



University of British Columbia
 Aquatic Centre (CUPE 116)
 Effective January 1, 2025

Job Classification and Step	Hourly	Monthly	Annual
Administrative Clerk			
Step 1	\$27.44	\$4,171	\$50,052
Step 2	\$28.09	\$4,270	\$51,240
Step 3	\$28.73	\$4,367	\$52,404
Head Guard			
Step 1	\$28.40	\$4,317	\$51,804
Step 2	\$30.18	\$4,587	\$55,044
Step 3	\$32.09	\$4,878	\$58,536
Shift Supervisor (Staff position)			
Step 1	\$25.50	\$3,876	\$46,512
Step 2	\$26.36	\$4,007	\$48,084
Step 3	\$27.24	\$4,140	\$49,680
Lifeguard/Instructor (Staff position)		Rate A (No Instructing Hours)	
Step 1	\$21.51	\$3,270	\$39,240
Step 2	\$22.34	\$3,396	\$40,752
Step 3	\$23.20	\$3,526	\$42,312
Lifeguard/Instructor (Staff position)		Rate B (125 Instructing Hours)	
Step 1	\$22.59	\$3,434	\$41,208
Step 2	\$23.46	\$3,566	\$42,792
Step 3	\$24.36	\$3,703	\$44,436
Lifeguard/Instructor (Staff position)		Rate C (225 Instructing Hours)	
Step 1	\$23.12	\$3,514	\$42,168
Step 2	\$24.02	\$3,651	\$43,812
Step 3	\$24.94	\$3,791	\$45,492
Lifeguard/Instructor (Staff position)		Rate D (300 Instructing Hours)	
Step 1	\$23.66	\$3,596	\$43,152
Step 2	\$24.57	\$3,735	\$44,820
Step 3	\$25.52	\$3,879	\$46,548
Shift Supervisor (Student position)			
Step 1	\$25.50	\$2,210	\$26,520
Step 2	\$26.36	\$2,285	\$27,420
Step 3	\$27.24	\$2,361	\$28,332
Lifeguard/Instructor (Student position)		Rate A (No Instructing Hours)	
Step 1	\$21.51	\$1,864	\$22,368
Step 2	\$22.34	\$1,936	\$23,232
Step 3	\$23.20	\$2,011	\$24,132
Lifeguard/Instructor (Student position)		Rate B (125 Instructing Hours)	
Step 1	\$22.59	\$1,958	\$23,496

Step 2	\$23.46	\$2,033	\$24,396
Step 3	\$24.36	\$2,111	\$25,332

Lifeguard/Instructor (Student position)		Rate C (225 Instructing Hours)	
Step 1	\$23.12	\$2,004	\$24,048
Step 2	\$24.02	\$2,082	\$24,984
Step 3	\$24.94	\$2,162	\$25,944

Lifeguard/Instructor (Student position)		Rate D (300 Instructing Hours)	
Step 1	\$23.66	\$2,051	\$24,612
Step 2	\$24.57	\$2,129	\$25,548
Step 3	\$25.52	\$2,212	\$26,544

Front Desk Attendant			
Step 1	\$18.96	\$1,643	\$19,716
Step 2	\$19.81	\$1,717	\$20,604
Step 3	\$20.62	\$1,787	\$21,444