715	89,252.865	92,696.760	95,446.975	97,354.595
X		Nasopharyngeal Swabber	2015	Hourly	38.418										
				Monthly	6,451.023										
				Annual	77,412.270										
COMMUNITY HEALTH		Community Wellness & Housing Support Worker	1885	Hourly	22.708	23.413	24.218	25.048	25.893	26.723				27.260	
				Monthly	3,567.048	3,677.792	3,804.244	3,934.623	4,067.359	4,197.738			4,282.092		
				Annual	42,804.580	44,133.505	45,650.930	47,215.480	48,808.305	50,372.855			51,385.100		
COMMUNITY HEALTH		Community Health Assessment Program Asst	1885	Hourly	27.599	28.593	29.549	30.623	31.677	32.837				33.494	
				Monthly	4,335.343	4,491.484	4,641.655	4,810.363	4,975.929	5,158.145			5,261.349		
				Annual	52,024.115	53,897.805	55,699.865	57,724.355	59,711.145	61,897.745			63,136.190		
COMMUNITY HEALTH		Community Project Assistant	1885	Hourly	27.599	28.593	29.549	30.623	31.677	32.836				33.493	
				Monthly	4,335.343	4,491.484	4,641.655	4,810.363	4,975.929	5,157.988			5,261.192		
				Annual	52,024.115	53,897.805	55,699.865	57,724.355	59,711.145	61,895.860			63,134.305		
COMMUNITY HEALTH		Healthy Baby Facilitator	1885	Hourly	27.599	28.593	29.549	30.623	31.677	32.837				33.494	
				Monthly	4,335.343	4,491.484	4,641.655	4,810.363	4,975.929	5,158.145			5,261.349		
				Annual	52,024.115	53,897.805	55,699.865	57,724.355	59,711.145	61,897.745			63,136.190		
COMMUNITY HEALTH		Child and Adolescent Worker I	1885	Hourly	29.549	30.623	31.677	32.836	34.079	35.334	36.625	38.068		38.829	
				Monthly	4,641.655	4,810.363	4,975.929	5,157.988	5,353.243	5,550.383	5,753.177	5,979.848		6,099.389	
				Annual	55,699.865	57,724.355	59,711.145	61,895.860	64,238.915	66,604.590	69,038.125	71,758.180		73,192.665	
COMMUNITY HEALTH		Community Mental Health Worker I	1885	Hourly	29.549	30.623	31.677	32.836	34.079	35.334	36.625	38.068		38.829	
				Monthly	4,641.655	4,810.363	4,975.929	5,157.988	5,353.243	5,550.383	5,753.177	5,979.848		6,099.389	
				Annual	55,699.865	57,724.355	59,711.145	61,895.860	64,238.915	66,604.590	69,038.125	71,758.180		73,192.665	
COMMUNITY HEALTH		Community Project Worker	1885	Hourly	29.549	30.623	31.677	32.836	34.079	35.334	36.625	38.068		38.829	
				Monthly	4,641.655	4,810.363	4,975.929	5,157.988	5,353.243	5,550.383	5,753.177	5,979.848		6,099.389	
				Annual	55,699.865	57,724.355	59,711.145	61,895.860	64,238.915	66,604.590	69,038.125	71,758.180		73,192.665	
COMMUNITY HEALTH		Crisis Worker	1885	Hourly	29.549	30.623	31.677	32.836	34.079	35.334	36.625	38.068		38.829	
				Monthly	4,641.655	4,810.363	4,975.929	5,157.988	5,353.243	5,550.383	5,753.177	5,979.848		6,099.389	
				Annual	55,699.865	57,724.355	59,711.145	61,895.860	64,238.915	66,604.590	69,038.125	71,758.180		73,192.665	
COMMUNITY HEALTH		Home Care Case Coordinator I	1885	Hourly	29.549	30.623	31.677	32.836	34.079	35.334	36.625	38.068		38.829	
				Monthly	4,641.655	4,810.363	4,975.929	5,157.988	5,353.243	5,550.383	5,753.177	5,979.848		6,099.389	
				Annual	55,699.865	57,724.355	59,711.145	61,895.860	64,238.915	66,604.590	69,038.125	71,758.180		73,192.665	
COMMUNITY HEALTH		Crisis Worker - PIO	1885	Hourly	30.155	31.250	32.331	33.510	34.778	36.058	37.376	38.844		39.620	
				Monthly	4,736.848	4,908.854	5,078.661	5,263.863	5,463.044	5,664.111	5,871.147	6,101.745		6,223.642	
				Annual	56,842.175	58,906.250	60,943.935	63,166.350	65,556.530	67,969.330	70,453.760	73,220.940		74,683.700	
COMMUNITY HEALTH		Bereavement & Support Services Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025

Occupational Group	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
COMMUNITY HEALTH		Child and Adolescent Worker II	1885	Hourly	31.193	32.333	33.439	34.681	35.938	37.264	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,078.975	5,252.710	5,447.807	5,645.261	5,853.553	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,947.705	63,032.515	65,373.685	67,743.130	70,242.640	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Community Health Developer IV	1885	Hourly	31.193	32.333	33.439	34.681	35.938	37.264	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,078.975	5,252.710	5,447.807	5,645.261	5,853.553	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,947.705	63,032.515	65,373.685	67,743.130	70,242.640	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Community Project Coordinator	1885	Hourly	31.193	32.333	33.439	34.681	35.938	37.264	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,078.975	5,252.710	5,447.807	5,645.261	5,853.553	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,947.705	63,032.515	65,373.685	67,743.130	70,242.640	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Family Residency Program Social Worker	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		FASD Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Healthy Baby Program Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Long Term Care Standards Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Program Specialist-Chronic Disease	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Public Health Educator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Public Health Promotion / Educator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Serving Seniors Worker	1885	Hourly	31.193	32.333	33.439	34.681	35.938	37.264	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,078.975	5,252.710	5,447.807	5,645.261	5,853.553	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,947.705	63,032.515	65,373.685	67,743.130	70,242.640	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Stop FASD Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Wellness Facilitator II	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		WIN Program Coordinator	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH		Community Mental Health Worker	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Community Mental Health Worker II (Former South Eastman)	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Community Mental Health Worker-Crisis Serv.	2015	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	6,165.564	6,374.117	6,611.719	6,846.970	7,101.700	7,366.336	7,652.970	7,949.511	8,258.645	8,501.453	8,671.217
				Annual	73,986.770	76,489.400	79,340.625	82,163.640	85,220.395	88,396.035	91,835.640	95,394.130	99,103.745	102,017.435	104,054.600
COMMUNITY HEALTH		Home Care Case Coord. / Discharge Planner	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
COMMUNITY HEALTH		Home Care Case Coordinator	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Home Care Case Coordinator II	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Home Care Coordinator IV	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Mobile Crisis Worker	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Psychogeriatric Team Worker	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH		Regional Palliative Care Coordinator	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
COMMUNITY HEALTH/BEH		Mental Health Resource Developer	1885	Hourly	31.193	32.335	33.438	34.681	35.938	37.261	38.638	40.163	41.702	43.298	44.165
				Monthly	4,899.900	5,079.290	5,252.553	5,447.807	5,645.261	5,853.082	6,069.386	6,308.938	6,550.689	6,801.394	6,937.585
				Annual	58,798.805	60,951.475	63,030.630	65,373.685	67,743.130	70,236.985	72,832.630	75,707.255	78,608.270	81,616.730	83,251.025
COMMUNITY HEALTH/BEH		Mental Health Worker	1885	Hourly	36.718	37.960	39.375	40.776	42.293	43.869	45.576	47.342	49.183	50.629	51.640
				Monthly	5,767.786	5,962.883	6,185.156	6,405.230	6,643.525	6,891.089	7,159.230	7,436.639	7,725.830	7,952.972	8,111.783
				Annual	69,213.430	71,554.600	74,221.875	76,862.760	79,722.305	82,693.065	85,910.760	89,239.670	92,709.955	95,435.665	97,341.400
DIETARY		Community Health Nutritionist	1885	Hourly	32.073	33.248	34.380	35.661	36.953	38.315	39.731	41.299	42.881	44.523	45.413
				Monthly	5,038.134	5,222.707	5,400.525	5,601.749	5,804.700	6,018.648	6,241.078	6,487.385	6,735.890	6,993.821	7,133.625
				Annual	60,457.605	62,672.480	64,806.300	67,220.985	69,656.405	72,223.775	74,892.935	77,848.615	80,830.685	83,925.855	85,603.505
DIETARY		Community Nutritionist / Healthy Baby Coord.	1885	Hourly	32.073	33.248	34.380	35.661	36.953	38.315	39.731	41.299	42.881	44.523	45.413
				Monthly	5,038.134	5,222.707	5,400.525	5,601.749	5,804.700	6,018.648	6,241.078	6,487.385	6,735.890	6,993.821	7,133.625
				Annual	60,457.605	62,672.480	64,806.300	67,220.985	69,656.405	72,223.775	74,892.935	77,848.615	80,830.685	83,925.855	85,603.505
DIETARY		Nutritionist	2015	Hourly	32.073	33.248	34.380	35.661	36.953	38.315	39.731	41.299	42.881	44.523	45.413
				Monthly	5,385.591	5,582.893	5,772.975	5,988.076	6,205.025	6,433.727	6,671.497	6,934.790	7,200.435	7,476.154	7,625.600
				Annual	64,627.095	66,994.720	69,275.700	71,856.915	74,460.295	77,204.725	80,057.965	83,217.485	86,405.215	89,713.845	91,507.195
DIETARY		Community Nutritionist	1885	Hourly	33.244	34.381	35.661	36.953	38.318	39.731	41.299	42.881	44.523	45.413	
				Monthly	5,222.078	5,400.682	5,601.749	5,804.700	6,019.119	6,241.078	6,487.385	6,735.890	6,993.821	7,133.625	
				Annual	62,664.940	64,808.185	67,220.985	69,656.405	72,229.430	74,892.935	77,848.615	80,830.685	83,925.855	85,603.505	
DIETARY		Diabetic Educator Dietitian	1885	Hourly	33.244	34.381	35.661	36.953	38.318	39.731	41.299	42.881	44.523	45.413	
				Monthly	5,222.078	5,400.682	5,601.749	5,804.700	6,019.119	6,241.078	6,487.385	6,735.890	6,993.821	7,133.625	
				Annual	62,664.940	64,808.185	67,220.985	69,656.405	72,229.430	74,892.935	77,848.615	80,830.685	83,925.855	85,603.505	
DIETARY		Dietitian	1885	Hourly	33.244	34.381	35.661	36.953	38.318	39.731	41.299	42.881	44.523	45.413	
				Monthly	5,222.078	5,400.682	5,601.749	5,804.700	6,019.119	6,241.078	6,487.385	6,735.890	6,993.821	7,133.625	
				Annual	62,664.940	64,808.185	67,220.985	69,656.405	72,229.430	74,892.935	77,848.615	80,830.685	83,925.855	85,603.505	
DIETARY		Dietitian	2015	Hourly	33.244	34.381	35.661	36.953	38.318	39.731	41.299	42.881	44.523	45.413	
				Monthly	5,582.222	5,773.143	5,988.076	6,205.025	6,434.231	6,671.497	6,934.790	7,200.435	7,476.154	7,625.600	
				Annual	66,986.660	69,277.715	71,856.915	74,460.295	77,210.770	80,057.965	83,217.485	86,405.215	89,713.845	91,507.195	
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	38.925	40.091	41.296	42.534	43.808	45.119				46.021	
				Monthly	6,325.313	6,514.788	6,710.600	6,911.775	7,118.800	7,331.838				7,478.413	
				Annual	75,903.750	78,177.450	80,527.200	82,941.300	85,425.600	87,982.050				89,740.950	
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	38.925	40.091	41.296	42.534	43.808	45.119				46.021	
				Monthly	6,325.313	6,514.788	6,710.600	6,911.775	7,118.800	7,331.838				7,478.413	
				Annual	75,903.750	78,177.450	80,527.200	82,941.300	85,425.600	87,982.050				89,740.950	
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	45.856	47.234	48.648	50.105	51.605					52.637	
				Monthly	7,451.600	7,675.525	7,905.300	8,142.063	8,385.813					8,553.513	
				Annual	89,419.200	92,106.300	94,863.600	97,704.750	100,629.750					102,642.150	

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
PSYCHOLOGY		Psychologist	1885	Hourly	43.096	44.714	46.389	48.128	49.933	51.805	53.746	55.766		56.880
				Monthly	6,769.663	7,023.824	7,286.939	7,560.107	7,843.642	8,137.702	8,442.601	8,759.909		8,934.900
				Annual	81,235.960	84,285.890	87,443.265	90,721.280	94,123.705	97,652.425	101,311.210	105,118.910		107,218.800
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	43.476	45.301	47.042	48.792	50.654	52.689	54.740		55.834	
				Monthly	6,829.355	7,116.032	7,389.514	7,664.410	7,956.899	8,276.564	8,598.742		8,770.591	
				Annual	81,952.260	85,392.385	88,674.170	91,972.920	95,482.790	99,318.765	103,184.900		105,247.090	
X		² Community Addictions Worker II	1885	Hourly	35.342	36.672	38.034	39.529	40.936	42.541		43.392		
				Monthly	5,551.639	5,760.560	5,974.508	6,209.347	6,430.363	6,682.482		6,816.160		
				Annual	66,619.670	69,126.720	71,694.090	74,512.165	77,164.360	80,189.785		81,793.920		
X		² Prevention Education Consultant	1885	Hourly	35.342	36.672	38.034	39.529	40.936	42.541		43.392		
				Monthly	5,551.639	5,760.560	5,974.508	6,209.347	6,430.363	6,682.482		6,816.160		
				Annual	66,619.670	69,126.720	71,694.090	74,512.165	77,164.360	80,189.785		81,793.920		
X		² Rehab Counsellor I	1885	Hourly	32.933	34.117	35.342	36.672	38.034	39.529		40.320		
				Monthly	5,173.225	5,359.212	5,551.639	5,760.560	5,974.508	6,209.347		6,333.600		
				Annual	62,078.705	64,310.545	66,619.670	69,126.720	71,694.090	74,512.165		76,003.200		
X		² Rehab Counsellor II	1885	Hourly	35.342	36.672	38.034	39.529	40.936	42.541		43.392		
				Monthly	5,551.639	5,760.560	5,974.508	6,209.347	6,430.363	6,682.482		6,816.160		
				Annual	66,619.670	69,126.720	71,694.090	74,512.165	77,164.360	80,189.785		81,793.920		

¹Market Adjustment - 0%

²AFM-new - 3.00% GWI

MGEU & SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
PROFESSIONAL TECHNICAL

A1. Effective April 1, 2023

- Monthly salaries include a 3.0% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Occupational Group	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20		
AUDIOLOGY		Audiologist	1885	Hourly	42.210	43.982	45.672	47.371	49.179	51.154	53.146				54.208		
				Monthly	6,630.488	6,908.839	7,174.310	7,441.195	7,725.201	8,035.441	8,348.351						8,515.173
				Annual	79,565.850	82,906.070	86,091.720	89,294.335	92,702.415	96,425.290	100,180.210						102,182.080
COMMUNITY HEALTH		Community Mental Health Worker II (For	1885	Hourly	25.900	26.791	27.756	28.678	29.741	30.759	31.866	32.844				33.502	
				Monthly	4,068.458	4,208.420	4,360.005	4,504.836	4,671.815	4,831.726	5,005.618	5,159.245					5,262.606
				Annual	48,821.500	50,501.035	52,320.060	54,058.030	56,061.785	57,980.715	60,067.410	61,910.940					63,151.270
COMMUNITY HEALTH		Education Coordinator I	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		FASD Diagnostic Coordinator	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Health Educator	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Health Promotion Coordinator	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Healthy Baby Coordinator	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Home Care Resource Developer	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Home Care Resource Supervisor	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Services to Seniors Coordinator	1885	Hourly	30.284	31.393	32.464	33.671	34.891	36.176	37.513	38.993	40.487	42.037		42.879	
				Monthly	4,757.112	4,931.317	5,099.553	5,289.153	5,480.795	5,682.647	5,892.667	6,125.150	6,359.833	6,603.312	6,735.576		6,735.576
				Annual	57,085.340	59,175.805	61,194.640	63,469.835	65,769.535	68,191.760	70,712.005	73,501.805	76,317.995	79,239.745	80,826.915		80,826.915
COMMUNITY HEALTH		Infection Control Associate	2015	Hourly	34.802	36.400	38.086	39.836	41.695	43.709	45.802					46.718	
				Monthly	5,843.836	6,112.167	6,395.274	6,689.128	7,001.285	7,339.470	7,690.919						7,844.731
				Annual	70,126.030	73,346.000	76,743.290	80,269.540	84,015.425	88,073.635	92,291.030						94,136.770
COMMUNITY HEALTH		Social Worker	1885	Hourly	33.821	34.837	35.881	36.959	38.069	39.212	40.390	41.605	42.852	44.138		45.021	
				Monthly	5,312.715	5,472.312	5,636.307	5,805.643	5,980.005	6,159.552	6,344.596	6,535.452	6,731.335	6,933.344	7,072.049		7,072.049
				Annual	63,752.585	65,667.745	67,635.685	69,667.715	71,760.065	73,914.620	76,135.150	78,425.425	80,776.020	83,200.130	84,864.585		84,864.585
COMMUNITY HEALTH		Social Worker (BSW)	2015	Hourly	33.821	34.837	35.881	36.959	38.069	39.212	40.390	41.605	42.852	44.138		45.021	
				Monthly	5,679.110	5,849.713	6,025.018	6,206.032	6,392.420	6,584.348	6,782.154	6,986.173	7,195.565	7,411.506	7,559.776		7,559.776
				Annual	68,149.315	70,196.555	72,300.215	74,472.385	76,709.035	79,012.180	81,385.850	83,834.075	86,346.780	88,938.070	90,717.315		90,717.315
COMMUNITY HEALTH		Community Mental Health Worker IV	1950	Hourly	35.649	36.854	38.228	39.588	41.061	42.591	44.249	45.963	47.750	49.154		50.136	
				Monthly	5,792.963	5,988.775	6,212.050	6,433.050	6,672.413	6,921.038	7,190.463	7,468.988	7,759.375	7,987.525	8,147.100		8,147.100
				Annual	69,515.550	71,865.300	74,544.600	77,196.600	80,068.950	83,052.450	86,285.550	89,627.850	93,112.500	95,850.300	97,765.200		97,765.200
COMMUNITY HEALTH		Community Mental Health Worker IV	1885	Hourly	35.649	36.854	38.228	39.588	41.061	42.591	44.249	45.963	47.750	49.154		50.136	
				Monthly	5,599.864	5,789.149	6,004.982	6,218.615	6,449.999	6,690.336	6,950.780	7,220.021	7,500.729	7,721.274	7,875.530		7,875.530
				Annual	67,198.365	69,469.790	72,059.780	74,623.380	77,399.985	80,284.035	83,409.365	86,640.255	90,008.750	92,655.290	94,506.360		94,506.360
COMMUNITY HEALTH		Palliative Care Coordinator	1885	Hourly	35.649	36.854	38.228	39.588	41.061	42.591	44.249	45.963	47.750	49.154	50.136		

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20		
COMMUNITY HEALTH		SharedCare Counsellor	1885	Monthly	5,599.864	5,789.149	6,004.982	6,218.615	6,449.999	6,690.336	6,950.780	7,220.021	7,500.729	7,721.274	7,875.530	
				Annual	67,198.365	69,469.790	72,059.780	74,623.380	77,399.985	80,284.035	83,409.365	86,640.255	90,008.750	92,655.290	94,506.360	
				Hourly	36.362	37.592	38.991	40.379	41.882	43.441	45.134	46.881	48.705	50.136	51.140	
COMMUNITY HEALTH		Social Worker (MSW)	1885	Monthly	5,711.864	5,905.077	6,124.836	6,342.868	6,578.964	6,823.857	7,089.799	7,364.224	7,650.744	7,875.530	8,033.242	
				Annual	68,542.370	70,860.920	73,498.035	76,114.415	78,947.570	81,886.285	85,077.590	88,370.685	91,808.925	94,506.360	96,398.900	
				Hourly	36.827	37.931	39.071	40.244	41.453	42.700	43.980	45.301	46.663	47.595		
COMMUNITY HEALTH		Mental Health Outreach Coordinator	1885	Monthly	5,784.908	5,958.328	6,137.403	6,321.662	6,511.575	6,707.458	6,908.525	7,116.032	7,329.980		7,476.381	
				Annual	69,418.895	71,499.935	73,648.835	75,859.940	78,138.905	80,489.500	82,902.300	85,392.385	87,959.755		89,716.575	
				Hourly	37.432	38.696	40.137	41.568	43.114	44.723	46.459	48.265	50.136	51.611	52.642	
DIETARY		Clinical Dietitian	2015	Monthly	5,879.943	6,078.497	6,304.854	6,529.640	6,772.491	7,025.238	7,297.935	7,581.627	7,875.530	8,107.228	8,269.181	
				Annual	70,559.320	72,941.960	75,658.245	78,355.680	81,269.890	84,302.855	87,575.215	90,979.525	94,506.360	97,286.735	99,230.170	
				Hourly	31.139	32.280	33.379	34.622	35.877	37.199	38.574	40.096	41.632	43.226	44.090	
DIETARY		Community Health Dietitian	1885	Monthly	5,228.757	5,420.350	5,604.890	5,813.611	6,024.346	6,246.332	6,477.218	6,732.787	6,990.707	7,258.366	7,403.446	
				Annual	62,745.085	65,044.200	67,258.685	69,763.330	72,292.155	74,955.985	77,726.610	80,793.440	83,888.480	87,100.390	88,841.350	
				Hourly	31.139	32.280	33.379	34.622	35.877	37.199	38.574	40.096	41.632	43.226	44.090	
DIETARY		DER Dietitian	1885	Monthly	4,891.418	5,070.650	5,243.285	5,438.539	5,635.679	5,843.343	6,059.333	6,298.413	6,539.693	6,790.084	6,925.804	
				Annual	58,697.015	60,847.800	62,919.415	65,262.470	67,628.145	70,120.115	72,711.990	75,580.960	78,476.320	81,481.010	83,109.650	
				Hourly	31.139	32.280	33.379	34.622	35.877	37.199	38.574	40.096	41.632	43.226	44.090	
DIETARY		Home Economist II	1885	Monthly	4,891.418	5,070.650	5,243.285	5,438.539	5,635.679	5,843.343	6,059.333	6,298.413	6,539.693	6,790.084	6,925.804	
				Annual	58,697.015	60,847.800	62,919.415	65,262.470	67,628.145	70,120.115	72,711.990	75,580.960	78,476.320	81,481.010	83,109.650	
				Hourly	31.139	32.280	33.379	34.622	35.877	37.199	38.574	40.096	41.632	43.226	44.090	
MIDWIFE	1 Midwife		2080	Monthly	9,093.240	9,549.453	10,005.840	10,462.053	10,918.093						11,136.320	
				Annual	#####	114,593.440	120,070.080	125,544.640	131,017.120							133,635.840
				Hourly	52.461	55.093	57.726	60.358	62.989							64.248
OCC AND ENVIRONMENTAL		Musculoskeletal Educator	2015	Monthly	5,921.917	6,218.122	6,528.768	6,855.198	7,197.916	7,557.761					7,708.718	
				Annual	71,063.005	74,617.465	78,345.215	82,262.375	86,374.990	90,693.135						92,504.620
				Hourly	35.267	37.031	38.881	40.825	42.866	45.009						45.908
OCCUPATIONAL THERAPY		Occupational Therapist	1950	Monthly	5,961.800	6,141.038	6,324.988	6,515.113	6,710.600	6,911.938	7,118.313				7,260.663	
				Annual	71,541.600	73,692.450	75,899.850	78,181.350	80,527.200	82,943.250	85,419.750					87,127.950
				Hourly	36.688	37.791	38.923	40.093	41.296	42.535	43.805					44.681
OCCUPATIONAL THERAPY		Clinical Service Leader-Occupational The	1950	Monthly	7,234.500	7,451.925	7,675.038	7,904.975	8,141.575						8,304.400	
				Annual	86,814.000	89,423.100	92,100.450	94,859.700	97,698.900							99,652.800
				Hourly	44.520	45.858	47.231	48.646	50.102							51.104
ORTHOPEDIC		Orthopaedic Technologist	2015	Monthly	4,474.811	4,539.459	4,602.596	4,652.299	4,731.556	4,795.028					4,890.573	
				Annual	53,697.735	54,473.510	55,231.150	55,827.590	56,778.670	57,540.340						58,686.875
				Hourly	26.649	27.034	27.410	27.706	28.178	28.556						29.125
PHARMACY		Pharmacy Assistant (Former Pharmacy T	1950	Monthly	3,795.350	3,909.588	4,026.750	4,147.488	4,272.450	4,400.825					4,488.738	
				Annual	45,544.200	46,915.050	48,321.000	49,769.850	51,269.400	52,809.900						53,864.850
				Hourly	23.356	24.059	24.780	25.523	26.292	27.082						27.623
PHARMACY		Pharmacy Technician	1950	Monthly	4,277.325	4,341.025	4,443.563	4,543.175	4,635.800	4,730.538					4,825.275	
				Annual	51,327.900	52,092.300	53,322.750	54,518.100	55,629.600	56,766.450						57,903.300
				Hourly	26.322	26.714	27.345	27.958	28.528	29.111						29.694
PHARMACY		Compounding Supervisor	1950	Monthly	4,277.325	4,341.025	4,443.563	4,543.175	4,635.800	4,730.538					4,825.275	
				Annual	51,327.900	52,092.300	53,322.750	54,518.100	55,629.600	56,766.450						57,903.300
				Hourly	26.322	26.714	27.345	27.958	28.528	29.111						29.694
PHARMACY		Pharmacist	1950	Monthly	8,112.813	8,358.675	8,614.450	8,881.600	9,159.313	9,449.375	9,751.463	10,066.550			10,268.050	
				Annual	97,353.750	100,304.100	103,373.400	106,579.200	109,911.750	113,392.500	117,017.550	120,798.600				123,216.600
				Hourly	49.925	51.438	53.012	54.656	56.365	58.150	60.009	61.948				63.188
PHYSIOTHERAPY		Physiotherapist	1950	Monthly	5,961.800	6,141.038	6,324.988	6,515.113	6,710.600	6,911.938	7,118.313				7,260.663	
				Hourly	36.688	37.791	38.923	40.093	41.296	42.535	43.805					44.681

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20		
PHYSIOTHERAPY		Senior Therapist - PT	1950	Annual	71,541.600	73,692.450	75,899.850	78,181.350	80,527.200	82,943.250	85,419.750			87,127.950		
				Hourly	41.456	42.696	43.978	45.299	46.658					47.591		
				Monthly	6,736.600	6,938.100	7,146.425	7,361.088	7,581.925					7,733.538		
PHYSIOTHERAPY		Clinical Service Leader-Physiotherapist	1950	Annual	80,839.200	83,257.200	85,757.100	88,333.050	90,983.100					92,802.450		
				Hourly	44.520	45.858	47.231	48.646	50.102					51.104		
				Monthly	7,234.500	7,451.925	7,675.038	7,904.975	8,141.575					8,304.400		
RESPIRATORY		Respiratory Therapist	2015	Annual	86,814.000	89,423.100	92,100.450	94,859.700	97,698.900					99,652.800		
				Hourly	35.266	36.321	37.411	38.532	39.691	40.879	42.106			42.949		
				Monthly	5,921.749	6,098.901	6,281.930	6,470.165	6,664.780	6,864.265	7,070.299			7,211.853		
RESPIRATORY		Senior Respiratory Therapist	2015	Annual	71,060.990	73,186.815	75,383.165	77,641.980	79,977.365	82,371.185	84,843.590			86,542.235		
				Hourly	38.187	39.332	40.510	41.726	42.979	44.267	45.594			46.506		
				Monthly	6,412.234	6,604.498	6,802.304	7,006.491	7,216.890	7,433.167	7,655.993			7,809.133		
SPEECH / LANGUAGE		Speech/Language Pathologist	1950	Annual	76,946.805	79,253.980	81,627.650	84,077.890	86,602.685	89,198.005	91,871.910			93,709.590		
				Hourly	42.210	43.982	45.672	47.371	49.179	51.154	53.146			54.208		
				Monthly	6,859.125	7,147.075	7,421.700	7,697.788	7,991.588	8,312.525	8,636.225			8,808.800		
SPIRITUAL CARE		Spiritual Care Coordinator	2015	Annual	82,309.500	85,764.900	89,060.400	92,373.450	95,899.050	99,750.300	103,634.700			105,705.600		
				Hourly	32.027	33.377	34.658	35.947	37.311	38.809	40.311			41.117		
				Monthly	5,377.867	5,604.555	5,819.656	6,036.100	6,265.139	6,516.678	6,768.889			6,904.230		
X		Kinesiologist	2015	Annual	64,534.405	67,254.655	69,835.870	72,433.205	75,181.665	78,200.135	81,226.665			82,850.755		
				Hourly	27.212	28.046	29.129	30.169	31.451	32.847				33.505		
				Monthly	4,569.348	4,709.391	4,891.245	5,065.878	5,281.147	5,515.559				5,626.048		
X		Chronic Disease Management Clinician	1885	Annual	54,832.180	56,512.690	58,694.935	60,790.535	63,373.765	66,186.705				67,512.575		
				Hourly	35.642	36.856	38.224	39.601	41.065	42.580	44.232	45.970	47.744	49.160	50.143	
				Monthly	5,598.764	5,789.463	6,004.353	6,220.657	6,450.627	6,688.608	6,948.110	7,221.121	7,499.787	7,722.217	7,876.630	
X		Nasopharyngeal Swabber	2015	Annual	67,185.170	69,473.560	72,052.240	74,647.885	77,407.525	80,263.300	83,377.320	86,653.450	89,997.440	92,666.600	94,519.555	
				Hourly	37.299											
				Monthly	6,263.124											
COMMUNITY HEALTH		Community Wellness & Housing Support	1885	Annual	75,157.485											
				Hourly	22.047	22.731	23.513	24.318	25.139	25.945					26.466	
				Monthly	3,463.216	3,570.661	3,693.500	3,819.953	3,948.918	4,075.527					4,157.368	
COMMUNITY HEALTH		Community Health Assessment Program	1885	Annual	41,558.595	42,847.935	44,322.005	45,839.430	47,387.015	48,906.325				49,888.410		
				Hourly	26.795	27.760	28.688	29.731	30.754	31.881					32.518	
				Monthly	4,209.048	4,360.633	4,506.407	4,670.245	4,830.941	5,007.974					5,108.036	
COMMUNITY HEALTH		Community Project Assistant	1885	Annual	50,508.575	52,327.600	54,076.880	56,042.935	57,971.290	60,095.685				61,296.430		
				Hourly	26.795	27.760	28.688	29.731	30.754	31.880					32.517	
				Monthly	4,209.048	4,360.633	4,506.407	4,670.245	4,830.941	5,007.817					5,107.879	
COMMUNITY HEALTH		Healthy Baby Facilitator	1885	Annual	50,508.575	52,327.600	54,076.880	56,042.935	57,971.290	60,093.800				61,294.545		
				Hourly	26.795	27.760	28.688	29.731	30.754	31.881					32.518	
				Monthly	4,209.048	4,360.633	4,506.407	4,670.245	4,830.941	5,007.974					5,108.036	
COMMUNITY HEALTH		Child and Adolescent Worker I	1885	Annual	54,076.880	56,042.935	57,971.290	60,093.800	62,367.110	64,664.925	67,026.830	69,667.715		71,060.730		
				Hourly	28.688	29.731	30.754	31.880	33.086	34.305	35.558	36.959			37.698	
				Monthly	4,506.407	4,670.245	4,830.941	5,007.817	5,197.259	5,388.744	5,585.569	5,805.643			5,921.728	
COMMUNITY HEALTH		Community Mental Health Worker I	1885	Annual	54,076.880	56,042.935	57,971.290	60,093.800	62,367.110	64,664.925	67,026.830	69,667.715		71,060.730		
				Hourly	28.688	29.731	30.754	31.880	33.086	34.305	35.558	36.959			37.698	
				Monthly	4,506.407	4,670.245	4,830.941	5,007.817	5,197.259	5,388.744	5,585.569	5,805.643			5,921.728	
COMMUNITY HEALTH		Community Project Worker	1885	Annual	54,076.880	56,042.935	57,971.290	60,093.800	62,367.110	64,664.925	67,026.830	69,667.715		71,060.730		
				Hourly	28.688	29.731	30.754	31.880	33.086	34.305	35.558	36.959			37.698	
				Monthly	4,506.407	4,670.245	4,830.941	5,007.817	5,197.259	5,388.744	5,585.569	5,805.643			5,921.728	
COMMUNITY HEALTH		Crisis Worker	1885	Annual	54,076.880	56,042.935	57,971.290	60,093.800	62,367.110	64,664.925	67,026.830	69,667.715		71,060.730		
				Hourly	28.688	29.731	30.754	31.880	33.086	34.305	35.558	36.959			37.698	
				Monthly	4,506.407	4,670.245	4,830.941	5,007.817	5,197.259	5,388.744	5,585.569	5,805.643			5,921.728	

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
DIETARY		Dietitian	1885	Annual	60,840.260	62,921.300	65,262.470	67,628.145	70,125.770	72,711.990	75,580.960	78,476.320	81,481.010	83,109.650
				Hourly	32.276	33.380	34.622	35.877	37.202	38.574	40.096	41.632	43.226	44.090
				Monthly	5,070.022	5,243.442	5,438.539	5,635.679	5,843.814	6,059.333	6,298.413	6,539.693	6,790.084	6,925.804
DIETARY		Dietitian	2015	Annual	60,840.260	62,921.300	65,262.470	67,628.145	70,125.770	72,711.990	75,580.960	78,476.320	81,481.010	83,109.650
				Hourly	32.276	33.380	34.622	35.877	37.202	38.574	40.096	41.632	43.226	44.090
				Monthly	5,419.678	5,605.058	5,813.611	6,024.346	6,246.836	6,477.218	6,732.787	6,990.707	7,258.366	7,403.446
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Annual	65,036.140	67,260.700	69,763.330	72,292.155	74,962.030	77,726.610	80,793.440	83,888.480	87,100.390	88,841.350
				Hourly	37.791	38.923	40.093	41.295	42.532	43.805				44.681
				Monthly	6,141.038	6,324.988	6,515.113	6,710.438	6,911.450	7,118.313				7,260.663
PHYSIOTHERAPY		Staff Therapist - PT	1950	Annual	73,692.450	75,899.850	78,181.350	80,525.250	82,937.400	85,419.750				87,127.950
				Hourly	37.791	38.923	40.093	41.295	42.532	43.805				44.681
				Monthly	6,141.038	6,324.988	6,515.113	6,710.438	6,911.450	7,118.313				7,260.663
PHYSIOTHERAPY		Charge Therapist - PT	1950	Annual	86,814.000	89,423.100	92,100.450	94,859.700	97,698.900					99,652.800
				Hourly	44.520	45.858	47.231	48.646	50.102					51.104
				Monthly	7,234.500	7,451.925	7,675.038	7,904.975	8,141.575					8,304.400
PSYCHOLOGY		Psychologist	1885	Annual	78,870.285	81,831.620	84,896.630	88,078.510	91,382.915	94,807.960	98,361.185	102,057.670		104,095.355
				Hourly	41.841	43.412	45.038	46.726	48.479	50.296	52.181	54.142		55.223
				Monthly	6,572.524	6,819.302	7,074.719	7,339.876	7,615.243	7,900.663	8,196.765	8,504.806		8,674.613
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Annual	79,565.850	82,906.070	86,091.720	89,294.335	92,702.415	96,425.290	100,180.210			102,182.080
				Hourly	42.210	43.982	45.672	47.371	49.179	51.154	53.146			54.208
				Monthly	6,630.488	6,908.839	7,174.310	7,441.195	7,725.201	8,035.441	8,348.351			8,515.173
X		2 Community Addictions Worker II (AFM - CAW2) Added 20 yr. Step	1885	Annual	64,680.005	67,113.540	69,605.510	72,342.530	74,917.440	77,854.270				79,411.280
				Hourly	34.313	35.604	36.926	38.378	39.744	41.302				42.128
				Monthly	5,390.000	5,592.795	5,800.459	6,028.544	6,243.120	6,487.856				6,617.607
X		2 Prevention Education Consultant Added 20 yr. Step	1885	Annual	64,680.005	67,113.540	69,605.510	72,342.530	74,917.440	77,854.270				79,411.280
				Hourly	34.313	35.604	36.926	38.378	39.744	41.302				42.128
				Monthly	5,390.000	5,592.795	5,800.459	6,028.544	6,243.120	6,487.856				6,617.607
X		2 Rehab Counsellor I Added 20 yr. Step	1885	Annual	60,270.990	62,436.855	64,680.005	67,113.540	69,605.510	72,342.530				73,790.210
				Hourly	31.974	33.123	34.313	35.604	36.926	38.378				39.146
				Monthly	5,022.583	5,203.071	5,390.000	5,592.795	5,800.459	6,028.544				6,149.184
X		2 Rehab Counsellor II Added 20 yr. Step	1885	Annual	64,680.005	67,113.540	69,605.510	72,342.530	74,917.440	77,854.270				79,411.280
				Hourly	34.313	35.604	36.926	38.378	39.744	41.302				42.128
				Monthly	5,390.000	5,592.795	5,800.459	6,028.544	6,243.120	6,487.856				6,617.607

¹ Market Adjustment - 8%

² AFM-new - 3.00% GWI

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
COMMUNITY HEALTH		Palliative Care Coordinator	1885	Annual	65,241.735	67,447.185	69,961.775	72,449.975	75,145.525	77,944.750	80,979.600	84,116.240	87,386.715	89,955.970	91,754.260
				Hourly	34.611	35.781	37.115	38.435	39.865	41.350	42.960	44.624	46.359	47.722	48.676
				Monthly	5,436.811	5,620.599	5,830.148	6,037.498	6,262.127	6,495.396	6,748.300	7,009.687	7,282.226	7,496.331	7,646.188
COMMUNITY HEALTH		SharedCare Counsellor	1885	Annual	65,241.735	67,447.185	69,961.775	72,449.975	75,145.525	77,944.750	80,979.600	84,116.240	87,386.715	89,955.970	91,754.260
				Hourly	35.303	36.497	37.855	39.203	40.662	42.176	43.819	45.516	47.286	48.676	49.650
				Monthly	5,545.513	5,733.070	5,946.390	6,158.138	6,387.323	6,625.147	6,883.235	7,149.805	7,427.843	7,646.188	7,799.188
COMMUNITY HEALTH		Social Worker (MSW)	1885	Annual	66,546.155	68,796.845	71,356.675	73,897.655	76,647.870	79,501.760	82,598.815	85,797.660	89,134.110	91,754.260	93,590.250
				Hourly	35.754	36.826	37.933	39.072	40.246	41.456	42.699	43.982	45.304	46.209	
				Monthly	5,616.358	5,784.751	5,958.642	6,137.560	6,321.976	6,512.047	6,707.301	6,908.839	7,116.503	7,258.664	7,416.373
COMMUNITY HEALTH		Mental Health Outreach Coordinator	1885	Annual	67,396.290	69,417.010	71,503.705	73,650.720	75,863.710	78,144.560	80,487.615	82,906.070	85,398.040	87,955.970	90,690.000
				Hourly	36.342	37.569	38.968	40.357	41.858	43.420	45.106	46.859	48.676	50.108	51.109
				Monthly	5,708.723	5,901.464	6,121.223	6,339.412	6,575.194	6,820.558	7,085.401	7,360.768	7,646.188	7,871.132	8,028.372
DIETARY		Clinical Dietitian	2015	Annual	68,504.670	70,817.565	73,454.680	76,072.945	78,902.330	81,846.700	85,024.810	88,329.215	91,754.260	94,453.580	96,340.465
				Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	5,076.457	5,262.508	5,441.675	5,644.351	5,848.873	6,064.478	6,288.479	6,536.660	6,787.024	7,046.959	7,187.841
DIETARY		Community Health Dietitian	1885	Annual	60,917.480	63,150.100	65,300.105	67,732.210	70,186.480	72,773.740	75,461.750	78,439.920	81,444.285	84,563.505	86,254.090
				Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	4,748.943	4,922.992	5,090.600	5,280.199	5,471.527	5,673.222	5,882.771	6,114.940	6,349.151	6,592.316	6,724.109
DIETARY		DER Dietitian	1885	Annual	56,987.320	59,075.900	61,087.195	63,362.390	65,658.320	68,078.660	70,593.250	73,379.280	76,189.815	79,107.795	80,689.310
				Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	4,748.943	4,922.992	5,090.600	5,280.199	5,471.527	5,673.222	5,882.771	6,114.940	6,349.151	6,592.316	6,724.109
DIETARY		Home Economist II	1885	Annual	56,987.320	59,075.900	61,087.195	63,362.390	65,658.320	68,078.660	70,593.250	73,379.280	76,189.815	79,107.795	80,689.310
				Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	4,748.943	4,922.992	5,090.600	5,280.199	5,471.527	5,673.222	5,882.771	6,114.940	6,349.151	6,592.316	6,724.109
MIDWIFE		Midwife	2080	Annual	98,092.800	103,014.080	107,937.440	112,858.720	117,777.920						
				Hourly	47.160	49.526	51.893	54.259	56.624						
				Monthly	8,174.400	8,584.507	8,994.787	9,404.893	9,814.827						
OCC AND ENVIRONMENTAL		Musculoskeletal Educator	2015	Annual	68,993.600	72,443.280	76,064.235	79,866.540	83,858.255	88,051.470					
				Hourly	34.240	35.952	37.749	39.636	41.617	43.698					
				Monthly	5,749.467	6,036.940	6,338.686	6,655.545	6,988.188	7,337.623					
OCCUPATIONAL THERAPY		Occupational Therapist	1950	Annual	69,457.050	71,545.500	73,688.550	75,903.750	78,181.350	80,527.200	82,931.550				
				Hourly	35.619	36.690	37.789	38.925	40.093	41.296	42.529				
				Monthly	5,788.088	5,962.125	6,140.713	6,325.313	6,515.113	6,710.600	6,910.963				
OCCUPATIONAL THERAPY		Clinical Service Leader-Occupational Thera	1950	Annual	84,284.850	86,817.900	89,417.250	92,096.550	94,853.850						
				Hourly	43.223	44.522	45.855	47.229	48.643						
				Monthly	7,023.738	7,234.825	7,451.438	7,674.713	7,904.488						
ORTHOPEDIC		Orthopaedic Technologist	2015	Annual	52,134.095	52,887.705	53,623.180	54,201.485	55,124.355	55,863.860					
				Hourly	25.873	26.247	26.612	26.899	27.357	27.724					
				Monthly	4,344.508	4,407.309	4,468.598	4,516.790	4,593.696	4,655.322					
PHARMACY		Pharmacy Assistant (Former Pharmacy Tech)	1950	Annual	44,218.200	45,548.100	46,913.100	48,321.000	49,775.700	51,271.350					
				Hourly	22.676	23.358	24.058	24.780	25.526	26.293					
				Monthly	3,684.850	3,795.675	3,909.425	4,026.750	4,147.975	4,272.613					
PHARMACY		Pharmacy Technician	1950	Annual	49,832.250	50,575.200	51,770.550	52,930.800	54,009.150	55,112.850					
				Hourly	25.555	25.936	26.549	27.144	27.697	28.263					
				Monthly	4,152.688	4,214.600	4,314.213	4,410.900	4,500.763	4,592.738					
PHARMACY		Compounding Supervisor	1950	Annual	49,832.250	50,575.200	51,770.550	52,930.800	54,009.150	55,112.850					
				Hourly	25.555	25.936	26.549	27.144	27.697	28.263					
				Monthly	4,152.688	4,214.600	4,314.213	4,410.900	4,500.763	4,592.738					

Occupational Group	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
PHARMACY		Pharmacist	1950	Hourly	48.471	49.940	51.468	53.064	54.723	56.456	58.261	60.144			61.348	
				Monthly	7,876.538	8,115.250	8,363.550	8,622.900	8,892.488	9,174.100	9,467.413	9,773.400			9,969.050	
				Annual	94,518.450	97,383.000	100,362.600	103,474.800	106,709.850	110,089.200	113,608.950	117,280.800			119,628.600	
PHYSIOTHERAPY		Physiotherapist	1950	Hourly	35.619	36.690	37.789	38.925	40.093	41.296	42.529				43.380	
				Monthly	5,788.088	5,962.125	6,140.713	6,325.313	6,515.113	6,710.600	6,910.963			7,049.250		
				Annual	69,457.050	71,545.500	73,688.550	75,903.750	78,181.350	80,527.200	82,931.550			84,591.000		
PHYSIOTHERAPY		Senior Therapist - PT	1950	Hourly	40.249	41.452	42.697	43.980	45.299						46.205	
				Monthly	6,540.463	6,735.950	6,938.263	7,146.750	7,361.088					7,508.313		
				Annual	78,485.550	80,831.400	83,259.150	85,761.000	88,333.050					90,099.750		
PHYSIOTHERAPY		Clinical Service Leader-Physiotherapist	1950	Hourly	43.223	44.522	45.855	47.229	48.643						49.616	
				Monthly	7,023.738	7,234.825	7,451.438	7,674.713	7,904.488					8,062.600		
				Annual	84,284.850	86,817.900	89,417.250	92,096.550	94,853.850					96,751.200		
RESPIRATORY		Respiratory Therapist	2015	Hourly	34.239	35.263	36.321	37.410	38.535	39.688	40.880				41.698	
				Monthly	5,749.299	5,921.245	6,098.901	6,281.763	6,470.669	6,664.277	6,864.433			7,001.789		
				Annual	68,991.585	71,054.945	73,186.815	75,381.150	77,648.025	79,971.320	82,373.200			84,021.470		
RESPIRATORY		Senior Respiratory Therapist	2015	Hourly	37.075	38.186	39.330	40.511	41.727	42.978	44.266				45.151	
				Monthly	6,225.510	6,412.066	6,604.163	6,802.472	7,006.659	7,216.723	7,432.999			7,581.605		
				Annual	74,706.125	76,944.790	79,249.950	81,629.665	84,079.905	86,600.670	89,195.990			90,979.265		
SPEECH / LANGUAGE		Speech/Language Pathologist	1950	Hourly	40.981	42.701	44.342	45.991	47.747	49.664	51.598				52.629	
				Monthly	6,659.413	6,938.913	7,205.575	7,473.538	7,758.888	8,070.400	8,384.675			8,552.213		
				Annual	79,912.950	83,266.950	86,466.900	89,682.450	93,106.650	96,844.800	100,616.100			102,626.550		
SPIRITUAL CARE		Spiritual Care Coordinator	2015	Hourly	31.094	32.405	33.649	34.900	36.224	37.679	39.137				39.919	
				Monthly	5,221.201	5,441.340	5,650.228	5,860.292	6,082.613	6,326.932	6,571.755			6,703.065		
				Annual	62,654.410	65,296.075	67,802.735	70,323.500	72,991.360	75,923.185	78,861.055			80,436.785		
X		Kinesiologist	2015	Hourly	26.419	27.229	28.281	29.290	30.535	31.890					32.529	
				Monthly	4,436.190	4,572.203	4,748.851	4,918.279	5,127.335	5,354.863			5,462.161			
				Annual	53,234.285	54,866.435	56,986.215	59,019.350	61,528.025	64,258.350			65,545.935			
X		Chronic Disease Management Clinician	1885	Hourly	34.604	35.783	37.111	38.448	39.869	41.340	42.944	44.631	46.353	47.728	48.683	
				Monthly	5,435.712	5,620.913	5,829.520	6,039.540	6,262.755	6,493.825	6,745.787	7,010.786	7,281.284	7,497.273	7,647.288	
				Annual	65,228.540	67,450.955	69,954.235	72,474.480	75,153.065	77,925.900	80,949.440	84,129.435	87,375.405	89,967.280	91,767.455	
X		Nasopharyngeal Swabber	2015	Hourly	36.213											
				Monthly	6,080.766											
				Annual	72,969.195											
COMMUNITY HEALTH		Community Wellness & Housing Support W	1885	Hourly	21.405	22.069	22.828	23.610	24.407	25.189					25.695	
				Monthly	3,362.369	3,466.672	3,585.898	3,708.738	3,833.933	3,956.772			4,036.256			
				Annual	40,348.425	41,600.065	43,030.780	44,504.850	46,007.195	47,481.265			48,435.075			
COMMUNITY HEALTH		Community Health Assessment Program A:	1885	Hourly	26.015	26.951	27.852	28.865	29.858	30.952					31.571	
				Monthly	4,086.523	4,233.553	4,375.085	4,534.210	4,690.194	4,862.043			4,959.278			
				Annual	49,038.275	50,802.635	52,501.020	54,410.525	56,282.330	58,344.520			59,511.335			
COMMUNITY HEALTH		Community Project Assistant	1885	Hourly	26.015	26.951	27.852	28.865	29.858	30.951					31.570	
				Monthly	4,086.523	4,233.553	4,375.085	4,534.210	4,690.194	4,861.886			4,959.121			
				Annual	49,038.275	50,802.635	52,501.020	54,410.525	56,282.330	58,342.635			59,509.450			
COMMUNITY HEALTH		Healthy Baby Facilitator	1885	Hourly	26.015	26.951	27.852	28.865	29.858	30.952					31.571	
				Monthly	4,086.523	4,233.553	4,375.085	4,534.210	4,690.194	4,862.043			4,959.278			
				Annual	49,038.275	50,802.635	52,501.020	54,410.525	56,282.330	58,344.520			59,511.335			
COMMUNITY HEALTH		Child and Adolescent Worker I	1885	Hourly	27.852	28.865	29.858	30.951	32.122	33.306	34.522	35.883			36.600	
				Monthly	4,375.085	4,534.210	4,690.194	4,861.886	5,045.831	5,231.818	5,422.831	5,636.621			5,749.250	
				Annual	52,501.020	54,410.525	56,282.330	58,342.635	60,549.970	62,781.810	65,073.970	67,639.455			68,991.000	
COMMUNITY HEALTH		Community Mental Health Worker I	1885	Hourly	27.852	28.865	29.858	30.951	32.122	33.306	34.522	35.883			36.600	

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
COMMUNITY HEALTH		Community Project Worker	1885	Monthly	4,375.085	4,534.210	4,690.194	4,861.886	5,045.831	5,231.818	5,422.831	5,636.621	5,749.250		
				Annual	52,501.020	54,410.525	56,282.330	58,342.635	60,549.970	62,781.810	65,073.970	67,639.455	68,991.000		
				Hourly	27.852	28.865	29.858	30.951	32.122	33.306	34.522	35.883	36.600		
COMMUNITY HEALTH		Crisis Worker	1885	Monthly	4,375.085	4,534.210	4,690.194	4,861.886	5,045.831	5,231.818	5,422.831	5,636.621	5,749.250		
				Annual	52,501.020	54,410.525	56,282.330	58,342.635	60,549.970	62,781.810	65,073.970	67,639.455	68,991.000		
				Hourly	27.852	28.865	29.858	30.951	32.122	33.306	34.522	35.883	36.600		
COMMUNITY HEALTH		Home Care Case Coordinator I	1885	Monthly	4,375.085	4,534.210	4,690.194	4,861.886	5,045.831	5,231.818	5,422.831	5,636.621	5,749.250		
				Annual	52,501.020	54,410.525	56,282.330	58,342.635	60,549.970	62,781.810	65,073.970	67,639.455	68,991.000		
				Hourly	27.852	28.865	29.858	30.951	32.122	33.306	34.522	35.883	36.600		
COMMUNITY HEALTH		Crisis Worker - PIO	1885	Hourly	28.424	29.456	30.475	31.586	32.782	33.988	35.230	36.615	37.346		
				Monthly	4,464.937	4,627.047	4,787.115	4,961.634	5,149.506	5,338.948	5,534.046	5,751.606	5,866.434		
				Annual	53,579.240	55,524.560	57,445.375	59,539.610	61,794.070	64,067.380	66,408.550	69,019.275	70,397.210		
COMMUNITY HEALTH		Bereavement & Support Services Coordina	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Child and Adolescent Worker II	1885	Hourly	29.402	30.477	31.519	32.690	33.875	35.125	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.429	4,951.110	5,135.054	5,321.198	5,517.552	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,449.145	59,413.315	61,620.650	63,854.375	66,210.625	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Community Health Developer IV	1885	Hourly	29.402	30.477	31.519	32.690	33.875	35.125	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.429	4,951.110	5,135.054	5,321.198	5,517.552	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,449.145	59,413.315	61,620.650	63,854.375	66,210.625	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Community Project Coordinator	1885	Hourly	29.402	30.477	31.519	32.690	33.875	35.125	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.429	4,951.110	5,135.054	5,321.198	5,517.552	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,449.145	59,413.315	61,620.650	63,854.375	66,210.625	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Family Residency Program Social Worker	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		FASD Coordinator	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Healthy Baby Program Coordinator	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Long Term Care Standards Coordinator	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Program Specialist-Chronic Disease	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Public Health Educator	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Public Health Promotion / Educator	1885	Hourly	29.402	30.479	31.518	32.690	33.875	35.122	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.743	4,950.953	5,135.054	5,321.198	5,517.081	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379
				Annual	55,422.770	57,452.915	59,411.430	61,620.650	63,854.375	66,204.970	68,651.700	71,360.445	74,095.580	76,932.505	78,472.550
COMMUNITY HEALTH		Serving Seniors Worker	1885	Hourly	29.402	30.477	31.519	32.690	33.875	35.125	36.420	37.857	39.308	40.813	41.630
				Monthly	4,618.564	4,787.429	4,951.110	5,135.054	5,321.198	5,517.552	5,720.975	5,946.704	6,174.632	6,411.042	6,539.379

Occupational Group	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
DIETARY		Community Nutritionist / Healthy Baby Coord	1885	Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	4,748.943	4,922.992	5,090.600	5,280.199	5,471.527	5,673.222	5,882.771	6,114.940	6,349.151	6,592.316	6,724.109
				Annual	56,987.320	59,075.900	61,087.195	63,362.390	65,658.320	68,078.660	70,593.250	73,379.280	76,189.815	79,107.795	80,689.310
DIETARY		Nutritionist	2015	Hourly	30.232	31.340	32.407	33.614	34.832	36.116	37.450	38.928	40.419	41.967	42.806
				Monthly	5,076.457	5,262.508	5,441.675	5,644.351	5,848.873	6,064.478	6,288.479	6,536.660	6,787.024	7,046.959	7,187.841
				Annual	60,917.480	63,150.100	65,300.105	67,732.210	70,186.480	72,773.740	75,461.750	78,439.920	81,444.285	84,563.505	86,254.090
DIETARY		Community Nutritionist	1885	Hourly	31.336	32.408	33.614	34.832	36.118	37.450	38.928	40.419	41.967		42.806
				Monthly	4,922.363	5,090.757	5,280.199	5,471.527	5,673.536	5,882.771	6,114.940	6,349.151	6,592.316		6,724.109
				Annual	59,068.360	61,089.080	63,362.390	65,658.320	68,082.430	70,593.250	73,379.280	76,189.815	79,107.795		80,689.310
DIETARY		Diabetic Educator Dietitian	1885	Hourly	31.336	32.408	33.614	34.832	36.118	37.450	38.928	40.419	41.967		42.806
				Monthly	4,922.363	5,090.757	5,280.199	5,471.527	5,673.536	5,882.771	6,114.940	6,349.151	6,592.316		6,724.109
				Annual	59,068.360	61,089.080	63,362.390	65,658.320	68,082.430	70,593.250	73,379.280	76,189.815	79,107.795		80,689.310
DIETARY		Dietitian	1885	Hourly	31.336	32.408	33.614	34.832	36.118	37.450	38.928	40.419	41.967		42.806
				Monthly	4,922.363	5,090.757	5,280.199	5,471.527	5,673.536	5,882.771	6,114.940	6,349.151	6,592.316		6,724.109
				Annual	59,068.360	61,089.080	63,362.390	65,658.320	68,082.430	70,593.250	73,379.280	76,189.815	79,107.795		80,689.310
DIETARY		Dietitian	2015	Hourly	31.336	32.408	33.614	34.832	36.118	37.450	38.928	40.419	41.967		42.806
				Monthly	5,261.837	5,441.843	5,644.351	5,848.873	6,064.814	6,288.479	6,536.660	6,787.024	7,046.959		7,187.841
				Annual	63,142.040	65,302.120	67,732.210	70,186.480	72,777.770	75,461.750	78,439.920	81,444.285	84,563.505		86,254.090
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	36.690	37.789	38.925	40.092	41.293	42.529					43.380
				Monthly	5,962.125	6,140.713	6,325.313	6,514.950	6,710.113	6,910.963					7,049.250
				Annual	71,545.500	73,688.550	75,903.750	78,179.400	80,521.350	82,931.550					84,591.000
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	36.690	37.789	38.925	40.092	41.293	42.529					43.380
				Monthly	5,962.125	6,140.713	6,325.313	6,514.950	6,710.113	6,910.963					7,049.250
				Annual	71,545.500	73,688.550	75,903.750	78,179.400	80,521.350	82,931.550					84,591.000
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	43.223	44.522	45.855	47.229	48.643						49.616
				Monthly	7,023.738	7,234.825	7,451.438	7,674.713	7,904.488						8,062.600
				Annual	84,284.850	86,817.900	89,417.250	92,096.550	94,853.850						96,751.200
PSYCHOLOGY		Psychologist	1885	Hourly	40.622	42.148	43.726	45.365	47.067	48.831	50.661	52.565			53.615
				Monthly	6,381.039	6,620.748	6,868.626	7,126.085	7,393.441	7,670.536	7,957.999	8,257.085			8,422.023
				Annual	76,572.470	79,448.980	82,423.510	85,513.025	88,721.295	92,046.435	95,495.985	99,085.025			101,064.275
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	40.981	42.701	44.342	45.991	47.747	49.664	51.598				52.629
				Monthly	6,437.432	6,707.615	6,965.389	7,224.420	7,500.258	7,801.387	8,105.186				8,267.139
				Annual	77,249.185	80,491.385	83,584.670	86,693.035	90,003.095	93,616.640	97,262.230				99,205.665
X		¹ Community Addictions Worker II (AFM - CAW2)	1885	Hourly	33.314	34.567	35.850	37.260	38.586	40.099					
				Monthly	5,233.074	5,429.900	5,631.438	5,852.925	6,061.218	6,298.885					
				Annual	62,796.890	65,158.795	67,577.250	70,235.100	72,734.610	75,586.615					
X		¹ Prevention Education Consultant	1885	Hourly	33.314	34.567	35.850	37.260	38.586	40.099					
				Monthly	5,233.074	5,429.900	5,631.438	5,852.925	6,061.218	6,298.885					
				Annual	62,796.890	65,158.795	67,577.250	70,235.100	72,734.610	75,586.615					
X		¹ Rehab Counsellor I	1885	Hourly	31.043	32.158	33.314	34.567	35.850	37.260					
				Monthly	4,876.338	5,051.486	5,233.074	5,429.900	5,631.438	5,852.925					
				Annual	58,516.055	60,617.830	62,796.890	65,158.795	67,577.250	70,235.100					
X		¹ Rehab Counsellor II	1885	Hourly	33.314	34.567	35.850	37.260	38.586	40.099					
				Monthly	5,233.074	5,429.900	5,631.438	5,852.925	6,061.218	6,298.885					
				Annual	62,796.890	65,158.795	67,577.250	70,235.100	72,734.610	75,586.615					

¹AFM-new - 2.00% GWI

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
				Monthly	4,825.914	4,991.009	5,176.681	5,364.239	5,562.321	5,767.472	5,995.085	6,224.584	6,463.037	6,592.316
				Annual	57,910.970	59,892.105	62,120.175	64,370.865	66,747.850	69,209.660	71,941.025	74,695.010	77,556.440	79,107.795
DIETARY		Diabetic Educator Dietitian	1885	Hourly	30.722	31.773	32.955	34.149	35.410	36.716	38.165	39.626	41.144	41.967
				Monthly	4,825.914	4,991.009	5,176.681	5,364.239	5,562.321	5,767.472	5,995.085	6,224.584	6,463.037	6,592.316
				Annual	57,910.970	59,892.105	62,120.175	64,370.865	66,747.850	69,209.660	71,941.025	74,695.010	77,556.440	79,107.795
DIETARY		Dietitian	1885	Hourly	30.722	31.773	32.955	34.149	35.410	36.716	38.165	39.626	41.144	41.967
				Monthly	4,825.914	4,991.009	5,176.681	5,364.239	5,562.321	5,767.472	5,995.085	6,224.584	6,463.037	6,592.316
				Annual	57,910.970	59,892.105	62,120.175	64,370.865	66,747.850	69,209.660	71,941.025	74,695.010	77,556.440	79,107.795
DIETARY		Dietitian	2015	Hourly	30.722	31.773	32.955	34.149	35.410	36.716	38.165	39.626	41.144	41.967
				Monthly	5,158.736	5,335.216	5,533.694	5,734.186	5,945.929	6,165.228	6,408.540	6,653.866	6,908.763	7,046.959
				Annual	61,904.830	64,022.595	66,404.325	68,810.235	71,351.150	73,982.740	76,902.475	79,846.390	82,905.160	84,563.505
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	35.971	37.048	38.162	39.306	40.483	41.695				42.529
				Monthly	5,845.288	6,020.300	6,201.325	6,387.225	6,578.488	6,775.438				6,910.963
				Annual	70,143.450	72,243.600	74,415.900	76,646.700	78,941.850	81,305.250				82,931.550
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	35.971	37.048	38.162	39.306	40.483	41.695				42.529
				Monthly	5,845.288	6,020.300	6,201.325	6,387.225	6,578.488	6,775.438				6,910.963
				Annual	70,143.450	72,243.600	74,415.900	76,646.700	78,941.850	81,305.250				82,931.550
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	42.375	43.649	44.956	46.303	47.689					48.643
				Monthly	6,885.938	7,092.963	7,305.350	7,524.238	7,749.463					7,904.488
				Annual	82,631.250	85,115.550	87,664.200	90,290.850	92,993.550					94,853.850
PSYCHOLOGY		Psychologist	1885	Hourly	39.825	41.322	42.869	44.475	46.144	47.874	49.668	51.534		52.564
				Monthly	6,255.844	6,490.998	6,734.005	6,986.281	7,248.453	7,520.208	7,802.015	8,095.133		8,256.928
				Annual	75,070.125	77,891.970	80,808.065	83,835.375	86,981.440	90,242.490	93,624.180	97,141.590		99,083.140
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	40.177	41.864	43.473	45.089	46.811	48.690	50.586			51.597
				Monthly	6,311.137	6,576.137	6,828.884	7,082.730	7,353.228	7,648.388	7,946.218			8,105.029
				Annual	75,733.645	78,913.640	81,946.605	84,992.765	88,238.735	91,780.650	95,354.610			97,260.345
X		¹ Community Addictions Worker II (AFM - CAW2)	1885	Hourly	32.661	33.889	35.147	36.529	37.829	39.313				
				Monthly	5,130.499	5,323.397	5,521.008	5,738.097	5,942.305	6,175.417				
				Annual	61,565.985	63,880.765	66,252.095	68,857.165	71,307.665	74,105.005				
X		¹ Prevention Education Consultant	1885	Hourly	32.661	33.889	35.147	36.529	37.829	39.313				
				Monthly	5,130.499	5,323.397	5,521.008	5,738.097	5,942.305	6,175.417				
				Annual	61,565.985	63,880.765	66,252.095	68,857.165	71,307.665	74,105.005				
X		¹ Rehab Counsellor I	1885	Hourly	30.434	31.527	32.661	33.889	35.147	36.529				
				Monthly	4,780.674	4,952.366	5,130.499	5,323.397	5,521.008	5,738.097				
				Annual	57,368.090	59,428.395	61,565.985	63,880.765	66,252.095	68,857.165				
X		¹ Rehab Counsellor II	1885	Hourly	32.661	33.889	35.147	36.529	37.829	39.313				
				Monthly	5,130.499	5,323.397	5,521.008	5,738.097	5,942.305	6,175.417				
				Annual	61,565.985	63,880.765	66,252.095	68,857.165	71,307.665	74,105.005				

¹ AFM-new - 1.20% GWI

Occupational Group	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
DIETARY		Dietitian	2015	Hourly	30.358	31.396	32.564	33.744	34.990	36.281	37.712	39.156	40.656		41.469
				Monthly	5,097.614	5,271.912	5,468.038	5,666.180	5,875.404	6,092.185	6,332.473	6,574.945	6,826.820		6,963.336
				Annual	61,171.370	63,262.940	65,616.460	67,994.160	70,504.850	73,106.215	75,989.680	78,899.340	81,921.840		83,560.035
EMS	1	Technician	2184	Hourly	16.696	17.188	17.693	18.214	18.750						19.125
				Monthly	3,038.672	3,128.216	3,220.126	3,314.948	3,412.500						3,480.750
				Annual	36,464.064	37,538.592	38,641.512	39,779.376	40,950.000						41,769.000
EMS	1	Technician	2015	Hourly	16.696	17.188	17.693	18.214	18.750						19.125
				Monthly	2,803.537	2,886.152	2,970.950	3,058.434	3,148.438						3,211.406
				Annual	33,642.440	34,633.820	35,651.395	36,701.210	37,781.250						38,536.875
EMS	1	Technician	2080	Hourly	16.696	17.188	17.693	18.214	18.750						19.125
				Monthly	2,893.973	2,979.253	3,066.787	3,157.093	3,250.000						3,315.000
				Annual	34,727.680	35,751.040	36,801.440	37,885.120	39,000.000						39,780.000
EMS	1	Technician Paramedic	2015	Hourly	24.704	26.373	28.257	30.182	32.122	34.002					34.682
				Monthly	4,148.213	4,428.466	4,744.821	5,068.061	5,393.819	5,709.503					5,823.686
				Annual	49,778.560	53,141.595	56,937.855	60,816.730	64,725.830	68,514.030					69,884.230
EMS	1	Technician Paramedic	2184	Hourly	24.704	26.373	28.257	30.182	32.122	34.002					34.682
				Monthly	4,496.128	4,799.886	5,142.774	5,493.124	5,846.204	6,188.364					6,312.124
				Annual	53,953.536	57,598.632	61,713.288	65,917.488	70,154.448	74,260.368					75,745.488
EMS	1	Technician Paramedic	2080	Hourly	24.704	26.373	28.257	30.182	32.122	34.002					34.682
				Monthly	4,282.027	4,571.320	4,897.880	5,231.547	5,567.813	5,893.680					6,011.547
				Annual	51,384.320	54,855.840	58,774.560	62,778.560	66,813.760	70,724.160					72,138.560
EMS	1	Technician Intermediate Paramedic	2015	Hourly	27.323	29.169	31.252	33.381	35.527	37.607					38.359
				Monthly	4,587.987	4,897.961	5,247.732	5,605.226	5,965.575	6,314.842					6,441.115
				Annual	55,055.845	58,775.535	62,972.780	67,262.715	71,586.905	75,778.105					77,293.385
EMS	1	Technician Intermediate Paramedic	2184	Hourly	27.323	29.169	31.252	33.381	35.527	37.607					38.359
				Monthly	4,972.786	5,308.758	5,687.864	6,075.342	6,465.914	6,844.474					6,981.338
				Annual	59,673.432	63,705.096	68,254.368	72,904.104	77,590.968	82,133.688					83,776.056
EMS	1	Technician Intermediate Paramedic	2080	Hourly	27.323	29.169	31.252	33.381	35.527	37.607					38.359
				Monthly	4,735.987	5,055.960	5,417.013	5,786.040	6,158.013	6,518.547					6,648.893
				Annual	56,831.840	60,671.520	65,004.160	69,432.480	73,896.160	78,222.560					79,786.720
EMS	1	Emergency Medical Services Education Officer	2015	Hourly	28.281	30.190	32.347	34.550	36.770	38.924					39.702
				Monthly	4,748.851	5,069.404	5,431.600	5,801.521	6,174.296	6,535.988					6,666.628
				Annual	56,986.215	60,832.850	65,179.205	69,618.250	74,091.550	78,431.860					79,999.530
EMS	1	Operations Supervisor	2015	Hourly	28.960	31.046	33.264	35.534	37.822	40.035					40.836
				Monthly	4,862.867	5,213.141	5,585.580	5,966.751	6,350.944	6,722.544					6,857.045
				Annual	58,354.400	62,557.690	67,026.960	71,601.010	76,211.330	80,670.525					82,284.540
EMS	1	Technician-Advanced Paramedic	2015	Hourly	29.086	31.050	33.269	35.534	37.819	40.032					40.833
				Monthly	4,884.024	5,213.813	5,586.420	5,966.751	6,350.440	6,722.040					6,856.541
				Annual	58,608.290	62,565.750	67,037.035	71,601.010	76,205.285	80,664.480					82,278.495
EMS	1	Technician-Advanced Paramedic	2080	Hourly	29.086	31.050	33.269	35.534	37.819	40.032					40.833
				Monthly	5,041.573	5,382.000	5,766.627	6,159.227	6,555.293	6,938.880					7,077.720
				Annual	60,498.880	64,584.000	69,199.520	73,910.720	78,663.520	83,266.560					84,932.640
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	35.544	36.609	37.709	38.840	40.003	41.201					42.025
				Monthly	5,775.900	5,948.963	6,127.713	6,311.500	6,500.488	6,695.163					6,829.063
				Annual	69,310.800	71,387.550	73,532.550	75,738.000	78,005.850	80,341.950					81,948.750
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	35.544	36.609	37.709	38.840	40.003	41.201					42.025
				Monthly	5,775.900	5,948.963	6,127.713	6,311.500	6,500.488	6,695.163					6,829.063
				Annual	69,310.800	71,387.550	73,532.550	75,738.000	78,005.850	80,341.950					81,948.750
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	41.873	43.131	44.423	45.754	47.124						48.066
				Monthly	6,804.363	7,008.788	7,218.738	7,435.025	7,657.650						7,810.725
				Annual	81,652.350	84,105.450	86,624.850	89,220.300	91,891.800						93,728.700
PSYCHOLOGY		Psychologist	1885	Hourly	39.353	40.832	42.361	43.948	45.597	47.306	49.079	50.923			51.941

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
				Monthly	6,181.700	6,414.027	6,654.207	6,903.498	7,162.529	7,430.984	7,709.493	7,999.155		8,159.065
				Annual	74,180.405	76,968.320	79,850.485	82,841.980	85,950.345	89,171.810	92,513.915	95,989.855		97,908.785
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	39.701	41.368	42.958	44.554	46.256	48.113	49.986			50.985
				Monthly	6,236.365	6,498.223	6,747.986	6,998.691	7,266.047	7,557.750	7,851.968			8,008.894
				Annual	74,836.385	77,978.680	80,975.830	83,984.290	87,192.560	90,693.005	94,223.610			96,106.725
X		² Community Addictions Worker II (AFM - CAW2)	1885	Hourly	32.274	33.487	34.730	36.096	37.380	38.847				
				Monthly	5,069.708	5,260.250	5,455.504	5,670.080	5,871.775	6,102.216				
				Annual	60,836.490	63,122.995	65,466.050	68,040.960	70,461.300	73,226.595				
X		² Prevention Education Consultant	1885	Hourly	32.274	33.487	34.730	36.096	37.380	38.847				
				Monthly	5,069.708	5,260.250	5,455.504	5,670.080	5,871.775	6,102.216				
				Annual	60,836.490	63,122.995	65,466.050	68,040.960	70,461.300	73,226.595				
X		² Rehab Counsellor I	1885	Hourly	30.073	31.153	32.274	33.487	34.730	36.096				
				Monthly	4,723.967	4,893.617	5,069.708	5,260.250	5,455.504	5,670.080				
				Annual	56,687.605	58,723.405	60,836.490	63,122.995	65,466.050	68,040.960				
X		² Rehab Counsellor II	1885	Hourly	32.274	33.487	34.730	36.096	37.380	38.847				
				Monthly	5,069.708	5,260.250	5,455.504	5,670.080	5,871.775	6,102.216				
				Annual	60,836.490	63,122.995	65,466.050	68,040.960	70,461.300	73,226.595				

¹ Transitioned to Shared Health in

² AFM-new - .50% GWI

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
COMMUNITY HEALTH		SharedCare Counsellor	1885	Annual	62,889.255	65,015.535	67,439.645	69,837.365	72,436.780	75,134.215	78,061.620	81,083.275	84,236.880	86,711.885	88,446.085
				Hourly	34.031	35.181	36.491	37.789	39.196	40.656	42.240	43.876	45.581	46.921	47.860
				Monthly	5,345.703	5,526.349	5,732.128	5,936.022	6,157.038	6,386.380	6,635.200	6,892.188	7,160.015	7,370.507	7,518.008
COMMUNITY HEALTH		Social Worker (MSW)	1885	Annual	64,148.435	66,316.185	68,785.535	71,232.265	73,884.460	76,636.560	79,622.400	82,706.260	85,920.185	88,446.085	90,216.100
				Hourly	34.465	35.499	36.565	37.664	38.795	39.961	41.160	42.397	43.671	44.543	
				Monthly	5,413.877	5,576.301	5,743.752	5,916.387	6,094.048	6,277.207	6,465.550	6,659.862	6,859.986	6,996.963	
COMMUNITY HEALTH		Mental Health Outreach Coordinator	1885	Annual	64,966.525	66,915.615	68,925.025	70,996.640	73,128.575	75,326.485	77,586.600	79,918.345	82,319.835	83,963.555	
				Hourly	35.032	36.214	37.563	38.902	40.348	41.855	43.481	45.169	46.921	48.300	49.267
				Monthly	5,502.943	5,688.616	5,900.521	6,110.856	6,337.998	6,574.723	6,830.140	7,095.297	7,370.507	7,587.125	7,739.025
DIETARY		Clinical Dietitian	2015	Annual	66,035.320	68,263.390	70,806.255	73,330.270	76,055.980	78,896.675	81,961.685	85,143.565	88,446.085	91,045.500	92,868.295
				Hourly	29.142	30.210	31.239	32.402	33.576	34.814	36.100	37.524	38.961	40.454	41.263
				Monthly	4,893.428	5,072.763	5,245.549	5,440.836	5,637.970	5,845.851	6,061.792	6,300.905	6,542.201	6,792.901	6,928.745
DIETARY		Community Health Dietitian	1885	Annual	58,721.130	60,873.150	62,946.585	65,290.030	67,655.640	70,150.210	72,741.500	75,610.860	78,506.415	81,514.810	83,144.945
				Hourly	29.142	30.210	31.239	32.402	33.576	34.814	36.100	37.524	38.961	40.454	41.263
				Monthly	4,577.723	4,745.488	4,907.126	5,089.814	5,274.230	5,468.699	5,670.708	5,894.395	6,120.124	6,354.649	6,481.730
DIETARY		DER Dietitian	1885	Annual	54,932.670	56,945.850	58,885.515	61,077.770	63,290.760	65,624.390	68,048.500	70,732.740	73,441.485	76,255.790	77,780.755
				Hourly	29.142	30.210	31.239	32.402	33.576	34.814	36.100	37.524	38.961	40.454	41.263
				Monthly	4,577.723	4,745.488	4,907.126	5,089.814	5,274.230	5,468.699	5,670.708	5,894.395	6,120.124	6,354.649	6,481.730
DIETARY		Home Economist II	1885	Annual	54,932.670	56,945.850	58,885.515	61,077.770	63,290.760	65,624.390	68,048.500	70,732.740	73,441.485	76,255.790	77,780.755
				Hourly	29.142	30.210	31.239	32.402	33.576	34.814	36.100	37.524	38.961	40.454	41.263
				Monthly	4,577.723	4,745.488	4,907.126	5,089.814	5,274.230	5,468.699	5,670.708	5,894.395	6,120.124	6,354.649	6,481.730
MIDWIFE		Midwife	2080	Annual	94,556.800	99,299.200	104,045.760	108,788.160	113,532.640						115,804.000
				Hourly	45.460	47.740	50.022	52.302	54.583						55.675
				Monthly	7,879.733	8,274.933	8,670.480	9,065.680	9,461.053						9,650.333
OCC AND ENVIRONMENTAL SAF		Musculoskeletal Educator	2015	Annual	66,507.090	69,831.840	73,321.820	76,987.105	80,833.740	84,875.830					86,572.460
				Hourly	33.006	34.656	36.388	38.207	40.116	42.122					42.964
				Monthly	5,542.258	5,819.320	6,110.152	6,415.592	6,736.145	7,072.986					7,214.372
OCCUPATIONAL THERAPY		Occupational Therapist	1950	Annual	66,953.250	68,965.650	71,032.650	73,165.950	75,363.600	77,623.650	79,942.200				81,541.200
				Hourly	34.335	35.367	36.427	37.521	38.648	39.807	40.996				41.816
				Monthly	5,579.438	5,747.138	5,919.388	6,097.163	6,280.300	6,468.638	6,661.850				6,795.100
OCCUPATIONAL THERAPY		Clinical Service Leader-Occupational Therapist	1950	Annual	81,246.750	83,686.200	86,193.900	88,775.700	91,435.500						93,262.650
				Hourly	41.665	42.916	44.202	45.526	46.890						47.827
				Monthly	6,770.563	6,973.850	7,182.825	7,397.975	7,619.625						7,771.888
ORTHOPEDIC		Orthopaedic Technologist	2015	Annual	50,254.100	50,979.500	51,690.795	52,246.935	53,137.565	53,848.860					54,924.870
				Hourly	24.940	25.300	25.653	25.929	26.371	26.724					27.258
				Monthly	4,187.842	4,248.292	4,307.566	4,363.911	4,428.130	4,487.405					4,577.073
PHARMACY		Pharmacy Assistant (Former Pharmacy Technician)	1950	Annual	42,623.100	43,904.250	45,220.500	46,579.650	47,979.750	49,420.800					50,409.450
				Hourly	21.858	22.515	23.190	23.887	24.605	25.344					25.851
				Monthly	3,551.925	3,658.688	3,768.375	3,881.638	3,998.313	4,118.400					4,200.788
PHARMACY		Pharmacy Technician	1950	Annual	48,036.300	48,750.000	49,902.450	51,021.750	52,063.050	53,125.800					54,190.500
				Hourly	24.634	25.000	25.591	26.165	26.699	27.244					27.790
				Monthly	4,003.025	4,062.500	4,158.538	4,251.813	4,338.588	4,427.150					4,515.875
PHARMACY		Compounding Supervisor	1950	Annual	48,036.300	48,750.000	49,902.450	51,021.750	52,063.050	53,125.800					54,190.500
				Hourly	24.634	25.000	25.591	26.165	26.699	27.244					27.790
				Monthly	4,003.025	4,062.500	4,158.538	4,251.813	4,338.588	4,427.150					4,515.875
PHARMACY		Pharmacist	1950	Annual	91,111.800	93,871.050	96,745.350	99,744.450	102,862.500	106,120.950	109,513.950	113,053.200			115,315.200
				Hourly	46.724	48.139	49.613	51.151	52.750	54.421	56.161	57.976			59.136
				Monthly	7,592.650	7,822.588	8,062.113	8,312.038	8,571.875	8,843.413	9,126.163	9,421.100			9,609.600
PHYSIOTHERAPY		Physiotherapist	1950	Annual	66,953.250	68,965.650	71,032.650	73,165.950	75,363.600	77,623.650	79,942.200				81,541.200
				Hourly	34.335	35.367	36.427	37.521	38.648	39.807	40.996				41.816
				Monthly	5,579.438	5,747.138	5,919.388	6,097.163	6,280.300	6,468.638	6,661.850				6,795.100

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20		
DIETARY		Dietitian	2015	Hourly	30.207	31.240	32.402	33.576	34.816	36.100	37.524	38.961	40.454		41.263	
				Monthly	5,072.259	5,245.717	5,440.836	5,637.970	5,846.187	6,061.792	6,300.905	6,542.201	6,792.901		6,928.745	
				Annual	60,867.105	62,948.600	65,290.030	67,655.640	70,154.240	72,741.500	75,610.860	78,506.415	81,514.810		83,144.945	
EMS		Technician	2184	Hourly	16.613	17.102	17.605	18.123	18.657						19.030	
				Monthly	3,023.566	3,112.564	3,204.110	3,298.386	3,395.574							3,463.460
				Annual	36,282.792	37,350.768	38,449.320	39,580.632	40,746.888							41,561.520
EMS		Technician	2015	Hourly	16.613	17.102	17.605	18.123	18.657						19.030	
				Monthly	2,789.600	2,871.711	2,956.173	3,043.154	3,132.821							3,195.454
				Annual	33,475.195	34,460.530	35,474.075	36,517.845	37,593.855							38,345.450
EMS		Technician	2080	Hourly	16.613	17.102	17.605	18.123	18.657						19.030	
				Monthly	2,879.587	2,964.347	3,051.533	3,141.320	3,233.880							3,298.533
				Annual	34,555.040	35,572.160	36,618.400	37,695.840	38,806.560							39,582.400
EMS		Technician Paramedic	2015	Hourly	24.581	26.242	28.116	30.032	31.962	33.833					34.509	
				Monthly	4,127.560	4,406.469	4,721.145	5,042.873	5,366.953	5,681.125						5,794.636
				Annual	49,530.715	52,877.630	56,653.740	60,514.480	64,403.430	68,173.495						69,535.635
EMS		Technician Paramedic	2184	Hourly	24.581	26.242	28.116	30.032	31.962	33.833					34.509	
				Monthly	4,473.742	4,776.044	5,117.112	5,465.824	5,817.084	6,157.606						6,280.638
				Annual	53,684.904	57,312.528	61,405.344	65,589.888	69,805.008	73,891.272						75,367.656
EMS		Technician Paramedic	2080	Hourly	24.581	26.242	28.116	30.032	31.962	33.833					34.509	
				Monthly	4,260.707	4,548.613	4,873.440	5,205.547	5,540.080	5,864.387						5,981.560
				Annual	51,128.480	54,583.360	58,481.280	62,466.560	66,480.960	70,372.640						71,778.720
EMS		Technician Intermediate Paramedic	2015	Hourly	27.187	29.024	31.097	33.215	35.350	37.420					38.168	
				Monthly	4,565.150	4,873.613	5,221.705	5,577.352	5,935.854	6,283.442						6,409.043
				Annual	54,781.805	58,483.360	62,660.455	66,928.225	71,230.250	75,401.300						76,908.520
EMS		Technician Intermediate Paramedic	2184	Hourly	27.187	29.024	31.097	33.215	35.350	37.420					38.168	
				Monthly	4,948.034	5,282.368	5,659.654	6,045.130	6,433.700	6,810.440						6,946.576
				Annual	59,376.408	63,388.416	67,915.848	72,541.560	77,204.400	81,725.280						83,358.912
EMS		Technician Intermediate Paramedic	2080	Hourly	27.187	29.024	31.097	33.215	35.350	37.420					38.168	
				Monthly	4,712.413	5,030.827	5,390.147	5,757.267	6,127.333	6,486.133						6,615.787
				Annual	56,548.960	60,369.920	64,681.760	69,087.200	73,528.000	77,833.600						79,389.440
EMS		Emergency Medical Services Education Officer	2015	Hourly	28.140	30.040	32.186	34.378	36.587	38.730					39.504	
				Monthly	4,725.175	5,044.217	5,404.566	5,772.639	6,143.567	6,503.413						6,633.380
				Annual	56,702.100	60,530.600	64,854.790	69,271.670	73,722.805	78,040.950						79,600.560
EMS		Operations Supervisor	2015	Hourly	28.816	30.892	33.099	35.357	37.634	39.836					40.633	
				Monthly	4,838.687	5,187.282	5,557.874	5,937.030	6,319.376	6,689.128						6,822.958
				Annual	58,064.240	62,247.380	66,694.485	71,244.355	75,832.510	80,269.540						81,875.495
EMS		Technician-Advanced Paramedic	2015	Hourly	28.941	30.896	33.103	35.357	37.631	39.833					40.630	
				Monthly	4,859.676	5,187.953	5,558.545	5,937.030	6,318.872	6,688.625						6,822.454
				Annual	58,316.115	62,255.440	66,702.545	71,244.355	75,826.465	80,263.495						81,869.450
EMS		Technician-Advanced Paramedic	2080	Hourly	28.941	30.896	33.103	35.357	37.631	39.833					40.630	
				Monthly	5,016.440	5,355.307	5,737.853	6,128.547	6,522.707	6,904.387						7,042.533
				Annual	60,197.280	64,263.680	68,854.240	73,542.560	78,272.480	82,852.640						84,510.400
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	35.367	36.427	37.521	38.647	39.804	40.996					41.816	
				Monthly	5,747.138	5,919.388	6,097.163	6,280.138	6,468.150	6,661.850						6,795.100
				Annual	68,965.650	71,032.650	73,165.950	75,361.650	77,617.800	79,942.200						81,541.200
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	35.367	36.427	37.521	38.647	39.804	40.996					41.816	
				Monthly	5,747.138	5,919.388	6,097.163	6,280.138	6,468.150	6,661.850						6,795.100
				Annual	68,965.650	71,032.650	73,165.950	75,361.650	77,617.800	79,942.200						81,541.200
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	41.665	42.916	44.202	45.526	46.890						47.827	
				Monthly	6,770.563	6,973.850	7,182.825	7,397.975	7,619.625							7,771.888
				Annual	81,246.750	83,686.200	86,193.900	88,775.700	91,435.500							93,262.650
PSYCHOLOGY		Psychologist	1885	Hourly	39.157	40.629	42.150	43.729	45.370	47.071	48.835	50.670		51.683		

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
				Monthly	6,150.912	6,382.139	6,621.063	6,869.097	7,126.871	7,394.070	7,671.165	7,959.413		8,118.538
				Annual	73,810.945	76,585.665	79,452.750	82,429.165	85,522.450	88,728.835	92,053.975	95,512.950		97,422.455
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	39.503	41.162	42.744	44.332	46.026	47.874	49.737			50.731
				Monthly	6,205.263	6,465.864	6,714.370	6,963.818	7,229.918	7,520.208	7,812.854			7,968.995
				Annual	74,463.155	77,590.370	80,572.440	83,565.820	86,759.010	90,242.490	93,754.245			95,627.935
X		¹ Community Addictions Worker II (AFM - CAW2)	1885	Hourly	32.113	33.320	34.557	35.916	37.194	38.654				
				Monthly	5,044.417	5,234.017	5,428.329	5,641.805	5,842.558	6,071.899				
				Annual	60,533.005	62,808.200	65,139.945	67,701.660	70,110.690	72,862.790				
X		¹ Prevention Education Consultant	1885	Hourly	32.113	33.320	34.557	35.916	37.194	38.654				
				Monthly	5,044.417	5,234.017	5,428.329	5,641.805	5,842.558	6,071.899				
				Annual	60,533.005	62,808.200	65,139.945	67,701.660	70,110.690	72,862.790				
X		¹ Rehab Counsellor I	1885	Hourly	29.923	30.998	32.113	33.320	34.557	35.916				
				Monthly	4,700.405	4,869.269	5,044.417	5,234.017	5,428.329	5,641.805				
				Annual	56,404.855	58,431.230	60,533.005	62,808.200	65,139.945	67,701.660				
X		¹ Rehab Counsellor II	1885	Hourly	32.113	33.320	34.557	35.916	37.194	38.654				
				Monthly	5,044.417	5,234.017	5,428.329	5,641.805	5,842.558	6,071.899				
				Annual	60,533.005	62,808.200	65,139.945	67,701.660	70,110.690	72,862.790				

¹AFM-new - 1.40% GWI

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
DIETARY		Dietitian	2015	Hourly	29.790	30.809	31.955	33.112	34.335	35.602	37.006	38.423	39.895	40.693	
				Monthly	5,002.238	5,173.345	5,365.777	5,560.057	5,765.419	5,978.169	6,213.924	6,451.862	6,699.035	6,833.033	
				Annual	60,026.850	62,080.135	64,389.325	66,720.680	69,185.025	71,738.030	74,567.090	77,422.345	80,388.425	81,996.395	
EMS		Technician	2184	Hourly	16.384	16.866	17.362	17.873	18.399					18.767	
				Monthly	2,981.888	3,069.612	3,159.884	3,252.886	3,348.618					3,415.594	
				Annual	35,782.656	36,835.344	37,918.608	39,034.632	40,183.416					40,987.128	
EMS		Technician	2015	Hourly	16.384	16.866	17.362	17.873	18.399					18.767	
				Monthly	2,751.147	2,832.083	2,915.369	3,001.175	3,089.499					3,151.292	
				Annual	33,013.760	33,984.990	34,984.430	36,014.095	37,073.985					37,815.505	
EMS		Technician	2080	Hourly	16.384	16.866	17.362	17.873	18.399					18.767	
				Monthly	2,839.893	2,923.440	3,009.413	3,097.987	3,189.160					3,252.947	
				Annual	34,078.720	35,081.280	36,112.960	37,175.840	38,269.920					39,035.360	
EMS		Technician Paramedic	2015	Hourly	24.242	25.880	27.728	29.617	31.521	33.366					34.033
				Monthly	4,070.636	4,345.683	4,655.993	4,973.188	5,292.901	5,602.708				5,714.708	
				Annual	48,847.630	52,148.200	55,871.920	59,678.255	63,514.815	67,232.490				68,576.495	
EMS		Technician Paramedic	2184	Hourly	24.242	25.880	27.728	29.617	31.521	33.366					34.033
				Monthly	4,412.044	4,710.160	5,046.496	5,390.294	5,736.822	6,072.612				6,194.006	
				Annual	52,944.528	56,521.920	60,557.952	64,683.528	68,841.864	72,871.344				74,328.072	
EMS		Technician Paramedic	2080	Hourly	24.242	25.880	27.728	29.617	31.521	33.366					34.033
				Monthly	4,201.947	4,485.867	4,806.187	5,133.613	5,463.640	5,783.440				5,899.053	
				Annual	50,423.360	53,830.400	57,674.240	61,603.360	65,563.680	69,401.280				70,788.640	
EMS		Technician Intermediate Paramedic	2015	Hourly	26.812	28.623	30.668	32.756	34.862	36.903					37.641
				Monthly	4,502.182	4,806.279	5,149.668	5,500.278	5,853.911	6,196.629				6,320.551	
				Annual	54,026.180	57,675.345	61,796.020	66,003.340	70,246.930	74,359.545				75,846.615	
EMS		Technician Intermediate Paramedic	2184	Hourly	26.812	28.623	30.668	32.756	34.862	36.903					37.641
				Monthly	4,879.784	5,209.386	5,581.576	5,961.592	6,344.884	6,716.346				6,850.662	
				Annual	58,557.408	62,512.632	66,978.912	71,539.104	76,138.608	80,596.152				82,207.944	
EMS		Technician Intermediate Paramedic	2080	Hourly	26.812	28.623	30.668	32.756	34.862	36.903					37.641
				Monthly	4,647.413	4,961.320	5,315.787	5,677.707	6,042.747	6,396.520				6,524.440	
				Annual	55,768.960	59,535.840	63,789.440	68,132.480	72,512.960	76,758.240				78,293.280	
EMS		Emergency Medical Services Education Officer	2015	Hourly	27.751	29.625	31.742	33.903	36.082	38.195					38.959
				Monthly	4,659.855	4,974.531	5,330.011	5,692.879	6,058.769	6,413.577				6,541.865	
				Annual	55,918.265	59,694.375	63,960.130	68,314.545	72,705.230	76,962.925				78,502.385	
EMS		Operations Supervisor	2015	Hourly	28.418	30.465	32.642	34.869	37.114	39.286					40.072
				Monthly	4,771.856	5,115.581	5,481.136	5,855.086	6,232.059	6,596.774				6,728.757	
				Annual	57,262.270	61,386.975	65,773.630	70,261.035	74,784.710	79,161.290				80,745.080	
EMS		Technician-Advanced Paramedic	2015	Hourly	28.541	30.469	32.646	34.869	37.111	39.283					40.069
				Monthly	4,792.510	5,116.253	5,481.808	5,855.086	6,231.555	6,596.270				6,728.253	
				Annual	57,510.115	61,395.035	65,781.690	70,261.035	74,778.665	79,155.245				80,739.035	
EMS		Technician-Advanced Paramedic	2080	Hourly	28.541	30.469	32.646	34.869	37.111	39.283					40.069
				Monthly	4,947.107	5,281.293	5,658.640	6,043.960	6,432.573	6,809.053				6,945.293	
				Annual	59,365.280	63,375.520	67,903.680	72,527.520	77,190.880	81,708.640				83,343.520	
OCCUPATIONAL THERAPY		Staff Therapist - OT	1950	Hourly	34.879	35.924	37.003	38.113	39.254	40.430					41.239
				Monthly	5,667.838	5,837.650	6,012.988	6,193.363	6,378.775	6,569.875				6,701.338	
				Annual	68,014.050	70,051.800	72,155.850	74,320.350	76,545.300	78,838.500				80,416.050	
PHYSIOTHERAPY		Staff Therapist - PT	1950	Hourly	34.879	35.924	37.003	38.113	39.254	40.430					41.239
				Monthly	5,667.838	5,837.650	6,012.988	6,193.363	6,378.775	6,569.875				6,701.338	
				Annual	68,014.050	70,051.800	72,155.850	74,320.350	76,545.300	78,838.500				80,416.050	
PHYSIOTHERAPY		Charge Therapist - PT	1950	Hourly	41.090	42.323	43.592	44.897	46.243					47.167	
				Monthly	6,677.125	6,877.488	7,083.700	7,295.763	7,514.488					7,664.638	
				Annual	80,125.500	82,529.850	85,004.400	87,549.150	90,173.850					91,975.650	
PSYCHOLOGY		Psychologist	1885	Hourly	38.616	40.068	41.568	43.125	44.744	46.421	48.161	49.970		50.969	

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
				Monthly	6,065.930	6,294.015	6,529.640	6,774.219	7,028.537	7,291.965	7,565.290	7,849.454		8,006.380
				Annual	72,791.160	75,528.180	78,355.680	81,290.625	84,342.440	87,503.585	90,783.485	94,193.450		96,076.565
SPEECH / LANGUAGE		Speech Language Therapist/Pathologist	1885	Hourly	38.958	40.594	42.154	43.720	45.391	47.213	49.050			50.031
				Monthly	6,119.653	6,376.641	6,621.691	6,867.683	7,130.170	7,416.375	7,704.938			7,859.036
				Annual	73,435.830	76,519.690	79,460.290	82,412.200	85,562.035	88,996.505	92,459.250			94,308.435
X		¹ Community Addictions Worker II (AFM - CAW2)	1885	Hourly	31.670	32.860	34.080	35.420	36.680	38.120				
				Monthly	4,974.829	5,161.758	5,353.400	5,563.892	5,761.817	5,988.017				
				Annual	59,697.950	61,941.100	64,240.800	66,766.700	69,141.800	71,856.200				
X		¹ Prevention Education Consultant	1885	Hourly	31.670	32.860	34.080	35.420	36.680	38.120				
				Monthly	4,974.829	5,161.758	5,353.400	5,563.892	5,761.817	5,988.017				
				Annual	59,697.950	61,941.100	64,240.800	66,766.700	69,141.800	71,856.200				
X		¹ Rehab Counsellor I	1885	Hourly	29.510	30.570	31.670	32.860	34.080	35.420				
				Monthly	4,635.529	4,802.038	4,974.829	5,161.758	5,353.400	5,563.892				
				Annual	55,626.350	57,624.450	59,697.950	61,941.100	64,240.800	66,766.700				
X		¹ Rehab Counsellor II	1885	Hourly	31.670	32.860	34.080	35.420	36.680	38.120				
				Monthly	4,974.829	5,161.758	5,353.400	5,563.892	5,761.817	5,988.017				
				Annual	59,697.950	61,941.100	64,240.800	66,766.700	69,141.800	71,856.200				

¹AFM-new - 0% GWI

Occupational Group	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20
			Annual	55,626.350	57,624.450	59,697.950	61,941.100	64,240.800	66,766.700					
X		¹ Rehab Counsellor II	1885	Hourly	31.670	32.860	34.080	35.420	36.680	38.120				
			Monthly	4,974.829	5,161.758	5,353.400	5,563.892	5,761.817	5,988.017					
			Annual	59,697.950	61,941.100	64,240.800	66,766.700	69,141.800	71,856.200					

¹AFM-new