

**BI-WEEKLY RATES BASED ON 84 HOURS BI-WEEKLY**

POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016			EFFECTIVE JUNE 30, 2018			EFFECTIVE JULY 31, 2019			EFFECTIVE JULY 31, 2020			EFFECTIVE FEBRUARY 28, 2021		
				Pay Period #18 - 1.5%			Pay Period #14 - 2.0%			Pay Period #16 - 2.0%			Pay Period #16 - 2.0%			Pay Period #6 - 2.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
<b>EMERGENCY PARAMEDIC 1</b> 0 to 12 months* (former Attendant Trainee 13 to 24 month rate) 13 to 24 months*	078335	101	84	\$23.11	\$1,940.92	\$50,463.96	\$23.57	\$1,979.74	\$51,473.23	\$24.04	\$2,019.33	\$52,502.70	\$24.52	\$2,059.72	\$53,552.75	\$25.01	\$2,100.92	\$54,623.81
<b>EMERGENCY PARAMEDIC 2</b> After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078445	102	84	\$31.53	\$2,648.60	\$68,863.51	\$32.16	\$2,701.57	\$70,240.78	\$32.80	\$2,755.60	\$71,645.59	\$33.46	\$2,810.71	\$73,078.51	\$34.13	\$2,866.93	\$74,540.08
<b>EMERGENCY PARAMEDIC 2 - ICP</b> After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078665	113	84	\$38.13	\$3,202.70	\$83,270.22	\$38.89	\$3,266.75	\$84,935.63	\$39.67	\$3,332.09	\$86,634.34	\$40.46	\$3,398.73	\$88,367.03	\$41.27	\$3,466.71	\$90,134.37
<b>EMERGENCY PARAMEDIC 2 - ACP</b> After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078375	108	84	\$36.26	\$3,045.89	\$79,193.03	\$36.99	\$3,106.80	\$80,776.90	\$37.73	\$3,168.94	\$82,392.43	\$38.48	\$3,232.32	\$84,040.28	\$39.25	\$3,296.96	\$85,721.09
<b>MSP COMMUNITY PARAMEDIC ICP</b> After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078455	109	84	\$39.65	\$3,330.81	\$86,601.03	\$40.45	\$3,397.43	\$88,333.05	\$41.25	\$3,465.37	\$90,099.72	\$42.08	\$3,534.68	\$91,901.71	\$42.92	\$3,605.37	\$93,739.74
<b>MSP COMMUNITY PARAMEDIC ACP</b> After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078385	110	84	\$37.71	\$3,167.72	\$82,360.76	\$38.47	\$3,231.08	\$84,007.97	\$39.23	\$3,295.70	\$85,688.13	\$40.02	\$3,361.61	\$87,401.89	\$40.82	\$3,428.84	\$89,149.93
<b>LEAD MSP COMMUNITY PARAMEDIC 1</b>	078645	114	84	\$47.60	\$3,998.50	\$103,961.08	\$48.55	\$4,078.47	\$106,040.30	\$49.52	\$4,160.04	\$108,161.10	\$50.51	\$4,243.24	\$110,324.33	\$51.53	\$4,328.11	\$112,530.81
<b>MSP COMMUNITY PARAMEDIC PCP</b> 1 2 3 4 5	078395	120	84	\$32.79	\$2,754.54	\$71,618.05	\$33.45	\$2,809.63	\$73,050.41	\$34.12	\$2,865.82	\$74,511.42	\$34.80	\$2,923.14	\$76,001.65	\$35.50	\$2,981.60	\$77,521.68
<b>EMERGENCY PARAMEDIC 2 - ACP Practitioner (ACP-P)</b> After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service (New class effective June 30, 2018)	078405	121	84	\$36.99	\$3,106.80	\$80,776.90	\$37.73	\$3,168.94	\$82,392.43	\$38.48	\$3,232.32	\$84,040.28	\$39.25	\$3,296.96	\$85,721.09	\$40.03	\$3,362.90	\$87,435.51

**BI-WEEKLY RATES BASED ON 84 HOURS BI-WEEKLY**

POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 Pay Period #18 - 1.5%			EFFECTIVE JUNE 30, 2018 Pay Period #14 - 2.0%			EFFECTIVE JULY 31, 2019 Pay Period #16 - 2.0%			EFFECTIVE JULY 31, 2020 Pay Period #16 - 2.0%			EFFECTIVE FEBRUARY 28, 2021 Pay Period #6 - 2.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
<b>COMMUNICATION OPERATOR (CO)</b>	<b>078585</b>	<b>106</b>	<b>84</b>															
First 12 months				\$23.63	\$1,984.53	\$51,597.78	\$24.10	\$2,024.22	\$52,629.74	\$24.58	\$2,064.70	\$53,682.33	\$25.07	\$2,106.00	\$54,755.98	\$25.57	\$2,148.12	\$55,851.10
After 12 months				\$28.13	\$2,362.79	\$61,432.62	\$28.69	\$2,410.05	\$62,661.27	\$29.26	\$2,458.25	\$63,914.50	\$29.85	\$2,507.41	\$65,192.79	\$30.45	\$2,557.56	\$66,496.64
After 24 months				\$32.24	\$2,708.11	\$70,410.73	\$32.88	\$2,762.27	\$71,818.95	\$33.54	\$2,817.51	\$73,255.33	\$34.21	\$2,873.86	\$74,720.43	\$34.90	\$2,931.34	\$76,214.84
After 36 months				\$36.86	\$3,096.40	\$80,506.51	\$37.60	\$3,158.33	\$82,116.64	\$38.35	\$3,221.50	\$83,758.97	\$39.12	\$3,285.93	\$85,434.15	\$39.90	\$3,351.65	\$87,142.84
<b>SENIOR COMMUNICATION OPERATOR (SCO)</b>	<b>078605</b>	<b>111</b>	<b>84</b>															
After 5 years service as ACO				\$39.68	\$3,333.24	\$86,664.19	\$40.48	\$3,399.90	\$88,397.47	\$41.28	\$3,467.90	\$90,165.42	\$42.11	\$3,537.26	\$91,968.73	\$42.95	\$3,608.00	\$93,808.11
After 6 years service as SACO				\$40.88	\$3,433.55	\$89,272.43	\$41.69	\$3,502.23	\$91,057.88	\$42.53	\$3,572.27	\$92,879.04	\$43.38	\$3,643.72	\$94,736.62	\$44.25	\$3,716.59	\$96,631.35
<b>LEAD COMMUNICATION OPERATOR</b>	<b>078625</b>	<b>100</b>	<b>84</b>															
1				\$41.90	\$3,519.39	\$91,504.24	\$42.74	\$3,589.78	\$93,334.33	\$43.59	\$3,661.58	\$95,201.01	\$44.46	\$3,734.81	\$97,105.03	\$45.35	\$3,809.51	\$99,047.13

\*NOTE: Changes in timing of increments are not intended to provide a new/greater benefit or accelerated progression but are to reflect the current practice of salary administration.

In accordance with a Supplementary Agreement signed November 29, 2007 between the City of Winnipeg, PPAW and CUPE should CUPE Communications Operators be paid a higher wage due to negotiated wage increases, PPAW Communication Operators will be paid the CUPE wage rate.

**BI-WEEKLY RATES BASED ON 80 HOURS BI-WEEKLY**

POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 Pay Period #18 - 1.5%			EFFECTIVE JUNE 30, 2018 Pay Period #14 - 2.0%			EFFECTIVE JULY 31, 2019 Pay Period #16 - 2.0%			EFFECTIVE JULY 31, 2020 Pay Period #16 - 2.0%			EFFECTIVE FEBRUARY 28, 2021 Pay Period #6 - 2.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
<b>STOREKEEPER 1</b>	<b>078632</b>	<b>109</b>	<b>80</b>															
1				\$26.70	\$2,135.71	\$55,528.35	\$27.23	\$2,178.42	\$56,638.92	\$27.77	\$2,221.99	\$57,771.70	\$28.33	\$2,266.43	\$58,927.13	\$28.90	\$2,311.76	\$60,105.67
After 5 years of service				\$27.49	\$2,199.31	\$57,182.11	\$28.04	\$2,243.30	\$58,325.75	\$28.60	\$2,288.16	\$59,492.26	\$29.17	\$2,333.93	\$60,682.11	\$29.76	\$2,380.61	\$61,895.75
<b>STOREKEEPER 3</b>	<b>078642</b>	<b>108</b>	<b>80</b>															
1				\$28.77	\$2,301.32	\$59,834.30	\$29.34	\$2,347.35	\$61,030.99	\$29.93	\$2,394.29	\$62,251.61	\$30.53	\$2,442.18	\$63,496.64	\$31.14	\$2,491.02	\$64,766.58
After 5 years of service				\$29.61	\$2,368.89	\$61,591.20	\$30.20	\$2,416.27	\$62,823.02	\$30.81	\$2,464.60	\$64,079.48	\$31.42	\$2,513.89	\$65,361.07	\$32.05	\$2,564.17	\$66,668.29
<b>VEHICLE SERVICE ATTENDANT</b>	<b>078672</b>	<b>114</b>	<b>80</b>															
1				\$24.80	\$1,983.64	\$51,574.66	\$25.29	\$2,023.31	\$52,606.15	\$25.80	\$2,063.78	\$53,658.28	\$26.31	\$2,105.06	\$54,731.44	\$26.84	\$2,147.16	\$55,826.07
<b>FIELD TECHNOLOGY SUPPORT SPECIALIST</b>	<b>078962</b>	<b>115</b>	<b>80</b>															
1				\$27.89	\$2,231.20	\$58,011.20	\$28.45	\$2,275.82	\$59,171.42	\$29.02	\$2,321.34	\$60,354.85	\$29.60	\$2,367.77	\$61,561.95	\$30.19	\$2,415.12	\$62,793.19
2				\$29.56	\$2,365.07	\$61,491.76	\$30.15	\$2,412.37	\$62,721.59	\$30.76	\$2,460.62	\$63,976.03	\$31.37	\$2,509.83	\$65,255.55	\$32.00	\$2,560.03	\$66,560.66
3				\$31.34	\$2,506.97	\$65,181.17	\$31.96	\$2,557.11	\$66,484.80	\$32.60	\$2,608.25	\$67,814.49	\$33.26	\$2,660.41	\$69,170.78	\$33.92	\$2,713.62	\$70,554.20
4				\$33.22	\$2,657.39	\$69,092.19	\$33.88	\$2,710.54	\$70,474.03	\$34.56	\$2,764.75	\$71,883.51	\$35.25	\$2,820.05	\$73,321.18	\$35.96	\$2,876.45	\$74,787.61
5				\$35.21	\$2,816.83	\$73,237.55	\$35.91	\$2,873.17	\$74,702.30	\$36.63	\$2,930.63	\$76,196.35	\$37.37	\$2,989.24	\$77,720.27	\$38.11	\$3,049.03	\$79,274.68