

## WAGE GRIDS – BY GRID LEVEL

Effective February 1, 2019, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – February 1, 2019</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>1</b>	\$14.28	\$14.94	\$15.78	\$16.62
<b>2</b>	\$14.70	\$15.40	\$16.27	\$17.13
<b>3</b>	\$14.98	\$15.70	\$16.60	\$17.45
<b>4</b>	\$15.26	\$16.01	\$16.90	\$17.81
<b>5</b>	\$15.83	\$16.61	\$17.51	\$18.44
<b>6</b>	\$16.40	\$17.20	\$18.15	\$19.10
<b>7</b>	\$17.29	\$18.12	\$19.15	\$20.17
<b>8</b>	\$17.68	\$18.57	\$19.58	\$20.61
<b>9</b>	\$18.10	\$18.99	\$20.03	\$21.08
<b>10</b>	\$18.47	\$19.37	\$20.42	\$21.51
<b>11</b>	\$19.73	\$20.69	\$21.83	\$22.98
<b>12A</b>	\$20.91	\$21.94	\$22.64	\$23.25
<b>12</b>	\$20.91	\$21.94	\$23.13	\$24.36
<b>13A</b>	\$21.34	\$21.99	\$23.24	\$24.44
<b>13</b>	\$22.05	\$23.10	\$24.41	\$25.68
<b>14</b>	\$24.25	\$25.40	\$26.83	\$28.23
<b>15</b>	\$26.58	\$27.87	\$29.43	\$30.94
<b>16</b>	\$28.82	\$30.23	\$31.93	\$33.57
<b>17</b>	\$31.67	\$33.20	\$35.04	\$36.88
<b>18</b>	\$33.93	\$35.56	\$37.55	\$39.53
<b>19</b>	\$36.17	\$37.92	\$40.04	\$42.16
<b>20</b>	\$39.59	\$41.51	\$43.78	\$46.10

Effective February 1, 2019, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – February 1, 2019</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>13-P</b>	\$26.20	\$27.37	\$28.81	\$30.04
<b>14-P</b>	\$27.22	\$28.53	\$30.12	\$31.71
<b>15-P</b>	\$29.24	\$30.58	\$32.23	\$33.85
<b>16-P</b>	\$31.20	\$32.73	\$34.57	\$36.38
<b>17-P</b>	\$34.55	\$36.16	\$38.07	\$40.03
<b>18-P</b>	\$36.83	\$38.55	\$40.62	\$42.72
<b>19-P</b>	\$39.12	\$40.94	\$43.17	\$45.37
<b>20-P</b>	\$42.59	\$44.56	\$46.97	\$49.39

## WAGE GRIDS – BY POINT BAND

Effective February 1, 2019, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2019					
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	\$14.28	\$14.94	\$15.78	\$16.62
175 – 217	2	\$14.70	\$15.40	\$16.27	\$17.13
218 – 261	3	\$14.98	\$15.70	\$16.60	\$17.45
262 – 304	4	\$15.26	\$16.01	\$16.90	\$17.81
305 – 348	5	\$15.83	\$16.61	\$17.51	\$18.44
349 – 391	6	\$16.40	\$17.20	\$18.15	\$19.10
392 – 435	7	\$17.29	\$18.12	\$19.15	\$20.17
436 – 478	8	\$17.68	\$18.57	\$19.58	\$20.61
479 – 522	9	\$18.10	\$18.99	\$20.03	\$21.08
523 – 564	10	\$18.47	\$19.37	\$20.42	\$21.51
565 – 606	11	\$19.73	\$20.69	\$21.83	\$22.98
607 – 649	12A	\$20.91	\$21.94	\$22.64	\$23.25
607 – 649	12	\$20.91	\$21.94	\$23.13	\$24.36
650 – 692	13A	\$21.34	\$21.99	\$23.24	\$24.44
650 – 692	13	\$22.05	\$23.10	\$24.41	\$25.68
693 – 736	14	\$24.25	\$25.40	\$26.83	\$28.23
737 – 780	15	\$26.58	\$27.87	\$29.43	\$30.94
781 – 824	16	\$28.82	\$30.23	\$31.93	\$33.57
825 – 868	17	\$31.67	\$33.20	\$35.04	\$36.88
869 – 912	18	\$33.93	\$35.56	\$37.55	\$39.53
913 – 956	19	\$36.17	\$37.92	\$40.04	\$42.16
957 – 1000	20	\$39.59	\$41.51	\$43.78	\$46.10

Effective February 1, 2019, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – February 1, 2019					
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-P	\$26.20	\$27.37	\$28.81	\$30.04
693 – 736	14-P	\$27.22	\$28.53	\$30.12	\$31.71
937 – 780	15-P	\$29.24	\$30.58	\$32.23	\$33.85
781 – 824	16-P	\$31.20	\$32.73	\$34.57	\$36.38
825 – 868	17-P	\$34.55	\$36.16	\$38.07	\$40.03
869 – 912	18-P	\$36.83	\$38.55	\$40.62	\$42.72
913 – 956	19-P	\$39.12	\$40.94	\$43.17	\$45.37
957 – 1000	20-P	\$42.59	\$44.56	\$46.97	\$49.39

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2019, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – February 1, 2019</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>
Housekeeper	3	\$14.98	\$15.70	\$16.60	\$17.45
Janitor	3	\$14.98	\$15.70	\$16.60	\$17.45
Asleep Residential Night Worker	5	\$15.83	\$16.61	\$17.51	\$18.44
Administrative Assistant 1	5	\$15.83	\$16.61	\$17.51	\$18.44
Retail Worker	5	\$15.83	\$16.61	\$17.51	\$18.44
Awake Residential Night Worker	6	\$16.40	\$17.20	\$18.15	\$19.10
Early Childhood Educator Assistant	6	\$16.40	\$17.20	\$18.15	\$19.10
Emergency Shelter Worker	6	\$16.40	\$17.20	\$18.15	\$19.10
Truck Driver	6	\$16.40	\$17.20	\$18.15	\$19.10
Accounting Clerk	7	\$17.29	\$18.12	\$19.15	\$20.17
Passenger Vehicle Driver	7	\$17.29	\$18.12	\$19.15	\$20.17
Administrative Assistant 2	7	\$17.29	\$18.12	\$19.15	\$20.17
Activity Worker	8	\$17.68	\$18.57	\$19.58	\$20.61
Child & Youth Transition House Worker	8	\$17.68	\$18.57	\$19.58	\$20.61
Cook	9	\$18.10	\$18.99	\$20.03	\$21.08
Database Clerk	9	\$18.10	\$18.99	\$20.03	\$21.08
Group Facilitator	9	\$18.10	\$18.99	\$20.03	\$21.08
School Aged Child Worker	9	\$18.10	\$18.99	\$20.03	\$21.08
Administrative Assistant 3	10	\$18.47	\$19.37	\$20.42	\$21.51
Bookkeeper	10	\$18.47	\$19.37	\$20.42	\$21.51
Building Maintenance Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Community Support Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Computer Technical Support Specialist	10	\$18.47	\$19.37	\$20.42	\$21.51
Early Childhood Educator	10	\$18.47	\$19.37	\$20.42	\$21.51
Employment Counsellor	10	\$18.47	\$19.37	\$20.42	\$21.51
Reconnect Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Residence Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Retail Supervisor	10	\$18.47	\$19.37	\$20.42	\$21.51
Settlement & Integration Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Supervised Access Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Transition House Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Vocational Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Adult, Youth and/or Child Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Child Care Resource and Referral Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Residential Child & Youth Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
School Based Prevention Worker	11	\$19.73	\$20.69	\$21.83	\$22.98

Special Services Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Victim Service Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Vocational Counsellor	11	\$19.73	\$20.69	\$21.83	\$22.98
Program Coordinator 1	12A	\$20.91	\$21.94	\$22.64	\$23.25
Volunteer Coordinator	12A	\$20.91	\$21.94	\$22.64	\$23.25
Administrative Assistant 4	12	\$20.91	\$21.94	\$23.13	\$24.36
Community Connector	12	\$20.91	\$21.94	\$23.13	\$24.36
Family Support Worker	12	\$20.91	\$21.94	\$23.13	\$24.36
Residence Worker Senior	12	\$20.91	\$21.94	\$23.13	\$24.36
Crisis Line Coordinator	13A	\$21.34	\$21.99	\$23.24	\$24.44
Early Childhood Educator Senior	13	\$22.05	\$23.10	\$24.41	\$25.68
Program Coordinator 2	14	\$24.25	\$25.40	\$26.83	\$28.23
Residence Coordinator	14	\$24.25	\$25.40	\$26.83	\$28.23

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2019, the Paraprofessional Wage Grid is as follows:

### Paraprofessional Wage Grid – February 1, 2019

Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Children Who Witness Abuse Counsellor	13-P	\$26.20	\$27.37	\$28.81	\$30.04
Licensed Practical Nurse	13-P	\$26.20	\$27.37	\$28.81	\$30.04
Accountant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Addictions Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Adult, Youth and/or Child Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$27.22	\$28.53	\$30.12	\$31.71
ESL Instructor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Family Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Infant Development Consultant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Stopping the Violence Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Supported Child Care Consultant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Nutritionist	15-P	\$29.24	\$30.58	\$32.23	\$33.85
Behaviour Consultant	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Clinical Counsellor	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Occupational Therapist	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Physiotherapist	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Nurse	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Speech Language Pathologist	17-P	\$34.55	\$36.16	\$38.07	\$40.03