

CFIA S&A Group Pay Proposal

The compensation package proposed by the Institute is made up of a number of interconnected elements. These elements may include, but will not be restricted to:

- Real economic increases that reflect the continued strength of the Canadian economy;
 - Protection against inflation;
 - Catching up with comparable jobs and agencies to maintain external relativity;
 - Restructuring of pay grids to maintain relativity and aid in recruitment and retention of highly skilled professionals.
- A: Effective October 1, 2011 - Restructuring: remove one step at minima and add one step 3.5% above the current maxima for all classifications
- B: Effective October 1, 2011 - Economic Increase of 2.5%
- C: Effective October 1, 2012 - Economic Increase of 2.5%
- D: Effective October 1, 2013 - Economic Increase of 2.5%

CFIA S&A Proposed Rates of Pay

A: Effective October 1, 2011 - Restructuring: Delete one step at the minima and add one step to the maxima (3.5%)

	1	2	3	4	5	6	7	8	9	10	11	12
AG/BI/ CH												
1	50149	51165	53147	55128	57114	59097	61075	63213				
2	58420	60838	63242	65652	68062	70467	72611	74789	77407			
3	69536	72431	75334	78224	80885	83285	85782	88784				
4	81948	85007	88055	91114	93904	96720	100105					
5	93221	96600	99868	102868	105867	109572						
CO												
Dev	28122								57732			
1	50677	52957	55244	57523	59814	62097	64374	66392	68716			
2	66366	69651	72939	76218	79506	82785	86082	89362	92380	95613		
3	80973	84629	88284	91941	95597	99035	102206	105783				
4	92261	96220	99939	103667	107372	111366	115264					
ES												
1	29324					55300						
2	50782	52432	53850	55729	57803	59826						
3	58011	60271	62518	64793	67069	69594	72030					
4	72158	74693	77233	79756	82013	84883						
5	81898	84445	87637	90790	94169	97465						
6	95450	98554	101543	105320	109006							
7	103875	106891	109913	112674	116618							
PG												
1	31462	33378	35283	37187	39083	40992	42897	44802	46712	48615	50254	52013
2	51016	53191	55359	57260	59264							
3	56797	59219	61637	63792	66025							
4	67046	69916	73152	76044	78706							
5	78919	82307	85481	88658	91761							
6	86935	88538	90146	91758	93353	94956	98279					
SE- RES												
1	52653	55285	57921	60553	63181	65815	68183	70569				
2	65984	69846	73714	77582	81447	85313	89180	93045	96642	100024		
3	81593	84691	87786	90888	93987	97086	100181	103281	106113	109827		
4	97447	100885	104325	107766	111214	114642	117816	121940				
5	106703	110465	114233	118000	121765	125532	129035	133551				
SE- REM												
1	83184	86284	89381	92481	95576	98676	101773	104874	107706	111476		
2	95480	98610	101746	104874	108005	111138	114270	117398	120264	124473		

CFIA S&A - Proposed Rates of Pay
 B: Effective October 1, 2011, Economic Increase of 2.5%

1 2 3 4 5 6 7 8 9 10 11 12

AG/BI/CH

1	51403	52444	54476	56506	58542	60574	62602	64793				
2	59881	62359	64823	67293	69764	72229	74426	76659	79342			
3	71274	74242	77217	80180	82907	85367	87927	91004				
4	83997	87132	90256	93392	96252	99138	102608					
5	95552	99015	102365	105440	108514	112312						

CO

Dev	28825								59176			
1	51944	54281	56625	58961	61309	63649	65983	68052	70434			
2	68025	71392	74762	78123	81494	84855	88234	91596	94690	98004		
3	82997	86745	90491	94240	97987	101511	104761	108428				
4	94568	98626	102437	106259	110056	114150	118145					

ES

1	30057					56683						
2	52052	53743	55196	57122	59248	61322						
3	59461	61778	64081	66413	68746	71334	73831					
4	73962	76560	79164	81750	84063	87006						
5	83945	86556	89828	93060	96523	99902						
6	97836	101018	104082	107953	111731							
7	106472	109563	112661	115491	119533							

PG

1	32249	34212	36165	38117	40060	42017	43969	45922	47880	49830	51510	53313
2	52291	54521	56743	58692	60746							
3	58217	60699	63178	65387	67675							
4	68722	71664	74981	77945	80673							
5	80892	84365	87618	90874	94055							
6	89108	90751	92400	94052	95687	97330	100736					

SE-RES

1	53969	56667	59369	62067	64761	67460	69888	72334				
2	67634	71592	75557	79522	83483	87446	91410	95371	99058	102525		
3	83633	86808	89981	93160	96337	99513	102686	105863	108766	112573		
4	99883	103407	106933	110460	113994	117508	120761	124988				
5	109371	113227	117089	120950	124809	128670	132261	136890				

SE-REM

1	85264	88441	91616	94793	97965	101143	104317	107496	110399	114263		
2	97867	101075	104290	107496	110705	113916	117127	120333	123271	127585		

CFIA S&A - Proposed Rates of Pay
 C: Effective October 1, 2012, Economic Increase of 2.5%

	1	2	3	4	5	6	7	8	9	10	11	12
AG/BI/CH												
1	52688	53755	55838	57919	60005	62089	64167	66413				
2	61378	63918	66444	68976	71508	74034	76287	78575	81325			
3	73056	76098	79148	82184	84980	87501	90125	93279				
4	86097	89310	92513	95727	98658	101616	105173					
5	97940	101490	104924	108076	111227	115119						
CO												
Dev	29546								60655			
1	53243	55638	58041	60435	62842	65241	67633	69753	72194			
2	69726	73177	76632	80077	83531	86976	90440	93886	97057	100454		
3	85072	88913	92753	96596	100437	104049	107380	111138				
4	96932	101091	104998	108915	112808	117004	121099					
ES												
1	30809					58100						
2	53353	55086	56576	58550	60729	62855						
3	60948	63322	65683	68073	70464	73117	75676					
4	75811	78474	81143	83794	86165	89181						
5	86044	88720	92074	95386	98936	102399						
6	100282	103543	106684	110652	114525							
7	109134	112302	115477	118378	122521							
PG												
1	33055	35068	37069	39070	41062	43067	45069	47070	49077	51076	52798	54646
2	53599	55884	58162	60159	62264							
3	59672	62217	64757	67021	69367							
4	70440	73455	76855	79894	82690							
5	82914	86474	89808	93146	96406							
6	91336	93020	94710	96403	98079	99763	103255					
SE-RES												
1	55319	58084	60853	63618	66380	69147	71635	74142				
2	69324	73382	77446	81510	85570	89632	93695	97755	101535	105088		
3	85724	88978	92230	95489	98745	102001	105253	108510	111485	115387		
4	102380	105992	109606	113222	116844	120446	123780	128113				
5	112105	116057	120016	123974	127929	131887	135567	140312				
SE-REM												
1	87395	90652	93906	97163	100415	103671	106925	110183	113159	117119		
2	100314	103602	106897	110183	113473	116764	120055	123341	126352	130775		

CFIA S&A - Proposed Rates of Pay
D: Effective October 1, 2013, Economic Increase of 2.5%

	1	2	3	4	5	6	7	8	9	10	11	12
AG/BI/CH												
1	54005	55099	57234	59367	61506	63641	65771	68073.1				
2	62912	65516	68105	70700	73295	75885	78194	80539.6	83358			
3	74882.7	78000	81126	84239	87104	89689	92378	95611.1				
4	88249	91543	94826	98120	101124	104157	107802					
5	100389	104028	107547	110778	114007	117997						
CO												
Dev	30284.3								62171			
1	54573.6	57029	59492	61946	64413	66872	69324	71496.9	73999			
2	71468.9	75007	78547	82078	85619	89150	92701	96233.1	99483	102965		
3	87199.1	91136	95072	99010	102948	106650	110065	113917				
4	99355	103618	107623	111638	115628	119929	124127					
ES												
1	31578.7					59552						
2	54686.7	56464	57991	60014	62248	64426						
3	62471.5	64905	67325	69775	72226	74945	77568					
4	77706.3	80436	83171	85888	88319	91410						
5	88195.2	90938	94375	97771	101410	104959						
6	102789	106132	109351	113418	117388							
7	111862	115110	118364	121338	125584							
PG												
1	33881.1	35944	37996	40046	42088	44144	46195	48246.9	50304	52353	54118	56012
2	54938.7	57281	59616	61663	63821							
3	61164.2	63772	66376	68697	71101							
4	72201.2	75292	78777	81891	84757							
5	84987.1	88636	92054	95475	98817							
6	93619.5	95346	97077	98813	100531	102257	105836					
SE-RES												
1	56701.5	59536	62375	65209	68039	70876	73426	75995.5				
2	71057.6	75217	79382	83547	87710	91873	96037	100199	104073	107715		
3	87866.7	91203	94536	97876	101214	104551	107884	111222	114272	118272		
4	104940	108642	112347	116052	119765	123457	126875	131316				
5	114907	118959	123016	127073	131128	135184	138957	143820				
SE-REM												
1	89580.1	92918	96254	99592	102925	106263	109598	112938	115988	120047		
2	102822	106192	109569	112938	116310	119683	123056	126425	129511	134044		

