

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION**

**APPENDIX "A" - SALARIES**

**COMMUNITY SUPPORT**

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

A1. Effective April 1, 2026

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1				Activity Aide (Uncertified)	HF		Non-SAP	Non-SAP	2015	Hourly 20.522	21.121	21.740	22.376	23.031				23.491	23.961	24.680
										Monthly 3,445.986	3,546.568	3,650.508	3,757.303	3,867.289				3,944.530	4,023.451	4,144.183
										Annual 41,351.830	42,558.815	43,806.100	45,087.640	46,407.465				47,334.365	48,281.415	49,730.200
2				Activity Aide 1 (Trained)	HF		Non-SAP	Non-SAP	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
										Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
										Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
3			1	Activity Worker - CHC	CHL (Northern Scale)		30004320	MGCCLO1	2080	Hourly 21.522	22.152	22.801	23.469	24.157				24.640	25.132	25.886
										Monthly 3,730.480	3,839.680	3,952.173	4,067.960	4,187.213				4,270.933	4,356.213	4,486.907
										Annual 44,765.760	46,076.160	47,426.080	48,815.520	50,246.560				51,251.200	52,274.560	53,842.800
4				Activity Worker (Certified)	FDL		Non-SAP	Non-SAP	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
										Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
										Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
5				Activity Worker (Uncertified)	FDL		Non-SAP	Non-SAP	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
										Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
										Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
6				Adult Day Centre Attendant	RHC		30004194	CPSRV06	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
										Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
										Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
7				Adult Day Centre Coordinator	RHC		30004218	CPSRV19	2015	Hourly 35.194	36.233	37.307	38.409	39.547				40.338	41.144	42.378
										Monthly 5,909.659	6,084.125	6,264.467	6,449.511	6,640.600				6,773.423	6,908.763	7,115.973
										Annual 70,915.910	73,009.495	75,173.605	77,394.135	79,687.205				81,281.070	82,905.160	85,391.670
8				Aide	MHC		30004445	OEMMID09	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
										Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
										Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
9	23-DUAL	E		Aide - Clerk	GH		30003228	CPWHD11	2015	Hourly 23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072
										Monthly 3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590
										Annual 47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,995.080
10				Bright Start Programmer	NWC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
										Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
										Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
11				Camp Leader	SOGH		30003738	CPSO102	2080	Hourly 17.775	17.775	17.775	17.775	17.775	17.775	18.130	18.483	19.048		
										Monthly 3,081.000	3,081.000	3,081.000	3,081.000	3,081.000	3,142.533	3,205.453	3,301.653			
										Annual 36,972.000	36,972.000	36,972.000	36,972.000	36,972.000	37,710.400	38,465.440	39,619.840			
12				Child Minder	WHC		Non-SAP	Non-SAP	2080	Hourly 17.775	17.775	17.775	17.775	17.775	17.775	17.832	18.189	18.552	19.109	
										Monthly 3,081.000	3,081.000	3,081.000	3,081.000	3,081.000	3,152.760	3,215.680	3,312.227			
										Annual 36,972.000	36,972.000	36,972.000	36,972.000	36,972.000	37,833.120	38,588.160	39,746.720			
13				Community Action & Engagement Programmer	NWC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
										Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
										Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
14				Community Chef	NWC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
										Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
										Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
15				Community Development Programmer	NWC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
										Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
										Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
16				Community Health Worker	Com		30000207	MG2207	2015	Hourly 25.452	26.038	26.641	27.265	27.912	28.547	29.207	29.894	30.608	31.350	32.122
										Monthly 4,141.161	4,204.298	4,268.930	4,335.731	4,404.715	4,475.684	4,548.846	4,623.690	4,700.925	4,780.950	
										Annual 49,693.930	50,451.570	51,203.165	51,956.775	52,736.580	53,542.205	54,382.910	55,262.170	56,180.285	57,139.720	
17				Community Outreach Worker	MCC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
										Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
										Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
18				Community Services Coordinator	Com		30001416	MG22014	2015	Hourly 29.743	30.759	31.827	32.942	34.088	35.224	36.468	37.588	38.840	39.106	40.279
										Monthly 4,994.345	5,164.949	5,344.284	5,519.757	5,723.943	5,914.697	6,123.585	6,311.652	6,437.925	6,566.549	
										Annual 59,932.145	61,979.385	64,131.405	66,237.080	68,687.320	70,976.360	73,483.020	75,739.820	77,255.100	78,798.590	
19				Community Support Worker 2	GWCL		Non-SAP	Non-SAP	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
										Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
20				Cooking and Food Skills Programmer NorWest	NWC		Non-SAP	Non-SAP	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.14		

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A1. Effective April 1, 2026

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
29				Garden and Food Skills Programmer	NWC		Non-SAP	Non-SAP	1950	Hourly Monthly Annual	26,400 4,290,000 51,480,000	27,179 4,416,588 52,999,500	27,979 4,546,588 54,559,950	28,805 4,680,813 56,169,750	29,657 4,819,263 58,331,150	30,532 4,961,450 59,537,400			31,143 5,060,738 60,728,850	31,766 5,161,975 61,943,700	32,719 5,316,838 63,802,050		
30	23-13CERT	A-1		Health Care Aide	Health Care Aide	SBH, LPCH	30004753	CPSB01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
31	23-13CERT	A-1		Health Care Aide	Health Care Aide	CRS	30000210	CPCM01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
32	23-13CERT	A-1		Health Care Aide	Health Care Aide	GH, SH	30003224	CPGH01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
33	23-13CERT	A-1		Health Care Aide	Health Care Aide	CH, HSC, SH	30003441	CPCH01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
34	23-13CERT	A-1		Health Care Aide	Health Care Aide	SOGH, SH	30003705	CPSO01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
35	23-13CERT	A-1		Health Care Aide	Health Care Aide	PAC	30000233	CPPA01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
36	23-13CERT	A-1		Health Care Aide	Health Care Aide	DLC	30003964	CPDL01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
37	23-13CERT	A-1		Health Care Aide	Health Care Aide	RHC	30004195	CPRV01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
38	23-13CERT	A-1		Health Care Aide	Health Care Aide	RPG	30004104	CPRP01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
39	23-13CERT	A-1		Health Care Aide	Health Care Aide	MIH	30003894	CPMC01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
40	23-13UNCERT	A-2		Health Care Aide - Uncertified	Health Care Aide (Uncertified)	VGH	30003176	MGFVH21	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
41	23-13UNCERT	A-2		Health Care Aide - Uncertified	Health Care Aide (Uncertified)	CH	30003274	CPCH42	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
42	23-13UNCERT	A-2		Health Care Aide - Uncertified	Health Care Aide (Uncertified)	MHC	30003352	OEMMID35	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
43	23-13UNCERT	A-2		Health Care Aide - Uncertified - RV	Health Care Aide (Uncertified)	RHC	30003179	CPSRV25	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
44	23-13UNCERT	A-2		Health Care Aide - Uncertified - DL	Health Care Aide (Uncertified)	DLC	30003276	PSDL25	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
45	23-13CERT	A-1		Health Care Aide & Aide Porter	Health Care Aide	MHC	30004444	CPM01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
46	23-13CERT	A-1		Health Care Aide (Certified)	Health Care Aide	ASB, ASJ, ASV, SCPCH	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	23,187 3,767,888 45,214,650	23,867 3,878,388 46,540,650	24,567 3,992,138 47,905,650	25,290 4,109,625 49,315,500	26,033 4,230,363 50,764,350	26,800 4,355,000 52,260,000			27,335 4,441,938 53,303,250	27,882 4,530,825 54,369,900	28,718 4,666,675 56,000,100		
47	23-13CERT	A-1		Health Care Aide (Certified)	Health Care Aide	PPCH	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	23,187 3,767,888 45,214,650	23,867 3,878,388 46,540,650	24,567 3,992,138 47,905,650	25,290 4,109,625 49,315,500	26,033 4,230,363 50,764,350	26,800 4,355,000 52,260,000			27,335 4,441,938 53,303,250	27,882 4,530,825 54,369,900	28,718 4,666,675 56,000,100		
48	23-13CERT	A-1		Health Care Aide (Certified)	Health Care Aide	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH	Non-SAP	Non-SAP	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
49	23-13UNCERT	A-2		Health Care Aide (Uncertified Bridgino)	Health Care Aide (Uncertified)	ASB, ASJ, ASV, SCPCH, CHPCH	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	21,885 3,556,313 42,675,750	22,323 3,627,488 43,529,850	22,769 3,699,963 44,399,550	23,452 3,810,950 45,270,250	24,522 3,937,982 46,140,650	25,290 4,066,675 49,142,520	26,033 4,246,613 50,959,350	26,800 4,355,000 52,260,000			27,335 4,441,938 53,303,250	27,882 4,530,825 54,369,900	28,718 4,666,675 56,000,100
50	23-13UNCERT	A-2		Health Care Aide (Uncertified Bridgino)	Health Care Aide (Uncertified)	ASB, ASJ, ASV, SCPCH	Non-SAP	Non-SAP	2015	Hourly Monthly Annual	21,885 3,674,856 44,098,275	22,323 3,748,404 44,980,845	22,769 3,823,295 45,879,535	23,452 3,937,982 47,255,780	24,522 4,066,675 49,142,520	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770
51	23-13CERT	A-1		Health Care Aide 3	Health Care Aide	MIH	30003895	CPMC01A	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495	26,800 4,500,167 54,002,000			27,335 4,590,002 55,080,025	27,882 4,681,853 56,182,230	28,718 4,822,231 57,866,770		
52	23-13CERT	A-1	1	Health Care Aide Certified - CHC	Health Care Aide	CHL (Northern Scale)	30004335	CPCL01A	2080	Hourly Monthly Annual	24,322 4,215,813 50,589,760	25,035 4,339,400 52,072,800	25,769 4,466,627 53,599,520	26,529 4,598,360 55,180,320	27,309 4,733,560 56,802,720	28,113 5,069,827 60,837,920	28,940 5,421,840 65,076,160			29,542 5,810,950 70,142,520	30,422 6,142,520 72,866,770	31,422 6,500,100 76,000,100	
53			1	Health Care Aide Uncertified	Health Care Aide	CHL (Northern Scale)	30004332	MGHS6	2080	Hourly Monthly Annual	22,954 3,978,693 47,744,320	23,413 4,058,253 48,699,040	23,882 4,139,547 49,674,560	24,598 4,263,653 51,163,840	25,422 4,371,375 52,456,495	26,400 4,500,167 54,002,000	27,335 4,590,002 55,080,025	28,200 4,681,853 56,182,230	29,100 4,772,800 57,264,000	30,000 4,863,700 58,356,000	30,900 4,955,600 59,450,000		
54	23-13CERT	A-1		Health Care Aide-Donwood	Health Care Aide	DM	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	23,187 3,767,888 45,214,650	23,867 3,878,388											

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION**

**APPENDIX "A" - SALARIES**

**COMMUNITY SUPPORT**

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

A1. Effective April 1, 2026

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
57	23-13UNCERT	A-2		Home Care Attendant 1	Health Care Aide (Uncertified)	Com	30006910	MGHS6	2080	Hourly Monthly Annual	21.885 3,793.400 45,520.800							22.323 3,869.320 46,431.840	22.769 3,946.627 47,359.520	23.452 4,065.013 48,780.160		
58	23-13CERT	A-1		Home Care Attendant 2	Health Care Aide	Com	30003004	MGHS4	2080	Hourly Monthly Annual	23.187 4,019.080 48,228.960	23.867 4,136.947 49,643.360	24.567 4,258.280 51,099.360	25.290 4,383.600 52,603.200	26.033 4,512.387 54,148.640	26.800 4,645.333 55,744.000			27.335 4,738.067 56,856.800	27.882 4,832.880 57,994.560	28.718 4,977.787 59,733.440	
59	23-50	R		Home Visitor 2	Home Visitor	Com	30000175	MGHV2	2015	Hourly Monthly Annual	24.039 4,036.549 48,438.585	24.563 4,124.537 49,494.445	25.043 4,205.137 50,461.645	25.538 4,288.256 51,459.070	26.038 4,372.214 52,466.570			26.560 4,459.867 53,518.400	27.091 4,549.030 54,588.365	27.904 4,685.547 56,226.560		
60				Indigenous Cultural Support Worker			Non-SAP	Non-SAP	2080	Hourly Monthly Annual	24.780 4,295.200 51,542.400	25.509 4,421.560 53,058.720	26.260 4,551.733 54,620.800	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160			29.224 5,065.493 60,785.920	29.808 5,166.720 62,000.640	30.702 5,321.680 63,860.160	
61				InSight Mentor			Non-SAP	Non-SAP	1950	Hourly Monthly Annual	28.623 4,651.238 55,614.850	29.268 4,756.050 56,712.000	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100			31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700			
62	23-48	M		Integrated Support Worker		Com	30001875	MGHSS	2080	Hourly Monthly Annual	23.589 4,137.120 49,645.440	24.588 4,258.453 51,101.440	25.209 4,383.427 52,601.120	26.032 4,512.213 54,146.560	26.800 4,645.333 55,744.000	27.588 4,781.920 57,383.040			28.140 4,877.600 58,531.200	28.702 4,975.013 59,700.160	29.563 5,124.255 61,491.040	
63				IOT Outreach Mentor		NWC	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	28.623 4,651.238 55,614.850	29.268 4,756.050 56,712.000	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100			31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700			
64				Kids Corner Assistant		SOGH	30003737	CPSOW01	1950	Hourly Monthly Annual	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250			18.130 2,946.125 35,353.500	18.493 3,005.113 36,061.350	19.048 3,095.300 37,143.600		
65				Lifeguard		SOGH	30003741	CPSOW05	2015	Hourly Monthly Annual	17.775 2,984.719 35,816.625	17.775 2,984.719 35,816.625	18.218 3,059.106 36,709.270	19.104 3,207.880 38,944.560	19.493 3,273.200 39,278.395			19.883 3,338.687 40,664.245	20.281 3,405.518 40,866.215	20.889 3,507.611 42,091.335		
66	23-51A	S		Mental Health - Proctor 2	Mental Health Proctor 2	Com	30003000	MGPR1	2080	Hourly Monthly Annual	21.399 3,709.160 44,509.920	21.983 3,810.387 45,724.640	22.590 3,915.600 46,987.200	23.187 4,019.080 48,228.960	23.796 4,124.640 49,495.680			24.272 4,207.147 50,485.760	24.757 4,291.213 51,494.560	25.500 4,420.000 53,040.000		
67	23-51B	S		Mental Health - Proctor 3	Mental Health Proctor 3	Com	30003001	MGPR2	2080	Hourly Monthly Annual	24.039 4,166.760 50,001.120	24.563 4,257.587 51,091.040	25.043 4,340.787 52,089.440	25.538 4,426.587 53,119.040	26.038 4,513.253 54,159.040			26.560 4,603.733 55,244.800	27.091 4,695.773 56,349.280	27.904 4,836.693 58,400.320		
68				Mental Health Support Worker		CRS	30005877	MG2208	2015	Hourly Monthly Annual	24.207 4,064.759 48,777.105	24.946 4,188.849 50,266.190	25.785 4,329.719 51,956.775	26.655 4,475.819 53,709.825	27.538 4,624.089 55,489.070	28.405 4,769.673 57,236.075			28.974 4,865.218 60,265.920	29.554 4,962.609 61,472.320	30.441 5,111.555 63,317.280	
69				Mental Health Support Worker - Comm		Com	30001864	MG2208	2080	Hourly Monthly Annual	24.207 4,195.880 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400			28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280	
70				Nurses Aide (Uncertified)		MM	Non-SAP	Non-SAP	2015	Hourly Monthly Annual	18.041 3,029.385 36,352.615	18.567 3,117.709 37,412.505	19.107 3,208.384 38,500.605	19.666 3,302.249 39,626.990	20.241 3,398.801 40,785.615			20.645 3,466.640 41,599.675	21.058 3,535.989 42,431.870	21.690 3,621.113 43,705.350		
71	23-13CERT	A-1		Nurses Aide (Trained)	Health Care Aide	FDL	Non-SAP	Non-SAP	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,922.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.720	
72	23-DUAL	E		Nursing Assistant (Dually Trained)		SOGH	30003707	CPWHD1	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930			28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
73	23-DUAL	E		Nursing Assistant (UCA)		PAC, SH	30002829	CPWHD1	2015	Hourly Monthly Annual	24.211 3,958.971 47,507.655	24.211 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930			28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
74	23-13UNCERT	A-2		Nursing Assistant (Uncertified)	Health Care Aide (Uncertified)	HF	Non-SAP	Non-SAP	2015	Hourly Monthly Annual	21.885 3,674.856 44,098.275							22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780		
75	23-DUAL	E		Nursing Assistant (Unit Clerk Assistant)		VGH	30003080	CPWHD1	2015	Hourly Monthly Annual	23.577 3,958.971 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930			28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
76				Occupational Therapy Assistant		Com	30000211	MG2205	2015	Hourly Monthly Annual	21.991 3,692.655 44,311.865	22.631 3,800.122 45,601.465	23.300 3,912.458 46,949.500	23.981 4,026.810 48,321.715	24.687 4,145.359 49,744.305	25.411 4,266.930 51,203.165			26.190 4,352.232 52,226.785	26.437 4,439.213 53,200.555	27.230 4,572.371 54,868.450	
77	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	GH	30006856	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
78	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	PAC	30006858	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
79	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	SBH	30006859	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
80	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	VGH	30006854	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
81	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	CH	30006860	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
82	23-55ORA	U		Operating Room Assistant	Operating Room Assistant	MHC	30006857	CPCS01	2015	Hourly Monthly Annual	27.097 4,550.038 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760	
83				Ophthalmic Assistant		MHC	30004455	OEMMID11	2015	Hourly Monthly Annual	22.775 3,824.302 45,891.625	23.444 3,936.638 47,239.660	24.137 4,053.005 48,636.055	24.845 4,171.890 50,062.675	25.577 4,294.805 51,537.655	26.331 4,421.474 53,056.965			26.857 4,509.738 54,116.855	27.395 4,600.077 55,200.925	28.217 4,738.105 56,857.255	
84	23-55SA	U		OR Attendant	OR Attendant	VGH	30003071	MGFVH08	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.582 4,450.128 53,401.500	27.032 4,539.120 54,469.480	27.843 4,675.304 56,103.645	



**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION**

**APPENDIX "A" - SALARIES**

**COMMUNITY SUPPORT**

- Monthly salaries include a 3.0% increase

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A1. Effective April 1, 2026

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
113				Recreation Facilitator (Uncertified)	ASV, GLL, SEPC		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	20,522 3,445,986 41,351,830	21,121 3,546,568 42,558,815	21,740 3,650,508 43,806,100	22,376 3,757,303 45,087,640	23,031 3,867,289 46,407,465				23,491 3,944,530 47,334,365	23,961 4,023,451 48,281,415	24,680 4,144,183 49,730,200		
114				Recreation Programmer (Certified)	SCPC		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495				26,554 4,458,859 53,506,310	27,086 4,548,191 54,578,290	27,899 4,684,707 56,216,485		
115				Recreation Programmer (Uncertified)	SCPC		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	20,522 3,445,986 41,351,830	21,121 3,546,568 42,558,815	21,740 3,650,508 43,806,100	22,376 3,757,303 45,087,640	23,031 3,867,289 46,407,465				23,491 3,944,530 47,334,365	23,961 4,023,451 48,281,415	24,680 4,144,183 49,730,200		
116				Recreation Worker	DLC		30003912	MHDL01	2015	Hourly Monthly Annual	28,415 4,771,352 57,256,225	29,583 4,967,479 59,609,745	30,720 5,168,400 61,900,800	31,885 5,354,023 64,248,275	33,122 5,561,736 66,740,830				33,784 5,672,897 68,074,760	34,460 5,786,408 69,436,900	35,494 5,960,034 71,520,410		
117				Recreation Worker (Certified)	ASJ		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495				26,554 4,458,859 53,506,310	27,086 4,548,191 54,578,290	27,899 4,684,707 56,216,485		
118	23-47CERT	K		Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPC		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
119	23-47CERT	K		Rehab Assistant	Com		30003006	MGHS3	2080	Hourly Monthly Annual	24,322 4,215,813 50,589,760	25,035 4,339,400 52,072,800	25,770 4,466,800 53,601,600	26,529 4,598,360 55,180,320	27,309 4,733,560 56,802,720	28,114 4,873,093 58,477,120				28,676 4,970,507 59,646,080	29,250 5,070,000 60,840,000	30,128 5,222,187 62,666,240	
120	23-47CERT	K		Rehabilitation Assistant	SBH		30004755	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
121	23-47CERT	K		Rehabilitation Assistant	VGH		30003073	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
122	23-47CERT	K		Rehabilitation Assistant	SOGH		30003706	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
123	23-47CERT	K		Rehabilitation Assistant	DLC		30003967	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
124	23-47CERT	K		Rehabilitation Assistant	MHC		30004448	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
125	23-47CERT	K		Rehabilitation Assistant - GGH	GH		30003227	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
126	23-47CERT	K		Rehabilitation Assistant (Certified)	ASJ		Non-SAP	Non-SAP	1990	Hourly Monthly Annual	24,322 3,952,325 47,427,900	25,035 4,068,188 48,818,250	25,770 4,187,625 50,251,500	26,529 4,310,963 51,731,550	27,309 4,437,713 53,252,550	28,114 4,568,525 54,822,300				28,676 4,659,850 56,918,200	29,250 4,753,125 57,037,500	30,128 4,895,800 58,749,600	
127	23-47CERT	K		Rehabilitation Assistant (Certified)	ASB, SEPC		Non-SAP	Non-SAP	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
128	23-47CERT	K		Rehabilitation Attendant	RHC, LPCH		30004196	CPWHRA10	2015	Hourly Monthly Annual	24,322 4,084,069 49,008,830	25,035 4,203,794 50,445,525	25,770 4,327,213 51,926,550	26,529 4,454,661 53,455,935	27,309 4,585,636 55,027,635	28,114 4,720,809 56,649,710				28,676 4,815,178 57,782,140	29,250 4,911,563 58,938,750	30,128 5,058,993 60,707,920	
129				Resident Aide	GH		30003225	CPGH01A	2015	Hourly Monthly Annual	22,475 3,773,927 45,287,125	23,136 3,884,920 46,619,400	23,816 3,989,103 47,989,240	24,515 4,116,477 49,379,725	25,298 4,237,881 50,854,570	26,082 4,362,811 52,353,730	26,748 4,491,435 53,897,220				27,283 4,581,270 54,975,245	27,829 4,672,953 56,075,435	28,664 4,813,163 57,757,960
130				Residential Care Worker	Com		30536419	CPSHWC02	2080	Hourly Monthly Annual	21,108 3,658,720 43,904,640	21,779 3,775,027 45,300,320	22,452 3,891,680 46,700,160	23,169 4,015,960 48,191,520	23,934 4,148,560 49,782,720	24,698 4,280,987 51,371,840	25,475 4,415,667 52,988,000				25,985 4,504,067 54,048,800	26,505 4,594,200 55,130,400	27,300 4,732,000 56,784,000
131				Skill Development Worker	NWC		Non-SAP	Non-SAP	1990	Hourly Monthly Annual	18,290 2,972,125 35,665,500	19,588 3,183,050 38,196,600	20,883 3,393,488 40,721,850	22,183 3,604,738 43,256,850	25,841 3,925,525 47,321,550	26,434 4,295,525 51,546,300				26,962 4,381,325 52,575,900	27,502 4,469,075 53,628,900	28,327 4,603,138 55,237,650	
132				Support Worker	NWC		Non-SAP	Non-SAP	1990	Hourly Monthly Annual	24,267 3,943,388 47,320,650	24,799 4,029,838 48,358,050	25,343 4,118,238 49,418,850	25,841 4,199,163 50,389,950	26,434 4,295,525 51,546,300				26,962 4,381,325 52,575,900	27,502 4,469,075 53,628,900	28,327 4,603,138 55,237,650		
133				Systems Navigation Support Worker - 1885	Com		30005331	MGZ208	2015	Hourly Monthly Annual	24,207 4,064,759 48,777,105	24,946 4,188,849 50,266,190	25,785 4,329,731 51,956,775	26,655 4,475,819 53,709,825	27,538 4,624,089 55,489,070	28,405 4,769,673 57,236,075				28,974 4,865,218 58,382,610	29,554 4,962,609 59,551,310	30,441 5,111,551 61,338,615	
134				Therapeutic Recreation (Certified) - Donwood	DM		Non-SAP	Non-SAP	1990	Hourly Monthly Annual	22,391 3,635,538 43,662,450	23,048 3,745,300 44,943,600	23,724 3,855,150 46,261,800	24,418 3,967,925 47,615,100	25,138 4,084,925 49,019,100				25,641 4,166,663 49,999,950	26,154 4,250,025 51,000,300	26,939 4,377,588 52,531,050		
135				Therapeutic Recreation Facilitator	RHC		30004223	CPPRV02	2015	Hourly Monthly Annual	28,415 4,771,352 57,256,225	29,583 4,967,479 59,609,745	30,720 5,168,400 61,900,800	31,885 5,354,023 64,248,275	33,122 5,561,736 66,740,830				33,784 5,672,897 68,074,760	34,460 5,786,408 69,436,900	35,494 5,960,034 71,520,410		
136				Therapeutic Recreation Facilitator	SCPC				2015	Hourly Monthly Annual	23,187 3,893,484 46,721,805	23,867 4,007,667 48,092,005	24,567 4,125,209 49,502,505	25,290 4,246,613 50,959,350	26,033 4,371,375 52,456,495				26,554 4,458,859 53,506,310	27,086 4,548,191 54,578,290	27,899 4,684,707 56,216,485		
137				Transport Assistant	SOGH		30003694	CPSO08	2015	Hourly Monthly Annual	21,474 3,605,843 43,270,110	22,102 3,711,294 44,535,330	22,751 3,820,272 45,843,265	23,421 3,932,776 47,193,315	24,109 4,048,303 48,579,635	24,819 4,167,524 50,010,285				25,310 4,250,810 51,009,725	25,822 4,335,944 52,031,330	26,597 4,466,080 53,592,955	
138	23-DUAL	E		Unit Assistant	CH		30003444	CPWHD1T	2015	Hourly Monthly Annual	23,577 3,958,971 47,507,655	24,271 4,075,505 48,906,065	24,984 4,195,230 50,342,760	25,718 4,318,481 51,821,770	26,477 4,445,930 53,351,155	27,258 4,577,073 54,924,870	28,062 4,712,078 56,544,930				28,624 4,806,447 57,677,360	29,196 4,902,495 58,829,940	30,072 5,049,590 60,595,080

\* Please refer to Site Abbrev lab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.  
 † Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024.