

## WAGE GRIDS – BY GRID LEVEL

Effective February 1, 2018, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – February 1, 2018</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>	\$13.69	\$14.32	\$15.13	\$15.93
<b>2</b>	\$14.10	\$14.77	\$15.60	\$16.43
<b>3</b>	\$14.36	\$15.05	\$15.91	\$16.73
<b>4</b>	\$14.63	\$15.35	\$16.20	\$17.07
<b>5</b>	\$15.18	\$15.92	\$16.79	\$17.68
<b>6</b>	\$15.73	\$16.49	\$17.40	\$18.31
<b>7</b>	\$16.58	\$17.38	\$18.36	\$19.34
<b>8</b>	\$16.96	\$17.80	\$18.77	\$19.77
<b>9</b>	\$17.36	\$18.20	\$19.21	\$20.21
<b>10</b>	\$17.71	\$18.58	\$19.58	\$20.62
<b>11</b>	\$18.92	\$19.83	\$20.93	\$22.03
<b>12A</b>	\$20.05	\$21.03	\$22.14	\$22.79
<b>12</b>	\$20.05	\$21.03	\$22.18	\$23.36
<b>13A</b>	\$20.87	\$21.61	\$22.84	\$24.02
<b>13</b>	\$21.14	\$22.15	\$23.40	\$24.62
<b>14</b>	\$23.25	\$24.35	\$25.73	\$27.06
<b>15</b>	\$25.48	\$26.72	\$28.21	\$29.67
<b>16</b>	\$27.63	\$28.99	\$30.61	\$32.19
<b>17</b>	\$30.37	\$31.83	\$33.60	\$35.37
<b>18</b>	\$32.54	\$34.10	\$36.00	\$37.90
<b>19</b>	\$34.68	\$36.36	\$38.39	\$40.42
<b>20</b>	\$37.96	\$39.80	\$41.98	\$44.20

Effective February 1, 2018, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – February 1, 2018</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>	\$23.67	\$24.79	\$26.17	\$27.56
<b>14-P</b>	\$26.10	\$27.36	\$28.88	\$30.40
<b>15-P</b>	\$28.04	\$29.32	\$30.91	\$32.46
<b>16-P</b>	\$29.91	\$31.39	\$33.15	\$34.88
<b>17-P</b>	\$32.64	\$34.19	\$36.02	\$37.89
<b>18-P</b>	\$34.83	\$36.48	\$38.46	\$40.48
<b>19-P</b>	\$37.02	\$38.77	\$40.91	\$43.01
<b>20-P</b>	\$40.35	\$42.23	\$44.55	\$46.87

## WAGE GRIDS – BY POINT BAND

Effective February 1, 2018, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2018					
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	\$13.69	\$14.32	\$15.13	\$15.93
175 – 217	2	\$14.10	\$14.77	\$15.60	\$16.43
218 – 261	3	\$14.36	\$15.05	\$15.91	\$16.73
262 – 304	4	\$14.63	\$15.35	\$16.20	\$17.07
305 – 348	5	\$15.18	\$15.92	\$16.79	\$17.68
349 – 391	6	\$15.73	\$16.49	\$17.40	\$18.31
392 – 435	7	\$16.58	\$17.38	\$18.36	\$19.34
436 – 478	8	\$16.96	\$17.80	\$18.77	\$19.77
479 – 522	9	\$17.36	\$18.20	\$19.21	\$20.21
523 – 564	10	\$17.71	\$18.58	\$19.58	\$20.62
565 – 606	11	\$18.92	\$19.83	\$20.93	\$22.03
607 – 649	12A	\$20.05	\$21.03	\$22.14	\$22.79
607 – 649	12	\$20.05	\$21.03	\$22.18	\$23.36
650 – 692	13A	\$20.87	\$21.61	\$22.84	\$24.02
650 – 692	13	\$21.14	\$22.15	\$23.40	\$24.62
693 – 736	14	\$23.25	\$24.35	\$25.73	\$27.06
737 – 780	15	\$25.48	\$26.72	\$28.21	\$29.67
781 – 824	16	\$27.63	\$28.99	\$30.61	\$32.19
825 – 868	17	\$30.37	\$31.83	\$33.60	\$35.37
869 – 912	18	\$32.54	\$34.10	\$36.00	\$37.90
913 – 956	19	\$34.68	\$36.36	\$38.39	\$40.42
957 – 1000	20	\$37.96	\$39.80	\$41.98	\$44.20

Effective February 1, 2018, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – February 1, 2018					
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	\$23.67	\$24.79	\$26.17	\$27.56
693 – 736	14-P	\$26.10	\$27.36	\$28.88	\$30.40
937 – 780	15-P	\$28.04	\$29.32	\$30.91	\$32.46
781 – 824	16-P	\$29.91	\$31.39	\$33.15	\$34.88
825 – 868	17-P	\$32.64	\$34.19	\$36.02	\$37.89
869 – 912	18-P	\$34.83	\$36.48	\$38.46	\$40.48
913 – 956	19-P	\$37.02	\$38.77	\$40.91	\$43.01
957 – 1000	20-P	\$40.35	\$42.23	\$44.55	\$46.87

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2018, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – February 1, 2018</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	\$14.36	\$15.05	\$15.91	\$16.73
Janitor	3	\$14.36	\$15.05	\$15.91	\$16.73
Asleep Residential Night Worker	5	\$15.18	\$15.92	\$16.79	\$17.68
Administrative Assistant 1	5	\$15.18	\$15.92	\$16.79	\$17.68
Retail Worker	5	\$15.18	\$15.92	\$16.79	\$17.68
Awake Residential Night Worker	6	\$15.73	\$16.49	\$17.40	\$18.31
Early Childhood Educator Assistant	6	\$15.73	\$16.49	\$17.40	\$18.31
Emergency Shelter Worker	6	\$15.73	\$16.49	\$17.40	\$18.31
Truck Driver	6	\$15.73	\$16.49	\$17.40	\$18.31
Accounting Clerk	7	\$16.58	\$17.38	\$18.36	\$19.34
Passenger Vehicle Driver	7	\$16.58	\$17.38	\$18.36	\$19.34
Administrative Assistant 2	7	\$16.58	\$17.38	\$18.36	\$19.34
Activity Worker	8	\$16.96	\$17.80	\$18.77	\$19.77
Child & Youth Transition House Worker	8	\$16.96	\$17.80	\$18.77	\$19.77
Cook	9	\$17.36	\$18.20	\$19.21	\$20.21
Database Clerk	9	\$17.36	\$18.20	\$19.21	\$20.21
Group Facilitator	9	\$17.36	\$18.20	\$19.21	\$20.21
School Aged Child Worker	9	\$17.36	\$18.20	\$19.21	\$20.21
Administrative Assistant 3	10	\$17.71	\$18.58	\$19.58	\$20.62
Bookkeeper	10	\$17.71	\$18.58	\$19.58	\$20.62
Building Maintenance Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Community Support Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Computer Technical Support Specialist	10	\$17.71	\$18.58	\$19.58	\$20.62
Early Childhood Educator	10	\$17.71	\$18.58	\$19.58	\$20.62
Employment Counsellor	10	\$17.71	\$18.58	\$19.58	\$20.62
Reconnect Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Residence Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Retail Supervisor	10	\$17.71	\$18.58	\$19.58	\$20.62
Settlement & Integration Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Supervised Access Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Transition House Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Vocational Worker	10	\$17.71	\$18.58	\$19.58	\$20.62
Adult, Youth and/or Child Worker	11	\$18.92	\$19.83	\$20.93	\$22.03
Child Care Resource and Referral Worker	11	\$18.92	\$19.83	\$20.93	\$22.03
Residential Child & Youth Worker	11	\$18.92	\$19.83	\$20.93	\$22.03
School Based Prevention Worker	11	\$18.92	\$19.83	\$20.93	\$22.03

Special Services Worker	11	\$18.92	\$19.83	\$20.93	\$22.03
Victim Service Worker	11	\$18.92	\$19.83	\$20.93	\$22.03
Vocational Counsellor	11	\$18.92	\$19.83	\$20.93	\$22.03
Program Coordinator 1	12A	\$20.05	\$21.03	\$22.14	\$22.79
Volunteer Coordinator	12A	\$20.05	\$21.03	\$22.14	\$22.79
Administrative Assistant 4	12	\$20.05	\$21.03	\$22.18	\$23.36
Community Connector	12	\$20.05	\$21.03	\$22.18	\$23.36
Family Support Worker	12	\$20.05	\$21.03	\$22.18	\$23.36
Residence Worker Senior	12	\$20.05	\$21.03	\$22.18	\$23.36
Crisis Line Coordinator	13A	\$20.87	\$21.61	\$22.84	\$24.02
Early Childhood Educator Senior	13	\$21.14	\$22.15	\$23.40	\$24.62
Program Coordinator 2	14	\$23.25	\$24.35	\$25.73	\$27.06
Residence Coordinator	14	\$23.25	\$24.35	\$25.73	\$27.06

## WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2018, the Paraprofessional Wage Grid is as follows:

### Paraprofessional Wage Grid – February 1, 2018

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	\$23.67	\$24.79	\$26.17	\$27.56
Licensed Practical Nurse	13-P	\$23.67	\$24.79	\$26.17	\$27.56
Accountant	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Addictions Counsellor	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Adult, Youth and/or Child Counsellor	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$26.10	\$27.36	\$28.88	\$30.40
ESL Instructor	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Family Counsellor	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Infant Development Consultant	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Stopping the Violence Counsellor	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Supported Child Care Consultant	14-P	\$26.10	\$27.36	\$28.88	\$30.40
Nutritionist	15-P	\$28.04	\$29.32	\$30.91	\$32.46
Behaviour Consultant	16-P	\$29.91	\$31.39	\$33.15	\$34.88
Clinical Counsellor	16-P	\$29.91	\$31.39	\$33.15	\$34.88
Occupational Therapist	16-P	\$29.91	\$31.39	\$33.15	\$34.88
Physiotherapist	16-P	\$29.91	\$31.39	\$33.15	\$34.88
Nurse	16-P	\$29.91	\$31.39	\$33.15	\$34.88
Speech Language Pathologist	17-P	\$32.64	\$34.19	\$36.02	\$37.89

## WAGE GRIDS FOR DELEGATED PROGRAMS

### A. Aboriginal Delegated Social Worker (SPO) Growth Progression

Classification	Grid Level	April 2, 2017	February 4, 2018	April 1, 2018
		Hourly	Hourly	Hourly
<b>SPO Growth</b>	Level 1 - Grid 19	28.6543	\$29.0620	\$29.2073
	Level 2 - Grid 20	29.4867	\$29.9027	\$30.0523
	Level 3 - Grid 21	30.3474	\$30.7720	\$30.9259
	Level 4 - Grid 22	31.2391	\$31.6727	\$31.8311

*Note: Wage grid is from 17<sup>th</sup> Master Agreement between BCGEU and Province of BC. Increments granted after 913 hours worked.*

### B. Aboriginal Delegated Social Worker (SPO 24) Working Level

Classification	Grid Level	April 2, 2017	February 4, 2018	April 1, 2018
		Hourly	Hourly	Hourly
<b>SPO 24 Working Step</b>	Step 1 - Grid 24	33.1454	\$33.5980	\$33.7660
	Step 2 - Grid 24	34.1463	\$34.6089	\$34.7819
	Step 3 - Grid 24	35.1807	\$35.6537	\$35.8320
	Step 4 - Grid 24	36.2491	\$36.7327	\$36.9164
	Step 5 - Grid 24	37.8396	\$38.3391	\$38.5309

*Note: Wage grid is from 17<sup>th</sup> Master Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.*

### C. Aboriginal Delegated Supervisor

Classification	Grid Level	April 2, 2017	February 4, 2018	April 1, 2018
		Hourly	Hourly	Hourly
<b>Delegated Supervisor</b>	Step 1 - Grid 28	37.3539	\$37.8486	\$38.0379
	Step 2 - Grid 28	38.4954	\$39.0016	\$39.1966
	Step 3 - Grid 28	39.6746	\$40.1924	\$40.3934
	Step 4 - Grid 28	40.8930	\$41.4231	\$41.6303
	Step 5 - Grid 28	42.7056	\$43.2537	\$43.4700

*Note: Wage grid is from 17<sup>th</sup> Master Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.*

**D. Administrative Support – Delegated Programs (Resources, Guardianship, Child Protection)**

Classification	Grid Level	April 2, 2017	February 4, 2018	April 1, 2018
		Hourly	Hourly	Hourly
<b>Program Assistant</b>	Step 1 - Grid 07	20.5290	\$20.8554	\$20.9597
	Step 2 - Grid 07	21.0909	\$21.4229	\$21.5300
	Step 3 - Grid 07	21.6706	\$22.0084	\$22.1184
	Step 4 - Grid 07	22.2711	\$22.6150	\$22.7281
	Step 5 - Grid 07	23.1677	\$23.5206	\$23.6381
<b>Program Assistant (RAP)</b>	Step 1 - Grid 09	21.6706	\$22.0084	\$22.1184
	Step 2 - Grid 09	22.2711	\$22.6150	\$22.7281
	Step 3 - Grid 09	22.8904	\$23.2404	\$23.3566
	Step 4 - Grid 09	23.5310	\$23.8874	\$24.0069
	Step 5 - Grid 09	24.4883	\$24.8543	\$24.9786
<b>Administrative Supervisor</b>	Step 1 - Grid 14	24.8766	\$25.2464	\$25.3727
	Step 2 - Grid 14	25.5833	\$25.9603	\$26.0901
	Step 3 - Grid 14	26.3137	\$26.6980	\$26.8314
	Step 4 - Grid 14	27.0684	\$27.4603	\$27.5976
	Step 5 - Grid 14	28.1949	\$28.5980	\$28.7410
<i>Note: Wage grid is from 17<sup>th</sup> Master Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.</i>				