

# MANAGEMENT CLASSIFICATION & COMPENSATION FRAMEWORK: COMPENSATION RULES

JULY 1, 2020



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# MANAGEMENT CLASSIFICATION AND COMPENSATION FRAMEWORK

The Management Classification and Compensation Framework (MCCF) is designed to meet a Ministry's strategic and operational needs, while providing a consistent approach to management compensation that differentiates the diversity of work and provides managers with clear guidance and tools to assist making appropriate compensation decisions. MCCF applies to excluded management employees and positions covered under the *Public Service Act*.

These guidelines are consistent with the Public Sector Employers' Council (PSEC) Secretariat's public sector compensation philosophy, which was implemented across the public sector in 2015 and builds on our four shared principles of **Performance, Differentiation, Transparency, and Accountability**. This common philosophy provides a standardized foundation for compensation decisions across the broader public sector.

## Delegated Authority Model

MCCF utilizes a delegated authority model which provides Deputy Ministers the authority to approve classification and compensation decisions for excluded management positions within their Ministry, organization or area of control. Under a delegated authority model, Ministries are responsible for managing excluded management classification and compensation decisions consistent with the MCCF Job Evaluation Plan and the MCCF Compensation Rules. Some of this authority can be delegated further down the command structure in an organization. The following table outlines the levels that classification and compensation decisions can be delegated to.

Area of Delegation	Delegation Level	Details
Compensation – Approving salaries for excluded managers when they are hired or as the result of a staffing action or reclassification.	DM Associate DM ADM Exec Leads Excluded Mgrs	Deputy Ministers are responsible for all excluded management compensation decisions within their Ministry or organization. Compensation decisions can be delegated to ADM or senior excluded levels. Areas that delegate to the ADM level or lower are expected to adopt consistent policies and practices within their business unit or sector. Ministries must ensure excluded managers are aware of their internal practices and policies regarding compensation decisions for excluded managers. The public service will report annually to PSEC Secretariat regarding excluded management compensation increases.
Annual Performance	DM Associate DM	Annual performance based in-range movement decisions can be delegated to the ADM level only.

Area of Delegation	Delegation Level	Details
Based In-Range Compensation Adjustments	ADM	Ministries must ensure that all performance based increases provided adhere to the MCCF Compensation Rules, the performance based in-range eligibility criteria and the four principles outlined by PSEC Secretariat.
Special Management Compensation Adjustments	DM Associate DM	Special management compensation adjustments may only be approved by a Deputy Minister or an Associate DM. Approval of special management compensation adjustments cannot be delegated to the ADM level or lower.
Classification Bands 1 - 5	DM Associate DM	Deputy Minister's and Associate DMs have the authority to approve the MCCF band/classification for bands 1-5 after they have received a recommendation from Classification Services, PSA. Existing positions cannot be reclassified by more than one band.
Classification Band 6	DM, PSA	Only the Deputy Minister of the PSA has the authority to approve band 6 roles. Ministries should have approval of their Deputy Minister prior to submitting a band 6 request.

## Exclusions

All BC Public Service positions belong to a union unless there is an agreement between the Province and the appropriate union that allows a position to be “excluded” from union membership. All new positions must be submitted to the union for exclusion approval prior to posting for hiring unless the position is statutorily excluded in the *Public Service Labour Relations Act*. As well positions must be included in the Union database for tracking prior to posting. If an existing excluded position has significantly changed, the reason for the exclusion approval from the union may no longer apply and the position should be submitted to Classification Services, PSA for the exclusion approval process to confirm whether exclusion from the union continues to be valid.

A new exclusion process is being piloted based on the recently negotiated 18th Main Agreement with the BCGEU. The new exclusion process is outlined below along with the classification process.



## Merit

Hiring decisions in the BC public service are based on merit to ensure they are non-partisan and reflect competence and ability to do the job. Please refer to the *Public Service Act* for more information on merit.

To meet the requirements of the *Public Service Act*, new positions or altered vacant positions need to be classified and filled through a merit-based process. If there is a significant change to the role of an excluded management position that indicates an upward reclassification of more than one band, the position is considered a new role and reclassification is not an option. Permanent and temporary appointments over seven months are subject to the requirements under the *Public Service Act* and additional information on how to fill a vacancy is available on MyHR. The PSA can provide advice on the best course of action.

## Exclusion and Classification Process Bands 1 - 5

When a new excluded position is created, or an existing excluded position is out-dated, or the accountabilities and responsibilities of the role have changed, the position needs to be excluded from the bargaining unit and assessed for its classification level using the MCCF Job Evaluation Plan. The following steps outline the process for getting a position classified. Please note positions cannot be reclassified by two band levels. Any position that a Ministry considers requires a two band reclassification represents a new position and must go through the classification and exclusion process. New positions that represent benchmark jobs, job store profiles that have not been altered, and well established pattern jobs in a Ministry do not need to be submitted to PSA for classification review as their band level has already been determined.

Positions cannot be reclassified more than once per 12 month period. Positions that are represented by benchmarks cannot be reclassified to a different band by the Ministry. Proposed changes to the band for positions represented by benchmarks must be approved by the Deputy Minister of the Public Service Agency.

Step 1: Develop the job profile, organization chart and the proposed band with supporting rationale. The supervisor's job profile is also required for the exclusion process unless the position reports to an ADM or higher. The supervising manager is accountable for ensuring the job profile accurately reflects the duties of the new or revised position. The org chart must include accurate information showing job titles, position numbers and classifications, and reporting relationships.

Step 2: Submit all of the documents to MyHR for the PSA exclusion and classification review process.

Step 3: The PSA will confirm if the position is viable for exclusion in accordance with the *Public Service Labour Relations Act*.

Step 4: Once exclusion viability is determined by the PSA, Classification Services will provide the Ministry with an MCCF band allocation recommendation. The position will then be submitted to the union for exclusion approval/determination. If the position does not appear to meet the exclusion viability as per the *Public Service Labour Relations Act*, Classification Services will inform the Ministry of the appropriate bargaining unit classification.

Step 5: For positions with an approved exclusion, the Ministry can then seek final approval for the classification level from their Deputy Minister.

Step 6: Once a classification level has been approved by your Ministry's Deputy Minister submit a request noting DM approval to MyHR to update the position's classification level or to initiate a staffing action.

## **Classification Process Band 6**

Band 6 classifications can only be approved by the Deputy Minister, PSA. Requests for band 6 positions must be submitted to the Total Compensation Branch, PSA who will review the request and provide analysis and a recommendation to the Deputy Minister, PSA for consideration. Requests should be submitted via MyHR to the attention of Total Compensation Branch. The information submitted must include a job profile and an org chart. The org chart must clearly demonstrate reporting relationships and include details such as position titles, position numbers and classification levels. Ministries must have the approval of their Deputy Minister before they submit a band 6 request to the Deputy Minister, PSA. If a Ministry wishes to repurpose a band 6 role it must be submitted to the Deputy Minister, PSA for review to confirm the band 6 allocation. The Deputy Minister, PSA will monitor the allocation of positions to band 6 on an ongoing basis.

## COMPENSATION IN A BROADBAND SALARY MODEL

Broadband salary models provide for a range of compensation levels for each classification level. MCCF utilizes six broadbands. Positions are assigned to a band level using the MCCF Job Evaluation Plan. The full time annual salary ranges and bi-weekly salary amounts are shown for each band, including the maximum, midpoint (50th percentile) and minimum salaries.

### JULY 1, 2020 MCCF SALARY RANGES: ANNUAL, FULL TIME

Band	Minimum	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	Maximum
1	\$56,000.16	\$61,950.15	\$67,900.14	\$73,850.13	\$79,800.12
2	\$65,600.24	\$72,375.24	\$79,150.24	\$85,925.24	\$92,700.24
3	\$76,200.06	\$84,100.05	\$92,000.03	\$99,900.02	\$107,800.00
4	\$90,900.08	\$98,375.12	\$105,850.16	\$113,325.20	\$120,800.24
5	\$105,700.02	\$112,975.02	\$120,250.02	\$127,525.02	\$134,800.02
6	\$121,600.14	\$128,400.12	\$135,200.10	\$142,000.08	\$148,800.06

### JULY 1, 2020 MCCF SALARY RANGES: BI-WEEKLY, FULL TIME

Band	Minimum	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	Maximum
1	\$2,146.48	\$2,374.54	\$2,602.60	\$2,830.67	\$3,058.73
2	\$2,514.45	\$2,774.13	\$3,033.82	\$3,293.51	\$3,553.19
3	\$2,920.74	\$3,223.55	\$3,526.35	\$3,829.16	\$4,131.96
4	\$3,484.19	\$3,770.71	\$4,057.22	\$4,343.74	\$4,630.26
5	\$4,051.47	\$4,330.32	\$4,609.17	\$4,888.02	\$5,166.87
6	\$4,660.92	\$4,921.56	\$5,182.20	\$5,442.85	\$5,703.49

Employees in a permanent position must be paid within their position's respective salary range. Paying more than a position's maximum salary is not permitted. Employees who are involuntarily moved into a band where the maximum of the range is lower than their current salary will be salary protected. For further details on the salary protection process, see the Appendix.

Employees can be paid below the range minimum while on a temporary appointment if the hiring manager assesses the employee as not yet qualified to perform the full scope of the role. A supervisor and subordinate cannot be in the same salary band.

Note: Please see the Appendix for tips on calculating salaries.

## Differentiation

One of the key features of the BC public service excluded management compensation framework and PSEC Secretariat's direction for the BC public sector is salary differentiation. It is expected that employees within the same salary band and/or role will be compensated different amounts within their position's salary range. Salary differentiation is expected due to several factors. Employee performance, work experience and job qualifications can all factor into where an employee is placed on the salary range. It is appropriate for employees to have different rates of pay as it is unlikely they were all hired at the same time with the exact same qualifications and experience. With performance based in-range movement, all good or exceptional performing excluded managers will have the opportunity to reach the maximum of their position's salary range over time.

## Performance Based In-Range Pay Progression

A second key feature of the BC public service excluded management compensation framework is performance based in-range pay progression. Employees can expect to progress through their position's salary range based on performance based in-range compensation increases. MCCF employs annual performance based in-range compensation adjustments which are effective July 1 of each year based on the employee's good performance over the previous 12 months. This approach ensures excluded manager wage increases are based on an employee's performance in their most recent work history.

## Starting Salary Considerations

Ministries may develop accompanying compensation tools and practices to assist hiring managers in making consistent and appropriate compensation decisions. All Ministry practices must align with the MCCF Compensation Rules and PSEC Secretariat's four principles. For any conflicting interpretations that arise between Ministry practices and the MCCF Compensation Rules, the MCCF Compensation Rules will apply. Based on a Ministry's compensation strategy, ministries may identify a typical starting salary for all their excluded positions to assist hiring managers.

Each starting salary decision is unique and there is no prescribed increase that suits all cases. Typically, new employees should be hired in the bottom quarter of their management salary band. Operational reasons for starting salary at more than the bottom quarter of the band may include differentiation from other positions classified within the same management salary band but performing a different range of duties. In these cases, positions with a wider range of duties typically start at the midpoint of the salary band.

For example, an Analyst and a Senior Analyst are both rated in band 1 of the MCCF. The salary band ranges from a minimum of \$56,000 to a maximum of \$79,800. The Ministry has determined that new Analysts should receive a starting salary in the bottom quarter of the band 1 salary range (for example a starting salary of \$61,000), while new Senior Analysts should

receive a starting salary at the midpoint of band 1 (for example a starting salary of \$67,900). Although the two positions start at different points in the salary range, both will have the potential to reach the maximum of the salary range dependent on performance based in-range movement.

The following are considerations regarding the candidate for determining a starting salary.

Position on Salary Range	Considerations
Minimum to 25 <sup>th</sup>	Appropriate for staff coming from a lower classification, or for candidates with minimal experience directly related to the role or level of work.
25 <sup>th</sup> to Midpoint	Appropriate for staff coming from a lower classification or for those with limited experience directly related to the role or level of work.
Midpoint to 75 <sup>th</sup>	Appropriate for staff with multiple years of experience or subject matter expertise directly related to responsibilities and accountabilities of the role and level of work.
75 <sup>th</sup> to Maximum	Reserved for senior experienced, high performing employees with considerable experience or expertise directly related to responsibilities and accountabilities of the role and level of work.

When determining a starting salary, the hiring manager must balance the candidate's work experience, qualifications and salary expectations with the compensation levels of existing staff in similar roles. Initial placement of an employee should not be near or at the top of the band so that the Ministry will have the ability to move the employee through the salary range based on performance. The hiring manager must consider several factors:

- The successful candidate's current level of pay
- Level of directly related work experience the candidate brings to the new role
- Salaries of existing staff
- Salaries (including market adjustments) of positions the role directly supervises

The following approaches are not recommended:

- The new recruit must be paid the same amount the previous employee was paid
- The employee expects to be provided a minimum of a 10% increase from their previous position regardless of where that places the employee relative to others
- The top candidate will not accept the position unless their salary demands are met

## Salary Compression or Salary Inversion

Salary compression occurs when a subordinate's salary is almost at the same level as their direct supervisor. Salary inversion occurs when a supervisor's compensation is lower than their

direct subordinate. There is no best practice to define the appropriate pay gap between a supervisor and subordinate employee. As each supervisor-subordinate situation is unique, there is no prescribed salary gap that must be achieved or maintained in all instances. In most cases, a supervisor's compensation should be higher than their direct subordinate's. This is not feasible in all instances. The following are instances where salary compression or inversion may be acceptable:

- Instances where the supervisor is new to their role, but supervises excluded staff with extensive experience. For example, a recently hired band 4 employee could be paid in the lower quartile of band 4, while experienced subordinates may be compensated near the top of band 3. This could result in a small salary gap between the band 4 supervisor and the band 3 subordinate. This is acceptable as over time the supervisor will gain further experience and progress through their position's salary range.
- Managers that supervise salaried physicians, licensed psychologists, nurses or other specialized professional level roles. In instances like these, the subordinate may be paid close to or more than their supervisor. This is appropriate if the supervisor's role does not require similar professional expertise and knowledge that the subordinate's role requires.
- Managers that supervise high level bargaining unit jobs with significant market adjustments. For example, an IS30 with a 9.9% market adjustment receives an annual salary of \$97,923 (effective April 12, 2020). For example, to achieve a 10% salary gap, the supervisor's salary would have to be \$107,707, which is almost at the top of band 3. If you were hiring someone with little management experience into this band 3 role, it would not be appropriate to start them near or at the top of the salary band, simply to achieve a predefined pay gap with the IS30, especially if the supervisor requires a different skill set.
- The timing of compensation adjustments for different employee groups could result in a small degree of salary compression over the short term. Bargaining unit positions typically receive general wage increases in April. Excluded managers progress through their salary ranges based on the annual performance based in-range movement process, which is effective on July 1<sup>st</sup>. These timing issues can result in compression for a short period of time which is acceptable and does not merit an increase for the supervising excluded manager.

## ANNUAL PERFORMANCE BASED IN-RANGE COMPENSATION ADJUSTMENTS

MCCF Compensation Rules allow for increased flexibility in rewarding good or exceptional performance for excluded managers. Performance based in-range pay increases are not an annual entitlement but are earned by demonstrating good or exceptional performance (as determined by executive) during the performance period. The performance based in-range movement is an independent process from the MyPerformance ratings, and MyPerformance ratings should not be used for this process.

The provision of performance based in-range increases for the public service must be approved each year by the Deputy Minister of the PSA. If approved, excluded employees may be eligible for annual performance based in-range increases effective July 1 as outlined in the table below. Ministries are expected to adhere to the expected distribution of performance ratings. The amounts and distribution of performance based in-range adjustments will be monitored and reported to Deputy Ministers' Council.

The following table outlines the percentage of the increases depending upon an employee's performance as identified by Ministry executive.

Decision Criteria	New or Under-Performing	Good Performers	Exceptional Performers (as identified by Executive)
Percentage of Salary Increase	0%	Up to 3%	Up to 5%
Expected Distribution of Increases based on ministry's total number of excluded managers	As needed	Approx. 85%	Up to 10%

**Important Note:** For increases effective July 1, 2020, the Deputy Ministers' Council has determined that excluded managers who are eligible for a performance based in-range adjustment will receive a 2% salary increase effective July 1, 2020. There will be no differentiation in increases between good and exceptional performers. This decision was based on the current fiscal context as a result of the COVID 19 pandemic.

All increases must be managed within existing budgets. Therefore, the rules allow budgetary flexibility for Ministries regarding the size of the increase they can provide to all excluded managers demonstrating good or exceptional performance. For example, a Ministry may provide all employees demonstrating good performance with 2.7% and the top 10% of performers as identified by executive with 4.5% in order to manage their budget. This does not mean an employee who is rated as a good performer can be provided with a 2% increase and

another employee in the same Ministry who is rated as a good performer can be provided with a 2.5% increase. It means that a Ministry can provide all of their employees deemed good performers with the same size of increase up to 3%.

Performance based in-range adjustments cannot result in an employee being paid above their position's salary range maximum. Employees who have performance issues are not eligible for these adjustments. Employees who are developing in a new role may also be deemed ineligible for these adjustments by their executive.

## Eligibility Criteria

The effective dates of performance based in-range adjustments is July 1 of each year, pending notification from the Deputy Minister, PSA. Increases are provided to recognize employees meeting performance criteria (as identified by their executive). The following outline the corporate eligibility criteria Ministry executives should apply:

- Increases are contingent upon employee's performance within the previous performance cycle.
- Eligible excluded managers must normally have been in the position for one full year from July 1 to June 30 to allow for a proper performance assessment.
- Employees on long term temporary assignments and long term auxiliary assignments may be eligible for performance based in-range increases.
- Employees whose performance **cannot** be assessed due to an extended absence from work, who would otherwise be eligible, and who are on one of the leaves listed below will receive an in-range adjustment of solid performer. If an employee has been at work long enough to assess their performance, then that rating should apply. Any adjustments will be applied following the employee's return to work if they are on leave as of July 1<sup>st</sup>. These leaves include:
  - Maternity/Parental Leave
  - Compassionate Care Leave
  - Leave Respecting Disappearance/Death of Child
  - Jury Duty
  - Critical Illness and Injury Leave
  - Leave respecting domestic or sexual violence
  - Education Leave with Pay
  - Short term illness and injury plan (STIIP). Effective date for increase on return from STIIP is first day employee returns to perform the full scope of their duties.



# SPECIAL MANAGEMENT COMPENSATION ADJUSTMENTS

In addition to the annual performance based in-range compensation increases that occur on July 1 of each year, the MCCF Compensation Rules allow for nominal compensation adjustments to excluded staff in permanent roles in exceptional circumstances.

These types of increases are limited to no more than 3% of a Ministry's excluded managers in a calendar year. Special management compensation adjustments cannot be provided to people on temporary assignments. Special management compensation adjustments cannot result in an employee being paid above their position's salary band maximum.

These types of increases came into effect September 1, 2019. For these types of increases, Deputy Ministers can approve up to a 5% permanent compensation increase. The employee must be a good or exceptional performer with no performance issues. These increases **can only be approved by a Deputy Minister or Associate DM** and approvals cannot be delegated to the ADM level or lower. If a Deputy Minister wants to provide an increase of greater than 5%, a rationale supporting the increase needs to be submitted to Total Compensation, PSA for approval. Only a single adjustment of this kind is permitted for an employee in a calendar year (in addition to the annual performance based in-range process).

The PSA will be monitoring these compensation adjustments and reporting the results to the Deputy Minister, PSA. A template letter for special management compensation increases should be used for these types of increases and is available upon request from your Strategic HR Branch or Total Compensation Branch, PSA.

Examples where a special management compensation adjustment may be appropriate include taking on significant additional program responsibilities or a new project or initiative of significant size and scope outside of the normal scope of their current role. Other instances where this may be appropriate include:

- Addressing salary inversion (where a supervisor's salary is lower than their direct subordinate)
- Addressing severe salary compression (where a subordinate's salary is almost at the same level as their direct supervisor)
- Recognizing the assignment of significant additional duties or responsibilities
- Addressing retention and recruitment concerns

Situations where a special management compensation adjustment is not appropriate include:

- Catching up an employee who missed out on an annual performance based in-range increase
- Adjusting employees' salaries so that all individuals in similar roles are paid exactly the same

- Adjusting an employee's salary to match the salary of a recent hire in a similar role
- Adjusting an excluded manager's salary in response to bargaining unit increases
- An excluded employee is taking on new duties that would normally fall within their position's responsibilities and accountabilities
- Adjusting a newly hired employee's salary because they are a superior performer

# STAFFING ACTION BASED COMPENSATION ADJUSTMENTS

To ensure consistent practices, the following rules apply to all compensation adjustments that result from a staffing action. Merit based staffing actions allow for the greatest amount of flexibility for determining a starting salary. Compensation adjustments based on non-merit based staffing actions are more restrictive as they do not adhere to our merit based hiring principles. In all instances, compensation increases occurring as a result of a staffing action should be calculated based on the applicant's salary in their base position. Retroactive compensation adjustments or amendments to offer letters will only be permitted within 60 days of the effective date of the original offer letter.

## MCCF STAFFING ACTION COMPENSATION RULES SUMMARY

Staffing Action	Definition	Pay Considerations	Comments
<b>Promotion (merit based)</b>	Movement to another position in a higher band.	Flexibility on initial increase. Maximum 5% probationary increase after 913 hours.	Initial increase depends on peer salaries and successful candidates' salary in previous role. Probationary increase amount must be outlined in initial offer letter.
<b>Lateral Transfer (merit based)</b>	Movement to another position in the same band through a competitive process.	Flexibility on initial increase. Maximum 5% probationary increase after 913 hours.	Initial increase depends on peer salaries and successful candidate's salary in previous role. Probationary increase amount must be outlined in initial offer letter.
<b>Lateral Transfer (non-merit based)</b>	Movement to another position in the same band without a competitive process.	In exceptional circumstances, a DM may approve a nominal increase, strongly recommended to be no more than a 5% increase. No probationary increase permitted.	A lateral transfer implies the same level of work will be performed, and should not result in a salary increase. If a position is noticeably different or requires a much larger compensation increase, for example, 8% to 10% then it is considered a promotion and a competitive process to fill the role is recommended.
<b>Voluntary Demotion</b>	Employee initiated movement to another position with a lower maximum salary. For example, applying for a job at a lower level.	No salary increases permitted. Salary must be within new position's salary band.	Following a voluntary demotion, an employee's new rate of pay must be within the new salary range. No exceptions can be made. Salary protection is not an option for voluntary demotions.
<b>Involuntary Demotion</b>	Employer initiated movement to another position with a lower maximum salary.	No salary increases permitted. Salary must be within new position's salary band.	If the demotion results in the employee being paid above their new position's band maximum, they must begin the salary protection process (see salary protection calculations in the Appendix).
<b>Temporary Assignment (merit based)</b>	Temporary movement to another position in a	Flexibility on initial increase. Typically, a 10% increase for a promotional TA. Maximum 5%	Compensation below the minimum of the salary band is permitted. TAs are typically not permitted for less than

	higher band through a competitive process.	probationary increase after 913 hours.	four weeks. No increases permitted for extensions. Long term TAs may be eligible for performance based in-range increases.
<b>Temporary Assignment (non-merit based)</b>	Temporary movement to another position in a higher band without a competitive process.	Recommend no more than 5% for a lateral TA. Typically 10% for a promotional TA. No probationary increase permitted.	Compensation increases are typically not permitted for TAs for periods of less than four weeks. No additional compensation increases are permitted for TA extensions. Long term TAs may be eligible for the annual performance based in-range movement.
<b>Developmental Assignment</b>	When an employee is assigned significant additional responsibilities for a limited duration while remaining in their current position.	Increases permitted for taking on higher level work for an extended period of time. Typically, a nominal increase of 5% but not to exceed the maximum of the salary band.	Cannot pay above the band maximum. No increases permitted for extensions. Typically, not permitted for assignments of less than four weeks. In exceptional circumstances, a DM may approve additional compensation for a developmental assignment of less than 4 weeks.
<b>Reclassification</b>	When a position is reclassified to a higher band.	Flexibility on initial increase. No more than 10% recommended. No probationary increase.	Effective date is the date the reclassification is submitted or the date the work changed, whichever is later. No retro beyond that date.

## Staffing Action Letter Tips

All staffing actions are initiated through submitting a letter to the PSA via MyHR. In order to facilitate the timely and accurate processing of staffing actions in the payroll system, managers should ensure all of the required information is included in the letter and is accurate and up-to-date. The letter should include the bi-weekly and/or annual salary amount, not a percentage increase. For part-time employees please include the hourly rate.

Please ensure the following information is included:

- Staffing action being requested (lateral transfer, in-range adjustment etc.)
- Competition number if applicable
- Effective date of staffing action
- Employee Name and Employee ID
- Position number, position title and position classification
- Ministry number and payroll, ministry, branch or department

## APPENDIX

### Calculating a Salary

**Annual Salary** = hourly rate X standard bi-weekly hours worked X 26.0893 pay periods

Example: \$100,000 = \$54.7570 X 70 Hours X 26.0893

**Bi-weekly Salary** = annual salary / 26.0893 pay periods

Example: \$100,000 / 26.0893 = \$3,832.99 bi-weekly

**Hourly Rate** = annual salary / (70 bi-weekly hours X 26.0893 pay periods)

Note: The number of pay periods per year varies between 26 and 27. The average number of pay periods per year is 26.0893. This number should be used in all salary calculations.

### Part-time Salary Calculations

**Annual Rate** = hourly rate X actual bi-weekly hours worked X 26.0893 pay periods

Example: Employee works four 7 hour days per week or 56 hours bi-weekly.

$\$54.7570 \times 56 \text{ Hours} \times 26.0893 = \$80,000$

Note: Payroll uses four decimal points to calculate hourly rates.

### Salary Protection Calculations for Involuntary Moves

Under MCCF Compensation Rules, excluded managers cannot be paid above the maximum of their position's salary band. Salary protection normally occurs when an employee involuntarily moves into a position with a lower salary band relative to their current position. The salary protection process involves the reduction of an employee's compensation to within the salary range for their new position over a period of two years.

If an employee's salary will be reduced as a result of an involuntary demotion, the Deputy Minister will provide written notice to the employee confirming that the salary rate will be maintained for the first 12 months (no wage increases during this period) and explain the process and time frame for subsequent salary reductions.

Once the salary protection is in place, there is no reduction in pay for one full calendar year from the effective date of the salary protection. On the first day of the second calendar year since salary protection was implemented, there is a 50% reduction in the salary protection. On the first day of the third calendar year since salary protection was initiated, the employee's salary is reduced to the maximum of the position's salary band. If an employee on salary protection voluntarily moves into another position, the salary protection ends effective the start date in the new position.

### Example:

Employee is in a band 5 position compensated annually at \$124,000. The employee is moved into a band 4 position which has a maximum annual salary of \$120,800. The start date of salary protection is January 1st.

On January 1<sup>st</sup>, a salary protection add to pay is created based on the difference between the employee's current annual salary and the maximum of the position's salary band.

$\$124,000 - \$120,800 = \$3,200$  annual salary protection or \$122.66 bi-weekly salary protection

$\$3,200$  annually / 26.0893 pay periods = \$122.66 bi-weekly

During the first year of salary protection, there is no reduction to the employee's salary. The employee is paid \$124,000 annually or \$4,752.91 bi-weekly. The bi-weekly pay the employee receives consists of \$4,630.25 bi-weekly (\$120,800 annually) plus the \$122.66 bi-weekly salary protection add to pay for a total bi-weekly pay of \$4,752.91.

At the start of the second calendar year, the bi-weekly add to pay is reduced by 50%. As of January 1<sup>st</sup> in the second year, the bi-weekly pay the employee receives consists of \$4,630.25 bi-weekly (\$120,800 annually) plus the \$61.33 bi-weekly salary protection add to pay for a total bi-weekly pay of \$4,691.58. This results in a new annual salary of \$122,400.

At the start of the third calendar year, the salary protection add to pay ends and the employee's salary reverts to the maximum of their position's salary band. This example is outlined below.

Effective Date	Annual Salary	Bi-weekly SPP Add to Pay	Employee's Actual Annual Pay	Employee's Bi-weekly Pay
Dec. 31, 2020	\$124,000.00	\$0.00	\$124,000.00	\$4,752.91
Jan. 1, 2021	\$120,800.00	\$122.66	\$124,000.00	\$4,752.91
Jan. 1, 2022	\$120,800.00	\$61.33	\$122,400.00	\$4,691.58
Jan. 1, 2023	\$120,800.00	\$0.00	\$120,800.00	\$4,630.25

Descr	Position #	Position Title	Current Annual Rt	Current Hrlly Rate	Grade	Band	Band Max July 1, 2017	% Gap Between cuurent Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligibl e for July 1st In-Range	Notes	Start date if TA
Director, Human Resources	PR1000	Executive Director, Human Resources	123594.458	67.676600	125,000.00	B05	125,000.00	1.14%	\$ 127,400.00	126,066.35	69.030132	1.06%	Yes		
I.S. Director's Office	IS1000	Chief Information Officer	123594.458	67.676600		B05	125,000.00	1.14%	\$ 127,400.00	126,066.35	69.030132	1.06%	Yes		

Descr	Position #	Position Title	Current Annual Rt	Current Hrly Rate	Band	Band Max July 1, 2017	% Gap Between Current Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Labour Relations	PR2300	Labour Relations Advisor	76081.251	41.6598	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Labour Relations	PR2000	Director, Employee Relations & OHS	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Corporate Health	PR4214	Disability Case Management Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Corporate Health	PR4200	Disability Case Management Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Corporate Health	PR4000	Disability Case Management Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Corporate Health	PR2500	Manager, OHS	83883.726	45.932200	B03	100,000.00	19.21%	101,900.00	85,561.40	46.850844	19.10%	Yes		
HR Services	PR3000	Manager, HR Services	83883.726	45.932200	B02	86,000.00	2.52%	87,600.00	85,561.40	46.850844	2.38%	Yes	s.22	
Recruitment - Retail	PR6212	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Recruitment - Administration	PR6213	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Recruitment - Administration	PR6200	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes	s.22	
Recruitment - Administration	PR6214	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Recruitment - Administration	PR6200	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Recruitment - Administration	PR6216	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Recruitment - Administration	PR6217	Advisor, HR Services	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Personnel - Training Admin.	PR6155	Learning Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes	s.22	
Personnel - Training Admin.	PR6110	Learning Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Personnel - Training Admin.	PR9120	Learning Advisor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Personnel - Training Admin.	PR6150	Org Develop/Change Advisor	80000.001	43.805589	B02	86,000.00	7.50%	87,600.00	81,600.00	44.681701	7.35%	Yes		
Personnel - Training Admin.	PR6190	Org Develop /Change Advisor	80000.021	43.805600	B02	86,000.00	7.50%	87,600.00	81,600.02	44.681712	7.35%	Yes		



Descr	Position	Position Title	Current Annual Rt	Current Hrly Rate	Band	Band Max July 1, 2017	% Gap Between current Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Director Business Systems	IS1200	Director, Business Systems	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%		new role director Cannabis retail	
Security, Compliance & Policy	IS1400	Sr Mgr, Security Compliance	92446.834	50.621100	B03	100,000.00	8.17%	101,900.00	94,295.77	51.633522	8.06%	Yes		
Director, Enterprise Solutions	IS1500	Director, Enterprise Solutions	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Project Services	IS1550	Director Corporate Projects	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Director, IT Shared Services	IS1600	Director, IT Shared Services	110000.029	60.232700	B04	112,000.00	1.82%	114,100.00	112,200.03	61.437354	1.69%	Review	NO?	
Director, Infrastruct. & Opera	IS1700	Director, Infrastructure & Ops	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Director Business Analytics &	IS1900	Dir, Bus Analytics&Data Serv.	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		

Descr	Position #	Position Title	Current Annual Rt	Current Hrlly Rate	Band	Band Max July 1, 2017	% Gap Between Current Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Director, Distribution	DS1000	Director, Distribution	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Distribution - V.D.C. Traffic	DS2000	Distribution Logistics Manager	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Distribution- Admin & System	DS3000	Manager, Admin & Systems	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Distribution - Operation Admin	DS4000	Mgr. Vancouver Warehouse Ops	86146.451	47.171200	B03	100,000.00	16.08%	101,900.00	87,869.38	48.114624	15.97%	Yes	promo effective 07-16-2018 to Cannabis	
Distribution - Operation Admin	DS4000	Mgr. Vancouver Warehouse Ops	84457.352	46.246300	B03	100,000.00	18.40%	101,900.00	86,146.50	47.171226	18.29%	Yes	ensures 2 receives relief rate	
Distribution - Operation Admin	DS4000	Mgr. Vancouver Warehouse Ops	94999.933	52.019100	B03	100,000.00	5.26%	101,900.00	96,899.93	53.059482	5.16%	Yes	~	
Distribution - Kamloops Admin	DS5000	Mgr. Kamloops Dist Centre	76407.055	41.838200	B03	100,000.00	30.88%	101,900.00	77,935.20	42.674964	30.75%	Yes		
WCC (BCLS #0231)	S23101	Sr Mgr Wholesale Bus Victoria	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
WCC (BCLS #100)	S10001	Sr Mgr, Wholesale Business	83883.726	45.932200	B03	100,000.00	19.21%	101,900.00	85,561.40	46.850844	19.10%	Yes		
Director, Costing and Pricing	FA5000	Dir, Wholesale Pricing&Imports	96562.474	52.874700	B04	112,000.00	15.99%	114,100.00	98,493.72	53.932194	15.84%	Yes		
Wholesale Supply Chain	SO8000	Dir Wholesale Supply Chain	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		

Descr	Position #	Position Title	Current Annual Rt	Current Hrlly Rate	Band	Band Max July 1, 2017	% Gap Between current Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Fort St. John BCLS #003	S00301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Campbell River BCLS #005	S00501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Semiahmoo BCLS #006	S00601	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Chilliwack BCLS #007	S00701	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Cranbrook BCLS #009	S00901	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Courtenay BCLS #010	S01001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Duncan BCLS #012	S01201	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Ladner BCLS #025	S02501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Mission Plaza BCLS #027	S02701	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
New Westminster BCLS #031	S03101	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Nanaimo Port Place BCLS #033	S03301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Salmon Arm BCLS #048	S04801	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Sidney BCLS #050	S05001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Williams Lake BCLS #063	S06301	Senior Store Manager	66938.674	36.653600	B01	74,000.00	10.55%	75,400.00	68,277.45	37.386672	10.43%	Yes	unless otherwise noted	
Haney BCLS #065	S06501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Richmond Brighouse BCLS #076	S07601	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Northgate BCLS #077	S07701	Senior Store Manager	66938.674	36.653600	B01	74,000.00	10.55%	75,400.00	68,277.45	37.386672	10.43%	Yes		
Kamloops-Columbia PI BCLS #079	S07901	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Gibsons BCLS #080	S08001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Hillside BCLS #82	S08201	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Nicola Station BCLS #089	S08901	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes	promo to regional manager 1 cannabis will fall under M. Tan	
Jericho Village BCLS #090	S09001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Bute Street BCLS #094	S09401	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Tsawwassen BCLS #098	S09801	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Ocean Park BCLS #110	S11001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Commercial Drive BCLS #111	S11101	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Collingwood Kingsway BCLS #113	S11301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Broadway & Maple BCLS #117	S11701	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Richmond Ironwood BCLS #120	S12001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Whalley BCLS #122	S12201	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Kingsgate Mall BCLS #123	S12301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Gorge & Tillicum BCLS #124	S12401	Senior Store Manager	65626.147	35.934900	B01	74,000.00	12.76%	75,400.00	66,938.67	36.653598	12.64%	Yes	unless otherwise noted	
Victoria Westshore BCLS #125	S12501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Thurlow BCLS #129	S12901	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Pentiction Plaza BCLS #130	S13001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Dollarton BCLS #133	S13301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Vernon Square BCLS #135	S13501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Kelowna Mission Park BCLS #148	S14801	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Capilano Mall BCLS #152	S15201	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Como Lake BCLS #153	S15301	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Parksville North BCLS #157	S15701	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Langley BCLS #158	S15801	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
39Th & Cambie BCLS #160	S16001	Senior Store Manager	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	Yes		
Meadowtown BCLS #165	S16501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Kelowna Orchard Park BCLS #167	S16701	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Sardis BCLS #170	S17001	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Kings Cross BCLS #172	S17201	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
PG Pine Centre BCLS #174	S17401	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Caulfield BCLS #175	S17501	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		
Fairfield BCLS #178	S17801	Senior Store Manager	68277.498	37.386700	B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27%	Yes		

Peninsula Village BCLS #183	S18301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Abbotsford Village BCLS #189	S18901	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Yaletown BCLS #191	S19101	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Byrne Road BCLS #193	S19301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
South Burnaby BCLS #203	S20301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Squamish BCLS #208	S20801	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
North Burnaby BCLS #217	S21701	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Fort Street BCLS #218	S21801	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Highgate BCLS #220	S22001	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Kamloops North BCLS #223	S22301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
SOLO Burnaby	S22401	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Park Royal BCLS #228	S22801	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Sechelt BCLS #230	S23001	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Robson Street BCLS #233	S23301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Guildford BCLS #240	S24001	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Nordel Crossing BCLS #241	S24101	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Nanaimo Terminal Park BCLS#243	S24301	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Richmond Seafair BCLS #244	S24401	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Lynn Valley BCLS #247	S24701	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Broadway & Lillooet BCLS #300	S30001	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Whistler BCLS #302	S30201	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% Yes
Dunbar BCLS #102	S10201	Senior Store Manager	68277.498	37.386700 B01	74,000.00	8.38%	75,400.00	69,643.05	38.134434	8.27% s.22
Retail Op's - Regional Mgr#1	S10000	Regional Manager 1	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% Yes
Retail Op's - Regional Mgr#2	S20000	Regional Manager 2	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% Yes
Retail Op's - Regional Mgr#2	S20000	Regional Manager 2	92699.953	50.759700 B03	100,000.00	7.87%	101,900.00	94,553.95	51.774894	7.77% Yes on base position
Retail Op's - Regional Mgr#3	S30000	Regional Manager 3	92699.953	50.759700 B03	100,000.00	7.87%	101,900.00	94,553.95	51.774894	7.77% Yes on base position
Retail Op's - Regional Mgr#4	S40000	Regional Manager 4	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% Yes
Retail Op's - Regional Mgr#5	S50000	Regional Manager 5	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% Yes
Retail Op's - Regional Mgr#6	S60000	Regional Manager 6	92699.953	50.759700 B03	100,000.00	7.87%	101,900.00	94,553.95	51.774894	7.77% Yes on base position
Retail Op's - Regional Mgr#7	S70000	Regional Manager 7	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% yes
Retail Op's - Regional Mgr#8	S80000	Regional Manager 8	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% yes
Retail Op's - Regional Mgr#9	S90000	Regional Manager 9	96562.474	52.874700 B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46% yes
Director Store Operations	SO2000	Director of Store Operator	104366.044	57.147700 B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18% yes
Retail Ops Admin	SO2100	Manager Store Operations	80528.355	44.094900 B02	86,000.00	6.79%	87,600.00	82,138.92	44.976798	6.65% yes on base position
Merchandising	SO5300	Category Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% Yes
Merchandising	SO5305	Category Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% yes
Merchandising	SO5400	Category Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% yes
Merchandising	SO5500	Category Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% yes
Merchandising	SO5600	Category Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% yes
Merchandising	SO5600	Category Manager	71999.946	39.425000 B03	100,000.00	38.89%	101,900.00	73,439.94	40.213500	38.75% yes temp assign
Real Estate	SO5000	Director Real Estate	104366.044	57.147700 B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18% yes
Real Estate	SO3100	Senior Project Manager	89735.948	49.136700 B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33% yes
Real Estate	SO3200	Senior Leasing Manager	90000.023	49.281300 B03	100,000.00	11.11%	101,900.00	91,800.02	50.266926	11.00% yes
Real Estate	SO3201	Senior Leasing Manager	94999.933	52.019100 B03	100,000.00	5.26%	101,900.00	96,899.93	53.059482	5.16% yes
Corp. Security-Investigations	LP2000	Manager, Investigations	80528.355	44.094900 B03	100,000.00	24.18%	101,900.00	82,138.92	44.976798	24.06% yes on base position
Corp. Security-Investigations	LP2100	Loss Prevention Investigat	76081.251	41.659800 B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88% yes
Corp. Security-Investigations	LP2400	Loss Prevention Investigat	76081.251	41.659800 B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88% yes
Corp. Security-Investigations	LP2500	Loss Prevention Investigat	76081.251	41.659800 B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88% yes
Corp. Security-Investigations	LP2700	Loss Prevention Investigat	76081.251	41.659800 B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88% yes

Descr	Position #	Position Title	Current Annual Rt	Current Hrlly Rate	Band	Band Max July 1, 2017	% Gap Between cuurent Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Audit - Audit Manager	FA7310	Corporate Audit Manager	83,883.73	45.9322	B03	100,000.00	19.21%	101,900.00	85,561.40	46.850844	19.10%	Yes	on base position	
Finance Director, Wholesale	FA2000	Finance Director, Wholesale	96562.474	52.874700	B04	112,000.00	15.99%	114,100.00	98,493.72	53.932194	15.84%	Yes		
Finance Director, Corporate	FA4000	Finance Director, Corporate	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	Yes		
Finance Director, Corporate	FA4100	Manager Budgets	83883.726	45.932200	B02	86,000.00	2.52%	87,600.00	85,561.40	46.850844	2.38%	yes		
Audit - Audit Manager	FA7000	Director, Corporate Audit	96562.474	52.874700	B04	112,000.00	15.99%	114,100.00	98,493.72	53.932194	15.84%	yes		
Audit - Audit Manager	FA7100	Corporate Auditor	63485.233	34.762600	B01	74,000.00	16.56%	75,400.00	64,754.94	35.457852	16.44%	yes	temp assign	2020-07-30
Audit - Audit Manager	FA7201	Corporate Audit Manager	89764.985	49.152600	B03	100,000.00	11.40%	101,900.00	91,560.28	50.135652	11.29%	yes		
Audit - Audit Manager	FA7210	Senior Corporate Auditor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	76,842.06	42.076398	14.00%	yes - 1% applied		
Audit - Audit Manager	FA7215	Corporate Auditor	58579.192	32.076200	B01	74,000.00	26.32%	75,400.00	59,750.78	32.717724	26.19%	yes review	temp assign aux	2020-07-30
Audit - Audit Manager	FA7225	Senior Corporate Auditor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	yes		
Audit - Audit Manager	FA7300	Senior Corporate Auditor	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	yes	temp assign	2019-09-10
Audit - Audit Manager	FA7310	Corporate Audit Manager	80528.355	44.094900	B03	100,000.00	24.18%	101,900.00	82,138.92	44.976798	24.06%	yes	s.22	
PCI Program - Finance	FA9400	PCI Compliance Program Manager	76,081.25	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	yes		
Fin. Director, Shared Services	FA9000	Finance Dir, Shared Services	96562.474	52.874700	B04	112,000.00	15.99%	114,100.00	98,493.72	53.932194	15.84%	yes		
Finance Director, Corporate	FA4100	Manager Budgets	83,883.73	45.9322	B02	86,000.00	2.52%	87,600.00	85,561.40	46.850844	2.38%	yes	base position	
Fin. Director, Shared Services	FA9200	Finance Project Lead	64999.926	35.592000	B02	86,000.00	32.31%	87,600.00	66,299.92	36.303840	32.13%	Yes	temp assign	2018-12-31
PCI Program - Finance	FA9300	PCI Compliance Program Manager	76081.251	41.659800	B02	86,000.00	13.04%	87,600.00	77,602.88	42.492996	12.88%	yes		

Descr	Position #	Position Title	Current Annual Rt	Current Hrlly Rate	Band	Band Max July 1, 2017	% Gap Between Current Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Dir Merchandising Cannabis	NC3000	Dir Merchandising Cannabis Ops	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	yes		
Dir Merchandising Cannabis	NC3100	Category Manager, Cannabis Ops	89735.948	49.136700	B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33%	yes		
Dir Merchandising Cannabis	NC3110	Category Manager, Cannabis Ops	89735.948	49.136700	B03	100,000.00	11.44%	101,900.00	91,530.67	50.119434	11.33%	yes		
Director, Supply Chain - Canna	NC5000	Dir Supply Chain, Cannabis Ops	104366.044	57.147700	B04	112,000.00	7.31%	114,100.00	106,453.36	58.290654	7.18%	yes		
Director, Digital Operations	NC6100	Manager, Customer Care Centre	83833.687	45.904800	B03	100,000.00	19.28%	101,900.00	85,510.36	46.822896	19.17%	yes		
Regional Mgr 1 - Cannabis Ops	N10000	Regional Manager 1, Cannabis	96,562.47	52.8747	B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46%	Yes		
Regional Mgr 2 - Cannabis Ops	N20000	Regional Manager 2, Cannabis	96,562.47	52.8747	B03	100,000.00	3.56%	101,900.00	98,493.72	53.932194	3.46%	Yes		

Descr	Position #	Position Title	Current Annual Rt	Current Hrly Rate	Band	Band Max July 1, 2017	% Gap Between cuurent Annual and Band Max July 2017	New: Band Max July 1, 2018	Annual Rate with July 1st 2%	Hourly Rate with July 1st 2%	% Gap Between July 1st and Annual Max	Eligible for July 1st In-Range	Notes	Start date if TA
Information & Privacy	PC6000	Mgr Information Privacy&Access	83883.726	45.932200	B02	86,000.00	2.52%	87,600.00	85,561.40	46.850844	2.38%	Yes		

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and band max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
SO1600	Exec Dir Corp Strategic Serv.	Band 6	\$ 148,800.01	\$ 81.4784	151,800	2.02%	\$ 151,776.01	\$ 83.1080	0.02%				
IS1000	Chief Information Officer	Band 6	\$ 148,800.01	\$ 81.4784	151,800	2.02%	\$ 151,776.01	\$ 83.1080	0.02%				
PR1000	Exec Dir Human Resources	Band 6	\$ 148,800.01	\$ 81.4784	151,800	2.02%	\$ 151,776.01	\$ 83.1080	0.02%				
CO1000	Exec Dir Corporate Operations	Band 5	\$ 134,799.97	\$ 73.8124	137,500	2.00%	\$ 137,495.97	\$ 75.2886	0.00%				
GM1005	Operations Manager	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.89%				



Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
FA9100	Finance Project Lead	Band 2	\$ 87,872.26	\$ 48.1162	\$94,600	7.66%	\$ 89,629.70	\$ 49.0785	5.5%				Acting assignment PRO/Temp >7 months (owns GEU position)
FA9100	Finance Project Lead	Band 2	\$ 87,872.26	\$ 48.1162	\$94,600	7.66%	\$ 89,629.70	\$ 49.0785	5.5%				
FA9200	Finance Project Lead	Band 2	\$ 92,032.46	\$ 50.3942	\$94,600	2.79%	\$ 93,873.11	\$ 51.4021	0.8%				
FA9000	Finance Dir, Shared Services	Band 4	\$ 111,755.60	\$ 61.1940	\$123,200	10.24%	\$ 113,990.72	\$ 62.4179	8.1%				
FA9300	PCI Compliance Program Lead	Band 2	\$ 81,529.69	\$ 44.6432	\$94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
FA9400	PCI Compliance Program Lead	Band 2	\$ 81,529.69	\$ 44.6432	\$94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
FA2000	Finance Director, Wholesale	Band 4	\$ 112,840.58	\$ 61.7881	\$123,200	9.18%	\$ 115,097.39	\$ 63.0239	7.0%				
CP5000	Finance Director, Retail	Band 4	\$ 111,839.98	\$ 61.2402	\$123,200	10.16%	\$ 114,076.78	\$ 62.4650	8.0%				
FA7215	Corporate Auditor	Band 1	\$ 68,031.50	\$ 37.2520	\$81,400	19.65%	\$ 69,392.13	\$ 37.9970	17.3%				This is an acting role (owns GEU position)
FA7210	Senior Corporate Auditor	Band 2	\$ 81,529.69	\$ 44.6432	\$94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
FA7300	Senior Corporate Auditor	Band 2	\$ 81,529.69	\$ 44.6432	\$94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
FA7220	Senior Corporate Auditor	Band 2	\$ 81,529.69	\$ 44.6432	\$94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
FA7310	Senior Corporate Auditor	Band 2	\$ 81,530.05	\$ 44.6434	\$94,600	16.03%	\$ 83,160.65	\$ 45.5363	13.8%				This is on base position - note he is relieving as manager until 08-24-2021 - per Erin will get inrange in acting role too
FA7305	Senior Corporate Auditor	Band 2	\$ 81,530.05	\$ 44.6434	\$94,600	16.03%	\$ 83,160.66	\$ 45.5363	13.8%				
FA7310	Sr. Manager, Corporate Audit	Band 3	\$ 96,193.39	\$ 52.6726	\$110,000	14.35%	\$ 98,117.26	\$ 53.7261	12.1%				This is on base position - is relieving in another excluded position until 08-24-2021 - per Erin will get in acting role too
FA7201	Sr. Manager, Corporate Audit	Band 3	\$ 96,193.39	\$ 52.6726	\$110,000	14.35%	\$ 98,117.26	\$ 53.7261	12.1%				
FA7000	Director, Corporate Audit	Band 4	\$ 111,755.60	\$ 61.1940	\$123,200	10.24%	\$ 113,990.72	\$ 62.4179	8.1%				
FA4100	Sr Manager Budgets/Forecasting	Band 2	\$ 89,890.63	\$ 49.2214	\$94,600	5.24%	\$ 91,688.44	\$ 50.2058	3.2%				
FA4000	Finance Director, Corporate	Band 4	\$ 118,809.50	\$ 65.0565	\$123,200	3.70%	\$ 121,185.69	\$ 66.3576	1.7%				

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
SO5092	SVP Category Manager	Band 3	\$ 94,276.56	\$ 51.6230	110,000	16.68%	\$ 96,162.09	\$ 52.6555	14.4%				
SO5093	SVP Category Manager	Band 3	\$ 99,959.85	\$ 54.7350	110,000	10.04%	\$ 101,959.04	\$ 55.8297	7.9%				
SO5091	SVP Category Manager	Band 3	\$ 99,959.85	\$ 54.7350	110,000	10.04%	\$ 101,959.04	\$ 55.8297	7.9%				
SO5090	Dir Sourcing & Vendor Perform	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
IS1460	Manager, PMO	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%				
IS1550	Director Corporate Projects	Band 4	\$ 111,839.98	\$ 61.2402	123,200	10.16%	\$ 114,076.78	\$ 62.4650	8.0%				
CP3100	Policy Manager	Band 3	\$ 101,803.08	\$ 55.7443	110,000	8.05%	\$ 103,839.15	\$ 56.8592	5.9%				
CO3000	Mgr, Comm & Stakeholder Rel.	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%				
CP2000	Dir Corp Comm/Stakeholder Rel	Band 4	\$ 119,952.00	\$ 65.6821	123,200	2.71%	\$ 122,351.04	\$ 66.9957	0.7%				
PC6000	Mgr Information Privacy&Access	Band 2	\$ 92,032.46	\$ 50.3942	94,600	2.79%	\$ 93,873.11	\$ 51.4021	0.8%				

This is for base position - currently relieving until Sept 1, 2021 in Director role

s.22

Owens this role - also acting in another excluded position

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
PR2105	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2100	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2400	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2300	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2110	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2115	Labour Relations Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2700	Employee Relations Specialist	Band 3	\$ 89,300.93	\$ 48.8985	110,000	23.18%	\$ 91,086.95	\$ 49.8765	20.8%				
PR2720	Employee Relations Specialist	Band 3	\$ 89,300.94	\$ 48.8985	110,000	23.18%	\$ 91,086.95	\$ 49.8765	20.8%				
PR2000	Dir EE Relations/Investigation	Band 4	\$ 117,667.18	\$ 64.4310	123,200	4.70%	\$ 120,020.52	\$ 65.7196	2.6%				s.22
PR2000	Dir EE Relations/Investigation	Band 4	\$ 117,667.18	\$ 64.4310	123,200	4.70%	\$ 120,020.52	\$ 65.7196	2.6%				
PR4500	Safety Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR4505	Safety Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR4000	Disability Case Mgmt Advisor	Band 2	\$ 81,529.51	\$ 44.6431	94,600	16.03%	\$ 83,160.10	\$ 45.5360	13.8%				
PR4216	Disability Case Mgmt Advisor	Band 2	\$ 81,529.51	\$ 44.6431	94,600	16.03%	\$ 83,160.10	\$ 45.5360	13.8%				
PR4214	Disability Case Mgmt Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR4200	Disability Case Mgmt Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR4215	Disability Case Mgmt Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR4217	Disability Case Mgmt Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR2500	Senior Manager, Health & Rehab	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
PR3000	Senior Manager, Compensation	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
PR6000	Director, Talent & Compensation	Band 4	\$ 119,952.00	\$ 65.6821	123,200	2.71%	\$ 122,351.04	\$ 66.9957	0.7%				
PR6214	HR Advisor	Band 2	\$ 81,529.51	\$ 44.6431	94,600	16.03%	\$ 83,160.10	\$ 45.5360	13.8%				
PR6212	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6218	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6216	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				Base position - acting role also excluded
PR6217	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6200	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6213	HR Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6500	Sr Mgr, Talent & Org Design	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
PR6500	Sr Mgr, Talent & Org Design	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
PR6120	Learning Advisor	Band 2	\$ 81,529.51	\$ 44.6431	94,600	16.03%	\$ 83,160.10	\$ 45.5360	13.8%				
PR6157	Learning Advisor	Band 2	\$ 81,529.51	\$ 44.6431	94,600	16.03%	\$ 83,160.10	\$ 45.5360	13.8%				
PR6156	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6155	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6159	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6158	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6158	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6158	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				
PR6110	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				This is base position - is on relief assignment in another role until July 3rd s.22
PR6158	Learning Advisor	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%				Acting role - owns bcgeu position
PR6192	Org Develop /Change Advisor	Band 2	\$ 85,728.97	\$ 46.9426	94,600	10.35%	\$ 87,443.55	\$ 47.8815	8.2%				
PR6190	Org Develop /Change Advisor	Band 2	\$ 85,728.97	\$ 46.9426	94,600	10.35%	\$ 87,443.55	\$ 47.8815	8.2%				
PR6175	Empl Exp. & Engagement Advisor	Band 2	\$ 85,728.97	\$ 46.9426	94,600	10.35%	\$ 87,443.55	\$ 47.8815	8.2%				
PR6191	Org Develop /Change Advisor	Band 2	\$ 85,728.97	\$ 46.9426	94,600	10.35%	\$ 87,443.55	\$ 47.8815	8.2%				
PR6105	Sr Mgr Performance & Learning	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				This is for base position - currently relieving until July 3, 2021 in director role
PR6100	Dir Org Development / Change	Band 4	\$ 117,667.18	\$ 64.4310	123,200	4.70%	\$ 120,020.52	\$ 65.7196	2.6%				

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
IS1900	Chief Technology Officer	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
IS1400	Sr Manager Security Compliance	Band 3	\$ 99,067.18	\$ 54.2462	110,000	11.04%	\$ 101,048.52	\$ 55.3311	8.9%				
IS1700	Chief Info Security Officer	Band 4	\$ 107,365.30	\$ 58.7900	123,200	14.75%	\$ 109,512.60	\$ 59.9658	12.5%				
IS1500	IT Director, Corporate	Band 4	\$ 118,809.50	\$ 65.0565	123,200	3.70%	\$ 121,185.69	\$ 66.3576	1.7%				Acting role - also owns another excuded role
IS1200	IT Director, Wholesale Liquor	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
IS1600	IT Director, Retail Liquor	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
IS2000	IT Director, Cannabis	Band 4	\$ 117,665.35	\$ 64.4300	123,200	4.70%	\$ 120,018.66	\$ 65.7186	2.7%				

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
		Band 2	\$ 84,000.06	\$ 45.9959	94,600	12.62%	\$ 85,680.06	\$ 46.9158	10.4%				Acting role (no position # )- owns BCGEU role
NC5600	Category Manager, Cannabis Ops	Band 3	\$ 91,061.99	\$ 49.8628	110,000	20.80%	\$ 92,883.23	\$ 50.8601	18.4%				
NC5400	Sr Mgr Supply Chain & Planning	Band 3	\$ 103,958.43	\$ 56.9245	110,000	5.81%	\$ 106,037.59	\$ 58.0630	3.7%				
NC5000	Dir Supply Chain, Cannabis Ops	Band 4	\$ 117,642.71	\$ 64.4176	123,200	4.72%	\$ 119,995.56	\$ 65.7060	2.7%				
NC2000	Dir Distribution, Cannabis Ops	Band 4	\$ 116,511.53	\$ 63.7982	123,200	5.74%	\$ 118,841.76	\$ 65.0742	3.7%				
NC2100	Mgr, Warehouse Ops, Cannabis	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
NC2300	Mgr, Retail E-Comm Logistics	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
NC2200	Mgr, Warehouse Ops, Cannabis	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%				
NC3100	Category Manager, Cannabis Ops	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
NC3120	Category Manager, Cannabis Ops	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
NC3110	Category Manager, Cannabis Ops	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
NC3300	Sr Mgr Retail Planning&Supply	Band 3	\$ 91,061.99	\$ 49.8628	110,000	20.80%	\$ 92,883.23	\$ 50.8601	18.4%				
NC3000	Dir Merchandising Cannabis Ops	Band 4	\$ 116,511.53	\$ 63.7982	123,200	5.74%	\$ 118,841.76	\$ 65.0742	3.7%				
NC6000	Dir Marketing Ecomm & Cust Care	Band 4	\$ 116,511.53	\$ 63.7982	123,200	5.74%	\$ 118,841.76	\$ 65.0742	3.7%				
NC6300	Sr Marketing Manager, Cannabis	Band 3	96161.977	52.655400	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%				Won promotion 06-20-2021
NC6200	Sr Mgr E-Comm&Digital Cannabis	Band 3	\$ 100,000.03	\$ 54.7570	110,000	10.00%	\$ 102,000.03	\$ 55.8521	7.8%				
NC6100	Manager, Customer Care Centre	Band 3	\$ 93,832.59	\$ 51.3799	110,000	17.23%	\$ 95,709.25	\$ 52.4075	14.9%				
NC4000	Dir Retail Ops, Cannabis Ops	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
NC4200	Sr Manager, Store Operations	Band 3	\$ 89,300.94	\$ 48.8985	110,000	23.18%	\$ 91,086.95	\$ 49.8765	20.8%				
N10000	Regional Manager 1, Cannabis	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%				
N20000	Regional Manager 2, Cannabis	Band 3	\$ 104,482.19	\$ 57.2113	110,000	5.28%	\$ 106,571.84	\$ 58.3555	3.2%				
N702001	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N702101	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N702201	Store Manager	Band 1	\$ 72,449.57	\$ 39.6712	81,400	12.35%	\$ 73,898.56	\$ 40.4646	10.2%				
N702401	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N702501	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N702701	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N702801	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N702901	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N703001	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N703101	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N703201	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N703401	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N703501	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N703801	Store Manager	Band 1	\$ 63,000.00	\$ 34.4969	81,400	29.21%	\$ 64,260.00	\$ 35.1868	26.7%				
N703901	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N704001	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N704101	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N704201	Store Manager	Band 1	\$ 71,732.22	\$ 39.2784	81,400	13.48%	\$ 73,166.86	\$ 40.0640	11.3%				
N704301	Store Manager	Band 1	\$ 60,000.02	\$ 32.8542	81,400	35.67%	\$ 61,200.02	\$ 33.5113	33.0%				
N704401	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
N704501	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N704701	Store Manager	Band 1	57,120.20	\$ 31.2773	81,400	42.51%	\$ 58,262.60	\$ 31.9028	39.7%				
N704801	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N705901	Store Manager	Band 1	\$ 64,259.93	\$ 35.1868	81,400	26.67%	\$ 65,545.13	\$ 35.8905	24.2%				
N705201	Store Manager	Band 1	\$ 57,120.20	\$ 31.2773	81,400	42.51%	\$ 58,262.60	\$ 31.9028	39.7%				
N705501	Store Manager	Band 1	\$ 57,120.02	\$ 31.2772	81,400	42.51%	\$ 58,262.42	\$ 31.9027	39.7%				
N706001	Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				

s.22

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and band max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
S10001	Senior Manager, WCCs	Band 3	\$ 89,009.47	\$ 48.7389	110,000	23.58%	\$ 90,789.65	\$ 49.7137	21.2%				
S23101	Sr Mgr Wholesale Bus Victoria	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%				
DS1000	Director, Distribution	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%				
DS3000	Inventory Manager	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS1500	Logistics Manager	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS2150	Shipping Manager, DDC	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS2160	Shipping Manager, DDC	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS2000	Senior Manager Logistics, DDC	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
DS4212	Shift Manager	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS4210	Shift Manager	Band 2	\$ 83,639.92	\$ 45.7987	94,600	13.10%	\$ 85,312.72	\$ 46.7147	10.9%				
DS4001	Senior Manager Operations, DDC	Band 3	\$ 101,803.08	\$ 55.7443	110,000	8.05%	\$ 103,839.15	\$ 56.8592	5.9%				
DS4000	Senior Manager Operations, DDC	Band 3	\$ 101,803.08	\$ 55.7443	110,000	8.05%	\$ 103,839.15	\$ 56.8592	5.9%				
DS5000	Mgr. Kamloops Dist Centre	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%				
SO5210	Sr. Mgr. Wholesale Supply Ch	Band 3	\$ 103,958.43	\$ 56.9245	110,000	5.81%	\$ 106,037.59	\$ 58.0630	3.7%				
SO8000	Dir Wholesale Supply Chain	Band 4	\$ 117,667.00	\$ 64.4309	123,200	4.70%	\$ 120,020.34	\$ 65.7195	2.6%				

This is for base position - currently relieving until Aug 28, 2021 in other director role

Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	% Gap between July 1, 2021 and annual hourly rate with July 1 2021	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
S02100	Sr. Manager Store Ops Admin	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S07400	Sr Mgr Marketing & Advertising	Band 3	\$ 100,000.03	\$ 54.7570	110,000	10.00%	\$ 102,000.03	\$ 55.8521	7.8%			
S07000	Director, Marketing	Band 4	\$ 117,667.18	\$ 64.4310	123,200	4.70%	\$ 120,020.52	\$ 65.7196	2.6%			
S03100	Senior Construction Manager	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%			Acting in this role -owns bcgeu role
S03200	Senior Leasing Manager	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%			Acting in this role -owns bcgeu role
S03202	Senior Leasing Manager	Band 3	\$ 101,803.08	\$ 55.7443	110,000	8.05%	\$ 103,839.15	\$ 56.8592	5.9%			This is on base position - is relieving on another excluded position until 08-31-2021
S03201	Senior Leasing Manager	Band 3	\$ 102,791.45	\$ 56.2855	110,000	7.01%	\$ 104,847.28	\$ 57.4112	4.9%			
S03600	Senior Facilities Manager	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%			
S02000	Director of Store Operations	Band 4	\$ 118,809.50	\$ 65.0565	123,200	3.70%	\$ 121,185.69	\$ 66.3576	1.7%			
S10000	Regional Manager 1	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S20000	Regional Manager 2	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S30000	Regional Manager 3	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S40000	Regional Manager 4	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S50000	Regional Manager 5	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S60000	Regional Manager 6	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S70000	Regional Manager 7	Band 3	\$ 104,482.19	\$ 57.2113	110,000	5.28%	\$ 106,571.84	\$ 58.3555	3.2%			
S80000	Regional Manager 8	Band 3	\$ 103,477.57	\$ 56.6612	110,000	6.30%	\$ 105,547.12	\$ 57.7944	4.2%			
S90000	Regional Manager 9	Band 3	\$ 104,482.19	\$ 57.2113	110,000	5.28%	\$ 106,571.84	\$ 58.3555	3.2%			
S04600	Sr Mgr MerchPrograms & Space P	Band 3	\$ 96,161.98	\$ 52.6554	110,000	14.39%	\$ 98,085.22	\$ 53.7085	12.1%			
S05300	Category Manager	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S05600	Category Manager	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S05500	Category Manager	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S05400	Category Manager	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S05305	Category Manager	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S04000	Director, Merchandising	Band 4	\$ 118,809.50	\$ 65.0565	123,200	3.70%	\$ 121,185.69	\$ 66.3576	1.7%			
LP1000	Dir, Corporate Loss Prevention	Band 4	\$ 117,667.36	\$ 64.4311	123,200	4.70%	\$ 120,020.71	\$ 65.7197	2.6%			
LP2300	Loss Prevention Investigator	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%			
LP2400	Loss Prevention Investigator	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%			
LP2100	Loss Prevention Investigator	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%			
LP2500	Loss Prevention Investigator	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%			
LP2200	Loss Prevention Investigator	Band 2	\$ 81,529.69	\$ 44.6432	94,600	16.03%	\$ 83,160.28	\$ 45.5361	13.8%			
LP2700	Loss Prevention Investigator	Band 2	\$ 82,321.19	\$ 45.0766	94,600	14.92%	\$ 83,967.61	\$ 45.9781	12.7%			
LP2000	Manager, Investigations	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
LP5000	Manager Physical Security	Band 3	\$ 96,162.16	\$ 52.6555	110,000	14.39%	\$ 98,085.40	\$ 53.7086	12.1%			
S00301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			Position reclassified downwards to Grid 18 eff April 1, 2021
S00501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S00601	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S00901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S01001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S01201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S02501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S03101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S03201	Senior Store Manager	Senior Store Manager Band 1	\$ 71,732.22	\$ 39.2784	81,400	13.48%	\$ 73,166.86	\$ 40.0640	11.3%			
S04101	Senior Store Manager	Senior Store Manager Band 2	73166.920	40.064000	81,400	11.25%	74630.2584	\$ 40.8653	9.1%			Will be excluded April 1, 2021 as part of annual store relass
S04801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S05001	Senior Store Manager	Senior Store Manager Band 1	\$ 70,325.82	\$ 38.5083	81,400	15.75%	\$ 71,732.34	\$ 39.2785	13.5%			
S05301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S06501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S07001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S07601	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S07701	Senior Store Manager	Senior Store Manager Band 1	\$ 71,732.40	\$ 39.2785	81,400	13.48%	\$ 73,167.05	\$ 40.0641	11.3%			
S07901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S08001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S08201	Senior Store Manager	Senior Store Manager Band 1	\$ 71,732.40	\$ 39.2785	81,400	13.48%	\$ 73,167.05	\$ 40.0641	11.3%			
S08901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S09001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S09401	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S09701	Senior Store Manager	Senior Store Manager Band 1	73166.920	40.064000	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			Will be excluded April 1, 2021 as part of annual store relass
S09801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S10201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S10701	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S10901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S11001	Senior Store Manager	Senior Store Manager Band 1	\$ 71,394.54	\$ 39.0935	81,400	14.01%	\$ 72,822.43	\$ 39.8754	11.8%			
S11101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S11201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S11301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S11701	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			
S12001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%			

S12201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S12301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S12401	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S12501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S12901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S13001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S13301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S13501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S14301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S14501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S14801	Senior Store Manager	Senior Store Manager Band 1	\$ 71,732.40	\$ 39.2785	81,400	13.48%	\$ 73,167.05	\$ 40.0641	11.3%
S14901	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S15201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S15301	Senior Store Manager	Senior Store Manager Band 1	\$ 69,642.99	\$ 38.1344	81,400	16.88%	\$ 71,035.85	\$ 38.8971	14.6%
S15701	Senior Store Manager	Senior Store Manager Band 1	\$ 72,101.30	\$ 39.4805	81,400	12.90%	\$ 73,543.33	\$ 40.2701	10.7%
S15801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S16001	Senior Store Manager	Senior Store Manager Band 2	\$ 85,728.97	\$ 46.9426	94,600	10.35%	\$ 87,443.55	\$ 47.8815	8.2%
S16101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S16301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S16501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S16701	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17001	Senior Store Manager	Senior Store Manager Band 1	\$ 72,449.57	\$ 39.6712	81,400	12.35%	\$ 73,898.56	\$ 40.4646	10.2%
S17201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17401	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17501	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17701	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S17901	Senior Store Manager	Senior Store Manager Band 1	\$ 70,687.78	\$ 38.7065	81,400	15.15%	\$ 72,101.54	\$ 39.4806	12.9%
S18101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S18201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S18301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,877.33	\$ 40.4530	81,400	10.18%	\$ 75,354.88	\$ 41.2621	8.0%
S18601	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S18901	Senior Store Manager	Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S19101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S19301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S20301	Senior Store Manager	Senior Store Manager Band 1	\$ 69,642.99	\$ 38.1344	81,400	16.88%	\$ 71,035.85	\$ 38.8971	14.6%
S20801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S21201	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S21701	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S21801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S22001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S22301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S22401	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S22801	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S23001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S23301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S23701	Senior Store Manager	Senior Store Manager Band 1	73166.920	40.064000	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S24001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S24101	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S24301	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S24401	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S24701	Senior Store Manager	Senior Store Manager Band 1	\$ 72,101.30	\$ 39.4805	81,400	12.90%	\$ 73,543.33	\$ 40.2701	10.7%
S30001	Senior Store Manager	Senior Store Manager Band 1	\$ 73,166.92	\$ 40.0640	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%
S02701	Senior Store Manager	Senior Store Manager Band 1	73166.920	40.064000	81,400	11.25%	\$ 74,630.26	\$ 40.8653	9.1%

Position reclassified downwards to Grid 18 eff April 1, 2021

s.22

base position - note was on relief assignment in LR but scheduled to end May 15th

Position reclassified downwards to Grid 18 eff April 1, 2021  
owns Excluded position at #237

Will be excluded April 1, 2021 as part of store reclass  
Position reclassified downwards to Grid 18 eff April 1, 2021

s.22



Descr	Position	Descr	Descr	Annual Rt	Hrly Rate	Band Max as of April 1, 2021	% Gap btwn current annual and band max July 1, 2020	Achieves Annual rate with July 1, 2021 + 2% applied	hourly rate with July 1 2021	% Gap between July 1, 2021 and annual max	Not to exceed Band Max as noted	Hrly rate - Band Max	Eligible for July 1st in Range	Notes
Departure Payments			Band 4	117667.361	64.431100	123,200	4.70%	120020.7082	65.7197	2.6%				Entitled to july 1st increase based on agreement
Departure Payments			Band 5	133846.484	73.290300	137,500	2.73%	136523.4137	74.7561	0.7%				Entitled to july 1st increase based on agreement
Chief Information Security Off	IS1700	Chief Info Security Office	Band 4	\$ 111,839.98	\$ 61.2402	123,200	10.16%	\$ 114,076.78	\$ 62.4650	8.0%				

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020( band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Achieves Annual rate with July 1, 2020 + 2% applied	hourly rate- July 1 2020	% Gap between July 1st and annual max	Not to exceed Band Max	Hrly rate - Band Max:	Eligible for July 1st in range	Notes
CO1000	Exec Dir Corporate Operations	B05	\$ 131,222	\$ 71.85	\$ 134,800	2.73%	\$ 133,846.42	\$ 73.29	0.71%	\$ 134,800	\$ 73.81	Yes	
SO1600	Exec Dir Corp Strategic Serv.	B05	\$ 131,222	\$ 71.85	\$ 134,800	2.73%	\$ 133,846.42	\$ 73.29	0.71%	\$ 134,800	\$ 73.81	Yes	
IS1000	Chief Information Officer	B06	\$ 145,900	\$ 79.89	\$ 148,800	1.99%	\$ 148,800.00	81.4784	0.00%	\$ 148,800	\$ 81.48	Yes	
PR1000	Exec Dir Human Resources	B05	\$ 131,222	\$ 71.85	\$ 134,800	2.73%	\$ 133,846.42	\$ 73.29	0.71%	\$ 134,800	\$ 73.81	Yes	

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020 (band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes	Eligible for July 1st in range	Notes
FA7100	Corporate Auditor	B01	\$ 66,698	\$ 36.52	\$ 79,800	19.64%	\$ 68,032	\$ 37.25	17.30%			Yes	
FA7100	Corporate Auditor	B01	\$ 66,698	\$ 36.52	\$ 79,800	19.64%	\$ 68,032	\$ 37.25	17.30%			Yes	
FA9200	Finance Project Lead	B02	\$ 90,228	\$ 49.41	\$ 92,700	2.74%	92032.50	\$ 50.3942	0.73%			Yes	
FA9100	Finance Project Lead	B02	\$ 86,149	\$ 47.17	\$ 92,700	7.60%	\$ 87,872	\$ 48.12	5.49%			Yes	
FA9100	Finance Project Lead	B02	\$ 86,149	\$ 47.17	\$ 92,700	7.60%	\$ 87,872	\$ 48.12	5.49%			Yes	
FA9300	PCI Compliance Program Lead	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA9400	PCI Compliance Program Lead	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA7210	Senior Corporate Auditor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA7300	Senior Corporate Auditor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	2% on acting role
FA7225	Senior Corporate Auditor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.97%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA7220	Senior Corporate Auditor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA7310	Senior Corporate Auditor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%			Yes	
FA4100	Sr Manager Budgets/Forecasting	B02	\$ 88,128	\$ 48.26	\$ 92,700	5.19%	\$ 89,891	\$ 49.22	3.13%			Yes	
FA7310	Sr. Manager, Corporate Audit	B03	\$ 94,307	\$ 51.64	\$ 107,800	14.31%	\$ 96,193	\$ 52.67	12.07%			Yes	
FA7201	Sr. Manager, Corporate Audit	B03	\$ 94,307	\$ 51.64	\$ 107,800	14.31%	\$ 96,193	\$ 52.67	12.07%			Yes	2% on base role and on acting role
FA7201	Sr. Manager, Corporate Audit	B03	\$ 94,307	\$ 51.64	\$ 107,800	14.31%	\$ 96,193	\$ 52.67	12.07%			Yes	2%,s.22
FA9000	Finance Dir, Shared Services	B04	\$ 109,564	\$ 59.99	\$ 120,800	10.25%	\$ 111,756	\$ 61.19	8.09%			Yes	
FA2000	Finance Director, Wholesale	B04	\$ 110,628	\$ 60.58	\$ 120,800	9.19%	\$ 112,841	\$ 61.79	7.05%			Yes	
CP5000	Finance Director, Retail	B04	\$ 109,647	\$ 60.04	\$ 120,800	10.17%	\$ 111,840	\$ 61.24	8.01%			Yes	
FA7000	Director, Corporate Audit	B04	\$ 109,564	\$ 59.99	\$ 120,800	10.25%	\$ 111,756	\$ 61.19	8.09%			Yes	
FA4000	Finance Director, Corporate	B04	\$ 116,480	\$ 63.78	\$ 120,800	3.71%	118809.53	\$ 65.06	1.68%			Yes	

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019(applied band max)	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2020 + 2% applied	hourly rate with July 1 2020	% Gap between July 1st and annual max	Not to exceed Band Max	Hrly rate - Band Max	Eligible for July 1st in range	Notes
SO5090	Dir Sourcing & Vendor Perform	B04	115360.08	63.17	\$ 120,800	4.72%	117667.28	\$ 64.43	2.66%			Yes	
SO5093	SVP Category Manager	B03	97999.92	53.66	\$ 107,800	10.00%	99959.91	\$ 54.74	7.84%			Yes	
SO5091	SVP Category Manager	B03	97999.92	53.66	\$ 107,800	10.00%	99959.91	\$ 54.74	7.84%			Yes	
SO5092	SVP Category Manager	B03	94276.56	51.62	\$ 107,800	14.34%	96162.09	\$ 52.66	12.10%			Yes	s.22
IS1550	Director Corporate Projects	B04	109647.01	60.04	\$ 120,800	10.17%	111839.95	\$ 61.24	8.01%			Yes	
CP3000	Director Policy	B04	115360.08	63.17	\$ 120,800	4.72%	117667.28	\$ 64.43	2.66%			Yes	
PC6000	Mgr Information Privacy&Acce	B02	90227.94	49.41	\$ 92,700	2.74%	92032.50	50.3942	0.73%	\$ 92,700.00	50.7597	Yes	
CP2000	Dir Corp Comm/Stakeholder R	B04	117599.97	64.39	\$ 120,800	2.72%	119951.97	\$ 65.6821	0.71%	\$ 120,800.00	66.1464	Yes	
CO3000	Manager, Communication	B02	90227.94	49.41	\$ 92,700	2.74%	91130.22	49.9002	1.72%	\$ 92,700.00	50.7597	1% applied	

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020(update to band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes
SO3100	Senior Construction Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 95,219.32	52.1392	13.21%	Yes - 1%	s.22
LP2000	Manager, Investigations	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%	Yes	
LP2500	Loss Prevention Investigator	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%	Yes	
LP1000	Dir, Corporate Loss Prevention	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667.28	\$ 64.43	2.66%	Yes	
LP2300	Loss Prevention Investigator	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%	Yes	
SO3202	Senior Leasing Manager	B03	\$ 99,807	\$ 54.65	\$ 107,800	8.01%	\$ 101,803.13	\$ 55.74	5.89%	Yes	
SO3201	Senior Leasing Manager	B03	\$ 100,776	\$ 55.18	\$ 107,800	6.97%	\$ 102,791.52	\$ 56.29	4.87%	Yes	
SO5000	Director Real Estate	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667.28	\$ 64.43	2.66%	Yes	
LP2400	Loss Prevention Investigator	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%	Yes	
LP2100	Loss Prevention Investigator	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%	Yes	
LP2200	Loss Prevention Investigator	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%	Yes	
LP5000	Manager Physical Security	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%	Yes	
LP2700	Loss Prevention Investigator	B02	\$ 80,707	\$ 44.19	\$ 92,700	14.86%	\$ 82,321.10	\$ 45.08	12.61%	Yes	

Position	Descr	Band	Annual Rt	Hrly Rate		% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes	Eligible for July 1st in range	Notes
PR2100	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2400	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2300	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2105	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2110	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2115	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR2700	Labour Relations Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	2% on base role, relief assignment in Employee Relations Specialist role
PR2710	Employee Relations Specialist	B03	\$ 87,550	\$ 47.94	\$ 107,800	23.13%	\$ 89,300.92	\$ 48.90	20.72%			Yes	
PR2720	Employee Relations Specialist	B03	\$ 87,550	\$ 47.94	\$ 107,800	23.13%	\$ 88,425.42	\$ 48.42	21.91%			Yes - 1%	s.22
PR2000	Employee Relations Specialist	B03	\$ 87,550	\$ 47.94	\$ 107,800	23.13%	\$ 89,300.92	\$ 48.90	20.72%			Yes	2% on base role, relief assignment in Director role
PR4500	Safety Advisor	B02	\$ 77,603	\$ 42.49	\$ 92,700	19.45%	\$ 79,154.94	\$ 43.34	17.11%			Yes	Correct error in base salary first, then apply 2%
PR4505	Safety Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR4214	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR4200	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR4215	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR4217	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR4216	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.59	\$ 44.64	13.70%			Yes	
	Disability Case Mgmt Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.59	\$ 44.64	13.70%			Yes	
PR2500	Senior Manager, OHS	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%			Yes	
PR3000	Senior Manager, Compensation	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%			Yes	
PR6000	Director, Talent & Compensation	B04	\$ 117,600	\$ 64.39	\$ 120,800	2.72%	\$ 119,951.97	\$ 65.6821	0.71%	\$ 120,800.00	66.1464	Yes	
PR6212	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6214	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.59	\$ 44.64	13.70%			Yes	
PR6213	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6218	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6216	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6217	HR Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6500	Sr Mgr, Talent & Org Design	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%			Yes	
PR6110	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6156	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6155	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6120	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.59	\$ 44.64	13.70%			Yes	
PR6157	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.59	\$ 44.64	13.70%			Yes	
PR6158	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6155	Learning Advisor	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,529.61	\$ 44.64	13.70%			Yes	
PR6192	Org Develop /Change Advisor	B02	\$ 84,048	\$ 46.02	\$ 92,700	10.29%	\$ 85,729.05	\$ 46.94	8.13%			Yes	
PR6105	Sr Mgr Performance & Learning	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162.09	\$ 52.66	12.10%			Yes	
PR6100	Dir Org Development / Change Learning Advisor	B04 B02	\$ 115,360 \$ 79,931	\$ 63.17 \$ 43.77	\$ 120,800 \$ 92,700	4.72% 15.98%	\$ 117,667.09 \$ 81,529.61	\$ 64.43 \$ 44.64	2.66% 13.70%			Yes Yes	

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020 (band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes
IS1400	Sr Mgr Security Pol Compliance	B03	\$ 97,125	\$ 53.18	\$ 107,800	10.99%	\$ 99,067	\$ 54.25	8.82%	Yes	
IS1900	Chief Technology Officer	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667	\$ 64.43	2.66%	Yes	
IS1700	Chief Info Security Officer	B04	\$ 109,647	\$ 60.04	\$ 120,800	10.17%	\$ 111,840	\$ 61.24	8.01%	Yes	
IS1500	IT Director, Corporate	B04	\$ 116,480	\$ 63.78	\$ 120,800	3.71%	\$ 118,810	\$ 65.06	1.68%	Yes	
IS1200	IT Director, Wholesale Liquor	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667	\$ 64.43	2.66%	Yes	
IS1600	IT Director, Retail Liquor	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667	\$ 64.43	2.66%	Yes	

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020(band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1, 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes
NC5600	Category Manager, Cannabis Ops	B03	\$ 89,276	\$ 48.89	\$ 107,800	20.75%	\$ 91,062	\$ 49.86	18.38%	Yes	
NC5400	Sr Mgr Supply Chain & Planning	B03	\$ 97,760	\$ 53.53	\$ 107,800	10.27%	\$ 99,715	\$ 54.60	8.11%	Yes	
NC5000	Dir Supply Chain, Cannabis Ops	B04	\$ 115,336	\$ 63.15	\$ 120,800	4.74%	\$ 117,643	\$ 64.42	2.68%	Yes	
NC2000	Mgr, Warehouse Ops, Cannabis	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	2% on base role, relief assignment in director role
NC2100	Mgr, Warehouse Ops, Cannabis	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
NC2300	Mgr, Retail E-Comm Logistics	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
NC3100	Category Manager, Cannabis Ops	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
NC3120	Category Manager, Cannabis Ops	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
NC3110	Category Manager, Cannabis Ops	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
NC3000	Dir Merchandising Cannabis Ops	B04	\$ 114,227	\$ 62.55	\$ 120,800	5.75%	\$ 116,512	\$ 63.80	3.68%	Yes	
NC6000	E-Comm Operations Mgr Cannabi	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	2% on base role, relief assignment in director role
NC6100	Manager, Customer Care Centre	B03	\$ 92,904	\$ 50.87	\$ 107,800	16.03%	\$ 93,833	51.3799	14.89%	Yes - 1%	s.22
NC4000	Dir Retail Ops, Cannabis Ops	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667	\$ 64.43	2.66%	Yes	
NC4200	Sr Manager, Store Operations	B03	\$ 87,550	\$ 47.94	\$ 107,800	23.13%	\$ 89,301	\$ 48.90	20.72%	Yes	
N10000	Regional Manager 1, Cannabis	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
N20000	Regional Manager 2, Cannabis	B03	\$ 102,434	\$ 56.09	\$ 107,800	5.24%	\$ 104,482	\$ 57.21	3.18%	Yes	
N702001	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702101	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702201	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 72,450	\$ 39.67	10.15%	Yes - 1%	s.22
N702301	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702401	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702701	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702801	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N702901	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N703001	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N703101	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N703201	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N703401	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N703501	Store Manager	B01	\$ 63,000	\$ 34.50	\$ 79,800	26.67%	\$ 64,260	\$ 35.19	24.18%	Yes	
N703901	Store Manager	B01	\$ 63,000	\$ 34.50	\$ 79,800	26.67%	\$ 64,260	\$ 35.19	24.18%	Yes	
N704101	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N704401	Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
N704801	Store Manager	B01	\$ 63,000	\$ 34.50	\$ 79,800	26.67%	\$ 64,260	\$ 35.19	24.18%	Yes	
N705201	Store Manager	B01	\$ 56,000	\$ 30.66	\$ 79,800	42.50%	\$ 57,120	\$ 31.28	39.71%	Yes	



Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020 (band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes
DS1000	Director, Distribution	B04	\$ 115,360	\$ 63.17	\$ 120,800	4.72%	\$ 117,667	\$ 64.43	2.66%	Yes	
DS3000	Inventory Manager	B02	\$ 79,931	\$ 43.77	\$ 92,700	15.98%	\$ 81,530	\$ 44.64	13.70%	Yes	
DS4000	Senior Manager Operations, DDC	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
DS1500	Logistics Manager	B02	\$ 82,000	\$ 44.90	\$ 92,700	13.05%	\$ 83,640	\$ 45.80	10.83%	Yes	
DS4001	Senior Manager Operations, DDC	B03	\$ 99,807	\$ 54.65	\$ 107,800	8.01%	\$ 101,803	\$ 55.74	5.89%	Yes	
DS4000	Senior Manager Operations, DDC	B03	\$ 99,807	\$ 54.65	\$ 107,800	8.01%	\$ 101,803	\$ 55.74	5.89%	Yes	
DS5000	Mgr. Kamloops Dist Centre	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
SO8000	Dir, Wholesale Pricing&Imports	B04	\$ 109,565	\$ 60.05	\$ 120,800	10.25%	\$ 111,756	\$ 61.19	8.09%	Yes	2% on base role
FA5000	Sr. Mgr. Wholesale Supply Chain	B03	\$ 101,920	\$ 57.59	\$ 107,800	5.77%	\$ 103,958	\$ 56.92	3.70%	Yes	2% on base role, relief assignment in director role
S10001	Senior Manager, WCCs	B03	\$ 87,264	\$ 47.78	\$ 107,800	23.53%	\$ 89,009	\$ 48.74	21.11%	Yes	
S23101	Sr Mgr Wholesale Bus Victoria	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
	Shipping Manager	B02	\$ 82,000	\$ 44.90	\$ 92,700	13.05%	\$ 83,640	\$ 45.80	10.83%	Yes	
	Dir, Wholesale Supply Chain	B04	\$ 114,227	\$ 62.55	\$ 120,800	5.75%	\$ 116,512	\$ 63.80	3.68%	Yes	2% on base role

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max at July 1, 2020(band max applied)	% Gap btwn current annual salary and band max at July 1, 2020	Annual rate with July 1, 2020, 2% applied	Hourly rate with July 1 2020, 2% applied	% Gap between revised salary and band max at July 1, 2020, 2% applied	Eligible for July 1, 2020 in range	Notes
S02000	Director of Store Operations	B04	\$ 116,480	\$ 63.78	\$ 120,800	3.71%	\$ 118,809.53	65.0565	1.68%	Yes	
S10000	Regional Manager 1	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S20000	Regional Manager 2	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S30000	Regional Manager 3	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S40000	Regional Manager 4	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S50000	Regional Manager 5	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S60000	Regional Manager 6	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S70000	Regional Manager 7	B03	\$ 102,434	\$ 56.09	\$ 107,800	5.24%	\$ 104,482	\$ 57.21	3.18%	Yes	
S80000	Regional Manager 8	B03	\$ 101,449	\$ 55.55	\$ 107,800	6.26%	\$ 103,478	\$ 56.66	4.18%	Yes	
S90000	Regional Manager 9	B03	\$ 102,434	\$ 56.09	\$ 107,800	5.24%	\$ 104,482	\$ 57.21	3.18%	Yes	
S05300	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05600	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05500	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05400	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05305	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05960	Sr Mgr Retail Planning&Supply	B03	\$ 96,820	\$ 53.02	\$ 107,800	11.34%	\$ 98,756	\$ 54.08	9.16%	Yes	
S02100	Sr. Manager Store Ops Admin	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S07400	Sr Mgr Marketing & Digital	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	2% on acting role
S07000	Sr Mgr Marketing & Digital	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	2% on base role, relief assignment in director role
S07000	Sr Mgr Marketing & Digital	B04	\$ 110,746	\$ 60.64	\$ 120,800	9.08%	112960.60	61.8538	6.94%	Yes	revised to include on director role
S05300	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05600	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05500	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05400	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S05305	Category Manager	B03	\$ 94,277	\$ 51.62	\$ 107,800	14.34%	\$ 96,162	\$ 52.66	12.10%	Yes	
S00301	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S00501	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S00601	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S00701	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S00901	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S01001	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S01201	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S02501	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S02701	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S03101	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S04801	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S05001	Senior Store Manager	B01	\$ 68,947	\$ 37.75	\$ 79,800	15.74%	\$ 70,326	\$ 38.51	13.47%	Yes	
S05301	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S06501	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S07001	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S07601	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S07701	Senior Store Manager	B01	\$ 70,326	\$ 38.51	\$ 79,800	13.47%	\$ 71,732	\$ 39.28	11.25%	Yes	
S07901	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S08001	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S08201	Senior Store Manager	B01	\$ 70,326	\$ 38.51	\$ 79,800	13.47%	\$ 71,732	\$ 39.28	11.25%	Yes	
S08901	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S09001	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	
S09401	Senior Store Manager	B01	\$ 71,732	\$ 39.28	\$ 79,800	11.25%	\$ 73,167	\$ 40.06	9.07%	Yes	



Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2019 + 3% applied	hourly rate with July 1 2019	% Gap between July 1st and annual max	NEW: Exceeds July 1, 2019	Eligible for July 1st in range	Notes
CO1000	Exec Dir Corporate Operations	B05	\$ 127,400.00	69.760400	\$ 132,200.00	3.77%	\$ 131,222.00	71.8532	0.75%			
SO1600	Exec Dir Corp Strategic Serv.	B05	\$ 127,400.00	69.760400	\$ 132,200.00	3.77%	\$ 131,222.00	71.8532	0.75%			
PR1000	Exec Dir Human Resources	B05	\$ 127,400.00	69.760400	\$ 132,200.00	3.77%	\$ 131,222.00	71.8532	0.75%			
IS1000	Chief Information Officer	B06	\$ 121,023.65	66.268900	\$ 145,900.02	20.55%	\$ 145,900.02	79.8905	0.00%			

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2019 + 3% applied	hourly rate with July 1 2019	% Gap between July 1st and annual max	NEW: Exceeds July 1, 2019	Eligible for July 1st in range	Notes
PR2100	Labour Relations Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR2300	Labour Relations Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
P2105	Labour Relations Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR2400	Labour Relations Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR2700	Employee Relations Specialist	B03	\$ 84,999.93	46.543400	\$ 105,700.00	24.35%	\$ 87,549.93	47.9397	20.73%			
PR2710	Employee Relations Specialist	B03	\$ 84,999.93	46.543400	\$ 105,700.00	24.35%	\$ 87,549.93	47.9397	20.73%			
PR2710	Employee Relations Specialist	B03	\$ 84,999.93	46.543400	\$ 105,700.00	24.35%	\$ 87,549.93	47.9397	20.73%			
PR4500	Safety Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR4200	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR4000	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR4000	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR4200	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.08	17.13%	\$ 79,930.97	43.7769	13.72%			
PR4214	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR4215	Disability Case Mgmt Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR2500	Manager, OHS	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
PR3000	Senior Manager, Compensation	B03	\$ 91,530.60	47.967100	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
PR6500	Sr Mgr, Talent & Org Design	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
PR6000	Director,Talent & Compensation	B04	\$111,999.96	61.327800	\$118,400.00	5.71%	\$117,599.95	64.3942	0.68%			
PR6212	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6216	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6216	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6200	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6213	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6214	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6217	Advisor, HR Services	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6110	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6120	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6156	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6190	Org Develop /Change Advisor	B02	\$ 81,600.00	44.681700	\$ 90,900.00	11.40%	\$ 84,048.00	46.0222	8.15%			
PR6100	Dir Org Development / Change	B04	\$111,999.96	61.327800	\$118,400.00	5.71%	\$115,359.95	63.1676	2.64%			
PR6155	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6120	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6157	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
PR6175	Empl Exp & Engagement Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 84,048.00	46.0222	8.15%			
PR6159	Learning Advisor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2019 + 3% applied	hourly rate with July 1 2019	% Gap between July 1st and annual max	NEW: Exceeds July 1, 2019	Eligible for July 1st in range	Notes
IS1575	Mgr., IT Strategy & Solutions	B03	\$ 95,999.99	52.566700	\$ 105,700.00	10.10%	\$ 98,879.99	54.1437	6.90%			
IS1200	Director, Business Systems	B04	\$ 106,453.45	58.290700	\$ 118,400.00	11.22%	\$ 109,647.05	60.0394	7.98%			
IS1900	Dir, Bus Analytics&Data Serv.	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
IS1700	Director, Infrastructure & Ops	B04	\$ 106,453.45	58.290700	\$ 118,400.00	11.22%	\$ 109,647.05	60.0394	7.98%			
IS1600	Director, IT Shared Services	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
IS1400	Sr Mgr, Security Compliance	B03	\$ 94,295.73	51.633500	\$ 105,700.00	12.09%	\$ 97,124.60	53.1825	8.83%			
IS1500	Director Enterprise Solution	B04	\$ 111,999.95	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2019 + 3% applied	hourly rate with July 1 2019	% Gap between July 1st and annual max	NEW: Exceeds July 1, 2019	Eligible for July 1st in range	Notes
DS1000	Director, Distribution	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
DS3000	Manager, Admin & Systems	B02	\$ 74,498.81	40.793300	\$ 90,900.00	22.02%	\$ 76,733.77	42.0171	18.46%	acting		
DS4000	Mgr. Vancouver Warehouse Ops	B03	\$ 86,146.45	47.171200	\$ 105,700.00	22.70%	\$ 88,730.84	48.5863	19.12%	acting		
DS4000	Mgr. Vancouver Warehouse Ops	B03	\$ 87,869.52	48.114700	\$ 105,700.00	20.29%	\$ 90,505.60	49.5581	16.79%	acting		
DS4001	Mgr. Vancouver Warehouse Ops	B03	\$ 87,869.52	48.114700	\$ 105,700.00	20.29%	\$ 99,806.99	54.6513	5.90%			
DS4000	Mgr. Vancouver Warehouse Ops	B03	\$ 96,899.97	53.059500	\$ 105,700.00	9.08%	\$ 99,806.96	54.6513	5.90%			
DS5000	Mgr. Kamloops Dist Centre	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
SO5210	Sr. Mgr. Wholesale Supply Ch	B03	\$ 97,999.92	53.661800	\$ 105,700.00	7.86%	\$ 101,919.91	55.8083	3.71%			
SO8000	Dir Wholesale Supply Chain	B04	\$ 110,900.01	60.725500	\$ 118,400.00	6.76%	\$ 114,227.01	62.5473	3.65%			
FA5000	Dir, Wholesale Pricing&Imports	B04	\$ 106,373.09	58.246700	\$ 118,400.00	11.31%	\$ 109,564.29	59.9941	8.06%			
S10007	Manager, Vancouver WCC	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S10001	Sr Mgr, Wholesale Business	B03	\$ 84,722.52	46.391500	\$ 105,700.00	24.76%	\$ 87,264.20	47.7832	21.13%			
S23101	Sr Mgr Wholesale Bus Victoria	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			

Position	Descr	Band	Annual Rt	Hrly Rate	Band Max updated April 1, 2019	% Gap btwn current annual and band max April 1 2019	Achieves Annual rate with July 1, 2019 + 3% applied	hourly rate with July 1 2019	% Gap between July 1st and annual max	NEW: Exceeds July 1, 2019	Eligible for July 1st in range	Notes
S02000	Director of Store Operations	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 116,479.95	63.7809	1.65%			
S10000	Regional Manager 1	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S20000	Regional Manager 2	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S30000	Regional Manager 3	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S40000	Regional Manager 4	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S70000	Regional Manager 7	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 102,433.48	56.0895	3.19%			
S80000	Regional Manager 8	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S90000	Regional Manager 9	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S90000	Regional Manager 9	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
S05300	Category Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S05305	Category Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S05400	Category Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S05500	Category Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S05600	Category Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S05960	Sr Mgr Retail Planning&Supply	B03	\$ 94,000.06	51.471600	\$ 105,700.00	12.45%	\$ 96,820.06	53.0157	9.17%			
S04000	Director, Merchandising	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
S02100	Sr. Manager Store Ops Admin	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S07400	Sr Mgr Marketing & Digital	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
S07000	Director, Marketing	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
S03201	Senior Store Manager	B01	69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S07701	Senior Store Manager	B01	68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%			
S14801	Senior Store Manager	B01	68,277.50	37.3867	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%			
S14901	Senior Store Manager	B01	68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%			
S24001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S24101	Senior Store Manager	B01	68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%			
S00301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S00501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S00601	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S00701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S00901	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S01201	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S02501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S02701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S03101	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S04801	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S05001	Senior Store Manager	B01	\$ 69,642.98	38.134400	\$ 78,200.00	12.29%	\$ 71,732.27	39.2784	9.02%			
S05301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
S06301	Senior Store Manager	B01	\$ 68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%			
S06501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			



S07001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S07601	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S08001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S08201	Senior Store Manager	B01	\$ 68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 70,325.82	38.5083	11.20%
S08901	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S09001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S09001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S09401	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S09801	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S10201	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S10701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S11101	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S11301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S11701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S12001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S12201	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S12301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 72,428.71	39.6598	7.97%
S12401	Senior Store Manager	B01	\$ 66,938.67	36.653600	\$ 78,200.00	16.82%	\$ 68,946.83	37.7532	13.42%
S12501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S12901	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S13001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S13301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S14301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S14501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S14901	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S15201	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S15701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 70,687.63	38.7064	10.63%
S15701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S16001	Senior Store Manager	B02	\$ 81,600.00	44.681700	\$ 90,900.00	11.40%	\$ 84,048.00	46.0222	8.15%
S16301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S16501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S16701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S17001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S17401	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S17501	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S17801	Senior Store Manager	B01	\$ 66,857.41	36.609100	\$ 78,200.00	16.97%	\$ 71,732.28	39.2784	9.02%
S17901	Senior Store Manager	B01	\$ 68,277.50	37.386700	\$ 78,200.00	14.53%	\$ 69,301.66	37.9475	12.84%
S18101	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S18301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 72,428.71	39.6598	7.97%
S20301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S20801	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S21201	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S21701	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S21801	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S22001	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S22301	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%
S22801	Senior Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%

S23301	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S24001	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S24101	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	70,687.63	38.7064	10.63%
S24301	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S24401	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S24701	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	70,687.63	38.7064	10.63%
S30001	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S01001	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%
S13501	Senior Store Manager	B01	\$	69,642.99	38.134400	\$	78,200.00	12.29%	\$	71,732.28	39.2784	9.02%

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FA9100	Finance Project Lead	B02	\$ 83,639.92	45.798700	\$ 90,900.00	8.68%	\$ 86,149.12	47.1727	5.51%			
FA9100	Finance Project Lead	B02	\$ 83,639.92	45.798700	\$ 90,900.00	8.68%	\$ 86,149.12	47.1727	5.51%			
FA9200	Finance Project Lead	B02	\$ 87,599.96	47.967100	\$ 90,900.00	3.77%	\$ 90,227.96	49.4061	0.74%			
FA9000	Finance Dir, Shared Services	B04	\$106,373.09	58.246700	\$ 118,400.00	11.31%	\$109,564.29	59.9941	8.06%			
FA9300	PCI Compliance Program Lead	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
FA9400	PCI Compliance Program Lead	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
FA2000	Finance Director, Wholesale	B04	\$106,373.09	58.246700	\$ 118,400.00	11.31%	\$110,628.02	60.5766	7.03%			
CP5000	Finance Director, Retail	B04	\$106,453.45	58.290700	\$ 118,400.00	11.22%	\$109,647.05	60.0394	7.98%			
FA7215	Corporate Auditor	B01	\$ 64,755.03	35.457900	\$ 78,200.00	20.76%	\$ 66,697.68	36.5216	17.25%			
FA7220	Senior Corporate Auditor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
FA7225	Senior Corporate Auditor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
FA7305	Senior Corporate Auditor	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
FA7201	Sr. Manager, Corporate Audit	B03	\$ 91,560.37	50.135700	\$ 105,700.00	15.44%	\$ 94,307.18	51.6398	12.08%		s.22	
FA7201	Sr. Manager, Corporate Audit	B03	\$ 91,560.19	50.135600	\$ 105,700.00	15.44%	\$ 94,307.00	51.6397	12.08%			
FA7310	Sr. Manager, Corporate Audit	B03	\$ 91,560.37	50.135700	\$ 105,700.00	15.44%	\$ 94,307.18	51.6398	12.08%			
FA7000	Director, Corporate Audit	B04	\$106,373.09	58.246700	\$ 118,400.00	11.31%	\$109,564.29	59.9941	8.06%			
FA4100	Sr Manager Budgets/Forecasting	B02	\$ 85,561.32	46.850800	\$ 90,900.00	6.24%	\$ 88,128.16	48.2563	3.15%			
FA4000	Finance Director, Corporate	B04	\$111,999.96	61.327800	\$ 118,400.00	5.71%	\$116,479.95	63.7809	1.65%			
FA7300	Senior Corporate Auditor	B03	\$ 91,560.19	50.135600	\$ 105,700.00	15.44%	\$ 94,307.00	51.6397	12.08%		s.22	

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2019-04-15	NC5400	Sr Mgr Supply Chain & Planning	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 97,759.95	53.5304	8.12%			
2019-04-08	NC2200	Dir Distribution, Cannabis Ops	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-08-26	NC2100	Mgr, Warehouse Ops, Cannabis	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-08-26	NC2300	Mgr, Retail E-Comm Logistics	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-07-01	NC3100	Category Manager, Cannabis Ops	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2019-09-23	NC3110	Category Manager, Cannabis Ops	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-05-14	NC3120	Category Manager, Cannabis Ops	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2019-01-01	NC3000	Dir Merchandising Cannabis Ops	B04	\$ 110,900.01	60.725500	\$ 118,400.00	6.76%	\$ 114,227.01	62.5473	3.65%			
2018-07-23	NC6300	Digital Marketing Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-11-25	NC6200	E-Comm Operations Mgr Cannabis	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2019-01-01	NC6100	Manager, Customer Care Centre	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 92,903.56	50.8712	13.77%			
2019-01-01	NC4000	Dir Retail Ops, Cannabis Ops	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
2018-07-01	N10000	Regional Manager 1, Cannabis	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 101,448.55	55.5502	4.19%			
2018-07-01	N20000	Regional Manager 2, Cannabis	B03	\$ 98,493.73	53.932200	\$ 105,700.00	7.32%	\$ 102,433.48	56.0895	3.19%			
2018-09-04	N702001	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
2019-06-16	N702001	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
2019-05-26	N702301	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	\$ 71,732.28	39.2784	9.02%			
2019-07-07	N702201	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	71,732.28	39.2784	9.02%			
2019-07-21	N702701	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	71,732.28	39.2784	9.02%			
2019-06-23	N702801	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	71,732.28	39.2784	9.02%			
2019-07-21	N703101	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	71,732.28	39.2784	9.02%			
2019-08-11	N702501	Store Manager	B01	\$ 69,642.99	38.134400	\$ 78,200.00	12.29%	71,732.28	39.2784	9.02%			
2019-11-01	NC5000	Dir Supply Chain, Cannabis Ops	B04	\$ 110,900.05	60.7255	\$ 118,400.00	6.76%	\$ 114,227.05	62.5473	3.65%			
2019-08-07	NC4200	Sr.Mgr Store Operations	B03			\$ 105,700.00		\$ 87,550.00	47.9397	20.73%			

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2019-05-30	SO5090	Dir Sourcing & Vendor Perform	B04	\$ 112,000.00	61.327824	\$ 118,400.00	5.71%	\$ 115,360.00	63.1677	2.64%			
2018-07-01	IS1550	Director Corporate Projects	B04	\$ 106,453.45	58.290700	\$ 118,400.00	11.22%	\$ 109,647.05	60.0394	7.98%			
2019-01-01	CP3000	Director Corporate Policy	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
2019-01-01	PC6000	Mgr Information Privacy&Access	B02	\$ 87,599.96	47.967100	\$ 90,900.00	3.77%	\$ 90,227.96	49.4061	0.74%			
2018-08-20	CO3000	Manager, Communication	B02	\$ 87,599.96	47.967100	\$ 90,900.00	3.77%	\$ 90,227.96	49.4061	0.74%			
2019-01-01	CP2000	Dir Corp Comm/Stakeholder Rel	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 117,599.95	64.3942	0.68%			
2019-10-15	SO5092	SVP Category Manger	B03	\$ -	0.000000	\$ 105,700.00		\$ 94,276.55	51.6230	12.12%			
2019-09-30	SO5091	SVP Category Manger	B03	\$ -	0.000000	\$ 105,700.00		\$ 97,999.92	53.6618	7.86%			
2019-09-30	SO5093	SVP Category Manger	B03	\$ -	0.000000	\$ 105,700.00		\$ 97,999.92	53.6618	7.86%			

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2018-09-24	SO3100	Senior Construction Manager	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-07-01	SO3200	Senior Leasing Manager	B03	\$ 91,799.98	50.266900	\$ 105,700.00	15.14%	\$ 94,553.98	51.7749	11.79%			
2018-07-01	SO3201	Senior Leasing Manager	B03	\$ 96,899.97	53.059500	\$ 105,700.00	9.08%	\$ 100,775.96	55.1819	4.89%			
2019-06-19	SO5000	Director Real Estate	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
2019-03-04	LP1000	Dir, Corporate Loss Prevention	B04	\$ 111,999.96	61.327800	\$ 118,400.00	5.71%	\$ 115,359.95	63.1676	2.64%			
2018-07-01	LP2100	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-09-10	LP2200	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-07-02	LP2300	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-07-01	LP2400	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-07-01	LP2500	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-07-01	LP2700	Loss Prevention Investigator	B02	\$ 77,602.88	42.493000	\$ 90,900.00	17.13%	\$ 79,930.97	43.7678	13.72%			
2018-07-01	LP2000	Manager, Investigations	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			
2018-08-20	LP5000	Manager Physical Security	B03	\$ 91,530.60	50.119400	\$ 105,700.00	15.48%	\$ 94,276.52	51.6230	12.12%			