

# SALARY COMPARISONS - April 2023

Biweekly	Annual	BCGEU	Nurses	PEA	Exec.	Most Common Classifications at these Salary Levels
15,178.64	396,000.09				Deputy to the Premier	
12,997.67	339,100.11				DM 3	Deputy Minister 3 Maximum Salary
12,395.89	323,400.09				DM 2	Deputy Minister 2 Maximum Salary
11,510.47	300,300.11				DM 1	Deputy Minister 1 Maximum Salary
10,184.25	265,699.95				Associate DM	
9,072.68	236,699.87				ADM 2	Assistant Deputy Minister 2 Maximum Salary
8,191.10	213,700.07				ADM 1	Assistant Deputy Minister 1 Maximum Salary
6,458.59	168,500.09	MCCF BAND 6				MCCF Band 6 Maximum Salary
6,458.59	168,500.09				Executive Lead	
5,849.14	152,599.97	MCCF BAND 5				MCCF Band 5 Maximum Salary
5,268.72	137,457.29			6B OSS		
5,278.02	137,700.00	MCCF BAND 6				MCCF Band 6 Minimum Salary
5,239.70	136,700.11	MCCF BAND 4				MCCF Band 4 Maximum Salary
5,050.82	131,772.29			6A OSS		
4,924.04	128,464.76			6B		Licensed Psychologist 6B, Veterinary Leader
4,851.43	126,570.50			5B OSS		
4,720.39	123,151.67			6A		Licensed Psychologist 6A; Veterinary Specialist
4,680.08	122,100.01	MCCF BAND 3				MCCF Band 3 Maximum Salary
4,651.12	121,344.43			5A OSS		
4,584.25	119,600.00	MCCF BAND 5				MCCF Band 5 Minimum Salary
4,534.05	118,290.19			5B		Designated Prof. Engineer/Geologist-LSO 5, Lic. Psych. 5B, Veterinarian
4,394.13	114,639.68			4B OSS		
4,346.84	113,406.01			5A		LSO 5, Pharmacist 4, Lic. Psychological Assoc. 5A, Lic. Psychologist 5A
4,232.52	110,423.48	33				Policy Analyst R33, Economist R33
4,213.14	109,917.76			4A OSS		
4,106.66	107,139.89			4B		Designated Prof. Engineer/Geologist-LSO 4, Lic. Psychological Assoc. 4B
4,107.02	107,149.37			3B OSS		
4,024.64	105,000.04	MCCF BAND 2				MCCF Band 2 Maximum Salary
3,944.14	102,900.00	MCCF BAND 4				MCCF Band 4 Minimum Salary
3,938.08	102,741.79			3A OSS		
3,937.51	102,726.88			4A		Lic. Psychological Associate 4A, LSO 4, Pharmacist 3, Physiotherapist 5
3,858.49	100,665.30	30				Information Systems 30, Economist 30, Tax Auditor 30, Social Prog. Off. 30
3,838.34	100,139.60			3B		Designated Professional Engineer/Geologist - LSO 3
3,802.74	99,210.82		9			Nurse 9
3,680.45	96,020.36			3A		LSO 3, Pharmacist 2, Physiotherapist 3 and 4
3,590.94	93,685.11		7			Nurse 7
3,552.73	92,688.28			2A OSS		
3,526.07	91,992.70	27				Information Systems 27, Administrative Off. 27, Scientific/Technical Off. 27
3,465.02	90,399.95	MCCF BAND 1				MCCF Band 1 Maximum Salary
3,390.90	88,466.21		5			Nurse 5
3,320.31	86,624.56			2A		LSO 2, Pharmacist 1, Physiotherapist 1 and 2
3,304.03	86,200.00	MCCF BAND 3				MCCF Band 3 Minimum Salary
3,224.86	84,134.34	24				Social Prog Off 24, Admin Off 24, Bio 24, IS 24, STO 24, Correctional Off 24
3,202.05	83,539.24		4			Nurse 4
2,986.54	77,916.77			1A OSS		
2,951.87	77,012.22	21				Scientific/Tech Off 21, Admin Off 21, Financial Off 21
2,847.91	74,300.00	MCCF BAND 2				MCCF Band 2 Minimum Salary
2,791.16	72,819.41			1A		LSO 1A
2,704.47	70,557.73	18				Correctional Officer 18, Deputy Sheriff 18, AO 18, FO 18, STO 18
2,483.98	64,805.30	15				Employment & Assistance Worker 15, Clerk 15, Administrative Officer 15
2,439.05	63,633.11		IPN			Interim Permit Nurse
2,430.11	63,400.00	MCCF BAND 1				MCCF Band 1 Minimum Salary
2,284.76	59,607.79	12				Clerk 12, Clerk Steno 12, Court Clerk 12, Warehouse Worker 12
2,104.28	54,899.19	9				Clerk 9, Clerk Steno 9, Clerk Postal 9, Stockworker 9, Store Clerk 9
1,940.63	50,629.68	6				Labourer 6, Office Assistant 6

PEA Codes: "A" = 7 Step Grid; "B" = 8 Step Grid; OSS = Overtime, Shift and Standby

Effective Dates: BCGEU = April 09, 2023; PEA = April 09, 2023; Nurses = April 11, 2021; Management = April 1, 2023; Executive = April 1, 2023

SALARY COMPARISONS - April 2019/April 2020/April 2021

Employee Group	
ADM, Assoc. DM	April 1, 2023
Cabinet Secretary & Dep to Prem.	April 1, 2023
Deputy Minister	April 1, 2023
MCCF In-Range Movement	July 1, 2023

Employee Group	Apr 14/19	Apr 12/20	Apr 11/21	Apr 10/22	Apr 9/23
BCGEU	2%	2%	2%	\$0.25/hr + 3.24%	6.75%
Schedule A, Category B	2%	2%	2%	\$0.25/hr + 3.24%	6.75%
EAA, Sr. JAA, JAA	2%	2%	2%	\$0.25/hr + 3.24%	6.75%
Senior Executive Assistant	2%	2%	2%	\$0.25/hr + 3.24%	6.75%
Administrative Coordinator	-	2%	2%	\$0.25/hr + 3.24%	6.75%
Paralegal Growth, 18 +10% & 21+10%	2%	2%	2%	\$0.25/hr + 3.24%	6.75%
PEA	2%	2%	2%	\$0.25/hr + 3.24%	6.75%

Employee Group	Apr 1/19	Apr 1/20	Apr 1/21	Apr 1/22	Apr 1/23
Legal Counsel	1.51%	2.00%	2.00%	4.00%	6.75%
Crown Counsel	1.51%	2.22%	2.26%	2.21%	TBD

\* Legal Counsel and Crown Counsel increases are no longer linked as of April 1 2019 as per TBO 2020-0603

Employee Group	Apr 1/18	Feb* 3/19	April 1/20	Apr 1/21
Nurses	0.5%	1.% + 0.75%	2.00%	2.00%

\* Economic Stability Dividend

Employee Group	Jul 1/19	Jul 1/20	Jul 1/21	Jul 1/22	Jul 1/23
Queen's Printer	2.00%	2.00%	2.00%	\$0.25/hr + 3.24%	6.75%

\* Economic Stability Dividend

Employee Group	Apr 1/19	Apr 1/20	Apr 1/21	Apr 1/22
Judges	1.5%	2.22%	2.26%	2.21%
Judicial Justice	1.7%	3.1%	3.1%	3.1%
Officers of the Legislature:	Tied to Judges' Salaries			
• Auditor General	1.5%	2.22%	2.26%	2.21%
• Chief Of Electoral Office	1.5%	2.22%	2.26%	2.21%
• Conflict of Interest Commissioner	1.5%	2.22%	2.26%	2.21%
• Info. & Privacy Commissioner	1.5%	2.22%	2.26%	2.21%
• Merit Commissioner	Paid a per diem rate			
• Ombudsman	1.5%	2.22%	2.26%	2.21%
• Police Complaints Commissioner	1.5%	2.22%	2.26%	2.21%
• Rep. for Children and Youth	1.5%	2.22%	2.26%	2.21%

Temporary Market Adjustments	
Classification	%
Administrative Officer (IPM, IPP, L&CS) R24	9.9%
Administrative Officer (PO) R27	6.6%
AgriFood Inspection Supervisor R27	+1 grid
Biologist R27	3.3%
Biologist R30	3.3%
Commercial Transport Inspector R21 (Scale Supervisor)	3.3%
Conservation Officer Instructor R21	+3 grids
Court Clerk 12	+3 grids
Correctional Services (Growth to CO)	+1 grid
Correctional Services R18 (Adult Custody)	+3 grids
Correctional Services R18 (Youth Custody)	+1 grid
Correctional Services R21	+1 grid
Correctional Services R24	+2 grids
Correctional Services R27	+1 grid
Deputy Sheriff (ICM/PIO) R18	+4 grids
Deputy Sheriff R18	+3 grids
Deputy Sheriff R21	+3 grids
Deputy Sheriff R24	+2 grids
Deputy Sheriff R27	+1 grid
Economist R27	3.3%
Economist R30	6.6%
Economist R33	6.6%
Education Officer R27	3.3%
Financial Officer (Tax Audit) R24	6.6%
Financial Officer (Tax Audit) R27	6.6%
Financial Officer (Tax Audit) R30	6.6%
Financial Officer (TMA) R18	6.6%
Financial Officer (TMA) R21	6.6%
Financial Officer (TMA) R24	6.6%
Financial Officer (TMA) R27	6.6%
Financial Officer (TMA) R30	6.6%
Financial Officer (TMA) R33	6.6%
Fire Weather Forecaster R24*	+3 grids
Lead Fire Weather Forecaster R27**	+3 grids
Information Systems R24	6.6%
Information Systems R27	9.9%
Information Systems R30	9.9%
Instructor (Corrections) R18	+4 grids
Instructor (Corrections) R21	+3 grids
Instructor (Sheriff) R21	+3 grids
Meat Hygiene Agriculture Seafood Inspector R21	+1 grid
Planning Officer R27	3.3%
Planning Officer R30	3.3%
Policy Analyst R27	3.3%
Policy Analyst R30	6.6%
Senior Intelligence Officer R21	+5 grids
Social Program Officer R24	+1 grid
Social Program Officer (Child Protection) R24	+3 grids
Social Program Officer (Child Protection) R27	+1 grid
Social Program Officer (CYMH) R24	+4 grids
Social Program Officer (CYMH) R27	+3 grids
Social Program Officer (CYMH) R30	+2 grids

\* Classified as STO (FWF) R24

\*\* Classified as STO (FWF) R27

## SALARY COMPARISONS - April 2023

PEA Recruitment and Retention Adjustments	
Position/Classification	%
LSO 3 Engineer (DPE)	6.5%
LSO 4 Engineer (DPE)	6.5%
LSO 5 Engineer (DPE)	6.5%
LSO 3 Petroleum Engineer - EMPR (DPE)	40%*
LSO 4 Petroleum Engineer - EMPR (DPE)	40%*
LSO 5 Petroleum Engineer - EMPR (DPE)	40%*
LSO 3 Petroleum Geologist - EMPR (DPG)	7.0%
LSO 3 Petroleum Geologist - EMPR (DPG)	7.0%
LSO 3 Petroleum Geologist - EMPR (DPG)	7.0%
LSO 3 Geoscientist	3.0%
LSO 4 Geoscientist	3.0%
LSO 5 Geoscientist	3.0%
Pharmacist 2	3.0%
Pharmacist 3	3.0%
Pharmacist 4	3.0%
Pharmacist 5	3.0%

\*up to 40%, applied consistently