

HEABC/PHS & CBA/CUPE 1004

Memorandum of Agreement - APPENDIX B

Benchmarks

Job Title	CBA Benchmark	Grid
Portland Community Dental Clinic Office Manager	80104 - Administrative Support 4	25
Certified Dental Assistant	83102 - Certified Dental Assistant	19
Mental Health Worker	81502 - Support Worker 2	34
Registered Care Aide	81502 - Support Worker 2 81201 - Resident Care Aide (Integrated)	34
IT Support Technician	80490 - IT Administrator 2	42
IHT Outreach Worker	81502 - Support Worker 2	34
Victoria Outreach Worker	81502 - Support Worker 2	34
Integrated Senior Medical Office Assistant	80104 - Administrative Support 4 (<i>Layer Over Grid 34</i>) 81502 - Support Worker 2 (Integrated)	35*
Integrated Medical Office Assistant	80103 - Administrative Support 3 81502 - Support Worker 2 (Integrated)	34
Pigeon Park Savings - Senior Financial Service Representative	Anomalous (<i>Layer Over Grid 34</i>)	35*
Pigeon Park Savings - Financial Service Representative	81502 - Support Worker 2	34
Food Services Coordinator	81502 - Support Worker 2 (<i>Layer Over Grid 34</i>) 80201 – Cook 1	35*
Food Program Cook	80201 - Cook 1	9
Cook / MHW (Integrated)	81502 - Support Worker 2	34
Day/Night Shift Coordinator	81502 - Support Worker 2 (<i>Layer Over Grid 34</i>)	35*
Home Support Worker	81502 - Support Worker 2 (Grid 34) 80300 - Housekeeper (Grid 1)	34
Maintenance Worker 2	Anomalous (<i>Layer Over Grid 7</i>)	8*
Maintenance Worker 1	80400 - Maintenance Worker	7
Washington Market Food Store Clerk (Social Enterprise)	85202 - Community Retail Clerk	2
Pest Control Coordinator	Anomalous (<i>Layer Over Grid 7</i>)	8*
Pest Control Technician	Anomalous	7
IOAT Program Coordinator ODP Program Coordinator	81502 – Support Worker 2 (<i>Layer Over Grid 34</i>)	35*
Database Manager	80500 - IT Administrator 3	43
Clean Team Coordinator	81502 - Support Worker 2	34
Shelter Intake Coordinator	81502 - Support Worker 2 (<i>Layer Over Grid 34</i>)	35*

Note: (*) Increases effective April, 2020 are still forthcoming for Anomalous and layered over jobs as per the Low Wage Redress settlement between HEABC and CBA.