

Proposed HSAS Market Adjustments - June 8, 2011 Offer

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Addictions Counsellor - Diploma					
Current Rate of Pay	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Rate of Pay	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Rate of Pay	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base Rate of Pay	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.350	\$ 27.405	\$ 28.501	\$ 29.641	\$ 32.219
April 1, 2012 - Base Rate of Pay	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 26.843	\$ 27.918	\$ 29.034	\$ 30.196	\$ 32.822
Addictions Counsellor - Diploma Senior					
Current Rate of Pay	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Rate of Pay	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Rate of Pay	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base Rate of Pay	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 27.682	\$ 28.789	\$ 29.941	\$ 31.138	\$ 33.847
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 28.214	\$ 29.343	\$ 30.517	\$ 31.737	\$ 34.498
Addictions Counsellor - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.081	\$ 30.244	\$ 31.454	\$ 32.712	\$ 35.559
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 29.656	\$ 30.842	\$ 32.076	\$ 33.359	\$ 36.262
Assessor Coordinator - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.293	\$ 32.544	\$ 33.846	\$ 35.199	\$ 38.262
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.868	\$ 33.142	\$ 34.468	\$ 35.846	\$ 38.965

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Assessor Coordinator - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.873	\$ 34.188	\$ 35.556	\$ 36.978	\$ 40.196
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.494	\$ 34.834	\$ 36.228	\$ 37.677	\$ 40.956
Audiologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.145	\$ 35.510	\$ 36.930	\$ 38.408	\$ 41.749
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.816	\$ 36.208	\$ 37.655	\$ 39.162	\$ 42.569
Dietitian - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.743	\$ 31.972	\$ 33.251	\$ 34.581	\$ 37.590
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.318	\$ 32.570	\$ 33.873	\$ 35.228	\$ 38.293
Dietitian - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.297	\$ 33.588	\$ 34.932	\$ 36.329	\$ 39.490
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.918	\$ 34.234	\$ 35.604	\$ 37.028	\$ 40.250
Dietitian - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 33.930	\$ 35.287	\$ 36.698	\$ 38.166	\$ 41.486
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.601	\$ 35.985	\$ 37.423	\$ 38.920	\$ 42.306

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
EMT					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775
EMD					
Current - Base	\$ 21.613	\$ 22.480	\$ 23.377	\$ 24.313	\$ 26.436
April 1, 2009 - Base	\$ 22.045	\$ 22.930	\$ 23.845	\$ 24.799	\$ 26.965
April 1, 2010 - Base	\$ 22.376	\$ 23.274	\$ 24.203	\$ 25.171	\$ 27.369
April 1, 2011 - Base	\$ 22.824	\$ 23.739	\$ 24.687	\$ 25.674	\$ 27.916
Proposed Market Adjusted Rate (Date of Signing)	\$ 24.713	\$ 25.701	\$ 26.729	\$ 27.798	\$ 30.217
April 1, 2012 - Base	\$ 23.280	\$ 24.214	\$ 25.181	\$ 26.187	\$ 28.474
April 1, 2012 - Market Adjusted Rate	\$ 25.169	\$ 26.176	\$ 27.223	\$ 28.311	\$ 30.775
EMT Coordinator					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.690	\$ 27.758	\$ 28.868	\$ 30.023	\$ 32.635
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.183	\$ 28.271	\$ 29.401	\$ 30.578	\$ 33.238
EMTA					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.690	\$ 27.758	\$ 28.868	\$ 30.023	\$ 32.635
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.183	\$ 28.271	\$ 29.401	\$ 30.578	\$ 33.238
EMTA Coordinator					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 28.826	\$ 29.979	\$ 31.178	\$ 32.424	\$ 35.245
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 29.358	\$ 30.533	\$ 31.754	\$ 33.023	\$ 35.896

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
EMTP					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 26.411	\$ 27.466	\$ 28.566	\$ 29.708	\$ 32.266
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 26.915	\$ 27.990	\$ 29.111	\$ 30.275	\$ 32.883
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 27.301	\$ 28.391	\$ 29.528	\$ 30.709	\$ 33.355
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 27.823	\$ 28.934	\$ 30.093	\$ 31.296	\$ 33.993
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.268	\$ 31.479	\$ 32.738	\$ 34.047	\$ 36.975
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 30.800	\$ 32.033	\$ 33.314	\$ 34.646	\$ 37.626
EMTP Coordinator					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.524	\$ 29.664	\$ 30.851	\$ 32.085	\$ 34.847
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 29.069	\$ 30.230	\$ 31.440	\$ 32.698	\$ 35.513
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 29.486	\$ 30.663	\$ 31.891	\$ 33.167	\$ 36.022
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 30.050	\$ 31.249	\$ 32.501	\$ 33.801	\$ 36.712
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.798	\$ 33.069	\$ 34.392	\$ 35.767	\$ 38.844
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 32.373	\$ 33.667	\$ 35.014	\$ 36.414	\$ 39.547
Exercise/Conditioning Therapist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.630	\$ 31.855	\$ 33.130	\$ 34.455	\$ 37.453
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.205	\$ 32.453	\$ 33.752	\$ 35.102	\$ 38.156
Exercise/Conditioning Therapist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.178	\$ 33.465	\$ 34.804	\$ 36.196	\$ 39.346
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.799	\$ 34.111	\$ 35.476	\$ 36.895	\$ 40.106

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Health Educator - Staff					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.090	\$ 32.333	\$ 33.627	\$ 34.972	\$ 38.015
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.665	\$ 32.931	\$ 34.249	\$ 35.619	\$ 38.718
Health Educator - Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.661	\$ 33.967	\$ 35.326	\$ 36.739	\$ 39.936
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.282	\$ 34.613	\$ 35.998	\$ 37.438	\$ 40.696
Mental Health Therapist - Staff					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.118	\$ 31.322	\$ 32.575	\$ 33.878	\$ 36.826
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.693	\$ 31.920	\$ 33.197	\$ 34.525	\$ 37.529
Mental Health Therapist - Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.640	\$ 32.905	\$ 34.222	\$ 35.591	\$ 38.688
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.261	\$ 33.551	\$ 34.894	\$ 36.290	\$ 39.448
Nutritionist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.743	\$ 31.972	\$ 33.251	\$ 34.581	\$ 37.590
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.318	\$ 32.570	\$ 33.873	\$ 35.228	\$ 38.293

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Nutritionist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.297	\$ 33.588	\$ 34.932	\$ 36.329	\$ 39.490
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 32.918	\$ 34.234	\$ 35.604	\$ 37.028	\$ 40.250
Occupational Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.013	\$ 29.132	\$ 30.298	\$ 31.510	\$ 34.237
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 28.558	\$ 29.698	\$ 30.887	\$ 32.123	\$ 34.903
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 28.975	\$ 30.131	\$ 31.338	\$ 32.592	\$ 35.412
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 29.539	\$ 30.717	\$ 31.948	\$ 33.226	\$ 36.102
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.030	\$ 32.271	\$ 33.562	\$ 34.904	\$ 37.942
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.605	\$ 32.869	\$ 34.184	\$ 35.551	\$ 38.645
Occupational Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.254	\$ 31.464	\$ 32.722	\$ 34.031	\$ 36.977
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 30.842	\$ 32.076	\$ 33.358	\$ 34.693	\$ 37.696
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.292	\$ 32.544	\$ 33.845	\$ 35.199	\$ 38.246
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 31.901	\$ 33.177	\$ 34.504	\$ 35.884	\$ 38.991
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.598	\$ 33.902	\$ 35.259	\$ 36.669	\$ 39.860
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.219	\$ 34.548	\$ 35.931	\$ 37.368	\$ 40.620
Orthoptist - Clinician					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.800	\$ 30.991	\$ 32.231	\$ 33.520	\$ 36.437
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.375	\$ 31.589	\$ 32.853	\$ 34.167	\$ 37.140

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Orthoptist - Instructor					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.306	\$ 32.558	\$ 33.861	\$ 35.215	\$ 38.279
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.927	\$ 33.204	\$ 34.533	\$ 35.914	\$ 39.039
Perfusionist - Certified					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Market Supplement at					
Expiry of Last Collective Agreement	\$ 31.116	\$ 32.360	\$ 33.655	\$ 35.002	\$ 37.941
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 31.661	\$ 32.926	\$ 34.244	\$ 35.615	\$ 38.607
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 32.078	\$ 33.359	\$ 34.695	\$ 36.084	\$ 39.116
July 5, 2010 - Market Supplement	\$ 36.356	\$ 37.809	\$ 39.322	\$ 40.896	\$ 44.330
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 36.920	\$ 38.395	\$ 39.932	\$ 41.530	\$ 45.020
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.162	\$ 38.648	\$ 40.194	\$ 41.801	\$ 45.315
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 37.737	\$ 39.246	\$ 40.816	\$ 42.448	\$ 46.018
Pharmacist -Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 39.457	\$ 40.497	\$ 41.565	\$ 42.665	\$ 45.481
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 40.002	\$ 41.063	\$ 42.154	\$ 43.278	\$ 46.147
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 40.419	\$ 41.496	\$ 42.605	\$ 43.747	\$ 46.656
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement	\$ 40.983	\$ 42.082	\$ 43.215	\$ 44.381	\$ 47.346
Proposed Market Adjusted Rate (Date of Signing)	\$ 42.847	\$ 44.011	\$ 45.207	\$ 46.435	\$ 49.514
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 43.422	\$ 44.609	\$ 45.829	\$ 47.082	\$ 50.217

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Pharmacist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 42.613	\$ 43.736	\$ 44.889	\$ 46.077	\$ 49.119
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 43.201	\$ 44.348	\$ 45.525	\$ 46.739	\$ 49.838
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 43.651	\$ 44.816	\$ 46.012	\$ 47.245	\$ 50.388
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement Rate	\$ 44.260	\$ 45.449	\$ 46.671	\$ 47.930	\$ 51.133
Proposed Market Adjusted Rate (Date of Signing)	\$ 45.006	\$ 46.229	\$ 47.486	\$ 48.776	\$ 52.010
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 45.627	\$ 46.875	\$ 48.158	\$ 49.475	\$ 52.770
Physical Therapist - Degree					
Current - Base	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
Current - Market Supplement	\$ 28.621	\$ 29.766	\$ 30.957	\$ 32.195	\$ 35.093
April 1, 2009 - Base	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2009 - Market Supplement	\$ 29.166	\$ 30.332	\$ 31.546	\$ 32.808	\$ 35.759
April 1, 2010 - Base	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2010 - Market Supplement	\$ 29.583	\$ 30.765	\$ 31.997	\$ 33.277	\$ 36.268
April 1, 2011 - Base	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
April 1, 2011 - Market Supplement Rate	\$ 30.147	\$ 31.351	\$ 32.607	\$ 33.911	\$ 36.958
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.121	\$ 32.365	\$ 33.660	\$ 35.006	\$ 38.156
April 1, 2012 - Base	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.696	\$ 32.963	\$ 34.282	\$ 35.653	\$ 38.859
Physical Therapist - Degree Senior					
Current - Base	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
Current - Market Supplement	\$ 30.912	\$ 32.148	\$ 33.434	\$ 34.771	\$ 37.900
April 1, 2009 - Base	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2009 - Market Supplement	\$ 31.500	\$ 32.760	\$ 34.070	\$ 35.433	\$ 38.619
April 1, 2010 - Base	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2010 - Market Supplement	\$ 31.950	\$ 33.228	\$ 34.557	\$ 35.939	\$ 39.169
April 1, 2011 - Base	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
April 1, 2011 - Market Supplement	\$ 32.559	\$ 33.861	\$ 35.216	\$ 36.624	\$ 39.914
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.694	\$ 34.001	\$ 35.362	\$ 36.776	\$ 40.084
April 1, 2012 - Base	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.315	\$ 34.647	\$ 36.034	\$ 37.475	\$ 40.844

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Psychologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 37.009	\$ 38.489	\$ 40.028	\$ 41.630	\$ 45.251
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 37.680	\$ 39.187	\$ 40.753	\$ 42.384	\$ 46.071
Psychologist - Masters Senior					
Current Rate of Pay	\$ 34.298	\$ 35.671	\$ 37.097	\$ 38.581	\$ 41.949
April 1, 2009 - Rate of Pay	\$ 34.984	\$ 36.384	\$ 37.839	\$ 39.353	\$ 42.788
April 1, 2010 - Rate of Pay	\$ 35.509	\$ 36.930	\$ 38.407	\$ 39.943	\$ 43.430
April 1, 2011 - Base Rate of Pay	\$ 36.219	\$ 37.669	\$ 39.175	\$ 40.742	\$ 44.299
Proposed Market Adjusted Rate (Date of Signing)	\$ 38.878	\$ 40.434	\$ 42.051	\$ 43.733	\$ 47.538
April 1, 2012 - Base Rate of Pay	\$ 36.943	\$ 38.422	\$ 39.959	\$ 41.557	\$ 45.185
April 1, 2012 - Market Adjusted Rate	\$ 39.602	\$ 41.187	\$ 42.835	\$ 44.548	\$ 48.424
Psychometrician - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.992	\$ 32.231	\$ 33.521	\$ 34.861	\$ 37.895
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 31.567	\$ 32.829	\$ 34.143	\$ 35.508	\$ 38.598
Psychometrician - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 32.558	\$ 33.860	\$ 35.215	\$ 36.623	\$ 39.810
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 33.179	\$ 34.506	\$ 35.887	\$ 37.322	\$ 40.570
Psychometrician - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.204	\$ 35.572	\$ 36.995	\$ 38.475	\$ 41.822
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.875	\$ 36.270	\$ 37.720	\$ 39.229	\$ 42.642

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Recreation Therapist - Diploma					
Current Rate of Pay	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
April 1, 2009 - Rate of Pay	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2010 - Rate of Pay	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2011 - Base Rate of Pay	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
Proposed Market Adjusted Rate (Date of Signing)	\$ 26.917	\$ 27.994	\$ 29.114	\$ 30.279	\$ 32.913
April 1, 2012 - Base Rate of Pay	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 27.410	\$ 28.507	\$ 29.647	\$ 30.834	\$ 33.516
Recreation Therapist - Diploma Senior					
Current Rate of Pay	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
April 1, 2009 - Rate of Pay	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2010 - Rate of Pay	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2011 - Base Rate of Pay	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
Proposed Market Adjusted Rate (Date of Signing)	\$ 28.278	\$ 29.409	\$ 30.586	\$ 31.809	\$ 34.576
April 1, 2012 - Base Rate of Pay	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 28.810	\$ 29.963	\$ 31.162	\$ 32.408	\$ 35.227
Recreation Therapist - Degree					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.708	\$ 30.896	\$ 32.132	\$ 33.417	\$ 36.325
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.283	\$ 31.494	\$ 32.754	\$ 34.064	\$ 37.028
Recreation Therapist - Degree Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.210	\$ 32.458	\$ 33.757	\$ 35.107	\$ 38.162
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.831	\$ 33.104	\$ 34.429	\$ 35.806	\$ 38.922

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Respiratory Therapist - Diploma					
Current - Base	\$ 23.343	\$ 24.276	\$ 25.248	\$ 26.258	\$ 28.550
Current - Market Supplement	\$ 26.946	\$ 28.024	\$ 29.145	\$ 30.311	\$ 32.856
April 1, 2009 - Base	\$ 23.810	\$ 24.762	\$ 25.753	\$ 26.783	\$ 29.121
April 1, 2009 - Market Supplement	\$ 27.413	\$ 28.510	\$ 29.650	\$ 30.836	\$ 33.427
April 1, 2010 - Base	\$ 24.167	\$ 25.133	\$ 26.139	\$ 27.185	\$ 29.558
April 1, 2010 - Market Supplement	\$ 27.770	\$ 28.881	\$ 30.036	\$ 31.238	\$ 33.864
April 1, 2011 - Base	\$ 24.650	\$ 25.636	\$ 26.662	\$ 27.729	\$ 30.149
April 1, 2011 - Market Supplement	\$ 28.253	\$ 29.384	\$ 30.559	\$ 31.782	\$ 34.455
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.244	\$ 30.414	\$ 31.630	\$ 32.895	\$ 35.659
April 1, 2012 - Base	\$ 25.143	\$ 26.149	\$ 27.195	\$ 28.284	\$ 30.752
April 1, 2012 - Market Adjusted Rate	\$ 29.737	\$ 30.927	\$ 32.163	\$ 33.450	\$ 36.262
Respiratory Therapist - Diploma Senior					
Current - Base	\$ 25.210	\$ 26.218	\$ 27.267	\$ 28.358	\$ 30.833
Current - Market Supplement	\$ 29.103	\$ 30.267	\$ 31.478	\$ 32.738	\$ 35.485
April 1, 2009 - Base	\$ 25.714	\$ 26.742	\$ 27.812	\$ 28.925	\$ 31.450
April 1, 2009 - Market Supplement	\$ 29.607	\$ 30.791	\$ 32.023	\$ 33.305	\$ 36.102
April 1, 2010 - Base	\$ 26.100	\$ 27.143	\$ 28.229	\$ 29.359	\$ 31.922
April 1, 2010 - Market Supplement	\$ 29.993	\$ 31.192	\$ 32.440	\$ 33.739	\$ 36.574
April 1, 2011 - Base	\$ 26.622	\$ 27.686	\$ 28.794	\$ 29.946	\$ 32.560
April 1, 2011 - Market Supplement	\$ 30.515	\$ 31.735	\$ 33.005	\$ 34.326	\$ 37.212
Proposed Market Adjusted Rate (Date of Signing)	\$ 30.720	\$ 31.949	\$ 33.227	\$ 34.555	\$ 37.459
April 1, 2012 - Base	\$ 27.154	\$ 28.240	\$ 29.370	\$ 30.545	\$ 33.211
April 1, 2012 - Market Adjusted Rate	\$ 31.252	\$ 32.503	\$ 33.803	\$ 35.154	\$ 38.110
Social Worker - BSW					
Current Rate of Pay	\$ 27.227	\$ 28.315	\$ 29.448	\$ 30.627	\$ 33.300
April 1, 2009 - Rate of Pay	\$ 27.772	\$ 28.881	\$ 30.037	\$ 31.240	\$ 33.966
April 1, 2010 - Rate of Pay	\$ 28.189	\$ 29.314	\$ 30.488	\$ 31.709	\$ 34.475
April 1, 2011 - Base Rate of Pay	\$ 28.753	\$ 29.900	\$ 31.098	\$ 32.343	\$ 35.165
Proposed Market Adjusted Rate (Date of Signing)	\$ 29.709	\$ 30.897	\$ 32.133	\$ 33.418	\$ 36.326
April 1, 2012 - Base Rate of Pay	\$ 29.328	\$ 30.498	\$ 31.720	\$ 32.990	\$ 35.868
April 1, 2012 - Market Adjusted Rate	\$ 30.284	\$ 31.495	\$ 32.755	\$ 34.065	\$ 37.029
Social Worker - BSW Senior					
Current Rate of Pay	\$ 29.404	\$ 30.581	\$ 31.804	\$ 33.076	\$ 35.964
April 1, 2009 - Rate of Pay	\$ 29.992	\$ 31.193	\$ 32.440	\$ 33.738	\$ 36.683
April 1, 2010 - Rate of Pay	\$ 30.442	\$ 31.661	\$ 32.927	\$ 34.244	\$ 37.233
April 1, 2011 - Base Rate of Pay	\$ 31.051	\$ 32.294	\$ 33.586	\$ 34.929	\$ 37.978
Proposed Market Adjusted Rate (Date of Signing)	\$ 31.211	\$ 32.459	\$ 33.758	\$ 35.108	\$ 38.163
April 1, 2012 - Base Rate of Pay	\$ 31.672	\$ 32.940	\$ 34.258	\$ 35.628	\$ 38.738
April 1, 2012 - Market Adjusted Rate	\$ 31.832	\$ 33.105	\$ 34.430	\$ 35.807	\$ 38.923

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Speech Language Pathologist - Masters					
Current Rate of Pay	\$ 31.756	\$ 33.028	\$ 34.350	\$ 35.723	\$ 38.842
April 1, 2009 - Rate of Pay	\$ 32.391	\$ 33.689	\$ 35.037	\$ 36.437	\$ 39.619
April 1, 2010 - Rate of Pay	\$ 32.877	\$ 34.194	\$ 35.563	\$ 36.984	\$ 40.213
April 1, 2011 - Base Rate of Pay	\$ 33.535	\$ 34.878	\$ 36.274	\$ 37.724	\$ 41.017
Proposed Market Adjusted Rate (Date of Signing)	\$ 34.145	\$ 35.510	\$ 36.930	\$ 38.408	\$ 41.749
April 1, 2012 - Base Rate of Pay	\$ 34.206	\$ 35.576	\$ 36.999	\$ 38.478	\$ 41.837
April 1, 2012 - Market Adjusted Rate	\$ 34.816	\$ 36.208	\$ 37.655	\$ 39.162	\$ 42.569

Notes:

- Base rates for 2009 to 2012 were calculated based on 2% (2009), 1.5% (2010), 2% (2011) and 2% (2012).
- Market Adjusted Rates for 2011 and 2012 were determined taking into account the economic increases proposed for the base rates as well the subsequent impact on market supplements.
- The wage structure shown above is based on the collective bargaining agreements being signed prior to April 1, 2012.