

Confidential, Professional and Management (CPM)

Compensation Framework

Step Structure Annual Salary Grid

Effective May 1, 2022

A. 35 hour work week

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A	\$45,615	\$47,541	\$49,468	\$51,396	\$53,322	\$55,249		
B	\$52,239	\$54,446	\$56,653	\$58,859	\$61,067	\$63,271		
C	\$60,102	\$62,641	\$65,179	\$67,718	\$70,258	\$72,796		
D	\$68,960	\$70,875	\$72,840	\$74,862	\$76,939	\$79,074	\$81,269	\$83,524
E	\$78,992	\$81,184	\$83,437	\$85,753	\$88,133	\$90,577	\$93,091	\$95,674
F	\$93,548	\$96,144	\$98,813	\$101,555	\$104,374	\$107,270	\$110,246	\$113,305
G	\$110,535	\$113,601	\$116,755	\$119,994	\$123,324	\$126,745	\$130,264	\$133,878
H	\$129,912	\$133,518	\$137,223	\$141,030	\$144,944	\$148,966	\$153,100	\$157,347
I	\$155,377	\$159,689	\$164,121	\$168,675	\$173,355	\$178,167	\$183,110	\$188,191
J	\$186,409	\$191,582	\$196,898	\$202,361	\$207,977	\$213,748	\$219,680	\$225,775

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	\$78,811	\$80,999	\$83,246	\$85,556	\$87,931	\$90,370	\$92,878	\$95,455
E	\$90,277	\$92,782	\$95,356	\$98,002	\$100,722	\$103,517	\$106,389	\$109,342

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	\$82,751	\$85,049	\$87,409	\$89,834	\$92,326	\$94,888	\$97,522	\$100,228
E	\$94,791	\$97,421	\$100,124	\$102,903	\$105,759	\$108,693	\$111,708	\$114,809