

**BCGEU Vocational Instructors
Salary Scales
2014 - 2019**

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Instructor Salaries

January 1, 2014

(Italicized amounts denotes 2% stipend*)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	58,658	4,888.17	2,248.36	224.84	37.47
	<i>1,173</i>	<i>97.76</i>	<i>44.97</i>	<i>4.50</i>	<i>0.75</i>
2	59,831	4,985.93	2,293.32	229.33	38.22
	60,901	5,075.08	2,334.33	233.43	38.91
3	<i>1,218</i>	<i>101.50</i>	<i>46.69</i>	<i>4.67</i>	<i>0.78</i>
	62,119	5,176.59	2,381.02	238.10	39.68
4	63,131	5,260.92	2,419.81	241.98	40.33
	<i>1,263</i>	<i>105.22</i>	<i>48.40</i>	<i>4.84</i>	<i>0.81</i>
5	64,394	5,366.14	2,468.20	246.82	41.14
	65,357	5,446.42	2,505.13	250.51	41.75
6	<i>1,307</i>	<i>108.93</i>	<i>50.10</i>	<i>5.01</i>	<i>0.84</i>
	66,664	5,555.35	2,555.23	255.52	42.59
7	67,530	5,627.50	2,588.42	258.84	43.14
	<i>1,351</i>	<i>112.55</i>	<i>51.77</i>	<i>5.18</i>	<i>0.86</i>
8	68,881	5,740.05	2,640.19	264.02	44.00
	69,731	5,810.92	2,672.78	267.28	44.55
9	<i>1,395</i>	<i>116.22</i>	<i>53.46</i>	<i>5.35</i>	<i>0.89</i>
	71,126	5,927.14	2,726.24	272.62	45.44
10	71,791	5,982.58	2,751.74	275.17	45.86
	<i>1,436</i>	<i>119.65</i>	<i>55.03</i>	<i>5.50</i>	<i>0.92</i>
11	73,227	6,102.24	2,806.78	280.68	46.78
	73,920	6,160.00	2,833.35	283.33	47.22
12	<i>1,478</i>	<i>123.20</i>	<i>56.67</i>	<i>5.67</i>	<i>0.94</i>
	75,398	6,283.20	2,890.01	289.00	48.17
13	81,622	6,801.83	3,128.56	312.86	52.14
	<i>1,632</i>	<i>136.04</i>	<i>62.57</i>	<i>6.26</i>	<i>1.04</i>
14	83,254	6,937.87	3,191.14	319.11	53.19
	87,131	7,260.92	3,339.72	333.97	55.66
15	<i>1,743</i>	<i>145.22</i>	<i>66.79</i>	<i>6.68</i>	<i>1.11</i>
	88,874	7,406.14	3,406.52	340.65	56.78

Instructor Salaries

April 1, 2015

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	59,245	4,937.08	2,270.86	227.09	37.85
	<i>1,185</i>	<i>98.74</i>	<i>45.42</i>	<i>4.54</i>	<i>0.76</i>
	60,430	5,035.83	2,316.27	231.63	38.60
2	61,510	5,125.83	2,357.67	235.77	39.29
	<i>1,230</i>	<i>102.52</i>	<i>47.15</i>	<i>4.72</i>	<i>0.79</i>
	62,740	5,228.35	2,404.83	240.48	40.08
3	63,762	5,313.50	2,443.99	244.40	40.73
	<i>1,275</i>	<i>106.27</i>	<i>48.88</i>	<i>4.89</i>	<i>0.81</i>
	65,037	5,419.77	2,492.87	249.29	41.55
4	66,011	5,500.92	2,530.20	253.02	42.17
	<i>1,320</i>	<i>110.02</i>	<i>50.60</i>	<i>5.06</i>	<i>0.84</i>
	67,331	5,610.94	2,580.80	258.08	43.01
5	68,205	5,683.75	2,614.29	261.43	43.57
	<i>1,364</i>	<i>113.68</i>	<i>52.29</i>	<i>5.23</i>	<i>0.87</i>
	69,569	5,797.43	2,666.58	266.66	44.44
6	70,428	5,869.00	2,699.50	269.95	44.99
	<i>1,409</i>	<i>117.38</i>	<i>53.99</i>	<i>5.40</i>	<i>0.90</i>
	71,837	5,986.38	2,753.49	275.35	45.89
7	72,509	6,042.42	2,779.26	277.93	46.32
	<i>1,450</i>	<i>120.85</i>	<i>55.59</i>	<i>5.56</i>	<i>0.93</i>
	73,959	6,163.27	2,834.85	283.48	47.25
8	74,659	6,221.58	2,861.67	286.17	47.69
	<i>1,493</i>	<i>124.43</i>	<i>57.23</i>	<i>5.72</i>	<i>0.95</i>
	76,152	6,346.02	2,918.91	291.89	48.65
9	82,438	6,869.83	3,159.84	315.98	52.66
	<i>1,649</i>	<i>137.40</i>	<i>63.20</i>	<i>6.32</i>	<i>1.05</i>
	84,087	7,007.23	3,223.04	322.30	53.72
10	88,002	7,333.50	3,373.11	337.31	56.22
	<i>1,760</i>	<i>146.67</i>	<i>67.46</i>	<i>6.75</i>	<i>1.12</i>
	89,762	7,480.17	3,440.57	344.06	57.34

Instructor Salaries

February 1, 2016

(*Italicized amounts denotes 2% stipend**)

0.45% ESD applied

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	59,512 <i>1,190</i>	4,959.33 <i>99.19</i>	2,281.09 <i>45.62</i>	228.11 <i>4.56</i>	38.02 <i>0.76</i>
	60,702	5,058.52	2,326.71	232.67	38.78
2	61,787 <i>1,236</i>	5,148.92 <i>102.98</i>	2,368.29 <i>47.37</i>	236.83 <i>4.74</i>	39.47 <i>0.79</i>
	63,023	5,251.90	2,415.66	241.57	40.26
3	64,049 <i>1,281</i>	5,337.42 <i>106.75</i>	2,454.99 <i>49.10</i>	245.50 <i>4.91</i>	40.92 <i>0.82</i>
	65,330	5,444.17	2,504.09	250.41	41.73
4	66,308 <i>1,326</i>	5,525.67 <i>110.51</i>	2,541.58 <i>50.83</i>	254.16 <i>5.08</i>	42.36 <i>0.85</i>
	67,634	5,636.18	2,592.41	259.24	43.21
5	68,512 <i>1,370</i>	5,709.33 <i>114.19</i>	2,626.06 <i>52.52</i>	262.61 <i>5.25</i>	43.77 <i>0.88</i>
	69,882	5,823.52	2,678.58	267.86	44.64
6	70,745 <i>1,415</i>	5,895.42 <i>117.91</i>	2,711.65 <i>54.23</i>	271.16 <i>5.42</i>	45.19 <i>0.90</i>
	72,160	6,013.33	2,765.88	276.59	46.10
7	72,835 <i>1,457</i>	6,069.58 <i>121.39</i>	2,791.76 <i>55.84</i>	279.18 <i>5.58</i>	46.53 <i>0.93</i>
	74,292	6,190.98	2,847.59	284.76	47.46
8	74,995 <i>1,500</i>	6,249.58 <i>124.99</i>	2,874.55 <i>57.49</i>	287.46 <i>5.75</i>	47.91 <i>0.96</i>
	76,495	6,374.58	2,932.04	293.20	48.87
9	82,809 <i>1,656</i>	6,900.75 <i>138.02</i>	3,174.06 <i>63.48</i>	317.41 <i>6.35</i>	52.90 <i>1.06</i>
	84,465	7,038.77	3,237.54	323.75	53.96
10	88,398 <i>1,768</i>	7,366.50 <i>147.33</i>	3,388.29 <i>67.77</i>	338.83 <i>6.78</i>	56.47 <i>1.13</i>
	90,166	7,513.83	3,456.05	345.61	57.60

Instructor Salaries

April 1, 2016

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	59,810 <i>1,196</i>	4,984.17 <i>99.68</i>	2,292.51 <i>45.85</i>	229.25 <i>4.59</i>	38.21 <i>0.76</i>
	61,006	5,083.85	2,338.36	233.84	38.97
2	62,096 <i>1,242</i>	5,174.67 <i>103.49</i>	2,380.13 <i>47.60</i>	238.01 <i>4.76</i>	39.67 <i>0.79</i>
	63,338	5,278.16	2,427.74	242.77	40.46
3	64,369 <i>1,287</i>	5,364.08 <i>107.28</i>	2,467.26 <i>49.35</i>	246.73 <i>4.93</i>	41.12 <i>0.82</i>
	65,656	5,471.37	2,516.60	251.66	41.94
4	66,640 <i>1,333</i>	5,553.33 <i>111.07</i>	2,554.31 <i>51.09</i>	255.43 <i>5.11</i>	42.57 <i>0.85</i>
	67,973	5,664.40	2,605.39	260.54	43.42
5	68,855 <i>1,377</i>	5,737.92 <i>114.76</i>	2,639.21 <i>52.78</i>	263.92 <i>5.28</i>	43.99 <i>0.88</i>
	70,232	5,852.68	2,691.99	269.20	44.87
6	71,099 <i>1,422</i>	5,924.92 <i>118.50</i>	2,725.22 <i>54.50</i>	272.52 <i>5.45</i>	45.42 <i>0.91</i>
	72,521	6,043.42	2,779.72	277.97	46.33
7	73,199 <i>1,464</i>	6,099.92 <i>122.00</i>	2,805.71 <i>56.11</i>	280.57 <i>5.61</i>	46.76 <i>0.94</i>
	74,663	6,221.92	2,861.83	286.18	47.70
8	75,370 <i>1,507</i>	6,280.83 <i>125.62</i>	2,888.93 <i>57.78</i>	288.89 <i>5.78</i>	48.15 <i>0.96</i>
	76,877	6,406.45	2,946.70	294.67	49.11
9	83,223 <i>1,664</i>	6,935.25 <i>138.71</i>	3,189.93 <i>63.80</i>	318.99 <i>6.38</i>	53.17 <i>1.06</i>
	84,887	7,073.96	3,253.73	325.37	54.23
10	88,840 <i>1,777</i>	7,403.33 <i>148.07</i>	3,405.23 <i>68.10</i>	340.52 <i>6.81</i>	56.75 <i>1.14</i>
	90,617	7,551.40	3,473.33	347.33	57.89

Instructor Salaries

February 1, 2017

(*Italicized* amounts denotes 2% stipend*)

includes 0.35% Economic Stability Dividend (ESD)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	60,617	5,051.42	2,323.44	232.34	38.72
	<i>1,212</i>	<i>101.03</i>	<i>46.47</i>	<i>4.65</i>	<i>0.77</i>
	61,829	5,152.45	2,369.91	236.99	39.50
2	62,934	5,244.50	2,412.25	241.23	40.20
	<i>1,259</i>	<i>104.89</i>	<i>48.25</i>	<i>4.82</i>	<i>0.80</i>
	64,193	5,349.39	2,460.50	246.05	41.01
3	65,238	5,436.50	2,500.57	250.06	41.68
	<i>1,305</i>	<i>108.73</i>	<i>50.01</i>	<i>5.00</i>	<i>0.83</i>
	66,543	5,545.23	2,550.58	255.06	42.51
4	67,540	5,628.33	2,588.80	258.88	43.15
	<i>1,351</i>	<i>112.57</i>	<i>51.78</i>	<i>5.18</i>	<i>0.86</i>
	68,891	5,740.90	2,640.58	264.06	44.01
5	69,785	5,815.42	2,674.85	267.49	44.58
	<i>1,396</i>	<i>116.31</i>	<i>53.50</i>	<i>5.35</i>	<i>0.89</i>
	71,181	5,931.73	2,728.35	272.83	45.47
6	72,059	6,004.92	2,762.02	276.20	46.03
	<i>1,441</i>	<i>120.10</i>	<i>55.24</i>	<i>5.52</i>	<i>0.92</i>
	73,500	6,125.02	2,817.26	281.73	46.95
7	74,187	6,182.25	2,843.58	284.36	47.39
	<i>1,484</i>	<i>123.65</i>	<i>56.87</i>	<i>5.69</i>	<i>0.95</i>
	75,671	6,305.90	2,900.45	290.05	48.34
8	76,387	6,365.58	2,927.91	292.79	48.80
	<i>1,528</i>	<i>127.31</i>	<i>58.56</i>	<i>5.86</i>	<i>0.98</i>
	77,915	6,492.90	2,986.47	298.65	49.77
9	84,347	7,028.92	3,233.01	323.30	53.88
	<i>1,687</i>	<i>140.58</i>	<i>64.66</i>	<i>6.47</i>	<i>1.08</i>
	86,034	7,169.50	3,297.67	329.77	54.96
10	90,039	7,503.25	3,451.19	345.12	57.52
	<i>1,801</i>	<i>150.07</i>	<i>69.02</i>	<i>6.90</i>	<i>1.15</i>
	91,840	7,653.32	3,520.21	352.02	58.67

Instructor Salaries

April 1, 2017

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	60,920	5,076.67	2,335.06	233.51	38.92
	<i>1,218</i>	<i>101.53</i>	<i>46.70</i>	<i>4.67</i>	<i>0.78</i>
	62,138	5,178.20	2,381.76	238.18	39.70
2	63,249	5,270.75	2,424.33	242.43	40.41
	<i>1,265</i>	<i>105.42</i>	<i>48.49</i>	<i>4.85</i>	<i>0.81</i>
	64,514	5,376.17	2,472.82	247.28	41.21
3	65,564	5,463.67	2,513.06	251.31	41.88
	<i>1,311</i>	<i>109.27</i>	<i>50.26</i>	<i>5.03</i>	<i>0.84</i>
	66,875	5,572.94	2,563.32	256.33	42.72
4	67,878	5,656.50	2,601.76	260.18	43.36
	<i>1,358</i>	<i>113.13</i>	<i>52.04</i>	<i>5.20</i>	<i>0.87</i>
	69,236	5,769.63	2,653.79	265.38	44.23
5	70,134	5,844.50	2,688.23	268.82	44.80
	<i>1,403</i>	<i>116.89</i>	<i>53.76</i>	<i>5.38</i>	<i>0.90</i>
	71,537	5,961.39	2,741.99	274.20	45.70
6	72,419	6,034.92	2,775.81	277.58	46.26
	<i>1,448</i>	<i>120.70</i>	<i>55.52</i>	<i>5.55</i>	<i>0.93</i>
	73,867	6,155.62	2,831.33	283.13	47.19
7	74,558	6,213.17	2,857.80	285.78	47.63
	<i>1,491</i>	<i>124.26</i>	<i>57.16</i>	<i>5.72</i>	<i>0.95</i>
	76,049	6,337.43	2,914.96	291.50	48.58
8	76,769	6,397.42	2,942.55	294.25	49.04
	<i>1,535</i>	<i>127.95</i>	<i>58.85</i>	<i>5.89</i>	<i>0.98</i>
	78,304	6,525.37	3,001.40	300.14	50.02
9	84,769	7,064.08	3,249.19	324.92	54.15
	<i>1,695</i>	<i>141.28</i>	<i>64.98</i>	<i>6.50</i>	<i>1.08</i>
	86,464	7,205.37	3,314.17	331.42	55.24
10	90,489	7,540.75	3,468.44	346.84	57.81
	<i>1,810</i>	<i>150.82</i>	<i>69.37</i>	<i>6.94</i>	<i>1.16</i>
	92,299	7,691.57	3,537.80	353.78	58.96

Instructor Salaries

February 1, 2018

(*Italicized* amounts denotes 2% stipend*)

includes 0.4% Economic Stability Dividend (ESD)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	61,773	5,147.75	2,367.75	236.78	39.46
	<i>1,235</i>	<i>102.96</i>	<i>47.36</i>	<i>4.74</i>	<i>0.79</i>
	63,008	5,250.71	2,415.11	241.51	40.25
2	64,134	5,344.50	2,458.25	245.83	40.97
	<i>1,283</i>	<i>106.89</i>	<i>49.17</i>	<i>4.92</i>	<i>0.82</i>
	65,417	5,451.39	2,507.42	250.74	41.79
3	66,482	5,540.17	2,548.25	254.82	42.47
	<i>1,330</i>	<i>110.80</i>	<i>50.96</i>	<i>5.10</i>	<i>0.85</i>
	67,812	5,650.97	2,599.21	259.92	43.32
4	68,828	5,735.67	2,638.17	263.82	43.97
	<i>1,377</i>	<i>114.71</i>	<i>52.76</i>	<i>5.28</i>	<i>0.88</i>
	70,205	5,850.38	2,690.93	269.09	44.85
5	71,116	5,926.33	2,725.87	272.59	45.43
	<i>1,422</i>	<i>118.53</i>	<i>54.52</i>	<i>5.45</i>	<i>0.91</i>
	72,538	6,044.86	2,780.39	278.04	46.34
6	73,433	6,119.42	2,814.68	281.47	46.91
	<i>1,469</i>	<i>122.39</i>	<i>56.29</i>	<i>5.63</i>	<i>0.94</i>
	74,902	6,241.81	2,870.97	287.10	47.85
7	75,602	6,300.17	2,897.82	289.78	48.30
	<i>1,512</i>	<i>126.00</i>	<i>57.96</i>	<i>5.80</i>	<i>0.97</i>
	77,114	6,426.17	2,955.77	295.58	49.26
8	77,844	6,487.00	2,983.75	298.38	49.73
	<i>1,557</i>	<i>129.74</i>	<i>59.68</i>	<i>5.97</i>	<i>0.99</i>
	79,401	6,616.74	3,043.43	304.34	50.72
9	85,956	7,163.00	3,294.69	329.47	54.91
	<i>1,719</i>	<i>143.26</i>	<i>65.89</i>	<i>6.59</i>	<i>1.10</i>
	87,675	7,306.26	3,360.58	336.06	56.01
10	91,756	7,646.33	3,517.00	351.70	58.62
	<i>1,835</i>	<i>152.93</i>	<i>70.34</i>	<i>7.03</i>	<i>1.17</i>
	93,591	7,799.26	3,587.34	358.73	59.79

Instructor Salaries

April 1, 2018

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	62,082	5,173.50	2,379.60	237.96	39.66
	<i>1,242</i>	<i>103.47</i>	<i>47.59</i>	<i>4.76</i>	<i>0.79</i>
	63,324	5,276.97	2,427.19	242.72	40.45
2	64,455	5,371.25	2,470.55	247.06	41.18
	<i>1,289</i>	<i>107.43</i>	<i>49.41</i>	<i>4.94</i>	<i>0.82</i>
	65,744	5,478.68	2,519.97	252.00	42.00
3	66,814	5,567.83	2,560.97	256.10	42.68
	<i>1,336</i>	<i>111.36</i>	<i>51.22</i>	<i>5.12</i>	<i>0.85</i>
	68,150	5,679.19	2,612.19	261.22	43.54
4	69,172	5,764.33	2,651.36	265.14	44.19
	<i>1,383</i>	<i>115.29</i>	<i>53.03</i>	<i>5.30</i>	<i>0.88</i>
	70,555	5,879.62	2,704.38	270.44	45.07
5	71,472	5,956.00	2,739.52	273.95	45.66
	<i>1,429</i>	<i>119.12</i>	<i>54.79</i>	<i>5.48</i>	<i>0.91</i>
	72,901	6,075.12	2,794.31	279.43	46.57
6	73,800	6,150.00	2,828.75	282.87	47.15
	<i>1,476</i>	<i>123.00</i>	<i>56.57</i>	<i>5.66</i>	<i>0.94</i>
	75,276	6,273.00	2,885.32	288.53	48.09
7	75,980	6,331.67	2,912.31	291.23	48.54
	<i>1,520</i>	<i>126.63</i>	<i>58.25</i>	<i>5.82</i>	<i>0.97</i>
	77,500	6,458.30	2,970.55	297.06	49.51
8	78,233	6,519.42	2,998.66	299.87	49.98
	<i>1,565</i>	<i>130.39</i>	<i>59.97</i>	<i>6.00</i>	<i>1.00</i>
	79,798	6,649.81	3,058.64	305.86	50.98
9	86,386	7,198.83	3,311.17	331.12	55.19
	<i>1,728</i>	<i>143.98</i>	<i>66.22</i>	<i>6.62</i>	<i>1.10</i>
	88,114	7,342.81	3,377.39	337.74	56.29
10	92,215	7,684.58	3,534.59	353.46	58.91
	<i>1,844</i>	<i>153.69</i>	<i>70.69</i>	<i>7.07</i>	<i>1.18</i>
	94,059	7,838.28	3,605.28	360.53	60.09

Instructor Salaries

February 1, 2019

(*Italicized* amounts denotes 2% stipend*)

ESD to be applied

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	62,703	5,225.25	2,403.40	240.34	40.06
	<i>1,254</i>	<i>104.51</i>	<i>48.07</i>	<i>4.81</i>	<i>0.80</i>
	63,957	5,329.76	2,451.47	245.15	40.86
2	65,100	5,425.00	2,495.28	249.53	41.59
	<i>1,302</i>	<i>108.50</i>	<i>49.91</i>	<i>4.99</i>	<i>0.83</i>
	66,402	5,533.50	2,545.18	254.52	42.42
3	67,482	5,623.50	2,586.58	258.66	43.11
	<i>1,350</i>	<i>112.47</i>	<i>51.73</i>	<i>5.17</i>	<i>0.86</i>
	68,832	5,735.97	2,638.31	263.83	43.97
4	69,864	5,822.00	2,677.88	267.79	44.63
	<i>1,397</i>	<i>116.44</i>	<i>53.56</i>	<i>5.36</i>	<i>0.89</i>
	71,261	5,938.44	2,731.44	273.14	45.52
5	72,187	6,015.58	2,766.92	276.69	46.12
	<i>1,444</i>	<i>120.31</i>	<i>55.34</i>	<i>5.53</i>	<i>0.92</i>
	73,631	6,135.90	2,822.26	282.23	47.04
6	74,538	6,211.50	2,857.03	285.70	47.62
	<i>1,491</i>	<i>124.23</i>	<i>57.14</i>	<i>5.71</i>	<i>0.95</i>
	76,029	6,335.73	2,914.18	291.42	48.57
7	76,740	6,395.00	2,941.44	294.14	49.02
	<i>1,535</i>	<i>127.90</i>	<i>58.83</i>	<i>5.88</i>	<i>0.98</i>
	78,275	6,522.90	3,000.27	300.03	50.00
8	79,015	6,584.58	3,028.64	302.86	50.48
	<i>1,580</i>	<i>131.69</i>	<i>60.57</i>	<i>6.06</i>	<i>1.01</i>
	80,595	6,716.28	3,089.21	308.92	51.49
9	87,250	7,270.83	3,344.28	334.43	55.74
	<i>1,745</i>	<i>145.42</i>	<i>66.89</i>	<i>6.69</i>	<i>1.11</i>
	88,995	7,416.25	3,411.17	341.12	56.85
10	93,137	7,761.42	3,569.93	356.99	59.50
	<i>1,863</i>	<i>155.23</i>	<i>71.40</i>	<i>7.14</i>	<i>1.19</i>
	95,000	7,916.65	3,641.33	364.13	60.69

Non-Instructional Employees / Coordinators

January 1, 2014

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	60,109	5,009.08	2,303.97	230.40	32.91
	<i>1,202</i>	<i>100.18</i>	<i>46.08</i>	<i>4.61</i>	<i>0.66</i>
	61,311	5,109.27	2,350.05	235.01	33.57
2	62,350	5,195.83	2,389.87	238.99	34.14
	<i>1,247</i>	<i>103.92</i>	<i>47.80</i>	<i>4.78</i>	<i>0.68</i>
	63,597	5,299.75	2,437.67	243.77	34.82
3	64,581	5,381.75	2,475.38	247.54	35.36
	<i>1,292</i>	<i>107.64</i>	<i>49.51</i>	<i>4.95</i>	<i>0.71</i>
	65,873	5,489.39	2,524.89	252.49	36.07
4	66,808	5,567.33	2,560.74	256.07	36.58
	<i>1,336</i>	<i>111.35</i>	<i>51.21</i>	<i>5.12</i>	<i>0.73</i>
	68,144	5,678.68	2,611.96	261.20	37.31
5	68,981	5,748.42	2,644.04	264.40	37.77
	<i>1,380</i>	<i>114.97</i>	<i>52.88</i>	<i>5.29</i>	<i>0.76</i>
	70,361	5,863.39	2,696.92	269.69	38.53
6	71,183	5,931.92	2,728.44	272.84	38.98
	<i>1,424</i>	<i>118.64</i>	<i>54.57</i>	<i>5.46</i>	<i>0.78</i>
	72,607	6,050.56	2,783.01	278.30	39.76
7	73,242	6,103.50	2,807.36	280.74	40.11
	<i>1,465</i>	<i>122.07</i>	<i>56.15</i>	<i>5.61</i>	<i>0.80</i>
	74,707	6,225.57	2,863.51	286.35	40.91
8	75,371	6,280.92	2,888.96	288.90	41.27
	<i>1,507</i>	<i>125.62</i>	<i>57.78</i>	<i>5.78</i>	<i>0.83</i>
	76,878	6,406.54	2,946.74	294.67	42.10
9	83,073	6,922.75	3,184.18	318.42	45.49
	<i>1,661</i>	<i>138.46</i>	<i>63.68</i>	<i>6.37</i>	<i>0.91</i>
	84,734	7,061.21	3,247.86	324.79	46.40

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$254.00

- Annual Rate = Monthly Rate x 12
- Biweekly Rate = Annual Rate ÷ 26.0892857
- Hourly Rate (Instructors) = Biweekly Rate ÷ 60
- Hourly Rate (Non-Instructional) = Biweekly Rate ÷ 70
- Daily Rate = Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

April 1, 2015

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	60,710	5,059.17	2,327.01	232.70	33.24
	<i>1,214</i>	<i>101.18</i>	<i>46.54</i>	<i>4.65</i>	<i>0.66</i>
2	61,924	5,160.35	2,373.55	237.35	33.91
	62,974	5,247.83	2,413.79	241.38	34.48
3	<i>1,259</i>	<i>104.96</i>	<i>48.28</i>	<i>4.83</i>	<i>0.69</i>
	64,233	5,352.79	2,462.06	246.21	35.17
4	65,227	5,435.58	2,500.15	250.01	35.72
	<i>1,305</i>	<i>108.71</i>	<i>50.00</i>	<i>5.00</i>	<i>0.71</i>
5	66,532	5,544.30	2,550.15	255.01	36.43
	67,476	5,623.00	2,586.35	258.63	36.95
6	<i>1,350</i>	<i>112.46</i>	<i>51.73</i>	<i>5.17</i>	<i>0.74</i>
	68,826	5,735.46	2,638.08	263.81	37.69
7	69,671	5,805.92	2,670.48	267.05	38.15
	<i>1,393</i>	<i>116.12</i>	<i>53.41</i>	<i>5.34</i>	<i>0.76</i>
8	71,064	5,922.04	2,723.89	272.39	38.91
	71,895	5,991.25	2,755.73	275.57	39.37
9	<i>1,438</i>	<i>119.83</i>	<i>55.11</i>	<i>5.51</i>	<i>0.79</i>
	73,333	6,111.08	2,810.84	281.08	40.15
10	73,974	6,164.50	2,835.42	283.54	40.51
	<i>1,479</i>	<i>123.29</i>	<i>56.71</i>	<i>5.67</i>	<i>0.81</i>
11	75,453	6,287.79	2,892.13	289.21	41.32
	76,125	6,343.75	2,917.86	291.79	41.68
12	<i>1,523</i>	<i>126.88</i>	<i>58.36</i>	<i>5.84</i>	<i>0.83</i>
	77,648	6,470.63	2,976.22	297.62	42.52
13	83,904	6,992.00	3,216.03	321.60	45.94
	<i>1,678</i>	<i>139.84</i>	<i>64.32</i>	<i>6.43</i>	<i>0.92</i>
14	85,582	7,131.84	3,280.35	328.04	46.86

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$257.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

February 1, 2016

(*Italicized amounts denotes 2% stipend**)

0.45% ESD applied

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	60,983	5,081.92	2,337.47	233.75	33.39
	<i>1,220</i>	<i>101.64</i>	<i>46.75</i>	<i>4.67</i>	<i>0.67</i>
	62,203	5,183.56	2,384.22	238.42	34.06
2	63,257	5,271.42	2,424.64	242.46	34.64
	<i>1,265</i>	<i>105.43</i>	<i>48.49</i>	<i>4.85</i>	<i>0.69</i>
	64,522	5,376.85	2,473.13	247.31	35.33
3	65,521	5,460.08	2,511.41	251.14	35.88
	<i>1,310</i>	<i>109.20</i>	<i>50.23</i>	<i>5.02</i>	<i>0.72</i>
	66,831	5,569.29	2,561.64	256.16	36.59
4	67,780	5,648.33	2,598.00	259.80	37.11
	<i>1,356</i>	<i>112.97</i>	<i>51.96</i>	<i>5.20</i>	<i>0.74</i>
	69,136	5,761.30	2,649.96	265.00	37.86
5	69,985	5,832.08	2,682.52	268.25	38.32
	<i>1,400</i>	<i>116.64</i>	<i>53.65</i>	<i>5.37</i>	<i>0.77</i>
	71,385	5,948.73	2,736.17	273.62	39.09
6	72,219	6,018.25	2,768.15	276.81	39.54
	<i>1,444</i>	<i>120.37</i>	<i>55.36</i>	<i>5.54</i>	<i>0.79</i>
	73,663	6,138.62	2,823.51	282.35	40.34
7	74,307	6,192.25	2,848.18	284.82	40.69
	<i>1,486</i>	<i>123.85</i>	<i>56.96</i>	<i>5.70</i>	<i>0.81</i>
	75,793	6,316.10	2,905.14	290.51	41.50
8	76,468	6,372.33	2,931.01	293.10	41.87
	<i>1,529</i>	<i>127.45</i>	<i>58.62</i>	<i>5.86</i>	<i>0.84</i>
	77,997	6,499.78	2,989.63	298.96	42.71
9	84,282	7,023.50	3,230.52	323.05	46.15
	<i>1,686</i>	<i>140.47</i>	<i>64.61</i>	<i>6.46</i>	<i>0.92</i>
	85,968	7,163.97	3,295.13	329.51	47.07

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$258.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

April 1, 2016

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	61,288	5,107.33	2,349.16	234.92	33.56
	<i>1,226</i>	<i>102.15</i>	<i>46.98</i>	<i>4.70</i>	<i>0.67</i>
	62,514	5,209.48	2,396.15	239.61	34.23
2	63,573	5,297.75	2,436.75	243.67	34.81
	<i>1,271</i>	<i>105.96</i>	<i>48.73</i>	<i>4.87</i>	<i>0.70</i>
	64,844	5,403.71	2,485.48	248.55	35.51
3	65,849	5,487.42	2,523.99	252.40	36.06
	<i>1,317</i>	<i>109.75</i>	<i>50.48</i>	<i>5.05</i>	<i>0.72</i>
	67,166	5,597.17	2,574.47	257.45	36.78
4	68,119	5,676.58	2,611.00	261.10	37.30
	<i>1,362</i>	<i>113.53</i>	<i>52.22</i>	<i>5.22</i>	<i>0.75</i>
	69,481	5,790.12	2,663.22	266.32	38.05
5	70,335	5,861.25	2,695.93	269.59	38.51
	<i>1,407</i>	<i>117.23</i>	<i>53.92</i>	<i>5.39</i>	<i>0.77</i>
	71,742	5,978.48	2,749.85	274.99	39.28
6	72,580	6,048.33	2,781.98	278.20	39.74
	<i>1,452</i>	<i>120.97</i>	<i>55.64</i>	<i>5.56</i>	<i>0.79</i>
	74,032	6,169.30	2,837.62	283.76	40.54
7	74,679	6,223.25	2,862.44	286.24	40.89
	<i>1,494</i>	<i>124.47</i>	<i>57.25</i>	<i>5.72</i>	<i>0.82</i>
	76,173	6,347.72	2,919.69	291.97	41.71
8	76,850	6,404.17	2,945.65	294.57	42.08
	<i>1,537</i>	<i>128.08</i>	<i>58.91</i>	<i>5.89</i>	<i>0.84</i>
	78,387	6,532.25	3,004.57	300.46	42.92
9	84,703	7,058.58	3,246.66	324.67	46.38
	<i>1,694</i>	<i>141.17</i>	<i>64.93</i>	<i>6.49</i>	<i>0.93</i>
	86,397	7,199.76	3,311.59	331.16	47.31

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$259.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

February 1, 2017

(*Italicized amounts denotes 2% stipend**)

includes 0.35% Economic Stability Dividend (ESD)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	62,115	5,176.25	2,380.86	238.09	34.01
	<i>1,242</i>	<i>103.53</i>	<i>47.62</i>	<i>4.76</i>	<i>0.68</i>
	63,357	5,279.78	2,428.48	242.85	34.69
2	64,431	5,369.25	2,469.63	246.96	35.28
	<i>1,289</i>	<i>107.39</i>	<i>49.39</i>	<i>4.94</i>	<i>0.71</i>
	65,720	5,476.64	2,519.03	251.90	35.99
3	66,738	5,561.50	2,558.06	255.81	36.54
	<i>1,335</i>	<i>111.23</i>	<i>51.16</i>	<i>5.12</i>	<i>0.73</i>
	68,073	5,672.73	2,609.22	260.92	37.27
4	69,039	5,753.25	2,646.26	264.63	37.80
	<i>1,381</i>	<i>115.07</i>	<i>52.93</i>	<i>5.29</i>	<i>0.76</i>
	70,420	5,868.32	2,699.18	269.92	38.56
5	71,285	5,940.42	2,732.35	273.23	39.03
	<i>1,426</i>	<i>118.81</i>	<i>54.65</i>	<i>5.46</i>	<i>0.78</i>
	72,711	6,059.23	2,786.99	278.70	39.81
6	73,560	6,130.00	2,819.55	281.95	40.28
	<i>1,471</i>	<i>122.60</i>	<i>56.39</i>	<i>5.64</i>	<i>0.81</i>
	75,031	6,252.60	2,875.94	287.59	41.08
7	75,687	6,307.25	2,901.08	290.11	41.44
	<i>1,514</i>	<i>126.15</i>	<i>58.02</i>	<i>5.80</i>	<i>0.83</i>
	77,201	6,433.40	2,959.10	295.91	42.27
8	77,887	6,490.58	2,985.40	298.54	42.65
	<i>1,558</i>	<i>129.81</i>	<i>59.71</i>	<i>5.97</i>	<i>0.85</i>
	79,445	6,620.40	3,045.11	304.51	43.50
9	85,846	7,153.83	3,290.47	329.05	47.01
	<i>1,717</i>	<i>143.08</i>	<i>65.81</i>	<i>6.58</i>	<i>0.94</i>
	87,563	7,296.91	3,356.28	335.63	47.95

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$262.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

April 1, 2017

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	62,426	5,202.17	2,392.78	239.28	34.18
	1,249	104.04	47.86	4.79	0.68
	63,675	5,306.21	2,440.64	244.06	34.87
2	64,753	5,396.08	2,481.98	248.20	35.46
	1,295	107.92	49.64	4.96	0.71
	66,048	5,504.01	2,531.62	253.16	36.17
3	67,072	5,589.33	2,570.86	257.09	36.73
	1,341	111.79	51.42	5.14	0.73
	68,413	5,701.12	2,622.28	262.23	37.46
4	69,384	5,782.00	2,659.48	265.95	37.99
	1,388	115.64	53.19	5.32	0.76
	70,772	5,897.64	2,712.67	271.27	38.75
5	71,641	5,970.08	2,745.99	274.60	39.23
	1,433	119.40	54.92	5.49	0.78
	73,074	6,089.49	2,800.91	280.09	40.01
6	73,928	6,160.67	2,833.65	283.37	40.48
	1,479	123.21	56.67	5.67	0.81
	75,407	6,283.88	2,890.33	289.03	41.29
7	76,065	6,338.75	2,915.56	291.56	41.65
	1,521	126.78	58.31	5.83	0.83
	77,586	6,465.53	2,973.88	297.39	42.48
8	78,276	6,523.00	3,000.31	300.03	42.86
	1,566	130.46	60.01	6.00	0.86
	79,842	6,653.46	3,060.32	306.03	43.72
9	86,275	7,189.58	3,306.91	330.69	47.24
	1,726	143.79	66.14	6.61	0.94
	88,001	7,333.38	3,373.05	337.31	48.19

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$263.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

February 1, 2018

(*Italicized amounts denotes 2% stipend**)

includes 0.4% Economic Stability Dividend (ESD)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	63,300	5,275.00	2,426.28	242.63	34.66
	<i>1,266</i>	<i>105.50</i>	<i>48.53</i>	<i>4.85</i>	<i>0.69</i>
	64,566	5,380.50	2,474.81	247.48	35.35
2	65,660	5,471.67	2,516.74	251.67	35.95
	<i>1,313</i>	<i>109.43</i>	<i>50.33</i>	<i>5.03</i>	<i>0.72</i>
	66,973	5,581.10	2,567.08	256.71	36.67
3	68,011	5,667.58	2,606.86	260.69	37.24
	<i>1,360</i>	<i>113.35</i>	<i>52.14</i>	<i>5.21</i>	<i>0.74</i>
	69,371	5,780.94	2,658.99	265.90	37.99
4	70,355	5,862.92	2,696.70	269.67	38.52
	<i>1,407</i>	<i>117.26</i>	<i>53.93</i>	<i>5.39</i>	<i>0.77</i>
	71,762	5,980.18	2,750.63	275.06	39.29
5	72,644	6,053.67	2,784.44	278.44	39.78
	<i>1,453</i>	<i>121.07</i>	<i>55.69</i>	<i>5.57</i>	<i>0.80</i>
	74,097	6,174.74	2,840.13	284.01	40.57
6	74,963	6,246.92	2,873.33	287.33	41.05
	<i>1,499</i>	<i>124.94</i>	<i>57.47</i>	<i>5.75</i>	<i>0.82</i>
	76,462	6,371.86	2,930.79	293.08	41.87
7	77,130	6,427.50	2,956.39	295.64	42.23
	<i>1,543</i>	<i>128.55</i>	<i>59.13</i>	<i>5.91</i>	<i>0.84</i>
	78,673	6,556.05	3,015.51	301.55	43.08
8	79,372	6,614.33	3,042.32	304.23	43.46
	<i>1,587</i>	<i>132.29</i>	<i>60.85</i>	<i>6.08</i>	<i>0.87</i>
	80,959	6,746.62	3,103.17	310.32	44.33
9	87,483	7,290.25	3,353.22	335.32	47.90
	<i>1,750</i>	<i>145.81</i>	<i>67.06</i>	<i>6.71</i>	<i>0.96</i>
	89,233	7,436.06	3,420.28	342.03	48.86

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$266.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

April 1, 2018

(*Italicized amounts denotes 2% stipend**)

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	63,617	5,301.42	2,438.43	243.84	34.83
	<i>1,272</i>	<i>106.03</i>	<i>48.77</i>	<i>4.88</i>	<i>0.70</i>
	64,889	5,407.45	2,487.20	248.72	35.53
2	65,988	5,499.00	2,529.31	252.93	36.13
	<i>1,320</i>	<i>109.98</i>	<i>50.59</i>	<i>5.06</i>	<i>0.72</i>
	67,308	5,608.98	2,579.90	257.99	36.86
3	68,351	5,695.92	2,619.89	261.99	37.43
	<i>1,367</i>	<i>113.92</i>	<i>52.40</i>	<i>5.24</i>	<i>0.75</i>
	69,718	5,809.84	2,672.29	267.23	38.18
4	70,707	5,892.25	2,710.19	271.02	38.72
	<i>1,414</i>	<i>117.85</i>	<i>54.20</i>	<i>5.42</i>	<i>0.77</i>
	72,121	6,010.10	2,764.40	276.44	39.49
5	73,007	6,083.92	2,798.35	279.84	39.98
	<i>1,460</i>	<i>121.68</i>	<i>55.97</i>	<i>5.60</i>	<i>0.80</i>
	74,467	6,205.60	2,854.32	285.43	40.78
6	75,338	6,278.17	2,887.70	288.77	41.25
	<i>1,507</i>	<i>125.56</i>	<i>57.75</i>	<i>5.78</i>	<i>0.83</i>
	76,845	6,403.73	2,945.45	294.55	42.08
7	77,516	6,459.67	2,971.18	297.12	42.45
	<i>1,550</i>	<i>129.19</i>	<i>59.42</i>	<i>5.94</i>	<i>0.85</i>
	79,066	6,588.86	3,030.61	303.06	43.29
8	79,769	6,647.42	3,057.54	305.75	43.68
	<i>1,595</i>	<i>132.95</i>	<i>61.15</i>	<i>6.12</i>	<i>0.87</i>
	81,364	6,780.37	3,118.69	311.87	44.55
9	87,920	7,326.67	3,369.97	337.00	48.14
	<i>1,758</i>	<i>146.53</i>	<i>67.40</i>	<i>6.74</i>	<i>0.96</i>
	89,678	7,473.20	3,437.37	343.74	49.11

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$267.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Non-Instructional Employees / Coordinator Salaries

February 1, 2019

(*Italicized amounts denotes 2% stipend**)

ESD to be applied

STEP	Annual	Monthly	Bi-Weekly	Daily	Hourly
1	64,253	5,354.42	2,462.81	246.28	35.18
	<i>1,285</i>	<i>107.09</i>	<i>49.26</i>	<i>4.93</i>	<i>0.70</i>
	65,538	5,461.51	2,512.07	251.21	35.89
2	66,648	5,554.00	2,554.61	255.46	36.49
	<i>1,333</i>	<i>111.08</i>	<i>51.09</i>	<i>5.11</i>	<i>0.73</i>
	67,981	5,665.08	2,605.70	260.57	37.22
3	69,035	5,752.92	2,646.11	264.61	37.80
	<i>1,381</i>	<i>115.06</i>	<i>52.92</i>	<i>5.29</i>	<i>0.76</i>
	70,416	5,867.98	2,699.03	269.90	38.56
4	71,414	5,951.17	2,737.29	273.73	39.10
	<i>1,428</i>	<i>119.02</i>	<i>54.75</i>	<i>5.47</i>	<i>0.78</i>
	72,842	6,070.19	2,792.04	279.20	39.89
5	73,737	6,144.75	2,826.33	282.63	40.38
	<i>1,475</i>	<i>122.90</i>	<i>56.53</i>	<i>5.65</i>	<i>0.81</i>
	75,212	6,267.65	2,882.86	288.29	41.18
6	76,091	6,340.92	2,916.56	291.66	41.67
	<i>1,522</i>	<i>126.82</i>	<i>58.33</i>	<i>5.83</i>	<i>0.83</i>
	77,613	6,467.74	2,974.89	297.49	42.50
7	78,291	6,524.25	3,000.89	300.09	42.87
	<i>1,566</i>	<i>130.49</i>	<i>60.02</i>	<i>6.00</i>	<i>0.86</i>
	79,857	6,654.74	3,060.90	306.09	43.73
8	80,567	6,713.92	3,088.13	308.81	44.12
	<i>1,611</i>	<i>134.28</i>	<i>61.76</i>	<i>6.18</i>	<i>0.88</i>
	82,178	6,848.20	3,149.89	314.99	45.00
9	88,799	7,399.92	3,403.66	340.37	48.62
	<i>1,776</i>	<i>148.00</i>	<i>68.07</i>	<i>6.81</i>	<i>0.97</i>
	90,575	7,547.92	3,471.73	347.17	49.60

*Note: the stipend is deemed to be salary for pension and all other purposes.

Chief Instructors' Allowance \$270.00

Annual Rate	=	Monthly Rate x 12
Biweekly Rate	=	Annual Rate ÷ 26.0892857
Hourly Rate (Instructors)	=	Biweekly Rate ÷ 60
Hourly Rate (Non-Instructional)	=	Biweekly Rate ÷ 70
Daily Rate	=	Hourly Rate x number of regular scheduled hours in day

Memorandum of Agreement – Economic Stability Dividend

Definitions

1. In this Letter of Agreement:

“Collective agreement year” means each twelve (12) month period commencing on the first day of the renewed collective agreement. For example, the collective agreement year for a collective agreement that commences on April 1, 2014 is April 1, 2014 to March 31, 2015 and each period from April 1 to March 31 for the term of the collective agreement.

“Economic Forecast Council” means the Economic Forecast Council appointed under s. 4 of the *Budget Transparency and Accountability Act*, [S.B.C. 2000] c. 23.

“Forecast GDP” means the average forecast for British Columbia’s real GDP growth made by the Economic Forecast Council and as reported in the annual February budget of the government.

“Fiscal year” means the fiscal year of the government as defined in the *Financial Administration Act* [1996 S.B.C.] c. 138 as ‘the period from April 1 in one year to March 31 in the next year’.

“Calendar year” is a twelve (12) month period starting January 1st and ending December 31st of the same year based upon the Gregorian calendar.

“GDP” or “Gross Domestic Product” for the purposes of this LOA means the expenditure side value of all goods and services produced in British Columbia for a given year as stated in the BC Economic Accounts.

“GWI” or “General Wage Increase” means a general wage increase resulting from the formula set out in this LOA and applied as a percentage increase to all wage rates in the collective agreement on the first pay day after the commencement of the eleventh (11th) month in a collective agreement year.

“Real GDP” means the GDP for the previous fiscal year expressed in constants dollars and adjusted for inflation produced by Statistics Canada’s Provincial and Territorial Gross Domestic Product by Income and by Expenditure Accounts (also known as the provincial and territorial economic accounts) and published as “Real Gross Domestic Product at Market Prices” currently in November of each year.

The Economic Stability Dividend

2. The Economic Stability Dividend shares the benefits of economic growth between employees in the public sector and the Province contingent on growth in BC’s real GDP.
3. Employees will receive a general wage increase (GWI) equal to one-half ($\frac{1}{2}$) of any percentage gain in real GDP above the forecast of the Economic Forecast Council for the relevant calendar year.
4. For greater clarity and as an example only, if real GDP were one percent (1%) above forecast real GDP then employees would be entitled to a GWI of one-half ($\frac{1}{2}$) of one percent (0.5%).

Annual Calculation and publication of the Economic Stability Dividend

5. The Economic Stability Dividend will be calculated on an annual basis by the Minister of Finance for each collective agreement year commencing in 2015/16 to 2018/19 and published through the PSEC Secretariat.

6. The timing in each calendar year will be as follows:
- (i) February Budget – Forecast GDP for the upcoming calendar year;
 - (ii) November of the following calendar year – Real GDP published for the previous calendar year;
 - (iii) November – Calculation by the Minister of Finance of fifty percent (50%) of the difference between the Forecast GDP and the Real GDP for the previous calendar year;
 - (iv) Advice from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend.

7. For greater clarity and as an example only:

For collective agreement year 3 (2016/17):

- (i) February 2015 – Forecast GDP for calendar 2015;
- (ii) November 2016 – Real GDP published for calendar 2015;
- (iii) November 2016 – Calculation of the fifty percent (50%) of the difference between the 2015 Forecast GDP and the 2015 Real GDP by the Minister of Finance through the PSEC Secretariat;
- (iv) Direction from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend;
- (v) Payment will be made concurrent with the General Wage Increases on the first pay period after respectively February 1, 2016, February 1, 2017, February 1, 2018 and February 1, 2019.

Availability of the Economic Stability Dividend

8. The Economic Stability Dividend will be provided for each of the following collective agreement years: 2015/16 (based on 2014 GDP); 2016/17 (based on 2015 GDP); 2017/18 (based on 2016 GDP); and, 2018/19 (based on 2017 GDP).

Allowable Method of Payment of the Economic Stability Dividend

9. Employers must apply the Economic Stability Dividend as a percentage increase only on collective agreement wage rates for no other purpose or form.