



**MEMORANDUM**

To: Professional Staff  
 From: Human Resources  
 Date: June 1, 2023  
 Re: Professional Staff Salary Rates

We are pleased to announce the following wage increase for non-unionized professional staff has been approved by the Board of Governors.

Effective July 1, 2023, there will be a 2.0% increase to the salary grid. The revised salary grid is as follows:

	<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>Step 10</b>
<b>Band A</b>	\$19.24	\$19.66	\$20.12	\$20.57	\$21.03	\$21.51	\$21.99	\$22.48	\$22.99	\$23.51
<b>Band B</b>	\$21.31	\$21.79	\$22.29	\$22.79	\$23.31	\$23.82	\$24.35	\$24.91	\$25.47	\$26.05
<b>Band C</b>	\$23.92	\$24.45	\$24.99	\$25.57	\$26.14	\$26.73	\$27.34	\$27.94	\$28.58	\$29.22
<b>Band D</b>	\$27.29	\$27.91	\$28.53	\$29.18	\$29.83	\$30.51	\$31.20	\$31.89	\$32.61	\$33.34
<b>Band E</b>	\$32.76	\$33.49	\$34.26	\$35.01	\$35.80	\$36.59	\$37.44	\$38.28	\$39.13	\$40.02
<b>Band F</b>	\$39.25	\$40.13	\$41.05	\$41.96	\$42.91	\$43.88	\$44.85	\$45.86	\$46.90	\$47.96
<b>Band G</b>	\$47.31	\$48.37	\$49.46	\$50.58	\$51.70	\$52.88	\$54.06	\$55.28	\$56.53	\$57.80
<b>Band H</b>	\$57.71	\$59.01	\$60.34	\$61.69	\$63.07	\$64.51	\$65.96	\$67.44	\$68.96	\$70.52
<b>Band I</b>	\$66.37	\$67.87	\$69.39	\$70.95	\$72.55	\$74.18	\$75.84	\$77.56	\$79.30	\$81.08

**Current employees will see the increased pay rates take effect on the July 14, 2023 pay.**

Employees that are not on, or are above, Step 10 of the salary grid will also receive this general wage increase.

In addition, on July 1<sup>st</sup>, employees will progress to the next step on their salary band unless:

- (a) they have not completed their probationary period by July 1<sup>st</sup>, or
- (b) they were appointed to a position in a higher salary band between January 1<sup>st</sup> and June 30<sup>th</sup>
- (c) they are at Step 10 or their hourly rate exceeds the top step of their position.

If you have any questions, please contact Human Resources at [hr@stfx.ca](mailto:hr@stfx.ca).

Thank you for your continued contribution to StFX!