

## WAGE GRIDS – BY GRID LEVEL

Effective the first full pay period following April 1, 2021, the JEP Wage Grid is as follows:

<b>JEP Wage Grid – April 1, 2021</b>				
<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>1</b>	\$17.12	\$17.91	\$18.91	\$19.92
<b>2</b>	\$17.62	\$18.46	\$19.50	\$20.53
<b>3</b>	\$17.95	\$18.82	\$19.90	\$20.91
<b>4</b>	\$18.29	\$19.20	\$20.26	\$21.34
<b>5</b>	\$18.98	\$19.91	\$20.99	\$22.11
<b>6</b>	\$19.66	\$20.62	\$21.75	\$22.90
<b>7</b>	\$20.25	\$21.22	\$22.42	\$23.62
<b>8</b>	\$20.70	\$21.74	\$22.92	\$24.13
<b>9</b>	\$21.20	\$22.24	\$23.45	\$24.68
<b>10</b>	\$21.63	\$22.68	\$23.90	\$25.19
<b>11</b>	\$23.10	\$24.23	\$25.56	\$26.91
<b>12</b>	\$24.48	\$25.69	\$27.09	\$28.52
<b>13</b>	\$25.82	\$27.05	\$28.57	\$30.07
<b>14</b>	\$28.39	\$29.74	\$31.41	\$33.06
<b>15</b>	\$31.12	\$32.63	\$34.46	\$36.23
<b>16</b>	\$33.75	\$35.39	\$37.39	\$39.30
<b>17</b>	\$37.08	\$38.87	\$41.03	\$43.18
<b>18</b>	\$39.74	\$41.63	\$43.96	\$46.29
<b>19</b>	\$42.35	\$44.41	\$46.88	\$49.36
<b>20</b>	\$46.35	\$48.60	\$51.27	\$53.98

## WAGE GRIDS – BY GRID LEVEL

Effective the first full pay period following April 1, 2021, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2021</b>				
<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>13-P-LPN</b>	\$28.70	\$30.13	\$31.57	\$32.98
<b>14-P-LPN</b>	\$29.62	\$31.20	\$32.79	\$34.37
<b>13-P</b>	\$32.51	\$34.70	\$36.88	\$39.07
<b>14-P</b>	\$33.83	\$36.33	\$38.82	\$41.32
<b>15-P</b>	\$36.33	\$38.92	\$41.52	\$44.11
<b>16-P</b>	\$37.66	\$40.49	\$43.32	\$46.15
<b>16-P-OT/PT</b>	\$38.56	\$41.13	\$43.71	\$46.28
<b>16-P-RN</b>	\$40.35	\$42.76	\$45.17	\$47.58
<b>17-P-OT/PT</b>	\$40.03	\$42.65	\$45.27	\$47.89
<b>17-P-RN</b>	\$43.09	\$46.33	\$49.58	\$52.82
<b>17-P-SLP</b>	\$39.85	\$41.96	\$44.06	\$46.17
<b>18-P-SLP</b>	\$41.36	\$43.54	\$45.71	\$47.89
<b>17-P</b>	\$39.85	\$43.49	\$47.12	\$50.76
<b>18-P</b>	\$42.15	\$46.15	\$50.15	\$54.15
<b>19-P</b>	\$44.77	\$49.02	\$53.27	\$57.52
<b>20-P</b>	\$48.75	\$53.37	\$57.99	\$62.61

## WAGE GRIDS – BY POINT BAND

Effective the first full pay period following April 1, 2021, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – April 1, 2021</b>					
<b>Point Band</b>	<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>Up to 174</b>	1	\$17.12	\$17.91	\$18.91	\$19.92
<b>175 – 217</b>	2	\$17.62	\$18.46	\$19.50	\$20.53
<b>218 – 261</b>	3	\$17.95	\$18.82	\$19.90	\$20.91
<b>262 – 304</b>	4	\$18.29	\$19.20	\$20.26	\$21.34
<b>305 – 348</b>	5	\$18.98	\$19.91	\$20.99	\$22.11
<b>349 – 391</b>	6	\$19.66	\$20.62	\$21.75	\$22.90
<b>392 – 435</b>	7	\$20.25	\$21.22	\$22.42	\$23.62
<b>436 – 478</b>	8	\$20.70	\$21.74	\$22.92	\$24.13
<b>479 – 522</b>	9	\$21.20	\$22.24	\$23.45	\$24.68
<b>523 – 564</b>	10	\$21.63	\$22.68	\$23.90	\$25.19
<b>565 – 606</b>	11	\$23.10	\$24.23	\$25.56	\$26.91
<b>607 – 649</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>650 – 692</b>	13	\$25.82	\$27.05	\$28.57	\$30.07
<b>693 – 736</b>	14	\$28.39	\$29.74	\$31.41	\$33.06
<b>737 – 780</b>	15	\$31.12	\$32.63	\$34.46	\$36.23
<b>781 – 824</b>	16	\$33.75	\$35.39	\$37.39	\$39.30
<b>825 – 868</b>	17	\$37.08	\$38.87	\$41.03	\$43.18
<b>869 – 912</b>	18	\$39.74	\$41.63	\$43.96	\$46.29
<b>913 – 956</b>	19	\$42.35	\$44.41	\$46.88	\$49.36
<b>957 – 1000</b>	20	\$46.35	\$48.60	\$51.27	\$53.98

Effective the first full pay period following April 1, 2021, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2021</b>					
<b>Point Band</b>	<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>650 – 692</b>	13-P	\$32.51	\$34.70	\$36.88	\$39.07
<b>693 – 736</b>	14-P	\$33.83	\$36.33	\$38.82	\$41.32
<b>937 – 780</b>	15-P	\$36.33	\$38.92	\$41.52	\$44.11
<b>781 – 824</b>	16-P	\$37.66	\$40.49	\$43.32	\$46.15
<b>825 – 868</b>	17-P	\$39.85	\$43.49	\$47.12	\$50.76
<b>869 – 912</b>	18-P	\$42.15	\$46.15	\$50.15	\$54.15
<b>913 – 956</b>	19-P	\$44.77	\$49.02	\$53.27	\$57.52
<b>957 – 1000</b>	20-P	\$48.75	\$53.37	\$57.99	\$62.61

## WAGE GRIDS – BY CLASSIFICATION

Effective the first full pay period following April 1, 2021, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2021					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Housekeeper	3	\$17.95	\$18.82	\$19.90	\$20.91
Janitor	3	\$17.95	\$18.82	\$19.90	\$20.91
Asleep Residential Night Worker	5	\$18.98	\$19.91	\$20.99	\$22.11
Administrative Assistant 1	5	\$18.98	\$19.91	\$20.99	\$22.11
Retail Worker	5	\$18.98	\$19.91	\$20.99	\$22.11
Awake Residential Night Worker	6	\$19.66	\$20.62	\$21.75	\$22.90
Early Childhood Educator Assistant	6	\$19.66	\$20.62	\$21.75	\$22.90
Emergency Shelter Worker	6	\$19.66	\$20.62	\$21.75	\$22.90
Truck Driver	6	\$19.66	\$20.62	\$21.75	\$22.90
Accounting Clerk	7	\$20.25	\$21.22	\$22.42	\$23.62
Passenger Vehicle Driver	7	\$20.25	\$21.22	\$22.42	\$23.62
Administrative Assistant 2	7	\$20.25	\$21.22	\$22.42	\$23.62
Activity Worker	8	\$20.70	\$21.74	\$22.92	\$24.13
Child & Youth Transition House Worker	8	\$20.70	\$21.74	\$22.92	\$24.13
Cook	9	\$21.20	\$22.24	\$23.45	\$24.68
Database Clerk	9	\$21.20	\$22.24	\$23.45	\$24.68
Group Facilitator	9	\$21.20	\$22.24	\$23.45	\$24.68
School Aged Child Worker	9	\$21.20	\$22.24	\$23.45	\$24.68
Administrative Assistant 3	10	\$21.63	\$22.68	\$23.90	\$25.19
Bookkeeper	10	\$21.63	\$22.68	\$23.90	\$25.19
Building Maintenance Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Community Support Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Computer Technical Support Specialist	10	\$21.63	\$22.68	\$23.90	\$25.19
Early Childhood Educator	10	\$21.63	\$22.68	\$23.90	\$25.19
Employment Counsellor	10	\$21.63	\$22.68	\$23.90	\$25.19
Reconnect Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Residence Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Retail Supervisor	10	\$21.63	\$22.68	\$23.90	\$25.19
Settlement & Integration Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Supervised Access Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Transition House Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Vocational Worker	10	\$21.63	\$22.68	\$23.90	\$25.19
Adult, Youth and/or Child Worker	11	\$23.10	\$24.23	\$25.56	\$26.91
Child Care Resource and Referral Worker	11	\$23.10	\$24.23	\$25.56	\$26.91
Residential Child & Youth Worker	11	\$23.10	\$24.23	\$25.56	\$26.91
School Based Prevention Worker	11	\$23.10	\$24.23	\$25.56	\$26.91

<b>Special Services Worker</b>	11	\$23.10	\$24.23	\$25.56	\$26.91
<b>Victim Service Worker</b>	11	\$23.10	\$24.23	\$25.56	\$26.91
<b>Vocational Counsellor</b>	11	\$23.10	\$24.23	\$25.56	\$26.91
<b>Administrative Assistant 4</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Community Connector</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Family Support Worker</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Program Coordinator 1</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Residence Worker Senior</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Volunteer Coordinator</b>	12	\$24.48	\$25.69	\$27.09	\$28.52
<b>Crisis Line Coordinator</b>	13	\$25.82	\$27.05	\$28.57	\$30.07
<b>Early Childhood Educator Senior</b>	13	\$25.82	\$27.05	\$28.57	\$30.07
<b>Program Coordinator 2</b>	14	\$28.39	\$29.74	\$31.41	\$33.06
<b>Residence Coordinator</b>	14	\$28.39	\$29.74	\$31.41	\$33.06

## WAGE GRIDS – BY CLASSIFICATION

Effective the first full pay period following April 1, 2021, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2021</b>					
<b>Job Classification</b>	<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
Licensed Practical Nurse	13-P-LPN	\$28.70	\$30.13	\$31.57	\$32.98
Layered-Over LPN	14-P-LPN	\$29.62	\$31.20	\$32.79	\$34.37
Children Who Witness Abuse Counsellor	13-P	\$32.51	\$34.70	\$36.88	\$39.07
Accountant	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Addictions Counsellor	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Adult, Youth and/or Child Counsellor	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$33.83	\$36.33	\$38.82	\$41.32
ESL Instructor	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Family Counsellor	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Infant Development Consultant	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Stopping the Violence Counsellor	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Supported Child Care Consultant	14-P	\$33.83	\$36.33	\$38.82	\$41.32
Dietitian	16-P	\$37.66	\$40.49	\$43.32	\$46.15
Behaviour Consultant	16-P	\$37.66	\$40.49	\$43.32	\$46.15
Clinical Counsellor	16-P	\$37.66	\$40.49	\$43.32	\$46.15
Occupational Therapist	16-P-OT/PT	\$38.56	\$41.13	\$43.71	\$46.28
Physiotherapist	16-P-OT/PT	\$38.56	\$41.13	\$43.71	\$46.28
Nurse	16-P-RN	\$40.35	\$42.76	\$45.17	\$47.58
Layered-Over OT/PT	17-P-OT/PT	\$40.03	\$42.65	\$45.27	\$47.89
Layered-Over Nurse	17-P-RN	\$43.09	\$46.33	\$49.58	\$52.82
Speech Language Pathologist	17-P-SLP	\$39.85	\$41.96	\$44.06	\$46.17
Layered-Over SLP	18-P-SLP	\$41.36	\$43.54	\$45.71	\$47.89

\*Abbreviations:

**LPN** = Licensed Practical Nurse

**OT** = Occupational Therapist

**PT** = Physiotherapist

**SLP** = Speech Language Pathologist