

Confidential, Professional and Management (CPM)

Compensation Framework

Step Structure Annual Salary Grid

Effective May 1, 2023

A. 35 hour work week

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A	\$46,071	\$48,016	\$49,963	\$51,910	\$53,855	\$55,802		
B	\$52,761	\$54,990	\$57,220	\$59,448	\$61,678	\$63,904		
C	\$60,703	\$63,267	\$65,831	\$68,395	\$70,961	\$73,524		
D	\$69,650	\$71,584	\$73,568	\$75,611	\$77,708	\$79,865	\$82,082	\$84,359
E	\$79,782	\$81,996	\$84,271	\$86,611	\$89,014	\$91,483	\$94,022	\$96,631
F	\$94,483	\$97,105	\$99,801	\$102,571	\$105,418	\$108,343	\$111,348	\$114,438
G	\$111,640	\$114,737	\$117,923	\$121,194	\$124,557	\$128,012	\$131,567	\$135,217
H	\$131,211	\$134,853	\$138,595	\$142,440	\$146,393	\$150,456	\$154,631	\$158,920
I	\$156,931	\$161,286	\$165,762	\$170,362	\$175,089	\$179,949	\$184,941	\$190,073
J	\$188,273	\$193,498	\$198,867	\$204,385	\$210,057	\$215,885	\$221,877	\$228,033

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	\$79,599	\$81,809	\$84,078	\$86,412	\$88,810	\$91,274	\$93,807	\$96,410
E	\$91,180	\$93,710	\$96,310	\$98,982	\$101,729	\$104,552	\$107,453	\$110,435

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	\$83,579	\$85,899	\$88,283	\$90,732	\$93,249	\$95,837	\$98,497	\$101,230
E	\$95,739	\$98,395	\$101,125	\$103,932	\$106,817	\$109,780	\$112,825	\$115,957