

SALARY COMPARISONS - April 2019/February 2019/October 2018

Biweekly	Annual	BCGEU	Nurses	PEA	Exec.	Most Common Classifications at these Salary Levels
13,361.80	348,601.00				Deputy to the Premier	
11,468.88	299,215.05				DM 3	Deputy Minister 3 Maximum Salary
10,732.37	280,000.02				DM 2	Deputy Minister 2 Maximum Salary
9,965.78	260,000.22				DM 1	Deputy Minister 1 Maximum Salary
8,815.88	230,000.14				Associate DM	
7,857.63	205,000.07				ADM 2	Assistant Deputy Minister 2 Maximum Salary
7,091.03	185,000.01				ADM 1	Assistant Deputy Minister 1 Maximum Salary
5,592.34	145,900.24	MCCF BAND 6			Executive Lead	MCCF Band 6 Maximum Salary
5,557.84	145,000.16					
5,067.22	132,200.22	MCCF BAND 5				MCCF Band 5 Maximum Salary
4,660.92	121,600.14	MCCF BAND 4				MCCF Band 6 Minimum Salary
4,538.26	118,400.03					MCCF Band 4 Maximum Salary
4,514.28	117,774.31			6B OSS		
4,324.23	112,816.23			6A OSS		
4,218.95	110,069.45			6B		Licensed Psychologist 6B, Veterinary Leader
4,150.35	108,279.68			5B OSS		
4,051.47	105,700.02	MCCF BAND 3				MCCF Band 5 Minimum Salary
4,041.34	105,435.73			6A		MCCF Band 3 Maximum Salary
3,975.65	103,721.91			5A OSS		Licensed Psychologist 6A; Veterinary Specialist
3,878.83	101,195.96			5B		Designated Prof. Engineer/Geologist-LSO 5, Lic. Psych. 5B, Veterinarian
3,751.52	97,874.43			4B OSS		
3,715.56	96,936.36			5A		LSO 5, Pharmacist 4, Lic. Psychological Assoc. 5A, Lic. Psychologist 5A
3,674.51	95,865.39	33				Policy Analyst R33, Economist R33
3,593.67	93,756.33			4A OSS		
3,583.41	93,488.66		9			Nurse 9
3,506.09	91,471.43			4B		Designated Prof. Engineer/Geologist-LSO 4, Lic. Psychological Assoc. 4B
3,501.13	91,341.92			3B OSS		
3,484.19	90,900.08	MCCF BAND 2				MCCF Band 4 Minimum Salary
3,383.82	88,281.50		7			MCCF Band 2 Maximum Salary
3,358.57	87,622.74			4A		Nurse 7
3,348.30	87,354.80	30				Lic. Psychological Associate 4A, LSO 4, Pharmacist 3, Physiotherapist 5
3,353.79	87,497.94			3A OSS		Information Systems 30, Economist 30, Tax Auditor 30, Social Prog. Off. 30
3,272.08	85,366.28			3B		
3,195.32	83,363.66		5			Designated Professional Engineer/Geologist - LSO 3
3,134.38	81,773.78			3A		Nurse 5
3,058.39	79,791.25	27				LSO 3, Pharmacist 2, Physiotherapist 3 and 4
3,017.70	78,729.67			2A OSS		Information Systems 27, Administrative Off. 27, Scientific/Technical Off. 27
3,017.36	78,720.81		4			
2,997.40	78,200.07	MCCF BAND 1				Nurse 4
2,920.74	76,200.06					MCCF Band 1 Maximum Salary
2,820.28	73,579.13			2A		MCCF Band 3 Minimum Salary
2,795.70	72,937.86	24				LSO 2, Pharmacist 1, Physiotherapist 1 and 2
2,557.61	66,726.25	21				Social Prog Off 24, Admin Off 24, Bio 24, IS 24, STO 24, Correctional Off 24
2,520.88	65,767.92			1A OSS		Scientific/Tech Off 21, Admin Off 21, Financial Off 21
2,514.45	65,600.24	MCCF BAND 1				MCCF Band 2 Minimum Salary
2,355.96	61,465.35			1A		LSO 1
2,341.84	61,096.97	18				Correctional Officer 18, Deputy Sheriff 18, AO 18, FO 18, STO 18
2,270.11	59,225.58		IPN			Interim Permit Nurse
2,149.54	56,079.99	15				Employment & Assistance Worker 15,
2,146.48	56,000.16	MCCF BAND 1				MCCF Band 1 Minimum Salary
2,089.70	54,518.81	14				Clerk 14, Administrative Officer 14, Financial Officer 14
2,031.82	53,008.76	13				Scientific/Tech Off 13, Social Work Assistant 13
1,921.58	50,132.68	11				Clerk 11, Clerk Steno 11, Court Clerk 11, Warehouse Worker 11
1,818.39	47,440.52	9				Clerk 9, Clerk Steno 9, Clerk Postal 9, Stockworker 9, Store Clerk 9
1,721.72	44,918.47	7				Office Assistant 7, Forest Technician 7
1,675.68	43,717.32	6				Labourer 6, Officer Assistant 6

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

Effective Dates: BCGEU = April 14, 2019; PEA = April 14, 2019; Nurses = February 3, 2018; Management = April 1, 2019; Executive = October 1, 2018

SALARY COMPARISONS - April 2019/February 2019/October 2018

Employee Group	
Administrative Co-ordinator	July 18, 2017
ADM, Assoc. DM	October 1, 2018
Cabinet Secretary & Dep to Prem.	October 1, 2018
Deputy Minister	October 1, 2018
MCCF In-Range Movement	April 1, 2019

Employee Group	Apr 1/18	Feb* 3/19	Apr 14/19	Apr 12/20	Apr 11/21
BCGEU	0.5%	1% + \$02392	2%	2%	2%
Schedule A Cat B	0.5%	1% + \$02392	2%	2%	2%
EAA, Sr. JAA, JAA	0.5%	1% + \$02392	2%	2%	2%
Paralegal Growth, 18 +10% & 21+10%	0.5%	1% + \$02392	2%	2%	2%
PEA	0.5%	1.75%	2%	2%	2%

* Economic Stability Dividend. BCGEU expressed as a per hour increase

Employee Group	Apr 1/15	Apr 1/16	Apr 1/17	Apr 1/18
Legal/Crown Counsel	2.77%	2.77%	5.12%	2.80%

* Legal/Crown Counsel receive the increase given Judges plus 1.27% until March 31, 2019

Employee Group	Apr 1/18	Feb* 3/19
Nurses	0.5%	1% + 0.75%

* Economic Stability Dividend

Employee Group	Jul 1/18	May* 1/19
Queen's Printer	0.5%	1% + 0.75%

* Economic Stability Dividend

Employee Group	Apr 1/15	Apr 1/16	Apr 1/17	Apr 1/18	Apr 1/19
Judges	1.5%	1.5%	3.8%	1.5%	1.5%
Judicial Justice	2%	2%	7%	1.7%	1.7%
Officers of the Legislature:	Tied to Judges' Salaries				
● Auditor General	1.5%	1.5%	3.8%	1.5%	1.5%
● Chief Of Electoral Office	1.5%	1.5%	3.8%	1.5%	1.5%
● Conflict of Interest Commissioner	1.5%	1.5%	3.8%	1.5%	1.5%
● Info. & Privacy Commissioner	1.5%	1.5%	3.8%	1.5%	1.5%
● Merit Commissioner	Paid a per diem rate				
● Ombudsman	1.5%	1.5%	3.8%	1.5%	1.5%
● Police Complaints Commissioner	1.5%	1.5%	3.8%	1.5%	1.5%
● Rep. for Children and Youth	1.5%	1.5%	3.8%	1.5%	1.5%

Temporary Market Adjustments	
Classification	%
Administrative Officer (IPM, IPP, L&CS) R24	9.9%
Administrative Officer (PO) R27	6.6%
Biologist R27	3.3%
Biologist R30	3.3%
Commercial Transport Inspector R21 (Scale Supervisor)	3.3%
Conservation Officer Instructor R21	+3 grids
Correctional Services (Growth to CO)	+1 grid
Correctional Services R18	+2 grids
Correctional Services R21	+1 grid
Correctional Services R24	+1 grid
Correctional Services R27	+1 grid
Deputy Sheriff (ICM/PIO) R18	+2 grids
Deputy Sheriff R18	+1 grid
Deputy Sheriff R21	+2 grids
Deputy Sheriff R24	+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%
Fire Weather Forecaster R24*	+3 grids
Information Systems R24	6.6%
Information Systems R27	6.6%
Information Systems R30	9.9%
Instructor (Corrections) R18	+4 grids
Instructor (Corrections) R21	+3 grids
Instructor (Sheriff) R21	+3 grids
Planning Officer R27	3.3%
Planning Officer R30	3.3%
Policy Analyst R27	3.3%
Policy Analyst R30	6.6%
Senior Intelligence Officer R21	+4 grids
Social Program Officer (Child Protection) R24	+1 grid
Social Program Officer (CYMH) R25	+1 grid

* Classified as STO (FWF) R24