

## WAGE GRIDS – BY GRID LEVEL

Effective February 1, 2016, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – February 1, 2016</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>
1	\$12.67	\$13.27	\$14.02	\$14.76
2	\$13.06	\$13.68	\$14.44	\$15.21
3	\$13.30	\$13.94	\$14.74	\$15.50
4	\$13.55	\$14.21	\$15.00	\$15.80
5	\$14.06	\$14.75	\$15.55	\$16.37
6	\$14.57	\$15.27	\$16.12	\$16.97
7	\$15.36	\$16.10	\$17.00	\$17.90
8	\$15.71	\$16.48	\$17.39	\$18.31
9	\$16.08	\$16.86	\$17.79	\$18.71
10	\$16.40	\$17.20	\$18.14	\$19.10
11	\$17.52	\$18.37	\$19.39	\$20.41
12	\$18.57	\$19.47	\$20.55	\$21.64
13	\$19.58	\$20.52	\$21.68	\$22.80
14	\$21.53	\$22.55	\$23.82	\$25.06
15	\$23.60	\$24.75	\$26.13	\$27.48
16	\$25.60	\$26.85	\$28.35	\$29.82
17	\$28.13	\$29.47	\$31.12	\$32.76
18	\$30.14	\$31.58	\$33.34	\$35.10
19	\$32.13	\$33.68	\$35.56	\$37.43
20	\$35.16	\$36.86	\$38.88	\$40.94

Effective February 1, 2016, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – February 1, 2016</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>
13	\$21.92	\$22.96	\$24.23	\$25.53
14	\$24.18	\$25.34	\$26.75	\$28.16
15	\$25.02	\$26.22	\$27.69	\$29.12
16	\$27.71	\$29.07	\$30.70	\$32.30
17	\$29.62	\$31.05	\$32.75	\$34.48
18	\$31.65	\$33.18	\$35.01	\$36.88
19	\$33.68	\$35.29	\$37.28	\$39.23
20	\$36.76	\$38.51	\$40.64	\$42.80

## WAGE GRIDS – BY POINT BAND

Effective February 1, 2016, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2016					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Up to 174	1	\$12.67	\$13.27	\$14.02	\$14.76
175 – 217	2	\$13.06	\$13.68	\$14.44	\$15.21
218 – 261	3	\$13.30	\$13.94	\$14.74	\$15.50
262 – 304	4	\$13.55	\$14.21	\$15.00	\$15.80
305 – 348	5	\$14.06	\$14.75	\$15.55	\$16.37
349 – 391	6	\$14.57	\$15.27	\$16.12	\$16.97
392 – 435	7	\$15.36	\$16.10	\$17.00	\$17.90
436 – 478	8	\$15.71	\$16.48	\$17.39	\$18.31
479 – 522	9	\$16.08	\$16.86	\$17.79	\$18.71
523 – 564	10	\$16.40	\$17.20	\$18.14	\$19.10
565 – 606	11	\$17.52	\$18.37	\$19.39	\$20.41
607 – 649	12	\$18.57	\$19.47	\$20.55	\$21.64
650 – 692	13	\$19.58	\$20.52	\$21.68	\$22.80
693 – 736	14	\$21.53	\$22.55	\$23.82	\$25.06
737 – 780	15	\$23.60	\$24.75	\$26.13	\$27.48
781 – 824	16	\$25.60	\$26.85	\$28.35	\$29.82
825 – 868	17	\$28.13	\$29.47	\$31.12	\$32.76
869 – 912	18	\$30.14	\$31.58	\$33.34	\$35.10
913 – 956	19	\$32.13	\$33.68	\$35.56	\$37.43
957 – 1000	20	\$35.16	\$36.86	\$38.88	\$40.94

Effective February 1, 2016, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – February 1, 2016					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
650 – 692	13	\$21.92	\$22.96	\$24.23	\$25.53
693 – 736	14	\$24.18	\$25.34	\$26.75	\$28.16
937 – 780	15	\$25.02	\$26.22	\$27.69	\$29.12
781 – 824	16	\$27.71	\$29.07	\$30.70	\$32.30
825 – 868	17	\$29.62	\$31.05	\$32.75	\$34.48
869 – 912	18	\$31.65	\$33.18	\$35.01	\$36.88
913 – 956	19	\$33.68	\$35.29	\$37.28	\$39.23
957 – 1000	20	\$36.76	\$38.51	\$40.64	\$42.80

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2016, the JJEP Wage Grid is as follows:

**JJEP Wage Grid – February 1, 2016**

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	\$13.30	\$13.94	\$14.74	\$15.50
Janitor	3	\$13.30	\$13.94	\$14.74	\$15.50
Asleep Residential Night Worker	5	\$14.06	\$14.75	\$15.55	\$16.37
Receptionist/ General Office Clerk	5	\$14.06	\$14.75	\$15.55	\$16.37
Retail Worker	5	\$14.06	\$14.75	\$15.55	\$16.37
Awake Residential Night Worker	6	\$14.57	\$15.27	\$16.12	\$16.97
Early Childhood Educator Assistant	6	\$14.57	\$15.27	\$16.12	\$16.97
Truck Driver	6	\$14.57	\$15.27	\$16.12	\$16.97
Accounting Clerk	7	\$15.36	\$16.10	\$17.00	\$17.90
Passenger Vehicle Driver	7	\$15.36	\$16.10	\$17.00	\$17.90
Secretary	7	\$15.36	\$16.10	\$17.00	\$17.90
Activity Worker	8	\$15.71	\$16.48	\$17.39	\$18.31
Child & Youth Transition House Worker	8	\$15.71	\$16.48	\$17.39	\$18.31
Cook	9	\$16.08	\$16.86	\$17.79	\$18.71
Database Clerk	9	\$16.08	\$16.86	\$17.79	\$18.71
Group Facilitator	9	\$16.08	\$16.86	\$17.79	\$18.71
School Aged Child Worker	9	\$16.08	\$16.86	\$17.79	\$18.71
Administrative Assistant	10	\$16.40	\$17.20	\$18.14	\$19.10
Bookkeeper	10	\$16.40	\$17.20	\$18.14	\$19.10
Building Maintenance Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Community Support Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Computer Technical Support Specialist	10	\$16.40	\$17.20	\$18.14	\$19.10
Early Childhood Educator	10	\$16.40	\$17.20	\$18.14	\$19.10
Employment Counsellor	10	\$16.40	\$17.20	\$18.14	\$19.10
Reconnect Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Residence Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Retail Supervisor	10	\$16.40	\$17.20	\$18.14	\$19.10
Settlement & Integration Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Transition House Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Vocational Worker	10	\$16.40	\$17.20	\$18.14	\$19.10
Adult, Youth and/or Child Worker	11	\$17.52	\$18.37	\$19.39	\$20.41
Child Care Resource and Referral Worker	11	\$17.52	\$18.37	\$19.39	\$20.41
Residential Child & Youth Worker	11	\$17.52	\$18.37	\$19.39	\$20.41
School Based Prevention Worker	11	\$17.52	\$18.37	\$19.39	\$20.41

<b>Special Services Worker</b>	11	\$17.52	\$18.37	\$19.39	\$20.41
<b>Victim Service Worker</b>	11	\$17.52	\$18.37	\$19.39	\$20.41
<b>Vocational Counsellor</b>	11	\$17.52	\$18.37	\$19.39	\$20.41
<b>Administrative Supervisor</b>	12	\$18.57	\$19.47	\$20.55	\$21.64
<b>Family Support Worker</b>	12	\$18.57	\$19.47	\$20.55	\$21.64
<b>Program Coordinator 1</b>	12	\$18.57	\$19.47	\$20.55	\$21.64
<b>Residence Worker Senior</b>	12	\$18.57	\$19.47	\$20.55	\$21.64
<b>Volunteer Coordinator</b>	12	\$18.57	\$19.47	\$20.55	\$21.64
<b>Crisis Line Coordinator</b>	13	\$19.58	\$20.52	\$21.68	\$22.80
<b>Early Childhood Educator Senior</b>	13	\$19.58	\$20.52	\$21.68	\$22.80
<b>Program Coordinator 2</b>	14	\$21.53	\$22.55	\$23.82	\$25.06
<b>Residence Coordinator</b>	14	\$21.53	\$22.55	\$23.82	\$25.06

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2016, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – February 1, 2016</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>
<b>Children Who Witness Abuse Counsellor</b>	13-P	\$21.92	\$22.96	\$24.23	\$25.53
<b>Accountant</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Addictions Counsellor</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Adult, Youth and/or Child Counsellor</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Children Who Witness Abuse Counsellor – Art Specialist</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>ESL Instructor</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Family Counsellor</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Infant Development Consultant</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Stopping the Violence Counsellor</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Supported Child Care Consultant</b>	14-P	\$24.18	\$25.34	\$26.75	\$28.16
<b>Nutritionist</b>	15-P	\$25.02	\$26.22	\$27.69	\$29.12
<b>Behavioural Therapist</b>	16-P	\$27.71	\$29.07	\$30.70	\$32.30
<b>Clinical Counsellor</b>	16-P	\$27.71	\$29.07	\$30.70	\$32.30
<b>Occupational Therapist</b>	16-P	\$27.71	\$29.07	\$30.70	\$32.30
<b>Physiotherapist</b>	16-P	\$27.71	\$29.07	\$30.70	\$32.30
<b>Residence Nurse</b>	16-P	\$27.71	\$29.07	\$30.70	\$32.30
<b>Speech Language Pathologist</b>	17-P	\$29.62	\$31.05	\$32.75	\$34.48