

EFFECTIVE DATE	01-Jul-2015	01-May-2016	01-Jul-2016	01-May-2017	01-Jul-2017	01-May-2018	01-Jul-2018	01-May-2019
% INCREASE	1%	0.0%	0.5%	1%	0.5%	1.0%	0.5%	1%
POSITION	RATE/HR	* ESD		* ESD		* ESD		* ESD
ABORIGINAL SUPPORT WORKER	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
ACCOUNTING CLERK	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
ACCOUNTING SERVICES CLERK	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
AFTER SCHOOL PROGRAM LEADER	\$ 24.35	\$ 24.35	\$ 24.47	\$ 24.71	\$ 24.83	\$ 25.08	\$ 25.21	\$ 25.46
ALARM SYSTEM TECHNICIAN **	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
APPRENTICE 1st YEAR - 80%** HVAC I	\$ 24.10	\$ 24.10	\$ 24.22	\$ 24.46	\$ 24.58	\$ 24.83	\$ 24.95	\$ 25.20
APPRENTICE 2nd YEAR - 85%** HVAC I	\$ 25.60	\$ 25.60	\$ 25.73	\$ 25.99	\$ 26.12	\$ 26.38	\$ 26.51	\$ 26.78
APPRENTICE 3rd YEAR - 90%** HVAC I	\$ 27.11	\$ 27.11	\$ 27.25	\$ 27.52	\$ 27.66	\$ 27.94	\$ 28.08	\$ 28.36
APPRENTICE 4th YEAR - 95%** HVAC I	\$ 28.61	\$ 28.61	\$ 28.75	\$ 29.04	\$ 29.19	\$ 29.48	\$ 29.63	\$ 29.93
AUDIOLOGY ASSISTANT	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
BACKHOE OPERATOR	\$ 24.89	\$ 24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03
BRAILLIST	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
BUYER 1	\$ 24.89	\$ 24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03
CAPITAL PROJECTS COORDINATOR	\$ 28.68	\$ 28.68	\$ 28.82	\$ 29.11	\$ 29.26	\$ 29.55	\$ 29.70	\$ 30.00
CAREER RESOURCE FACILITATOR	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
CARETAKER I	\$ 21.10	\$ 21.10	\$ 21.21	\$ 21.42	\$ 21.53	\$ 21.75	\$ 21.86	\$ 22.08
CARETAKER II	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
CARETAKER III	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
CARETAKER IV	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
CARETAKER SUPERVISOR	\$ 27.05	\$ 27.05	\$ 27.19	\$ 27.46	\$ 27.60	\$ 27.88	\$ 28.02	\$ 28.30
CARPENTER**	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
CASHIER	\$ 19.47	\$ 19.47	\$ 19.57	\$ 19.77	\$ 19.87	\$ 20.07	\$ 20.17	\$ 20.37
CASUAL CLERICAL I	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
CASUAL CLERICAL II	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
CLERICAL SUPERVISOR	\$ 27.59	\$ 27.59	\$ 27.73	\$ 28.01	\$ 28.15	\$ 28.43	\$ 28.57	\$ 28.86
COMMUNICATIONS & SOCIAL MEDIA ASSISTANT	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
COMMUNITY SCHOOL COORDINATOR	\$ 28.14	\$ 28.14	\$ 28.28	\$ 28.56	\$ 28.70	\$ 28.99	\$ 29.13	\$ 29.42
CONTINUING EDUCATION/ALTERNATIVE EDUCATION SECRETARY	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
COOK I	\$ 20.02	\$ 20.02	\$ 20.12	\$ 20.32	\$ 20.42	\$ 20.62	\$ 20.72	\$ 20.93
COOK II	\$ 21.10	\$ 21.10	\$ 21.21	\$ 21.42	\$ 21.53	\$ 21.75	\$ 21.86	\$ 22.08
COOK III	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
COOK IV	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
CULINARY ASSISTANT**	\$ 27.16	\$ 27.16	\$ 27.30	\$ 27.57	\$ 27.71	\$ 27.99	\$ 28.13	\$ 28.41
DELIVERY PERSON	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
DISTRICT SECRETARY I	\$ 21.10	\$ 21.10	\$ 21.21	\$ 21.42	\$ 21.53	\$ 21.75	\$ 21.86	\$ 22.08
DISTRICT SECRETARY II	\$ 21.64	\$ 21.64	\$ 21.75	\$ 21.97	\$ 22.08	\$ 22.30	\$ 22.41	\$ 22.63
DISTRICT SECRETARY III	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33

EFFECTIVE DATE	01-Jul-2015	01-May-2016	01-Jul-2016	01-May-2017	01-Jul-2017	01-May-2018	01-Jul-2018	01-May-2019
% INCREASE	1%	0.0%	0.5%	1%	0.5%	1.0%	0.5%	1%
POSITION	RATE/HR	* ESD		* ESD		* ESD		* ESD
DISTRICT SECRETARY IV	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
DISTRICT SECRETARY V	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
DISTRICT SECRETARY VI	\$ 24.35	\$ 24.35	\$ 24.47	\$ 24.71	\$ 24.83	\$ 25.08	\$ 25.21	\$ 25.46
EDUCATION ASSISTANT	\$ 24.89	\$ 24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03
EDUCATION ASSISTANT SUPERVISOR	\$ 28.14	\$ 28.14	\$ 28.28	\$ 28.56	\$ 28.70	\$ 28.99	\$ 29.13	\$ 29.42
EQUIPMENT OPERATOR	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
ELECTRICIAN**`	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
ELECTRONICS TECHNICIAN**	\$ 27.85	\$ 27.85	\$ 27.99	\$ 28.27	\$ 28.41	\$ 28.69	\$ 28.83	\$ 29.12
FINANCE & PENSION CLERK***	\$ 27.35	\$ 27.35	\$ 27.47	\$ 27.71	\$ 27.83	\$ 28.08	\$ 28.21	\$ 28.46
GARDENER**	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
GROUNDS I	\$ 21.64	\$ 21.64	\$ 21.75	\$ 21.97	\$ 22.08	\$ 22.30	\$ 22.41	\$ 22.63
GROUNDS II	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
GROUNDS SUPERVISOR**	\$ 31.28	\$ 31.28	\$ 31.44	\$ 31.75	\$ 31.91	\$ 32.23	\$ 32.39	\$ 32.71
HUMAN RESOURCES I	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
HUMAN RESOURCES II	\$ 24.35	\$ 24.35	\$ 24.47	\$ 24.71	\$ 24.83	\$ 25.08	\$ 25.21	\$ 25.46
HUMAN RESOURCES SUPERVISOR	\$ 27.59	\$ 27.59	\$ 27.73	\$ 28.01	\$ 28.15	\$ 28.43	\$ 28.57	\$ 28.86
HVAC MECHANIC I** & ***	\$ 31.93	\$ 31.93	\$ 32.08	\$ 32.38	\$ 32.53	\$ 32.84	\$ 33.00	\$ 33.31
HVAC MECHANIC II** & ***	\$ 32.46	\$ 32.46	\$ 32.61	\$ 32.92	\$ 33.08	\$ 33.39	\$ 33.55	\$ 33.87
ICT TEAM LEADER I **	\$ 28.39	\$ 28.39	\$ 28.53	\$ 28.82	\$ 28.96	\$ 29.25	\$ 29.40	\$ 29.69
ICT TEAM LEADER I (DATA CENTRE)**	\$ 29.00	\$ 29.00	\$ 29.15	\$ 29.44	\$ 29.59	\$ 29.89	\$ 30.04	\$ 30.34
ICT TEAM LEADER II**	\$ 29.00	\$ 29.00	\$ 29.15	\$ 29.44	\$ 29.59	\$ 29.89	\$ 30.04	\$ 30.34
ICT TEAM LEADER II (SIS)**	\$ 29.00	\$ 29.00	\$ 29.15	\$ 29.44	\$ 29.59	\$ 29.89	\$ 30.04	\$ 30.34
ICT TEAM LEADER II (SECURITY & NETWORKS)**	\$ 29.00	\$ 29.00	\$ 29.15	\$ 29.44	\$ 29.59	\$ 29.89	\$ 30.04	\$ 30.34
ICT SUPERVISOR (HELP DESK & SUPPORT)**	\$ 29.60	\$ 29.60	\$ 29.75	\$ 30.05	\$ 30.20	\$ 30.50	\$ 30.65	\$ 30.96
INFORMATION TECHNOLOGIST**	\$ 28.14	\$ 28.14	\$ 28.28	\$ 28.56	\$ 28.70	\$ 28.99	\$ 29.13	\$ 29.42
INFORMATION TECH SECURITY & NETWORKS**	\$ 28.27	\$ 28.27	\$ 28.41	\$ 28.69	\$ 28.83	\$ 29.12	\$ 29.27	\$ 29.56
IMMIGRANT YOUTH WORKER	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
IT SEVICE DESK TECHNOLOGIST**	\$ 27.85	\$ 27.85	\$ 27.99	\$ 28.27	\$ 28.41	\$ 28.69	\$ 28.83	\$ 29.12
LIBRARY ASSISTANT II	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
LIBRARY TECHNICIAN II	\$ 24.89	\$ 24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03
MAINTENANCE COORDINATOR	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
MECHANICAL TECHNOLOGIST**	\$ 27.85	\$ 27.85	\$ 27.99	\$ 28.27	\$ 28.41	\$ 28.69	\$ 28.83	\$ 29.12
MEDIA RESOURCE I	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20

EFFECTIVE DATE	01-Jul-2015	01-May-2016	01-Jul-2016	01-May-2017	01-Jul-2017	01-May-2018	01-Jul-2018	01-May-2019
% INCREASE	1%	0.0%	0.5%	1%	0.5%	1.0%	0.5%	1%
POSITION	RATE/HR	* ESD		* ESD		* ESD		* ESD
MEDIA RESOURCE II	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
MILLWRIGHT**	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
NOON HOUR	\$ 18.94	\$ 18.94	\$ 19.03	\$ 19.22	\$ 19.32	\$ 19.51	\$ 19.61	\$ 19.81
PAYROLL CLERK I	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
PAYROLL CLERK II***	\$ 25.85	\$ 25.85	\$ 25.97	\$ 26.21	\$ 26.33	\$ 26.57	\$ 26.69	\$ 26.94
PAYROLL CLERK III***	\$ 27.52	\$ 27.52	\$ 27.65	\$ 27.91	\$ 28.04	\$ 28.31	\$ 28.44	\$ 28.71
PAYROLL SUPERVISOR	\$ 27.59	\$ 27.59	\$ 27.73	\$ 28.01	\$ 28.15	\$ 28.43	\$ 28.57	\$ 28.86
PAINTER**	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
PAINTER - SUPERVISOR**	\$ 31.28	\$ 31.28	\$ 31.44	\$ 31.75	\$ 31.91	\$ 32.23	\$ 32.39	\$ 32.71
PLUMBER **	\$ 30.12	\$ 30.12	\$ 30.27	\$ 30.57	\$ 30.72	\$ 31.03	\$ 31.19	\$ 31.50
PLUMBER - HVAC I** & ***	\$ 31.93	\$ 31.93	\$ 32.08	\$ 32.38	\$ 32.53	\$ 32.84	\$ 33.00	\$ 33.31
PURCHASING CLERK	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
RECEPTIONIST SECONDARY SCHOOL	\$ 21.64	\$ 21.64	\$ 21.75	\$ 21.97	\$ 22.08	\$ 22.30	\$ 22.41	\$ 22.63
SCHOOL MEALS COORDINATOR	\$ 20.02	\$ 20.02	\$ 20.12	\$ 20.32	\$ 20.42	\$ 20.62	\$ 20.72	\$ 20.93
SCHOOL SECRETARY I	\$ 21.10	\$ 21.10	\$ 21.21	\$ 21.42	\$ 21.53	\$ 21.75	\$ 21.86	\$ 22.08
SCHOOL SECRETARY II	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
SCHOOL SECRETARY III	\$ 23.26	\$ 23.26	\$ 23.38	\$ 23.61	\$ 23.73	\$ 23.97	\$ 24.09	\$ 24.33
SCHOOL SECRETARY IV	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
SCHOOL SECRETARY V	\$ 24.35	\$ 24.35	\$ 24.47	\$ 24.71	\$ 24.83	\$ 25.08	\$ 25.21	\$ 25.46
SEA INTENSIVE BEHAVIOUR SUPPORT	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
SECURITY RUNNER	\$ 21.10	\$ 21.10	\$ 21.21	\$ 21.42	\$ 21.53	\$ 21.75	\$ 21.86	\$ 22.08
SENIOR BUYER	\$ 27.59	\$ 27.59	\$ 27.73	\$ 28.01	\$ 28.15	\$ 28.43	\$ 28.57	\$ 28.86
SENIOR ACCOUNTING CLERK	\$ 27.59	\$ 27.59	\$ 27.73	\$ 28.01	\$ 28.15	\$ 28.43	\$ 28.57	\$ 28.86
SETTLEMENT WORKER	\$ 25.44	\$ 25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61
SIS SECRETARY - MIDDLE SCHOOL	\$ 22.74	\$ 22.74	\$ 22.85	\$ 23.08	\$ 23.20	\$ 23.43	\$ 23.55	\$ 23.79
SIS SECRETARY - SECONDARY SCHOOL	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
STORES	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90
STRONG START FACILITATOR	\$ 24.89	\$ 24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03
TEACHER ASSISTANT I	\$ 20.55	\$ 20.55	\$ 20.65	\$ 20.86	\$ 20.96	\$ 21.17	\$ 21.28	\$ 21.49
TEACHER ASSISTANT II	\$ 21.64	\$ 21.64	\$ 21.75	\$ 21.97	\$ 22.08	\$ 22.30	\$ 22.41	\$ 22.63
TELEPHONE OPERATOR/RECEPTIONIST	\$ 22.19	\$ 22.19	\$ 22.30	\$ 22.52	\$ 22.63	\$ 22.86	\$ 22.97	\$ 23.20
TRADES SUPERVISOR - DAY SHIFT**	\$ 32.46	\$ 32.46	\$ 32.62	\$ 32.95	\$ 33.11	\$ 33.44	\$ 33.61	\$ 33.95
TRADES SUPERVISOR - ELECTRICAL**	\$ 32.46	\$ 32.46	\$ 32.62	\$ 32.95	\$ 33.11	\$ 33.44	\$ 33.61	\$ 33.95
TRADES SUPERVISOR - MECHANICAL** & ***	\$ 34.27	\$ 34.27	\$ 34.43	\$ 34.76	\$ 34.92	\$ 35.25	\$ 35.42	\$ 35.76
TRADES SUPERVISOR - P.M. SHIFT**	\$ 31.88	\$ 31.88	\$ 32.04	\$ 32.36	\$ 32.52	\$ 32.85	\$ 33.01	\$ 33.34

EFFECTIVE DATE	01-Jul-2015	01-May-2016	01-Jul-2016	01-May-2017	01-Jul-2017	01-May-2018	01-Jul-2018	01-May-2019																										
% INCREASE	1%	0.0%	0.5%	1%	0.5%	1.0%	0.5%	1%																										
POSITION	RATE/HR	* ESD		* ESD		* ESD		* ESD																										
UTILITY - GROUNDS	\$ 23.81	\$ 23.81	\$ 23.93	\$ 24.17	\$ 24.29	\$ 24.53	\$ 24.65	\$ 24.90																										
VISUAL LANGUAGE INTERPRETER***	29.04	29.04	\$ 29.16	\$ 29.41	\$ 29.54	\$ 29.79	\$ 29.92	\$ 30.18																										
WEB TECHNOLOGIST**	28.14	28.14	\$ 28.28	\$ 28.56	\$ 28.70	\$ 28.99	\$ 29.13	\$ 29.42																										
WORK EXPERIENCE/EMPLOYMENT FACILITATOR I	24.89	24.89	\$ 25.01	\$ 25.26	\$ 25.39	\$ 25.64	\$ 25.77	\$ 26.03																										
WORK EXPERIENCE/EMPLOYMENT FACILITATOR II	25.98	25.98	\$ 26.11	\$ 26.37	\$ 26.50	\$ 26.77	\$ 26.90	\$ 27.17																										
YOUTH WORKER	25.44	25.44	\$ 25.57	\$ 25.83	\$ 25.96	\$ 26.22	\$ 26.35	\$ 26.61																										
YOUTH WORKER SUPERVISOR	28.68	28.68	\$ 28.82	\$ 29.11	\$ 29.26	\$ 29.55	\$ 29.70	\$ 30.00																										
LEGEND			Availability of the Economic Stability Dividend																															
<p>* ESD = Economic Stability Dividend                      ** MA/TA = DENOTES MARKET ADJUSTMENT &amp;/OR TRADES ADJUSTMENT                      *** SSEAC LMA = SSEAC LABOUR MARKET ADJUSTMENTS</p> <p><b>PLEASE NOTE THAT THE FOLLOWING ADDITION SSEAC LABOUR MARKET ADJUSTMENTS - ADJUSTMENT ADDED TO BASE RATE AND PREVIOUS LABOUR MARKET ADJUSTMENTS:</b></p> <table> <tr> <td>HVAC I</td> <td>\$1.81 PER HOUR</td> </tr> <tr> <td>HVAC II</td> <td>\$1.81 PER HOUR</td> </tr> <tr> <td>Payroll Clerk II</td> <td>\$2.04 PER HOUR</td> </tr> <tr> <td>Payroll Clerk III</td> <td>\$1.54 PER HOUR</td> </tr> <tr> <td>Plumber - HVAC I</td> <td>\$1.81 PER HOUR</td> </tr> <tr> <td>Trades Supervisor - Mechanical</td> <td>\$1.81 PER HOUR</td> </tr> <tr> <td>Visual Language Interpreter</td> <td>\$4.15 PER HOUR</td> </tr> <tr> <td>Finance &amp; Pension Clerk</td> <td>\$3.00 PER HOUR</td> </tr> </table>			HVAC I	\$1.81 PER HOUR	HVAC II	\$1.81 PER HOUR	Payroll Clerk II	\$2.04 PER HOUR	Payroll Clerk III	\$1.54 PER HOUR	Plumber - HVAC I	\$1.81 PER HOUR	Trades Supervisor - Mechanical	\$1.81 PER HOUR	Visual Language Interpreter	\$4.15 PER HOUR	Finance & Pension Clerk	\$3.00 PER HOUR	<table> <thead> <tr> <th>Collective Agreement</th> <th>BC REAL GDP</th> </tr> </thead> <tbody> <tr> <td>2015/16</td> <td>above forecast real 2014 GDF</td> </tr> <tr> <td>2016/17</td> <td>above forecast real 2015 GDF</td> </tr> <tr> <td>2017/18</td> <td>above forecast real 2016 GDF</td> </tr> <tr> <td>2018/19</td> <td>above forecast real 2017 GDF</td> </tr> </tbody> </table> <p><b>1. Term</b>  <i>July 1, 2014 to June 30, 2019.</i></p> <p><b>2. Wage Increases</b>  <b>Wages will increase by 5.5%. Increases will be effective on the following dates:</b></p> <p>July 1, 2015 1.0%                      May 1, 2016 Economic Stability Dividend                      July 1, 2016 0.5%                      May 1, 2017 1.0% plus Economic Stability Dividend                      July 1, 2017 0.5%                      May 1, 2018 1.0% plus Economic Stability Dividend                      July 1, 2018 0.5%                      May 1, 2019 1.0% plus Economic Stability Dividend</p> <p><b>The terms of the Economic Stability Dividend are described in Appendix A.</b></p>						Collective Agreement	BC REAL GDP	2015/16	above forecast real 2014 GDF	2016/17	above forecast real 2015 GDF	2017/18	above forecast real 2016 GDF	2018/19	above forecast real 2017 GDF
HVAC I	\$1.81 PER HOUR																																	
HVAC II	\$1.81 PER HOUR																																	
Payroll Clerk II	\$2.04 PER HOUR																																	
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