

## Confidential, Professional and Management (CPM)

### Compensation Framework

#### Step Structure Annual Salary Grid

Effective May 1, 2020

#### A. 35 hour work week

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A	\$44,716	\$46,604	\$48,493	\$50,383	\$52,271	\$54,160		
B	\$51,210	\$53,373	\$55,537	\$57,699	\$59,863	\$62,025		
C	\$58,918	\$61,407	\$63,895	\$66,384	\$68,873	\$71,361		
D	\$67,601	\$69,478	\$71,405	\$73,387	\$75,423	\$77,516	\$79,667	\$81,878
E	\$77,436	\$79,584	\$81,793	\$84,063	\$86,396	\$88,792	\$91,256	\$93,789
F	\$91,705	\$94,250	\$96,866	\$99,554	\$102,317	\$105,156	\$108,073	\$111,072
G	\$108,357	\$111,363	\$114,454	\$117,630	\$120,894	\$124,249	\$127,697	\$131,240
H	\$127,352	\$130,887	\$134,519	\$138,251	\$142,088	\$146,031	\$150,083	\$154,247
I	\$152,316	\$156,543	\$160,887	\$165,351	\$169,940	\$174,656	\$179,502	\$184,483
J	\$182,736	\$187,807	\$193,018	\$198,374	\$203,879	\$209,537	\$215,351	\$221,327

#### B. 40 hour work week - applicable to Salary Grades D and E only

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D	\$77,258	\$79,403	\$81,606	\$83,870	\$86,198	\$88,589	\$91,048	\$93,574
E	\$88,498	\$90,953	\$93,477	\$96,071	\$98,738	\$101,477	\$104,293	\$107,187

#### C. 42 hour work week - applicable to Salary Grades D and E only

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D	\$81,121	\$83,373	\$85,687	\$88,064	\$90,507	\$93,018	\$95,600	\$98,253
E	\$92,923	\$95,501	\$98,151	\$100,875	\$103,675	\$106,551	\$109,507	\$112,547