

Schedule "A"

January 1, 2015 to December 31, 2016

	Jan. 1, 2015 Dec. 31, 2015	Jan. 1, 2016 Dec. 31, 2016
Department Heads		
Hourly	\$ 30.23	\$ 31.06
Performance	\$ 119.14	\$ 122.42
All Others		
Hourly	\$ 26.72	27.45
Performance	\$ 101.52	\$ 104.31

January 1, 2017 to December 31, 2019 (Minimum 2.25% to a ceiling of 3% based on CPI)

	Jan. 1, 2017 Dec. 31, 2017	Jan. 1, 2018 Dec. 31, 2018	Jan. 1, 2019 Dec. 31, 2019
Department Heads			
Hourly	\$31.76	TBD	TBD
Performance	\$125.17	TBD	TBD
All Others			
Hourly	\$28.07	TBD	TBD
Performance	\$106.66	TBD	TBD

*Note re: Schedule of rates. In January of 2017, 2018 and 2019 the parties will determine the average annual increase in the "CPI – All Items Toronto" for the year just ended by comparing the average CPI for the most recent October, November, December period to the same three-month period in the previous year