

**Collective Agreement – P.S.A.C. Local Y023  
2006 – 2009**

**Schedule “A”**

Position Name	Salary Range/Step	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Accounts Payable Clerk	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Activity Coordinator	7 steps 1-4	35	7	0600 - 0100	Sun to Sat	Yes	1	120
Activity Monitor	3 steps 1-4	35	7	0600 - 0100	Sun to Sat	Yes	1	40
Animal Control Constable	8 steps 1-4	40	8	0700 - 2400	Sun to Sat	No	0.5	120
Aquatic Programmer	9 step 4	35	8	0530 - 2400	Sun to Sat	Yes	1 or 0.5 <sup>(3)</sup>	120
Outdoor Rinks Maintenance Person	7 step 4	40	10 <sup>(5)</sup>	0500 - 0100 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	Yes by Agr.	1 or 0.5 <sup>(3)</sup>	60
AS400 Specialist	12steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Assistant Supervisor Canada Games Centre	11 steps 1-4	40	8 or 10	0600 - 0100	Sun to Sat	Yes by Agr.	1	120
AutoCAD Technologist	10steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Budget/Internal Audit Specialist	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Building/Plumbing Official	13 steps 1-4	35	7	0800 - 1700	Sun to Sat <sup>(1)</sup>	No	1	120
Customer Service Representative Planning & Development	8 steps 1-4	35	7	0800 - 1700	Sun to Sat <sup>(1)</sup>	No	1	60
Building Maintenance Carpenter	10 step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	60
Building Maintenance Electrician	11 step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	60
Building Maintenance Mechanic	11step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	60
Building Maintenance Mechanic II	11 step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	60
Building Maintenance Supervisor	13step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	120
Building Maintenance Tradesperson	10 step 4	40	8 or 10	0700 - 1730	Mon to Fri	No	0.5	60
Bylaw Services Clerk	7 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Bylaw Services Constable	9 steps 1-4	40	8	0700 - 2400	Sun to Sat	No	0.5	120
Bylaw Services Specialist	9 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Cashier	7 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Challenge Labourer	1 step 4	by agr	by agr.	By Agr.	Mon to Fri	No	n/a	n/a

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Concrete Maintenance Assistant	5 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Concrete Maintenance Person	10 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Council Services Clerk	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Credit & Collection Officer	10 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Crew Leaders	9 step 4	40	8 or 10 <sup>(5)</sup>	0700 - 1730 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	40
Custodian	3 steps 1-4	40 <sup>(4)</sup>	8	1600 - 0100	Mon to Fri	No	1	60
Customer Service Representative 1	6 steps 1-4	35	7	0530 - 2400	Sun to Sat	yes	1 or 0.5 <sup>(3)</sup>	60
Customer Service Representative 2	11 steps 1-4	35	7	0700 - 1730	Sun to Sat	Yes	1	120
Development Officer	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Electrical Maintenance Person 2	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Engineering Services Secretary	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Engineering Technologist 2	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Environmental Coordinator	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Equipment Maintenance Supervisor	13step 4	40	8 or 10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Facility Attendant	7 step 4	40	8 or 10 *	0700 - 0700	Sun to Sat	yes by agr	1 or 0.5 <sup>(3)</sup>	40
Facility Booking Clerk	8 steps 1-4	35	7	0530 - 2400	Sun to Sat	yes	1 or 0.5 <sup>(3)</sup>	60
Facility Operator	8 step 4	35	7	0800 - 0800	Sun to Sat	yes by agr	1 or 0.5 <sup>(3)</sup>	60
Facility Parks Attendant	7 step 4	40	8 or 10 *	0500 - 0100 *	Sun to Sat*	yes by agr.	1 or 0.5 <sup>(3)</sup>	40
Financial Operations Supervisor	13 steps 1-4	35	7	0800 – 1700	Mon to Fri	No	1	120
Financial Services Clerk	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
G.I.S./Database Specialist	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Habitat Coordinator	12 steps1-4	18	4 or 7	0800 - 1700	Mon to Fri	No	1	120

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Head Guard	11 steps 1-4	35	7	0530 - 2400	Sun to Sat	Yes	1 or 0.5 <sup>(3)</sup>	120
Heavy Duty Equipment Mechanic/Welder	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Heavy Equipment Operator 1	8 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Heavy Equipment Operator 2	9 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Help Desk Specialist	9 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Instructor Lifeguard 1	4 step 4	35	7	0530 - 2400	Sun to Sat	yes	1 or 0.5 <sup>(3)</sup>	60
Instructor Lifeguard 2	7 step 4	35	7	0530 - 2400	Sun to Sat	yes	1 or 0.5 <sup>(3)</sup>	60
Labourer	5 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	40
Labourer (Parks & Recreation Dept)	3 step 4	40	8 or 10 <sup>(5)</sup>	0700 - 1730 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	40
Leisure Program Co-ordinator	10 steps 1-4	40	8	0600 - 0100	Sun to Sat	yes	1	120
Leisure Services Supervisor	14 steps 1-4	40	8	0600 - 0100	Sun to Sat	yes	1	120
Maintenance & Safety Services Secretary	7steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Maintenance Person 1	9 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Mechanical Maintenance Person 2	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Network Specialist	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Operations Leadhand	11 step 1-4	40	8 or 10	0500 - 0100	Sun to Sat	yes by agr.	1 or 0.5 <sup>(3)</sup>	120
Operations Maintenance Person 2	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Outdoor Rinks Maintenance Person	7 step 4	40	10 <sup>(5)</sup>	0500 - 0100 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	60
Packer Operator	7 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Parking Meter Attendant	5 steps 1-4	40	8	0700 - 2400	Mon to Sat	No	1	60
Parks Maintenance Person	7 step 4	40	8 or 10 <sup>(5)</sup>	0500 - 0130 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	40

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Parks & Recreation Admin. Assistant	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Parks Irrigation Person	8 step 4	40	8 or 10 <sup>(5)</sup>	0700 - 1730 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	40
Parks Supervisor	13 steps 3-4	40	8 or 10 <sup>(5)</sup>	0700 - 1730 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	120
Parks Water Truck Operator	7 step 4	40	10 <sup>(5)</sup>	0700 - 1730 <sup>(5)</sup>	Sun to Sat <sup>(5)</sup>	yes by agr.	1 or 0.5 <sup>(3)</sup>	60
Payroll Specialist	9 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Planner II	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Private Development Technologist I	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Projects Clerk	10 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Projects & Community Development Coordinator	14 steps 1-4	40	8 or 10	0600 - 0100	Sun to Sat	yes by agr.	1	120
Public Works Administrative Assistant	8 steps 1-4	40 <sup>(4)</sup>	8	0800 - 1700	Mon to Fri	No	1	60
Public Works Technologist II	13 step 4	35	7	0700 - 1700	Sun to Sat <sup>(2)</sup>	No	1	120
Purchasing Clerk	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Revenue Services Supervisor	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Safety & Emergency Services Specialist	13 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Senior Bylaw Services Constable	13 steps 1-4	40	8	0800 - 1700	Mon to Fri	No	1 or 0.5 <sup>(6)</sup>	160
Senior Customer Service Representative	10 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Senior Planner/Supervisor	15 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Senior Project Engineer	15 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	160
Sign Shop Maintenance Person	7 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Subdivision & Lands Coordinator	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	90

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Student Bicycle Constable	5 steps 1-4	40	8	0700 - 2400	Sun to Sat	No	1	40
Supervisor Canada Games Centre	14 steps 1-4	40	8 or 10	0600 - 0100	Sun to Sat	yes by agr.	1	120
Supervisor Building Inspection	14 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Switchboard/Receptionist	6 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Systems Maintenance Person 1	8 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	60
Systems Maintenance Person 2	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Tax Clerk	7 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Technical Support Specialist	14 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Technical Support Specialist 1	8 steps 1-4	35	7	0800 - 1700	Mon – Fri	No	1	120
Tourism & Economic Development Administrative Assistant	8 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Tourism/Economic Development Supervisor	12 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	120
Traffic Control Supervisor	11step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Transportation Leadhand	11 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Transportation Supervisor	13 step 4	40	10	0700 - 0700	Sun to Sat <sup>(2)</sup>	No	0.5	120
Utilities Clerk	7 steps 1-4	35	7	0800 - 1700	Mon to Fri	No	1	60
Utility Stations Supervisor	13 step 4	40	8 or 10	0700 - 0700	Sun to Sat	No	1	120
Utility Systems Supervisor	13 step 4	40	10	0700 - 0700	Sun to Sat	No	0.5	120
Warehouse Person	8 steps 1-4	40	8	0800 - 1700	Mon to Fri	No	1	60
Water Meter Maintenance Person 1	9 step 4	40	10	0700 - 0700	Sun to Sat	No	0.5	60

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**Super Script Notes:**

- (1) Sunday to Saturday applies only to new employees who were hired after June 29, 1995 and to any permanent employees that post to new positions after June 29, 1995, see Schedule B for a name list of employees. Sunday to Saturday applies only from May 1 to September 30.
- (2) Sunday to Saturday applies only to new employees who were hired after June 29, 1995 and to any permanent employees that post to new positions after June 29, 1995, see Schedule B for a name list of employees.
- (3) If 0.5 lunch specified by employer it must be taken in the building unless approval to leave the building is granted by the supervisor. If 0.5 lunch specified by employer it is to form part of the standard work day.
- (4) All new employees hired after September 3, 1998 or any permanent employees that post to these positions after September 3, 1998 shall be required to work 35 hours per week.
- (5) Hours of work for non-permanent employees shall be 8 or 10 hours per day.  
From April 30 to September 30 inclusive permanent employees work between the hours of 0700 - 1730 Mon. to Fri.  
From October 1 to April 29 inclusive permanent employees work between the hours of 0500 - 0100 Sun. to Sat.

(6) As determined by the employee.

Hours of work for non-permanent employees shall be 8 or 10 hours per day.

- Hours of work for permanent full time and permanent seasonal employees shall be 10 hours per day.

- Permanent employees work between the hours of 0500 to 0100 from October 1 to April 30.

Permanent employees work between the hours of 0700 to 0530 from May 1 to September 30 or other hours by mutual agreement.

\* - Permanent employees work between Sunday and Saturday from October 1 to April 30 or other days by mutual agreement.

- Permanent employees work between Monday and Friday from May 1 to September 30 (Those working in Parks ONLY).

**General Notes:**

Each crew consisting of three (3) or more employees which is not being directly supervised shall have at least one (1) of its members classified as an SMP 2 or equivalent, and such member shall receive the SMP 2 rate of pay.

A Heavy Equipment Operator 1 who is assigned to the Sewer Vector shall be assisted by an additional employee.

Employees who operate vibratory rollers over four (4) ton in weight shall be paid the Heavy Equipment Operator 1 rate of pay for each hour or part thereof in operation.

Subject to section 8.14(b) of this Agreement, an employee required to operate the Track Excavator shall be paid acting pay at the Heavy Equipment Operator 2 rate plus a premium of thirty cents (\$0.30) per hour.