

BI-WEEKLY RATES BASED ON 84 HOURS BI-WEEKLY

POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE FEB 28, 2021			EFFECTIVE FEB 27, 2022			EFFECTIVE SEPT 11, 2022			EFFECTIVE FEB 26, 2023		
				2.0%			1.0%			1.5%			1.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
EMERGENCY PARAMEDIC 1 0 to 12 months* (former Attendant Trainee 13 to 24 month rate) 13 to 24 months*	078335	101	84	\$25.01	\$2,100.92	\$54,623.81	\$25.26	\$2,121.92	\$55,170.05	\$25.64	\$2,153.75	\$55,997.60	\$25.90	\$2,175.29	\$56,557.57
EMERGENCY PARAMEDIC 2 After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078445	102	84	\$34.13	\$2,866.93	\$74,540.08	\$34.47	\$2,895.60	\$75,285.48	\$34.99	\$2,939.03	\$76,414.76	\$35.34	\$2,968.42	\$77,178.91
EMERGENCY PARAMEDIC 2 - ICP After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078665	113	84	\$41.27	\$3,466.71	\$90,134.37	\$41.68	\$3,501.37	\$91,035.71	\$42.31	\$3,553.89	\$92,401.25	\$42.73	\$3,589.43	\$93,325.26
EMERGENCY PARAMEDIC 2 - ACP After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078375	108	84	\$39.25	\$3,296.96	\$85,721.09	\$39.64	\$3,329.93	\$86,578.30	\$40.24	\$3,379.88	\$87,876.97	\$40.64	\$3,413.68	\$88,755.74
MSP COMMUNITY PARAMEDIC ICP After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078455	109	84	\$42.92	\$3,605.37	\$93,739.74	\$43.35	\$3,641.43	\$94,677.14	\$44.00	\$3,696.05	\$96,097.30	\$44.44	\$3,733.01	\$97,058.27
MSP COMMUNITY PARAMEDIC ACP After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078385	110	84	\$40.82	\$3,428.84	\$89,149.93	\$41.23	\$3,463.13	\$90,041.43	\$41.85	\$3,515.08	\$91,392.05	\$42.26	\$3,550.23	\$92,305.97
LEAD MSP COMMUNITY PARAMEDIC 1	078465	114	84	\$51.53	\$4,328.11	\$112,530.81	\$52.04	\$4,371.39	\$113,656.12	\$52.82	\$4,436.96	\$115,360.96	\$53.35	\$4,481.33	\$116,514.57
MSP COMMUNITY PARAMEDIC PCP 1 2 3 4 5	078395	120	84	\$35.50	\$2,981.60	\$77,521.68	\$35.85	\$3,011.42	\$78,296.90	\$36.39	\$3,056.59	\$79,471.35	\$36.75	\$3,087.16	\$80,266.06
EMERGENCY PARAMEDIC 2 - ACP Practitioner (ACP-P) After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078405	121	84	\$40.03	\$3,362.90	\$87,435.51	\$40.43	\$3,396.53	\$88,309.86	\$41.04	\$3,447.48	\$89,634.51	\$41.45	\$3,481.96	\$90,530.86
COMMUNICATION OPERATOR (CO) First 12 months After 12 months After 24 months After 36 months	078585	106	84	\$25.57	\$2,148.12	\$55,851.10	\$25.83	\$2,169.60	\$56,409.61	\$26.22	\$2,202.14	\$57,255.75	\$26.48	\$2,224.17	\$57,828.31
SENIOR COMMUNICATION OPERATOR (SCO) After 5 years service as ACO After 6 years service as SACO	078605	111	84	\$42.95	\$3,608.00	\$93,808.11	\$43.38	\$3,644.08	\$94,746.19	\$44.03	\$3,698.75	\$96,167.38	\$44.47	\$3,735.73	\$97,129.05
LEAD COMMUNICATION OPERATOR 1	078625	100	84	\$45.35	\$3,809.51	\$99,047.13	\$45.80	\$3,847.60	\$100,037.60	\$46.49	\$3,905.31	\$101,538.17	\$46.96	\$3,944.37	\$102,553.55

*NOTE: Changes in timing of increments are not intended to provide a new/greater benefit or accelerated progression but are to reflect the current practice of salary administration.

In accordance with a Supplementary Agreement signed November 29, 2007 between the City of Winnipeg, PPAW and CUPE should CUPE Communications Operators be paid a higher wage due to negotiated wage increases, PPAW Communication Operators will be paid the CUPE wage rate.

BI-WEEKLY RATES BASED ON 84 HOURS BI-WEEKLY (Continued)

POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE SEPT 10, 2023			EFFECTIVE FEB 29, 2024		
				1.5%			2.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
EMERGENCY PARAMEDIC 1 0 to 12 months* (former Attendant Trainee 13 to 24 month rate) 13 to 24 months*	078335	101	84	\$26.28 \$31.29	\$2,207.92 \$2,628.76	\$57,405.94 \$68,347.85	\$26.81 \$31.92	\$2,252.08 \$2,681.34	\$58,554.06 \$69,714.80
EMERGENCY PARAMEDIC 2 After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078445	102	84	\$35.87 \$36.21 \$41.22 \$42.45 \$43.74	\$3,012.95 \$3,041.66 \$3,462.50 \$3,566.12 \$3,674.53	\$78,336.59 \$79,083.04 \$90,024.94 \$92,719.08 \$95,537.69	\$36.59 \$36.93 \$42.04 \$43.30 \$44.62	\$3,073.20 \$3,102.49 \$3,531.75 \$3,637.44 \$3,748.02	\$79,903.32 \$80,664.70 \$91,825.44 \$94,573.46 \$97,448.45
EMERGENCY PARAMEDIC 2 - ICP After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078665	113	84	\$43.37 \$44.61 \$45.00 \$46.29	\$3,643.27 \$3,746.90 \$3,780.09 \$3,888.49	\$94,725.14 \$97,419.28 \$98,282.23 \$101,100.84	\$44.24 \$45.50 \$45.90 \$47.22	\$3,716.14 \$3,821.83 \$3,855.69 \$3,966.26	\$96,619.64 \$99,367.66 \$100,247.87 \$103,122.86
EMERGENCY PARAMEDIC 2 - ACP After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078375	108	84	\$41.25 \$41.64 \$47.40 \$48.82 \$50.31	\$3,464.89 \$3,497.90 \$3,981.87 \$4,101.04 \$4,225.71	\$90,087.08 \$90,945.49 \$103,528.69 \$106,626.95 \$109,868.35	\$42.07 \$42.47 \$48.35 \$49.80 \$51.31	\$3,534.19 \$3,567.86 \$4,061.51 \$4,183.06 \$4,310.22	\$91,888.82 \$92,764.40 \$105,599.26 \$108,759.48 \$112,065.71
MSP COMMUNITY PARAMEDIC ICP After 36 months (Effective Feb 10, 2013) After 48 months (Effective Feb 10, 2013) After 5 years of service After 11 years of service	078455	109	84	\$45.11 \$46.39 \$46.80 \$48.14	\$3,789.01 \$3,896.77 \$3,931.29 \$4,044.03	\$98,514.15 \$101,316.05 \$102,213.52 \$105,144.87	\$46.01 \$47.32 \$47.74 \$49.11	\$3,864.79 \$3,974.71 \$4,009.91 \$4,124.91	\$100,484.43 \$103,342.37 \$104,257.79 \$107,247.77
MSP COMMUNITY PARAMEDIC ACP After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078385	110	84	\$42.90 \$43.31 \$49.30 \$50.77 \$52.32	\$3,603.48 \$3,637.82 \$4,141.15 \$4,265.08 \$4,394.73	\$93,690.56 \$94,583.31 \$107,669.83 \$110,892.02 \$114,263.08	\$43.76 \$44.17 \$50.29 \$51.79 \$53.36	\$3,675.55 \$3,710.58 \$4,223.97 \$4,350.38 \$4,482.63	\$95,564.37 \$96,474.98 \$109,823.23 \$113,109.86 \$116,548.34
LEAD MSP COMMUNITY PARAMEDIC 1	078465	114	84	\$54.15	\$4,548.55	\$118,262.29	\$55.23	\$4,639.52	\$120,627.54
MSP COMMUNITY PARAMEDIC PCP 1 2 3 4 5	078395	120	84	\$37.30 \$37.66 \$42.87 \$44.15 \$45.49	\$3,133.46 \$3,163.32 \$3,601.00 \$3,708.76 \$3,821.51	\$81,470.05 \$82,246.36 \$93,625.94 \$96,427.85 \$99,359.20	\$38.05 \$38.41 \$43.73 \$45.03 \$46.40	\$3,196.13 \$3,226.59 \$3,673.02 \$3,782.94 \$3,897.94	\$83,099.46 \$83,891.28 \$95,498.46 \$98,356.40 \$101,346.39
EMERGENCY PARAMEDIC 2 - ACP Practitioner (ACP-P) After 24 months* After 30 months* After 36 months* After 48 months* After 11 years of service	078405	121	84	\$42.07 \$42.47 \$48.35 \$49.80 \$51.31	\$3,534.19 \$3,567.86 \$4,061.51 \$4,183.06 \$4,310.22	\$91,888.82 \$92,764.40 \$105,599.26 \$108,759.48 \$112,065.71	\$42.92 \$43.32 \$49.32 \$50.79 \$52.34	\$3,604.87 \$3,639.22 \$4,142.74 \$4,266.72 \$4,396.42	\$93,726.60 \$94,619.69 \$107,711.25 \$110,934.67 \$114,307.03
COMMUNICATION OPERATOR (CO) First 12 months After 12 months After 24 months After 36 months	078585	106	84	\$26.88 \$32.00 \$36.67 \$41.93	\$2,257.53 \$2,687.83 \$3,080.64 \$3,522.36	\$58,695.73 \$69,883.49 \$80,096.66 \$91,581.24	\$27.41 \$32.64 \$37.41 \$42.77	\$2,302.68 \$2,741.58 \$3,142.25 \$3,592.80	\$59,869.65 \$71,281.16 \$81,698.59 \$93,412.87
SENIOR COMMUNICATION OPERATOR (SCO) After 5 years service as ACO After 6 years service as SACO	078605	111	84	\$45.14 \$46.50	\$3,791.77 \$3,905.89	\$98,585.99 \$101,553.03	\$46.04 \$47.43	\$3,867.60 \$3,984.00	\$100,557.71 \$103,584.09
LEAD COMMUNICATION OPERATOR 1	078625	100	84	\$47.66	\$4,003.53	\$104,091.85	\$48.61	\$4,083.60	\$106,173.69

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POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE FEB 28, 2021			EFFECTIVE FEB 27, 2022			EFFECTIVE SEPT 11, 2022			EFFECTIVE FEB 26, 2023		
				2.0%			1.0%			1.5%			1.0%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
STOREKEEPER 1	078632	109	80	\$28.90	\$2,311.76	\$60,105.67	\$29.19	\$2,334.87	\$60,706.73	\$29.62	\$2,369.90	\$61,617.33	\$29.92	\$2,393.60	\$62,233.51
1 After 5 years of service				\$29.76	\$2,380.61	\$61,895.75	\$30.06	\$2,404.41	\$62,514.71	\$30.51	\$2,440.48	\$63,452.43	\$30.81	\$2,464.88	\$64,086.95
STOREKEEPER 3	078642	108	80	\$31.14	\$2,491.02	\$64,766.58	\$31.45	\$2,515.93	\$65,414.24	\$31.92	\$2,553.67	\$66,395.46	\$32.24	\$2,579.21	\$67,059.41
1 After 5 years of service				\$32.05	\$2,564.17	\$66,668.29	\$32.37	\$2,589.81	\$67,334.97	\$32.86	\$2,628.65	\$68,345.00	\$33.19	\$2,654.94	\$69,028.45
VEHICLE SERVICE ATTENDANT	078672	114	80	\$26.84	\$2,147.16	\$55,826.07	\$27.11	\$2,168.63	\$56,384.33	\$27.51	\$2,201.16	\$57,230.10	\$27.79	\$2,223.17	\$57,802.40
1															
FIELD TECHNOLOGY SUPPORT SPECIALIST	078962	115	80	\$30.19	\$2,415.12	\$62,793.19	\$30.49	\$2,439.27	\$63,421.12	\$30.95	\$2,475.86	\$64,372.44	\$31.26	\$2,500.62	\$65,016.16
1				\$32.00	\$2,560.03	\$66,560.66	\$32.32	\$2,585.63	\$67,226.26	\$32.81	\$2,624.41	\$68,234.66	\$33.13	\$2,650.65	\$68,917.00
2				\$33.92	\$2,713.62	\$70,554.20	\$34.26	\$2,740.76	\$71,259.74	\$34.77	\$2,781.87	\$72,328.64	\$35.12	\$2,809.69	\$73,051.92
3				\$35.96	\$2,876.45	\$74,787.61	\$36.32	\$2,905.21	\$75,535.48	\$36.86	\$2,948.79	\$76,668.51	\$37.23	\$2,978.28	\$77,435.20
4				\$38.11	\$3,049.03	\$79,274.68	\$38.49	\$3,079.52	\$80,067.42	\$39.07	\$3,125.71	\$81,268.44	\$39.46	\$3,156.97	\$82,081.12
5															
LIGHT FLEET LEAD HAND	078662	116	80	\$28.18	\$2,254.51	\$58,617.38	\$28.46	\$2,277.06	\$59,203.55	\$28.89	\$2,311.22	\$60,091.60	\$29.18	\$2,334.33	\$60,692.52
1															
QUALITY IMPROVEMENT ANALYST - COMMUNITY PARAMEDICINE (New class effective May 19, 2023)	078972	117	80	\$40.79	\$3,263.31	\$84,846.14	\$41.20	\$3,295.95	\$85,694.60	\$41.82	\$3,345.39	\$86,980.02	\$42.24	\$3,378.84	\$87,849.82
1				\$42.01	\$3,360.97	\$87,385.29	\$42.43	\$3,394.58	\$88,259.14	\$43.07	\$3,445.50	\$89,583.03	\$43.50	\$3,479.96	\$90,478.86
2				\$43.29	\$3,463.14	\$90,041.76	\$43.72	\$3,497.78	\$90,942.17	\$44.38	\$3,550.24	\$92,306.31	\$44.82	\$3,585.74	\$93,229.37
3				\$44.59	\$3,567.04	\$92,743.01	\$45.03	\$3,602.71	\$93,670.44	\$45.71	\$3,656.75	\$95,075.50	\$46.17	\$3,693.32	\$96,026.25
4															

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POSITION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE SEPT 10, 2023			EFFECTIVE FEB 29, 2024			
				1.5%			2.0%			
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	
STOREKEEPER 1	078632	109	80							
1				\$30.37	\$2,429.50	\$63,167.01	\$30.98	\$2,478.09	\$64,430.35	
After 5 years of service				\$31.27	\$2,501.86	\$65,048.26	\$31.90	\$2,551.89	\$66,349.22	
STOREKEEPER 3	078642	108	80							
1				\$32.72	\$2,617.90	\$68,065.30	\$33.38	\$2,670.25	\$69,426.61	
After 5 years of service				\$33.68	\$2,694.76	\$70,063.88	\$34.36	\$2,748.66	\$71,465.15	
VEHICLE SERVICE ATTENDANT	078672	114	80							
1				\$28.21	\$2,256.52	\$58,669.43	\$28.77	\$2,301.65	\$59,842.82	
FIELD TECHNOLOGY SUPPORT SPECIALIST	078962	115	80							
1				\$31.73	\$2,538.13	\$65,991.40	\$32.36	\$2,588.89	\$67,311.23	
2				\$33.63	\$2,690.41	\$69,950.76	\$34.30	\$2,744.22	\$71,349.78	
3				\$35.65	\$2,851.83	\$74,147.70	\$36.36	\$2,908.87	\$75,630.66	
4				\$37.79	\$3,022.95	\$78,596.73	\$38.54	\$3,083.41	\$80,168.66	
5				\$40.05	\$3,204.32	\$83,312.34	\$40.86	\$3,268.41	\$84,978.58	
LIGHT FLEET LEAD HAND	078662	116	80							
1				\$29.62	\$2,369.34	\$61,602.91	\$30.21	\$2,416.73	\$62,834.96	
QUALITY IMPROVEMENT ANALYST - COMMUNITY	078972	117	80							
PARAMEDICINE (New class effective May 19, 2023)										
1				\$42.87	\$3,429.52	\$89,167.57	\$43.73	\$3,498.11	\$90,950.92	
2				\$44.15	\$3,532.16	\$91,836.04	\$45.03	\$3,602.80	\$93,672.77	
3				\$45.49	\$3,639.53	\$94,627.81	\$46.40	\$3,712.32	\$96,520.37	
4				\$46.86	\$3,748.72	\$97,466.65	\$47.80	\$3,823.69	\$99,415.98	

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