

**PSAC FNHA COLLECTIVE AGREEMENT
WAGE SCHEDULES**

April 1, 2017 – March 31, 2020

**Disclaimer: these calculations are
subject to verification by the Union.**

APPENDIX “A” WAGE SCHEDULES

AS – ADMINISTRATIVE SERVICES GROUP ANNUAL RATES OF PAY3
CR – CLERICAL AND REGULATORY GROUP ANNUAL RATES OF PAY5
DA – DATA PROCESSING GROUP ANNUAL RATES OF PAY7
EG – ENGINEERING AND SCIENTIFIC SUPPORT GROUP ANNUAL RATES OF PAY9
PM – PROGRAM ADMINSTRATIION GROUP ANNUAL RATES OF PAY 11

AS – ADMINISTRATIVE SERVICES GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2017
- B) Effective April 01, 2018
- C) Effective April 01, 2019

AS - Development

From:	\$	47981
To:	A	48701
	B	49675
	C	50917

AS-1	Step	1	2	3	4
From:	\$	50417	52335	54323	56388
To:	A	51173	53120	55138	57234
	B	52196	54182	56241	58379
	C	53501	55537	57647	59838

AS-2	Step	1	2	3
From:	\$	56181	58315	60532
To:	A	57024	59190	61440
	B	58164	60374	62669
	C	59618	61883	64236

AS-3	Step	1	2	3
From:	\$	60217	62505	64880
To:	A	61120	63443	65853
	B	62342	64712	67170
	C	63901	66330	68849

AS-4	Step	1	2	3
From:	\$	65778	68278	71079
To:	A	66765	69302	72145
	B	68100	70688	73588
	C	69803	72455	75428

AS-5	Step	1	2	3
From:	\$	78528	81514	84902
To:	A	79706	82737	86176
	B	81300	84392	87900
	C	83333	86502	90098

AS-6	Step	1	2	3
From:	\$	87471	90796	94363
To:	A	88783	92158	95778
	B	90559	94001	97694
	C	92823	96351	100136

AS-7	Step	1	2	3	4	5
From:	\$	92074	95577	99204	102185	105278
To:	A	93455	97011	100692	103718	106857
	B	95324	98951	102706	105792	108994
	C	97707	101425	105274	108437	111719

CR – CLERICAL AND REGULATORY GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2017
- B) Effective April 01, 2018
- C) Effective April 01, 2019

CR-3	Step	1	2	3	4
From:	\$	42141	43244	44350	45455
To:	A	42773	43893	45015	46137
	B	43628	44771	45915	47060
	C	44719	45890	47063	48237

CR-4	Step	1	2	3	4
From:	\$	46690	47931	49167	50398
To:	A	47390	48650	49905	51154
	B	48338	49623	50903	52177
	C	49546	50864	52176	53481

CR-5	Step	1	2	3	4
From:	\$	51028	52429	53844	55243
To:	A	51793	53215	54652	56072
	B	52829	54279	55745	57193
	C	54150	55636	57139	58623

CR-6	Step	1	2	3	4
From:	\$	58082	59609	61123	62652
To:	A	58953	60503	62040	63592
	B	60132	61713	63281	64864
	C	61635	63256	64863	66486

CR-7	Step	1	2	3	4
From:	\$	64426	66209	67993	69795
To:	A	65392	67202	69013	70842
	B	66700	68546	70393	72259
	C	68368	70260	72153	74065

DA – DATA PROCESSING GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2017**
- B) Effective April 01, 2018**
- C) Effective April 01, 2019**

SUBGROUP - DATA CONVERSION

DA-CON-3	Step	1	2	3	4
From:	\$	41327	42486	43644	44804
To:	A	41947	43123	44299	45476
	B	42786	43985	45185	46386
	C	43856	45085	46315	47546

DA-CON-4	Step	1	2	3	4
From:	\$	51994	53267	54555	55836
To:	A	52774	54066	55373	56674
	B	53829	55147	56480	57807
	C	55175	56526	57892	59252

DA-CON-5	Step	1	2	3	4
From:	\$	55156	56565	57980	59389
To:	A	55983	57413	58850	60280
	B	57103	58561	60027	61486
	C	58531	60025	61528	63023

DA-CON-6	Step	1	2	3	4
From:	\$	57543	59098	60643	62192
To:	A	58406	59984	61553	63125
	B	59574	61184	62784	64388
	C	61063	62714	64354	65998

DA-CON-7	Step	1	2	3	4
From:	\$	65267	66980	68688	70404
To:	A	66246	67985	69718	71460
	B	67571	69345	71112	72889
	C	69260	71079	72890	74711

DA-CON-8	Step	1	2	3	4
From:	\$	68611	70501	72384	74287
To:	A	69640	71559	73470	75401
	B	71033	72990	74939	76909
	C	72809	74815	76812	78832

Special Level C	Step	1
From:	\$	40229
To:	A	40832
	B	41649
	C	42690

EG – ENGINEERING AND SCIENTIFIC SUPPORT GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2017
- B) Effective April 01, 2018
- C) Effective April 01, 2019

EG-1	Step	1	2	3	4	5	6
From:	\$	43996	45753	47588	49488	51470	53530
To:	A	44656	46439	48302	50230	52242	54333
	B	45549	47368	49268	51235	53287	55420
	C	46688	48552	50500	52516	54619	56806

EG-2	Step	1	2	3	4	5	6
From:	\$	48398	50331	52348	54438	56615	58882
To:	A	49124	51086	53133	55255	57464	59765
	B	50106	52108	54196	56360	58613	60960
	C	51359	53411	55551	57769	60078	62484

EG-3	Step	1	2	3	4	5	6
From:	\$	53235	55366	57580	59880	62279	64769
To:	A	54034	56196	58444	60778	63213	65741
	B	55115	57320	59613	61994	64477	67056
	C	56493	58753	61103	63544	66089	68732

EG-4	Step	1	2	3	4	5	6
From:	\$	58561	60903	63340	65874	68504	71247
To:	A	59439	61817	64290	66862	69532	72316
	B	60628	63053	65576	68199	70923	73762
	C	62144	64629	67215	69904	72696	75606

EG-5	Step	1	2	3	4	5	6
From:	\$	64414	66988	69673	72455	75358	78369
To:	A	65380	67993	70718	73542	76488	79545
	B	66688	69353	72132	75013	78018	81136
	C	68355	71087	73935	76888	79968	83164

EG-6	Step	1	2	3	4	5	6
From:	\$	70857	73690	76641	79703	82890	86206
To:	A	71920	74795	77791	80899	84133	87499
	B	73358	76291	79347	82517	85816	89249
	C	75192	78198	81331	84580	87961	91480

EG-7	Step	1	2	3	4	5	6
From:	\$	77942	81062	84303	87673	91184	94830
To:	A	79111	82278	85568	88988	92552	96252
	B	80693	83924	87279	90768	94403	98177
	C	82710	86022	89461	93037	96763	100631

EG-8	Step	1	2	3	4	5	6
From:	\$	85740	89168	92731	96441	100301	104312
To:	A	87026	90506	94122	97888	101806	105877
	B	88767	92316	96004	99846	103842	107995
	C	90986	94624	98404	102342	106438	110695

PM – PROGRAM ADMINISTRATION GROUP ANNUAL RATES OF PAY

- A) Effective April 01, 2017**
- B) Effective April 01, 2018**
- C) Effective April 01, 2019**

PM - Development

From: \$ 47981
 To: A 48701
 B 49675
 C 50917

PM-1	Step	1	2	3	4
From:	\$	50417	52335	54323	56388
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	C	53501	55537	57647	59838

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	C	63901	66330	68849

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	B	68100	70688	73588
	C	69803	72455	75428

PM-5	Step	1	2	3
From:	\$	78528	81514	84902
To:	A	79706	82737	86176
	B	81300	84392	87900
	C	83333	86502	90098

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From:	\$	92074	95577	99204	102185	105278
To:	A	93455	97011	100692	103718	106857
	B	95324	98951	102706	105792	108994
	C	97707	101425	105274	108437	111719

PM - 7	Range			
From:	\$	95071	to	111904
To:	A	96497	to	113583
	B	98427	to	115855
	C	10088	to	118751
		8		