



Survey of 2008 Compensation & Organization Selected Ontario Municipalities

GAZDA, HOULNÉ & ASSOCIATES INC.

Exhibit Number: 62

Title: Proposed 2009 Salary Structure Aligned to the 50th Market Pay Percentile

Grade	Annual Hours	Base Salary Progression (\$)					Special Purpose Levels	
		Minimum Level 1	Level 2	Level 3	level 4	Job Rate Level 5	Level 6	Level 7
15	1820	117,244	123,085	129,211	135,764	142,459	149,582	157,133
14	1820	109,574	115,033	120,758	126,882	133,140	139,797	146,853
13	1820	102,406	107,507	112,858	118,581	124,430	130,651	137,246
12	1820	96,155	100,946	105,970	111,344	116,835	122,677	128,869
11	1820	90,287	94,785	99,502	104,548	109,705	115,190	121,004
10	1820	84,776	89,000	93,429	98,168	103,009	108,159	113,619
9	1820	79,602	83,568	87,727	92,176	96,722	101,558	106,684
8	1820	74,744	78,467	82,373	86,550	90,819	95,360	100,173
7	1820	70,182	73,678	77,345	81,268	85,276	89,540	94,059
6	1820	65,899	69,182	72,625	76,308	80,071	84,075	88,319
5	1820	60,736	63,762	66,935	70,330	73,798	77,488	81,400
4	1820	55,978	58,767	61,691	64,820	68,017	71,418	75,023
3	1820	51,593	54,163	56,858	59,742	62,688	65,823	69,145
2	1820	47,551	49,920	52,404	55,062	57,777	60,666	63,728
1	1820	43,826	46,009	48,299	50,748	53,251	55,914	58,736