



UNIVERSITY OF BRITISH COLUMBIA
AQUATIC CENTRE (CUPE 116)
EFFECTIVE JANUARY 1, 2024

Job Classification and Step	Hourly	Monthly	**Annual
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Administrative Clerk			
Step 1	\$26.64	\$4,049	\$48,588
Step 2	\$27.27	\$4,145	\$49,740
Step 3	\$27.89	\$4,239	\$50,868

Head Guard			
Step 1	\$27.57	\$4,191	\$50,292
Step 2	\$29.30	\$4,454	\$53,448
Step 3	\$31.16	\$4,736	\$56,832

Shift Supervisor (Staff position)			
Step 1	\$24.76	\$3,764	\$45,168
Step 2	\$25.59	\$3,890	\$46,680
Step 3	\$26.45	\$4,020	\$48,240

Lifeguard/Instructor (Staff position)	No Instructing Hours		
Step 1	\$20.88	\$3,174	\$38,088
Step 2	\$21.69	\$3,297	\$39,564
Step 3	\$22.52	\$3,423	\$41,076

Lifeguard/Instructor (Staff position)	*125 Instructing Hours		
Step 1b	\$21.92	\$3,332	\$39,984
Step 2b	\$22.77	\$3,461	\$41,532
Step 3b	\$23.65	\$3,595	\$43,140
*125 Instructing hour rates are based on 5% of the Lifeguard rates			

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



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Lifeguard/Instructor (Staff position)	*225 Instructing Hours		
Step 1c	\$22.45	\$3,412	\$40,944
Step 2c	\$23.32	\$3,545	\$42,540
Step 3c	\$24.21	\$3,680	\$44,160
*225 Instructing hour rates are based on 7.5% of the Lifeguard rates			

Lifeguard/Instructor (Staff position)	*300 Instructing Hours		
Step 1d	\$22.97	\$3,491	\$41,892
Step 2d	\$23.86	\$3,627	\$43,524
Step 3d	\$24.77	\$3,765	\$45,180
*300 Instructing hour rates are based on 10% of the Lifeguard rates			

Shift Supervisor (Student position)			
Step 1	\$24.76	\$2,146	\$25,752
Step 2 (400+ hours worked)	\$25.59	\$2,218	\$26,616
Step 3 (800+ hours worked)	\$26.45	\$2,292	\$27,504

Lifeguard/Instructor (Student position)	No Instructing Hours		
Step 1	\$20.88	\$1,810	\$21,720
Step 2 (400+ hours worked)	\$21.69	\$1,880	\$22,560
Step 3 (800+ hours worked)	\$22.52	\$1,952	\$23,424

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Lifeguard/Instructor (Student position)	*125 Instructing Hours		
Step 1b	\$21.92	\$1,900	\$22,800
Step 2b (400+ hours worked)	\$22.77	\$1,973	\$23,676
Step 3b (800+ hours worked)	\$23.65	\$2,050	\$24,600
*125 Instructing hour rates are based on 5% of the Lifeguard rates			

Lifeguard/Instructor (Student position)	*225 Instructing Hours		
Step 1c	\$22.45	\$1,946	\$23,352
Step 2c (400+ hours worked)	\$23.32	\$2,021	\$24,252
Step 3c (800+ hours worked)	\$24.21	\$2,098	\$25,176
*225 Instructing hour rates are based on 7.5% of the Lifeguard rates			

Lifeguard/Instructor (Student position)	*300 Instructing Hours		
Step 1d	\$22.97	\$1,991	\$23,892
Step 2d (400+ hours worked)	\$23.86	\$2,068	\$24,816
Step 3d (800+ hours worked)	\$24.77	\$2,147	\$25,764
*300 Instructing hour rates are based on 10% of the Lifeguard rate			

Front Desk Attendant			
Step 1	\$18.41	\$1,596	\$19,152
Step 2	\$19.23	\$1,667	\$20,004
Step 3	\$20.02	\$1,735	\$20,820

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