

# Appendix A

## Wage Scales

### Counsellor Wage Grid Effective April 2, 2009 (Base Rates)

Start.....	\$16.05
1 Year .....	\$16.31
2 Year .....	\$16.56
3 Year .....	\$16.83
4 Year .....	\$17.08
5 Year .....	\$17.35

At year 6 and each year thereafter the hourly rate will increase by 10 cents per annum providing all qualification are met. The current number of required hours worked each year is 1,820.

### Coordinator Wage Grid Effective April 2, 2009 (Base Rates)

Start.....	\$19.67
1 Year .....	\$20.19
2 Year .....	\$20.71
3 Year .....	\$21.22
4 Year .....	\$21.74
5 Year .....	\$22.26

At year 6 and each year thereafter the hourly rate will increase by 10 cents per annum.

Increases are applied to the **base rate** for each employee. Your **maximum base rate** will always be the 5 year rate.

**Here are 2 examples.**

**CLS Counsellor 10 years service**                      \$17.35 (**Base Rate** - 5 years)  
 + \$ .50 (10¢ per year above the 5 year base rate)  
 = \$17.85

**CLS Counsellor 12 years service**                      \$17.35 (**Base Rate** - 5 years)  
 + \$ .70 (10¢ per year above the 5 year base rate)  
 = \$18.05

Appropriate amount of hours must be met for each level as well as documentation up to date.

