

2019 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.

Our compensation philosophy

The City of Calgary strives to be an employer of choice, offering compensation that enables us to attract and retain qualified employees to deliver services to citizens. The City recognizes its responsibility as a public sector employer and balances providing competitive compensation with The City's ability to pay. This aligns with Council's priority of a "well-run city."

How pay is determined

The City considers both internal and external factors when determining pay.

Internally, jobs are classified by measuring their value relative to other jobs at The City. This ensures objective, consistent, and gender-neutral job evaluation. The City's highest paid jobs require highly skilled, experienced and qualified people who are accountable for the delivery of City programs and services. These include General Manager and Director positions.

Part of The City's responsibility as a public sector employer is to consider external factors to assess pay levels and trends. The City monitors public and private sector markets where it competes for talent. The City does not intend to lead the market and instead strives for pay that is responsive to the current market conditions, with a focus on the public sector.

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 do not have collective agreements. Each year, the performance of exempt employees is reviewed in relation to The City's business goals. If an exempt employee meets their goals and budget has been approved, they may be given an annual increase within the salary range for their position. Salary ranges for exempt employees can be found at [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 Administrative Leadership Team 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 if a pay increase applies depending on the position, type of increase and budgets. 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	Administrative Leadership Team (City Manager and General Managers)
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 2019 May 6 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 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, Youth Justice Social Worker, Community Social Worker, etc. have been grouped as Social Worker.
 - › Positions that are similar in function and operate at various levels have been grouped by pay level. For example:
 - Labourer Calgro, 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.

- 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 Official compensation information is posted on The Office of Councillors' website.

Compensation Disclosure List

Position title	Minimum annual base rate	Maximum annual base rate
311 Business Advisor	\$71,817	\$96,023
311 Coordinator	\$77,891	\$117,609
311 Subject Matter Expert	\$53,417	\$71,417
911 Support Analyst	\$71,817	\$113,841
Aboriginal Community Worker	\$71,817	\$96,023
Aboriginal Youth Outreach Worker	\$64,483	\$86,268
Access and Privacy Analyst	\$75,421	\$100,828
Access Calgary Scheduler	\$61,891	\$92,256
Accessible Services Operator Trainee	\$44,967	\$44,967
Accessible Services Operator*	\$42,323	\$57,896
Account Administrator	\$56,875	\$76,094
Account Management Coordinator	\$60,588	\$81,026
Accounts Payable Analyst	\$53,417	\$71,417
Accounts Receivable Analyst	\$56,875	\$76,094
Acquisition Specialist	\$68,396	\$91,419
Active Transportation Education Planner	\$68,396	\$91,419
Addressing Analyst	\$60,588	\$81,026
Addressing Coordinator	\$77,891	\$117,609
Addressing Planning Analyst	\$68,396	\$91,419
Administrative Lead	\$88,307	\$135,252
Administrative Support (Pay Level 3)	\$42,479	\$56,966
Administrative Support (Pay Level 4)*	\$46,064	\$70,616
Administrative Support (Pay Level 5)*	\$50,050	\$76,648
Administrative Support (Pay Level 6)*	\$53,271	\$81,619
Administrative Support (Pay Level 7)	\$56,875	\$76,094
Administrative Support (Pay Level 8)	\$60,588	\$81,026
Administrative Support (Pay Level 9)	\$64,483	\$86,268
Administrative Support (Pay Level B)	\$51,020	\$75,927
Administrative Support (Pay Level C)	\$61,891	\$92,256
Administrative Support Supervisor (Pay Level 10)	\$68,396	\$91,419

*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 Supervisor (Pay Level C)	\$61,891	\$92,256
Administrative Support Supervisor (Pay Level D)	\$70,196	\$104,501
Affordable Housing Research Analyst	\$82,077	\$109,741
Affordable Housing Transformation Manager	\$98,270	\$154,609
Alterations Specialist	\$61,048	\$81,619
Analytical Chemist	\$79,152	\$105,888
Analytics Integration Coordinator	\$75,421	\$100,828
Animal Behaviour Coordinator	\$73,694	\$98,592
Animal Health Technologist	\$68,396	\$91,419
Appeals Specialist	\$68,396	\$91,419
Application Administrator (Pay Level 9)	\$64,483	\$86,268
Application Administrator (Pay Level 11)	\$71,817	\$96,023
Application Analyst	\$71,817	\$96,023
Application Processing Coordinator	\$70,196	\$104,501
Applications and Inquiries Coordinator	\$77,891	\$117,609
Applications Processing Representative	\$56,875	\$76,094
Applications Support Analyst	\$64,483	\$86,268
Appraiser	\$73,694	\$98,592
Approvals Coordinator	\$77,891	\$117,609
Aquatics Operations Coordinator	\$70,196	\$104,501
Archivist	\$64,483	\$86,268
Art Centre Specialist	\$56,875	\$76,094
Asphalt and Crusher Plant Technician	\$78,166	\$104,478
Assessor	\$64,483	\$86,268
Asset Administrator 1	\$53,417	\$71,417
Asset Administrator 2	\$60,588	\$81,026
Asset Analyst	\$64,483	\$86,268
Asset Management Analyst	\$70,196	\$104,501
Asset Management GIS Technician	\$64,483	\$86,268
Asset Management GIS Technician Senior	\$68,396	\$91,419
Asset Management Lead	\$77,891	\$117,609
Asset Management Specialist	\$64,483	\$86,268
Asset Management Strategist	\$68,396	\$91,419

Position title	Minimum annual base rate	Maximum annual base rate
Asset Management Technician	\$64,483	\$86,268
Asset Management Technologist	\$68,396	\$91,419
Asset Systems Coordinator	\$77,891	\$117,609
Assistant City Solicitor	\$163,665	\$192,527
Assistant Deputy Chief	\$88,307	\$135,252
Assistant Roadmaster	\$69,098	\$77,314
Assistant Transit Scheduler	\$46,064	\$61,643
Associate Assessor	\$75,421	\$100,828
Audit Manager Information Technology	\$98,270	\$154,609
Auditor	\$61,891	\$92,256
Auto Body Man Journeyman 1	\$83,366	\$93,330
Auto Body Man Journeyman 2	\$87,526	\$97,989
Automotive Mechanic Journeyman 1	\$84,219	\$93,330
Automotive Mechanic Journeyman 2	\$87,526	\$97,989
Automotive Service Worker 2	\$65,437	\$72,488
Battalion Chief	\$157,838	\$157,838
Benefit Pay Administrator	\$60,588	\$81,026
Benefits and Pensions Financial Specialist	\$71,817	\$96,023
Benefits Liaison	\$60,588	\$81,026
Boom Truck Operator Journeyman	\$62,165	\$68,864
Boulevard Maintenance Technician	\$78,166	\$104,478
Bridge Operations Technologist	\$71,817	\$96,023
Budget and Financing Analyst	\$70,196	\$104,501
Budget Officer	\$88,307	\$135,252
Building and Facility Lead	\$77,891	\$117,609
Building Inventory Technician	\$68,396	\$91,419
Building Maintenance Lead Hand	\$68,053	\$75,424
Building Maintenance Worker (Pay Level 2)	\$58,924	\$65,287
Building Maintenance Worker (Pay Level 3)	\$62,165	\$68,864
Building Operations Coordinator	\$70,196	\$104,501
Building Regulations Control Officer	\$79,152	\$105,888
Business Analyst (Pay Level 6)	\$53,417	\$71,417
Business Analyst (Pay Level 11)	\$71,817	\$96,023

Position title	Minimum annual base rate	Maximum annual base rate
Business Analyst (Pay Level D)	\$70,196	\$104,501
Business Analyst (Pay Level E)	\$77,891	\$117,609
Business and Asset Strategies Lead	\$88,307	\$135,252
Business and Data Analyst	\$64,483	\$86,268
Business and Data Strategist	\$77,891	\$117,609
Business and Legislative Systems Coordinator	\$60,588	\$81,026
Business and Policy Analyst	\$71,817	\$96,023
Business and Policy Planner	\$77,891	\$117,609
Business and Policy Strategist	\$77,891	\$117,609
Business Application Coordinator	\$77,891	\$117,609
Business Change and Process Analyst	\$79,152	\$105,888
Business Change and Process Specialist	\$77,891	\$117,609
Business Consultant	\$77,891	\$117,609
Business Continuity and Emergency Planner	\$77,891	\$117,609
Business Continuity and Recovery Planner	\$77,891	\$117,609
Business Coordinator	\$77,891	\$117,609
Business Development Coordinator	\$88,307	\$135,252
Business Information Analyst	\$68,396	\$91,419
Business Intake Coordinator	\$60,588	\$81,026
Business Licence Registry Representative	\$56,875	\$76,094
Business Operational Coordinator	\$64,483	\$86,268
Business Operations Advisor	\$77,891	\$117,609
Business Operations Analyst (Pay Level 9)	\$64,483	\$86,268
Business Operations Analyst (Pay Level E)	\$77,891	\$117,609
Business Operations Lead Relationship Management	\$77,891	\$117,609
Business Operations Supervisor	\$77,891	\$117,609
Business Partner Integrated Civic Facilities	\$88,307	\$135,252
Business Partner Workplace Solutions	\$88,307	\$135,252
Business Performance Analyst (Pay Level 11)	\$71,817	\$96,023
Business Performance Analyst (Pay Level D)	\$70,196	\$104,501
Business Performance Data Analyst (Pay Level 8)	\$60,588	\$81,026
Business Performance Data Analyst (Pay Level D)	\$70,196	\$104,501
Business Performance Strategist	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Business Planning and Coordination Program Lead	\$110,947	\$176,864
Business Process Analyst	\$71,817	\$96,023
Business Strategies Advisor	\$68,396	\$91,419
Business Strategist (Pay Level E)	\$77,891	\$117,609
Business Strategist (Pay Level F)	\$88,307	\$135,252
Business Strategy and Contract Lead	\$77,891	\$117,609
Business Support Team Leader	\$64,483	\$86,268
Business Support Technical Analyst	\$68,396	\$91,419
Business Systems Steward	\$60,588	\$81,026
Business Systems Technologist	\$64,483	\$86,268
Business Tax Recovery Officer	\$64,483	\$86,268
Business Technology Analyst (Pay Level 11)	\$71,817	\$96,023
Business Technology Technologist	\$64,483	\$86,268
Buyer	\$64,483	\$90,581
Buyer Assistant	\$53,417	\$71,417
Bylaw Property Custodian	\$56,875	\$76,094
Calgary 911 Commander	\$110,947	\$176,864
Calgary Housing Preventative Maintenance Coordinator	\$70,196	\$104,501
Calgary Transit Relations Specialist	\$71,817	\$96,023
Calgro Driver/Operator 2	\$62,165	\$68,864
Capacity Specialist	\$77,891	\$117,609
Capital Accountant	\$68,396	\$91,419
Capital Asset Accountant	\$68,396	\$91,419
Capital Construction Coordinator	\$78,166	\$104,478
Capital Delivery Leader	\$88,307	\$135,252
Capital Infrastructure Lead	\$88,307	\$135,252
Capital Investment Strategist	\$77,891	\$117,609
Capital Lead	\$88,307	\$135,252
Capital Lifecycle Lead	\$77,891	\$117,609
Capital Planning Lead	\$77,891	\$117,609
Capital Planning Strategist	\$77,891	\$117,609
Capital Portfolio Lead	\$77,891	\$117,609
Carpenter Journeyman*	\$88,663	\$93,330

*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
Cart Maintenance Man	\$58,924	\$65,287
Cash Control Accountant	\$56,875	\$76,094
Cash Control Analyst	\$50,177	\$67,067
Cash Control Coordinator	\$56,875	\$76,094
Cash Processor	\$57,200	\$76,461
Cemeteries Administrative Coordinator	\$64,483	\$86,268
Cemeteries Superintendent	\$88,307	\$135,252
Cemetery Salesperson	\$60,588	\$81,026
Cemetery Worker	\$58,924	\$65,287
Central Irrigation Systems Coordinator	\$86,195	\$115,232
Chief Building Inspector	\$98,270	\$154,609
Chief Bylaw Officer	\$110,947	\$176,864
Chief Calgary Emergency Management Agency	\$131,500	\$200,000
Chief Cash Controller	\$77,891	\$117,609
Chief Development Inspector	\$77,891	\$117,609
Chief Electrical Inspector	\$88,307	\$135,252
Chief Financial Officer	\$190,500	\$321,500
Chief Fire Mechanic	\$137,696	\$137,696
Chief Human Resources Officer	\$155,500	\$240,000
Chief Information Technology Officer	\$155,500	\$240,000
Chief Licence Inspector	\$88,307	\$135,252
Chief Livery Inspector	\$88,307	\$135,252
Chief of Staff	\$110,947	\$176,864
Chief Plumbing and Gas Inspector	\$88,307	\$135,252
Chief Security Officer	\$131,500	\$200,000
Chief Urban Designer	\$88,307	\$135,252
Circulations Strategist	\$77,891	\$117,609
Citizen Recognition Events and Protocol	\$60,588	\$81,026
City Economist and Regulatory Lead	\$98,270	\$154,609
City Links Program Supervisor	\$64,483	\$86,268
City Manager	\$265,000	\$350,000
City Solicitor/General Counsel	\$190,500	\$321,500
Civic Partnership Consultant	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Claims Adjuster 1	\$53,417	\$71,417
Claims Adjuster 2	\$64,483	\$86,268
Claims Adjuster 3	\$70,196	\$104,501
CLASS System Business Administrator	\$70,196	\$104,501
Codes Officer	\$70,196	\$104,501
Collection Contract and Billing Coordinator	\$60,588	\$81,026
Collections Officer	\$64,483	\$86,268
Commercial Leasing Agent	\$75,421	\$100,828
Commissary Keeper	\$62,026	\$68,723
Communications Advisor	\$71,817	\$96,023
Communications and Information Lead	\$88,307	\$135,252
Communications Consultant	\$70,196	\$104,501
Communications Team Supervisor	\$77,891	\$117,609
Community Development Worker	\$71,817	\$96,023
Community Liaison	\$68,396	\$91,419
Community Peace Officer	\$68,396	\$91,419
Community Programs and Services Coordinator	\$83,156	\$111,166
Community Safety Officer	\$125,070	\$125,070
Community Shuttle Operator	\$48,536	\$48,536
Community Shuttle Operator Trainee	\$41,262	\$41,262
Complex Coordinator	\$70,196	\$104,501
Compliance Delivery Coordinator	\$77,891	\$117,609
Compliance Senior Manager	\$110,947	\$176,864
Computer Aided Design and Drafting Team Lead	\$77,891	\$117,609
Computerized Maintenance Management System Administrator	\$56,875	\$76,094
Computerized Maintenance Management System Application Administrator	\$64,483	\$86,268
Confined Entry Lead Hand	\$68,053	\$75,424
Confined Entry Operator	\$62,165	\$68,864
Conservation Policy Team Lead	\$77,891	\$117,609
Construction and Contract Coordinator	\$77,891	\$117,609
Construction Coordinator	\$75,421	\$100,828
Construction Coordinator Fibre Optics	\$77,891	\$117,609
Construction Services Estimator	\$75,421	\$100,828

Position title	Minimum annual base rate	Maximum annual base rate
Construction Supervisor	\$77,891	\$117,609
Container Maintenance Worker	\$58,924	\$65,287
Contract Inspector	\$82,077	\$109,741
Control System Services Leader	\$88,307	\$135,252
Control System Services Planning Lead	\$77,891	\$117,609
Control Systems Technologist	\$68,396	\$91,419
Controller Distribution Services	\$53,417	\$71,417
Coordinator Age Friendly Calgary	\$71,817	\$96,023
Coordinator Analytics and Reporting	\$88,307	\$135,252
Coordinator Appeal Boards	\$70,196	\$104,501
Coordinator Assessment Review Board	\$77,891	\$117,609
Coordinator Building Inspections	\$88,307	\$135,252
Coordinator Buildings	\$77,891	\$117,609
Coordinator Business Management	\$88,307	\$135,252
Coordinator Business Planning and Performance Measures	\$88,307	\$135,252
Coordinator Business Registry	\$70,196	\$104,501
Coordinator Capital Development	\$88,307	\$135,252
Coordinator Citizen Recognition and Protocol	\$77,891	\$117,609
Coordinator City Wide Policy	\$88,307	\$135,252
Coordinator Community Planning	\$88,307	\$135,252
Coordinator Community Safety	\$136,989	\$136,989
Coordinator Corporate Coordination Operations and Maintenance	\$77,891	\$117,609
Coordinator Credit and Collections	\$77,891	\$117,609
Coordinator Development Engineering and Construction	\$98,270	\$154,609
Coordinator Development Plan	\$98,270	\$154,609
Coordinator Dispatch	\$77,891	\$117,609
Coordinator Eligibility Services	\$70,196	\$104,501
Coordinator Employment Services	\$77,891	\$117,609
Coordinator Field Operations	\$77,891	\$117,609
Coordinator Field Services	\$77,891	\$117,609
Coordinator Graphic Modelling and GIS	\$77,891	\$117,609
Coordinator Growth Strategy	\$88,307	\$135,252
Coordinator Hazardous Material	\$136,989	\$136,989

Position title	Minimum annual base rate	Maximum annual base rate
Coordinator Housing Services	\$88,307	\$135,252
Coordinator Knowledge Management	\$60,588	\$81,026
Coordinator Land Administration	\$88,307	\$135,252
Coordinator Land Inventory and Circulations	\$88,307	\$135,252
Coordinator Legislation and Land Use Bylaws	\$88,307	\$135,252
Coordinator Marketing, Analysis and Feasibility	\$88,307	\$135,252
Coordinator Medical Services	\$136,989	\$136,989
Coordinator Operational Planning	\$88,307	\$135,252
Coordinator Operations	\$77,891	\$117,609
Coordinator Operations Control	\$77,891	\$117,609
Coordinator Operations Support	\$77,891	\$117,609
Coordinator Operations Workplace Centre Program	\$88,307	\$135,252
Coordinator Outside Maintenance	\$77,891	\$117,609
Coordinator Plans Examination	\$88,307	\$135,252
Coordinator Policy and Strategy	\$88,307	\$135,252
Coordinator Portfolio Strategy and Planning	\$88,307	\$135,252
Coordinator Process Computer Systems	\$77,891	\$117,609
Coordinator Project Management	\$88,307	\$135,252
Coordinator Public Infrastructure	\$88,307	\$135,252
Coordinator Public Safety and Enforcement	\$88,307	\$135,252
Coordinator Real Estate Acquisitions	\$88,307	\$135,252
Coordinator Real Estate Client Service	\$88,307	\$135,252
Coordinator Real Estate Leasing and Property Management	\$88,307	\$135,252
Coordinator Real Estate Sales	\$88,307	\$135,252
Coordinator Rent Supplementation	\$70,196	\$104,501
Coordinator Revenue Streams	\$88,307	\$135,252
Coordinator Schedules	\$77,891	\$117,609
Coordinator Service Planning Analytics and Reporting	\$88,307	\$135,252
Coordinator Stoney Transit Facility	\$88,307	\$135,252
Coordinator Strategic Initiatives	\$88,307	\$135,252
Coordinator Strategic Planning	\$88,307	\$135,252
Coordinator Stream 3 and Bylaw Review	\$88,307	\$135,252
Coordinator Sustainability Strategy	\$88,307	\$135,252

Position title	Minimum annual base rate	Maximum annual base rate
Coordinator Tax Account Maintenance	\$70,196	\$104,501
Coordinator Tax Advisory Services	\$77,891	\$117,609
Coordinator Tax Billing and Adjustment	\$70,196	\$104,501
Coordinator Tax Systems	\$77,891	\$117,609
Coordinator Technical Services	\$88,307	\$135,252
Coordinator Technology Solutions	\$77,891	\$117,609
Coordinator Track and Way	\$77,891	\$117,609
Coordinator Training	\$136,989	\$136,989
Coordinator Training and Development	\$88,307	\$135,252
Coordinator Transit Data	\$77,891	\$117,609
Coordinator Transit Fleet	\$88,307	\$135,252
Coordinator Workplace Solutions	\$88,307	\$135,252
Copywriter	\$64,483	\$86,268
Corporate Accommodation Strategist	\$77,891	\$117,609
Corporate and Innovative Finance Leader	\$98,270	\$154,609
Corporate Billing Analyst	\$53,417	\$71,417
Corporate Consultant	\$77,891	\$117,609
Corporate Content Management Team Lead	\$71,817	\$96,023
Corporate Credit Card Program Administrator	\$56,875	\$76,094
Corporate Environmental Specialist	\$83,156	\$111,166
Corporate Environmental, Health and Safety Auditor	\$75,421	\$100,828
Corporate Finance and Grant Advisor	\$75,421	\$100,828
Corporate Finance Leader	\$88,307	\$135,252
Corporate Financial and Risk Officer	\$98,270	\$154,609
Corporate Health Consultant	\$83,156	\$111,166
Corporate Issue Management Program Manager	\$98,270	\$154,609
Corporate Occupational Hygienist	\$86,195	\$115,232
Corporate Records Coordinator	\$77,891	\$117,609
Corporate Reporting Analyst	\$70,196	\$104,501
Corporate Research Analyst	\$61,891	\$92,256
Corporate Tangible Capital Assets Program Manager	\$98,270	\$154,609
Corporate Tax and Regulatory Analyst	\$77,891	\$117,609
Corporate Web Communications Advisor	\$68,396	\$91,419

Position title	Minimum annual base rate	Maximum annual base rate
Corporate Worker's Compensation Board Coordinator	\$56,875	\$76,094
Corrosion Technician	\$69,243	\$92,602
Cost Recovery Specialist	\$53,417	\$71,417
Council Policy and Agreements Administrator	\$60,588	\$81,026
Court Coordinator	\$70,196	\$104,501
CPAG Research Analyst	\$68,396	\$91,419
CPIC Court Supervisor	\$73,694	\$98,592
CPIC Operator	\$61,048	\$81,619
Crew Foreman	\$118,456	\$118,456
Crews Foreman/Coordinator	\$126,755	\$126,755
Crisis Intervention Specialist	\$71,817	\$96,023
Cross Connection Control Inspector	\$82,077	\$109,741
Cross Connection Control Supervisor	\$77,891	\$117,609
C-Train Operator	\$58,929	\$77,162
Cultural Landscape Management Lead	\$77,891	\$117,609
Cultural Landscape Planner	\$71,817	\$96,023
Custodial Worker	\$53,372	\$59,102
Customer Account Coordinator	\$73,694	\$98,592
Customer Care Operations Coordinator	\$64,483	\$86,268
Customer Coordinator Affordable Housing	\$77,891	\$117,609
Customer Coordinator Homeowner	\$77,891	\$117,609
Customer Coordinator Small Business	\$77,891	\$117,609
Customer Experience Lead	\$88,307	\$135,252
Customer Management Lead	\$77,891	\$117,609
Customer Service Advisor	\$46,246	\$61,789
Customer Service and Communications Analyst	\$68,396	\$91,419
Customer Service and Communications Associate	\$60,588	\$81,026
Customer Service and Communications Liaison	\$71,817	\$96,023
Customer Service and Communications Planner	\$75,421	\$100,828
Customer Service and Communications Web and Digital Analyst	\$64,483	\$86,268
Customer Service and Communications Web and Digital Planner	\$71,817	\$96,023
Customer Service Coordinator	\$88,307	\$135,252
Customer Service Lead (Pay Level 10)	\$68,396	\$91,419

Position title	Minimum annual base rate	Maximum annual base rate
Customer Service Lead (Pay Level C)	\$61,891	\$92,256
Customer Service Lead (Pay Level D)	\$70,196	\$104,501
Customer Service Lead (Pay Level E)	\$77,891	\$117,609
Customer Service Leader	\$88,307	\$135,252
Customer Service Representative (Pay Level 3)	\$42,588	\$56,966
Customer Service Representative (Pay Level 4)	\$46,064	\$61,643
Customer Service Representative (Pay Level 5)*	\$50,050	\$76,648
Customer Service Representative (Pay Level 6)	\$53,271	\$71,417
Customer Service Representative (Pay Level 7)	\$56,875	\$76,094
Customer Service Representative (Pay Level 8)	\$60,479	\$81,026
Customer Technology Coordinator	\$71,817	\$96,023
Data Analysis Technician	\$68,396	\$91,419
Data Analyst	\$60,479	\$80,808
Data Collection Supervisor	\$77,891	\$117,609
Data Collection Technician	\$60,588	\$81,026
Data Collector	\$46,246	\$61,789
Data Management Specialist	\$68,396	\$91,419
Data Scientist	\$77,891	\$117,609
Data Specialist	\$60,588	\$81,026
Data Strategist	\$77,891	\$117,609
Database Analyst	\$77,891	\$117,609
Department ID Support Administrator	\$56,875	\$76,094
Departmental Strategic Advisor	\$110,947	\$176,864
Deputy Chief Calgary Emergency Management Agency	\$110,947	\$176,864
Deputy Chief Livery Inspector	\$77,891	\$117,609
Deputy City Auditor	\$98,270	\$154,609
Deputy City Clerk	\$98,270	\$154,609
Deputy City Manager	\$190,500	\$321,500
Deputy Commander	\$98,270	\$154,609
Deputy Commander Technology and Business Services	\$98,270	\$154,609
Deputy Director Green Line	\$131,500	\$200,000
Deputy Fire Chief	\$110,947	\$176,864
Design and Development Technologist	\$68,396	\$91,419

*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
Design Technician	\$71,817	\$96,023
Desktop System Administrator	\$71,817	\$96,023
Development and Planning Advisor	\$77,891	\$117,609
Development and Planning Technician	\$68,396	\$91,419
Development Approvals Development Technologist	\$71,817	\$96,023
Development Compliance Inspector	\$64,483	\$86,268
Development Coordinator	\$79,152	\$105,888
Development Inspector	\$68,396	\$91,419
Development Lead	\$77,891	\$117,609
Development Production Analyst	\$68,396	\$108,290
Development Technologist (Pay Level 11)	\$71,817	\$96,023
Development Technologist (Pay Level 12)	\$75,421	\$100,828
Development, Applications and Licensing Services Coordinator	\$71,817	\$96,023
Development, Applications and Licensing Team Lead	\$68,396	\$91,419
Digital Business Analyst	\$64,483	\$86,268
Digital Developer	\$64,483	\$86,268
Digital Marketing Measurement Analyst	\$68,396	\$91,419
Director Calgary Building Services	\$131,500	\$200,000
Director Calgary Community Standards	\$131,500	\$200,000
Director Calgary Growth Strategies	\$155,500	\$240,000
Director Calgary Housing	\$131,500	\$200,000
Director Calgary Neighbourhoods	\$131,500	\$200,000
Director Calgary Parks	\$155,500	\$240,000
Director Calgary Recreation	\$155,500	\$240,000
Director Calgary Transit	\$155,500	\$240,000
Director City Auditor	\$155,500	\$240,000
Director Community Planning	\$155,500	\$240,000
Director Corporate Analytics and Innovation	\$131,500	\$200,000
Director Customer Service and Communications	\$155,500	\$240,000
Director Environmental and Safety Management	\$131,500	\$200,000
Director Facility Management	\$155,500	\$240,000
Director Finance/City Treasurer	\$155,500	\$240,000
Director Fleet Services	\$131,500	\$200,000

Position title	Minimum annual base rate	Maximum annual base rate
Director Real Estate and Development Services	\$155,500	\$240,000
Director Resilience and Infrastructure	\$131,500	\$200,000
Director Roads	\$155,500	\$240,000
Director Supply Management	\$131,500	\$200,000
Director Transportation Infrastructure	\$155,500	\$240,000
Director Transportation Planning	\$131,500	\$200,000
Director Waste and Recycling Services	\$155,500	\$240,000
Director Water Resources	\$131,500	\$200,000
Director Water Services	\$155,500	\$240,000
Director/City Assessor	\$131,500	\$200,000
Director/City Clerk	\$131,500	\$200,000
Disability Management Advisor	\$64,483	\$86,268
Dispatcher	\$61,891	\$92,256
Distribution Control Technician	\$60,588	\$81,026
District Coordinator	\$88,307	\$135,252
District Manager	\$88,307	\$135,252
District Technician	\$73,694	\$98,592
Drainage Control Technician	\$78,166	\$104,478
Driver/Operator/Labourer	\$53,372	\$59,102
e-Business Coordinator	\$71,817	\$96,023
Eco Mentor	\$56,875	\$76,094
Economic Development Investment Fund Program Manager	\$88,307	\$135,252
Education Manager	\$77,891	\$117,609
Education Specialist	\$75,421	\$100,828
Electrical Component Assembler	\$61,194	\$75,546
Electrical Instrumentation Planner	\$112,819	\$112,819
Electrical Planner	\$112,819	\$112,819
Electrical Supervisor	\$70,196	\$104,501
Electrician Technician Journeyman	\$107,453	\$107,453
Electro Mechanic Journeyman 1	\$89,211	\$99,861
Electro Mechanic Journeyman 2	\$93,662	\$104,853
Electro Mechanic Trainee	\$83,366	\$93,330
Eligibility Specialist	\$64,483	\$86,268

Position title	Minimum annual base rate	Maximum annual base rate
Emergency Communications Manager	\$88,307	\$135,252
Emergency Communications Officer Dispatcher*	\$64,264	\$96,970
Emergency Communications Officer*	\$62,390	\$94,152
Emergency Communications Officer-in-Training	\$63,620	\$63,620
Emergency Communications Training Specialist	\$106,683	\$106,683
Emergency Management Coordinator	\$136,989	\$136,989
Emergency Management Officer	\$125,070	\$125,070
Employee Development Specialist	\$71,817	\$96,023
Employee Wellness Coordinator	\$60,588	\$81,026
Employment Analyst	\$60,479	\$80,808
Energy Management Technologist	\$64,483	\$86,268
Engage Analyst	\$64,483	\$86,268
Engage Planner	\$75,421	\$100,828
Engage Resource Unit Leader	\$88,307	\$135,252
Engagement and Research Analyst	\$60,588	\$81,026
Engineer (Pay Level D)	\$73,703	\$109,727
Engineer (Pay Level E)	\$85,682	\$129,370
Engineer (Pay Level F)	\$88,307	\$148,777
Engineer (Pay Level G)	\$98,270	\$170,071
Engineering Assistant	\$71,817	\$96,023
Engineering Technical Assistant	\$68,396	\$91,419
Engineer-in-Training	\$68,396	\$91,419
Enmax Contract Services Coordinator	\$71,817	\$96,023
Environmental Compliance Lead	\$88,307	\$135,252
Environmental Consultant	\$77,891	\$117,609
Environmental Control Environmental Specialist	\$79,152	\$105,888
Environmental Control Technologist	\$71,817	\$96,023
Environmental Educator	\$53,417	\$71,417
Environmental Planning Supervisor	\$77,891	\$117,609
Environmental Specialist	\$75,421	\$100,828
Equipment Maintainer	\$71,926	\$80,621
Equipment Operator	\$62,165	\$68,864
Equipment Operator Backhoe	\$62,165	\$68,864

*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 Operator Crane Truck and Bobcat	\$62,165	\$68,864
Equipment Operator High Pressure	\$62,165	\$68,864
Equipment Operator Hydrovac and Repair	\$62,165	\$68,864
Equipment Operator Hydrovac Cable Cleaning Machine	\$62,165	\$68,864
Equipment Operator Loader Commercial Garbage Collector	\$62,165	\$68,864
Equipment Operator Mowers	\$58,924	\$65,287
Equipment Operator Roll Off	\$58,924	\$65,287
Equipment Operator Tapping Truck	\$62,165	\$68,864
Equipment Operator Toolcat 72" and Larger	\$58,924	\$65,287
Equipment Operator Trackhoe	\$62,165	\$68,864
Equipment Technician	\$60,588	\$81,026
Erosion Control Technician	\$75,421	\$100,828
Estimator	\$82,077	\$109,741
Event Coordinator	\$71,817	\$96,023
Event Management Advisor	\$60,588	\$81,026
Event Services Representative	\$53,417	\$71,417
Event Specialist	\$53,417	\$71,417
Excavation Permit Inspector	\$64,483	\$86,268
Executive Advisor (Pay Level E)	\$77,891	\$117,609
Executive Advisor (Pay Level F)	\$88,307	\$135,252
Executive Assistant	\$61,891	\$92,256
Exercise Physiologist	\$64,483	\$86,268
Exercise Physiologist Supervisor	\$68,396	\$91,419
Facilities and Business Support Leader	\$77,891	\$117,609
Facilities Maintenance Supervisor	\$70,196	\$104,501
Facilities Planner	\$71,817	\$96,023
Facility Asset Management Analyst	\$64,483	\$86,268
Facility Attendant	\$62,165	\$68,864
Facility Attendant Olympic Park	\$58,924	\$65,287
Facility Coordinator	\$64,483	\$86,268
Facility Operations Coordinator	\$75,421	\$100,828
Fair Entry Administrator*	\$56,875	\$86,965
Fair Entry Coordinator	\$75,421	\$100,828

*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
Fare Analyst	\$60,588	\$81,026
Farebox Handler	\$60,632	\$67,850
Field Logistics Supervisor	\$70,196	\$104,501
Finance and Regulatory Strategist	\$77,891	\$117,609
Finance Consultant	\$70,196	\$104,501
Finance Coordinator	\$75,421	\$100,828
Finance Lead	\$88,307	\$135,252
Finance Leader Corporate Billing and Accounts Receivable	\$77,891	\$117,609
Financial and Rates Analyst	\$77,891	\$117,609
Financial and Regulatory Analyst	\$77,891	\$117,609
Financial Coordinator	\$88,307	\$135,252
Financial Governance Coordinator	\$75,421	\$100,828
Financial Reporting Consultant	\$77,891	\$117,609
Financial Reporting Officer	\$98,270	\$154,609
Financial Services Lead	\$77,891	\$117,609
Financial Strategist	\$77,891	\$117,609
Financial Support Specialist	\$53,417	\$71,417
Fire Captain	\$125,078	\$125,078
Fire Chief	\$155,500	\$240,000
Fire District Chief	\$137,985	\$137,985
Fire Inspections Coordinator	\$136,989	\$136,989
Fire Investigations Coordinator	\$136,989	\$136,989
Fire Investigator	\$125,078	\$125,078
Fire Lieutenant	\$117,128	\$117,128
Fire Marshall	\$157,830	\$157,830
Fire Mechanic 1	\$96,138	\$96,138
Fire Mechanic 2	\$100,859	\$100,859
Fire Recruitment Officer	\$125,070	\$125,070
Fire Response Paramedic	\$112,454	\$112,454
Fire Safety Codes Officer 1	\$123,094	\$123,094
Fire Safety Codes Officer 2	\$125,070	\$125,070
Fire Training Officer	\$125,070	\$125,070
Firefighter 1	\$64,537	\$99,263

Position title	Minimum annual base rate	Maximum annual base rate
Firefighter 2	\$101,250	\$101,250
Firefighter 3	\$103,238	\$103,238
First Appearance Prosecutor	\$70,196	\$104,501
Fitter Fabricator	\$65,437	\$72,488
Fleet Asset Administrator	\$60,588	\$81,026
Fleet Lineup Attendant	\$60,632	\$67,850
Fleet Lineup Attendant Lead Hand	\$62,670	\$70,179
Fleet Manager	\$88,307	\$135,252
Foreman (Pay Level 3)	\$76,768	\$76,768
Foreman (Pay Level 4)*	\$80,245	\$84,469
Foreman (Pay Level 5)*	\$84,276	\$88,712
Foreman (Pay Level 6)*	\$94,354	\$99,320
Foreman (Pay Level 6 Out-of-Schedule)*	\$94,354	\$105,560
Foreman (Pay Level 7)	\$100,045	\$100,045
Forms Analyst	\$56,875	\$76,094
Frontline Operations Support	\$70,196	\$104,501
Fuel Management Technician	\$58,924	\$65,287
Funding Strategist	\$75,421	\$100,828
Garage Cleaner	\$58,490	\$65,520
Gardener Parks	\$68,053	\$75,424
General Manager Community Services	\$190,500	\$321,500
General Manager Planning and Development	\$190,500	\$321,500
General Manager Transportation	\$190,500	\$321,500
General Manager Utilities and Environmental Protection	\$190,500	\$321,500
Geospatial Analyst (Pay Level 10)	\$68,396	\$91,419
Geospatial Analyst (Pay Level 11)	\$71,817	\$96,023
Geospatial Business Specialist	\$77,891	\$117,609
Geospatial Business Strategist	\$77,891	\$117,609
Geospatial Coordinator	\$75,421	\$100,828
Geospatial Fusion Specialist	\$71,817	\$96,023
Geospatial Technician	\$56,875	\$76,094
Geospatial Technician Cartography	\$64,483	\$86,268
Geospatial Technician Drafting	\$64,483	\$86,268

*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
Geotechnical Engineering Assistant	\$68,396	\$91,419
GIS Asset Management Technologist	\$68,396	\$91,419
GIS Data Coordinator	\$77,891	\$117,609
GIS Specialist	\$79,152	\$105,888
Golf Course Attendant	\$50,210	\$67,085
Golf Course Business Development Coordinator	\$70,196	\$104,501
Golf Course Clubhouse Supervisor	\$70,196	\$104,501
Golf Course Operations Coordinator	\$77,891	\$117,609
Governance Advisor	\$75,421	\$100,828
Government and Communications Relations Lead	\$88,307	\$135,252
Graphic Systems Program Analyst	\$71,817	\$96,023
Green Line Planning Lead	\$88,307	\$135,252
Groundman 1	\$61,194	\$75,546
Groundman 2	\$65,458	\$80,829
Growth and Business Strategist	\$77,891	\$117,609
Hazardous Materials Officer	\$125,070	\$125,070
HCM Application Specialist	\$77,891	\$117,609
HCM Data Management Specialist	\$61,891	\$92,256
Health and Safety Coordinator	\$136,989	\$136,989
Health and Safety Officer	\$125,070	\$125,070
Health Wellness and Fitness Coordinator	\$71,817	\$96,023
Heavy Equipment Technician 1	\$84,219	\$93,330
Heavy Equipment Technician 2	\$87,526	\$97,989
Heavy Equipment Technician Apprentice	\$60,674	\$88,670
Heritage Building Rehabilitation Program Manager	\$77,891	\$117,609
Housing Leader	\$88,307	\$135,252
Housing Services Inspector	\$60,588	\$81,026
Housing Services Maintenance Lead	\$70,196	\$104,501
Housing Transformation Leader	\$88,307	\$135,252
Human Resources Analyst	\$70,196	\$104,501
Human Resources Associate 1	\$56,875	\$76,094
Human Resources Associate 2	\$60,588	\$81,026
Human Resources Business Partner	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Human Resources Business Specialist	\$64,483	\$86,268
Human Resources Consultant	\$77,891	\$117,609
Hydraulic Modeling Technologist	\$71,817	\$96,023
Indemnification Agreement Coordinator	\$82,077	\$109,741
Industrial and Business Parks Project Inspector	\$68,396	\$91,419
Industrial Commercial and Institutional Program Coordinator	\$75,421	\$100,828
Industrial Monitoring Compliance Inspector	\$75,421	\$100,828
Industrial Sampler	\$64,483	\$86,268
Information Management Business Process Coordinator	\$77,891	\$117,609
Information Security Advisor	\$77,891	\$117,609
Information Technology Account Analyst	\$77,891	\$117,609
Information Technology Account Manager	\$88,307	\$135,252
Information Technology Application Analyst	\$75,421	\$113,841
Information Technology Project Analyst	\$75,421	\$100,828
Infrastructure and Asset Manager	\$98,270	\$170,071
Infrastructure Assessment Technician	\$86,195	\$115,232
Infrastructure Calgary Program Manager	\$88,307	\$135,252
Infrastructure Investment Coordinator	\$88,307	\$135,252
Infrastructure Planner	\$75,421	\$100,828
Infrastructure Strategist (Pay Level 12)	\$75,421	\$100,828
Infrastructure Strategist (Pay Level D)	\$70,196	\$104,501
Innovation Designer	\$77,891	\$117,609
Inorganic Chemist	\$75,421	\$100,828
Inspection Coordinator	\$86,195	\$115,232
Inspector	\$77,891	\$117,609
Instrumentation Technician Journeyman	\$107,453	\$107,453
Integrated Marketing Communications Consultant	\$70,196	\$104,501
Integrated Pest Management Lead	\$77,891	\$117,609
Integrated Pest Management Technician	\$68,396	\$91,419
Intellectual Property Analyst	\$77,891	\$117,609
Intelligence Analyst	\$61,891	\$92,256
Interior Construction Administrator	\$64,483	\$86,268
Interior Construction Team Supervisor	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Interior Designer	\$64,483	\$86,268
Intermediate Development Technologist	\$71,817	\$96,023
Internal Relations Strategist	\$77,891	\$117,609
Inventory Analyst	\$60,588	\$81,026
Inventory Recovery Specialist	\$71,817	\$96,023
Investigative Analyst	\$61,891	\$92,256
Investment Recovery Specialist	\$61,048	\$81,619
Issue Strategist (Pay Level D)	\$70,196	\$104,501
Issue Strategist (Pay Level E)	\$77,891	\$117,609
Junior Business Analyst	\$50,177	\$67,067
Junior Water Monitoring Technician	\$56,875	\$76,094
Knowledge Management Specialist	\$68,396	\$91,419
Laboratory Process Specialist	\$68,396	\$91,419
Laboratory Project Coordinator	\$79,152	\$105,888
Laboratory Technician	\$64,483	\$86,268
Labourer (Pay Level 1)	\$53,372	\$59,102
Labourer (Pay Level 2)	\$58,924	\$65,287
Labourer Electrical	\$52,749	\$65,125
Land Agent 2	\$71,817	\$96,023
Land Agent 3	\$79,152	\$105,888
Land Assistant	\$56,875	\$76,094
Land Inventory Technician	\$68,396	\$91,419
Land Titles Officer	\$68,396	\$91,419
Land Titles Technician	\$60,588	\$81,026
Landfill Operations Superintendent	\$77,891	\$117,609
Landfill Scale Operator	\$58,924	\$65,287
Landscape Architect	\$75,421	\$100,828
Landscape Data and Analysis Supervisor	\$77,891	\$117,609
Law Librarian	\$61,891	\$92,256
Lawyer 1	\$77,891	\$126,184
Lawyer 2	\$88,307	\$148,297
Lawyer 3	\$98,270	\$174,316
Lead Customer Service	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Lead Golf Course Operations	\$88,307	\$135,252
Lead Hand Quality Controller	\$66,955	\$75,026
Lead Logistics	\$86,195	\$115,232
Lead Programs and Services	\$88,307	\$135,252
Lead Research and Analytics	\$88,307	\$135,252
Lead Shelter Services	\$70,196	\$104,501
Lead Specialist*	\$106,683	\$112,017
Lead Technical Advisor	\$77,891	\$117,609
Leader Accounting Research	\$88,307	\$135,252
Leader Acquisitions	\$88,307	\$135,252
Leader Advertising	\$88,307	\$135,252
Leader Building Infrastructure	\$88,307	\$135,252
Leader Business and Operational Performance	\$88,307	\$135,252
Leader Business and Technical Services	\$88,307	\$135,252
Leader Business Continuity and Emergency Management	\$88,307	\$135,252
Leader Business Improvements	\$88,307	\$135,252
Leader Business Planning	\$88,307	\$135,252
Leader Business Planning and Performance	\$88,307	\$135,252
Leader Business Services	\$88,307	\$135,252
Leader Business Strategies and Performance	\$98,270	\$154,609
Leader Business Strategy	\$88,307	\$135,252
Leader Business Strategy and Performance	\$77,891	\$117,609
Leader Business Systems	\$88,307	\$135,252
Leader Business Technology Services	\$88,307	\$135,252
Leader Capital Investments	\$88,307	\$135,252
Leader Channel Marketing	\$88,307	\$135,252
Leader Claims	\$88,307	\$135,252
Leader Client Liaison	\$88,307	\$135,252
Leader Climate	\$88,307	\$135,252
Leader Community and Customer Initiatives	\$88,307	\$135,252
Leader Compliance	\$88,307	\$135,252
Leader Corporate Asset Management	\$88,307	\$135,252
Leader Corporate Communications	\$88,307	\$135,252

*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
Leader Corporate Project Management Centre	\$88,307	\$135,252
Leader Customer Service	\$88,307	\$135,252
Leader Customer Service and Data Management	\$77,891	\$117,609
Leader Customer Strategy	\$88,307	\$135,252
Leader Data Collection	\$77,891	\$117,609
Leader Data Quality	\$77,891	\$117,609
Leader Development and Planning Advisory Services	\$88,307	\$135,252
Leader Driving Programs and Compliance	\$88,307	\$135,252
Leader Election and Census	\$77,891	\$117,609
Leader Employee Communications	\$88,307	\$135,252
Leader Employee Experience	\$88,307	\$135,252
Leader Engineering Surveying	\$88,307	\$135,252
Leader Environment and Education Initiatives	\$88,307	\$135,252
Leader Environmental Management	\$88,307	\$135,252
Leader Equipment and Materials	\$77,891	\$117,609
Leader Facility Operations	\$77,891	\$117,609
Leader Geospatial Analytics and Planning	\$88,307	\$135,252
Leader Geospatial Business Development	\$88,307	\$135,252
Leader Geospatial Infrastructure	\$88,307	\$135,252
Leader Geospatial Programs	\$88,307	\$135,252
Leader Geospatial Projects	\$88,307	\$135,252
Leader Governance Strategy	\$77,891	\$117,609
Leader Health and Wellness	\$88,307	\$135,252
Leader Human Resources (Pay Level E)	\$77,891	\$117,609
Leader Human Resources (Pay Level F)	\$88,307	\$135,252
Leader Information Analytics	\$88,307	\$135,252
Leader Information Technology	\$88,307	\$135,252
Leader Inspection Services	\$88,307	\$135,252
Leader Intellectual Property Access and Marketing	\$88,307	\$135,252
Leader Inventory Management	\$88,307	\$135,252
Leader Laboratory Operations	\$88,307	\$135,252
Leader Land	\$88,307	\$135,252
Leader Land Surveying	\$88,307	\$135,252

Position title	Minimum annual base rate	Maximum annual base rate
Leader Learning and Business Development	\$88,307	\$135,252
Leader Learning and Employee Development	\$88,307	\$135,252
Leader Logistics and Safety	\$88,307	\$135,252
Leader Meters and Cross Connection Control	\$88,307	\$135,252
Leader Microbiology Watershed Assessment	\$88,307	\$135,252
Leader Monitoring and Compliance	\$98,270	\$154,609
Leader Operational Coordination	\$88,307	\$135,252
Leader Operational Performance	\$88,307	\$135,252
Leader Operational Strategy	\$88,307	\$135,252
Leader Operations	\$88,307	\$135,252
Leader Planning and Development	\$88,307	\$135,252
Leader Procurement	\$88,307	\$135,252
Leader Productivity and Projects	\$77,891	\$117,609
Leader Program Management	\$88,307	\$135,252
Leader Program Measurement Benchmarks and Risk	\$98,270	\$154,609
Leader Public and Media Relations	\$88,307	\$135,252
Leader Public Art	\$88,307	\$135,252
Leader Regional Program	\$88,307	\$135,252
Leader Regulatory Affairs and Compliance	\$98,270	\$154,609
Leader Reporting and Compliance	\$88,307	\$135,252
Leader Research	\$88,307	\$135,252
Leader Respect and Inclusion	\$88,307	\$135,252
Leader Right of Way Management Services	\$88,307	\$135,252
Leader Risk and Liability	\$88,307	\$135,252
Leader Risk Management	\$98,270	\$154,609
Leader Service Review and Improvement	\$98,270	\$154,609
Leader Strategic Business Services	\$88,307	\$135,252
Leader Strategic Occupational Health and Safety	\$88,307	\$135,252
Leader Strategic Planning Adjustments and Report Coordination	\$98,270	\$154,609
Leader Strategic Planning and Policy	\$88,307	\$135,252
Leader Strategic Services	\$88,307	\$135,252
Leader Strategic Solutions Employee Development	\$77,891	\$117,609
Leader Strategic Workforce Planning	\$88,307	\$135,252

Position title	Minimum annual base rate	Maximum annual base rate
Leader Strategy	\$88,307	\$135,252
Leader Sustainable Infrastructure	\$88,307	\$135,252
Leader Technical Services	\$77,891	\$117,609
Leader Technical Services Delivery	\$88,307	\$135,252
Leader Technology Services	\$88,307	\$135,252
Leader Traffic	\$88,307	\$135,252
Leader Traffic Field Operations	\$70,196	\$104,501
Leader Traffic Strategic Planning	\$88,307	\$135,252
Leader Traffic Strategy and Performance	\$88,307	\$135,252
Leader Transportation	\$88,307	\$135,252
Leader Valuation	\$88,307	\$135,252
Leader Warehousing	\$77,891	\$117,609
Leader Water	\$88,307	\$135,252
Leader Water Design	\$88,307	\$135,252
Leader Watershed Strategy	\$98,270	\$154,609
Leader Web and Digital Content	\$88,307	\$135,252
Leader Web and Digital Development	\$88,307	\$135,252
Leader Workforce Schedules and Disability Management	\$88,307	\$135,252
Leadership Consultant	\$110,947	\$176,864
Leak Locator	\$68,053	\$75,424
Learning and Development Manager	\$88,307	\$135,252
Learning Production Coordinator	\$60,588	\$81,026
Leasing Agent	\$68,396	\$91,419
Legislative Advisor	\$61,891	\$92,256
Legislative Agenda Assistant	\$51,020	\$75,927
Legislative Coordinator	\$77,891	\$117,609
Library Assistant	\$56,875	\$76,094
Licence Inspector	\$78,166	\$104,478
Licence Operations Analyst	\$71,817	\$96,023
Licensing Coordinator	\$70,196	\$104,501
Lifeguard	\$62,165	\$68,864
Lift Station Supervisor	\$70,196	\$104,501
Livery Compliance Officer	\$78,166	\$104,478

Position title	Minimum annual base rate	Maximum annual base rate
Livery Licensing Assistant	\$53,417	\$71,417
Local Improvement Construction Coordinator	\$90,459	\$121,014
Logistics Leader	\$77,891	\$117,609
LRV Maintenance Planner/Scheduler	\$70,196	\$104,501
LRV Preventative Maintenance Person	\$64,834	\$72,696
Machinist Journeyman	\$83,366	\$93,330
Mail Courier	\$60,632	\$67,850
Mainline Camera Technician	\$65,000	\$86,965
Maintenance and Inspection Coordinator	\$77,891	\$117,609
Maintenance Data Steward	\$53,417	\$71,417
Maintenance Job Planner	\$73,694	\$98,592
Maintenance Labourer	\$58,490	\$65,520
Maintenance Labourer Lead Hand	\$66,955	\$75,026
Maintenance Leader	\$88,307	\$135,252
Maintenance Man Retention Pond	\$62,165	\$68,864
Maintenance Planner/Scheduler (Pay Level 9)	\$64,483	\$86,268
Maintenance Planner/Scheduler (Pay Level 10)*	\$68,396	\$104,478
Maintenance Planning Support Team Lead	\$64,483	\$86,268
Maintenance Serviceman	\$65,437	\$72,488
Maintenance Storm Infrastructure	\$62,165	\$68,864
Maintenance Supervisor	\$77,891	\$117,609
Maintenance Technician	\$107,453	\$107,453
Maintenance Worker Low Pressure Flushing Truck	\$62,165	\$68,864
Major Projects Inspector	\$75,421	\$100,828
Major Projects Manager	\$110,947	\$176,864
Management Systems Analyst	\$77,891	\$117,609
Manager Access Calgary	\$98,270	\$154,609
Manager Affordable Housing	\$98,270	\$154,609
Manager Application Services	\$98,270	\$170,071
Manager Arts and Culture	\$98,270	\$154,609
Manager Asset Information and Mapping	\$98,270	\$154,609
Manager Bonnybrook Program Delivery	\$98,270	\$170,071
Manager Bridges and Structures	\$98,270	\$170,071

*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 Building Infrastructure	\$110,947	\$176,864
Manager Building Regulations/Chief Building Officer	\$110,947	\$176,864
Manager Business Operations	\$98,270	\$154,609
Manager Business Services	\$98,270	\$154,609
Manager Calgary Parks	\$98,270	\$154,609
Manager Calgary Transportation Plan Strategy	\$98,270	\$170,071
Manager Capital Development	\$98,270	\$154,609
Manager Citizen Services	\$98,270	\$154,609
Manager City Planning and Policy Services	\$110,947	\$176,864
Manager Client Communications	\$98,270	\$154,609
Manager Client Services	\$98,270	\$154,609
Manager Climate Change and Environment	\$98,270	\$154,609
Manager Collection Services	\$110,947	\$176,864
Manager Community Planning	\$110,947	\$176,864
Manager Compliance Services	\$98,270	\$154,609
Manager Construction	\$110,947	\$191,897
Manager Contract Lifecycle Inventory and Revenue	\$98,270	\$154,609
Manager Corporate Engineering and Energy Services	\$110,947	\$191,897
Manager Corporate Initiatives	\$110,947	\$176,864
Manager Corporate Marketing Communications	\$98,270	\$154,609
Manager Corporate Projects and Asset Management	\$98,270	\$154,609
Manager Corporate Security	\$98,270	\$154,609
Manager Corporate Services	\$163,665	\$192,527
Manager Creative Services	\$98,270	\$154,609
Manager Customer Advisory Services	\$98,270	\$154,609
Manager Customer and Government Services	\$98,270	\$154,609
Manager Customer and Strategic Services	\$110,947	\$176,864
Manager Customer Experience	\$98,270	\$154,609
Manager Customer Services	\$98,270	\$154,609
Manager Data and Forecasting	\$98,270	\$170,071
Manager Data Services	\$98,270	\$154,609
Manager Departmental Strategy and Planning	\$98,270	\$154,609
Manager Design	\$98,270	\$170,071

Position title	Minimum annual base rate	Maximum annual base rate
Manager Development	\$98,270	\$170,071
Manager Development and Capital Services	\$98,270	\$154,609
Manager Disposal and Processing Services	\$110,947	\$191,897
Manager Drinking Water Distribution	\$110,947	\$191,897
Manager Emergency Management Operations	\$98,270	\$154,609
Manager Facility Operations	\$98,270	\$154,609
Manager Facility Planning	\$98,270	\$154,609
Manager Field Surveying Services	\$98,270	\$170,071
Manager Finance	\$110,947	\$176,864
Manager Finance Corporate Budget Office	\$110,947	\$176,864
Manager Finance Corporate Financial Reporting	\$110,947	\$176,864
Manager Finance Green Line	\$110,947	\$176,864
Manager Finance Portfolio and Strategy	\$110,947	\$176,864
Manager Fleet Maintenance	\$98,270	\$154,609
Manager Fleet Operations	\$98,270	\$170,071
Manager Geospatial Business Solutions	\$98,270	\$154,609
Manager Growth and Strategic Services	\$110,947	\$176,864
Manager Growth Funding and Investment	\$98,270	\$154,609
Manager Housing Services	\$110,947	\$176,864
Manager Human Resources	\$110,947	\$176,864
Manager Human Resources Business Advisory Services	\$110,947	\$176,864
Manager Human Resources Support Services	\$110,947	\$176,864
Manager Information Technology	\$98,270	\$154,609
Manager Infrastructure	\$110,947	\$191,897
Manager Infrastructure and Assets	\$110,947	\$191,897
Manager Infrastructure and Program Management	\$110,947	\$176,864
Manager Infrastructure Delivery	\$110,947	\$191,897
Manager Infrastructure Planning	\$110,947	\$191,897
Manager Innovation Data and External Access	\$98,270	\$154,609
Manager Intergovernmental and Corporate Strategy	\$98,270	\$154,609
Manager Investment Management	\$98,270	\$154,609
Manager Labour Relations	\$110,947	\$176,864
Manager Land and Asset Management	\$98,270	\$154,609

Position title	Minimum annual base rate	Maximum annual base rate
Manager Leadership Development and Service Strategies	\$98,270	\$154,609
Manager Legal Services	\$98,270	\$174,316
Manager Litigation	\$163,665	\$192,527
Manager Liveable Streets	\$98,270	\$170,071
Manager LRT Projects	\$98,270	\$170,071
Manager Maintenance	\$110,947	\$191,897
Manager Major Road Projects	\$98,270	\$170,071
Manager Neighbourhood Support	\$98,270	\$154,609
Manager Network Planning	\$98,270	\$170,071
Manager Occupational Health and Safety	\$98,270	\$154,609
Manager Operational Performance and Public Engagement	\$98,270	\$154,609
Manager Operational Services	\$98,270	\$154,609
Manager Operational Transit Planning	\$98,270	\$154,609
Manager Partnership Management	\$98,270	\$154,609
Manager Partnership Services	\$98,270	\$154,609
Manager People and Culture	\$110,947	\$176,864
Manager Performance and Quality	\$98,270	\$154,609
Manager Procurement (Pay Level Engineering G)	\$98,270	\$170,071
Manager Procurement (Pay Level H)	\$110,947	\$176,864
Manager Project Access	\$110,947	\$176,864
Manager Prosecutions Section	\$163,665	\$192,527
Manager Quality and Compliance	\$98,270	\$170,071
Manager Real Estate and Expropriation	\$163,665	\$192,527
Manager Regional Operations	\$98,270	\$154,609
Manager Research Legislative Services and Administration	\$163,665	\$192,527
Manager Ring Road Integration	\$98,270	\$170,071
Manager Risk Management and Claims/CRIO	\$110,947	\$176,864
Manager Sales and Acquisitions	\$110,947	\$176,864
Manager Service Design	\$98,270	\$154,609
Manager Social Programs	\$98,270	\$154,609
Manager Strategic Business Services	\$98,270	\$154,609
Manager Strategic Services (Pay Level G)	\$98,270	\$154,609
Manager Strategic Services (Pay Level Engineering H)	\$110,947	\$191,897

Position title	Minimum annual base rate	Maximum annual base rate
Manager Sustainability Strategy	\$98,270	\$154,609
Manager Taking Care Business	\$88,307	\$135,252
Manager Talent Management	\$110,947	\$176,864
Manager Tax, Receivables and Accounts Payable	\$110,947	\$176,864
Manager Total Rewards	\$110,947	\$176,864
Manager Traffic	\$110,947	\$191,897
Manager Transit Fleet	\$110,947	\$191,897
Manager Transit Operations	\$110,947	\$176,864
Manager Transit Planning	\$98,270	\$170,071
Manager Transportation Development Services	\$98,270	\$170,071
Manager Transportation Strategy	\$98,270	\$170,071
Manager Treasury	\$110,947	\$176,864
Manager Urban Strategy	\$110,947	\$176,864
Manager Valuation	\$98,270	\$154,609
Manager Warehouse and Inventory	\$98,270	\$154,609
Manager Wastewater and Stormwater	\$110,947	\$191,897
Manager Wastewater Treatment	\$110,947	\$191,897
Manager Water Quality Services	\$110,947	\$176,864
Manager Water Treatment	\$110,947	\$176,864
Manager Watershed Planning	\$110,947	\$176,864
Managing Chief Approvals	\$98,270	\$154,609
Managing Chief Inspections	\$98,270	\$154,609
Managing Director Calgary Approvals	\$155,500	\$240,000
Market Analyst	\$75,421	\$100,828
Market Strategist	\$77,891	\$117,609
Master Indemnification Technician	\$78,166	\$104,478
Materials and Equipment Technician	\$60,588	\$81,026
Measurement Analyst	\$68,396	\$91,419
Mechanical and Pond Maintenance Worker	\$62,165	\$68,864
Mechanical Drafting Technologist	\$64,483	\$86,268
Mechanical Maintenance Worker (Pay Level 3)*	\$62,165	\$72,488
Mechanical Maintenance Worker (Pay Level 4)	\$68,053	\$75,424
Mechanical Maintenance Worker Lead Hand	\$68,053	\$75,424

*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
Meter Serviceman	\$62,165	\$68,864
Meters Supervisor	\$70,196	\$104,501
Milling Project Coordinator	\$71,817	\$96,023
Millwright Apprentice	\$64,667	\$90,147
Millwright Journeyman*	\$83,366	\$97,989
Neighbourhood Partnership Coordinator	\$71,817	\$96,023
Network Technician	\$64,483	\$86,268
Occupational Health Nurse	\$71,817	\$96,023
Open Data Strategist	\$70,196	\$104,501
Operational Supervisor	\$77,891	\$117,609
Operations Analyst	\$60,588	\$81,026
Operations and Maintenance Storm Operations Supervisor	\$70,196	\$104,501
Operations and Maintenance Supervisor	\$77,891	\$117,609
Operations Asset Coordinator	\$64,483	\$86,268
Operations Control Centre Supervisor	\$70,196	\$104,501
Operations Controller	\$61,891	\$92,256
Operations Controller LRT	\$70,196	\$104,501
Operations Leader	\$88,307	\$135,252
Operations Strategist	\$77,891	\$117,609
Operations Support Lead	\$77,891	\$117,609
Organic Chemist	\$83,156	\$111,166
Outside Maintenance Service Foreman	\$61,891	\$92,256
Painter Journeyman*	\$75,837	\$84,885
Paralegal	\$60,588	\$81,026
Paralegal Real Estate	\$64,483	\$86,268
PARIS Administrator	\$60,588	\$81,026
Parking Strategist	\$88,307	\$135,252
Parks Community Strategist	\$77,891	\$117,609
Parks Development Coordinator	\$79,152	\$105,888
Parks Ecologist	\$75,421	\$100,828
Parks Events Specialist	\$64,483	\$86,268
Parks Infrastructure Lead	\$77,891	\$117,609
Parks Inspector	\$78,166	\$104,478

*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
Parks Pathways Lead	\$77,891	\$117,609
Parks Program Coordinator	\$64,483	\$86,268
Parks Shift Supervisor	\$70,196	\$104,501
Parks Staffing Coordinator	\$70,196	\$104,501
Parks Worker (Pay Level 2)	\$58,924	\$65,287
Parks Worker (Pay Level 3)	\$62,165	\$68,864
Parks Worker Irrigation Lead Hand	\$62,165	\$68,864
Partnership Administrator	\$60,588	\$81,026
Partnership Coordinator	\$77,891	\$117,609
Parts Technician Journeyman 1	\$79,206	\$88,691
Parts Technician Journeyman 2	\$84,219	\$95,763
Pathway and Trail Technician	\$64,483	\$86,268
Paving Supervisor	\$70,196	\$104,501
Payment Card Industry Coordinator	\$88,307	\$135,252
Payroll Administrator	\$60,588	\$81,026
Payroll Support Administrator	\$53,417	\$71,417
Pension and Benefit Analyst	\$68,396	\$91,419
Pension Specialist	\$64,483	\$86,268
Performance and Quality Management Lead	\$70,196	\$104,501
Performance Management Technologist	\$71,817	\$96,023
Performance Measurement Coordinator	\$71,817	\$96,023
Personnel Coordinator	\$70,196	\$104,501
Pipeman	\$62,165	\$68,864
Planner 1	\$71,817	\$96,023
Planner 2*	\$79,152	\$121,014
Planning Analyst	\$68,396	\$91,419
Planning and Partnership Management Lead	\$88,307	\$135,252
Planning Designer	\$64,483	\$86,268
Planning Engineering Technician	\$60,588	\$81,026
Planning Manager	\$98,270	\$154,609
Planning Services Technician (Pay Level 8)	\$60,588	\$81,026
Planning Services Technician (Pay Level 9)	\$64,483	\$86,268
Planning Technician	\$68,396	\$91,419

*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 Maintainer 1	\$71,926	\$80,621
Plant Maintainer 2	\$75,525	\$84,656
Plant Maintenance Helper	\$53,372	\$59,102
Plant Maintenance Man*	\$58,924	\$68,723
Plant Maintenance Supervisor	\$70,196	\$104,501
Plant Maintenance Support	\$60,632	\$67,850
Plant Operations Supervisor	\$77,891	\$117,609
Plant Operator 1	\$62,165	\$68,864
Plant Operator 2	\$68,864	\$68,864
Plant Operator 3	\$74,535	\$82,597
Plant Operator Boiler	\$68,053	\$75,424
Plant Operator Intermediate	\$70,132	\$70,132
Plant Operator Junior	\$65,287	\$65,287
Plant Operator Senior	\$75,908	\$84,118
Playfield Coordinator	\$71,817	\$96,023
Plumber Journeyman*	\$80,008	\$93,330
Policy and Administrative Lead	\$61,891	\$92,256
Policy Coordinator	\$60,588	\$81,026
Portfolio Accountant	\$68,396	\$91,419
Portfolio Manager	\$88,307	\$135,252
Positioning and Navigation Specialist	\$79,152	\$105,888
Pre-Employment Drug Testing Program Leader	\$77,891	\$117,609
Preventative Maintenance Coordinator	\$60,588	\$81,026
Preventative Maintenance Person	\$62,670	\$70,179
Printing Coordinator	\$56,875	\$76,094
Process Accountant	\$56,875	\$76,094
Process and Technology Consultant	\$77,891	\$117,609
Process Coordinator	\$70,196	\$104,501
Process Manager	\$77,891	\$117,609
Process Procedure and Reporting Analyst	\$56,875	\$76,094
Procurement Coordinator	\$88,307	\$135,252
Production Artist	\$60,588	\$81,026
Production Artist Macintosh System Administrator	\$68,396	\$91,419

*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
Production Liaison Specialist	\$82,077	\$109,741
Production Services Coordinator	\$82,077	\$109,741
Production Specialist	\$64,483	\$86,268
Program Coordinator	\$61,891	\$92,256
Program Coordinator Liveable Streets	\$88,307	\$135,252
Program Lead	\$71,817	\$96,023
Program Lead Resilience Strategies	\$88,307	\$135,252
Program Lead Strategic Foresight	\$88,307	\$135,252
Program Leader Safe Workplace	\$88,307	\$135,252
Program Manager	\$88,307	\$135,252
Program Manager Centre City	\$98,270	\$154,609
Program Manager Corporate Coordinated Operations and Maintenance	\$98,270	\$154,609
Program Manager Desktop Architecture	\$88,307	\$135,252
Program Manager Identity Management	\$88,307	\$135,252
Program Manager Information Technology	\$88,307	\$135,252
Program Planner	\$75,421	\$100,828
Program Supervisor Maintenance and Inventory	\$64,483	\$86,268
Programmer Analyst	\$64,483	\$86,268
Programs and Services Coordinator	\$70,196	\$104,501
Project Analyst	\$68,396	\$91,419
Project and Development Coordinator	\$83,156	\$111,166
Project Controls Analyst	\$60,588	\$81,026
Project Coordinator	\$82,077	\$109,741
Project Coordinator Water Facilities	\$75,421	\$100,828
Project Cost Control Coordinator	\$64,483	\$86,268
Project Cost Control Specialist	\$60,588	\$81,026
Project Delivery Analyst	\$60,588	\$81,026
Project Geologist	\$77,891	\$117,609
Project Hydrogeologist	\$77,891	\$117,609
Project Inspector	\$60,588	\$81,026
Project Management Consultant (Pay Level 11)	\$71,817	\$96,023
Project Management Consultant (Pay Level E)	\$77,891	\$117,609
Project Manager (Pay Level 11)	\$71,817	\$96,023

Position title	Minimum annual base rate	Maximum annual base rate
Project Manager (Pay Level 12)	\$75,421	\$100,828
Project Manager (Pay Level 13)	\$79,152	\$105,888
Project Manager (Pay Level D)	\$70,196	\$104,501
Project Manager (Pay Level E)	\$77,891	\$117,609
Project Manager (Pay Level F)	\$88,307	\$135,252
Project Portfolio Manager	\$77,891	\$117,609
Project Reporting Coordinator	\$64,483	\$86,268
Project Reporting Team Lead	\$77,891	\$117,609
Projects Technician	\$82,077	\$109,741
Property Manager	\$68,396	\$91,419
Prosecutor Municipal Offences	\$70,196	\$104,501
Public Art Collection Specialist	\$64,483	\$86,268
Public Art Program Coordinator	\$71,817	\$96,023
Public Art Program Specialist	\$60,588	\$81,026
Public Art Project Coordinator	\$71,817	\$96,023
Public Information Officer	\$125,070	\$125,070
Public Program Coordinator	\$68,396	\$91,419
Public Realm Lead	\$88,307	\$135,252
Public Safety and Enforcement Analyst	\$71,817	\$96,023
Public Safety and Enforcement Officer	\$71,817	\$96,023
Pump Operator Lift Stations	\$62,165	\$68,864
Quality Assurance Analyst	\$64,483	\$86,268
Quality Assurance and Accreditation Strategist	\$77,891	\$117,609
Quality Assurance Technician	\$71,817	\$96,023
Quality Improvement Lead Specialist	\$93,348	\$93,348
Rail Systems Technician	\$60,588	\$81,026
Real Estate Specialist	\$77,891	\$117,609
Records and Information Management Coordinator	\$70,196	\$104,501
Records Management Support (Pay Level 5)	\$50,177	\$67,067
Records Management Support (Pay Level 6)	\$53,271	\$71,417
Records Management Support (Pay Level 7)	\$56,875	\$76,094
Records Management Support (Pay Level 8)	\$60,588	\$81,026
Records Management Support (Pay Level 9)	\$64,483	\$86,268

Position title	Minimum annual base rate	Maximum annual base rate
Records Management Support (Pay Level 10)	\$68,396	\$91,419
Records Management Support (Pay Level 11)	\$71,817	\$96,023
Records Management Support (Pay Level A)	\$39,702	\$58,780
Records Management Support (Pay Level C)	\$61,891	\$92,256
Recreation Operations Staffing Coordinator	\$70,196	\$104,501
Recreation Program Coordinator	\$71,817	\$96,023
Recreation Program Specialist (Pay Level 8)	\$60,588	\$81,026
Recreation Program Specialist (Pay Level 9)	\$64,483	\$86,268
Recruitment Analyst	\$64,483	\$86,268
Recruitment Coordinator	\$136,989	\$136,989
Recruitment Officer	\$61,891	\$92,256
Recurring Maintenance Lead	\$70,196	\$104,501
Recycle Centre Operator	\$62,165	\$68,864
Regulatory Analyst	\$77,891	\$117,609
Regulatory Program Specialist	\$71,817	\$96,023
Remittance Processing Equipment Operator	\$50,177	\$67,067
Rental Coordinator	\$64,483	\$86,268
Repair and Maintenance Operations Supervisor	\$70,196	\$104,501
Repair and Response Operations Supervisor	\$70,196	\$104,501
Repairman Bridges	\$68,053	\$75,424
Repairman Hydrant	\$62,165	\$68,864
Repairman Roadmarking	\$58,924	\$65,287
Reporting Technical Advisor	\$64,483	\$86,268
Research Analyst (Pay Level 7)	\$56,875	\$76,094
Research Analyst (Pay Level 8)	\$60,588	\$81,026
Research and Development Analyst	\$64,483	\$86,268
Research and Policy Technician	\$56,875	\$76,094
Research Coordinator	\$75,421	\$100,828
Research Data and Analytics Lead	\$77,891	\$117,609
Residential Collection Driver	\$62,165	\$68,864
Retirement Analyst	\$68,396	\$91,419
Return to Work Coordinator	\$64,483	\$86,268
Revenue Programs Administrator	\$60,479	\$80,808

Position title	Minimum annual base rate	Maximum annual base rate
Risk Analyst 1	\$56,875	\$76,094
Risk Analyst 2	\$64,483	\$86,268
Roadmarking Lifecycle Technician	\$68,396	\$91,419
Roadmaster Track and Way	\$61,891	\$92,256
Roads Design and Development Technologist	\$75,421	\$100,828
Roads Operations Coordinator	\$70,196	\$104,501
Roads Subdivision Officer	\$90,459	\$121,014
Route Planning Analyst	\$68,396	\$91,419
Safety Advisor	\$86,195	\$115,232
Safety Codes Officer	\$75,421	\$100,828
Safety Codes Officer Electrical	\$96,023	\$100,828
Safety Codes Officer Residential	\$68,396	\$91,419
Sales Agent	\$71,817	\$96,023
SCADA Systems Technologists	\$64,483	\$86,268
Scanning and Imaging Technician	\$50,177	\$67,067
Schedule and Workforce Supervisor	\$61,891	\$92,256
Scheduler*	\$56,875	\$86,965
Scheduling Supervisor	\$70,196	\$104,501
Seasonal Employment Coordinator	\$64,483	\$86,268
Securities Accountant	\$64,483	\$86,268
Security Advisor	\$77,891	\$117,609
Security Control Analyst	\$64,483	\$86,268
Security Guard	\$57,346	\$76,648
Security Operations Supervisor	\$61,891	\$92,256
Security Systems Administrator	\$56,875	\$76,094
Senior Access Planner	\$77,891	\$117,609
Senior Address Planning Analyst	\$71,817	\$96,023
Senior Administrator Business Services	\$64,483	\$86,268
Senior Architect	\$88,307	\$135,252
Senior Assessor (Pay Level 14)	\$83,156	\$111,166
Senior Assessor (Pay Level 15)	\$87,233	\$116,698
Senior Asset Management GIS Technician	\$68,396	\$91,419
Senior Auditor	\$88,307	\$135,252

*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 Biology Laboratory Technician	\$71,817	\$96,023
Senior Business Analyst Capital Budget	\$64,483	\$86,268
Senior Business Analyst Cash Control	\$68,396	\$91,419
Senior Business Analyst Revenue Control Accounts Receivable	\$56,875	\$76,094
Senior Business Strategist	\$88,307	\$135,252
Senior Buyer	\$75,421	\$110,911
Senior Cash Processor	\$60,882	\$81,432
Senior Change Controller	\$60,588	\$81,026
Senior Commercial Leasing Agent	\$79,152	\$105,888
Senior Concrete Leader	\$88,307	\$135,252
Senior Consultant	\$88,307	\$135,252
Senior Coordinator	\$65,781	\$87,972
Senior Corporate and Innovative Financial Analyst	\$88,307	\$135,252
Senior Corporate Economist	\$88,307	\$135,252
Senior Corporate Financial Analyst	\$64,483	\$86,268
Senior Corporate Financial Planner	\$98,270	\$154,609
Senior Corporate Research Analyst	\$70,196	\$104,501
Senior Corrosion Technician	\$78,166	\$104,478
Senior CPIC Court Clerk	\$69,243	\$92,602
Senior Data Analysis Technician	\$71,817	\$96,023
Senior Data Analyst	\$64,337	\$86,068
Senior Data Collection Technician	\$68,396	\$91,419
Senior Database Technology Analyst	\$71,817	\$108,290
Senior Department Accountant	\$75,421	\$100,828
Senior Development Inspector	\$71,817	\$96,023
Senior Drainage Control Technician	\$82,077	\$109,741
Senior Emergency Communications Dispatcher*	\$84,867	\$101,840
Senior Emergency Communications Officer*	\$82,391	\$98,870
Senior Emergency Manager	\$88,307	\$135,252
Senior Energy Management Environmental Conservation Technician	\$75,421	\$100,828
Senior Engineering Technician	\$71,817	\$96,023
Senior Engineering Technologist*	\$75,421	\$115,232
Senior Enterprise Architect	\$88,307	\$135,252

*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 Executive Advisor	\$88,307	\$135,252
Senior Facilities Planner	\$77,891	\$117,609
Senior Facility Attendant	\$68,053	\$75,424
Senior Financial Accountant	\$64,483	\$86,268
Senior Firefighter	\$106,208	\$106,208
Senior Geospatial Analyst	\$71,817	\$96,023
Senior Geospatial Technician Cartography	\$71,817	\$96,023
Senior Geospatial Technician Drafting	\$71,817	\$96,023
Senior Golf Course Attendant	\$61,750	\$82,617
Senior Graphic Designer	\$68,396	\$91,419
Senior Growth Management Planner	\$77,891	\$117,609
Senior Human Resources Associate	\$64,483	\$86,268
Senior Infrastructure Performance Coordinator	\$88,307	\$135,252
Senior Innovation Designer	\$77,891	\$117,609
Senior Interior Designer	\$71,817	\$96,023
Senior Laboratory Technician	\$68,396	\$91,419
Senior Leader Investments	\$98,270	\$154,609
Senior Leader Learning and Development	\$88,307	\$135,252
Senior Leader PMP Wheel Truing Attendant	\$69,098	\$77,314
Senior Leader Signals Maintenance and Construction	\$88,307	\$135,252
Senior Leader Traffic Operations	\$88,307	\$135,252
Senior Local Improvement Administrator	\$68,396	\$91,419
Senior Master Indemnification Technician	\$86,195	\$115,232
Senior Microbiologist	\$83,156	\$111,166
Senior PARIS Administrator	\$64,483	\$86,268
Senior Paving Leader	\$88,307	\$135,252
Senior Payroll Analyst	\$68,396	\$91,419
Senior Planner	\$77,891	\$117,609
Senior Planning and Policy Strategist	\$77,891	\$117,609
Senior Planning Services Technician	\$68,396	\$91,419
Senior Planning Services Technician Supervisor	\$68,396	\$91,419
Senior Planning Technician	\$71,817	\$96,023
Senior Plants Leader	\$88,307	\$135,252

Position title	Minimum annual base rate	Maximum annual base rate
Senior Process Accountant	\$64,483	\$86,268
Senior Programmer	\$60,588	\$81,026
Senior Programmer Analyst	\$71,817	\$108,290
Senior Recruitment Specialist*	\$60,588	\$92,602
Senior Regulatory Analyst	\$88,307	\$135,252
Senior Risk Strategist	\$88,307	\$135,252
Senior Safety Codes Officer	\$79,152	\$105,888
Senior Safety Codes Officer Electrical	\$111,166	\$111,166
Senior Sales Agent	\$79,152	\$105,888
Senior Scheduler	\$70,196	\$104,501
Senior Security Analyst	\$70,196	\$104,501
Senior Services Supervisor	\$64,483	\$86,268
Senior Services Worker	\$29,120	\$30,940
Senior Signals Electrician/Technician Journeyman	\$107,453	\$107,453
Senior Storekeeper	\$61,048	\$81,619
Senior Storeman	\$69,389	\$85,675
Senior Strategist	\$88,307	\$135,252
Senior Technical Advisor	\$88,307	\$135,252
Senior Technician	\$68,396	\$91,419
Senior Tire Repair Person	\$64,834	\$72,696
Senior Traffic Engineering Technician	\$75,421	\$100,828
Senior Transit Design Technician	\$71,817	\$96,023
Senior Transit Planner	\$77,891	\$117,609
Senior Transportation Planning Technician	\$75,421	\$100,828
Senior Treasury Analyst	\$71,817	\$96,023
Senior User Experience Architect	\$68,396	\$91,419
Senior Water Management Development Coordinator	\$90,459	\$121,014
Senior Water Quality Monitoring Technician	\$75,421	\$100,828
Senior Water Resources Planner	\$79,152	\$105,888
Senior Watershed Biologist	\$87,233	\$116,698
Senior Watershed Planner	\$79,152	\$105,888
Senior Works Inspector	\$78,166	\$104,478
Senior Zookeeper	\$65,437	\$72,488

*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
Seniors Services Operations Coordinator	\$75,421	\$100,828
Septic Dump Station Attendant	\$53,372	\$59,102
Sergeant Business Licence	\$86,195	\$115,232
Sergeant Bylaw Services	\$71,817	\$96,023
Sergeant Calgary Transit	\$75,421	\$100,828
Sergeant Taxi Inspections	\$82,077	\$109,741
Service Advisor	\$64,834	\$86,694
Service Camera Technician	\$65,000	\$86,965
Service Contract Coordinator	\$64,483	\$86,268
Service Foreman	\$61,891	\$92,256
Service Improvement Manager	\$77,891	\$117,609
Service Lane Attendant	\$58,490	\$65,520
Service Lane Attendant Lead Hand	\$62,670	\$70,179
Service Lane Attendant LRV	\$60,632	\$67,850
Service Lane Attendant LRV Lead Hand	\$64,834	\$72,696
Service Lane Dispatcher	\$60,632	\$67,850
Service Lane Foreman LRV	\$61,891	\$92,256
Service Request Coordinator	\$60,588	\$81,026
Service Writer	\$61,048	\$81,619
Sewers Project Inspector	\$82,077	\$109,741
Shelter Assistant	\$58,924	\$65,287
Shift Supervisor	\$70,196	\$104,501
Shop Cleaner	\$58,490	\$65,520
Shop Foreman	\$108,493	\$108,493
Shop Labourer	\$58,282	\$58,282
Shop Worker	\$62,165	\$68,864
Sign and Pavement Marking Inventory Technician	\$60,588	\$81,026
Sign Manufacturer (Pay Level 2)	\$58,924	\$65,287
Sign Manufacturer (Pay Level 3)	\$62,165	\$68,864
Sign Manufacturer (Pay Level 4)	\$68,053	\$75,424
Signals Dispatcher	\$61,194	\$75,546
Signals Electrical Planner	\$112,819	\$112,819
Signals Electrician/Technician Journeyman	\$99,486	\$99,486

Position title	Minimum annual base rate	Maximum annual base rate
Small Equipment Storeman	\$57,346	\$76,648
Small Equipment Storeperson Driver	\$48,672	\$65,104
Small Motor Mechanic	\$68,053	\$75,424
Social Planner	\$77,891	\$117,609
Social Programs Coordinator	\$75,421	\$100,828
Social Programs Specialist	\$64,483	\$86,268
Social Research Policy Analyst	\$68,396	\$91,419
Social Worker	\$71,817	\$96,023
Special Events Production Coordinator	\$75,421	\$100,828
Special Projects Leader	\$88,307	\$135,252
Special Services Technician	\$64,483	\$86,268
Sponsorship and Partnership Liaison	\$77,891	\$117,609
Sports Coordinator	\$71,817	\$96,023
Staffing Liaison Coordinator	\$61,891	\$92,256
Station Cleaner	\$56,430	\$63,170
Steambay Attendant	\$60,632	\$67,850
Steamroom/Brakeroom Attendant	\$62,670	\$70,179
Storage Administrator	\$64,483	\$86,268
Storeman	\$61,194	\$75,546
Storeperson	\$57,346	\$76,648
Storeworker*	\$62,165	\$72,488
Stormwater Pollution Prevention Specialist	\$75,421	\$100,828
Strategic Business Analyst	\$77,891	\$117,609
Strategic Legislative Analyst	\$70,196	\$104,501
Strategic Planning and Policy Coordinator	\$71,817	\$96,023
Strategic Projects Coordinator	\$68,396	\$91,419
Strategic Response Unit Coordinator	\$88,307	\$135,252
Strategist	\$77,891	\$117,609
Strategist Resilience and Infrastructure	\$77,891	\$117,609
Strategy Lead	\$88,307	\$135,252
Streetlighting Design Technologist/Inspector	\$71,817	\$96,023
Streetlight Design Technician	\$71,817	\$96,023
Structures Technician	\$71,817	\$96,023

*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
Student-at-Law	\$38,471	\$77,891
Subdivision Roads Project Inspector	\$82,077	\$109,741
Subdivision Technician	\$60,588	\$81,026
Subject Matter Expert Plant Operations	\$60,588	\$81,026
Superintendent Administrative and Shelter Services	\$88,307	\$135,252
Superintendent Arts and Culture	\$77,891	\$117,609
Superintendent Business Development	\$77,891	\$117,609
Superintendent Bylaw	\$98,270	\$154,609
Superintendent Collection Support	\$77,891	\$117,609
Superintendent Commercial Collection	\$77,891	\$117,609
Superintendent Operations	\$77,891	\$117,609
Superintendent Products and Services	\$77,891	\$117,609
Superintendent Programs	\$77,891	\$117,609
Superintendent Residential Collection	\$77,891	\$117,609
Superintendent Sports	\$77,891	\$117,609
Supervisor Arts Centre	\$71,817	\$96,023
Supervisor Calgro Operations	\$77,891	\$117,609
Supervisor Compaction Technician	\$71,817	\$96,023
Supervisor Concession Operations	\$68,396	\$91,419
Supervisor Education	\$77,891	\$117,609
Supervisor Electrical Maintenance	\$77,891	\$117,609
Supervisor Invoice Processing	\$64,483	\$86,268
Supervisor Recruitment Centre	\$77,891	\$117,609
Supervisor Residential Plans Examination	\$88,307	\$135,252
Supervisor Sales Special Programs	\$70,196	\$104,501
Supervisor Visitation and Rent	\$77,891	\$117,609
Supervisor Volunteers	\$77,891	\$117,609
Supplier Support Advisor	\$53,417	\$71,417
Supply Chain Analyst	\$64,483	\$86,268
Supply Chain Planner	\$75,421	\$100,828
Supply Functional Analyst	\$60,479	\$80,808
Surface Improvements Inspector	\$78,166	\$104,478
Survey Coordinator	\$75,421	\$100,828

Position title	Minimum annual base rate	Maximum annual base rate
Survey Equipment Technician	\$65,000	\$86,965
Surveyor	\$71,817	\$96,023
Surveyor Assistant	\$56,875	\$76,094
Sustainability Consultant	\$77,891	\$117,609
Swamper Equipment Operator Crane Truck	\$53,372	\$59,102
Swamper Equipment Operator Loader	\$58,924	\$65,287
Swim Instructor	\$62,165	\$68,864
Systems Administrator	\$56,875	\$76,094
Systems Administrator 1	\$64,483	\$86,268
Systems Administrator 2	\$75,421	\$113,841
Systems Administrator 3	\$77,891	\$117,609
Systems Control Technician	\$82,077	\$109,741
Systems Electrical Control Technician	\$107,453	\$107,453
Systems Support Manager	\$88,307	\$135,252
Tangible Capital Assets Coordinator	\$70,196	\$104,501
Tangible Capital Assets Finance Analyst	\$70,196	\$104,501
Tangible Capital Assets Financial Policy Consultant	\$77,891	\$117,609
Tangible Capital Assets Process and Policy Lead	\$77,891	\$117,609
Tangible Capital Assets Reporting Lead	\$77,891	\$117,609
Tax Account Maintenance Adjustor	\$53,417	\$71,417
Tax Billing and Adjustment Analyst	\$56,875	\$76,094
Tax Services Advisor	\$53,417	\$71,417
Taxi Inspector	\$78,166	\$104,478
Taxonomy Specialist	\$64,483	\$86,268
Team Coordinator	\$88,307	\$135,252
Team Coordinator Information Management	\$88,307	\$135,252
Team Coordinator Safety and Training	\$88,307	\$135,252
Team Coordinator Vehicle and Equipment Reliability	\$88,307	\$135,252
Team Lead Accounts Payable	\$70,196	\$104,501
Team Lead Business Improvement	\$88,307	\$135,252
Team Lead Business Innovation and Support	\$88,307	\$135,252
Team Lead Business Planning and Performance	\$88,307	\$135,252
Team Lead Business Support	\$77,891	\$117,609

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Business Technology Sustainment	\$77,891	\$117,609
Team Lead Capital Inspections	\$79,152	\$105,888
Team Lead Cathodic Protection	\$86,195	\$115,232
Team Lead Citizen Programs	\$77,891	\$117,609
Team Lead Community Social Development	\$77,891	\$117,609
Team Lead Customer Relations and Agreements	\$88,307	\$135,252
Team Lead Environmental Compliance	\$88,307	\$135,252
Team Lead Information Management	\$77,891	\$117,609
Team Lead Information Security	\$88,307	\$135,252
Team Lead Information Security Compliance and Advisory Services	\$88,307	\$135,252
Team Lead Information Security Operations	\$88,307	\$135,252
Team Lead Investigations	\$88,307	\$135,252
Team Lead Laboratory Instrumentation	\$77,891	\$117,609
Team Lead Laboratory Operations	\$77,891	\$117,609
Team Lead Microbiology	\$77,891	\$117,609
Team Lead Neighbourhood Partnership Coordinator	\$77,891	\$117,609
Team Lead Operations	\$88,307	\$135,252
Team Lead Payments	\$70,196	\$104,501
Team Lead Physical	\$88,307	\$135,252
Team Lead Preventative Social Services Partner	\$77,891	\$117,609
Team Lead Prevention Investment	\$88,307	\$135,252
Team Lead Quality Assurance/Quality Control	\$77,891	\$117,609
Team Lead Research and Reporting	\$88,307	\$135,252
Team Lead Resource Strategy	\$88,307	\$135,252
Team Lead Security Advisory	\$88,307	\$135,252
Team Lead Service Levels	\$88,307	\$135,252
Team Lead Social Program Services	\$77,891	\$117,609
Team Lead Social Supports	\$77,891	\$117,609
Team Lead Stormwater Pollution	\$88,307	\$135,252
Team Lead Strategy and Policy	\$88,307	\$135,252
Team Lead Strategy Implementation	\$88,307	\$135,252
Team Lead Tax Account Maintenance	\$64,483	\$86,268
Team Lead Tax Advisory Services	\$68,396	\$91,419

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Utility Infrastructure Planning	\$88,307	\$135,252
Team Lead Vehicles and Equipment	\$70,196	\$104,501
Team Lead Water Facilities	\$77,891	\$117,609
Team Lead Water Quality Monitoring	\$77,891	\$117,609
Team Lead Watershed Resiliency	\$88,307	\$135,252
Team Lead Workforce Management	\$70,196	\$104,501
Team Lead Youth Services	\$77,891	\$117,609
Team Leader Cash and Internal Control	\$70,196	\$104,501
Team Leader Collision and Compliance	\$77,891	\$117,609
Team Leader Corporate Accounts Receivable	\$68,396	\$91,419
Team Leader Corporate Billing	\$68,396	\$91,419
Team Leader Corporate Cash Payments	\$61,891	\$92,256
Team Leader Corporate Credit and Collections	\$68,396	\$91,419
Team Leader Fleet	\$77,891	\$117,609
Team Leader Strategy and Business Evolution	\$88,307	\$135,252
Technical Advisor	\$71,617	\$95,805
Technical Advisor LRV	\$70,196	\$104,501
Technical Analyst	\$79,152	\$119,574
Technical Analyst Application Support	\$77,891	\$117,609
Technical Assistant	\$83,366	\$93,330
Technical Lead Planner	\$77,891	\$117,609
Technical Rescue Program Assistant	\$68,396	\$91,419
Technical Security Systems Dispatch Administrator	\$50,177	\$67,067
Technical Security Systems Specialist	\$60,588	\$81,026
Technical Services Officer	\$125,070	\$125,070
Technical Teams Coordinator	\$136,989	\$136,989
Technical Writer	\$64,483	\$86,268
Technical Writer and Training Liaison	\$56,875	\$76,094
Technical Writing and Media Specialist	\$64,483	\$86,268
Telecommunications Technologist	\$68,396	\$91,419
Telephone Services and Dispatch Operator	\$57,996	\$77,538
Tenant Liaison	\$68,396	\$91,419
Tire Repair Person	\$62,670	\$70,179

Position title	Minimum annual base rate	Maximum annual base rate
Tire Repair Person Lead Hand	\$69,098	\$77,314
Trace Analyst	\$68,396	\$91,419
Track Maintainer	\$64,834	\$72,696
Trackman	\$60,632	\$67,850
Trade Support Foreman	\$65,458	\$80,829
Trades Foremen	\$70,196	\$104,501
Traffic Construction Technician	\$64,483	\$86,268
Traffic Control and Parking Coordinator	\$77,891	\$117,609
Traffic Controller	\$58,924	\$65,287
Traffic Engineering Technician 1	\$60,588	\$81,026
Traffic Engineering Technician 2	\$71,817	\$96,023
Traffic Leader Technical Service Delivery	\$88,307	\$135,252
Traffic Signals Technician	\$64,483	\$86,268
Training Lead (Pay Level D)	\$70,196	\$104,501
Training Lead (Pay Level E)	\$77,891	\$117,609
Training Specialist (Pay Level 7)	\$56,729	\$75,858
Training Specialist (Pay Level 8)*	\$60,588	\$92,602
Training Specialist (Pay Level 9)*	\$64,483	\$98,592
Training Specialist (Pay Level 10)*	\$68,396	\$104,478
Training Specialist (Pay Level 11)	\$71,817	\$96,023
Training Specialist (Pay Level 12)	\$75,421	\$100,828
Transit Operations Supervisor	\$70,196	\$104,501
Transit Operator*	\$44,897	\$70,142
Transit Planner	\$71,817	\$96,023
Transit Scheduler	\$64,337	\$86,068
Transit Training Officer	\$61,891	\$92,256
Transportation Environmental Technologist	\$75,421	\$100,828
Transportation Planner	\$77,891	\$117,609
Treasury Coordinator	\$77,891	\$117,609
Treasury Operations and Risk Lead	\$88,307	\$135,252
Troubleman Wastewater	\$62,165	\$68,864
Troubleman Water	\$68,053	\$75,424
Truck and Transport Mechanic Journeyman 1	\$83,366	\$93,330

*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 Journeyman 2	\$87,526	\$97,989
Truck Driver Aerial	\$62,165	\$68,864
Truck Driver Move	\$58,924	\$65,287
Truck Driver Tandem (Pay Level 1)	\$53,372	\$59,102
Truck Driver Tandem (Pay Level 2)	\$58,924	\$65,287
Ultra Violet Specialist	\$65,458	\$80,829
United Way Campaign Coordinator	\$77,891	\$117,609
Upholsterer	\$69,098	\$77,314
Urban Forester	\$88,307	\$135,252
Urban Forestry Superintendent	\$77,891	\$117,609
Urban Forestry Technician	\$71,817	\$96,023
Urban Strategy Lead	\$88,307	\$135,252
User Experience Architect	\$64,483	\$86,268
Utilities Call Centre Coordinator	\$71,817	\$96,023
Utilities Planning Specialist	\$68,396	\$91,419
Utility Inspector	\$78,166	\$104,478
Utility Locator	\$68,053	\$75,424
Utilityman	\$53,372	\$59,102
Value Economist	\$77,891	\$117,609
Valve Crew Leader	\$81,885	\$81,885
Valve Survey Operator	\$58,924	\$65,287
Vehicle and Equipment Inventory Coordinator	\$78,166	\$104,478
Vehicle and Equipment Trainer*	\$68,053	\$79,394
Vehicles and Equipment Coordinator	\$82,077	\$109,741
Veterinarian	\$77,891	\$117,609
Video Analyst	\$61,891	\$92,256
Video Design Specialist	\$68,396	\$91,419
Video Operator Mainline	\$62,165	\$68,864
Video Operator Mainline Helper	\$58,924	\$65,287
Video Operator Service Camera	\$62,165	\$68,864
Vocational Rehabilitation Consultant	\$75,421	\$100,828
Volunteer Coordinator	\$64,483	\$86,268
Waste and Recycling Educator	\$60,588	\$81,026

*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
Waste Diversion Specialist	\$77,891	\$117,609
Waste Diversion Technologist	\$68,396	\$91,419
Water Efficiency Public Program Coordinator	\$71,817	\$96,023
Water Management Development Coordinator	\$78,166	\$104,478
Water Management Lead	\$77,891	\$117,609
Water Management Technician	\$68,396	\$91,419
Water Quality Monitoring Technician	\$64,483	\$86,268
Web and Digital Associate	\$56,875	\$76,094
Web Designer	\$60,479	\$80,808
Welder Journeyman	\$83,366	\$93,330
Wellness Coach	\$68,232	\$91,200
Wellness Fitness Coordinator	\$136,989	\$136,989
Wetlands and Capital Planning Supervisor	\$77,891	\$117,609
Whistle Blower Program Investigator	\$77,891	\$117,609
Whistleblower Program Manager	\$88,307	\$135,252
Work Planner	\$78,166	\$104,478
Workforce Coordinator	\$60,588	\$81,026
Workforce Data Analyst	\$60,588	\$81,026
Workforce Planning Analyst	\$70,196	\$104,501
Working Foreman/Lead Hand	\$112,819	\$112,819
Workplace Strategist	\$77,891	\$117,609
Works Inspector*	\$64,483	\$98,592
Youth and Family Support Worker	\$60,588	\$81,026
Youth Employment Counsellor	\$64,483	\$86,268
Youth Justice Coordinator	\$83,156	\$111,166
Youth Probation Assistant	\$60,588	\$81,026
Youth Probation Officer	\$75,421	\$100,828
Zone Superintendent	\$77,891	\$117,609
Zookeeper 1	\$62,026	\$68,723
Zookeeper 2	\$65,437	\$72,488
Zookeeper 3	\$71,635	\$79,394

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

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 2 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 2019 contribution rates

Members' rate up to YMPE	8.39% of annual earnings
Members' rate over YMPE	12.84% of annual earnings
Employers' rate up to YMPE	9.39% of annual earnings
Employers' rate over YMPE	13.84% of annual earnings
2019 YMPE	\$57,400
2019 Income Tax Act Salary Cap	\$168,498

For more information: <http://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 2 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 2019 contribution rates

Members' rate	2.35% of annual earnings
City rate	2.92% of annual earnings
2019 Income Tax Act Salary Cap	\$151,278

For more information see the [SPP and OCPP Handbook](#).

Overcap Pension Plan (OCPP)

The Overcap Pension Plan is a single employer defined benefit pension plan. All eligible City exempt employees in senior positions who have opted into the SPP are automatically enrolled in the OCPP. The OCPP provides a 2 per cent benefit on earnings above the Income Tax Act maximum for OCPP service.

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

For more information see the [SPP and OCPP Handbook](#).

Firefighters Supplementary Pension Plan (FSPP)

The Firefighters Supplementary Pension Plan is a single employer defined benefit pension plan. All City Firefighters participate in the FSPP. Participation is mandatory. The FSPP enhances the LAPP benefit to a full 2 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 2019 contribution rates

Members' rate	2.63% of annual earnings
City rate	3.22% of annual earnings
2019 Income Tax Act Salary Cap	\$168,498

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 2019 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$2,100/year as per Jan 1, 2019	No Contributions	\$2,100/year as per Jan. 1, 2019
Extended Health Level 2	\$4.80 biweekly	\$50.10 biweekly	\$9.60 biweekly	\$100.20 biweekly
Dental Level 1	No Contributions	\$1,100/year as per Jan 1, 2019	No Contributions	\$1,100/year as per Jan 1, 2019
Dental Level 2	\$2.60 biweekly	\$24.50 biweekly	\$5.20 biweekly	\$49.00 biweekly
Dental Level 3	\$15.70 biweekly	\$24.50 biweekly	\$31.40 biweekly	\$49.00 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.06533/\$1,000 bi-weekly	
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	
Long Term Disability	2.85% of biweekly salary as of Jan 1, 2019		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 2019 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$14.90 biweekly	\$34.74 biweekly	\$35.99 biweekly	\$83.97 biweekly
Dental	\$4.11 biweekly	\$16.42 biweekly	\$10.52 biweekly	\$42.10 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.03956/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01319/\$1,000 biweekly		2 times annual salary x 0.02637/\$1,000 biweekly	
Optional Life Insurance	100% employee paid (rates)		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary	
Long Term Disability	0.575% 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

For more information: calgary.ca/wellness

Car Allowance

The 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

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

Executive Health Assessment

The Directors, General Managers and City Manager are eligible to receive an annual comprehensive executive health assessment. This option is currently valued at \$1,650 .

Parking

The 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

The 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.