



UNIVERSITY OF BRITISH COLUMBIA  
EFFECTIVE JANUARY 1, 2023

Job Classification and Step	Hourly	Monthly	*Annual
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Administrative Clerk			
Step 1	\$24.96	\$3,794	\$45,528
Step 2	\$25.55	\$3,884	\$46,608
Step 3	\$26.13	\$3,972	\$47,664

Head Guard			
Step 1	\$25.83	\$3,926	\$47,112
Step 2	\$27.45	\$4,172	\$50,064
Step 3	\$29.19	\$4,437	\$53,244

Shift Supervisor (Staff position)			
Step 1	\$23.19	\$3,525	\$42,300
Step 2	\$23.97	\$3,643	\$43,716
Step 3	\$24.78	\$3,767	\$45,204

Lifeguard/Instructor (Staff position)	No Instructing Hours		
Step 1	\$19.56	\$2,973	\$35,676
Step 2	\$20.32	\$3,089	\$37,068
Step 3	\$21.10	\$3,207	\$38,484

Lifeguard/Instructor (Staff position)	*125 Instructing Hours		
Step 1b	\$20.54	\$3,122	\$37,464
Step 2b	\$21.34	\$3,244	\$38,928
Step 3b	\$22.16	\$3,368	\$40,416

\*125 Instructing hour rates are based on an additional 5% of the Lifeguard rates

\*\*Annual equivalent provided for reference based on 152 monthly hours for staff positions and 86.67 monthly hours for student / casual positions respectively.



UNIVERSITY OF BRITISH COLUMBIA  
 AQUATIC CENTRE (CUPE 116)  
 EFFECTIVE JANUARY 1, 2023

Job Classification and Step	Hourly	Monthly	*Annual
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Lifeguard/Instructor (Staff position)	*225 Instructing Hours		
Step 1c	\$21.03	\$3,197	\$38,364
Step 2c	\$21.84	\$3,320	\$39,840
Step 3c	\$22.68	\$3,447	\$41,364

\*225 Instructing hour rates are based on an additional 7.5% of the Lifeguard rates

Lifeguard/Instructor (Staff position)	*300 Instructing Hours		
Step 1d	\$21.52	\$3,271	\$39,252
Step 2d	\$22.35	\$3,397	\$40,764
Step 3d	\$23.21	\$3,528	\$42,336

\*300 Instructing hour rates are based on an additional 10% of the Lifeguard rates

Shift Supervisor (Student position)	Hourly	Monthly	*Annual
Step 1	\$23.19	\$2,010	\$24,120
Step 2 (400+ hours worked)	\$23.97	\$2,077	\$24,924
Step 3 (800+ hours worked)	\$24.78	\$2,148	\$25,776

Lifeguard/Instructor (Student position)	No Instructing Hours		
Step 1	\$19.56	\$1,695	\$20,340
Step 2 (400+ hours worked)	\$20.32	\$1,761	\$21,132
Step 3 (800+ hours worked)	\$21.10	\$1,829	\$21,948

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Job Classification and Step	Hourly	Monthly	*Annual
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Lifeguard/Instructor (Student position)	*125 Instructing Hours		
Step 1b	\$20.54	\$1,780	\$21,360
Step 2b (400+ hours worked)	\$21.34	\$1,850	\$22,200
Step 3b (800+ hours worked)	\$22.16	\$1,921	\$23,052

\*125 Instructing hour rates are based on an additional 5% of the Lifeguard rates

Lifeguard/Instructor (Student position)	*225 Instructing Hours		
Step 1c	\$21.03	\$1,823	\$21,876
Step 2c (400+ hours worked)	\$21.84	\$1,893	\$22,716
Step 3c (800+ hours worked)	\$22.68	\$1,966	\$23,592

\*225 Instructing hour rates are based on an additional 7.5% of the Lifeguard rates

Lifeguard/Instructor (Student position)	*300 Instructing Hours		
Step 1d	\$21.52	\$1,865	\$22,380
Step 2d (400+ hours worked)	\$22.35	\$1,937	\$23,244
Step 3d (800+ hours worked)	\$23.21	\$2,012	\$24,144

\*300 Instructing hour rates are based on an additional 10% of the Lifeguard rates

Front Desk Attendant	Hourly	Monthly	*Annual
Step 1	\$16.42	\$1,423	\$17,076
Step 2	\$17.15	\$1,486	\$17,832
Step 3	\$17.86	\$1,548	\$18,576

\*\*Annual equivalent provided for reference based on 152 monthly hours for staff positions and 86.67 monthly hours for student / casual positions respectively.