

**Collective Agreement – P.S.A.C. Local Y023
2013 - 2017**

LETTER OF UNDERSTANDING #22

Re: Revisions to Pay Schedules

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y023

The parties agree to the following housekeeping edits to the Pay Schedules in the Collective Agreement.

- Correct date error for one of the Permanent pay schedules (both the 40 hour and 35 hour) as follows: March 1, 2016 to August 31, 2017.
- Temporary and Casual Employees
Sept 1, 2014 to Feb 28, 2015

	Range	Step 1 0.85	Step 2 0.9	Step 3 0.95	Step 4 1
Hourly	12	31.76	33.62	35.49	37.36

- Temporary and Casual Employees
Sept 1, 2015 to Feb 29, 2016

	Range	Step 1 0.85	Step 2 0.9	Step 3 0.95	Step 4 1
Hourly	4	22.06	23.36	24.65	25.95
Hourly	5	22.96	24.31	25.66	27.01
Hourly	6	24	25.42	26.83	28.24
Hourly	7	25.12	26.6	28.07	29.55
Hourly	8	26.32	27.87	29.42	30.97
Hourly	9	27.55	29.17	30.79	32.41
Hourly	10	28.94	30.65	32.35	34.05
Hourly	11	30.57	32.36	34.16	35.96

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- Permanent Employees
Sept 1, 2015 to Feb 29, 2016

	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		0.85	0.90	0.95	1.00
Hourly		12.33	13.06	13.78	14.51
Annual-35 hr week	1	22,516.55	23,849.65	25,164.48	26,497.58
Annual-40 hr week		25,733.20	27,256.74	28,759.41	30,282.95

- Temporary and Casual Employees
Sept 1, 2016 to Feb 28, 2017

	Range	Step 1	Step 2	Step 3	Step 4
		0.85	0.9	0.95	1
Hourly	12	33.04	34.98	36.93	38.87

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- **Permanent Employees pay grids: Correct rounding errors on pay grids starting at March 1, 2016 to August 31, 2017 and insert missing pay grades as follows:**

Schedule A					
Permanent Employees Only					
March 1, 2016 to August 31, 2016					
[+1.0%]					
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.46	13.19	13.93	14.66
Annual-35 hr week		22,753.95	24,087.05	25,438.41	26,771.51
Annual-40 hr week		26,004.52	27,528.06	29,072.47	30,596.01
Hourly	2	21.29	22.55	23.80	25.05
Annual-35 hr week		38,878.95	41,179.91	43,462.61	45,745.31
Annual-40 hr week		44,433.08	47,062.75	49,671.55	52,280.35
Hourly	3	22.24	23.55	24.86	26.17
Annual-35 hr week		40,613.80	43,006.07	45,398.34	47,790.61
Annual-40 hr week		46,415.77	49,149.79	51,883.81	54,617.84
Hourly	4	23.10	24.46	25.82	27.18
Annual-35 hr week		42,184.30	44,667.87	47,151.45	49,635.03
Annual-40 hr week		48,210.62	51,049.00	53,887.37	56,725.75
Hourly	5	24.04	25.45	26.87	28.28
Annual-35 hr week		43,900.89	46,475.77	49,068.92	51,643.80
Annual-40 hr week		50,172.44	53,115.17	56,078.76	59,021.49
Hourly	6	25.12	26.60	28.07	29.55
Annual-35 hr week		45,873.14	48,575.86	51,260.31	53,963.03
Annual-40 hr week		52,426.44	55,515.26	58,583.21	61,672.03
Hourly	7	26.30	27.85	29.39	30.94
Annual-35 hr week		48,028.01	50,858.56	53,670.84	56,501.39
Annual-40 hr week		54,889.15	58,124.06	61,338.11	64,573.02
Hourly	8	27.53	29.15	30.77	32.39
Annual-35 hr week		50,274.18	53,232.56	56,190.94	59,149.32
Annual-40 hr week		57,456.21	60,837.22	64,218.22	67,599.23
Hourly	9	28.84	30.54	32.23	33.93

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Annual-35 hr week		52,666.45	55,770.93	58,857.14	61,961.61
Annual-40 hr week		60,190.23	63,738.20	67,265.30	70,813.27
Hourly	10	30.29	32.07	33.85	35.63
Annual-35 hr week		55,314.39	58,564.95	61,815.52	65,066.08
Annual-40 hr week		63,216.44	66,931.37	70,646.30	74,361.24
Hourly	11	32.00	33.89	35.77	37.65
Annual-35 hr week		58,437.12	61,888.56	65,321.74	68,754.92
Annual-40 hr week		66,785.28	70,729.79	74,653.42	78,577.06
Hourly	12	33.89	35.88	37.88	39.87
Annual-35 hr week		61,888.56	65,522.62	69,174.94	72,809.00
Annual-40 hr week		70,729.79	74,883.00	79,057.08	83,210.28
Hourly	13	35.93	38.04	40.16	42.27
Annual-35 hr week		65,613.93	69,467.13	73,338.59	77,191.78
Annual-40 hr week		74,987.35	79,391.00	83,815.53	88,219.18
Hourly	14	38.27	40.52	42.77	45.02
Annual-35 hr week		69,887.14	73,996.00	78,104.86	82,213.72
Annual-40 hr week		79,871.02	84,566.86	89,262.70	93,958.54
Hourly	15	40.87	43.27	45.68	48.08
Annual-35 hr week		74,635.16	79,017.94	83,418.99	87,801.77
Annual-40 hr week		85,297.32	90,306.22	95,335.99	100,344.88
Hourly	16	43.72	46.29	48.86	51.43
Annual-35 hr week		79,839.72	84,532.95	89,226.18	93,919.41
Annual-40 hr week		91,245.39	96,609.08	101,972.77	107,336.47

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Schedule A					
Permanent Employees Only					
September 1, 2016 to February 28, 2017					[+1.0%]
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.59	13.33	14.07	14.81
Annual-35 hr week		22,991.35	24,342.71	25,694.07	27,045.43
Annual-40 hr week		26,275.83	27,820.24	29,364.65	30,909.06
Hourly	2	21.51	22.77	24.04	25.30
Annual-35 hr week		39,280.70	41,581.66	43,900.89	46,201.85
Annual-40 hr week		44,892.23	47,521.90	50,172.44	52,802.11
Hourly	3	22.47	23.79	25.11	26.43
Annual-35 hr week		41,033.82	43,444.35	45,854.88	48,265.41
Annual-40 hr week		46,895.79	49,650.68	52,405.57	55,160.47
Hourly	4	23.33	24.71	26.08	27.45
Annual-35 hr week		42,604.31	45,124.41	47,626.25	50,128.09
Annual-40 hr week		48,690.64	51,570.76	54,430.00	57,289.25
Hourly	5	24.28	25.70	27.13	28.56
Annual-35 hr week		44,339.16	46,932.31	49,543.72	52,155.13
Annual-40 hr week		50,673.33	53,636.93	56,621.40	59,605.86
Hourly	6	25.37	26.87	28.36	29.85
Annual-35 hr week		46,329.68	49,068.92	51,789.90	54,510.88
Annual-40 hr week		52,948.20	56,078.76	59,188.45	62,298.14
Hourly	7	26.56	28.13	29.69	31.25
Annual-35 hr week		48,502.81	51,369.88	54,218.69	57,067.50
Annual-40 hr week		55,431.78	58,708.44	61,964.22	65,220.00
Hourly	8	27.80	29.44	31.07	32.71
Annual-35 hr week		50,767.25	53,762.15	56,738.79	59,733.69
Annual-40 hr week		58,019.71	61,442.46	64,844.33	68,267.08
Hourly	9	29.13	30.84	32.56	34.27
Annual-35 hr week		53,196.04	56,318.77	59,459.77	62,582.50

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Annual-40 hr week		60,795.48	64,364.31	67,954.02	71,522.86
Hourly	10	30.59	32.39	34.19	35.99
Annual-35 hr week		55,862.23	59,149.32	62,436.41	65,723.50
Annual-40 hr week		63,842.55	67,599.23	71,355.90	75,112.57
Hourly	11	32.33	34.23	36.13	38.03
Annual-35 hr week		59,039.75	62,509.46	65,979.16	69,448.86
Annual-40 hr week		67,474.00	71,439.38	75,404.76	79,370.13
Hourly	12	34.23	36.24	38.26	40.27
Annual-35 hr week		62,509.46	66,180.04	69,868.88	73,539.46
Annual-40 hr week		71,439.38	75,634.33	79,850.15	84,045.10
Hourly	13	36.29	38.42	40.56	42.69
Annual-35 hr week		66,271.35	70,161.07	74,069.05	77,958.77
Annual-40 hr week		75,738.68	80,184.08	84,650.34	89,095.74
Hourly	14	38.65	40.92	43.20	45.47
Annual-35 hr week		70,581.08	74,726.47	78,890.11	83,035.50
Annual-40 hr week		80,664.10	85,401.68	90,160.13	94,897.71
Hourly	15	41.28	43.70	46.13	48.56
Annual-35 hr week		75,383.88	79,803.19	84,240.76	88,678.33
Annual-40 hr week		86,153.01	91,203.65	96,275.16	101,346.66
Hourly	16	44.15	46.75	49.34	51.94
Annual-35 hr week		80,624.96	85,372.98	90,102.73	94,850.75
Annual-40 hr week		92,142.82	97,569.12	102,974.55	108,400.86

**Collective Agreement – P.S.A.C. Local Y023
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Schedule A					
Permanent Employees Only					
March 1, 2017 to August 31, 2017					
[+1.5%]					
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.78	13.53	14.28	15.03
Annual-35 hr week		23,338.32	24,707.94	26,077.56	27,447.18
Annual-40 hr week		26,672.37	28,237.65	29,802.93	31,368.21
Hourly	2	21.83	23.11	24.40	25.68
Annual-35 hr week		39,865.07	42,202.56	44,558.30	46,895.79
Annual-40 hr week		45,560.08	48,231.49	50,923.78	53,595.19
Hourly	3	22.81	24.15	25.49	26.83
Annual-35 hr week		41,654.71	44,101.76	46,548.82	48,995.87
Annual-40 hr week		47,605.38	50,402.02	53,198.65	55,995.28
Hourly	4	23.68	25.07	26.47	27.86
Annual-35 hr week		43,243.47	45,781.83	48,338.46	50,876.82
Annual-40 hr week		49,421.11	52,322.09	55,243.95	58,144.93
Hourly	5	24.64	26.09	27.54	28.99
Annual-35 hr week		44,996.58	47,644.51	50,292.45	52,940.38
Annual-40 hr week		51,424.67	54,450.87	57,477.08	60,503.29
Hourly	6	25.76	27.27	28.79	30.30
Annual-35 hr week		47,041.88	49,799.38	52,575.15	55,332.65
Annual-40 hr week		53,762.15	56,913.58	60,085.88	63,237.31
Hourly	7	26.96	28.55	30.13	31.72
Annual-35 hr week		49,233.27	52,136.87	55,022.20	57,925.80
Annual-40 hr week		56,266.60	59,584.99	62,882.52	66,200.91
Hourly	8	28.22	29.88	31.54	33.20
Annual-35 hr week		51,534.24	54,565.66	57,597.09	60,628.51
Annual-40 hr week		58,896.27	62,360.76	65,825.24	69,289.73
Hourly	9	29.56	31.30	33.04	34.78
Annual-35 hr week		53,981.29	57,158.81	60,336.33	63,513.84

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Annual-40 hr week		61,692.90	65,324.35	68,955.80	72,587.25
Hourly	10	31.05	32.88	34.70	36.53
Annual-35 hr week		56,702.27	60,044.14	63,367.75	66,709.62
Annual-40 hr week		64,802.59	68,621.88	72,420.29	76,239.57
Hourly	11	32.81	34.74	36.67	38.60
Annual-35 hr week		59,916.31	63,440.80	66,965.29	70,489.78
Annual-40 hr week		68,475.78	72,503.77	76,531.76	80,559.74
Hourly	12	34.74	36.78	38.83	40.87
Annual-35 hr week		63,440.80	67,166.16	70,909.79	74,635.16
Annual-40 hr week		72,503.77	76,761.33	81,039.76	85,297.32
Hourly	13	36.83	39.00	41.16	43.33
Annual-35 hr week		67,257.47	71,220.24	75,164.75	79,127.51
Annual-40 hr week		76,865.68	81,394.56	85,902.57	90,431.44
Hourly	14	39.23	41.54	43.84	46.15
Annual-35 hr week		71,640.26	75,858.69	80,058.85	84,277.28
Annual-40 hr week		81,874.58	86,695.64	91,495.83	96,316.90
Hourly	15	41.90	44.36	46.83	49.29
Annual-35 hr week		76,516.10	81,008.46	85,519.07	90,011.43
Annual-40 hr week		87,446.98	92,581.09	97,736.08	102,870.20
Hourly	16	44.81	47.45	50.08	52.72
Annual-35 hr week		81,830.23	86,651.29	91,454.09	96,275.16
Annual-40 hr week		93,520.26	99,030.05	104,518.96	110,028.75

**Collective Agreement – P.S.A.C. Local Y023
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- **Temporary and Casual Employees** pay grids: Correct rounding errors on pay grids starting at March 1, 2016 to August 31, 2017 and insert missing pay grades as follows:

Schedule A Temporary and Casual Employees Only March 1, 2016 to August 31, 2016 [+1%]					
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.05	12.76	13.47	14.18
Hourly	2	20.54	21.75	22.96	24.17
Hourly	3	21.49	22.75	24.02	25.28
Hourly	4	22.28	23.59	24.9	26.21
Hourly	5	23.19	24.55	25.92	27.28
Hourly	6	24.24	25.67	27.09	28.52
Hourly	7	25.37	26.87	28.36	29.85
Hourly	8	26.59	28.15	29.72	31.28
Hourly	9	27.82	29.46	31.09	32.73
Hourly	10	29.23	30.95	32.67	34.39
Hourly	11	30.87	32.69	34.5	36.32
Hourly	12	32.72	34.64	36.57	38.49
Hourly	13	34.69	36.73	38.77	40.81
Hourly	14	36.92	39.1	41.27	43.44
Hourly	15	39.43	41.75	44.07	46.39
Hourly	16	42.19	44.68	47.16	49.64

**Collective Agreement – P.S.A.C. Local Y023
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Schedule A					
Temporary and Casual Employees Only					
September 1, 2016 to February 28, 2017 [+1.0%]					
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.17	12.89	13.6	14.32
Hourly	2	20.75	21.97	23.19	24.41
Hourly	3	21.7	22.98	24.25	25.53
Hourly	4	22.5	23.82	25.15	26.47
Hourly	5	23.42	24.8	26.17	27.55
Hourly	6	24.49	25.93	27.37	28.81
Hourly	7	25.63	27.14	28.64	30.15
Hourly	8	26.85	28.43	30.01	31.59
Hourly	9	28.1	29.75	31.41	33.06
Hourly	10	29.52	31.26	32.99	34.73
Hourly	11	31.18	33.01	34.85	36.68
Hourly	12	33.04	34.98	36.93	38.87
Hourly	13	35.04	37.1	39.16	41.22
Hourly	14	37.29	39.48	41.68	43.87
Hourly	15	39.82	42.17	44.51	46.85
Hourly	16	42.62	45.13	47.63	50.14

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Schedule A					
Temporary and Casual Employees Only					
March 1, 2017 to August 31, 2017 [+1.5%]					
	<i>Range</i>	Step 1	Step 2	Step 3	Step 4
		85%	90%	95%	100%
Hourly	1	12.35	13.08	13.8	14.53
Hourly	2	21.06	22.3	23.54	24.78
Hourly	3	22.02	23.32	24.61	25.91
Hourly	4	22.84	24.18	25.53	26.87
Hourly	5	23.77	25.16	26.56	27.96
Hourly	6	24.85	26.32	27.78	29.24
Hourly	7	26.01	27.54	29.07	30.6
Hourly	8	27.25	28.85	30.46	32.06
Hourly	9	28.53	30.2	31.88	33.56
Hourly	10	29.96	31.73	33.49	35.25
Hourly	11	31.65	33.51	35.37	37.23
Hourly	12	33.53	35.51	37.48	39.45
Hourly	13	35.56	37.66	39.75	41.84
Hourly	14	37.85	40.08	42.3	44.53
Hourly	15	40.42	42.8	45.17	47.55
Hourly	16	43.26	45.8	48.35	50.89

**Collective Agreement – P.S.A.C. Local Y023
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Signed on the _____ day of _____, 20_____

CITY OF WHITEHORSE	PSAC, Local Y023
	
Christine Smith City Manager	Steve Geick President