

Appendix 1

Salary Ranges

Effective January 1, 2019 (or alternative implementation date) – transition to new model replacing Appendix 1

	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Phase 1	\$15.45	\$17.00	\$18.55
Phase 2	\$16.80	\$18.48	\$20.16
Phase 3	\$18.26	\$20.51	\$22.76
Phase 4	\$19.85	\$22.17	\$24.50
Phase 5	\$21.10	\$23.73	\$26.37
Phase 6	\$22.93	\$25.80	\$28.67
Phase 7	\$24.93	\$28.04	\$31.16
Phase 8	\$27.10	\$31.57	\$36.05
Phase 9	\$28.81	\$33.78	\$38.75
Phase 10	\$31.32	\$36.16	\$41.00
Phase 11	\$34.04	\$39.15	\$44.26
Phase 12	\$37.01	\$42.56	\$48.11

Effective January 1, 2020 – 2.0% increase from previous year salary ranges

	Minimum Hourly	Midpoint Hourly	Maximum Hourly
Phase 1	\$15.76	\$17.34	\$18.92
Phase 2	\$17.14	\$18.85	\$20.56
Phase 3	\$18.63	\$20.93	\$23.22
Phase 4	\$20.25	\$22.62	\$24.99
Phase 5	\$21.52	\$24.21	\$26.90
Phase 6	\$23.39	\$26.32	\$29.24
Phase 7	\$25.43	\$28.61	\$31.78
Phase 8	\$27.64	\$32.21	\$36.77
Phase 9	\$29.39	\$34.46	\$39.53
Phase 10	\$31.95	\$36.89	\$41.82
Phase 11	\$34.73	\$39.94	\$45.14
Phase 12	\$37.75	\$43.41	\$49.07

Remove Appendix 2