

**Tri-County Mennonite Homes Wage Grid – Hourly Employees  
Non-Unionized Staff  
Effective 1 April 2017**

<b>BAND</b>	<b>POSITION</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>1</b>	Attendant (All positions)	\$ 11.40	\$ 11.69	\$ 11.98	\$ 12.28	\$ 12.58	\$ 12.90	\$ 13.22	n/a	n/a
<b>2</b>	Aide (All positions)	\$ 16.36	\$ 16.76	\$ 17.18	\$ 17.61	\$ 18.05	\$ 18.50	\$ 18.97	n/a	n/a
<b>2</b>	Food Service Worker (certified)	\$ 16.36	\$ 16.76	\$ 17.18	\$ 17.61	\$ 18.05	\$ 18.50	\$ 18.97	n/a	n/a
<b>2</b>	Food Service Worker (non certified)	\$ 16.36	\$ 16.76	\$ 17.18	n/a	n/a	n/a	n/a	n/a	n/a
<b>2</b>	Office Clerk	\$ 16.36	\$ 16.76	\$ 17.18	\$ 17.61	\$ 18.05	\$ 18.50	\$ 18.97	n/a	n/a
<b>3</b>	Maintenance Worker	\$ 18.05	\$ 18.50	\$ 18.97	\$ 19.44	\$ 19.93	\$ 20.43	\$ 20.94	n/a	n/a
<b>3</b>	PSW	\$ 18.05	\$ 18.50	\$ 18.97	\$ 19.44	\$ 19.93	\$ 20.43	\$ 20.94	n/a	n/a
<b>3</b>	Recreation Assistant	\$ 18.05	\$ 18.50	\$ 18.97	\$ 19.44	\$ 19.93	\$ 20.43	\$ 20.94	n/a	n/a
<b>3</b>	Ward Clerk	\$ 18.05	\$ 18.50	\$ 18.97	\$ 19.44	\$ 19.93	\$ 20.43	\$ 20.94	n/a	n/a
<b>4</b>	Direct Support	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.00	\$ 22.55	\$ 23.11	n/a	n/a
<b>4</b>	Maintenance Lead	\$ 19.93	\$ 20.43	\$ 20.94	\$ 21.46	\$ 22.00	\$ 22.55	\$ 23.11	n/a	n/a
<b>5</b>	Cook (certified)	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.69	\$ 24.28	\$ 24.89	\$ 25.51	n/a	n/a
<b>5</b>	Cook (non certified)	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.69	\$ 24.28	n/a	n/a	n/a	n/a
<b>5</b>	Food Service Supervisor	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.69	\$ 24.28	\$ 24.89	\$ 25.51	n/a	n/a
<b>5</b>	Primary Direct Support	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.69	\$ 24.28	\$ 24.89	\$ 25.51	n/a	n/a
<b>5</b>	RPN	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.69	\$ 24.28	\$ 24.89	\$ 25.51	\$ 26.15	\$ 26.80
<b>Other</b>	Direct Support, Sleep Shifts	\$ 14.12	\$ 14.29	\$ 14.47	\$ 14.64	\$ 14.81	\$ 15.00	\$ 15.18	n/a	n/a
<b>Market</b>	Registered Nurse	\$ 30.78	\$ 31.23	\$ 31.75	\$ 33.31	\$ 34.89	\$ 36.85	\$ 38.83	\$ 40.81	\$ 43.71