







Position	Division	Week	Step		01-Jan-20		01-Jan-21		01-Jan-22		01-Jan-23	
					Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate
<b>GRADE 12</b>												
Manager	Engineering Services	35	Start Rate 0 mths.	4%	\$115,746	\$63.111	\$117,772	\$64.462	\$120,010	\$65.940	\$122,289	\$67.192
Manager	Environmental Operations	35	12 mths.	4%	\$120,376	\$65.636	\$122,483	\$67.041	\$124,810	\$68.577	\$127,181	\$69.880
Manager	Facilities Capital & Asset Management	35	24 mths.	4%	\$125,191	\$68.261	\$127,382	\$69.722	\$129,802	\$71.320	\$132,268	\$72.675
Manager	Facilities, Parks, Cemeteries & Forestry Operations	35	Job Rate 36 mths.	4%	\$130,199	\$70.992	\$132,477	\$72.511	\$134,994	\$74.173	\$137,559	\$75.582
Manager	Fleet Operations	35										
Manager	Water and Wastewater Engineering & Compliance	35										
Manager & Fire Chief	Emergency Services	35										
Manager*	Roads Operations	35										
Treasurer	Finance	35										
<b>GRADE 13</b>												
<i>Currently no positions in this grade</i>			Start Rate 0 mths.	4%	\$123,848	\$67.529	\$126,015	\$68.974	\$128,410	\$70.555	\$130,849	\$71.895
			12 mths.	4%	\$128,802	\$70.230	\$131,056	\$71.733	\$133,546	\$73.377	\$136,083	\$74.771
			24 mths.	4%	\$133,954	\$73.039	\$136,298	\$74.602	\$138,888	\$76.312	\$141,526	\$77.762
			Job Rate 36 mths.	4%	\$139,312	\$75.961	\$141,750	\$77.586	\$144,443	\$79.364	\$147,187	\$80.872
<b>GRADE 14</b>												
General Manager	Community and Development Services	35	Start Rate 0 mths.	4%	\$141,186	\$76.983	\$143,656	\$78.629	\$146,385	\$80.431	\$149,166	\$81.959
General Manager	Corporate & Social Services	35	12 mths.	4%	\$146,833	\$80.062	\$149,402	\$81.774	\$152,240	\$83.648	\$155,133	\$85.238
General Manager	Engineering & Capital Works	35	24 mths.	4%	\$152,706	\$83.264	\$155,378	\$85.045	\$158,330	\$86.995	\$161,338	\$88.647
General Manager	Financial & Data Services	35	Job Rate 36 mths.	4%	\$158,814	\$86.594	\$161,593	\$88.447	\$164,663	\$90.474	\$167,792	\$92.193
General Manager	Public Works Operations	35										
<b>GRADE 15</b>												
<i>Currently no positions in this grade</i>			Start Rate 0 mths.	4%	\$151,069	\$82.371	\$153,713	\$84.134	\$156,633	\$86.062	\$159,610	\$87.698
			12 mths.	4%	\$157,112	\$85.666	\$159,862	\$87.500	\$162,898	\$89.504	\$165,994	\$91.205
			24 mths.	4%	\$163,396	\$89.093	\$166,256	\$90.999	\$169,414	\$93.085	\$172,634	\$94.854
			Job Rate 36 mths.	4%	\$169,932	\$92.656	\$172,906	\$94.639	\$176,191	\$96.808	\$179,539	\$98.648
<b>GRADE 16</b>												
<i>Currently no positions in this grade</i>			Start Rate 0 mths.	4%	\$161,644	\$88.137	\$164,472	\$90.023	\$167,597	\$92.086	\$170,782	\$93.836
			12 mths.	4%	\$168,110	\$91.663	\$171,051	\$93.624	\$174,301	\$95.770	\$177,613	\$97.590
			24 mths.	4%	\$174,834	\$95.329	\$177,893	\$97.369	\$181,273	\$99.601	\$184,717	\$101.493
			Job Rate 36 mths.	4%	\$181,827	\$99.142	\$185,009	\$101.264	\$188,524	\$103.585	\$192,106	\$105.553
<b>GRADE 17</b>												
Chief Administrative Officer	CAO's Office	35	Start Rate 0 mths.	4%	\$172,959	\$94.307	\$175,986	\$96.325	\$179,330	\$98.533	\$182,737	\$100.405
			12 mths.	4%	\$179,877	\$98.079	\$183,025	\$100.178	\$186,503	\$102.474	\$190,046	\$104.421
			24 mths.	4%	\$187,072	\$102.002	\$190,346	\$104.185	\$193,963	\$106.573	\$197,648	\$108.598
			Job Rate 36 mths.	4%	\$194,555	\$106.082	\$197,960	\$108.352	\$201,721	\$110.836	\$205,554	\$112.942
* Male Comparators for the purpose of Pay Equity												
<b>On Call</b>												
Rate for Designated Positions	various				\$1.750		\$1.800		\$1.850		\$1.900	