

**"Schedule A"**  
**REGIONAL DISTRICT OF FRASER-FORT GEORGE**  
**CUPE SALARY RATE 2025 TO 2029**

**REVISED**  
**Updated - May 14, 2026**

Total Points	Job No.	Level No.	Jan 2025	Bi-Weekly	Rate	Jan 2026	Bi-Weekly	Rate	Jan 2027	Bi-Weekly	Rate	Jan 2028	Bi-Weekly	Rate	Jan 2029	Bi-Weekly	Rate
			4.50%	A	B	4.00%	A	B	3.75%	A	B	3.50%	A	B	3.50%	A	B
				<b>72.50</b>	<b>80.00</b>		<b>72.50</b>	<b>80.00</b>		<b>72.50</b>	<b>80.00</b>		<b>72.50</b>	<b>80.00</b>		<b>72.50</b>	<b>80.00</b>
<b>BAND 1 (133-156)</b>																	
		1	21.7036	1573.5110	1736.2880	22.5717	1636.4483	1805.7360	23.4181	1697.8123	1873.4480	24.2377	1757.2333	1939.0160	25.0860	1818.7350	2006.8800
		2	22.9662	1665.0495	1837.2960	23.8848	1731.6480	1910.7840	24.7805	1796.5863	1982.4400	25.6478	1859.4655	2051.8240	26.5455	1924.5488	2123.6400
		3	24.2286	1756.5735	1938.2880	25.1977	1826.8333	2015.8160	26.1426	1895.3385	2091.4080	27.0576	1961.6760	2164.6080	28.0046	2030.3335	2240.3680
		4	25.4912	1848.1120	2039.2960	26.5108	1922.0330	2120.8640	27.5050	1994.1125	2200.4000	28.4677	2063.9083	2277.4160	29.4641	2136.1473	2357.1280
<b>BAND 2 (157-180)</b>																	
General Maintenance Worker I	4.1	1	23.8025	1725.6813	1904.2000	24.7546	1794.7085	1980.3680	25.6829	1862.0103	2054.6320	26.5818	1927.1805	2126.5440	27.5122	1994.6345	2200.9760
		2	25.0653	1817.2343	2005.2240	26.0679	1889.9228	2085.4320	27.0454	1960.7915	2163.6320	27.9920	2029.4200	2239.3600	28.9717	2100.4483	2317.7360
		3	26.3275	1908.7438	2106.2000	27.3806	1985.0935	2190.4480	28.4074	2059.5365	2272.5920	29.4017	2131.6233	2352.1360	30.4308	2206.2330	2434.4640
		4	27.5900	2000.2750	2207.2000	28.6936	2080.2860	2295.4880	29.7696	2158.2960	2381.5680	30.8115	2233.8338	2464.9200	31.8899	2312.0178	2551.1920
<b>BAND 3 (181-204)</b>																	
		1	25.9171	1878.9898	2073.3680	26.9538	1954.1505	2156.3040	27.9646	2027.4335	2237.1680	28.9434	2098.3965	2315.4720	29.9564	2171.8390	2396.5120
		2	27.1795	1970.5138	2174.3600	28.2667	2049.3358	2261.3360	29.3267	2126.1858	2346.1360	30.3531	2200.5998	2428.2480	31.4155	2277.6238	2513.2400
		3	28.4422	2062.0595	2275.3760	29.5799	2144.5428	2366.3920	30.6891	2224.9598	2455.1280	31.7632	2302.8320	2541.0560	32.8749	2383.4303	2629.9920
		4	29.7046	2153.5835	2376.3680	30.8928	2239.7280	2471.4240	32.0513	2323.7193	2564.1040	33.1731	2405.0498	2653.8480	34.3342	2489.2295	2746.7360
<b>BAND 4 (205-228)</b>																	
Clerk Typist II - Administration	1.1	1	28.0319	2032.3128	2242.5520	29.1532	2113.6070	2332.2560	30.2464	2192.8640	2419.7120	31.3050	2269.6125	2504.4000	32.4007	2349.0508	2592.0560
Clerk Typist II - Reception	1.2	2	29.2943	2123.8368	2343.5440	30.4661	2208.7923	2437.2880	31.6086	2291.6235	2528.6880	32.7149	2371.8303	2617.1920	33.8599	2454.8428	2708.7920
		3	30.5566	2215.3535	2444.5280	31.7789	2303.9703	2542.3120	32.9706	2390.3685	2637.6480	34.1246	2474.0335	2729.9680	35.3190	2560.6275	2825.5200
		4	31.8193	2306.8993	2545.5440	33.0921	2399.1773	2647.3680	34.3331	2489.1498	2746.6480	35.5348	2576.2730	2842.7840	36.7785	2666.4413	2942.2800
<b>BAND 5 (229-252)</b>																	
Environmental Services Worker I	3.8	1	30.1307	2184.4758	2410.4560	31.3359	2271.8528	2506.8720	32.5110	2357.0475	2600.8800	33.6489	2439.5453	2691.9120	34.8266	2524.9285	2786.1280
		2	31.3932	2276.0070	2511.4560	32.6489	2367.0453	2611.9120	33.8732	2455.8070	2709.8560	35.0588	2541.7630	2804.7040	36.2859	2630.7278	2902.8720
		3	32.6556	2367.5310	2612.4480	33.9618	2462.2305	2716.9440	35.2354	2554.5665	2818.8320	36.4686	2643.9735	2917.4880	37.7450	2736.5125	3019.6000
		4	33.9181	2459.0623	2713.4480	35.2748	2557.4230	2821.9840	36.5976	2653.3260	2927.8080	37.8785	2746.1913	3030.2800	39.2042	2842.3045	3136.3360
<b>BAND 6 (253-276)</b>																	
Environmental Services Worker II	3.9	1	32.2451	2337.7698	2579.6080	33.5349	2431.2803	2682.7920	34.7925	2522.4563	2783.4000	36.0102	2610.7395	2880.8160	37.2706	2702.1185	2981.6480
Fire & Public Safety Educator	4.18	2	33.5077	2429.3083	2680.6160	34.8480	2526.4800	2787.8400	36.1548	2621.2230	2892.3840	37.4202	2712.9645	2993.6160	38.7299	2807.9178	3098.3920
Clerk Typist III/ Receptionist	2.8	3	34.7704	2520.8540	2781.6320	36.1612	2621.6870	2892.8960	37.5172	2719.9970	3001.3760	38.8303	2815.1968	3106.4240	40.1894	2913.7315	3215.1520
		4	36.0327	2612.3708	2882.6160	37.4740	2716.8650	2997.9200	38.8793	2818.7493	3110.3440	40.2401	2917.4073	3219.2080	41.6485	3019.5163	3331.8800
<b>BAND 7 (277-300)</b>																	
Clerk Typist III - Corporate Services	2.7	1	34.3600	2491.1000	2748.8000	35.7344	2590.7440	2858.7520	37.0744	2687.8940	2965.9520	38.3720	2781.9700	3069.7600	39.7150	2879.3375	3177.2000
General Maintenance Worker II	4.2	2	35.6225	2582.6313	2849.8000	37.0474	2685.9365	2963.7920	38.4367	2786.6608	3074.9360	39.7820	2884.1950	3182.5600	41.1744	2985.1440	3293.9520
Service Centre Representative	4.15	3	36.8846	2674.1335	2950.7680	38.3600	2781.1000	3068.8000	39.7985	2885.3913	3183.8800	41.1914	2986.3765	3295.3120	42.6331	3090.8998	3410.6480
Environmental Services Program Analyst	3.17	4	38.1475	2765.6938	3051.8000	39.6734	2876.3215	3173.8720	41.1612	2984.1870	3292.8960	42.6018	3088.6305	3408.1440	44.0929	3196.7353	3527.4320
Administrative Coordinator - IT	8.4																
<b>Community Services</b> <b>Administrative Assistant</b>	<b>9.9</b>																
<b>FireSmart Coordinator</b>	<b>4.4</b>																
<b>BAND 8 (301-324)</b>																	
9-1-1 CAD-RMS Technician	8.5	1	36.4589	2643.2703	2916.7120	37.9173	2749.0043	3033.3840	39.3392	2852.0920	3147.1360	40.7161	2951.9173	3257.2880	42.1412	3055.2370	3371.2960
Finance Clerk	2.2	2	37.7215	2734.8088	3017.7200	39.2304	2844.2040	3138.4320	40.7015	2950.8588	3256.1200	42.1261	3054.1423	3370.0880	43.6005	3161.0363	3488.0400
Clerk Typist III - Financial Services	2.6	3	38.9838	2826.3255	3118.7040	40.5432	2939.3820	3243.4560	42.0636	3049.6110	3365.0880	43.5358	3156.3455	3482.8640	45.0596	3266.8210	3604.7680

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			4.50%	A	B	4.00%	A	B	3.75%	A	B	3.50%	A	B	3.50%	A	B
				72.50	80.00		72.50	80.00		72.50	80.00		72.50	80.00		72.50	80.00
GIS Technician	7.12	4	40.2461	2917.8423	3219.6880	41.8559	3034.5528	3348.4720	43.4255	3148.3488	3474.0400	44.9454	3258.5415	3595.6320	46.5185	3372.5913	3721.4800
Network Technician	8.8																
Planner I	7.3																
Environmental Services Assistant	3.20																
User Support Technician	9.7																
<b>BAND 9 (325-348)</b>																	
Community/Public Safety Assistant	9.3	1	38.5737	2796.5933	3085.8960	40.1166	2908.4535	3209.3280	41.6210	3017.5225	3329.6800	43.0777	3123.1333	3446.2160	44.5854	3232.4415	3566.8320
Environmental Services Lead Hand	3.11	2	39.8361	2888.1173	3186.8880	41.4295	3003.6388	3314.3600	42.9831	3116.2748	3438.6480	44.4875	3225.3438	3559.0000	46.0446	3338.2335	3683.5680
General Maintenance Worker III	4.3	3	41.0986	2979.6485	3287.8880	42.7425	3098.8313	3419.4000	44.3453	3215.0343	3547.6240	45.8974	3327.5615	3671.7920	47.5038	3444.0255	3800.3040
Development Services Technician	7.10	4	42.3607	3071.1508	3388.8560	44.0551	3193.9948	3524.4080	45.7072	3313.7720	3656.5760	47.3070	3429.7575	3784.5600	48.9627	3549.7958	3917.0160
Cultural Coordinator	1.4																
<b>BAND 10 (349-372)</b>																	
Accounting Assistant I	2.3	1	40.6882	2949.8945	3255.0560	42.3157	3067.8883	3385.2560	43.9025	3182.9313	3512.2000	45.4391	3294.3348	3635.1280	47.0295	3409.6388	3762.3600
Facilities Leader	4.17	2	41.9508	3041.4330	3356.0640	43.6288	3163.0880	3490.3040	45.2649	3281.7053	3621.1920	46.8492	3396.5670	3747.9360	48.4889	3515.4453	3879.1120
Planner II	7.5	3	43.2130	3132.9425	3457.0400	44.9415	3258.2588	3595.3200	46.6268	3380.4430	3730.1440	48.2587	3498.7558	3860.6960	49.9478	3621.2155	3995.8240
GIS Programmer	8.7	4	44.4755	3224.4738	3558.0400	46.2545	3353.4513	3700.3600	47.9890	3479.2025	3839.1200	49.6686	3600.9735	3973.4880	51.4070	3727.0075	4112.5600
Fire/Rescue Coordinator	4.20																
Landfill Gas Technician	3.19																
Agriculture Coordinator	7.6																
Payroll and Benefits Assistant	62.0																
<b>BAND 11 (373-396)</b>																	
Application Specialist - 9-1-1 Systems	8.2	1	42.8028	3103.2030	3424.2240	44.5149	3227.3303	3561.1920	46.1842	3348.3545	3694.7360	47.8006	3465.5435	3824.0480	49.4736	3586.8360	3957.8880
GIS Coordinator	8.1	2	44.0652	3194.7270	3525.2160	45.8278	3322.5155	3666.2240	47.5463	3447.1068	3803.7040	49.2104	3567.7540	3936.8320	50.9328	3692.6280	4074.6240
Environmental Services Field Supervisor (Parks & Facility Maintenance)	3.6	3	45.3278	3286.2655	3626.2240	47.1409	3417.7153	3771.2720	48.9087	3545.8808	3912.6960	50.6205	3669.9863	4049.6400	52.3922	3798.4345	4191.3760
Environmental Services Field Supervisor (Solid Waste)	3.14	4	46.5903	3377.7968	3727.2240	48.4539	3512.9078	3876.3120	50.2709	3644.6403	4021.6720	52.0304	3772.2040	4162.4320	53.8515	3904.2338	4308.1200
Environmental Services Technician	3.15																
9-1-1 Radio System Technician	9.1																
Structural and Civil Design Technician	3.13																
Application Programmer	8.6																
Public Safety Operations Quality Assurance Coordinator	4.19																
Building Inspector I	6.1																
Application Specialist - Network	8.3																
Environmental Services Administrative Coordinator	61.0																
Digital Communications Coordinator	1.5																
Community Services Coordinator	9.6																
Waste Diversion Coordinator	3.18																
Environmental Monitor and Pollution Control Coordinator	3.4																
<b>BAND 12 (397-420)</b>																	
Accounting Assistant II	2.3	1	44.9017	3255.3733	3592.1360	46.6978	3385.5905	3735.8240	48.4490	3512.5525	3875.9200	50.1447	3635.4908	4011.5760	51.8998	3762.7355	4151.9840
Building Inspector II	6.2	2	46.1643	3346.9118	3693.1440	48.0109	3480.7903	3840.8720	49.8113	3611.3193	3984.9040	51.5547	3737.7158	4124.3760	53.3591	3868.5348	4268.7280

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			4.50%	A	B	4.00%	A	B	3.75%	A	B	3.50%	A	B	3.50%	A	B
				72.50	80.00		72.50	80.00		72.50	80.00		72.50	80.00		72.50	80.00
Service Centre Leader	4.16	3	47.4267	3438.4358	3794.1360	49.3238	3575.9755	3945.9040	51.1734	3710.0715	4093.8720	52.9645	3839.9263	4237.1600	54.8183	3974.3268	4385.4640
		4	48.6893	3529.9743	3895.1440	50.6369	3671.1753	4050.9520	52.5358	3808.8455	4202.8640	54.3746	3942.1585	4349.9680	56.2777	4080.1333	4502.2160
<b>BAND 13 (421-444)</b>																	
Emergency Services Coordinator	9.5	1	47.0161	3408.6673	3761.2880	48.8967	3545.0108	3911.7360	50.7303	3677.9468	4058.4240	52.5059	3806.6778	4200.4720	54.3436	3939.9110	4347.4880
Planner III	7.7	2	48.2788	3500.2130	3862.3040	50.2100	3640.2250	4016.8000	52.0929	3776.7353	4167.4320	53.9162	3908.9245	4313.2960	55.8033	4045.7393	4464.2640
9-1-1 Radio System Coordinator/ Technologist	9.2	3	49.5409	3591.7153	3963.2720	51.5225	3735.3813	4121.8000	53.4546	3875.4585	4276.3680	55.3255	4011.0988	4426.0400	57.2619	4151.4878	4580.9520
Bylaw Enforcement Officer	5.7	4	50.8038	3683.2755	4064.3040	52.8360	3830.6100	4226.8800	54.8174	3974.2615	4385.3920	56.7360	4113.3600	4538.8800	58.7218	4257.3305	4697.7440
Payroll and Finance Coordinator	2.13																
<b>BAND 14 (445-468)</b>																	
Community Services Leader	9.4	1	49.1312	3562.0120	3930.4960	51.0964	3704.4890	4087.7120	53.0125	3843.4063	4241.0000	54.8679	3977.9228	4389.4320	56.7883	4117.1518	4543.0640
Finance Leader	2.5	2	50.3938	3653.5505	4031.5040	52.4096	3799.6960	4192.7680	54.3750	3942.1875	4350.0000	56.2781	4080.1623	4502.2480	58.2478	4222.9655	4659.8240
Operations Leader	3.12	3	51.6560	3745.0600	4132.4800	53.7222	3894.8595	4297.7760	55.7368	4040.9180	4458.9440	57.6876	4182.3510	4615.0080	59.7067	4328.7358	4776.5360
Utilities Leader	3.5	4	52.9183	3836.5768	4233.4640	55.0350	3990.0375	4402.8000	57.0988	4139.6630	4567.9040	59.0973	4284.5543	4727.7840	61.1657	4434.5133	4893.2560
Waste Diversion Program Leader	3.16																
Planning Leader	9.8																
Technology Analyst	8.3																
User Support Lead	8.8																
Intergovernmental Coordinator	1.6																
<b>BAND 15 (469-492)</b>																	
Senior Building Inspector	6.7	1	51.2300	3714.1750	4098.4000	53.2792	3862.7420	4262.3360	55.2772	4007.5970	4422.1760	57.2119	4147.8628	4576.9520	59.2143	4293.0368	4737.1440
Application Specialist - Data Management	8.9	2	52.4923	3805.6918	4199.3840	54.5920	3957.9200	4367.3600	56.6392	4106.3420	4531.1360	58.6216	4250.0660	4689.7280	60.6734	4398.8215	4853.8720
Procurement Specialist	2.12	3	53.7550	3897.2375	4300.4000	55.9052	4053.1270	4472.4160	58.0016	4205.1160	4640.1280	60.0317	4352.2983	4802.5360	62.1328	4504.6280	4970.6240
		4	55.0172	3988.7470	4401.3760	57.2179	4148.2978	4577.4320	59.3636	4303.8610	4749.0880	61.4413	4454.4943	4915.3040	63.5917	4610.3983	5087.3360
<b>BAND 16 (493-516)</b>																	
Development Services Supervisor	7.9	1	53.3444	3867.4690	4267.5520	55.4782	4022.1695	4438.2560	57.5586	4172.9985	4604.6880	59.5732	4319.0570	4765.8560	61.6583	4470.2268	4932.6640
Environmental Services Technologist	3.15	2	54.6071	3959.0148	4368.5680	56.7914	4117.3765	4543.3120	58.9211	4271.7798	4713.6880	60.9833	4421.2893	4878.6640	63.1177	4576.0333	5049.4160
Infrastructure and Security Technician	8.10	3	55.8693	4050.5243	4469.5440	58.1041	4212.5473	4648.3280	60.2830	4370.5175	4822.6400	62.3929	4523.4853	4991.4320	64.5767	4681.8108	5166.1360
		4	57.1320	4142.0700	4570.5600	59.4173	4307.7543	4753.3840	61.6454	4469.2915	4931.6320	63.8030	4625.7175	5104.2400	66.0361	4787.6173	5282.8880