

The University of British Columbia  
Association of Administrative & Professional Staff (AAPS)  
Classification Matrix/Salary Grid - ANNUAL

July 1, 2011

Effective: July 1, 2009

| Effective: July 1, 2009 |          |         |              |            |                |                        |                      |                      |                                |                          |                                  |                |                           |                    |                                 |                         |                                    |                   |                    |                               |                             |              |                 |                  |                      |                                  |                        |                                   |                   |                |        |         |                           |                           |                        |          |                      | Salary Grade       |                   |    |   |   |   |    |    |
|-------------------------|----------|---------|--------------|------------|----------------|------------------------|----------------------|----------------------|--------------------------------|--------------------------|----------------------------------|----------------|---------------------------|--------------------|---------------------------------|-------------------------|------------------------------------|-------------------|--------------------|-------------------------------|-----------------------------|--------------|-----------------|------------------|----------------------|----------------------------------|------------------------|-----------------------------------|-------------------|----------------|--------|---------|---------------------------|---------------------------|------------------------|----------|----------------------|--------------------|-------------------|----|---|---|---|----|----|
|                         |          |         |              | 01         | 02             | 05                     | 08                   | 55                   | 56                             | 09                       | 13                               | 44             | 54                        | 52                 | 16                              | 17                      | 57                                 | 21                | 47                 | 58                            | 48                          | 22           | 30              | 59               | 23                   | 12                               | 24                     | 53                                | 27                | 46             | 11     | 29      | 37                        | 35                        | 39                     | 43       | 40                   |                    | 61                | 34 |   |   |   |    |    |
| Minimum                 | Midpoint | Maximum | Salary Grade | Accounting | Administration | Athletics & Recreation | Building Maintenance | Business Development | Business Operations Management | Clerk to Board or Senate | Conf, Accom, Ceremonies & Events | Coop Education | Counsellors/Psychologists | Development Office | Editorial & Production Services | Educational Programming | Facilities, Planning & Engineering | Forest Management | Genetic Counsellor | Graphic Design & Illustration | Health Safety & Environment | Horticulture | Human Resources | Industry Liaison | Information Services | Information Systems & Technology | Institutional Analysis | Investment, Finance and Insurance | Marketing & Sales | Media Services | Museum | Nursing | Research and Facilitation | Residence Life Management | Scientific Engineering | Security | Statistical Analysis | Student Management | Supply Management |    |   |   |   |    |    |
| Annual Salaries         |          |         |              |            |                |                        |                      |                      |                                |                          |                                  |                |                           |                    |                                 |                         |                                    |                   |                    |                               |                             |              |                 |                  |                      |                                  |                        |                                   |                   |                |        |         |                           |                           |                        |          |                      |                    |                   |    |   |   |   |    |    |
| 34,778                  | 41,750   | 50,098  | 1            |            |                |                        |                      |                      |                                |                          |                                  |                |                           |                    |                                 |                         |                                    |                   |                    |                               |                             |              |                 |                  |                      |                                  |                        |                                   |                   |                |        |         |                           |                           |                        |          |                      |                    |                   |    | 1 |   |   |    |    |
| 37,559                  | 45,090   | 54,108  | 2            |            |                | A                      |                      |                      |                                |                          |                                  |                |                           | A                  |                                 |                         |                                    |                   |                    |                               |                             |              |                 |                  |                      |                                  |                        |                                   |                   |                |        |         |                           |                           |                        |          |                      |                    |                   |    |   | 2 |   |    |    |
| 40,565                  | 48,697   | 58,436  | 3            |            |                |                        |                      |                      | A                              |                          | A                                |                |                           |                    |                                 | A                       |                                    |                   |                    |                               |                             |              |                 |                  |                      |                                  |                        |                                   |                   |                |        |         |                           |                           |                        |          | A                    |                    | A                 |    |   | 3 |   |    |    |
| 43,809                  | 52,592   | 63,110  | 4            |            | A              |                        |                      |                      | B                              |                          | B                                |                |                           |                    |                                 |                         |                                    |                   |                    |                               |                             |              | A               |                  |                      |                                  | A                      | A                                 |                   | A              |        |         |                           |                           | A                      |          | A                    |                    |                   | B  |   |   | 4 |    |    |
| 47,315                  | 56,799   | 68,159  | 5            | A          |                | A2                     | A                    |                      | B2                             |                          |                                  | A              |                           | B                  | A                               | B                       |                                    |                   |                    |                               | A                           | A            | A               |                  | A                    |                                  |                        |                                   |                   |                | A      | A       |                           |                           | A                      |          | B                    |                    | C                 | A  |   |   | 5 |    |    |
| 51,099                  | 61,343   | 73,611  | 6            | B          | B              | B                      | B                    |                      | C                              |                          | C                                |                |                           | C                  | B                               |                         |                                    |                   |                    | B                             | B                           | B            | B               |                  |                      | B                                |                        | A                                 | B                 | A2             | B      | A       |                           |                           | B                      |          | A                    |                    | B                 |    |   |   | 6 |    |    |
| 55,187                  | 66,252   | 79,501  | 7            | C          |                |                        | C                    | A                    | D                              |                          | D                                | B              | A                         | D                  | B2                              |                         |                                    | A                 | A                  | C                             | C                           |              | B2              | B                | B                    |                                  | B                      | B                                 |                   | B              | B      |         | C                         | B                         | B                      | B        |                      | B2                 | B                 | D  |   |   |   | 7  |    |
| 59,602                  | 71,550   | 85,862  | 8            | D          | C              |                        | D                    | B                    | E                              | A                        | E                                |                | B                         | D2                 |                                 | C                       | A                                  | B                 | B                  | D                             | C2                          |              |                 | C                | C                    | C                                | C                      |                                   | B2                |                | D      | C       |                           | C                         |                        | C        |                      | C                  | E                 | C  |   |   |   | 8  |    |
| 64,369                  | 77,274   | 92,731  | 9            |            | D              |                        | D2                   | C                    | F                              | A2                       |                                  | C              | C                         | D3                 | C                               | C2                      | B                                  | C                 |                    |                               |                             |              | C               |                  | C2                   | D                                | D                      | C                                 | C                 | C              | C      | E       |                           | D                         | C                      | D        | C                    | D                  | F                 |    |   |   |   | 9  |    |
| 67,383                  | 84,230   | 105,287 | 10           | E          |                | C                      | E                    |                      | G                              |                          |                                  |                | D                         | E                  |                                 | D                       | C                                  |                   |                    |                               |                             | C3           | C               | D                | D                    | D                                |                        | E                                 | D                 |                |        | F       |                           | E                         |                        | E        |                      |                    | G                 |    |   |   |   | 10 |    |
| 73,448                  | 91,809   | 114,762 | 11           | F          | E              |                        | F                    | D                    |                                | B                        | F                                |                |                           | F                  |                                 | E                       | D                                  | D                 |                    |                               | D                           |              | D2              | E                |                      | E                                |                        | E                                 | D                 | D              |        |         |                           | F                         |                        |          |                      |                    |                   |    | D |   |   | 11 |    |
| 80,059                  | 100,073  | 125,092 | 12           | G          | F              |                        | G                    | E                    | H                              |                          |                                  |                | E                         |                    | D                               |                         | E                                  | E                 |                    |                               | D2                          |              | E               | F                | E                    | E2                               |                        | F                                 |                   |                |        |         |                           | G                         | D                      |          |                      |                    |                   | H  |   |   |   |    | 12 |
| 87,264                  | 109,080  | 136,350 | 13           | H          | G              |                        | H                    | F                    | I                              |                          |                                  |                |                           | G                  |                                 | F                       | F                                  |                   |                    |                               |                             |              | F               | G                |                      | F                                |                        | G                                 |                   |                |        |         |                           |                           |                        | D        |                      |                    |                   | E  |   |   |   | 13 |    |
| 95,120                  | 118,898  | 148,622 | 14           | I          | G2             |                        |                      | G                    | I2                             |                          |                                  |                |                           |                    | E                               |                         | G                                  |                   |                    |                               |                             |              | G               |                  | F                    | G                                | F                      |                                   |                   |                |        |         |                           |                           |                        |          |                      |                    |                   |    |   |   |   |    | 14 |
| 103,680                 | 129,597  | 161,997 | 15           | J          |                | D                      |                      | H                    | J                              |                          |                                  |                |                           | H                  |                                 |                         | H                                  |                   |                    |                               |                             |              | H               |                  |                      | H                                |                        | H                                 |                   |                |        |         |                           |                           |                        |          |                      |                    |                   |    |   |   |   |    | 15 |
| 113,010                 | 141,263  | 176,578 | 16           | K          |                |                        |                      |                      | K                              |                          |                                  |                |                           |                    |                                 |                         |                                    |                   |                    |                               |                             |              |                 |                  |                      | I                                |                        |                                   |                   |                |        |         |                           | H                         |                        |          |                      |                    |                   | I  |   |   |   |    | 16 |