

APPENDIX "A"

**AU - AUDITING
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

AU - Developmental

		Min	Max
From:	\$	54324	69943
To:	A	55004	70818
	X	56930	73297
	B	57215	73664
	Y	58932	75874
	C	59080	76064
	Z	60262	77586
	D	61468	79138

AU-1		1	2	3	4	5	6	7	8
From:	\$	64605	67266	69943	72619	75300	77978	80657	84590
To:	A	65413	68107	70818	73527	76242	78953	81666	85648
	X	67703	70491	73297	76101	78911	81717	84525	88646
	B	68042	70844	73664	76482	79306	82126	84948	89090
	Y	70084	72970	75874	78777	81686	84590	87497	91763
	C	70260	73153	76064	78974	81891	84802	87716	91993

Z	71666	74617	77586	80554	83529	86499	89471	93833
D	73100	76110	79138	82166	85200	88229	91261	95710

AU-2		1	2	3	4	5	6	7	8
From:	\$	77012	79659	82306	84954	87603	90252	92897	99183
To:	A	77975	80655	83335	86016	88699	91381	94059	100423
	X	80705	83478	86252	89027	91804	94580	97352	103938
	B	81109	83896	86684	89473	92264	95053	97839	104458
	Y	83543	86413	89285	92158	95032	97905	100775	107592
	C	83752	86630	89509	92389	95270	98150	101027	107861
	Z	85428	88363	91300	94237	97176	100113	103048	110019
	D	87137	90131	93126	96122	99120	102116	105109	112220

AU-3		1	2	3	4	5	6	7
From:	\$	88261	91563	94702	97837	100978	104111	108549
To:	A	89365	92708	95886	99060	102241	105413	109906
	X	92493	95953	99243	102528	105820	109103	113753
	B	92956	96433	99740	103041	106350	109649	114322
	Y	95745	99326	102733	106133	109541	112939	117752
	C	95985	99575	102990	106399	109815	113222	118047
	Z	97905	101567	105050	108527	112012	115487	120408
	D	99864	103599	107151	110698	114253	117797	122817

AU-4		1	2	3	4	5	6	7
From:	\$	99566	103169	106712	110260	113813	117358	120908
To:	A	100811	104459	108046	111639	115236	118825	122420
	X	104340	108116	111828	115547	119270	122984	126705
	B	104862	108657	112388	116125	119867	123599	127339
	Y	108008	111917	115760	119609	123464	127307	131160
	C	108279	112197	116050	119909	123773	127626	131488
	Z	110445	114441	118371	122308	126249	130179	134118
	D	112654	116730	120739	124755	128774	132783	136801

AU-5		1	2	3	4	5	6	7
From:	\$	110750	114360	117965	121567	125173	128776	132378
To:	A	112135	115790	119440	123087	126738	130386	134033
	X	116060	119843	123621	127396	131174	134950	138725
	B	116641	120443	124240	128033	131830	135625	139419
	Y	120141	124057	127968	131874	135785	139694	143602
	C	120442	124368	128288	132204	136125	140044	143962
	Z	122851	126856	130854	134849	138848	142845	146842
	D	125309	129394	133472	137546	141625	145702	149779

AU-6		1	2	3	4	5	6	7
From:	\$	121536	125540	129549	133560	137569	141578	145584
To:	A	123056	127110	131169	135230	139289	143348	147404
	X	127363	131559	135760	139964	144165	148366	152564
	B	128000	132217	136439	140664	144886	149108	153327
	Y	131840	136184	140533	144884	149233	153582	157927
	C	132170	136525	140885	145247	149607	153966	158322
	Z	134814	139256	143703	148152	152600	157046	161489
	D	137511	142042	146578	151116	155652	160187	164719

APPENDIX "A"

**CH - CHEMISTRY GROUP
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

CH-1		1*	2	3	4	5	6	7
From:	\$	39581	55064	58661	61293	63924	66561	69193
To:	A	40076	55753	59395	62060	64724	67394	70058
	X	41479	57705	61474	64233	66990	69753	72511
	B	41687	57994	61782	64555	67325	70102	72874
	Y	42938	59734	63636	66492	69345	72206	75061
	C	43046	59884	63796	66659	69519	72387	75249
	Z	43907	61082	65072	67993	70910	73835	76754
	D	44786	62304	66374	69353	72329	75312	78290

* WITH INTERMEDIATE STEPS

CH-2		1	2	3	4	5	6	7	8	9
From:	\$	64599	67772	70951	74124	77317	80480	83489	87883	92281
To:	A	65407	68620	71838	75051	78284	81486	84533	88982	93435
	X	67697	71022	74353	77678	81024	84339	87492	92097	96706
	B	68036	71378	74725	78067	81430	84761	87930	92558	97190
	Y	70078	73520	76967	80410	83873	87304	90568	95335	100106
	C	70254	73704	77160	80612	84083	87523	90795	95574	100357

Z	71660	75179	78704	82225	85765	89274	92611	97486	102365
D	73094	76683	80279	83870	87481	91060	94464	99436	104413

CH-3

		1	2	3	4	5	6	7	8	9
From:	\$	77599	81419	85234	89061	92869	96688	100506	102659	106476
To:	A	78569	82437	86300	90175	94030	97897	101763	103943	107807
	X	81319	85323	89321	93332	97322	101324	105325	107582	111581
	B	81726	85750	89768	93799	97809	101831	105852	108120	112139
	Y	84178	88323	92462	96613	100744	104886	109028	111364	115504
	C	84389	88544	92694	96855	100996	105149	109301	111643	115793
	Z	86077	90315	94548	98793	103016	107252	111488	113876	118109
	D	87799	92122	96439	100769	105077	109398	113718	116154	120472

CH-4

		1	2	3	4	5	6	7
From:	\$	93262	97533	101476	105412	109353	113292	117231
To:	A	94428	98753	102745	106730	110720	114709	118697
	X	97733	102210	106342	110466	114596	118724	122852
	B	98222	102722	106874	111019	115169	119318	123467
	Y	101169	105804	110081	114350	118625	122898	127172
	C	101422	106069	110357	114636	118922	123206	127490
	Z	103451	108191	112565	116929	121301	125671	130040
	D	105521	110355	114817	119268	123728	128185	132641

CH-5

		1	2	3	4	5	6
From:	\$	107811	112445	117085	121720	126353	130993
To:	A	109159	113851	118549	123242	127933	132631
	X	112980	117836	122699	127556	132411	137274
	B	113545	118426	123313	128194	133074	137961
	Y	116952	121979	127013	132040	137067	142100
	C	117245	122284	127331	132371	137410	142456
	Z	119590	124730	129878	135019	140159	145306
	D	121982	127225	132476	137720	142963	148213

APPENDIX "A"

**CO - COMMERCE
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

CO - DEV

		Min	Max
From:	\$	32249	71485
To:	A	32653	72379
	X	33796	74913
	B	33965	75288
	Y	34984	77547
	C	35072	77741
	Z	35774	79296
	D	36490	80882

CO-1		1	2	3	4	5	6	7	8	9	10
From:	\$	59973	62809	65636	68472	71288	74132	76960	79789	82616	85449
To:	A	60723	63595	66457	69328	72180	75059	77922	80787	83649	86518
	X	62849	65821	68783	71755	74707	77687	80650	83615	86577	89547
	B	63164	66151	69127	72114	75081	78076	81054	84034	87010	89995
	Y	65059	68136	71201	74278	77334	80419	83486	86556	89621	92695
	C	65222	68307	71380	74464	77528	80621	83695	86773	89846	92927

Z	66527	69674	72808	75954	79079	82234	85369	88509	91643	94786
D	67858	71068	74265	77474	80661	83879	87077	90280	93476	96682

CO-2		1	2	3	4	5	6	7	8	9	10	11
From:	\$	78176	82249	86321	90396	94459	98537	102598	106682	110748	114821	118883
To:	A	79154	83278	87401	91526	95640	99769	103881	108016	112133	116257	120370
	X	81925	86193	90461	94730	98988	103261	107517	111797	116058	120326	124583
	B	82335	86624	90914	95204	99483	103778	108055	112356	116639	120928	125206
	Y	84806	89223	93642	98061	102468	106892	111297	115727	120139	124556	128963
	C	85019	89447	93877	98307	102725	107160	111576	116017	120440	124868	129286
	Z	86720	91236	95755	100274	104780	109304	113808	118338	122849	127366	131872
	D	88455	93061	97671	102280	106876	111491	116085	120705	125306	129914	134510

CO-3		1	2	3	4	5	6	7	8	9
From:	\$	95816	100353	104886	109415	113947	118475	122734	127001	131260
To:	A	97014	101608	106198	110783	115372	119956	124269	128589	132901
	X	100410	105165	109915	114661	119411	124155	128619	133090	137553
	B	100913	105691	110465	115235	120009	124776	129263	133756	138241
	Y	103941	108862	113779	118693	123610	128520	133141	137769	142389
	C	104201	109135	114064	118990	123920	128842	133474	138114	142745
	Z	106286	111318	116346	121370	126399	131419	136144	140877	145600
	D	108412	113545	118673	123798	128927	134048	138867	143695	148512

CO-4		1	2	3	4	5	6	7	8
From:	\$	109392	114341	119248	123859	128459	133071	137675	142283
To:	A	110760	115771	120739	125408	130065	134735	139396	144062
	X	114637	119823	124965	129798	134618	139451	144275	149105
	B	115211	120423	125590	130447	135292	140149	144997	149851
	Y	118668	124036	129358	134361	139351	144354	149347	154347
	C	118965	124347	129682	134697	139700	144715	149721	154733
	Z	121345	126834	132276	137391	142494	147610	152716	157828
	D	123772	129371	134922	140139	145344	150563	155771	160985

APPENDIX "A"

**CS - COMPUTER SYSTEMS
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

CS-1		1	2	3	4	5	6	7	8
From:	\$	64504	66813	69107	71404	73691	75987	78284	80575
To:	A	65311	67649	69971	72297	74613	76937	79263	81583
	X	67597	70017	72420	74828	77225	79630	82038	84439
	B	67935	70368	72783	75203	77612	80029	82449	84862
	Y	69974	72480	74967	77460	79941	82430	84923	87408
	C	70149	72662	75155	77654	80141	82637	85136	87627
	Z	71552	74116	76659	79208	81744	84290	86839	89380
	D	72984	75599	78193	80793	83379	85976	88576	91168

CS-2		1	2	3	4	5	6	7	8
From:	\$	77296	79770	82246	84725	87200	89675	92148	94623
To:	A	78263	80768	83275	85785	88290	90796	93300	95806
	X	81003	83595	86190	88788	91381	93974	96566	99160
	B	81409	84013	86621	89232	91838	94444	97049	99656
	Y	83852	86534	89220	91909	94594	97278	99961	102646
	C	84062	86751	89444	92139	94831	97522	100211	102903
	Z	85744	88487	91233	93982	96728	99473	102216	104962

	D	87459	90257	93058	95862	98663	101463	104261	107062	
CS-3		1	2	3	4	5	6	7	8	
From:	\$	91483	94625	97773	100920	104065	107216	110357	113503	
To:	A	92627	95808	98996	102182	105366	108557	111737	114922	
	X	95869	99162	102461	105759	109054	112357	115648	118945	
	B	96349	99658	102974	106288	109600	112919	116227	119540	
	Y	99240	102648	106064	109477	112888	116307	119714	123127	
	C	99489	102905	106330	109751	113171	116598	120014	123435	
	Z	101479	104964	108457	111947	115435	118930	122415	125904	
	D	103509	107064	110627	114186	117744	121309	124864	128423	
CS-4		1	2	3	4	5	6	7	8	
From:	\$	104953	108565	112166	115772	119380	122983	126590	130199	
To:	A	106265	109923	113569	117220	120873	124521	128173	131827	
	X	109985	113771	117544	121323	125104	128880	132660	136441	
	B	110535	114340	118132	121930	125730	129525	133324	137124	
	Y	113852	117771	121676	125588	129502	133411	137324	141238	
	C	114137	118066	121981	125902	129826	133745	137668	141592	
	Z	116420	120428	124421	128421	132423	136420	140422	144424	
	D	118749	122837	126910	130990	135072	139149	143231	147313	
CS-5		1	2	3	4	5	6	7	8	9
From:	\$	121022	125511	129996	134490	138979	143469	147964	152450	156940
To:	A	122535	127080	131621	136172	140717	145263	149814	154356	158902
	X	126824	131528	136228	140939	145643	150348	155058	159759	164464
	B	127459	132186	136910	141644	146372	151100	155834	160558	165287
	Y	131283	136152	141018	145894	150764	155633	160510	165375	170246
	C	131612	136493	141371	146259	151141	156023	160912	165789	170672
	Z	134245	139223	144199	149185	154164	159144	164131	169105	174086
	D	136930	142008	147083	152169	157248	162327	167414	172488	177568

CS 2022**CS-1**

Annual	\$	67597	70017	72420	74828	77225	79630	82038	84439
Weekly		1295.56	1341.94	1387.99	1434.15	1480.09	1526.18	1572.33	1618.35
Daily		259.11	268.39	277.60	286.83	296.02	305.24	314.47	323.67
Hourly		34.55	35.79	37.01	38.24	39.47	40.70	41.93	43.16

CS-2

Annual	\$	81003	83595	86190	88788	91381	93974	96566	99160
Weekly		1552.50	1602.17	1651.91	1701.70	1751.40	1801.10	1850.77	1900.49
Daily		310.50	320.43	330.38	340.34	350.28	360.22	370.15	380.10
Hourly		41.40	42.72	44.05	45.38	46.70	48.03	49.35	50.68

CS-3

Annual	\$	95869	99162	102461	105759	109054	112357	115648	118945
Weekly		1837.42	1900.53	1963.76	2026.97	2090.12	2153.42	2216.50	2279.69
Daily		367.48	380.11	392.75	405.39	418.02	430.68	443.30	455.94
Hourly		49.00	50.68	52.37	54.05	55.74	57.42	59.11	60.79

CS-4

Annual	\$	109985	113771	117544	121323	125104	128880	132660	136441
Weekly		2107.96	2180.52	2252.84	2325.26	2397.73	2470.10	2542.55	2615.01
Daily		421.59	436.10	450.57	465.05	479.55	494.02	508.51	523.00
Hourly		56.21	58.15	60.08	62.01	63.94	65.87	67.80	69.73

CS-5

Annual	\$	126824	131528	136228	140939	145643	150348	155058	159759	164464
Weekly		2430.70	2520.85	2610.93	2701.22	2791.38	2881.55	2971.83	3061.93	3152.10
Daily		486.14	504.17	522.19	540.24	558.28	576.31	594.37	612.39	630.42
Hourly		64.82	67.22	69.62	72.03	74.44	76.84	79.25	81.65	84.06

CS 2023**CS-1**

Annual	\$	69974	72480	74967	77460	79941	82430	84923	87408
Weekly		1341.11	1389.14	1436.81	1484.59	1532.14	1579.85	1627.63	1675.25
Daily		268.22	277.83	287.36	296.92	306.43	315.97	325.53	335.05
Hourly		35.76	37.04	38.31	39.59	40.86	42.13	43.40	44.67

CS-2

Annual	\$	83852	86534	89220	91909	94594	97278	99961	102646
Weekly		1607.10	1658.50	1709.98	1761.52	1812.98	1864.42	1915.84	1967.30
Daily		321.42	331.70	342.00	352.30	362.60	372.88	383.17	393.46
Hourly		42.86	44.23	45.60	46.97	48.35	49.72	51.09	52.46

CS-3

Annual	\$	99240	102648	106064	109477	112888	116307	119714	123127
Weekly		1902.02	1967.34	2032.81	2098.23	2163.60	2229.13	2294.43	2359.84
Daily		380.40	393.47	406.56	419.65	432.72	445.83	458.89	471.97
Hourly		50.72	52.46	54.21	55.95	57.70	59.44	61.18	62.93

CS-4

Annual	\$	113852	117771	121676	125588	129502	133411	137324	141238
Weekly		2182.08	2257.19	2332.03	2407.01	2482.02	2556.94	2631.94	2706.95
Daily		436.42	451.44	466.41	481.40	496.40	511.39	526.39	541.39
Hourly		58.19	60.19	62.19	64.19	66.19	68.19	70.19	72.19

CS-5

Annual	\$	131283	136152	141018	145894	150764	155633	160510	165375	170246
Weekly		2516.16	2609.48	2702.74	2796.19	2889.53	2982.85	3076.32	3169.56	3262.92
Daily		503.23	521.90	540.55	559.24	577.91	596.57	615.26	633.91	652.58
Hourly		67.10	69.59	72.07	74.57	77.05	79.54	82.04	84.52	87.01

CS 2024

CS-1

Annual	\$	71552	74116	76659	79208	81744	84290	86839	89380
Weekly		1371.36	1420.50	1469.24	1518.09	1566.70	1615.49	1664.35	1713.05
Daily		274.27	284.10	293.85	303.62	313.34	323.10	332.87	342.61
Hourly		36.57	37.88	39.18	40.48	41.78	43.08	44.38	45.68

CS-2

Annual	\$	85744	88487	91233	93982	96728	99473	102216	104962
Weekly		1643.36	1695.93	1748.56	1801.25	1853.88	1906.49	1959.06	2011.69
Daily		328.67	339.19	349.71	360.25	370.78	381.30	391.81	402.34
Hourly		43.82	45.22	46.63	48.03	49.44	50.84	52.24	53.65

CS-3

Annual	\$	101479	104964	108457	111947	115435	118930	122415	125904
Weekly		1944.94	2011.73	2078.68	2145.57	2212.42	2279.40	2346.19	2413.06
Daily		388.99	402.35	415.74	429.11	442.48	455.88	469.24	482.61
Hourly		51.86	53.65	55.43	57.22	59.00	60.78	62.57	64.35

CS-4

Annual	\$	116420	120428	124421	128421	132423	136420	140422	144424
Weekly		2231.29	2308.11	2384.64	2461.30	2538.01	2614.61	2691.31	2768.02
Daily		446.26	461.62	476.93	492.26	507.60	522.92	538.26	553.60
Hourly		59.50	61.55	63.59	65.63	67.68	69.72	71.77	73.81

CS-5

Annual	\$	134245	139223	144199	149185	154164	159144	164131	169105	174086
Weekly		2572.93	2668.33	2763.70	2859.26	2954.69	3050.14	3145.72	3241.05	3336.51
Daily		514.59	533.67	552.74	571.85	590.94	610.03	629.14	648.21	667.30
Hourly		68.61	71.16	73.70	76.25	78.79	81.34	83.89	86.43	88.97

CS 2025**CS-1**

Annual	\$	72984	75599	78193	80793	83379	85976	88576	91168
Weekly		1398.80	1448.92	1498.64	1548.47	1598.03	1647.81	1697.64	1747.32
Daily		279.76	289.78	299.73	309.69	319.61	329.56	339.53	349.46
Hourly		37.30	38.64	39.96	41.29	42.61	43.94	45.27	46.60

CS-2

Annual	\$	87459	90257	93058	95862	98663	101463	104261	107062
Weekly		1676.23	1729.86	1783.54	1837.28	1890.97	1944.63	1998.26	2051.94
Daily		335.25	345.97	356.71	367.46	378.19	388.93	399.65	410.39
Hourly		44.70	46.13	47.56	48.99	50.43	51.86	53.29	54.72

CS-3

Annual	\$	103509	107064	110627	114186	117744	121309	124864	128423
Weekly		1983.84	2051.98	2120.27	2188.48	2256.67	2325.00	2393.13	2461.34
Daily		396.77	410.40	424.05	437.70	451.33	465.00	478.63	492.27
Hourly		52.90	54.72	56.54	58.36	60.18	62.00	63.82	65.64

CS-4

Annual	\$	118749	122837	126910	130990	135072	139149	143231	147313
Weekly		2275.93	2354.28	2432.34	2510.54	2588.78	2666.92	2745.15	2823.39
Daily		455.19	470.86	486.47	502.11	517.76	533.38	549.03	564.68
Hourly		60.69	62.78	64.86	66.95	69.03	71.12	73.20	75.29

CS-5

Annual	\$	136930	142008	147083	152169	157248	162327	167414	172488	177568
Weekly		2624.39	2721.71	2818.98	2916.46	3013.80	3111.14	3208.64	3305.89	3403.25
Daily		524.88	544.34	563.80	583.29	602.76	622.23	641.73	661.18	680.65
Hourly		69.98	72.58	75.17	77.77	80.37	82.96	85.56	88.16	90.75

APPENDIX "A"

**ED-EDS - EDUCATION SERVICES SUB-GROUP
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

EDS-1		1	2	3	4	5	6
From:	\$	74027	77889	80690	83484	86273	89071
To:	A	74953	78863	81699	84528	87352	90185
	X	77577	81624	84559	87487	90410	93342
	B	77965	82033	84982	87925	90863	93809
	Y	80304	84494	87532	90563	93589	96624
	C	80505	84706	87751	90790	93823	96866
	Z	82116	86401	89507	92606	95700	98804
	D	83759	88130	91298	94459	97614	100781

EDS-2		1	2	3	4
From:	\$	88697	91473	94238	97003
To:	A	89806	92617	95416	98216
	X	92950	95859	98756	101654
	B	93415	96339	99250	102163
	Y	96218	99230	102228	105228
	C	96459	99479	102484	105492
	Z	98389	101469	104534	107602

	D	100357	103499	106625	109755
EDS-3		1	2	3	4
From:	\$	94656	97646	100617	103593
To:	A	95840	98867	101875	104888
	X	99195	102328	105441	108560
	B	99691	102840	105969	109103
	Y	102682	105926	109149	112377
	C	102939	106191	109422	112658
	Z	104998	108315	111611	114912
	D	107098	110482	113844	117211

		1	2	3	4
EDS-4					
To:	A	101497	104569	107641	110708
	X	105050	108229	111409	114583
	B	105576	108771	111967	115156
	Y	108744	112035	115327	118611
	C	109016	112316	115616	118908
	Z	111197	114563	117929	121287
	D	113421	116855	120288	123713

		1	2	3	4
EDS-5					
From:	\$	109403	112764	116087	119409
To:	A	110771	114174	117539	120902
	X	114648	118171	121653	125134
	B	115222	118762	122262	125760
	Y	118679	122325	125930	129533
	C	118976	122631	126245	129857
	Z	121356	125084	128770	132455
	D	123784	127586	131346	135105

ED-LAT - Language Teaching

LEVEL 1TEACHING
EXPERIENCE

	\$	A	X	B	Y	C	Z	D
1	49591	50211	51969	52229	53796	53931	55010	56111
2	51785	52433	54269	54541	56178	56319	57446	58595
3	53991	54666	56580	56863	58569	58716	59891	61089
4	56203	56906	58898	59193	60969	61122	62345	63592
5	58399	59129	61199	61505	63351	63510	64781	66077
6	60608	61366	63514	63832	65747	65912	67231	68576
7	62816	63602	65829	66159	68144	68315	69682	71076
8	65023	65836	68141	68482	70537	70714	72129	73572
9	67225	68066	70449	70802	72927	73110	74573	76065
10	69437	70305	72766	73130	75324	75513	77024	78565
11	71635	72531	75070	75446	77710	77905	79464	81054
12	73851	74775	77393	77780	80114	80315	81922	83561
13	76066	77017	79713	80112	82516	82723	84378	86066

LEVEL 2TEACHING
EXPERIENCE

	\$	A	X	B	Y	C	Z	D
1	56059	56760	58747	59041	60813	60966	62186	63430
2	58445	59176	61248	61555	63402	63561	64833	66130
3	60813	61574	63730	64049	65971	66136	67459	68809
4	63193	63983	66223	66555	68552	68724	70099	71501
5	65566	66386	68710	69054	71126	71304	72731	74186
6	67946	68796	71204	71561	73708	73893	75371	76879
7	70321	71201	73694	74063	76285	76476	78006	79567
8	72692	73601	76178	76559	78856	79054	80636	82249
9	75067	76006	78667	79061	81433	81637	83270	84936
10	77446	78415	81160	81566	84013	84224	85909	87628
11	79820	80818	83647	84066	86588	86805	88542	90313
12	82196	83224	86137	86568	89166	89389	91177	93001

13	84567	85625	88622	89066	91738	91968	93808	95685
14	86944	88031	91113	91569	94317	94553	96445	98374

LEVEL 3

TEACHING
EXPERIENCE

	\$	A	X	B	Y	C	Z	D
1	59221	59962	62061	62372	64244	64405	65694	67008
2	61598	62368	64551	64874	66821	66989	68329	69696
3	63968	64768	67035	67371	69393	69567	70959	72379
4	66352	67182	69534	69882	71979	72159	73603	75076
5	68719	69578	72014	72375	74547	74734	76229	77754
6	71099	71988	74508	74881	77128	77321	78868	80446
7	73475	74394	76998	77383	79705	79905	81504	83135
8	75849	76798	79486	79884	82281	82487	84137	85820
9	78228	79206	81979	82389	84861	85074	86776	88512
10	80604	81612	84469	84892	87439	87658	89412	91201
11	82981	84019	86960	87395	90017	90243	92048	93889
12	85355	86422	89447	89895	92592	92824	94681	96575
13	87728	88825	91934	92394	95166	95404	97313	99260
14	90105	91232	94426	94899	97746	97991	99951	101951

LEVEL 4

TEACHING
EXPERIENCE

	\$	A	X	B	Y	C	Z	D
1	63135	63925	66163	66494	68489	68661	70035	71436
2	65640	66461	68788	69132	71206	71385	72813	74270
3	68152	69004	71420	71778	73932	74117	75600	77112
4	70649	71533	74037	74408	76641	76833	78370	79938
5	73155	74070	76663	77047	79359	79558	81150	82773
6	75653	76599	79280	79677	82068	82274	83920	85599
7	78167	79145	81916	82326	84796	85008	86709	88444
8	80672	81681	84540	84963	87512	87731	89486	91276
9	83167	84207	87155	87591	90219	90445	92254	94100

10	85679	86750	89787	90236	92944	93177	95041	96942
11	88188	89291	92417	92880	95667	95907	97826	99783
12	90691	91825	95039	95515	98381	98627	100600	102612
13	93191	94356	97659	98148	101093	101346	103373	105441
14	95694	96891	100283	100785	103809	104069	106151	108275

APPENDIX "A"

**EN - ENGINEERING
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

EN-ENG-1

		Min	Max
From:	\$	49958	61957
To:	A	50583	62732
	X	52354	64928
	B	52616	65253
	Y	54195	67211
	C	54331	67380
	Z	55418	68728
	D	56527	70103

EN-ENG-2

		1	2	3	4	5	6
From:	\$	62258	64859	67654	70251	72848	75454
To:	A	63037	65670	68500	71130	73759	76398
	X	65244	67969	70898	73620	76341	79072
	B	65571	68309	71253	73989	76723	79468
	Y	67539	70359	73391	76209	79025	81853
	C	67708	70535	73575	76400	79223	82058

Z	69063	71946	75047	77928	80808	83700
D	70445	73385	76548	79487	82425	85374

EN-ENG-3

	1	2	3	4	5	6	7	8
From: \$	75212	78377	81634	84889	88132	91387	94640	97892
To: A	76153	79357	82655	85951	89234	92530	95823	99116
X	78819	82135	85548	88960	92358	95769	99177	102586
B	79214	82546	85976	89405	92820	96248	99673	103099
Y	81591	85023	88556	92088	95605	99136	102664	106192
C	81795	85236	88778	92319	95845	99384	102921	106458
Z	83431	86941	90554	94166	97762	101372	104980	108588
D	85100	88680	92366	96050	99718	103400	107080	110760

EN-ENG-4

	1	2	3	4	5	6	7
From: \$	88358	91884	95415	98945	102482	106009	109541
To: A	89463	93033	96608	100182	103764	107335	110911
X	92595	96290	99990	103689	107396	111092	114793
B	93058	96772	100490	104208	107933	111648	115367
Y	95850	99676	103505	107335	111171	114998	118829
C	96090	99926	103764	107604	111449	115286	119127
Z	98012	101925	105840	109757	113678	117592	121510
D	99973	103964	107957	111953	115952	119944	123941

EN-ENG-5

	1	2	3	4	5	6	7
From: \$	101321	105447	109544	113668	117787	121918	126043
To: A	102588	106766	110914	115089	119260	123442	127619
X	106179	110503	114796	119118	123435	127763	132086
B	106710	111056	115370	119714	124053	128402	132747
Y	109912	114388	118832	123306	127775	132255	136730
C	110187	114674	119130	123615	128095	132586	137072
Z	112391	116968	121513	126088	130657	135238	139814
D	114639	119308	123944	128610	133271	137943	142611

EN-ENG-6

	1	2	3	4	5	6	7
From: \$	113444	117819	122194	126575	130951	135332	139709
To: A	114863	119292	123722	128158	132588	137024	141456
X	118884	123468	128053	132644	137229	141820	146407
B	119479	124086	128694	133308	137916	142530	147140
Y	123064	127809	132555	137308	142054	146806	151555
C	123372	128129	132887	137652	142410	147174	151934
Z	125840	130692	135545	140406	145259	150118	154973
D	128357	133306	138256	143215	148165	153121	158073

APPENDIX "A"

**ES - ECONOMICS, SOCIOLOGY AND STATISTICS
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

ES-1		1	2	3	4	5	6
From:	\$	55159	57088	59089	61153	64152	67149
To:	A	55849	57802	59828	61918	64954	67989
	X	57804	59826	61922	64086	67228	70369
	B	58094	60126	62232	64407	67565	70721
	Y	59837	61930	64099	66340	69592	72843
	C	59987	62085	64260	66506	69766	73026
	Z	61187	63327	65546	67837	71162	74487
	D	62411	64594	66857	69194	72586	75977

ES-2		1	2	3	4	5	6
From:	\$	62333	63867	65414	67705	70786	73860
To:	A	63113	64666	66232	68552	71671	74784
	X	65322	66930	68551	70952	74180	77402
	B	65649	67265	68894	71307	74551	77790
	Y	67619	69283	70961	73447	76788	80124
	C	67789	69457	71139	73631	76980	80325
	Z	69145	70847	72562	75104	78520	81932

D	70528	72264	74014	76607	80091	83571
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ES-3

		1	2	3	4	5	6
From:	\$	73386	76148	78715	81478	85187	88891
To:	A	74304	77100	79699	82497	86252	90003
	X	76905	79799	82489	85385	89271	93154
	B	77290	80198	82902	85812	89718	93620
	Y	79609	82604	85390	88387	92410	96429
	C	79809	82811	85604	88608	92642	96671
	Z	81406	84468	87317	90381	94495	98605
	D	83035	86158	89064	92189	96385	100578

ES-4

		1	2	3	4	5	6
From:	\$	87815	91037	93821	96886	101294	105702
To:	A	88913	92175	94994	98098	102561	107024
	X	92025	95402	98319	101532	106151	110770
	B	92486	95880	98811	102040	106682	111324
	Y	95261	98757	101776	105102	109883	114664
	C	95500	99004	102031	105365	110158	114951
	Z	97410	100985	104072	107473	112362	117251
	D	99359	103005	106154	109623	114610	119597

ES-5

		1	2	3	4	5	6
From:	\$	99787	102860	106464	110290	115308	120330
To:	A	101035	104146	107795	111669	116750	121835
	X	104572	107792	111568	115578	120837	126100
	B	105095	108331	112126	116156	121442	126731
	Y	108248	111581	115490	119641	125086	130533
	C	108519	111860	115779	119941	125399	130860
	Z	110690	114098	118095	122340	127907	133478
	D	112904	116380	120457	124787	130466	136148

ES-6		1	2	3	4	5	6
From:	\$	112222	116214	119724	123352	128963	134575
To:	A	113625	117667	121221	124894	130576	136258
	X	117602	121786	125464	129266	135147	141028
	B	118191	122395	126092	129913	135823	141734
	Y	121737	126067	129875	133811	139898	145987
	C	122042	126383	130200	134146	140248	146352
	Z	124483	128911	132804	136829	143053	149280
	D	126973	131490	135461	139566	145915	152266

ES-7		1	2	3	4	5	6
From:	\$	122813	126346	129846	133518	139595	145671
To:	A	124349	127926	131470	135187	141340	147492
	X	128702	132404	136072	139919	146287	152655
	B	129346	133067	136753	140619	147019	153419
	Y	133227	137060	140856	144838	151430	158022
	C	133561	137403	141209	145201	151809	158418
	Z	136233	140152	144034	148106	154846	161587
	D	138958	142956	146915	151069	157943	164819

ES-8		Min	Max
From:	\$	129072	155890
To:	A	130686	157839
	X	135261	163364
	B	135938	164181
	Y	140017	169107
	C	140368	169530
	Z	143176	172921
	D	146040	176380

APPENDIX "A"

**FI - FINANCIAL MANAGEMENT
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

FI - Developmental

		Min	Max
From:	\$	31642	60428
To:	A	32038	61184
	X	33160	63326
	B	33326	63643
	Y	34326	65553
	C	34412	65717
	Z	35101	67032
	D	35804	68373

FI-1		1	2	3	4	5	6	7	8	9	10
From:	\$	59171	61905	64644	67375	70111	72850	75590	78322	81374	84425
To:	A	59911	62679	65453	68218	70988	73761	76535	79302	82392	85481
	X	62008	64873	67744	70606	73473	76343	79214	82078	85276	88473
	B	62319	65198	68083	70960	73841	76725	79611	82489	85703	88916
	Y	64189	67154	70126	73089	76057	79027	82000	84964	88275	91584
	C	64350	67322	70302	73272	76248	79225	82205	85177	88496	91813

Z	65637	68669	71709	74738	77773	80810	83850	86881	90266	93650
D	66950	70043	73144	76233	79329	82427	85527	88619	92072	95523

FI-2		1	2	3	4	5	6	7	8	9
From:	\$	72022	75365	78707	82048	85391	88731	92070	95783	99500
To:	A	72923	76308	79691	83074	86459	89841	93221	96981	100744
	X	75476	78979	82481	85982	89486	92986	96484	100376	104271
	B	75854	79374	82894	86412	89934	93451	96967	100878	104793
	Y	78130	81756	85381	89005	92633	96255	99877	103905	107937
	C	78326	81961	85595	89228	92865	96496	100127	104165	108207
	Z	79893	83601	87307	91013	94723	98426	102130	106249	110372
	D	81491	85274	89054	92834	96618	100395	104173	108374	112580

FI-3		1	2	3	4	5	6	7	8
From:	\$	91134	94965	98811	102643	106482	110744	115013	119284
To:	A	92274	96153	100047	103927	107814	112129	116451	120776
	X	95504	99519	103549	107565	111588	116054	120527	125004
	B	95982	100017	104067	108103	112146	116635	121130	125630
	Y	98862	103018	107190	111347	115511	120135	124764	129399
	C	99110	103276	107458	111626	115800	120436	125076	129723
	Z	101093	105342	109608	113859	118116	122845	127578	132318
	D	103115	107449	111801	116137	120479	125302	130130	134965

FI-4		1	2	3	4	5	6	7	8
From:	\$	101778	106093	110415	114739	119064	123862	128658	134116
To:	A	103051	107420	111796	116174	120553	125411	130267	135793
	X	106658	111180	115709	120241	124773	129801	134827	140546
	B	107192	111736	116288	120843	125397	130451	135502	141249
	Y	110408	115089	119777	124469	129159	134365	139568	145487
	C	110685	115377	120077	124781	129482	134701	139917	145851
	Z	112899	117685	122479	127277	132072	137396	142716	148769
	D	115157	120039	124929	129823	134714	140144	145571	151745

APPENDIX "A"

**LS - LIBRARY SCIENCE
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

LS-1		1	2	3	4	5	6	7	8	9
From:	\$	66077	68124	70169	72221	74261	76307	78357	80404	82454
To:	A	66903	68976	71047	73124	75190	77261	79337	81410	83485
	X	69245	71391	73534	75684	77822	79966	82114	84260	86407
	B	69592	71748	73902	76063	78212	80366	82525	84682	86840
	Y	71680	73901	76120	78345	80559	82777	85001	87223	89446
	C	71860	74086	76311	78541	80761	82984	85214	87442	89670
	Z	73298	75568	77838	80112	82377	84644	86919	89191	91464
	D	74764	77080	79395	81715	84025	86337	88658	90975	93294

LS-2		1	2	3	4	5	6
From:	\$	73067	75476	77884	80293	82708	85120
To:	A	73981	76420	78858	81297	83742	86184
	X	76571	79095	81619	84143	86673	89201
	B	76954	79491	82028	84564	87107	89648
	Y	79263	81876	84489	87101	89721	92338
	C	79462	82081	84701	87319	89946	92569
	Z	81052	83723	86396	89066	91745	94421

D	82674	85398	88124	90848	93580	96310
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LS-3

		1	2	3	4	5	6
From:	\$	85471	88216	90960	93703	96451	99197
To:	A	86540	89319	92097	94875	97657	100437
	X	89569	92446	95321	98196	101075	103953
	B	90017	92909	95798	98687	101581	104473
	Y	92718	95697	98672	101648	104629	107608
	C	92950	95937	98919	101903	104891	107878
	Z	94809	97856	100898	103942	106989	110036
	D	96706	99814	102916	106021	109129	112237

LS-4

		1	2	3	4	5	6	7
From:	\$	88491	91677	94864	98061	101253	104437	107631
To:	A	89598	92823	96050	99287	102519	105743	108977
	X	92734	96072	99412	102763	106108	109445	112792
	B	93198	96553	99910	103277	106639	109993	113356
	Y	95994	99450	102908	106376	109839	113293	116757
	C	96234	99699	103166	106642	110114	113577	117049
	Z	98159	101693	105230	108775	112317	115849	119390
	D	100123	103727	107335	110951	114564	118166	121778

LS-5

		1	2	3	4	5	6	7
From:	\$	106688	110183	113668	117152	120647	124139	127630
To:	A	108022	111561	115089	118617	122156	125691	129226
	X	111803	115466	119118	122769	126432	130091	133749
	B	112363	116044	119714	123383	127065	130742	134418
	Y	115734	119526	123306	127085	130877	134665	138451
	C	116024	119825	123615	127403	131205	135002	138798
	Z	118345	122222	126088	129952	133830	137703	141574
	D	120712	124667	128610	132552	136507	140458	144406

APPENDIX "A"

**MG-AFS - MANAGEMENT
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

MG-AFS-1		1	2	3	4	5	6	7	8	9
From: \$		60911	62884	64919	67024	69196	71437	73749	76138	78528
To: A		61673	63671	65731	67862	70061	72330	74671	77090	79510
X		63832	65900	68032	70238	72514	74862	77285	79789	82293
B		64152	66230	68373	70590	72877	75237	77672	80188	82705
Y		66077	68217	70425	72708	75064	77495	80003	82594	85187
C		66243	68388	70602	72890	75252	77689	80204	82801	85400
Z		67568	69756	72015	74348	76758	79243	81809	84458	87108
D		68920	71152	73456	75835	78294	80828	83446	86148	88851

MG-AFS-2		1	2	3	4	5	6	7	8	9
From: \$		66609	68771	70993	73296	75671	78120	80648	83262	85877
To: A		67442	69631	71881	74213	76617	79097	81657	84303	86951
X		69803	72069	74397	76811	79299	81866	84515	87254	89995
B		70153	72430	74769	77196	79696	82276	84938	87691	90445
Y		72258	74603	77013	79512	82087	84745	87487	90322	93159
C		72439	74790	77206	79711	82293	84957	87706	90548	93392
Z		73888	76286	78751	81306	83939	86657	89461	92359	95260

D	75366	77812	80327	82933	85618	88391	91251	94207	97166
MG-AFS-3	1	2	3	4	5	6	7	8	9
From: \$	71642	73962	76359	78829	81384	84021	86741	89550	92358
To: A	72538	74887	77314	79815	82402	85072	87826	90670	93513
X	75077	77509	80020	82609	85287	88050	90900	93844	96786
B	75453	77897	80421	83023	85714	88491	91355	94314	97270
Y	77717	80234	82834	85514	88286	91146	94096	97144	100189
C	77912	80435	83042	85728	88507	91374	94332	97387	100440
Z	79471	82044	84703	87443	90278	93202	96219	99335	102449
D	81061	83685	86398	89192	92084	95067	98144	101322	104498

MG-AFS-4	1	2	3	4	5	6	7	8	9
From: \$	76146	79057	82076	85207	88466	91844	95350	98991	102628
To: A	77098	80046	83102	86273	89572	92993	96542	100229	103911
X	79797	82848	86011	89293	92708	96248	99921	103738	107548
B	80196	83263	86442	89740	93172	96730	100421	104257	108086
Y	82602	85761	89036	92433	95968	99632	103434	107385	111329
C	82809	85976	89259	92665	96208	99882	103693	107654	111608
Z	84466	87696	91045	94519	98133	101880	105767	109808	113841
D	86156	89450	92866	96410	100096	103918	107883	112005	116118

MG-AFS-5	1	2	3	4	5	6	7	8	9
From: \$	91344	94835	98458	102219	106123	110173	114379	118746	123115
To: A	92486	96021	99689	103497	107450	111551	115809	120231	124654
X	95724	99382	103179	107120	111211	115456	119863	124440	129017
B	96203	99879	103695	107656	111768	116034	120463	125063	129663
Y	99090	102876	106806	110886	115122	119516	124077	128815	133553
C	99338	103134	107074	111164	115410	119815	124388	129138	133887
Z	101325	105197	109216	113388	117719	122212	126876	131721	136565
D	103352	107301	111401	115656	120074	124657	129414	134356	139297

MG-AFS-6

	1	2	3	4	5	6	7	8	9
From: \$	100376	104212	108191	112323	116612	121067	125691	130488	135289
To: A	101631	105515	109544	113728	118070	122581	127263	132120	136981
X	105189	109209	113379	117709	122203	126872	131718	136745	141776
B	105715	109756	113946	118298	122815	127507	132377	137429	142485
Y	108887	113049	117365	121847	126500	131333	136349	141552	146760
C	109160	113332	117659	122152	126817	131662	136690	141906	147127
Z	111344	115599	120013	124596	129354	134296	139424	144745	150070
D	113571	117911	122414	127088	131942	136982	142213	147640	153072

APPENDIX "A"

**PC - PHYSICAL SCIENCE
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

PC-1		1*	2	3	4	5	6	7
From:	\$	39143	64236	66955	69727	72485	75256	78026
To:	A	39633	65039	67792	70599	73392	76197	79002
	X	41021	67316	70165	73070	75961	78864	81768
	B	41227	67653	70516	73436	76341	79259	82177
	Y	42464	69683	72632	75640	78632	81637	84643
	C	42571	69858	72814	75830	78829	81842	84855
	Z	43423	71256	74271	77347	80406	83479	86553
	D	44292	72682	75757	78894	82015	85149	88285

*(WITH INTERMEDIATE STEPS)

PC-2		1	2	3	4	5	6
From:	\$	76452	79484	82503	85534	88557	91577
To:	A	77408	80478	83535	86604	89664	92722
	X	80118	83295	86459	89636	92803	95968
	B	80519	83712	86892	90085	93268	96448
	Y	82935	86224	89499	92788	96067	99342
	C	83143	86440	89723	93020	96308	99591

Z	84806	88169	91518	94881	98235	101583
D	86503	89933	93349	96779	100200	103615

PC-3		1	2	3	4	5	6
From:	\$	92117	95610	99125	102615	106120	109613
To:	A	93269	96806	100365	103898	107447	110984
	X	96534	100195	103878	107535	111208	114869
	B	97017	100696	104398	108073	111765	115444
	Y	99928	103717	107530	111316	115118	118908
	C	100178	103977	107799	111595	115406	119206
	Z	102182	106057	109955	113827	117715	121591
	D	104226	108179	112155	116104	120070	124023

PC-4		1	2	3	4	5	6
From:	\$	106727	110458	114192	117925	121661	125395
To:	A	108062	111839	115620	119400	123182	126963
	X	111845	115754	119667	123579	127494	131407
	B	112405	116333	120266	124197	128132	132065
	Y	115778	119823	123874	127923	131976	136027
	C	116068	120123	124184	128243	132306	136368
	Z	118390	122526	126668	130808	134953	139096
	D	120758	124977	129202	133425	137653	141878

PC-5		1	2	3	4	5
From:	\$	120234	124359	128508	132652	136793
To:	A	121737	125914	130115	134311	138503
	X	125998	130321	134670	139012	143351
	B	126628	130973	135344	139708	144068
	Y	130427	134903	139405	143900	148391
	C	130754	135241	139754	144260	148762
	Z	133370	137946	142550	147146	151738
	D	136038	140705	145401	150089	154773

APPENDIX "A"

**PS - PSYCHOLOGY
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

PS-1		1	2	3	4	5	6	7	8	9
From:	\$	53068	55489	57917	60336	62765	65189	67616	70050	72480
To:	A	53732	56183	58641	61091	63550	66004	68462	70926	73386
	X	55613	58150	60694	63230	65775	68315	70859	73409	75955
	B	55892	58441	60998	63547	66104	68657	71214	73777	76335
	Y	57569	60195	62828	65454	68088	70717	73351	75991	78626
	C	57713	60346	62986	65618	68259	70894	73535	76181	78823
	Z	58868	61553	64246	66931	69625	72312	75006	77705	80400
	D	60046	62785	65531	68270	71018	73759	76507	79260	82008

PS-2		1	2	3	4	5	6	7	8
From:	\$	68520	71550	74585	77622	80650	83690	86721	89757
To:	A	69377	72445	75518	78593	81659	84737	87806	90879
	X	71806	74981	78162	81344	84518	87703	90880	94060
	B	72166	75356	78553	81751	84941	88142	91335	94531
	Y	74331	77617	80910	84204	87490	90787	94076	97367
	C	74517	77812	81113	84415	87709	91014	94312	97611
	Z	76008	79369	82736	86104	89464	92835	96199	99564

	D	77529	80957	84391	87827	91254	94692	98123	101556
PS-3		(1)	(2)	(3) 1	(4) 2	(5) 3	(6) 4	7 (5)	
From:	\$	80546	84023	87503	90976	94467	97957	101446	
To:	A			88597	92114	95648	99182	102715	
	X			91698	95338	98996	102654	106311	
	B			92157	95815	99491	103168	106843	
	Y			94922	98690	102476	106264	110049	
	C			95160	98937	102733	106530	110325	
	Z			97064	100916	104788	108661	112532	
	D			99006	102935	106884	110835	114783	
PS-4		(1)	(2)	(3) 1	(4) 2	(5) 3	(6) 4	7 (5)	
From:	\$	90548	94532	98510	102499	106484	110468	114453	
To:	A			99742	103781	107816	111849	115884	
	X			103233	107414	111590	115764	119940	
	B			103750	107952	112148	116343	120540	
	Y			106863	111191	115513	119834	124157	
	C			107131	111469	115802	120134	124468	
	Z			109274	113699	118119	122537	126958	
	D			111460	115973	120482	124988	129498	
PS-5		1	2	3	4	5	6	7	
From:	\$	101462	105992	110527	115050	119364	123571	127775	
To:	A	102731	107317	111909	116489	120857	125116	129373	
	X	106327	111074	115826	120567	125087	129496	133902	
	B	106859	111630	116406	121170	125713	130144	134572	
	Y	110065	114979	119899	124806	129485	134049	138610	
	C	110341	115267	120199	125119	129809	134385	138957	
	Z	112548	117573	122603	127622	132406	137073	141737	
	D	114799	119925	125056	130175	135055	139815	144572	

APPENDIX "A"

**SE - SCIENTIFIC RESEARCH
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

SE-RES-1	1	2	3	4	5	6	7	8
From: \$	62215	65489	68764	72041	75313	78582	81855	85132
To: A	62993	66308	69624	72942	76255	79565	82879	86197
X	65198	68629	72061	75495	78924	82350	85780	89214
B	65524	68973	72422	75873	79319	82762	86209	89661
Y	67490	71043	74595	78150	81699	85245	88796	92351
C	67659	71221	74782	78346	81904	85459	89018	92582
Z	69013	72646	76278	79913	83543	87169	90799	94434
D	70394	74099	77804	81512	85214	88913	92615	96323

SE-RES-2	1	2	3	4	5	6	7	8	9	10
From: \$	77255	82062	86872	91684	96495	101296	106112	110918	115719	120519
To: A	78221	83088	87958	92831	97702	102563	107439	112305	117166	122026
X	80959	85997	91037	96081	101122	106153	111200	116236	121267	126297
B	81364	86427	91493	96562	101628	106684	111756	116818	121874	126929
Y	83805	89020	94238	99459	104677	109885	115109	120323	125531	130737
C	84015	89243	94474	99708	104939	110160	115397	120624	125845	131064
Z	85696	91028	96364	101703	107038	112364	117705	123037	128362	133686

	D	87410	92849	98292	103738	109179	114612	120060	125498	130930	136360
SE-RES-3		1	2	3	4	5	6	7	8	9	10
From:	\$	97630	101481	105335	109187	113043	116895	120749	124601	128453	132312
To:	A	98851	102750	106652	110552	114457	118357	122259	126159	130059	133966
	X	102311	106347	110385	114422	118463	122500	126539	130575	134612	138655
	B	102823	106879	110937	114995	119056	123113	127172	131228	135286	139349
	Y	105908	110086	114266	118445	122628	126807	130988	135165	139345	143530
	C	106173	110362	114552	118742	122935	127125	131316	135503	139694	143889
	Z	108297	112570	116844	121117	125394	129668	133943	138214	142488	146767
	D	110463	114822	119181	123540	127902	132262	136622	140979	145338	149703

SE-RES-4		1	2	3	4	5	6	7	8
From:	\$	116919	121198	125475	129754	134028	138305	142583	146862
To:	A	118381	122713	127044	131376	135704	140034	144366	148698
	X	122525	127008	131491	135975	140454	144936	149419	153903
	B	123138	127644	132149	136655	141157	145661	150167	154673
	Y	126833	131474	136114	140755	145392	150031	154673	159314
	C	127151	131803	136455	141107	145756	150407	155060	159713
	Z	129695	134440	139185	143930	148672	153416	158162	162908
	D	132289	137129	141969	146809	151646	156485	161326	166167

SE-RES-5		1	2	3	4	5	6	7	8
From:	\$	128017	132706	137388	142071	146758	151446	156127	160812
To:	A	129618	134365	139106	143847	148593	153340	158079	162823
	X	134155	139068	143975	148882	153794	158707	163612	168522
	B	134826	139764	144695	149627	154563	159501	164431	169365
	Y	138871	143957	149036	154116	159200	164287	169364	174446
	C	139219	144317	149409	154502	159598	164698	169788	174883
	Z	142004	147204	152398	157593	162790	167992	173184	178381
	D	144845	150149	155446	160745	166046	171352	176648	181949

Subgroup: Research Manager

SE-REM-1	1	2	3	4	5	6	7	8	9	10
From: \$	99605	103462	107317	111167	115021	118873	122727	126582	130435	134286
To: A	100851	104756	108659	112557	116459	120359	124262	128165	132066	135965
X	104381	108423	112463	116497	120536	124572	128612	132651	136689	140724
B	104903	108966	113026	117080	121139	125195	129256	133315	137373	141428
Y	108051	112235	116417	120593	124774	128951	133134	137315	141495	145671
C	108322	112516	116709	120895	125086	129274	133467	137659	141849	146036
Z	110489	114767	119044	123313	127588	131860	136137	140413	144686	148957
D	112699	117063	121425	125780	130140	134498	138860	143222	147580	151937

SE-REM-2	1	2	3	4	5	6	7	8	9	10
From: \$	114856	118747	122640	126540	130435	134326	138222	142117	146007	149908
To: A	116292	120232	124173	128122	132066	136006	139950	143894	147833	151782
X	120363	124441	128520	132607	136689	140767	144849	148931	153008	157095
B	120965	125064	129163	133271	137373	141471	145574	149676	153774	157881
Y	124594	128816	133038	137270	141495	145716	149942	154167	158388	162618
C	124906	129139	133371	137614	141849	146081	150317	154553	158784	163025
Z	127405	131722	136039	140367	144686	149003	153324	157645	161960	166286
D	129954	134357	138760	143175	147580	151984	156391	160798	165200	169612

APPENDIX "A"

**SI - SOCIAL SCIENCE SUPPORT
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

SI-1		1	2	3	4	5	6
From:	\$	55159	57088	59089	61153	64152	67149
To:	A	55849	57802	59828	61918	64954	67989
	X	57804	59826	61922	64086	67228	70369
	B	58094	60126	62232	64407	67565	70721
	Y	59837	61930	64099	66340	69592	72843
	C	59987	62085	64260	66506	69766	73026
	Z	61187	63327	65546	67837	71162	74487
	D	62411	64594	66857	69194	72586	75977

SI-2		1	2	3	4	5	6
From:	\$	62333	63867	65414	67705	70786	73860
To:	A	63113	64666	66232	68552	71671	74784
	X	65322	66930	68551	70952	74180	77402
	B	65649	67265	68894	71307	74551	77790
	Y	67619	69283	70961	73447	76788	80124
	C	67789	69457	71139	73631	76980	80325
	Z	69145	70847	72562	75104	78520	81932

D	70528	72264	74014	76607	80091	83571
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SI-3		1	2	3	4	5	6
From:	\$	68527	70547	72560	74567	77157	79750
To:	A	69384	71429	73467	75500	78122	80747
	X	71813	73930	76039	78143	80857	83574
	B	72173	74300	76420	78534	81262	83992
	Y	74339	76529	78713	80891	83700	86512
	C	74525	76721	78910	81094	83910	86729
	Z	76016	78256	80489	82716	85589	88464
	D	77537	79822	82099	84371	87301	90234

SI-4		1	2	3	4	5	6
From:	\$	73386	76148	78715	81478	85187	88891
To:	A	74304	77100	79699	82497	86252	90003
	X	76905	79799	82489	85385	89271	93154
	B	77290	80198	82902	85812	89718	93620
	Y	79609	82604	85390	88387	92410	96429
	C	79809	82811	85604	88608	92642	96671
	Z	81406	84468	87317	90381	94495	98605
	D	83035	86158	89064	92189	96385	100578

SI-5		1	2	3	4	5	6
From:	\$	87815	91037	93821	96886	101294	105702
To:	A	88913	92175	94994	98098	102561	107024
	X	92025	95402	98319	101532	106151	110770
	B	92486	95880	98811	102040	106682	111324
	Y	95261	98757	101776	105102	109883	114664
	C	95500	99004	102031	105365	110158	114951
	Z	97410	100985	104072	107473	112362	117251
	D	99359	103005	106154	109623	114610	119597

SI-6		1	2	3	4	5	6
From:	\$	99787	102860	106464	110290	115308	120330
To:	A	101035	104146	107795	111669	116750	121835
	X	104572	107792	111568	115578	120837	126100
	B	105095	108331	112126	116156	121442	126731
	Y	108248	111581	115490	119641	125086	130533
	C	108519	111860	115779	119941	125399	130860
	Z	110690	114098	118095	122340	127907	133478
	D	112904	116380	120457	124787	130466	136148

SI-7		1	2	3	4	5	6
From:	\$	112222	116214	119724	123352	128963	134575
To:	A	113625	117667	121221	124894	130576	136258
	X	117602	121786	125464	129266	135147	141028
	B	118191	122395	126092	129913	135823	141734
	Y	121737	126067	129875	133811	139898	145987
	C	122042	126383	130200	134146	140248	146352
	Z	124483	128911	132804	136829	143053	149280
	D	126973	131490	135461	139566	145915	152266

SI-8		1	2	3	4	5	6
From:	\$	122813	126346	129846	133518	139595	145671
To:	A	124349	127926	131470	135187	141340	147492
	X	128702	132404	136072	139919	146287	152655
	B	129346	133067	136753	140619	147019	153419
	Y	133227	137060	140856	144838	151430	158022
	C	133561	137403	141209	145201	151809	158418
	Z	136233	140152	144034	148106	154846	161587
	D	138958	142956	146915	151069	157943	164819

APPENDIX "A"

**NU - NURSING GROUP
ANNUAL RATES OF PAY
(in dollars)**

- A - Effective December 22, 2022 - Wage adjustment to all levels and steps**
- X - Effective December 22, 2022**
- B - Effective December 22, 2023 - Wage adjustment to all levels and steps**
- Y - Effective December 22, 2023**
- C - Effective December 22, 2024 - Wage adjustment to all levels and steps**
- Z - Effective December 22, 2024**
- D - Effective December 22, 2025**

NU-EMA-1		1	2	3	4	5	6
From: \$		80121	82124	84178	86280	88437	90647
To: A		81123	83151	85231	87359	89543	91781
X		83963	86062	88215	90417	92678	94994
B		84383	86493	88657	90870	93142	95469
Y		86915	89088	91317	93597	95937	98334
C		87133	89311	91546	93831	96177	98580
Z		88876	91098	93377	95708	98101	100552
D		90654	92920	95245	97623	100064	102564

NU-EMA-2		1	2	3	4	5	6
From: \$		87453	89642	91882	94178	96535	98948
To: A		88547	90763	93031	95356	97742	100185
X		91647	93940	96288	98694	101163	103692
B		92106	94410	96770	99188	101669	104211
Y		94870	97243	99674	102164	104720	107338
C		95108	97487	99924	102420	104982	107607
Z		97011	99437	101923	104469	107082	109760

D 98952 101426 103962 106559 109224 111956