

**SALARY COMPARISONS - April 2017/January 2014/March 2014**

Biweekly	Annual	BCGEU	Nurses	PEA	Exec.	Most Common Classifications at these Salary Levels
11,468.88	299,215.05				DM	Deputy Minister, Associate Deputy Minister
7,474.33	195,000.04				ADM D	ADM Band D
6,899.39	180,000.26				ADM C	ADM Band C
6,324.44	165,000.21				ADM B	ADM Band B
5,366.19	140,000.14				Band A	ADM Band A and Senior Executive Band A
5,289.52	137,999.87	MCCF BAND 6				MCCF Band 6 Maximum Salary
4,791.24	125,000.10	MCCF BAND 5				MCCF Band 5 Maximum Salary
4,407.94	115,000.07					MCCF Band 6 Minimum Salary
4,292.95	112,000.06	MCCF BAND 4				MCCF Band 4 Maximum Salary
4,263.20	111,223.93			6B OSS		
4,083.52	106,536.07			6A OSS		
3,984.30	103,947.60			6B		Licensed Psychologist 6B, Veterinary Leader
3,919.10	102,246.57			5B OSS		
3,832.99	100,000.03	MCCF BAND 3				MCCF Band 5 Minimum Salary
3,816.37	99,566.42			6A		MCCF Band 3 Maximum Salary
3,753.91	97,936.97			5A OSS		Licensed Psychologist 6A; Veterinary Specialist
3,662.71	95,557.54			5B		
3,542.02	92,408.85			4B OSS		Designated Prof. Engineer/Geologist-LSO 5, Lic. Psych. 5B, Veterinarian
3,508.33	91,529.87			5A		
3,489.17	91,030.00	33				LSO 5, Pharmacist 4, Lic. Psychological Assoc. 5A, Lic. Psychologist 5A
3,392.76	88,514.63			4A OSS		Policy Analyst R33, Economist R33
3,296.38	86,000.25	MCCF BAND 2				MCCF Band 4 Minimum Salary
3,294.66	85,955.37		9			MCCF Band 2 Maximum Salary
3,310.30	86,363.41			4B		Nurse 9
3,305.26	86,231.97			3B OSS		Designated Prof. Engineer/Geologist-LSO 4, Lic. Psychological Assoc. 4B
3,177.22	82,891.45	30				
3,170.80	82,723.95			4A		Information Systems 30, Economist 30, Tax Auditor 30, Social Prog. Off. 30
3,165.96	82,597.65			3A OSS		Lic. Psychological Associate 4A, LSO 4, Pharmacist 3, Physiotherapist 5
3,111.14	81,167.46		7			
3,089.03	80,590.63			3B		Nurse 7
2,989.39	77,991.09	28				Designated Professional Engineer/Geologist - LSO 3
2,958.84	77,194.06			3A		Social Program Officer 28
2,937.84	76,646.19		5			LSO 3, Pharmacist 2, Physiotherapist 3 and 4
2,899.99	75,658.71	27				Nurse 5
2,836.42	74,000.21	MCCF BAND 1				Information Systems 27, Administrative Off. 27, Scientific/Technical Off. 27
2,848.18	74,307.01			2A OSS		MCCF Band 1 Maximum Salary
2,774.22	72,377.46		4			
2,759.76	72,000.21					Nurse 4
2,661.85	69,445.80			2A		MCCF Band 3 Minimum Salary
2,648.77	69,104.56	24				LSO 2, Pharmacist 1, Physiotherapist 1 and 2
2,421.09	63,164.54	21				Social Prog Off 24, Admin Off 24, Bio 24, IS 24, STO 24, Correctional Off 24
2,378.44	62,051.80			1A OSS		Scientific/Tech Off 21, Admin Off 21, Financial Off 21
2,376.46	62,000.18					
2,222.84	57,992.34			1A		MCCF Band 2 Minimum Salary
2,214.75	57,781.28	18				LSO 1
2,087.19	54,453.33		IPN			Correctional Officer 18, Deputy Sheriff 18, AO 18, FO 18, STO 18
2,031.49	53,000.05					Interim Permit Nurse
2,030.86	52,983.72	15				MCCF Band 1 Minimum Salary
1,973.64	51,490.89	14				Employment & Assistance Worker 15,
1,918.29	50,046.84	13				Clerk 14, Administrative Officer 14, Financial Officer 14
1,812.85	47,295.99	11				Scientific/Tech Off 13, Social Work Assistant 13, Aboriginal Youth Intern
1,714.18	44,721.76	9				Clerk 11, Clerk Steno 11, Court Clerk 11, Warehouse Worker 11
1,621.74	42,310.06	7				Clerk 9, Clerk Steno 9, Clerk Postal 9, Stockworker 9, Store Clerk 9
1,577.71	41,161.35	6				Office Assistant 7, Forest Technician 7
						Labourer 6, Officer Assistant 6

PEA Codes: "A" = 6 Step Grid; "B" = 7 Step Grid; OSS = Overtime, Shift and Standby

Effective Dates: BCGEU = April 2, 2017; PEA = April 2, 2017; Management = January 2, 2017; Nurses = January 1, 2014

SALARY COMPARISONS - April 2017/January 2014/March 2014

Employee Group	
Administrative Co-ordinator	March 24, 2014 - 3%
ADM, Assoc. DM	No increases
Band A, B, C, D (Minister's Staff)	No increases
Cabinet Secretary & Dep to Prem.	No increases
Deputy Minister	No increases
MCCF In-Range Movement	July 1, 2015 and 2016
Senior Executive Assistant	March 24, 2014 - 3%

Employee Group	Apr 5/15	Feb* 7/16	Apr 3/16	Feb* 5/17	Apr 2/17	Feb* 4/18	Apr 1/18	Feb* 3/19
BCGEU	1%	\$.1301	0.5%	1% + \$.1024	0.5%	1%	0.5%	1%
Schedule A Cat B	1%	\$.1301	0.5%	1% + \$.1024	0.5%	1%	0.5%	1%
EAA, Sr. JAA, JAA	1%	\$.1301	0.5%	1% + \$.1024	0.5%	1%	0.5%	1%
Paralegal Growth, 18 +10% & 21+10%	1%	\$.1301	0.5%	1% + \$.1024	0.5%	1%	0.5%	1%
PEA	1%	0.45%	0.5%	1.35%	0.5%	1%	0.5%	1%

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

Employee Group	Apr 1/14	Apr 1/15	Apr 1/16
Legal/Crown Counsel*	2.27%	2.77%	2.77%

\*Legal/Crown Counsel receive the increase given Judges plus 1.27%

Employee Group	Jun 1/13	Jan 1/14	Oct 15/14
Nurses	1%	1%	1%

Employee Group	Jul 1/15	May* 1/16	Jul 1/16	May* 1/17	Jul 1/17	May* 1/18	Jul 1/18	May* 1/19
Queen's Printer	1%	TBD	1%	1%	0.5%	1%	0.5%	1%

\*Economic Stability Dividend

Employee Group	Apr 1/14	Apr 1/15	Apr 1/16
Judges	1%	1.5%	1.5%
Judicial Justice	1.5%	2%	2%
Officers of the Legislature:	Tied to Judges' Salaries		
• Auditor General	1%	1.5%	1.5%
• Chief Of Electoral Office	1%	1.5%	1.5%
• Conflict of Interest Commissioner	1%	1.5%	1.5%
• Info. & Privacy Commissioner	1%	1.5%	1.5%
• Merit Commissioner	Paid a per diem rate		
• Ombudsman	1%	1.5%	1.5%
• Police Complaints Commissioner	1%	1.5%	1.5%
• Rep. for Children and Youth	1%	1.5%	1.5%

Temporary Market Adjustments	
Classes	%
Administrative Officer (PO) R27	6.60%
Administrative Officer (IPM) R24	9.90%
Biologist R27 and R30	3.30%
Conservation Officer Instructor R21	3 grids
Commercial Transport Insp. R21	3.30%
Correctional Services (Growth to CO)	1 grid
Correctional Services R18	1 grid
Deputy Sheriff Instructor R21	3 grids
Deputy Sheriff R18 (ICM/PIO)	1 grid
Deputy Sheriff R21 - R24	1 grid
Deputy Sheriff Sr. Intelligence Off R21	3 grids
Economist R27	3.30%
Economist R30 and R33	6.60%
Education Officer R27	3.30%
Financial Officer (Tax Audit) R24 - R30	6.60%
Financial Officer (TMA) R18 - R30	6.60%
Information Systems R18*	3.30%
Information Systems R21* - R27	6.60%
Information Systems R30	9.90%
Instructor (Corrections) R18	3 grids
LSO (Designated Pet. Geologist) 3 - 5	7%
LSO (Designated Pro. Engineer) 3	4.40%
LSO (Designated Pro. Engineer) 4-5	5.50%
Pharmacist 2 - 4	3%
Planning Officer R27 - R30	3.30%
Policy Analyst R27	3.30%
Policy Analyst R30	6.60%
Social Program Office (CYMH) R25	1 grid
STO Fire Weather Forecaster 24	3 grids

\* IS 18 or IS 21 hired after August 9, 2011 do not get TMA