

2023 Compensation Disclosure List

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Background

In the fall of 2014, City Council voted to adopt a compensation disclosure list. Annually, The City publishes position titles, salary ranges and information about pension and benefits.

The City's compensation disclosure list provides transparency while respecting the privacy and security of its employees. Employee names and actual salaries are not included in the list.

Unlike other organizations where disclosure of employee compensation only occurs over a specific amount, The City's list does not have a threshold.

How pay is determined

Our compensation philosophy

The City respects all our employees and the work they do, while being mindful of our public position and fiscal accountability. The City is committed to treating all employees with respect and dignity regardless of their position, gender identity or expression, race, religion, age, ability or background.

The City's approach to compensation is to provide a competitive package that is both internally equitable and externally competitive with the appropriate comparator(s) that are balanced and tailored to all employee groups. Internal equity is focused on an understanding of each role and its contribution to the organization, typically measured by factors such as skill, effort, and responsibility. Key considerations include:

- A core compensation structure that considers the pay of each job relative to that of their peers with similar scope of responsibility, education, and or experience, as well as the market value of jobs within a defined comparator group.
- Targeting base pay to a market position that is competitive, recognizing and allowing for adjustments based on economic circumstances, and the composition of jobs in each employee group.
- An appropriate balance between cash and non-cash compensation including benefits, paid time off, work-life balance and career development opportunities.
- Ensuring a line of sight between pay and performance for all exempt employees.
- Incenting innovation, collaboration, and performance excellence through a combination of pay, flexible non-cash and career opportunities.
- A sound governance policy and administrative practices to maintain internal and external equity.
- A fiscally responsible and sustainable package.

Our programs are designed to encourage employees to excel, live our values, and show respect for each other and City customers. We support and encourage them through career and performance review programs.

How pay increases are awarded

The City operates in a unionized environment. The pay rates for union positions can be found in each [collective agreement](#). As union employees gain more experience in their positions, their pay increases according to steps within a pay range. The timing of step increases is specific to each collective agreement.

Exempt (non-union) positions are typically managerial and not governed by collective agreements. Each year, the performance of exempt employees is reviewed in relation to The City’s business goals. In years where a salary increase budget has been approved and they have met their goals, exempt employees may be given a salary increase within the salary range for their position. Salary ranges for exempt employees may be found at [2023 Exempt Salary Structure](#).

Economic adjustments

Pay structures in collective agreements and the exempt salary structure may be adjusted based on market conditions, cost of living and budget considerations. For unions, this is bargained collectively between The City and the union. For exempt, the City Manager approves changes to the salary structure.

Who has a “say” on pay?

Human Resources administers the compensation programs at The City. Some of these responsibilities include developing policy, designing and maintaining systems, conducting market surveys, designing salary structures, classifying jobs, and providing recommendations and advice to management. There are different approvers depending on the position and the type of pay increase. The following chart shows who has a “say” on pay:

Type of position	How is an employee’s pay increase determined?	Who approves an increase to an employee’s pay?	Who approves economic adjustments?
Union	Based on service	Outlined in each collective agreement	Bargained collectively between The City and the Union
Exempt	Based on performance	Employee’s supervisor	City Manager
Director	Based on performance	General Manager	City Manager
General Manager	Based on performance	City Manager	City Manager
City Manager	Based on performance	Council	Council

Notes for compensation data

- The position and salary information is effective 2023 May 15 based on the negotiated or approved salary rates as of that date.
- The data includes positions that meet the following criteria:
 - › Positions filled by an employee with a payroll status of “active”, “leave of absence”, “paid leave of absence” or “suspended”
 - › Full-time and part-time positions
 - Part-time positions have been reported using the minimum and maximum annual base salary equal to a full-time position
 - Full-time hours vary by position between 30 to 42 hours per week
 - › Temporary and permanent positions
 - › Exempt (non-union) and all union jurisdictions
- Positions with the same minimum and maximum annual base salary have one rate of pay as per their collective agreement. For example, Fire Investigations Coordinator.
- Positions listed may be filled by one or many employees. For example, Transit Operator is filled by many employees.
- Certain positions have been grouped as follows:
 - › Positions that are similar in function have been grouped together. General titles were used where jobs were grouped by function. For example: Finance Lead Corporate Accounting, Finance Lead Benefits, etc. have been grouped as Finance Lead.
 - › Positions that are similar in function and operate at various levels have been grouped by pay level. For example:
 - Labourer Parks Maintenance, Labourer Operator, etc. have been grouped as Labourer (Pay Level 1).
 - Engineering positions, except Engineering Managers, were grouped by Engineer pay level.
 - Lawyer positions, except Lawyer Managers, were grouped by Lawyer pay level.
 - CUPE Local 709 Foreman positions were grouped by Foreman pay level.
- Position titles including “CHC” reflect those reporting into Calgary Housing Company.

- The following employee groups are excluded from the list:

Group	Rationale
Calgary Police Service	The Calgary Police Service also publishes a compensation disclosure list. Please refer to the Calgary Police Service website .
Seasonal, on-call, summer student, business intern, co-op student and recreation non-union program jobs	Annual salary rates cannot be determined due to variable work schedules.
Some employees with employment contracts/agreements	Annual salaries will not be disclosed where a position title is unique, there is a single rate of pay for the position (no salary range) and the salary information is not publicly available through a job posting or collective agreement.
Elected Officials	Elected officials are not City employees. Compensation information for elected officials is posted on The Office of Councillors' website.

Compensation Disclosure List

Position title	Minimum annual base rate	Maximum annual base rate
311 Business Advisor	\$76,604	\$102,411
311 Coordinator	\$80,640	\$121,760
311 Subject Matter Expert	\$56,966	\$76,185
911 Support Analyst	\$76,604	\$121,430
Ability Advisor	\$68,778	\$92,001
Access and Privacy Analyst	\$80,444	\$107,544
Access Calgary Scheduler	\$64,075	\$95,513
Accessible Services Operator*	\$42,962	\$58,773
Account Administrator	\$60,661	\$81,172
Account Management Coordinator	\$64,628	\$86,432
Accounting Project Coordinator	\$80,444	\$107,544
Accounts Payable Analyst	\$56,966	\$76,185
Accounts Receivable Analyst	\$60,661	\$81,172
Acquisition Specialist	\$72,946	\$97,497
Addressing Analyst	\$64,628	\$86,432
Addressing Planning Analyst	\$72,946	\$97,497
Adjunct Training Officer	\$128,856	\$128,856
Administration Leader	\$80,640	\$121,760
Administrative Lead	\$91,425	\$140,027
Administrative Support (Pay Level 3)	\$43,116	\$57,676
Administrative Support (Pay Level 4)	\$46,756	\$65,902
Administrative Support (Pay Level 5)	\$50,796	\$71,526
Administrative Support (Pay Level 6)*	\$54,072	\$87,069
Administrative Support (Pay Level 7)	\$60,661	\$81,172
Administrative Support (Pay Level 8)	\$64,628	\$86,432
Administrative Support (Pay Level 9)	\$68,778	\$92,001
Administrative Support (Pay Level B)	\$52,821	\$78,607
Administrative Support (Pay Level C)	\$64,075	\$95,513
Administrative Support CHC (Pay Level 4)	\$49,322	\$65,902
Administrative Support CHC (Pay Level 5)	\$53,526	\$71,526

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Administrative Support CHC (Pay Level 6)	\$56,966	\$76,185
Administrative Support CHC (Pay Level 7)	\$60,661	\$81,172
Administrative Support CHC (Pay Level 8)	\$64,628	\$86,432
Administrative Support Supervisor (Pay Level C)	\$64,075	\$95,513
Administrative Support Supervisor (Pay Level D)	\$72,674	\$108,190
Administrative Support Supervisor CHC	\$72,674	\$108,190
Advanced Metering Infrastructure Program Manager	\$91,425	\$140,027
Alterations Specialist	\$65,104	\$87,069
Analytical Chemist	\$84,412	\$112,949
Animal Behaviour Coordinator	\$83,366	\$111,426
Animal Health Technologist	\$72,946	\$97,497
Anti-Racism Strategic Advisor	\$76,604	\$102,411
Anti-Racism Strategic Advisor CHC	\$76,604	\$102,411
Appeals Specialist	\$72,946	\$97,497
Appliance Service Technician	\$66,315	\$73,448
Application Administrator (Pay Level 9)	\$68,778	\$92,001
Application Administrator (Pay Level 11)	\$76,604	\$102,411
Application Analyst	\$76,604	\$102,411
Application Analyst CHC	\$76,604	\$102,411
Application Data Analyst	\$72,946	\$97,497
Application Processing Coordinator	\$72,674	\$108,190
Application Support Analyst	\$68,778	\$92,001
Applications and Inquiries Coordinator	\$80,640	\$121,760
Applications Processing Representative	\$60,661	\$81,172
Applications Support Analyst	\$68,778	\$92,001
Approvals Coordinator	\$80,640	\$121,760
Architect	\$80,640	\$121,760
Archivist	\$76,604	\$102,411
Arena and Athletic Park Attendant	\$66,315	\$73,448
Art Centre Specialist	\$60,661	\$81,172
Arts and Culture Strategist	\$80,444	\$107,544
Asphalt and Crusher Plant Technician	\$72,946	\$97,497
Assessment Assistant	\$45,427	\$60,752

Position title	Minimum annual base rate	Maximum annual base rate
Assessor	\$68,778	\$92,001
Asset Administrator 1	\$56,966	\$76,185
Asset Administrator 2	\$64,628	\$86,432
Asset Analyst	\$68,778	\$92,001
Asset Management Analyst	\$72,674	\$108,190
Asset Management GIS Technician	\$68,778	\$92,001
Asset Management Lead	\$80,640	\$121,760
Asset Management Strategist CHC	\$72,946	\$97,497
Asset Management Technician (Pay Level 9)	\$68,778	\$92,001
Asset Management Technician (Pay Level 10)	\$72,946	\$97,497
Asset Management Technologist (Pay Level 8)	\$64,628	\$86,432
Asset Management Technologist (Pay Level 10)	\$72,946	\$97,497
Asset Systems Coordinator	\$80,640	\$121,760
Assistant Deputy Chief	\$91,425	\$140,027
Assistant Deputy Chief 911 Operations	\$91,425	\$140,027
Assistant Roadmaster	\$70,138	\$78,478
Assistant Transit Scheduler	\$46,756	\$62,572
Assistant Deputy Chief 911 Operational Effectiveness	\$91,425	\$140,027
Associate Assessor	\$80,444	\$107,544
Associate Economist	\$72,674	\$108,190
Attendance Management Analyst	\$64,628	\$86,432
Audit Manager Information Technology	\$101,739	\$160,067
Auto Body Technician Apprentice	\$67,246	\$89,981
Auto Body Technician Journeyman 1	\$84,614	\$94,723
Auto Body Technician Journeyman 2	\$88,837	\$99,466
Automotive Mechanic Journeyman 1	\$84,614	\$94,723
Automotive Mechanic Journeyman 2	\$88,837	\$99,466
Automotive Service Technician	\$89,856	\$99,528
Automotive Service Worker 2	\$69,805	\$77,314
Bank Payment and Cash Operations Leader	\$91,425	\$140,027
Banking and Payments Analyst	\$64,628	\$86,432
Banking Lead	\$80,640	\$121,760
Battalion Chief	\$162,599	\$162,599

Position title	Minimum annual base rate	Maximum annual base rate
Benefits Pay Administrator	\$64,628	\$86,432
Benefits and Pensions Financial Specialist	\$76,604	\$102,411
Benefits Liaison	\$64,628	\$86,432
Boom Truck Operator Journey person	\$66,315	\$73,448
Boulevard Maintenance Technician	\$83,366	\$111,426
Bridge Operations Technologist	\$76,604	\$102,411
Budget and Financing Analyst	\$72,674	\$108,190
Building Inventory Technician	\$72,946	\$97,497
Building Maintenance Lead Hand	\$72,578	\$80,443
Building Maintenance Service Coordinator CHC	\$80,640	\$121,760
Building Maintenance Worker (Pay Level 2)	\$62,837	\$69,634
Building Maintenance Worker (Pay Level 3)*	\$66,315	\$77,314
Building Maintenance Worker CHC	\$66,315	\$73,448
Building Regulations Control Officer	\$84,412	\$112,949
Business Analyst (Pay Level 9)	\$68,778	\$92,001
Business Analyst (Pay Level 10)	\$72,946	\$97,497
Business Analyst (Pay Level 11)	\$76,604	\$102,411
Business Analyst (Pay Level D)	\$72,674	\$108,190
Business Analyst (Pay Level E)	\$80,640	\$121,760
Business Analyst CHC (Pay Level 6)	\$56,966	\$76,185
Business Analyst CHC (Pay Level 8)	\$64,628	\$86,432
Business and Asset Strategies Lead	\$91,425	\$140,027
Business and Data Analyst (Pay Level 8)	\$64,628	\$86,432
Business and Data Analyst (Pay Level 10)	\$72,946	\$97,497
Business and Legislative Systems Coordinator	\$64,628	\$86,432
Business and Local Economy Strategic Consultant	\$80,640	\$121,760
Business and Operations Specialist	\$80,444	\$107,544
Business and Policy Planner (Pay Level 11)	\$76,604	\$102,411
Business and Policy Planner (Pay Level E)	\$80,640	\$121,760
Business and Policy Planning Lead	\$91,425	\$140,027
Business Application Coordinator	\$80,640	\$121,760
Business Approvals Representative	\$64,628	\$86,432
Business Change and Process Consultant	\$80,640	\$121,760

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Business Change and Process Specialist	\$80,640	\$121,760
Business Change and Process Specialist CHC	\$72,946	\$97,497
Business Continuity and Emergency Planner	\$80,640	\$121,760
Business Continuity and Recovery Planner	\$80,640	\$121,760
Business Continuity Emergency Planner	\$80,640	\$121,760
Business Coordinator	\$80,640	\$121,760
Business Improvement Area Coordinator	\$68,778	\$92,001
Business Improvement Strategist	\$76,604	\$102,411
Business Information Analyst	\$72,946	\$97,497
Business Intake Coordinator	\$64,628	\$86,432
Business Lead Clothing Online Project	\$80,640	\$121,760
Business Liaison	\$64,628	\$86,432
Business Operations Analyst (Pay Level 9)	\$68,778	\$92,001
Business Operations Analyst (Pay Level E)	\$80,640	\$121,760
Business Operations Supervisor	\$80,640	\$121,760
Business Partner Workplace Solutions	\$91,425	\$140,027
Business Performance Analyst (Pay Level 8)	\$64,628	\$86,432
Business Performance Analyst (Pay Level 9)	\$68,778	\$92,001
Business Performance Analyst (Pay Level 10)	\$72,946	\$97,497
Business Performance Strategist (Pay Level 11)	\$76,604	\$102,411
Business Performance Strategist (Pay Level E)	\$80,640	\$121,760
Business Performance Team Lead	\$80,640	\$121,760
Business Planner	\$76,604	\$102,411
Business Planner CHC	\$76,604	\$102,411
Business Process Analyst	\$76,604	\$102,411
Business Strategies Advisor	\$72,946	\$97,497
Business Strategist (Pay Level 11)	\$76,604	\$102,411
Business Strategist (Pay Level 12)	\$80,444	\$107,544
Business Strategist (Pay Level 14)	\$88,725	\$118,573
Business Strategist (Pay Level E)	\$80,640	\$121,760
Business Support Lead	\$80,640	\$121,760
Business Support Specialist	\$76,604	\$102,411
Business Support Team Leader	\$68,778	\$92,001

Position title	Minimum annual base rate	Maximum annual base rate
Business Support Technical Analyst	\$72,946	\$97,497
Business Systems Steward	\$64,628	\$86,432
Business Systems Technologist	\$68,778	\$92,001
Business Technology Analyst (Pay Level 10)	\$72,946	\$97,497
Business Technology Analyst (Pay Level 11)	\$76,604	\$102,411
Business Technology Coordinator	\$80,640	\$121,760
Business Technology Technologist	\$68,778	\$92,001
Buyer	\$68,778	\$96,624
Buyer Assistant	\$56,966	\$76,185
Buyer Assistant CHC	\$56,966	\$76,185
Bylaw Property Custodian	\$60,661	\$81,172
Calgary Transit Relations Specialist	\$76,604	\$102,411
Calgro Driver/Operator 1	\$62,837	\$69,634
Calgro Driver/Operator 2	\$66,315	\$73,448
Call Center Lead	\$64,075	\$95,513
Capacity Specialist	\$80,640	\$121,760
Capital Accountant	\$72,946	\$97,497
Capital Construction Coordinator	\$91,936	\$122,907
Capital Delivery Coordinator	\$80,640	\$121,760
Capital Investment Consultant	\$80,640	\$121,760
Capital Planning Lead	\$80,640	\$121,760
Capital Portfolio Lead	\$80,640	\$121,760
Carpenter Journeyperson*	\$85,363	\$99,528
Cart Maintenance Man	\$62,837	\$69,634
Cash Control Analyst	\$60,661	\$81,172
Cash Processor	\$58,053	\$77,605
Category and Strategic Sourcing Analyst	\$80,444	\$107,544
Cemeteries Operations Superintendent	\$80,640	\$121,760
Cemeteries Administrative Coordinator	\$68,778	\$92,001
Cemeteries Lead	\$91,425	\$140,027
Cemetery Salesperson	\$64,628	\$86,432
Cemetery Worker	\$62,837	\$69,634
Chief Calgary Emergency Agency and 9-1-1	\$114,863	\$183,107

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Chief Cash Controller	\$80,640	\$121,760
Chief Community Standards	\$114,863	\$183,107
Chief Engineer/Director Business and Engineering Services	\$136,000	\$207,000
Chief Executive Officer Green Line	\$197,500	\$333,000
Chief Finance and Risk Officer CHC	\$101,739	\$160,067
Chief Financial Officer/General Manager Corporate Planning and Financial Services	\$197,500	\$333,000
Chief Fire Mechanic	\$141,856	\$141,856
Chief Human Resources Officer	\$161,000	\$248,500
Chief Information Technology Officer	\$161,000	\$248,500
Chief of Staff CHC	\$80,640	\$121,760
Chief of Staff City Manager's Office	\$136,000	\$207,000
Chief Operating Officer Green Line	\$197,500	\$333,000
Chief Public Vehicles Standards	\$114,863	\$183,107
Chief Security Officer	\$136,000	\$207,000
Circulations Strategist	\$80,640	\$121,760
Citizen Recognition Events and Protocol	\$64,628	\$86,432
City Archives Coordinator	\$80,640	\$121,760
City Manager	\$265,000	\$350,000
City Solicitor and General Counsel/General Manager Law, Legislative Services and Security	\$197,500	\$333,000
Civic Partnership Consultant	\$80,640	\$121,760
Claims Adjuster	\$68,778	\$92,001
Climate Governance Strategist	\$80,444	\$107,544
Close Protection Specialist	\$72,674	\$108,190
Clubhouse Coordinator	\$70,168	\$93,840
Codes Officer	\$72,674	\$108,190
Collection Contract and Billing Coordinator	\$64,628	\$86,432
Collections Officer	\$68,778	\$92,001
Commercial Leasing Agent	\$80,444	\$107,544
Commercial Manager	\$101,739	\$160,067
Commissary Keeper	\$66,144	\$73,299
Commissioning Project Operator	\$73,861	\$98,779
Communications Advisor	\$72,946	\$97,497

Position title	Minimum annual base rate	Maximum annual base rate
Communications Advisor CHC	\$76,604	\$102,411
Communications and Information Lead	\$91,425	\$140,027
Communications Consultant	\$72,674	\$108,190
Communications Consultant CHC	\$72,674	\$108,190
Communications Team Supervisor	\$80,640	\$121,760
Community and Business Relations Senior Manager	\$101,739	\$160,067
Community and Program Development Worker	\$72,946	\$97,497
Community Development Worker	\$76,604	\$102,411
Community Lead Anti-Racism Program	\$91,425	\$140,027
Community Liaison	\$68,778	\$92,001
Community Parks Initiatives Lead	\$91,425	\$140,027
Community Partnership Coordinator CHC	\$80,640	\$121,760
Community Peace Officer	\$72,946	\$97,497
Community Programs and Services Coordinator	\$88,725	\$118,573
Community Relations Strategist	\$80,444	\$107,544
Community Safety Officer	\$128,856	\$128,856
Community Safety Program Coordinator	\$68,778	\$92,001
Community Shuttle Operator	\$49,257	\$49,257
Community Shuttle Operator Trainee	\$41,867	\$41,867
Complex Coordinator	\$72,674	\$108,190
Compliance Process Specialist	\$60,661	\$81,172
Compliance Standards Specialist CHC	\$76,604	\$102,411
Computer Aided Design and Drafting Team Lead	\$80,640	\$121,760
Computerized Maintenance Management System Specialist	\$72,946	\$97,497
Construction Coordinator	\$80,444	\$107,544
Construction Coordinator Fibre Optics	\$80,640	\$121,760
Construction Inspector	\$87,547	\$117,042
Construction Services Estimator	\$80,444	\$107,544
Container Maintenance Worker	\$62,837	\$69,634
Contract and Billing Coordinator	\$60,661	\$81,172
Contract Coordinator	\$64,628	\$86,432
Contract Inspector	\$87,547	\$117,042
Control System Services Leader	\$91,425	\$140,027

Position title	Minimum annual base rate	Maximum annual base rate
Control System Services Planning Lead	\$80,640	\$121,760
Control Systems Technologist	\$72,946	\$97,497
Controller Distribution Services	\$56,966	\$76,185
Coordinator Administration and Pet Licensing	\$72,674	\$108,190
Coordinator Animal Care and Clinic Services	\$72,674	\$108,190
Coordinator Attendance Management	\$80,640	\$121,760
Coordinator Business Information	\$91,425	\$140,027
Coordinator Business Management	\$91,425	\$140,027
Coordinator Business Planning and Performance Measures	\$91,425	\$140,027
Coordinator Canada Task Force 2	\$80,640	\$121,760
Coordinator Citizen Recognition and Protocol	\$80,640	\$121,760
Coordinator City Planning Policy	\$91,425	\$140,027
Coordinator Community Business Relations	\$80,640	\$121,760
Coordinator Community Planning	\$91,425	\$140,027
Coordinator Community Safety	\$141,128	\$141,128
Coordinator Court and CPIC	\$72,674	\$108,190
Coordinator Development Engineering and Construction	\$101,739	\$160,067
Coordinator Development Plan	\$101,739	\$160,067
Coordinator Dispatch	\$80,640	\$121,760
Coordinator Employment Services	\$80,640	\$121,760
Coordinator Engagement and Analytics	\$80,640	\$121,760
Coordinator Enhanced Rationalization	\$91,425	\$140,027
Coordinator Facility Maintenance	\$80,640	\$121,760
Coordinator Field Operations	\$80,640	\$121,760
Coordinator Financial Settlements CHC	\$80,640	\$121,760
Coordinator Growth Financial Strategy	\$91,425	\$140,027
Coordinator Growth Strategy	\$91,425	\$140,027
Coordinator Hazardous Material	\$141,128	\$141,128
Coordinator Knowledge Management	\$64,628	\$86,432
Coordinator Land Administration	\$91,425	\$140,027
Coordinator Land Inventory and Circulations	\$91,425	\$140,027
Coordinator Local Area Planning	\$91,425	\$140,027
Coordinator Logistics	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Coordinator Medical Services	\$141,128	\$141,128
Coordinator Operational Planning	\$91,425	\$140,027
Coordinator Operations	\$80,640	\$121,760
Coordinator Operations Control	\$80,640	\$121,760
Coordinator Operations Support (Pay Level D)	\$72,674	\$108,190
Coordinator Operations Support (Pay Level E)	\$80,640	\$121,760
Coordinator Operations Workplace Centre Program	\$91,425	\$140,027
Coordinator Outside Maintenance	\$80,640	\$121,760
Coordinator Parking Operations	\$101,739	\$160,067
Coordinator Parking Safety and Compliance	\$101,739	\$160,067
Coordinator Portfolio Management	\$91,425	\$140,027
Coordinator Process Computer Systems	\$80,640	\$121,760
Coordinator Project Management	\$91,425	\$140,027
Coordinator Real Estate Acquisitions	\$91,425	\$140,027
Coordinator Real Estate Client Service	\$91,425	\$140,027
Coordinator Real Estate Leasing and Property Management	\$91,425	\$140,027
Coordinator Real Estate Sales	\$91,425	\$140,027
Coordinator Recreation Service Delivery Workforce	\$72,674	\$108,190
Coordinator Revenue Streams	\$91,425	\$140,027
Coordinator Schedules	\$80,640	\$121,760
Coordinator Systems Support	\$91,425	\$140,027
Coordinator Tax Systems	\$80,640	\$121,760
Coordinator Traffic Operations	\$101,739	\$160,067
Coordinator Training	\$141,128	\$141,128
Coordinator Transit Data	\$80,640	\$121,760
Coordinator Urban Design and Open Spaces	\$91,425	\$140,027
Coordinator Vehicle For Hire Licensing	\$72,674	\$108,190
Copywriter	\$68,778	\$92,001
Corporate Billing Analyst	\$56,966	\$76,185
Corporate Consultant	\$80,640	\$121,760
Corporate Credit Card Program Administrator	\$60,661	\$81,172
Corporate Economist	\$80,640	\$121,760
Corporate Environmental Health and Safety Auditor	\$80,444	\$107,544

Position title	Minimum annual base rate	Maximum annual base rate
Corporate Environmental Specialist	\$88,725	\$118,573
Corporate Facility Portfolio Planner	\$80,444	\$107,544
Corporate Finance Advisor	\$80,444	\$107,544
Corporate Finance and Grant Advisor	\$80,444	\$107,544
Corporate Finance Leader	\$91,425	\$140,027
Corporate Health Consultant	\$88,725	\$118,573
Corporate Issue Management Program Manager	\$91,425	\$140,027
Corporate Occupational Hygienist	\$91,936	\$122,907
Corporate Records Coordinator	\$80,640	\$121,760
Corporate Research Analyst	\$64,075	\$95,513
Corporate Strategist	\$91,425	\$140,027
Corporate Tangible Capital Assets Program Manager	\$101,739	\$160,067
Corporate Tax and Regulatory Analyst	\$80,640	\$121,760
Corporate Teams Coordinator	\$64,075	\$95,513
Corporate Web Communications Advisor	\$72,946	\$97,497
Corporate Worker's Compensation Board Coordinator	\$64,628	\$86,432
Corrosion Technician	\$73,861	\$98,779
Corrosion Technician Assistant	\$65,104	\$87,069
Cost Control Lead	\$91,425	\$140,027
CPIC Operator	\$65,104	\$87,069
Creative Technical Writer	\$64,628	\$86,432
Crew Foreman	\$126,360	\$126,360
Crews Foreman/Coordinator	\$135,200	\$135,200
Crisis Intervention Specialist	\$76,604	\$102,411
Cross Connection Control Inspector	\$87,547	\$117,042
Cross Connection Control Supervisor	\$80,640	\$121,760
C-Train Operator	\$59,807	\$78,312
Cultural Landscape Management Lead	\$80,640	\$121,760
Cultural Landscape Planner	\$76,604	\$102,411
Custodial Worker	\$56,948	\$63,054
Customer Account Coordinator	\$78,603	\$105,144
Customer Attendant	\$69,805	\$77,314
Customer Care Operations Coordinator	\$68,778	\$92,001

Position title	Minimum annual base rate	Maximum annual base rate
Customer Coordinator	\$80,444	\$107,544
Customer Coordinator Homeowner	\$80,640	\$121,760
Customer Data Strategist	\$76,604	\$102,411
Customer Experience Analyst CHC	\$76,604	\$102,411
Customer Management Lead	\$80,640	\$121,760
Customer Service Advisor	\$49,322	\$65,902
Customer Service and Communications Analyst	\$72,946	\$97,497
Customer Service and Communications Business Analyst	\$64,628	\$86,432
Customer Service and Communications Liaison	\$76,604	\$102,411
Customer Service and Communications Planner	\$80,444	\$107,544
Customer Service and Communications Web and Digital Analyst	\$68,778	\$92,001
Customer Service and Communications Web and Digital Associate	\$60,661	\$81,172
Customer Service and Communications Web and Digital Planner	\$76,604	\$102,411
Customer Service Lead (Pay Level 8)	\$61,389	\$82,027
Customer Service Lead (Pay Level C)	\$64,075	\$95,513
Customer Service Lead (Pay Level D)	\$72,674	\$108,190
Customer Service Lead (Pay Level E)	\$80,640	\$121,760
Customer Service Lead CHC	\$72,674	\$108,190
Customer Service Representative (Pay Level 4)	\$46,756	\$62,572
Customer Service Representative (Pay Level 5)	\$50,796	\$71,526
Customer Service Representative (Pay Level 6)	\$54,072	\$76,185
Customer Service Representative (Pay Level 7)	\$60,661	\$81,172
Customer Service Representative (Pay Level 8)	\$61,389	\$86,432
Customer Service Representative CHC	\$60,661	\$81,172
Customer Service Resolution Representative	\$76,604	\$102,411
Customer Strategy Specialist	\$76,604	\$102,411
Cyber Security Network Specialist	\$68,778	\$92,001
Data Analysis Technician	\$72,946	\$97,497
Data Analyst	\$61,389	\$82,027
Data and Compliance Specialist	\$64,628	\$86,432
Data Collection Supervisor	\$80,640	\$121,760
Data Collection Technician	\$64,628	\$86,432
Data Collector	\$49,322	\$65,902

Position title	Minimum annual base rate	Maximum annual base rate
Data Management Specialist	\$72,946	\$97,497
Data Scientist	\$88,725	\$118,573
Data Specialist	\$64,628	\$86,432
Data Strategist (Pay Level 11)	\$76,604	\$102,411
Data Strategist (Pay Level E)	\$80,640	\$121,760
Database Analyst	\$80,640	\$121,760
Day Shift K9 and Platoon K9 Investigators	\$134,993	\$134,993
Departmental Consultant	\$80,640	\$121,760
Deputy Chief 911 Operations	\$101,739	\$160,067
Deputy Chief Business Safety	\$91,425	\$140,027
Deputy Chief Community Safety	\$101,739	\$160,067
Deputy Chief Emergency Management Operations	\$101,739	\$160,067
Deputy Chief Vehicle For Hire Public Safety	\$91,425	\$140,027
Deputy City Auditor	\$101,739	\$160,067
Deputy City Clerk	\$101,739	\$160,067
Deputy City Solicitor	\$169,442	\$199,323
Deputy Director Business Services	\$114,863	\$183,107
Deputy Fire Chief	\$114,863	\$183,107
Design and Development Technologist	\$72,946	\$97,497
Design Technician	\$76,604	\$102,411
Desktop System Administrator	\$76,604	\$102,411
Development and Planning Advisor	\$80,640	\$121,760
Development and Planning Technician	\$72,946	\$97,497
Development Applications and Licensing Services Coordinator	\$76,604	\$102,411
Development Approvals Development Technologist	\$76,604	\$102,411
Development Coordinator	\$84,412	\$112,949
Development Inspector	\$76,604	\$102,411
Development Operations Analyst	\$64,628	\$86,432
Development Operations Specialist	\$68,778	\$92,001
Development Production Analyst	\$72,946	\$115,497
Development Technologist (Pay Level 11)	\$76,604	\$102,411
Development Technologist (Pay Level 12)	\$80,444	\$107,544
Digital Business Analyst	\$68,778	\$92,001

Position title	Minimum annual base rate	Maximum annual base rate
Digital Developer	\$68,778	\$92,001
Digital Measurement Analyst	\$72,946	\$97,497
Director Business Services	\$161,000	\$248,500
Director Calgary Transit	\$161,000	\$248,500
Director Capital Priorities and Investment	\$136,000	\$207,000
Director City and Regional Planning	\$136,000	\$207,000
Director Climate and Environment	\$136,000	\$207,000
Director Collaboration Analytics and Innovation	\$136,000	\$207,000
Director Commercial	\$161,000	\$248,500
Director Community Planning	\$161,000	\$248,500
Director Community Strategies	\$136,000	\$207,000
Director Construction	\$161,000	\$248,500
Director Corporate Planning and Performance	\$136,000	\$207,000
Director Corporate Security	\$136,000	\$207,000
Director Customer Service and Communications	\$161,000	\$248,500
Director Delivery	\$161,000	\$248,500
Director Development Business and Building Services	\$136,000	\$207,000
Director Downtown Strategy	\$161,000	\$248,500
Director Emergency Management and Community Safety	\$161,000	\$248,500
Director Facility Management	\$161,000	\$248,500
Director Finance/City Treasurer	\$161,000	\$248,500
Director Fleet and Inventory	\$136,000	\$207,000
Director Law	\$161,000	\$248,500
Director Mobility	\$161,000	\$248,500
Director Parks and Open Spaces	\$161,000	\$248,500
Director Partnerships	\$136,000	\$207,000
Director Project Management Office	\$161,000	\$248,500
Director Public Spaces Delivery	\$161,000	\$248,500
Director Real Estate and Development Services	\$161,000	\$248,500
Director Recreation and Social Programs	\$161,000	\$248,500
Director Stakeholder Relations	\$161,000	\$248,500
Director Supply Management	\$136,000	\$207,000
Director Utilities Delivery	\$136,000	\$207,000

Position title	Minimum annual base rate	Maximum annual base rate
Director Waste and Recycling Services	\$161,000	\$248,500
Director Water Services	\$161,000	\$248,500
Director/City Assessor	\$136,000	\$207,000
Director/City Clerk	\$136,000	\$207,000
Dispatcher	\$64,075	\$95,513
District Manager	\$91,425	\$140,027
District Technician*	\$68,778	\$105,144
Document Control Lead	\$80,640	\$121,760
Document Management Specialist	\$53,526	\$71,526
Downtown Strategy Coordinator	\$91,425	\$140,027
Drainage Control Technician	\$83,366	\$111,426
Driver/Operator/Labourer	\$56,948	\$63,054
e-Business Coordinator	\$76,604	\$102,411
Economic Strategist	\$76,604	\$102,411
Electrical Planner	\$120,349	\$120,349
Electrical Supervisor	\$72,674	\$108,190
Electrician	\$120,349	\$120,349
Electrician Technician Journeyperson	\$114,608	\$114,608
Electro Mechanic Journeyperson 1	\$90,542	\$101,358
Electro Mechanic Journeyperson 2	\$95,077	\$106,434
Electro Mechanic Trainee	\$84,614	\$94,723
Eligibility Specialist	\$68,778	\$92,001
Emergency and Continuity Management Lead	\$91,425	\$140,027
Emergency Communications Officer Dispatcher*	\$74,526	\$98,433
Emergency Communications Officer*	\$72,363	\$95,572
Emergency Communications Officer-in-Training*	\$61,506	\$64,581
Emergency Communications Training Specialist	\$108,285	\$108,285
Emergency Management Coordinator	\$141,128	\$141,128
Emergency Management Officer	\$128,856	\$128,856
Employee Development Specialist	\$76,604	\$102,411
Employment Analyst	\$61,389	\$82,027
Energy Management Technologist	\$68,778	\$92,001
Engage Analyst	\$68,778	\$92,001

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Engage Planner	\$80,444	\$107,544
Engage Resource Unit Leader	\$91,425	\$140,027
Engagement and Research Analyst	\$64,628	\$86,432
Engineer (Pay Level Engineering D)	\$76,305	\$113,600
Engineer (Pay Level Engineering E)	\$88,706	\$133,937
Engineer (Pay Level Engineering F)	\$100,567	\$154,029
Engineer (Pay Level Engineering G)	\$111,913	\$176,074
Engineer (Pay Level Engineering H)	\$124,627	\$198,671
Engineer CHC (Pay Level Engineering E)	\$88,706	\$133,937
Engineer CHC (Pay Level Engineering F)	\$100,567	\$154,029
Engineering Assistant*	\$76,604	\$117,042
Engineering Technical Assistant	\$72,946	\$97,497
Engineering Technician	\$76,604	\$102,411
Engineer-in-Training	\$72,946	\$97,497
Enmax Contract Services Coordinator	\$76,604	\$102,411
Environmental Compliance Specialist	\$80,444	\$107,544
Environmental Consultant	\$80,640	\$121,760
Environmental Control Environmental Specialist	\$84,412	\$112,949
Environmental Control Technologist	\$76,604	\$102,411
Environmental Outreach Coordinator	\$72,946	\$97,497
Environmental Outreach Strategist	\$72,946	\$97,497
Environmental Planning Supervisor	\$80,640	\$121,760
Environmental Specialist	\$80,444	\$107,544
Equipment Operator	\$66,315	\$73,448
Equipment Operator Backhoe	\$66,315	\$73,448
Equipment Operator Crane Truck and Bobcat	\$66,315	\$73,448
Equipment Operator High Pressure	\$66,315	\$73,448
Equipment Operator Hydrovac and Repair	\$66,315	\$73,448
Equipment Operator Loader Commercial Garbage Collector	\$66,315	\$73,448
Equipment Operator Mowers	\$62,837	\$69,634
Equipment Operator Roll Off	\$62,837	\$69,634
Equipment Operator Toolcat 72" and Larger	\$62,837	\$69,634
Equipment Tech Lead Hand	\$120,349	\$120,349

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Equipment Technician	\$64,628	\$86,432
Equipment Technician Electrical	\$114,608	\$114,608
Equity Program Consultant	\$76,604	\$102,411
Estimator/Work Planner	\$78,603	\$105,144
Event Center Lead	\$91,425	\$140,027
Event Coordinator	\$76,604	\$102,411
Event Service Representative	\$56,966	\$76,185
Event Specialist	\$64,628	\$86,432
Executive Advisor (Pay Level E)	\$80,640	\$121,760
Executive Advisor (Pay Level F)	\$91,425	\$140,027
Executive Assistant	\$64,075	\$95,513
Executive Operations Strategist	\$80,640	\$121,760
Exercise Physiologist	\$68,778	\$92,001
Facilities and Business Support Leader	\$80,640	\$121,760
Facilities Operations Coordinator	\$76,604	\$102,411
Facilities Planner	\$76,604	\$102,411
Facility Asset Estimator	\$72,946	\$97,497
Facility Asset Management Analyst	\$72,946	\$97,497
Facility Attendant	\$66,315	\$73,448
Facility Contract Coordinator	\$80,640	\$121,760
Facility Energy Climate Analyst	\$72,946	\$97,497
Facility Operations Coordinator	\$80,444	\$107,544
Facility Planning and Logistics Coordinator	\$80,640	\$121,760
Fair Entry Administrator	\$60,661	\$81,172
Fair Entry Coordinator	\$80,444	\$107,544
Fair Entry Supervisor	\$68,778	\$92,001
Fare Analyst	\$64,628	\$86,432
Farebox Handler	\$61,547	\$68,869
Field Operations Trainee	\$56,948	\$63,054
Finance Accounting Lead	\$91,425	\$140,027
Finance and Regulatory Strategist	\$80,640	\$121,760
Finance and Strategic Support Specialist	\$64,628	\$86,432
Finance Consultant CHC	\$80,444	\$107,544

Position title	Minimum annual base rate	Maximum annual base rate
Finance Coordinator	\$80,444	\$107,544
Finance Coordinator CHC	\$80,444	\$107,544
Finance Lead (Pay Level 11)	\$76,604	\$102,411
Finance Lead (Pay Level E)	\$80,640	\$121,760
Finance Lead (Pay Level F)	\$91,425	\$140,027
Finance Leader Corporate Billing and Accounts Receivable	\$80,640	\$121,760
Finance Leader Credit and Collections	\$91,425	\$140,027
Financial and Investment Strategist CHC	\$80,444	\$107,544
Financial and Rates Analyst	\$80,640	\$121,760
Financial and Regulatory Analyst	\$80,640	\$121,760
Financial Governance Coordinator	\$80,444	\$107,544
Financial Reporting Consultant	\$84,412	\$112,949
Financial Reporting Lead	\$91,425	\$140,027
Financial Reporting Officer	\$101,739	\$160,067
Financial Services Lead	\$80,640	\$121,760
Financial Systems Consultant 1	\$72,674	\$108,190
Financial Systems Consultant 2	\$80,640	\$121,760
Fire Captain	\$128,856	\$128,856
Fire Chief	\$161,000	\$248,500
Fire District Chief	\$142,135	\$142,135
Fire Inspections Coordinator	\$141,128	\$141,128
Fire Investigations Coordinator	\$141,128	\$141,128
Fire Investigator	\$128,856	\$128,856
Fire Lieutenant	\$120,666	\$120,666
Fire Marshal	\$162,594	\$162,594
Fire Mechanic 1	\$99,029	\$99,029
Fire Mechanic 2	\$103,896	\$103,896
Fire Recruitment Officer	\$128,856	\$128,856
Fire Response Paramedic	\$115,861	\$115,861
Fire Safety Codes Officer 2	\$128,856	\$128,856
Fire Training Officer	\$128,856	\$128,856
Firefighter 1	\$66,481	\$102,277
Firefighter 2	\$104,308	\$104,308

Position title	Minimum annual base rate	Maximum annual base rate
Firefighter 3	\$106,361	\$106,361
First Aid Instructor	\$66,315	\$73,448
Fleet Asset Administrator	\$64,628	\$86,432
Fleet Attendant	\$61,547	\$68,869
Fleet Attendant Lead Hand	\$63,606	\$71,240
Foreman (Pay Level 3)	\$81,866	\$81,866
Foreman (Pay Level 4)*	\$85,600	\$90,106
Foreman (Pay Level 5)*	\$89,888	\$94,619
Foreman (Pay Level 6)*	\$100,657	\$105,955
Foreman (Pay Level 6 Out-Of-Schedule)*	\$100,657	\$112,570
Foreman (Pay Level 7)	\$106,704	\$106,704
Foreman CHC	\$100,657	\$100,657
Forms Analyst	\$60,661	\$81,172
Frontline Operations Support	\$72,674	\$108,190
Frontline Utility Supervisor	\$72,674	\$108,190
Fuel and Flex Fleet Technician	\$66,315	\$73,448
Funding and Investment Consultant	\$80,640	\$121,760
Funding and Systems Coordinator	\$76,604	\$102,411
Funding Investment Consultant	\$80,640	\$121,760
Funding Strategist	\$80,444	\$107,544
Gardener	\$72,578	\$80,443
General Manager Community Services	\$197,500	\$333,000
General Manager Infrastructure Services	\$197,500	\$333,000
General Manager Operational Services	\$197,500	\$333,000
General Manager People Innovation and Collaboration Services	\$197,500	\$333,000
General Manager Planning and Development Services	\$197,500	\$333,000
Geospatial Analyst (Pay Level 10)	\$72,946	\$97,497
Geospatial Analyst (Pay Level 11)	\$76,604	\$102,411
Geospatial Business Specialist	\$80,640	\$121,760
Geospatial Coordinator	\$80,444	\$107,544
Geospatial Fusion Specialist	\$76,604	\$102,411
Geospatial Technician	\$60,661	\$81,172
Geospatial Technician Cartography	\$68,778	\$92,001

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Geospatial Technician Drafting	\$68,778	\$92,001
Geotechnical Engineering Assistant	\$76,604	\$102,411
GIS Asset Management Technologist	\$72,946	\$97,497
GIS Data Analyst	\$72,946	\$97,497
GIS Data Coordinator	\$80,640	\$121,760
GIS Integration Specialist	\$80,444	\$107,544
GIS Specialist	\$84,412	\$112,949
Golf Course Attendant	\$53,550	\$71,551
Golf Course Business Development Coordinator	\$72,674	\$108,190
Golf Course Clubhouse Supervisor	\$72,674	\$108,190
Golf Course Operations Coordinator	\$80,640	\$121,760
Governance and Policy Coordinator	\$80,640	\$121,760
Grant Coordinator	\$72,946	\$97,497
Graphic Systems Program Analyst	\$76,604	\$102,411
Groundman 1	\$65,250	\$80,558
Hazardous Materials Officer	\$128,856	\$128,856
Hazardous Waste Programs Manager	\$80,444	\$107,544
HCM Data Management Specialist	\$76,604	\$102,411
Health and Safety Coordinator	\$141,128	\$141,128
Health and Safety Officer	\$128,856	\$128,856
Healthy Workplace Coordinator	\$64,628	\$86,432
Heavy Equipment Technician 1	\$84,614	\$99,528
Heavy Equipment Technician 2	\$88,837	\$104,541
Heavy Equipment Technician Apprentice	\$61,568	\$91,562
Housing Program and Support Team Lead CHC	\$80,640	\$121,760
Housing Services Inspector CHC	\$64,628	\$86,432
Housing Systems Analyst	\$76,604	\$102,411
Human Resources Analyst	\$72,674	\$108,190
Human Resources Associate 1	\$60,661	\$81,172
Human Resources Associate 2	\$64,628	\$86,432
Human Resources Business Partner	\$80,640	\$121,760
Human Resources Business Specialist	\$68,778	\$92,001
Human Resources Consultant	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Hydraulic Modeling Technologist	\$76,604	\$102,411
Indemnification and Engineering Technologist	\$91,936	\$122,907
Indigenous Relations Consultant	\$80,444	\$107,544
Indigenous Strategy Liaison	\$68,778	\$92,001
Indigenous Program Liaison	\$72,946	\$97,497
Industrial and Business Parks Project Inspector	\$72,946	\$97,497
Industrial Commercial and Institutional Program Coordinator	\$80,444	\$107,544
Industrial Monitoring Compliance Inspector	\$80,444	\$107,544
Industrial Technician	\$68,778	\$92,001
Information and Privacy Strategist	\$80,444	\$107,544
Information Management Business Process Coordinator	\$80,640	\$121,760
Information Security Advisor	\$80,640	\$121,760
Information Technology Account Analyst	\$80,640	\$121,760
Information Technology Account Manager	\$91,425	\$140,027
Information Technology Application Analyst	\$80,444	\$121,430
Information Technology Billing Coordinator	\$64,628	\$86,432
Information Technology Project Analyst	\$80,444	\$107,544
Information Technology Support Technician	\$64,628	\$86,432
Infrastructure Strategist	\$80,444	\$107,544
Innovation Designer	\$80,444	\$107,544
Inorganic Chemist	\$80,444	\$107,544
Inspection Coordinator	\$91,936	\$122,907
Inspector	\$80,640	\$121,760
Inspector Operational Effectiveness	\$80,640	\$121,760
Instructional Designer	\$76,604	\$102,411
Instrumentation Technician Journey person	\$114,608	\$114,608
Integrated Business Systems Lead	\$80,640	\$121,760
Integrated Marketing Communications Consultant	\$72,674	\$108,190
Integrated Pest Management Lead	\$80,640	\$121,760
Integrated Pest Management Technician	\$72,946	\$97,497
Intellectual Property Analyst	\$80,640	\$121,760
Intelligence Analyst	\$64,075	\$95,513
Intergovernmental Relations Consultant	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Interior Construction Administrator	\$68,778	\$92,001
Interior Design Team Supervisor	\$80,640	\$121,760
Intermediate Development Technologist	\$76,604	\$102,411
Intermediate Operator	\$72,578	\$80,443
Internal Management Finance Lead	\$91,425	\$140,027
Inventory Analyst	\$64,628	\$86,432
Investigative Analyst	\$64,075	\$95,513
Investment Recovery Coordinator	\$84,412	\$112,949
Investment Recovery Specialist	\$69,326	\$92,768
Irrigation Central Control Technician	\$68,778	\$92,001
Issue Strategist (Pay Level 11)	\$76,604	\$102,411
Issue Strategist (Pay Level 12)	\$80,444	\$107,544
Issue Strategist (Pay Level 13)	\$84,412	\$112,949
Issue Strategist (Pay Level D)	\$72,674	\$108,190
Issue Strategist (Pay Level E)	\$80,640	\$121,760
Janitorial Worker	\$59,946	\$66,373
Junior Accountant	\$64,628	\$86,432
Junior Operator	\$62,837	\$69,634
Junior Water Monitoring Technician	\$60,661	\$81,172
Knowledge Management Specialist	\$72,946	\$97,497
Laboratory Technician	\$68,778	\$92,001
Labourer (Pay Level 1)	\$56,948	\$63,054
Labourer (Pay Level 2)	\$62,837	\$69,634
Labourer Electrical	\$56,264	\$69,451
Land Agent 2	\$76,604	\$102,411
Land Agent 3	\$84,412	\$112,949
Land Assistant	\$60,661	\$81,172
Land Inventory Technician	\$72,946	\$97,497
Land Surveyor	\$80,444	\$107,544
Land Titles Officer	\$72,946	\$97,497
Landfill Operations Superintendent	\$80,640	\$121,760
Landfill Scale Operator	\$62,837	\$69,634
Landscape Architect	\$80,444	\$107,544

Position title	Minimum annual base rate	Maximum annual base rate
Landscape Data and Analysis Supervisor	\$80,640	\$121,760
Law Librarian	\$64,075	\$95,513
Lawyer 1	\$86,520	\$130,639
Lawyer 2	\$100,242	\$153,531
Lawyer 3	\$114,707	\$180,470
Lead Application Processing Representative	\$72,946	\$97,497
Lead Aquatics Attendant	\$72,578	\$80,443
Lead Golf Course Operations	\$91,425	\$140,027
Lead Hand Quality Controller	\$67,954	\$76,149
Lead Specialist	\$113,699	\$113,699
Lead Technical Advisor	\$80,640	\$121,760
Lead Water Resources Levies	\$91,425	\$140,027
Leader Access and Privacy	\$80,640	\$121,760
Leader Account Advisory Services	\$91,425	\$140,027
Leader Acquisitions	\$91,425	\$140,027
Leader Administration Policy and Departmental Strategy	\$91,425	\$140,027
Leader Affordable Housing Partnerships	\$91,425	\$140,027
Leader Affordable Housing Policy	\$91,425	\$140,027
Leader Animal Care and Pet Licensing	\$91,425	\$140,027
Leader Anti-Racism CHC	\$91,425	\$140,027
Leader Approvals Coordination and Planning Advisory	\$91,425	\$140,027
Leader Asset Management CHC	\$91,425	\$140,027
Leader Asset Management Systems	\$91,425	\$140,027
Leader Building Approvals PSCCA	\$91,425	\$140,027
Leader Building Automation	\$91,425	\$140,027
Leader Building Inspections	\$91,425	\$140,027
Leader Building Maintenance CHC	\$91,425	\$140,027
Leader Building Operations CHC	\$91,425	\$140,027
Leader Building Safety Approvals	\$91,425	\$140,027
Leader Building Systems	\$80,640	\$121,760
Leader Business and Operational Performance	\$91,425	\$140,027
Leader Business Approvals	\$91,425	\$140,027
Leader Business Continuity and Emergency Management	\$91,425	\$140,027

Position title	Minimum annual base rate	Maximum annual base rate
Leader Business Continuity and Risk Reduction	\$91,425	\$140,027
Leader Business Improvement	\$91,425	\$140,027
Leader Business Performance	\$91,425	\$140,027
Leader Business Planning	\$91,425	\$140,027
Leader Business Planning and Budget Adjustment	\$91,425	\$140,027
Leader Business Planning and Performance	\$91,425	\$140,027
Leader Business Planning Coordination and Policy	\$91,425	\$140,027
Leader Business Services	\$91,425	\$140,027
Leader Business Strategy	\$91,425	\$140,027
Leader Business Strategy and Performance (Pay Level F)	\$91,425	\$140,027
Leader Business Strategy and Performance (Pay Level G)	\$101,739	\$160,067
Leader Business Support	\$91,425	\$140,027
Leader Business Technology and Data Management CHC	\$91,425	\$140,027
Leader Business Technology Services	\$91,425	\$140,027
Leader Capital Development CHC	\$91,425	\$140,027
Leader Capital Prioritization	\$91,425	\$140,027
Leader CFD Fleet and Equipment	\$91,425	\$140,027
Leader Claims	\$80,640	\$121,760
Leader Climate Governance and Planning	\$91,425	\$140,027
Leader Climate Resilience and Adaptation	\$91,425	\$140,027
Leader Communications	\$91,425	\$140,027
Leader Community and Customer Initiatives	\$91,425	\$140,027
Leader Community Energy Program	\$91,425	\$140,027
Leader Community Preparedness	\$91,425	\$140,027
Leader Community Relations	\$91,425	\$140,027
Leader Community Retail	\$91,425	\$140,027
Leader Community Safety Initiatives	\$91,425	\$140,027
Leader Compliance	\$91,425	\$140,027
Leader Contact Center	\$72,674	\$108,190
Leader Contaminated Sites	\$91,425	\$140,027
Leader Core Retail/Large Shopping Centers	\$91,425	\$140,027
Leader Council Services	\$80,640	\$121,760
Leader Court Coordination and Vehicle For Hire Licensing	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Leader Creative	\$91,425	\$140,027
Leader Cross Corporate Improvement Initiatives	\$91,425	\$140,027
Leader Customer Service	\$91,425	\$140,027
Leader Customer Service and Communications Liaison	\$80,640	\$121,760
Leader Customer Service and Data Management	\$80,640	\$121,760
Leader Customer Solutions	\$91,425	\$140,027
Leader Customer Strategy	\$91,425	\$140,027
Leader Data Collection	\$80,640	\$121,760
Leader Data Quality	\$80,640	\$121,760
Leader Decision Support	\$91,425	\$140,027
Leader Departmental Planning and Governance	\$91,425	\$140,027
Leader Development and Planning Advisory Services	\$91,425	\$140,027
Leader Development Inspections	\$91,425	\$140,027
Leader Driving Programs and Compliance	\$91,425	\$140,027
Leader Economic Analysis	\$91,425	\$140,027
Leader Election and Census	\$80,640	\$121,760
Leader Electrical Inspector	\$91,425	\$140,027
Leader Environment and Education Initiatives	\$91,425	\$140,027
Leader Environmental Planning and Policy	\$101,739	\$160,067
Leader Environmental Planning and Policy Development	\$91,425	\$140,027
Leader Environmental Programs	\$91,425	\$140,027
Leader Executive Operations	\$91,425	\$140,027
Leader Facilitation Services	\$91,425	\$140,027
Leader Facility Operations (Pay Level E)	\$80,640	\$121,760
Leader Facility Operations (Pay Level F)	\$91,425	\$140,027
Leader Film Friendly Program	\$91,425	\$140,027
Leader Financial Reporting and Internal Control CHC	\$91,425	\$140,027
Leader Financial Strategic Risk and Treasury CHC	\$91,425	\$140,027
Leader Geospatial Business Development	\$91,425	\$140,027
Leader Geospatial Infrastructure	\$91,425	\$140,027
Leader Geospatial Programs	\$91,425	\$140,027
Leader Geospatial Projects	\$91,425	\$140,027
Leader GIS and Mapping Services	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Leader Governance and Transformation	\$91,425	\$140,027
Leader Governance and Tribunal Services	\$91,425	\$140,027
Leader Government Relations and Communications CHC	\$91,425	\$140,027
Leader Greater Downtown	\$101,739	\$160,067
Leader Growth Analytics	\$91,425	\$140,027
Leader Growth Investment	\$91,425	\$140,027
Leader Health and Wellness	\$91,425	\$140,027
Leader Housing Programs CHC	\$91,425	\$140,027
Leader Human Resources (Pay Level E)	\$80,640	\$121,760
Leader Human Resources (Pay Level F)	\$91,425	\$140,027
Leader Impound Services	\$72,674	\$108,190
Leader Industrial	\$91,425	\$140,027
Leader Information Management	\$80,640	\$121,760
Leader Information Technology	\$91,425	\$140,027
Leader Infrastructure Flex Fleet and Fuel Management	\$80,640	\$121,760
Leader Infrastructure Investment Planning	\$91,425	\$140,027
Leader Innovation	\$91,425	\$140,027
Leader Innovation and Corporate Projects CHC	\$91,425	\$140,027
Leader Integrated Planning	\$91,425	\$140,027
Leader Intergovernmental Relations	\$91,425	\$140,027
Leader Inventory Planning	\$80,640	\$121,760
Leader Laboratory Operations	\$91,425	\$140,027
Leader Land	\$91,425	\$140,027
Leader Land Use Bylaw	\$91,425	\$140,027
Leader Landscape and Construction Approvals	\$80,640	\$121,760
Leader Learning and Development	\$91,425	\$140,027
Leader Learning and Employee Development	\$91,425	\$140,027
Leader Learning and Training	\$91,425	\$140,027
Leader Learning and Wellness	\$91,425	\$140,027
Leader Legal Support Team	\$72,674	\$108,190
Leader Lift Stations	\$72,674	\$108,190
Leader Light Rail Transit and Traffic Signals	\$91,425	\$140,027
Leader Logistics and Safety	\$91,425	\$140,027

Position title	Minimum annual base rate	Maximum annual base rate
Leader Major Mobility Planning	\$91,425	\$140,027
Leader Media Relations and Employee Communications	\$91,425	\$140,027
Leader Meters and Cross Connection Control	\$91,425	\$140,027
Leader Microbiology Watershed Assessment	\$91,425	\$140,027
Leader Monitoring and Compliance	\$101,739	\$160,067
Leader Multi Residential	\$91,425	\$140,027
Leader Natural Areas	\$80,640	\$121,760
Leader Office	\$91,425	\$140,027
Leader Operational Coordination	\$91,425	\$140,027
Leader Operational Performance	\$91,425	\$140,027
Leader Operational Resilience	\$91,425	\$140,027
Leader Operational Strategy	\$91,425	\$140,027
Leader Operations (Pay Level D)	\$72,674	\$108,190
Leader Operations (Pay Level F)	\$91,425	\$140,027
Leader Patrol and Investigations	\$80,640	\$121,760
Leader Performance Measurement and Benchmarking	\$91,425	\$140,027
Leader Performance Reporting	\$91,425	\$140,027
Leader Planning and Design	\$91,425	\$140,027
Leader Planning and Development Services Innovation and Improvements	\$91,425	\$140,027
Leader Planning and Development Services Systems	\$91,425	\$140,027
Leader Plumbing and Gas Inspector	\$91,425	\$140,027
Leader Policy and Bylaw Development	\$91,425	\$140,027
Leader Portfolio Management CHC	\$91,425	\$140,027
Leader Procurement	\$91,425	\$140,027
Leader Program and System Planning CHC	\$91,425	\$140,027
Leader Program Implementation	\$91,425	\$140,027
Leader Program Management	\$91,425	\$140,027
Leader Program Planning and Strategy	\$91,425	\$140,027
Leader Project Controls CHC	\$80,640	\$121,760
Leader Project Delivery	\$91,425	\$140,027
Leader Project Services	\$80,640	\$121,760
Leader Property Management and Administration	\$80,640	\$121,760
Leader Public Spaces and Mobility Policy	\$91,425	\$140,027

Position title	Minimum annual base rate	Maximum annual base rate
Leader Public Spaces Project Development	\$91,425	\$140,027
Leader Regional Planning	\$91,425	\$140,027
Leader Regulatory Affairs and Compliance	\$101,739	\$160,067
Leader Research	\$91,425	\$140,027
Leader Respect and Inclusion	\$91,425	\$140,027
Leader Risk Management	\$101,739	\$160,067
Leader Safety Audit Investigation	\$91,425	\$140,027
Leader Safety Implementation	\$91,425	\$140,027
Leader Safety Operations	\$91,425	\$140,027
Leader Safety Planning and Hygiene	\$91,425	\$140,027
Leader Safety Strategy	\$91,425	\$140,027
Leader Safety Systems and Risk	\$91,425	\$140,027
Leader Sales and Technology	\$72,674	\$108,190
Leader Service Excellence	\$80,640	\$121,760
Leader Service Improvement Initiatives	\$91,425	\$140,027
Leader Service Strategy and Analytics	\$91,425	\$140,027
Leader Single Residential	\$91,425	\$140,027
Leader Special Projects	\$91,425	\$140,027
Leader Special Purpose and Land	\$91,425	\$140,027
Leader Strategic Business Planning	\$72,674	\$108,190
Leader Strategic Planning and Performance	\$91,425	\$140,027
Leader Strategic Planning and Policy	\$91,425	\$140,027
Leader Strategic Relationships	\$91,425	\$140,027
Leader Strategic Services	\$80,640	\$121,760
Leader Strategic Workforce Planning	\$91,425	\$140,027
Leader Strategy and Planning	\$91,425	\$140,027
Leader Subdivision Services	\$91,425	\$140,027
Leader Supply Management CHC	\$91,425	\$140,027
Leader Sustainable Infrastructure	\$91,425	\$140,027
Leader Systems Enhancement and Development	\$80,640	\$121,760
Leader Tag Administration and Support	\$80,640	\$121,760
Leader Tax Account Maintenance	\$72,674	\$108,190
Leader Tax Billing and Adjustment	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Leader Technology Services	\$91,425	\$140,027
Leader Track and Way	\$80,640	\$121,760
Leader Traffic	\$91,425	\$140,027
Leader Traffic Field Operations	\$91,425	\$140,027
Leader Transit Project Development	\$91,425	\$140,027
Leader Transportation	\$91,425	\$140,027
Leader Warehousing	\$80,640	\$121,760
Leader Wastewater Plant Operations	\$91,425	\$140,027
Leader Water	\$91,425	\$140,027
Leader Water Design	\$91,425	\$140,027
Leader Web and Digital Content	\$91,425	\$140,027
Leader Web and Digital Development	\$91,425	\$140,027
Leader Workers Compensation	\$91,425	\$140,027
Leader Workforce Schedules and Ability Management	\$91,425	\$140,027
Leader Workplace Solutions	\$91,425	\$140,027
Leader Workspace Design and Delivery	\$91,425	\$140,027
Leak Locator	\$72,578	\$80,443
Learning and Development Advisor	\$72,946	\$97,497
Learning Production Coordinator	\$64,628	\$86,432
Leasing Agent	\$72,946	\$97,497
Legislative Advisor	\$72,946	\$97,497
Legislative Agenda Assistant	\$64,628	\$86,432
Legislative Coordinator	\$80,640	\$121,760
Library Assistant	\$60,661	\$81,172
Licence Inspector	\$72,946	\$97,497
Licence Operations Analyst	\$76,604	\$102,411
Lifeguard	\$66,315	\$73,448
Lifeguard Trainer	\$66,315	\$73,448
Lift Station and Pressurized Utility Operator	\$72,578	\$80,443
Livery Licensing Assistant	\$60,661	\$81,172
Livery Peace Officer	\$83,366	\$111,426
Local Improvement Construction Coordinator	\$96,470	\$129,085
Lock Shop Coordinator	\$66,315	\$73,448

Position title	Minimum annual base rate	Maximum annual base rate
LRV Maintenance Planner/Scheduler	\$72,674	\$108,190
LRV Preventative Maintenance Person	\$65,811	\$73,778
Machinist Apprentice	\$65,686	\$91,562
Machinist Journeyperson	\$84,614	\$99,528
Mail Courier	\$61,547	\$68,869
Maintenance Data Steward	\$56,966	\$76,185
Maintenance Helper	\$56,948	\$63,054
Maintenance Job Planner	\$78,603	\$105,144
Maintenance Lead Hand	\$76,398	\$84,677
Maintenance Leader	\$91,425	\$140,027
Maintenance Man Retention Pond	\$66,315	\$73,448
Maintenance Planner/Scheduler*	\$72,946	\$111,426
Maintenance Serviceman	\$69,805	\$77,314
Maintenance Supervisor	\$80,640	\$121,760
Maintenance Technician	\$114,608	\$114,608
Maintenance Worker	\$66,144	\$73,299
Major Projects Inspector	\$91,936	\$122,907
Managed Services Coordinator	\$80,444	\$107,544
Manager Affordable Housing	\$114,863	\$183,107
Manager Arts and Culture	\$101,739	\$160,067
Manager Asset Information and Mapping	\$101,739	\$160,067
Manager Asset Management Planning	\$124,627	\$198,671
Manager Bridges and Structures	\$111,913	\$176,074
Manager Building Infrastructure	\$114,863	\$183,107
Manager Building Safety and Inspection Services	\$101,739	\$160,067
Manager Buildings and Architecture	\$101,739	\$160,067
Manager Business and Building Safety	\$101,739	\$160,067
Manager Business Excellence	\$101,739	\$160,067
Manager Business Operations	\$101,739	\$160,067
Manager Business Planning	\$101,739	\$160,067
Manager Business Process Support	\$101,739	\$160,067
Manager Business Services	\$101,739	\$160,067
Manager Business Strategy and Programs	\$124,627	\$198,671

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Manager Calgary Parking	\$114,863	\$183,107
Manager Calgary Parks	\$101,739	\$160,067
Manager Capital Contract Management	\$111,913	\$176,074
Manager Capital Investment Planning	\$101,739	\$160,067
Manager Citizen Services	\$101,739	\$160,067
Manager City Planning	\$114,863	\$183,107
Manager Climate Mitigation	\$101,739	\$160,067
Manager Collection Services	\$114,863	\$183,107
Manager Communications	\$101,739	\$160,067
Manager Communications Research and Evaluation	\$101,739	\$160,067
Manager Community and Business Relations	\$101,739	\$160,067
Manager Community Planning	\$114,863	\$183,107
Manager Community Safety Strategy	\$101,739	\$160,067
Manager Community Wellbeing Strategies	\$114,863	\$183,107
Manager Corporate Commercial and Finance	\$169,442	\$199,323
Manager Corporate Coordinated Operations and Maintenance	\$101,739	\$160,067
Manager Corporate Security	\$101,739	\$160,067
Manager Corporate Strategy	\$101,739	\$160,067
Manager Creative	\$101,739	\$160,067
Manager Customer Advisory Services	\$101,739	\$160,067
Manager Customer and Business Support	\$114,863	\$183,107
Manager Customer Service and Contracts	\$101,739	\$160,067
Manager Data and Account Services	\$101,739	\$160,067
Manager Data and Analytics	\$101,739	\$160,067
Manager Design	\$111,913	\$176,074
Manager Development and Strategy	\$101,739	\$160,067
Manager Development and Subdivision Application	\$101,739	\$160,067
Manager Development Engineering	\$111,913	\$176,074
Manager Development Services	\$114,863	\$183,107
Manager Disposal and Processing Services	\$124,627	\$198,671
Manager Drinking Water Distribution	\$124,627	\$198,671
Manager Economics and Regulatory Affairs	\$101,739	\$160,067
Manager Enabling Works and Construction	\$101,739	\$160,067

Position title	Minimum annual base rate	Maximum annual base rate
Manager Engage Operations and Marketing	\$101,739	\$160,067
Manager Engineer and Project Support	\$111,913	\$176,074
Manager Enterprise Risk Management	\$101,739	\$160,067
Manager Environmental Management	\$124,627	\$198,671
Manager Facility Operations	\$101,739	\$160,067
Manager Facility Planning	\$101,739	\$160,067
Manager Field Support	\$114,863	\$183,107
Manager Field Surveying Services	\$111,913	\$176,074
Manager Finance (Pay Level G)	\$101,739	\$160,067
Manager Finance (Pay Level H)	\$114,863	\$183,107
Manager Finance Corporate Budget Office	\$114,863	\$183,107
Manager Finance Corporate Financial Reporting	\$114,863	\$183,107
Manager Financial Services	\$101,739	\$160,067
Manager Fleet Maintenance	\$101,739	\$160,067
Manager Fleet Safety and Performance	\$101,739	\$160,067
Manager Geospatial Business Solutions	\$101,739	\$160,067
Manager Government Relations	\$114,863	\$183,107
Manager Growth and Change Strategy	\$114,863	\$183,107
Manager Growth Funding and Investment	\$114,863	\$183,107
Manager Growth Infrastructure Planning	\$124,627	\$198,671
Manager Human Resources Business Advisory Services	\$114,863	\$183,107
Manager Information Technology	\$101,739	\$160,067
Manager Innovation Business and Resilience	\$101,739	\$160,067
Manager Integration and Continuous Improvement	\$101,739	\$160,067
Manager Investment and Marketing	\$114,863	\$183,107
Manager Investment Management	\$101,739	\$160,067
Manager Labour Relations	\$114,863	\$183,107
Manager Land and Asset Management	\$114,863	\$183,107
Manager Legal Services	\$169,442	\$199,323
Manager Linear Infrastructure Delivery	\$124,627	\$198,671
Manager Litigation and Expropriation	\$169,442	\$199,323
Manager Major Mobility	\$111,913	\$176,074
Manager Major Partners	\$101,739	\$160,067

Position title	Minimum annual base rate	Maximum annual base rate
Manager Materials and Surface Restoration	\$124,627	\$198,671
Manager Mobility Maintenance	\$114,863	\$183,107
Manager Mobility Operations	\$124,627	\$198,671
Manager Mobility Service Design	\$101,739	\$160,067
Manager Municipal Law and Enforcement	\$169,442	\$199,323
Manager Natural Environment and Adaptation	\$124,627	\$198,671
Manager Neighbourhood Strategy	\$101,739	\$160,067
Manager Operational Environmental Systems	\$101,739	\$160,067
Manager Optimization Services	\$80,640	\$183,107
Manager Parks Amenities and Customer Service	\$101,739	\$160,067
Manager Parks and Open Spaces	\$101,739	\$160,067
Manager Parks Service Design	\$101,739	\$160,067
Manager Pay and Client Services	\$101,739	\$160,067
Manager Performance Measurement and Reporting	\$101,739	\$160,067
Manager People and Culture	\$114,863	\$183,107
Manager Planning and Real Estate	\$169,442	\$199,323
Manager Process Infrastructure Delivery	\$124,627	\$198,671
Manager Procurement	\$114,863	\$183,107
Manager Programming and Access	\$101,739	\$160,067
Manager Public Spaces Project Development	\$111,913	\$176,074
Manager Rail Systems and LRV	\$101,739	\$160,067
Manager Real Estate Governance and Strategy	\$101,739	\$160,067
Manager Recreation Service Delivery	\$101,739	\$160,067
Manager Regional Planning	\$101,739	\$160,067
Manager Recreation Sports and Community Partners	\$101,739	\$160,067
Manager Risk and Compliance	\$101,739	\$160,067
Manager Risk and Opportunity	\$101,739	\$160,067
Manager Risk Management and Claims/CRIO	\$114,863	\$183,107
Manager Safety Operations	\$101,739	\$160,067
Manager Safety Programs Systems	\$101,739	\$160,067
Manager Sales and Acquisitions	\$114,863	\$183,107
Manager Service Excellence	\$101,739	\$160,067
Manager Service Improvement	\$101,739	\$160,067

Position title	Minimum annual base rate	Maximum annual base rate
Manager Service Strategies	\$101,739	\$160,067
Manager Strategic Business Services	\$101,739	\$160,067
Manager Strategic Services	\$101,739	\$160,067
Manager Talent Management	\$114,863	\$183,107
Manager Tax Receivables and Accounts Payable	\$114,863	\$183,107
Manager Technical and Manufacturing Services	\$111,913	\$176,074
Manager Total Rewards and Healthy Workplace	\$114,863	\$183,107
Manager Transit Service Delivery	\$114,863	\$183,107
Manager Transit Service Design	\$101,739	\$160,067
Manager Transit Service Support	\$111,913	\$176,074
Manager Transit Service Systems	\$124,627	\$198,671
Manager Transit Service Vehicles	\$124,627	\$198,671
Manager Treasury	\$114,863	\$183,107
Manager Urban and Community Systems	\$124,627	\$198,671
Manager Urban Design and Planning Services	\$101,739	\$160,067
Manager Utilities Project Development	\$111,913	\$176,074
Manager Valuation	\$101,739	\$160,067
Manager Warehouse and Inventory	\$101,739	\$160,067
Manager Wastewater Collection	\$124,627	\$198,671
Manager Wastewater Treatment	\$124,627	\$198,671
Manager Water Quality Services	\$114,863	\$183,107
Manager Water Treatment	\$114,863	\$183,107
Manager Workforce Strategy	\$101,739	\$160,067
Manager Workforce Support	\$101,739	\$160,067
Managing Lead Anti-Racism Program	\$114,863	\$183,107
Market Analyst	\$80,444	\$107,544
Market Strategist	\$80,640	\$121,760
Marketing Strategist	\$80,444	\$107,544
Master Indemnification Technician	\$83,366	\$111,426
Measurement Analyst	\$72,946	\$97,497
Mechanical and Pond Maintenance Worker	\$66,315	\$73,448
Mechanical Engineering Technologist	\$72,946	\$97,497
Mechanical Maintenance Worker (Pay Level 3)	\$69,805	\$77,314

Position title	Minimum annual base rate	Maximum annual base rate
Mechanical Maintenance Worker (Pay Level 4)	\$72,578	\$80,443
Mechanical Maintenance Worker CHC	\$66,315	\$73,448
Meter Serviceman	\$66,315	\$73,448
Meters Supervisor	\$72,674	\$108,190
Milling Project Coordinator	\$76,604	\$102,411
Millwright Apprentice*	\$65,544	\$96,179
Millwright Journey person*	\$84,614	\$104,541
Municipal Prosecutor	\$84,412	\$112,949
Museum Assistant	\$64,628	\$86,432
Neighbourhood Partnership Coordinator	\$76,604	\$102,411
Network Technician	\$68,778	\$92,001
Occupational Health Nurse	\$76,604	\$102,411
Occupational Safety Project Specialist	\$80,444	\$107,544
Open Data Strategist	\$72,674	\$108,190
Operational Excellence Senior Manager	\$114,863	\$183,107
Operational Support Coordinator	\$68,778	\$92,001
Operations Analyst	\$64,628	\$86,432
Operations and Maintenance Hydrant Technician	\$60,661	\$81,172
Operations and Maintenance Planner	\$68,778	\$92,001
Operations and Maintenance Supervisor (Pay Level D)	\$72,674	\$108,190
Operations and Maintenance Supervisor (Pay Level E)	\$80,640	\$121,760
Operations and Maintenance Technician	\$64,628	\$86,432
Operations Asset Coordinator	\$68,778	\$92,001
Operations Control Center Supervisor	\$72,674	\$108,190
Operations Controller	\$64,075	\$95,513
Operations Controller LRT	\$72,674	\$108,190
Operations Coordinator	\$80,640	\$121,760
Operations Leader	\$91,425	\$140,027
Operations Strategist	\$80,640	\$121,760
Operations Supervisor	\$72,674	\$108,190
Operations Support Lead	\$80,640	\$121,760
Organic Chemist	\$88,725	\$118,573
Organizational Lead Anti-Racism	\$91,425	\$140,027

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Painter Journeyperson	\$76,981	\$86,154
Paralegal	\$64,628	\$86,432
Paralegal Real Estate	\$68,778	\$92,001
PARIS Administrator	\$64,628	\$86,432
Park Infrastructure Lead	\$80,640	\$121,760
Park Plus Implementation Coordinator	\$72,946	\$97,497
Parking Patrol and Investigation Officer	\$69,326	\$92,768
Parking Strategist	\$91,425	\$140,027
Parks Agreement Coordinator	\$80,640	\$121,760
Parks Community Strategist (Pay Level 12)	\$80,444	\$107,544
Parks Community Strategist (Pay Level E)	\$80,640	\$121,760
Parks Crew Lead	\$66,315	\$73,448
Parks Development Coordinator	\$84,412	\$112,949
Parks Ecologist	\$80,444	\$107,544
Parks Encroachment Administrator	\$60,661	\$81,172
Parks Encroachment Specialist	\$76,604	\$102,411
Parks Events Specialist	\$68,778	\$92,001
Parks Inspector	\$83,366	\$111,426
Parks Permit Specialist	\$64,628	\$86,432
Parks Program Ambassador	\$56,966	\$76,185
Parks Program Coordinator	\$68,778	\$92,001
Parks Shift Supervisor	\$72,674	\$108,190
Parks Trainer	\$68,778	\$92,001
Parks Worker (Pay Level 2)	\$62,837	\$69,634
Parks Worker (Pay Level 3)	\$66,315	\$73,448
Parks Worker Irrigation Lead Hand	\$66,315	\$73,448
Partnership Coordinator	\$76,604	\$102,411
Partnership Liaison	\$72,946	\$97,497
Parts Technician Journeyperson 1	\$80,392	\$94,598
Parts Technician Journeyperson 2	\$86,819	\$99,528
Pathway and Trail Technician	\$68,778	\$92,001
Pathway and Trail Lead	\$91,425	\$140,027
Patrol and Investigations Supervisor	\$64,075	\$95,513

Position title	Minimum annual base rate	Maximum annual base rate
Pavement Management Coordinator	\$76,604	\$102,411
Payment Card Industry Lead	\$80,640	\$121,760
Payroll Administrator (Pay Level 6)	\$56,966	\$76,185
Payroll Administrator (Pay Level 7)	\$60,661	\$81,172
Payroll Administrator (Pay Level 8)	\$64,628	\$86,432
Payroll Analyst (Pay Level 9)	\$68,778	\$92,001
Payroll Analyst (Pay Level 10)	\$72,946	\$97,497
Pension and Benefit Analyst	\$72,946	\$97,497
Pension Specialist	\$68,778	\$92,001
Performance Management Technologist	\$76,604	\$102,411
Performance Measurement Coordinator	\$76,604	\$102,411
Photo Enforcement Officer	\$60,661	\$81,172
Planner 1	\$76,604	\$102,411
Planner 2	\$84,412	\$112,949
Planning Analyst	\$72,946	\$97,497
Planning and Development Analyst	\$68,778	\$92,001
Planning and Safety Codes Customer Advisor	\$72,946	\$97,497
Planning Designer	\$68,778	\$92,001
Planning Engineering Technician	\$64,628	\$86,432
Planning Legislative Advisor	\$64,628	\$86,432
Planning Services Technician 1	\$64,628	\$86,432
Planning Services Technician 2	\$68,778	\$92,001
Planning Services Technician Lead	\$76,604	\$102,411
Planning Technician	\$72,946	\$97,497
Plant Maintainer 1	\$73,008	\$81,827
Plant Maintainer 2	\$76,669	\$85,925
Plant Maintenance Helper	\$56,948	\$63,054
Plant Maintenance Man*	\$62,837	\$73,299
Plant Maintenance Project Lead	\$72,674	\$108,190
Plant Maintenance Supervisor	\$72,674	\$108,190
Plant Maintenance Support	\$61,547	\$68,869
Plant Operations Supervisor	\$80,640	\$121,760
Plant Operator 1	\$69,805	\$77,314

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Plant Operator 2	\$77,314	\$77,314
Plant Operator 3	\$83,678	\$92,747
Plant Operator Boiler	\$76,398	\$84,677
Plant Operator Intermediate	\$74,801	\$74,801
Plant Operator Junior	\$69,634	\$69,634
Plant Operator Senior	\$80,959	\$89,733
Plant Operator Trainee (Pay Level 1)	\$56,948	\$63,054
Plant Operator Trainee (Pay Level 2)	\$66,144	\$73,299
Playfield Coordinator	\$76,604	\$102,411
Plumber Apprentice	\$62,402	\$86,984
Plumber Journey person	\$84,614	\$94,723
Plumber Journey person CHC	\$85,363	\$94,552
Policy Advisor (Pay Level 8)	\$64,628	\$86,432
Policy Advisor (Pay Level 11)	\$76,604	\$102,411
Policy and Administrative Lead	\$64,075	\$95,513
Policy and Procedures Administrator	\$76,604	\$102,411
Policy Coordinator	\$64,628	\$86,432
Portfolio Manager	\$91,425	\$140,027
Positioning and Navigation Specialist	\$84,412	\$112,949
Pre-Employment Drug Testing Program Leader	\$80,640	\$121,760
President CHC	\$136,000	\$207,000
Preventative Maintenance Coordinator	\$64,628	\$86,432
Preventative Maintenance Person	\$63,606	\$71,240
Printing Coordinator	\$60,661	\$81,172
Process Accountant	\$60,661	\$81,172
Process Coordinator	\$72,674	\$108,190
Process Manager	\$80,640	\$121,760
Process Manager Incident Management	\$80,640	\$121,760
Process Specialist	\$72,946	\$97,497
Procurement and Contract Specialist	\$72,946	\$97,497
Production Artist	\$64,628	\$86,432
Production Coordinator	\$80,444	\$107,544
Production Liaison Specialist	\$87,547	\$117,042

Position title	Minimum annual base rate	Maximum annual base rate
Production Specialist	\$68,778	\$92,001
Professional Wellness and Development Coordinator CHC	\$72,946	\$97,497
Program Coordinator	\$64,075	\$95,513
Program Development Consultant	\$91,425	\$140,027
Program Initiatives Lead	\$91,425	\$140,027
Program Lead Resilience Strategies	\$91,425	\$140,027
Program Lead Strategic Foresight	\$91,425	\$140,027
Program Manager (Pay Level 13)	\$84,412	\$112,949
Program Manager (Pay Level F)	\$91,425	\$140,027
Program Manager (Pay Level G)	\$101,739	\$160,067
Program Manager Desktop Architecture	\$91,425	\$140,027
Program Manager Identity Management	\$91,425	\$140,027
Program Manager Information Technology	\$91,425	\$140,027
Program Planner	\$80,444	\$107,544
Program Planner and Implementation Steward	\$80,444	\$107,544
Program Support Administrator	\$64,628	\$86,432
Programmer Analyst (Pay Level 8)	\$64,628	\$86,432
Programmer Analyst (Pay Level 9)	\$68,778	\$92,001
Programmer Analyst (Pay Level 11)	\$76,604	\$115,497
Programs and Services Coordinator	\$72,674	\$108,190
Project and Development Coordinator	\$88,725	\$118,573
Project Controls Analyst	\$64,628	\$86,432
Project Controls Analyst CHC	\$72,946	\$97,497
Project Controls Leader	\$72,674	\$108,190
Project Controls Senior Manager	\$114,863	\$183,107
Project Coordinator*	\$76,604	\$117,042
Project Cost Control Coordinator	\$68,778	\$92,001
Project Cost Control Specialist	\$64,628	\$86,432
Project Geologist	\$80,640	\$121,760
Project Hydrogeologist	\$80,640	\$121,760
Project Inspector CHC	\$64,628	\$86,432
Project Management Consultant (Pay Level 11)	\$76,604	\$102,411
Project Management Consultant (Pay Level E)	\$80,640	\$121,760

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Project Manager (Pay Level 11)	\$76,604	\$102,411
Project Manager (Pay Level 12)	\$80,444	\$107,544
Project Manager (Pay Level 13)	\$84,412	\$112,949
Project Manager (Pay Level E)	\$80,640	\$121,760
Project Manager (Pay Level F)	\$91,425	\$140,027
Project Manager CHC (Pay Level 12)	\$80,444	\$107,544
Project Manager CHC (Pay Level 13)	\$84,412	\$112,949
Project Reporting Coordinator (Pay Level 8)	\$64,628	\$86,432
Project Reporting Coordinator (Pay Level 9)	\$68,778	\$92,001
Project Reporting Team Lead	\$80,640	\$121,760
Project Researcher	\$64,628	\$86,432
Projects Technician	\$87,547	\$117,042
Property Manager	\$72,946	\$97,497
Property Manager CHC (Pay Level 9)	\$68,778	\$92,001
Property Manager CHC (Pay Level 10)	\$72,946	\$97,497
Property Processor	\$69,805	\$77,314
Public Art Collection Specialist	\$68,778	\$92,001
Public Art Conservator	\$76,604	\$102,411
Public Art Liaison	\$80,640	\$121,760
Public Information Officer	\$128,856	\$128,856
Public Program Coordinator	\$72,946	\$97,497
Public Realm Lead	\$91,425	\$140,027
Public Relations and Partnerships Senior Manager	\$101,739	\$160,067
Public Safety and Enforcement Analyst	\$76,604	\$102,411
Public Safety and Enforcement Officer	\$76,604	\$102,411
Public Safety Lead Anti-Racism	\$91,425	\$140,027
Public Safety Project Manager	\$80,444	\$107,544
Public Safety Systems Architect	\$80,444	\$107,544
Public Safety Technical Analyst	\$84,412	\$112,949
Quality Assurance Administrator	\$64,628	\$86,432
Quality Assurance Analyst	\$68,778	\$92,001
Quality Assurance and Accreditation Strategist	\$80,640	\$121,760
Quality Assurance Inspector	\$64,628	\$86,432

Position title	Minimum annual base rate	Maximum annual base rate
Quality Assurance Lead	\$72,946	\$97,497
Quality Assurance Technician	\$76,604	\$102,411
Quality Improvement Lead Specialist	\$94,749	\$94,749
Quality Management Coordinator	\$80,640	\$121,760
Quality Senior Manager	\$122,183	\$194,775
Rail Systems Technician	\$64,628	\$86,432
Real Estate Portfolio Lead	\$80,640	\$121,760
Real Estate Senior Manager	\$114,863	\$183,107
Real Estate Strategist CHC	\$80,444	\$107,544
Realignment Implementation Program Manager	\$91,425	\$140,027
Records and Information Management Coordinator	\$72,674	\$108,190
Records Management Support (Pay Level 3)	\$45,427	\$60,752
Records Management Support (Pay Level 5)	\$53,526	\$71,526
Records Management Support (Pay Level 6)	\$54,072	\$76,185
Records Management Support (Pay Level 7)	\$60,661	\$81,172
Records Management Support (Pay Level 8)	\$64,628	\$86,432
Records Management Support (Pay Level 9)	\$68,778	\$92,001
Records Management Support (Pay Level 10)	\$72,946	\$97,497
Records Management Support (Pay Level 11)	\$76,604	\$102,411
Records Management Support CHC	\$68,778	\$92,001
Recreation Planning Specialist	\$80,444	\$107,544
Recreation Program Advisor	\$64,628	\$86,432
Recreation Program Coordinator	\$76,604	\$102,411
Recreation Program Specialist	\$68,778	\$92,001
Recruitment Analyst	\$68,778	\$92,001
Recruitment Coordinator	\$141,128	\$141,128
Recruitment Officer	\$64,075	\$95,513
Recruitment Specialist	\$60,661	\$81,172
Regulatory Analyst	\$80,640	\$121,760
Regulatory Program Specialist	\$76,604	\$102,411
Rent Supplement Coordinator CHC	\$72,674	\$108,190
Rental Coordinator	\$68,778	\$92,001
Repair and Maintenance Operations Supervisor	\$72,674	\$108,190

Position title	Minimum annual base rate	Maximum annual base rate
Repair and Response Operations Supervisor	\$72,674	\$108,190
Repairman Bridges	\$72,578	\$80,443
Reporting and Analytics Lead	\$80,640	\$121,760
Research Analyst (Pay Level 7)	\$60,661	\$81,172
Research Analyst (Pay Level 9)	\$68,778	\$92,001
Research and Development Analyst	\$68,778	\$92,001
Research and Policy Technician	\$60,661	\$81,172
Research Coordinator	\$80,444	\$107,544
Research Policy Planner	\$80,640	\$121,760
Research Social Planner	\$84,412	\$112,949
Residential Collection Driver	\$66,315	\$73,448
Resilience Officer	\$141,128	\$141,128
Resilient Building Coordinator	\$80,640	\$121,760
Retirement Analyst	\$72,946	\$97,497
Revenue Programs Administrator	\$61,389	\$82,027
Risk Analyst	\$60,661	\$81,172
Roadmarking Lifecycle Technician	\$72,946	\$97,497
Roadmaster Track and Way	\$64,075	\$95,513
Roads Design and Development Technologist	\$80,444	\$107,544
Roads Subdivision Officer	\$96,470	\$129,085
Route Planning Analyst	\$72,946	\$97,497
Safe Workplace Program Coordinator	\$80,640	\$121,760
Safety Advisor*	\$80,444	\$122,907
Safety Assurance Specialist	\$80,444	\$107,544
Safety Codes Officer	\$80,444	\$107,544
Safety Codes Officer Electrical (Pay Level 12)	\$102,411	\$107,544
Safety Codes Officer Electrical (Pay Level 15)	\$117,042	\$122,907
Safety Compliance Senior Manager	\$122,183	\$194,775
Safety Information Officer	\$72,946	\$97,497
Safety Patrol Boat Operator	\$66,315	\$73,448
Safety Patrol Boat Operator Senior	\$72,578	\$80,443
Sales Agent	\$76,604	\$102,411
Sales and Account Management Associate	\$80,444	\$107,544

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
SAP Ariba Administrator	\$76,604	\$102,411
Scanning and Imaging Technician	\$53,526	\$71,526
Schedule and Workforce Supervisor	\$64,075	\$95,513
Scheduler	\$60,661	\$81,172
Scheduling Analyst	\$68,778	\$92,001
Scheduling Coordinator	\$60,661	\$81,172
Scheduling Lead	\$91,425	\$140,027
Scheduling Supervisor	\$72,674	\$108,190
Seasonal Employment Coordinator	\$68,778	\$92,001
Security Advisor	\$80,640	\$121,760
Security Control Analyst	\$68,778	\$92,001
Security Coordinator	\$60,661	\$81,172
Security Guard	\$61,173	\$81,744
Security Operations Section Lead	\$80,640	\$121,760
Security Operations Supervisor (Pay Level C)	\$64,075	\$95,513
Security Operations Supervisor (Pay Level D)	\$72,674	\$108,190
Security Systems Administrator	\$68,778	\$92,001
Security Systems Section Lead	\$80,640	\$121,760
Senior Access Planner	\$80,640	\$121,760
Senior Address Planning Analyst	\$76,604	\$102,411
Senior Addressing Analyst	\$68,778	\$92,001
Senior Administrator Business Services	\$68,778	\$92,001
Senior Advisor Corporate Finance	\$91,425	\$140,027
Senior Architect	\$91,425	\$140,027
Senior Assessor	\$93,038	\$124,470
Senior Asset Management GIS Technician	\$76,604	\$102,411
Senior Auditor	\$91,425	\$140,027
Senior Biology Laboratory Technician	\$76,604	\$102,411
Senior Business Analyst Capital Budget	\$68,778	\$92,001
Senior Business Analyst Revenue Control Accounts Receivable CHC	\$60,661	\$81,172
Senior Business Experience Representative	\$68,778	\$92,001
Senior Buyer	\$80,444	\$118,282
Senior Buyer CHC	\$80,444	\$118,282

Position title	Minimum annual base rate	Maximum annual base rate
Senior Cash Processor	\$61,797	\$82,659
Senior Change Controller	\$64,628	\$86,432
Senior Claims Adjuster	\$72,674	\$108,190
Senior Commercial Leasing Agent	\$84,412	\$112,949
Senior Concrete Leader	\$91,425	\$140,027
Senior Consultant	\$91,425	\$140,027
Senior Coordinator	\$70,168	\$93,840
Senior Corporate Consultant	\$91,425	\$140,027
Senior Corporate Economist	\$91,425	\$140,027
Senior Corporate Financial Analyst	\$68,778	\$92,001
Senior Corporate Financial Planner	\$101,739	\$160,067
Senior Corporate Research Analyst	\$72,674	\$108,190
Senior Corrosion Technician	\$83,366	\$111,426
Senior CPIC Court Clerk	\$73,861	\$98,779
Senior Data Analysis Technician	\$76,604	\$102,411
Senior Data Analyst	\$65,302	\$87,360
Senior Data Analytics Auditor	\$91,425	\$140,027
Senior Data Analytics Strategist	\$84,412	\$112,949
Senior Data Collection Technician	\$72,946	\$97,497
Senior Database Technology Analyst	\$76,604	\$115,497
Senior Department Accountant	\$80,444	\$107,544
Senior Development Inspector	\$84,412	\$112,949
Senior Dispatcher	\$72,674	\$108,190
Senior Emergency Communications Dispatcher*	\$86,141	\$103,369
Senior Emergency Communications Officer*	\$83,629	\$100,355
Senior Energy Management Environmental Conservation Technician	\$80,444	\$107,544
Senior Engineering Technologist	\$80,444	\$107,544
Senior Enterprise Architect	\$91,425	\$140,027
Senior Executive Advisor	\$91,425	\$140,027
Senior Facilities Planner	\$80,640	\$121,760
Senior Facility Attendant	\$72,578	\$80,443
Senior Financial Accountant	\$68,778	\$92,001
Senior Firefighter	\$109,418	\$109,418

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Senior Fleet Asset Administrator	\$68,778	\$92,001
Senior Geospatial Analyst	\$76,604	\$102,411
Senior Geospatial Technician Cartography	\$76,604	\$102,411
Senior Geospatial Technician Drafting	\$76,604	\$102,411
Senior Graphic Designer	\$72,946	\$97,497
Senior Growth Management Planner	\$80,640	\$121,760
Senior Growth Strategist	\$91,425	\$140,027
Senior Human Resources Associate	\$68,778	\$92,001
Senior Innovation Designer	\$80,444	\$107,544
Senior Interior Designer	\$76,604	\$102,411
Senior Investment Analyst	\$80,444	\$107,544
Senior Laboratory Technician	\$72,946	\$97,497
Senior Land Inventory Specialist	\$76,604	\$102,411
Senior Leader Corporate Finance	\$101,739	\$160,067
Senior Leader Investments	\$101,739	\$160,067
Senior Leader Learning and Development	\$91,425	\$140,027
Senior Leader PMP Wheel Truing Attendant	\$70,138	\$78,478
Senior Local Improvement Administrator	\$72,946	\$97,497
Senior Manager Systems LRV Operations and Maintenance	\$122,183	\$194,775
Senior Master Indemnification Technician	\$91,936	\$122,907
Senior Microbiologist	\$88,725	\$118,573
Senior Network Administrator	\$80,444	\$107,544
Senior Operator	\$79,494	\$88,110
Senior PARIS Administrator	\$68,778	\$92,001
Senior Paving Leader	\$91,425	\$140,027
Senior Planner	\$80,640	\$121,760
Senior Planning Services Technician	\$72,946	\$97,497
Senior Planning Technician	\$76,604	\$102,411
Senior Plants Leader	\$91,425	\$140,027
Senior Policy Advisor	\$80,444	\$107,544
Senior Process Accountant	\$68,778	\$92,001
Senior Recruitment Specialist	\$64,628	\$86,432
Senior Regulatory Analyst	\$91,425	\$140,027

Position title	Minimum annual base rate	Maximum annual base rate
Senior Risk Analyst	\$76,604	\$102,411
Senior Risk Strategist	\$91,425	\$140,027
Senior Safety Codes Officer	\$88,725	\$118,573
Senior Safety Codes Officer Electrical	\$135,512	\$135,512
Senior Sales Agent	\$84,412	\$112,949
Senior Scheduler	\$72,674	\$108,190
Senior Security Analyst	\$72,674	\$108,190
Senior Signals Electrician/Technician Journeyperson	\$114,608	\$114,608
Senior Site Manager CHC	\$72,946	\$97,497
Senior Soccer Centre Attendant	\$66,315	\$73,448
Senior Storeman	\$74,027	\$91,374
Senior Strategist	\$91,425	\$140,027
Senior Surface Improvement Inspector	\$87,547	\$117,042
Senior Systems Administrator	\$72,946	\$97,497
Senior Systems Analyst	\$84,412	\$112,949
Senior Technical Advisor	\$91,425	\$140,027
Senior Technical Advisor LRV and Integration	\$91,425	\$140,027
Senior Technician	\$72,946	\$97,497
Senior Traffic Engineering Technician	\$80,444	\$107,544
Senior Transit Planner	\$80,640	\$121,760
Senior Transportation Planning Technician	\$80,444	\$107,544
Senior User Experience Architect	\$72,946	\$97,497
Senior Water Management Development Coordinator	\$96,470	\$129,085
Senior Water Policy Planner	\$84,412	\$112,949
Senior Water Quality Monitoring Technician	\$80,444	\$107,544
Senior Water Resources Planner	\$84,412	\$112,949
Senior Watershed and Water Resources Specialist	\$80,444	\$107,544
Senior Watershed Biologist	\$93,038	\$124,470
Senior Watershed Planner	\$84,412	\$112,949
Senior Works Inspector	\$83,366	\$111,426
Septic Dump Station Attendant	\$56,948	\$63,054
Sergeant Bylaw Services	\$76,604	\$102,411
Sergeant Calgary Transit	\$80,444	\$107,544

Position title	Minimum annual base rate	Maximum annual base rate
Sergeant Taxi Inspections	\$87,547	\$117,042
Service Advisor	\$65,811	\$88,005
Service Camera Technician	\$69,326	\$92,768
Service Contract Coordinator	\$68,778	\$92,001
Service Delivery Consultant	\$80,640	\$121,760
Service Governance Coordinator	\$91,425	\$140,027
Service Performance Research Analyst	\$72,946	\$97,497
Service Quality Lead	\$72,674	\$108,190
Shift Supervisor	\$72,674	\$108,190
Shop Labourer	\$60,029	\$60,029
Shop Lead	\$111,779	\$111,779
Shop Technician	\$69,805	\$77,314
Shop Worker	\$66,315	\$73,448
Sign Manufacturer (Pay Level 2)	\$62,837	\$69,634
Sign Manufacturer (Pay Level 3)	\$66,315	\$73,448
Sign Manufacturer (Pay Level 4)	\$72,578	\$80,443
Signals Electrician/Technician Journeyperson	\$106,122	\$106,122
Site Manager CHC	\$64,628	\$86,432
Small Equipment Storeperson	\$61,173	\$81,744
Small Equipment Storeperson Driver	\$51,917	\$69,430
Small Motor Mechanic	\$72,578	\$80,443
Soccer Centre Attendant	\$62,837	\$69,634
Social Programs Coordinator	\$80,444	\$107,544
Social Programs Specialist	\$68,778	\$92,001
Social Research Policy Analyst	\$72,946	\$97,497
Social Worker	\$76,604	\$102,411
Special Advisor to Director	\$80,640	\$121,760
Special Projects Leader	\$91,425	\$140,027
Special Services Technician	\$68,778	\$92,001
Specifications Officer	\$128,856	\$128,856
Sports Coordinator	\$76,604	\$102,411
Staffing Liaison Coordinator	\$64,075	\$95,513
Storeman	\$65,250	\$80,558

Position title	Minimum annual base rate	Maximum annual base rate
Storeperson	\$61,173	\$81,744
Storeworker	\$66,315	\$73,448
Storeworker CHC	\$66,315	\$73,448
Stormwater Pollution Prevention Specialist	\$80,444	\$107,544
Strategic Business Analyst	\$80,640	\$121,760
Strategic Legislative Analyst	\$72,674	\$108,190
Strategist	\$80,640	\$121,760
Strategy Liaison	\$68,778	\$92,001
Streetlight Design Coordinator	\$80,640	\$121,760
Streetlight Design Technician	\$76,604	\$102,411
Submittals Coordination Lead	\$80,640	\$121,760
Superintendent Commercial Collection	\$80,640	\$121,760
Superintendent Programs	\$80,640	\$121,760
Superintendent Recreation Service Delivery	\$80,640	\$121,760
Superintendent Residential Collection	\$80,640	\$121,760
Supervisor Calgro Operations	\$80,640	\$121,760
Supervisor Contact Center	\$64,075	\$95,513
Supervisor Contract Management Accountability	\$72,674	\$108,190
Supervisor Disposal Processing	\$64,075	\$95,513
Supervisor Electrical Maintenance	\$80,640	\$121,760
Supervisor Parks Programming	\$80,640	\$121,760
Supervisor Photo Enforcement	\$64,075	\$95,513
Supervisor Sales Special Programs	\$72,674	\$108,190
Supervisor Service Counter	\$64,075	\$95,513
Supervisor Workforce Planning	\$72,674	\$108,190
Supplier Support Advisor	\$56,966	\$76,185
Supply Chain Analyst	\$68,778	\$92,001
Supply Chain Planner	\$80,444	\$107,544
Surface Improvements Inspector*	\$72,946	\$111,426
Survey Coordinator	\$80,444	\$107,544
Survey Drafting Specialist	\$68,778	\$92,001
Survey Equipment Technician	\$60,661	\$81,172
Surveyor	\$76,604	\$102,411

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Surveyor Assistant	\$60,661	\$81,172
Sustainability Consultant	\$80,640	\$121,760
Swamper Equipment Operator Crane Truck	\$56,948	\$63,054
Swim and Lifesaving Instructor Trainer	\$66,315	\$73,448
Swim Instructor	\$66,315	\$73,448
Systems Administrator 1	\$68,778	\$92,001
Systems Administrator 2	\$80,444	\$121,430
Systems Administrator 3	\$80,640	\$121,760
Systems Control Coordinator	\$91,936	\$122,907
Systems Control Technician	\$87,547	\$117,042
Systems Electrical Control Technician	\$114,608	\$114,608
Tangible Capital Assets Coordinator	\$72,674	\$108,190
Tangible Capital Assets Finance Analyst	\$72,674	\$108,190
Tangible Capital Assets Financial Policy Consultant	\$80,640	\$121,760
Tangible Capital Assets Process and Policy Lead	\$80,640	\$121,760
Tangible Capital Assets Reporting Lead	\$80,640	\$121,760
Tangible Capital Assets Strategic Business Analyst	\$72,946	\$97,497
Tax Account Maintenance Adjustor	\$56,966	\$76,185
Tax Billing and Adjustment Analyst	\$60,661	\$81,172
Tax Services Advisor	\$56,966	\$76,185
Team Coordinator	\$91,425	\$140,027
Team Coordinator Safety and Training	\$91,425	\$140,027
Team Lead Accounts Payable	\$72,674	\$108,190
Team Lead Analytics	\$91,425	\$140,027
Team Lead Business Approvals	\$72,674	\$108,190
Team Lead Business Improvement	\$91,425	\$140,027
Team Lead Business Performance Meter	\$72,674	\$108,190
Team Lead Business Planning and Performance (Pay Level E)	\$80,640	\$121,760
Team Lead Business Planning and Performance (Pay Level F)	\$91,425	\$140,027
Team Lead Business Support	\$80,640	\$121,760
Team Lead Business Technology Sustainment	\$80,640	\$121,760
Team Lead Capital Conservation Grant	\$80,640	\$121,760
Team Lead Capital Inspections	\$84,412	\$112,949

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Cash Processing	\$64,075	\$95,513
Team Lead Cathodic Protection	\$91,936	\$122,907
Team Lead Citizen Programs	\$80,640	\$121,760
Team Lead Communication Funding Strategies	\$91,425	\$140,027
Team Lead Community Based Strategies	\$91,425	\$140,027
Team Lead Community Social Development	\$80,640	\$121,760
Team Lead Compliance	\$80,640	\$121,760
Team Lead Customer Service and Technology	\$91,425	\$140,027
Team Lead Customer Inquiries and Analysis	\$72,674	\$108,190
Team Lead Customer Relations and Agreements	\$91,425	\$140,027
Team Lead Data and Technology	\$91,425	\$140,027
Team Lead Data Strategies	\$80,640	\$121,760
Team Lead Demographics and Evaluation	\$91,425	\$140,027
Team Lead Employee Support	\$80,640	\$121,760
Team Lead Environmental Compliance	\$91,425	\$140,027
Team Lead Equity Program	\$91,425	\$140,027
Team Lead Festival and Event Planning	\$91,425	\$140,027
Team Lead Fleet Maintenance	\$91,425	\$140,027
Team Lead Fleet Training	\$80,640	\$121,760
Team Lead Homelessness and Downtown Initiatives	\$91,425	\$140,027
Team Lead Indigenous Relations	\$91,425	\$140,027
Team Lead Industrial Monitoring	\$91,425	\$140,027
Team Lead Information Management	\$80,640	\$121,760
Team Lead Information Management Security	\$91,425	\$140,027
Team Lead Information Security Compliance and Advisory Services	\$91,425	\$140,027
Team Lead Information Security Operations	\$91,425	\$140,027
Team Lead Innovation Practice and Projects	\$80,640	\$121,760
Team Lead Integrity and Advisory Services	\$91,425	\$140,027
Team Lead Investigations	\$91,425	\$140,027
Team Lead Key Accounts	\$80,640	\$121,760
Team Lead Laboratory Instrumentation	\$80,640	\$121,760
Team Lead Laboratory Operations	\$80,640	\$121,760
Team Lead Maintenance Operations	\$80,640	\$121,760

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Microbiology	\$80,640	\$121,760
Team Lead Neighbourhood Partnership Coordinator	\$80,640	\$121,760
Team Lead Operational Assurance	\$80,640	\$121,760
Team Lead Operations	\$91,425	\$140,027
Team Lead Partner Capital Projects	\$91,425	\$140,027
Team Lead Performance Improvement	\$91,425	\$140,027
Team Lead Physical	\$91,425	\$140,027
Team Lead Prevention Investments	\$80,640	\$121,760
Team Lead Recreation and Sports Partnerships	\$80,640	\$121,760
Team Lead Resource Strategy	\$91,425	\$140,027
Team Lead Security Risk Analysis and Design	\$91,425	\$140,027
Team Lead Service Improvements	\$80,640	\$121,760
Team Lead Service Levels	\$91,425	\$140,027
Team Lead Service Provision and Land Planning	\$91,425	\$140,027
Team Lead Services Strategy and Programs	\$91,425	\$140,027
Team Lead Social and Neighbourhood Program Development	\$80,640	\$121,760
Team Lead Social Support	\$80,640	\$121,760
Team Lead Social Wellbeing Initiatives	\$91,425	\$140,027
Team Lead Stormwater Pollution	\$91,425	\$140,027
Team Lead Strategic Planning and Employee Development	\$91,425	\$140,027
Team Lead Subdivision Inspections	\$80,640	\$121,760
Team Lead Sustainability Planning and Evaluation	\$91,425	\$140,027
Team Lead Tax Account Maintenance	\$68,778	\$92,001
Team Lead Tax Advisory Services	\$72,946	\$97,497
Team Lead Technical Services	\$91,425	\$140,027
Team Lead Transit Access Eligibility	\$80,640	\$121,760
Team Lead Water Facilities	\$80,640	\$121,760
Team Lead Wholly Owned Subsidiaries	\$91,425	\$140,027
Team Leader Close Protection	\$91,425	\$140,027
Team Leader Corporate Accounts Receivable	\$72,946	\$97,497
Team Leader Corporate Billing	\$72,946	\$97,497
Team Leader Corporate Cash Payments	\$64,075	\$95,513
Team Leader Corporate Credit and Collections	\$76,604	\$102,411

Position title	Minimum annual base rate	Maximum annual base rate
Team Leader Fleet	\$80,640	\$121,760
Team Leader Manufacturing	\$80,640	\$121,760
Team Leader Strategy and Business Evolution	\$91,425	\$140,027
Team Leader Technology and Information	\$80,640	\$121,760
Technical Advisor	\$72,691	\$97,243
Technical Analyst	\$84,412	\$127,546
Technical Assistant	\$84,614	\$94,723
Technical Coordinator	\$91,936	\$122,907
Technical Lead Planner	\$80,640	\$121,760
Technical Security Systems Dispatch Administrator	\$56,966	\$76,185
Technical Security Systems Specialist	\$64,628	\$86,432
Technical Services Coordinator CHC	\$80,640	\$121,760
Technical Services Lead	\$80,640	\$121,760
Technical Services Officer	\$128,856	\$128,856
Technical Teams Coordinator	\$141,128	\$141,128
Technical Writer (Pay Level 8)	\$64,628	\$86,432
Technical Writer (Pay Level 9)	\$68,778	\$92,001
Technical Writer (Pay Level 10)	\$72,946	\$97,497
Technical Writing and Media Specialist	\$68,778	\$92,001
Technology Coordinator CHC	\$80,640	\$121,760
Telecommunications Specialist	\$64,628	\$86,432
Telecommunications Technologist (Pay Level 10)	\$72,946	\$97,497
Telecommunications Technologist (Pay Level 11)	\$76,604	\$102,411
Telephone Services and Dispatch Operator	\$61,849	\$82,715
Temporary Employment Services Agency Coordinator	\$72,674	\$108,190
Tenant Liaison CHC	\$72,946	\$97,497
Tire Repair Person	\$63,606	\$71,240
Tire Repair Person Lead Hand	\$70,138	\$78,478
Trace Analyst	\$72,946	\$97,497
Track Maintainer	\$65,811	\$73,778
Trade Support Foreman	\$69,826	\$86,195
Trades Foreman	\$80,640	\$121,760
Traffic Collision Analyst Technician	\$76,604	\$102,411

Position title	Minimum annual base rate	Maximum annual base rate
Traffic Control and Parking Coordinator	\$80,640	\$121,760
Traffic Controller	\$62,837	\$69,634
Traffic Engineering Technician 1	\$64,628	\$86,432
Traffic Engineering Technician 2	\$76,604	\$102,411
Traffic Leader Technical Service Delivery	\$91,425	\$140,027
Traffic Operations Supervisor	\$80,640	\$121,760
Traffic Signals Technician	\$68,778	\$92,001
Training Lead (Pay Level D)	\$72,674	\$108,190
Training Lead (Pay Level E)	\$80,640	\$121,760
Training Officer	\$76,398	\$84,677
Training Specialist (Pay Level 7)	\$57,585	\$77,004
Training Specialist (Pay Level 8)	\$64,628	\$86,432
Training Specialist (Pay Level 9)*	\$68,778	\$105,144
Training Specialist (Pay Level 10)*	\$72,946	\$111,426
Training Specialist (Pay Level 11)	\$76,604	\$102,411
Training Specialist (Pay Level 12)	\$80,444	\$107,544
Transit GIS and Research Specialist	\$76,604	\$102,411
Transit Operations Supervisor	\$72,674	\$108,190
Transit Operator Trainee	\$53,391	\$53,391
Transit Operator*	\$45,568	\$71,195
Transit Planner	\$76,604	\$102,411
Transit Scheduler	\$65,302	\$87,360
Transit Training Officer	\$64,075	\$95,513
Transition Manager	\$114,863	\$183,107
Transportation Education Planner Specialist	\$72,946	\$97,497
Transportation Environmental Technologist	\$80,444	\$107,544
Transportation Planner	\$80,640	\$121,760
Transportation Planning Strategist	\$91,425	\$140,027
Treasury Operations and Compliance Analyst	\$72,946	\$97,497
Tribunal Analyst	\$68,778	\$92,001
Tribunal Coordinator	\$80,640	\$121,760
Truck and Transport Apprentice	\$61,568	\$89,981
Truck and Transport Mechanic Journeyperson 1	\$84,614	\$94,723

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Truck and Transport Mechanic Journeyperson 2	\$88,837	\$99,466
Truck Driver Aerial	\$66,315	\$73,448
Truck Driver Tandem (Pay Level 1)	\$56,948	\$63,054
Truck Driver Tandem (Pay Level 2)	\$62,837	\$69,634
Ultra Violet Specialist	\$69,826	\$86,195
United Way Employee Program Lead	\$80,444	\$107,544
Urban Conservation Lead	\$91,425	\$140,027
Urban Forestry Lead	\$91,425	\$140,027
Urban Forestry Superintendent	\$80,640	\$121,760
Urban Forestry Technician	\$76,604	\$102,411
Urban Forestry Technician Supervisor	\$80,640	\$121,760
Urban Strategy Lead	\$91,425	\$140,027
User Experience Architect	\$68,778	\$92,001
Utilities Call Centre Coordinator	\$76,604	\$102,411
Utilities Planning Specialist	\$72,946	\$97,497
Utility Baseline Document Coordinator	\$80,640	\$121,760
Utility Damage Prevention Coordinator	\$72,578	\$80,443
Utility Inspector	\$83,366	\$111,426
Utility Worker	\$62,837	\$69,634
Valuation Specialist	\$84,412	\$112,949
Vehicle and Equipment Coordinator (Pay Level 10)	\$72,946	\$97,497
Vehicle and Equipment Coordinator (Pay Level D)	\$72,674	\$108,190
Veterinarian	\$80,640	\$121,760
Veterinary Assistant	\$66,315	\$73,448
Vice President Business Strategy CHC	\$101,739	\$160,067
Vice President Customer Experience CHC	\$101,739	\$160,067
Vice President Portfolio Management and Executive Operating Officer CHC	\$101,739	\$160,067
Video Analyst	\$64,075	\$95,513
Video Design Specialist	\$72,946	\$97,497
Video Operator Mainline	\$66,315	\$73,448
Visualization Data Strategist	\$76,604	\$102,411
Vocational Rehabilitation Consultant	\$80,444	\$107,544
Volunteer Coordinator	\$68,778	\$92,001

Position title	Minimum annual base rate	Maximum annual base rate
Waste and Recycling Educator	\$64,628	\$86,432
Waste Diversion Specialist	\$80,444	\$107,544
Waste Diversion Technologist	\$72,946	\$97,497
Water Educator	\$56,966	\$76,185
Water Efficiency Public Program Coordinator	\$76,604	\$102,411
Water Facilities Worker	\$66,315	\$73,448
Water Management Control Coordinator	\$91,936	\$122,907
Water Management Development Coordinator	\$83,366	\$111,426
Water Management Lead	\$80,640	\$121,760
Water Management Superintendent	\$80,640	\$121,760
Water Management Technician	\$72,946	\$97,497
Water Quality Monitoring Technician	\$68,778	\$92,001
Water Resources Planner	\$76,604	\$102,411
Waterjet Operator	\$69,805	\$77,314
WATSUN Program Manager	\$101,739	\$160,067
Web Designer	\$61,389	\$82,027
Welder Journeyperson	\$84,614	\$99,528
Wellness Consultant	\$72,691	\$97,243
Wellness Medical Administrator	\$64,628	\$86,432
Whistleblower Program Investigator	\$80,640	\$121,760
Whistleblower Program Manager	\$91,425	\$140,027
Wireless Infrastructure Deployment Supervisor	\$80,640	\$121,760
Workforce Coordinator	\$64,628	\$86,432
Workforce Data Analyst	\$64,628	\$86,432
Workforce Management Lead	\$80,640	\$121,760
Workforce Planning Analyst	\$72,674	\$108,190
Working Foreman/Lead Hand	\$120,349	\$120,349
Works Inspector*	\$68,778	\$105,144
Workspace Planner	\$68,778	\$92,001
Yard Custodian Lead Hand	\$76,398	\$84,677
Youth and Family Support Worker	\$64,628	\$86,432
Youth Employment Counsellor	\$68,778	\$92,001
Youth Justice Coordinator	\$88,725	\$118,573

*Position includes a range of full-time scheduled hours, which may affect the maximum annual base salary.

Position title	Minimum annual base rate	Maximum annual base rate
Zone Superintendent	\$80,640	\$121,760
Zookeeper 1	\$66,144	\$73,299
Zookeeper 2	\$69,805	\$77,314

Pensions

City of Calgary Pension Plans

Local Authorities Pension Plan (LAPP)

The Local Authorities Pension Plan is a provincial, multi-employer, defined benefit pension plan. The City is one of many public sector employers that participate in the plan. It is financed by member and employer contributions and by investment earnings. LAPP Corporation is the legal trustee and administrator of the Plan. A representative Sponsor Board is responsible for decisions about benefits and contribution rates. A Fiduciary Board is responsible for carrying out these decisions.

All eligible City employees (except police officers) participate in the LAPP. Participation in the plan is mandatory for all full-time and part-time permanent employees. Full-time temporary employees may choose to join after 24 months of service. LAPP provides a benefit of 1.4 per cent of earnings up to the Yearly Maximum Pensionable Earnings (YMPE) and two per cent of earnings over the YMPE up to the Income Tax Act Salary Cap for years of LAPP service.

The City and LAPP plan members make contributions to the plan. Rates are reviewed annually and set by the LAPP Corporation Sponsor Board.

LAPP 2023 contribution rates

Members' rate up to YMPE	7.45% of annual earnings
Members' rate over YMPE	11.23% of annual earnings
Employers' rate up to YMPE	8.45% of annual earnings
Employers' rate over YMPE	12.23% of annual earnings
2023 YMPE	\$66,600
2023 Income Tax Act Salary Cap	\$195,313

For more information: www.lapp.ca/

Supplementary Pension Plan (SPP)

The Supplementary Pension Plan is a single employer defined benefit pension plan. All eligible City exempt employees in senior positions have the option to join the SPP. The SPP enhances the LAPP benefit to a full two per cent of all earnings up to the Income Tax Act Salary Cap, for SPP service.

The City and SPP plan members make contributions to the Plan. Rates are reviewed triennially and set by the Pension Governance Committee on the advice of the Plan actuary. The Pension Governance Committee consists of senior City executives and elected officials.

SPP 2023 contribution rates

Members' rate	2.37% of annual earnings
City rate	2.90% of annual earnings
2023 Income Tax Act Salary Cap	\$175,333

Overcap Pension Plan (OCP)

The Overcap Pension Plan is a single employer defined benefit retirement arrangement. All eligible City exempt employees in senior positions who have opted into the SPP are automatically enrolled in the OCP. The OCP provides a two per cent benefit on earnings above the Income Tax Act maximum for OCP service.

The City funds the OCP. No contributions are required from plan members.

Calgary Firefighters Supplementary Pension Plan (FSPP)

The Calgary Firefighters Supplementary Pension Plan is a jointly sponsored defined benefit pension plan. All City Firefighters participate in the FSPP. Participation is mandatory. The FSPP enhances the LAPP benefit to a full two per cent of earnings up to age 65.

The City and FSPP plan members make contributions to the Plan. Rates are reviewed triennially and set by the FSPP Board of Trustees consisting of both union and City representatives.

FSPP 2023 contribution rates

Members' rate	2.55% of annual earnings
City rate	3.12% of annual earnings
2023 Income Tax Act Salary Cap	\$195,313

Benefits

City of Calgary benefit plans

Municipal Employees Benefit Association of Calgary (MEBAC) Benefits Plan

All eligible City employees (except Firefighters) are covered by the MEBAC benefits plan.

MEBAC is a registered society working with The City on a single, consistent, cost effective benefits plan for employees. MEBAC manages and administers employee contributions to the plan. It also partners and negotiates with The City on changes to benefit plan design. The MEBAC board consists of representatives from all but one of The City's unions and associations as well as City representatives.

The City and plan members make contributions to the plan. Rates are reviewed annually and set by the MEBAC Board. Plan members select their extended health and dental coverage level upon hire and may change it once per year during annual enrolment. All other benefit plans are mandatory.

MEBAC 2023 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$2,700/year as per Jan 1, 2023	No Contributions	\$2,700/year as per Jan 1, 2023
Extended Health Level 2	\$5.90 biweekly	\$64.60 biweekly	\$11.80 biweekly	\$129.20 biweekly
Dental Level 1	No contributions	\$1,200/year as per Jan 1, 2023	No contributions	\$1,200/year as per Jan 1, 2023
Dental Level 2	\$2.80 biweekly	\$28.30 biweekly	\$5.60 biweekly	\$56.60 biweekly
Dental Level 3	\$15.90 biweekly	\$28.30 biweekly	\$31.80 biweekly	\$56.60 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.06415/\$1000 biweekly	
Optional Life Insurance	100% employee paid (rates)		No contributions	
Optional Critical Illness	100% employee paid (rates)		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary (to a maximum duration of 119 days)	
Long Term Disability	1.25% of biweekly salary as of Jan 1, 2023		No contributions	

For more information: calgary.ca/benefits

Calgary Firefighters Benefit Plan

All City Firefighters and Fire Mechanics are covered by this benefits plan.

The City and plan members make contributions to the plan. Rates are reviewed and set annually by the Fire Benefits Committee, consisting of both union and City representatives. Plan members select their life insurance level upon hire. All other benefit plans are mandatory.

Firefighter 2023 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$19.24 biweekly	\$44.87 biweekly	\$42.08 biweekly	\$98.17 biweekly
Dental	\$6.16 biweekly	\$24.65 biweekly	\$15.89 biweekly	\$63.57 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.03692/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01231/\$1,000 biweekly		2 times annual salary x 0.02461/\$1,000 biweekly	
Optional Life Insurance	100% employee paid <u>(rates)</u>		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary	
Long Term Disability	1.406% of biweekly salary		No contributions	

For more information: calgary.ca/benefits

Perquisites

Flexible Spending Account

The Flexible Spending Account (FSA) is offered to exempt employees in senior positions. The employee is given cash-equivalent credits based on their position. The credits can be taken as reimbursement for non-taxable health expenses (as defined by Canada Revenue Agency), as cash, or a combination of the two. Annual credits are allotted as per the chart below:

Level	Salary Range	Annual Credit Amount
Level 1	Exempt Level F	\$1,000
Level 2	Exempt Level G or H	\$2,000
Level 3	Director, General Manager and City Manager	\$3,000

Active Living Program

All City employees may participate in this program. When an employee purchases an annual pass to a City of Calgary Aquatic and Fitness Centre or a City Partner facility, The City will provide partial reimbursement to help cover the cost. Reimbursements are as follows:

City of Calgary Facility	\$250
City Partner Facility	\$200

Car Allowance

Directors, General Managers and City Manager are eligible for an annual flat rate car allowance. The current rates are:

Director	\$4,800
General Manager and City Manager	\$7,150

Managers may choose a flat rate car allowance of \$1,040 or a per kilometre reimbursement. All other City employees are eligible for “per kilometre” reimbursement when they use their personal vehicles to conduct City business. Reimbursement rates are based on Canada Revenue Agency published guidelines.

For more information see the [Car Allowance Policy](#).

Executive Business Expense Allowance

General Managers and City Manager are paid this allowance at a rate of \$2,400/year.

Executive Health Assessment

Directors, General Managers and City Manager are eligible to receive an annual comprehensive executive health assessment. This option is currently valued at \$1,725.

Parking

Directors, General Managers and City Manager are each provided an underground parking stall. Other positions may be eligible for parking if it is required specifically for carrying out their duties on behalf of The City.

For more information see [the Employee Parking Policy](#).

Retirement and Financial Counselling

Directors, General Managers and City Manager are eligible to receive a one-time retirement and financial planning service. This option is currently valued at \$4,250.