

**Confidential, Professional and Management (CPM)**  
**Compensation Framework**  
 Step Structure Annual Salary Grid  
 Effective May 1, 2021

**A. 35 hour work week**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A	\$45,163	\$47,070	\$48,978	\$50,887	\$52,794	\$54,702		
B	\$51,722	\$53,907	\$56,092	\$58,276	\$60,462	\$62,645		
C	\$59,507	\$62,021	\$64,534	\$67,048	\$69,562	\$72,075		
D	\$68,277	\$70,173	\$72,119	\$74,121	\$76,177	\$78,291	\$80,464	\$82,697
E	\$78,210	\$80,380	\$82,611	\$84,904	\$87,260	\$89,680	\$92,169	\$94,727
F	\$92,622	\$95,193	\$97,835	\$100,550	\$103,340	\$106,208	\$109,154	\$112,183
G	\$109,441	\$112,477	\$115,599	\$118,806	\$122,103	\$125,491	\$128,974	\$132,552
H	\$128,626	\$132,196	\$135,864	\$139,634	\$143,509	\$147,491	\$151,584	\$155,789
I	\$153,839	\$158,108	\$162,496	\$167,005	\$171,639	\$176,403	\$181,297	\$186,328
J	\$184,563	\$189,685	\$194,948	\$200,358	\$205,918	\$211,632	\$217,505	\$223,540

**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	\$78,031	\$80,197	\$82,422	\$84,709	\$87,060	\$89,475	\$91,958	\$94,510
E	\$89,383	\$91,863	\$94,412	\$97,032	\$99,725	\$102,492	\$105,336	\$108,259

**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	\$81,932	\$84,207	\$86,544	\$88,945	\$91,412	\$93,948	\$96,556	\$99,236
E	\$93,852	\$96,456	\$99,133	\$101,884	\$104,712	\$107,617	\$110,602	\$113,672