



# 2020 Compensation Disclosure List

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# Background

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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

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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

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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 City Manager approves changes to the salary structure.

## Who has a “say” on pay?

Human Resources administers the compensation programs at The City. Some of these responsibilities include developing policy, designing and maintaining systems, conducting market surveys, designing salary structures, classifying jobs, and providing recommendations and advice to management. There are different approvers 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	City Manager
Director	Based on performance	General Manager	City Manager
General Manager	Based on performance	City Manager	City Manager
City Manager	Based on performance	Council	Council

# Notes for compensation data

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- The position and salary information is effective 2020 May 19 based on the negotiated or approved salary rates as of that date.
- The data includes positions that meet the following criteria:
  - › Positions filled by an employee with a payroll status of “active,” leave of absence,” paid leave of absence” or “suspended”
  - › Full-time and part-time positions
    - Part-time positions have been reported using the minimum and maximum annual base salary equal to a full-time position
    - Full-time hours vary by position between 30 to 42 hours per week
  - › Temporary and permanent positions
  - › Exempt (non-union) and all union jurisdictions
- Positions with the same minimum and maximum annual base salary have one rate of pay as per their collective agreement. For example, Fire Investigations Coordinator.
- Positions listed may be filled by one or many employees. For example, Transit Operator is filled by many employees.
- Certain positions have been grouped as follows:
  - › Positions that are similar in function have been grouped together. General titles were used where jobs were grouped by function. For example, 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 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 <a href="#">Calgary Police Service</a> website.
Seasonal, on-call, summer student, business intern, co-op student and recreation non-union program jobs	Annual salary rates cannot be determined due to variable work schedules.
Some employees with employment contracts/agreements	Annual salaries will not be disclosed where a position title is unique, there is a single rate of pay for the position (no salary range) and the salary information is not publicly available through a job posting or collective agreement.
Elected Officials	Elected officials are not City employees. Compensation information for elected officials is posted on <a href="#">The Office of Councillors'</a> website and the <a href="#">Office of the Mayor</a> website.

# Compensation Disclosure List

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<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
311 Business Advisor	\$72,891	\$97,461
311 Coordinator	\$77,891	\$117,609
311 Subject Matter Expert	\$54,218	\$72,491
911 Support Analyst	\$72,891	\$115,552
Ability Advisor	\$65,447	\$87,560
Aboriginal Youth Outreach Worker	\$65,447	\$87,560
Access and Privacy Analyst	\$76,549	\$102,339
Access Calgary Scheduler	\$61,891	\$92,256
Accessible Services Operator*	\$42,962	\$58,773
Account Administrator	\$57,730	\$77,241
Account Management Coordinator	\$61,498	\$82,246
Accounting Project Coordinator	\$72,891	\$97,461
Accounts Payable Analyst	\$54,218	\$72,491
Accounts Receivable Analyst	\$57,730	\$77,241
Acquisition Specialist	\$69,415	\$92,784
Addressing Analyst	\$61,498	\$82,246
Addressing Planning Analyst	\$69,415	\$92,784
Administrative Lead	\$88,307	\$135,252
Administrative Support (Pay Level 3)	\$43,116	\$57,676
Administrative Support (Pay Level 4)*	\$46,756	\$71,677
Administrative Support (Pay Level 5)*	\$50,796	\$77,792
Administrative Support (Pay Level 6)*	\$54,218	\$82,846
Administrative Support (Pay Level 7)	\$57,730	\$77,241
Administrative Support (Pay Level 8)	\$61,498	\$82,246
Administrative Support (Pay Level 9)	\$65,447	\$87,560
Administrative Support (Pay Level B)	\$51,020	\$75,927
Administrative Support (Pay Level C)	\$61,891	\$92,256
Administrative Support Supervisor (Pay Level 10)	\$69,415	\$92,784
Administrative Support Supervisor (Pay Level C)	\$61,891	\$92,256
Administrative Support Supervisor (Pay Level D)	\$70,196	\$104,501

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Affordable Housing Research Analyst	\$83,304	\$111,384
Affordable Housing Transformation Manager	\$98,270	\$154,609
Alterations Specialist	\$61,963	\$82,846
Analytical Chemist	\$80,335	\$107,471
Analytics Integration Coordinator	\$76,549	\$102,339
Animal Behaviour Coordinator	\$74,797	\$100,069
Animal Health Technologist	\$69,415	\$92,784
Appeals Specialist	\$69,415	\$92,784
Application Administrator (Pay Level 9)	\$65,447	\$87,560
Application Administrator (Pay Level 11)	\$72,891	\$97,461
Application Analyst	\$72,891	\$97,461
Application Processing Coordinator	\$70,196	\$104,501
Applications and Inquiries Coordinator	\$77,891	\$117,609
Applications and Inquiries Lead	\$72,891	\$97,461
Applications Processing Representative	\$57,730	\$77,241
Applications Support Analyst	\$65,447	\$87,560
Approvals Coordinator	\$77,891	\$117,609
Archivist	\$65,447	\$87,560
Art Centre Specialist	\$57,730	\$77,241
Asphalt and Crusher Plant Technician	\$69,415	\$92,784
Assessment Assistant	\$43,225	\$57,821
Assessor	\$65,447	\$87,560
Asset Administrator 1	\$54,218	\$72,491
Asset Administrator 2	\$61,498	\$82,246
Asset Analyst	\$65,447	\$87,560
Asset Management Analyst	\$70,196	\$104,501
Asset Management GIS Technician	\$65,447	\$87,560
Asset Management GIS Technician Senior	\$69,415	\$92,784
Asset Management Lead	\$77,891	\$117,609
Asset Management Specialist	\$65,447	\$87,560
Asset Management Strategist	\$69,415	\$92,784
Asset Management Technician	\$65,447	\$87,560
Asset Management Technologist (Pay Level 8)	\$61,498	\$82,246



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Asset Management Technologist (Pay Level 10)	\$69,415	\$92,784
Asset Systems Coordinator	\$77,891	\$117,609
Assistant Deputy Chief	\$88,307	\$135,252
Assistant Roadmaster	\$70,138	\$78,478
Assistant Transit Scheduler	\$46,756	\$62,572
Associate Assessor	\$76,549	\$102,339
Attendance Support Analyst	\$61,498	\$82,246
Audit Manager Information Technology	\$98,270	\$154,609
Auto Body Man Journeyman 1	\$84,614	\$94,723
Auto Body Man Journeyman 2	\$88,837	\$99,466
Automotive Mechanic Journeyman 1	\$84,614	\$94,723
Automotive Mechanic Journeyman 2	\$88,837	\$99,466
Automotive Service Worker 2	\$66,414	\$73,570
Battalion Chief	\$160,218	\$160,218
Benefit Pay Administrator	\$61,498	\$82,246
Benefits and Pensions Financial Specialist	\$72,891	\$97,461
Benefits Liaison	\$61,498	\$82,246
Boom Truck Operator Journeyman	\$63,094	\$69,891
Boulevard Maintenance Technician	\$79,331	\$106,038
Bridge Operations Technologist	\$72,891	\$97,461
Budget and Financing Analyst	\$70,196	\$104,501
Building Inventory Technician	\$69,415	\$92,784
Building Maintenance Lead Hand	\$69,081	\$76,550
Building Maintenance Worker (Pay Level 2)	\$59,814	\$66,275
Building Maintenance Worker (Pay Level 3)	\$63,094	\$69,891
Building Regulations Control Officer	\$80,335	\$107,471
Business Analyst (Pay Level 6)	\$54,218	\$72,491
Business Analyst (Pay Level 10)	\$69,415	\$92,784
Business Analyst (Pay Level 11)	\$72,891	\$97,461
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 Community Landscape Coordinator	\$65,447	\$87,560

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Business and Data Analyst	\$65,447	\$87,560
Business and Data Strategist	\$77,891	\$117,609
Business and Legislative Systems Coordinator	\$61,498	\$82,246
Business and Policy Analyst	\$72,891	\$97,461
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 Specialist	\$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 Improvement Strategist	\$72,891	\$97,461
Business Information Analyst	\$69,415	\$92,784
Business Intake Coordinator	\$61,498	\$82,246
Business Lead, Clothing Online Project	\$77,891	\$117,609
Business Licence Registry Representative	\$57,730	\$77,241
Business Local Economy Analyst	\$69,415	\$92,784
Business Operations Analyst (Pay Level 9)	\$65,447	\$87,560
Business Operations Analyst (Pay Level E)	\$77,891	\$117,609
Business Operations Supervisor	\$77,891	\$117,609
Business Partner Workplace Solutions	\$88,307	\$135,252
Business Performance Analyst (Pay Level 11)	\$72,891	\$97,461
Business Performance Analyst (Pay Level D)	\$70,196	\$104,501
Business Performance Data Analyst	\$61,498	\$82,246
Business Performance Strategist	\$77,891	\$117,609
Business Process Analyst	\$72,891	\$97,461
Business Strategies Advisor	\$69,415	\$92,784
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	\$65,447	\$87,560
Business Support Technical Analyst	\$69,415	\$92,784
Business Systems Steward	\$61,498	\$82,246

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Business Systems Technologist	\$65,447	\$87,560
Business Technology Analyst (Pay Level 10)	\$69,415	\$92,784
Business Technology Analyst (Pay Level 11)	\$72,891	\$97,461
Business Technology Technologist	\$65,447	\$87,560
Business Unit Support Advisor	\$57,730	\$77,241
Buyer	\$65,447	\$91,946
Buyer Assistant	\$54,218	\$72,491
Bylaw Property Custodian	\$57,730	\$77,241
Calgary 911 Commander	\$110,947	\$176,864
Calgary Housing Preventative Maintenance Coordinator	\$70,196	\$104,501
Calgary Transit Relations Specialist	\$72,891	\$97,461
Calgro Driver/Operator 2	\$63,094	\$69,891
Canadian Police Information Centre Court Supervisor	\$77,891	\$117,609
Capacity Specialist	\$77,891	\$117,609
Capital Accountant	\$69,415	\$92,784
Capital Asset Accountant	\$69,415	\$92,784
Capital Construction Coordinator	\$79,331	\$106,038
Capital Delivery Leader	\$88,307	\$135,252
Capital Investment Strategist	\$77,891	\$117,609
Capital Lead	\$88,307	\$135,252
Capital Planning Lead	\$77,891	\$117,609
Capital Planning Strategist	\$77,891	\$117,609
Capital Portfolio Lead	\$77,891	\$117,609
Capital Strategist	\$77,891	\$117,609
Carpenter Journeyman*	\$89,987	\$94,723
Cart Maintenance Man	\$59,814	\$66,275
Cash Control Accountant	\$57,730	\$77,241
Cash Control Analyst	\$50,924	\$68,068
Cash Control Coordinator	\$57,730	\$77,241
Cash Processor	\$58,053	\$77,605
Cemeteries Administrative Coordinator	\$65,447	\$87,560
Cemeteries Lead	\$88,307	\$135,252
Cemeteries Operations Superintendent	\$77,891	\$117,609

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Cemetery Salesperson	\$61,498	\$82,246
Cemetery Worker	\$59,814	\$66,275
Central Irrigation Systems Coordinator	\$87,485	\$116,958
Chief Building Officer and Managing Chief Approvals	\$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	\$88,307	\$135,252
Chief Electrical Inspector	\$88,307	\$135,252
Chief Financial Officer	\$190,500	\$321,500
Chief Fire Mechanic	\$139,755	\$139,755
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	\$61,498	\$82,246
City Archives Coordinator	\$77,891	\$117,609
City Links Program Supervisor	\$65,447	\$87,560
City Manager	\$265,000	\$350,000
City Shaping Lead	\$88,307	\$135,252
City Solicitor/General Counsel	\$155,500	\$240,000
Civic Partnership Consultant	\$77,891	\$117,609
Claims Adjuster	\$65,447	\$87,560
CLASS System Business Administrator	\$70,196	\$104,501
Clubhouse Coordinator	\$66,769	\$89,295
Codes Officer	\$70,196	\$104,501
Collection Contract and Billing Coordinator	\$61,498	\$82,246
Collections Officer	\$65,447	\$87,560

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Commercial Leasing Agent	\$76,549	\$102,339
Commissary Keeper	\$62,962	\$69,763
Communications Advisor	\$72,891	\$97,461
Communications and Information Lead	\$88,307	\$135,252
Communications Consultant	\$70,196	\$104,501
Communications Team Supervisor	\$77,891	\$117,609
Community Development Worker	\$72,891	\$97,461
Community Liaison	\$69,415	\$92,784
Community Peace Officer	\$69,415	\$92,784
Community Programs and Services Coordinator	\$84,412	\$112,840
Community Safety Officer	\$126,963	\$126,963
Community Safety Program Coordinator	\$61,498	\$82,246
Community Shuttle Operator	\$49,257	\$49,257
Complex Coordinator	\$70,196	\$104,501
Compliance Delivery Coordinator	\$77,891	\$117,609
Computer Aided Design and Drafting Team Lead	\$77,891	\$117,609
Computerized Maintenance Management System Administrator	\$57,730	\$77,241
Computerized Maintenance Management System Application Administrator	\$65,447	\$87,560
Confined Entry Lead Hand	\$69,081	\$76,550
Confined Entry Operator	\$63,094	\$69,891
Conservation Policy Supervisor	\$77,891	\$117,609
Construction and Contract Coordinator	\$77,891	\$117,609
Construction Coordinator	\$76,549	\$102,339
Construction Coordinator Fibre Optics	\$77,891	\$117,609
Construction Services Estimator	\$76,549	\$102,339
Container Maintenance Worker	\$59,814	\$66,275
Contract and Billing Coordinator	\$57,730	\$77,241
Contract Coordinator	\$61,498	\$82,246
Contract Inspector	\$83,304	\$111,384
Control System Services Leader	\$88,307	\$135,252
Control System Services Planning Lead	\$77,891	\$117,609
Control Systems Technologist	\$69,415	\$92,784
Controller Distribution Services	\$54,218	\$72,491

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Coordinator Age Friendly Calgary	\$72,891	\$97,461
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	\$139,048	\$139,048
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	\$77,891	\$117,609
Coordinator Employment Services	\$77,891	\$117,609
Coordinator Enhanced Rationalization	\$88,307	\$135,252
Coordinator Field Operations	\$77,891	\$117,609
Coordinator Field Services	\$77,891	\$117,609
Coordinator Geodemographics	\$88,307	\$135,252
Coordinator Hazardous Material	\$139,048	\$139,048
Coordinator Housing Services	\$88,307	\$135,252
Coordinator Integrated Planning	\$88,307	\$135,252
Coordinator Knowledge Management	\$61,498	\$82,246
Coordinator Land Administration	\$88,307	\$135,252
Coordinator Land Inventory and Circulations	\$88,307	\$135,252
Coordinator Learning and Development	\$88,307	\$135,252
Coordinator Legislation and Land Use Bylaws	\$88,307	\$135,252
Coordinator Marketing, Analysis and Feasibility	\$88,307	\$135,252

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Coordinator Medical Services	\$139,048	\$139,048
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 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 Residential Leasing	\$77,891	\$117,609
Coordinator Revenue Streams	\$88,307	\$135,252
Coordinator Schedules	\$77,891	\$117,609
Coordinator Stoney Transit Facility	\$88,307	\$135,252
Coordinator Strategic Initiatives	\$88,307	\$135,252
Coordinator Tax Account Maintenance	\$70,196	\$104,501
Coordinator Tax Advisory Services	\$77,891	\$117,609
Coordinator Tax Billing and Adjustment	\$77,891	\$117,609
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	\$139,048	\$139,048
Coordinator Transit Data	\$77,891	\$117,609
Coordinator Transit Fleet	\$88,307	\$135,252

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Copywriter	\$65,447	\$87,560
Corporate Billing Analyst	\$54,218	\$72,491
Corporate Consultant	\$77,891	\$117,609
Corporate Content Management Team Lead	\$72,891	\$97,461
Corporate Credit Card Program Administrator	\$57,730	\$77,241
Corporate Economist	\$77,891	\$117,609
Corporate Environmental Specialist	\$84,412	\$112,840
Corporate Environmental, Health and Safety Auditor	\$76,549	\$102,339
Corporate Facility Portfolio Planner	\$76,549	\$102,339
Corporate Finance and Grant Advisor	\$76,549	\$102,339
Corporate Finance Lead	\$88,307	\$135,252
Corporate Financial and Risk Officer	\$98,270	\$154,609
Corporate Health Consultant	\$84,412	\$112,840
Corporate Occupational Hygienist	\$87,485	\$116,958
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	\$69,415	\$92,784
Corporate Worker's Compensation Board Coordinator	\$57,730	\$77,241
Corrosion Technician	\$70,283	\$93,995
Court Coordinator	\$70,196	\$104,501
CPAG Research Analyst	\$69,415	\$92,784
CPIC Operator	\$61,963	\$82,846
Crew Foreman	\$120,224	\$120,224
Crews Foreman/Coordinator	\$128,648	\$128,648
Crisis Intervention Specialist	\$72,891	\$97,461
Cross Connection Control Inspector	\$83,304	\$111,384
Cross Connection Control Supervisor	\$77,891	\$117,609
C-Train Operator	\$59,807	\$78,312
Cultural Landscape Management Lead	\$77,891	\$117,609
Cultural Landscape Planner	\$72,891	\$97,461



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Custodial Worker	\$54,182	\$59,991
Customer Account Coordinator	\$74,797	\$100,069
Customer Care Operations Coordinator	\$65,447	\$87,560
Customer Coordinator Affordable Housing	\$77,891	\$117,609
Customer Coordinator Homeowner	\$77,891	\$117,609
Customer Issues and Strategy Manager	\$88,307	\$135,252
Customer Issues Resolution Lead	\$77,891	\$117,609
Customer Management Lead	\$77,891	\$117,609
Customer Service Advisor	\$46,938	\$62,717
Customer Service and Communications Analyst	\$69,415	\$92,784
Customer Service and Communications Associate	\$61,498	\$82,246
Customer Service and Communications Business Analyst	\$61,498	\$82,246
Customer Service and Communications Liaison	\$72,891	\$97,461
Customer Service and Communications Planner	\$76,549	\$102,339
Customer Service and Communications Web and Digital Analyst	\$65,447	\$87,560
Customer Service and Communications Web and Digital Planner	\$72,891	\$97,461
Customer Service Coordinator	\$88,307	\$135,252
Customer Service Lead (Pay Grade 8)	\$61,389	\$82,027
Customer Service Lead (Pay Level 10)	\$69,415	\$92,784
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 Representative (Pay Level 3)	\$43,225	\$57,821
Customer Service Representative (Pay Level 4)	\$46,756	\$62,572
Customer Service Representative (Pay Level 5)*	\$50,796	\$77,792
Customer Service Representative (Pay Level 6)	\$54,218	\$72,491
Customer Service Representative (Pay Level 7)	\$57,730	\$77,241
Customer Service Representative (Pay Level 8)	\$61,389	\$82,246
Customer Strategy Specialist	\$72,891	\$97,461
Customer Technology Coordinator	\$72,891	\$97,461
Data Analysis Technician	\$69,415	\$92,784
Data Analyst	\$61,389	\$82,027
Data Collection Supervisor	\$77,891	\$117,609

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Data Collection Technician	\$61,498	\$82,246
Data Management Specialist	\$69,415	\$92,784
Data Scientist	\$77,891	\$117,609
Data Specialist	\$61,498	\$82,246
Data Strategist	\$77,891	\$117,609
Database Analyst	\$77,891	\$117,609
Department ID Support Administrator	\$57,730	\$77,241
Department Strategist Development Levy	\$77,891	\$117,609
Departmental Strategic Advisor	\$110,947	\$176,864
Deputy Chief Calgary Emergency Management Agency	\$110,947	\$176,864
Deputy Chief Licence Inspector	\$77,891	\$117,609
Deputy Chief Livery Inspector	\$77,891	\$117,609
Deputy City Auditor	\$98,270	\$154,609
Deputy City Clerk	\$98,270	\$154,609
Deputy Commander	\$98,270	\$154,609
Deputy Commander Technology and Business Services	\$98,270	\$154,609
Deputy Fire Chief	\$110,947	\$176,864
Design and Development Technologist	\$69,415	\$92,784
Design Technician	\$72,891	\$97,461
Desktop System Administrator	\$72,891	\$97,461
Development and Planning Advisor	\$77,891	\$117,609
Development and Planning Technician	\$69,415	\$92,784
Development Approvals Development Technologist	\$72,891	\$97,461
Development Compliance Inspector	\$65,447	\$87,560
Development Coordinator	\$80,335	\$107,471
Development Inspector	\$69,415	\$92,784
Development Lead	\$77,891	\$117,609
Development Production Analyst	\$69,415	\$109,910
Development Technologist (Pay Level 11)	\$72,891	\$97,461
Development Technologist (Pay Level 12)	\$76,549	\$102,339
Development, Applications and Licensing Services Coordinator	\$72,891	\$97,461
Development, Applications and Licensing Team Lead	\$69,415	\$92,784
Diagnostic Specialist	\$74,797	\$100,069

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Digital Business Analyst	\$65,447	\$87,560
Digital Developer	\$65,447	\$87,560
Digital Marketing Measurement Analyst	\$69,415	\$92,784
Director Calgary Approvals Coordination	\$131,500	\$200,000
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
Director Green Line Business Services	\$131,500	\$200,000
Director Green Line Delivery	\$155,500	\$240,000
Director Real Estate and Development Services	\$155,500	\$240,000
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	\$155,500	\$240,000
Director Water Services	\$155,500	\$240,000
Director/City Assessor	\$131,500	\$200,000
Director/City Clerk	\$131,500	\$200,000
Disability Management Advisor	\$65,447	\$87,560

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Dispatcher	\$61,891	\$92,256
District Coordinator	\$88,307	\$135,252
District Manager	\$88,307	\$135,252
District Technician	\$74,797	\$100,069
Document Control Lead	\$77,891	\$117,609
Document Management Specialist	\$50,924	\$68,068
Drainage Control Technician	\$79,331	\$106,038
Driver/Operator/Labourer	\$54,182	\$59,991
e-Business Coordinator	\$72,891	\$97,461
Eco Mentor	\$57,730	\$77,241
Electrical Component Assembler	\$62,088	\$76,669
Electrical Instrumentation Planner	\$114,504	\$114,504
Electrical Planner	\$114,504	\$114,504
Electrical Supervisor	\$70,196	\$104,501
Electrician Technician Journeyman	\$109,054	\$109,054
Electro Mechanic Journeyman 1	\$90,542	\$101,358
Electro Mechanic Journeyman 2	\$95,077	\$106,434
Electro Mechanic Trainee	\$84,614	\$94,723
Eligibility Specialist	\$65,447	\$87,560
Emergency Communications Manager	\$88,307	\$135,252
Emergency Communications Officer Dispatcher*	\$65,211	\$98,433
Emergency Communications Officer*	\$63,318	\$95,572
Emergency Communications Officer-in-Training*	\$61,506	\$64,581
Emergency Communications Training Specialist	\$108,285	\$108,285
Emergency Management Coordinator	\$139,048	\$139,048
Emergency Management Officer	\$126,963	\$126,963
Employee Development Specialist	\$72,891	\$97,461
Employment Analyst	\$61,389	\$82,027
Energy Advisor Environmental and Safety Management	\$61,498	\$82,246
Energy Management Technologist	\$65,447	\$87,560
Engage Analyst	\$65,447	\$87,560
Engage Planner	\$76,549	\$102,339
Engage Resource Unit Leader	\$88,307	\$135,252

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Engagement and Research Analyst	\$61,498	\$82,246
Engineer (Pay Level D)	\$73,703	\$109,727
Engineer (Pay Level E)	\$85,682	\$129,370
Engineer (Pay Level F)	\$97,138	\$148,777
Engineer (Pay Level G)	\$108,098	\$170,071
Engineering and Design Senior Manager	\$120,377	\$191,897
Engineering Assistant	\$72,891	\$97,461
Engineering Technical Assistant	\$69,415	\$92,784
Engineer-in-Training	\$69,415	\$92,784
Enmax Contract Services Coordinator	\$72,891	\$97,461
Environment and Regulatory Senior Manager	\$98,270	\$154,609
Environmental Consultant	\$77,891	\$117,609
Environmental Control Environmental Specialist	\$80,335	\$107,471
Environmental Control Technologist	\$72,891	\$97,461
Environmental Educator	\$54,218	\$72,491
Environmental Outreach Coordinator	\$72,891	\$97,461
Environmental Planning Supervisor	\$77,891	\$117,609
Environmental Specialist	\$76,549	\$102,339
Environmental Specialist Construction	\$72,891	\$97,461
Equipment Operator	\$63,094	\$69,891
Equipment Operator Backhoe	\$63,094	\$69,891
Equipment Operator Crane Truck and Bobcat	\$63,094	\$69,891
Equipment Operator High Pressure	\$63,094	\$69,891
Equipment Operator Hydrovac and Repair	\$63,094	\$69,891
Equipment Operator Hydrovac Cable Cleaning Machine	\$63,094	\$69,891
Equipment Operator Loader Commercial Garbage Collector	\$63,094	\$69,891
Equipment Operator Mowers	\$59,814	\$66,275
Equipment Operator Roll Off	\$59,814	\$66,275
Equipment Operator Tapping Truck	\$63,094	\$69,891
Equipment Operator Toolcat 72" and Larger	\$59,814	\$66,275
Equipment Operator Trackhoe	\$63,094	\$69,891
Equipment Technician	\$61,498	\$82,246
Erosion Control Technician	\$76,549	\$102,339

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Estimator/Work Planner	\$74,797	\$100,069
Event Coordinator	\$72,891	\$97,461
Event Services Representative	\$54,218	\$72,491
Event Specialist	\$54,218	\$72,491
Excavation Permit Inspector	\$65,447	\$87,560
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	\$65,447	\$87,560
Exercise Physiologist Supervisor	\$69,415	\$92,784
Facilities and Business Support Leader	\$77,891	\$117,609
Facilities Maintenance Supervisor	\$70,196	\$104,501
Facilities Planner	\$72,891	\$97,461
Facility Asset Management Analyst	\$65,447	\$87,560
Facility Attendant	\$63,094	\$69,891
Facility Attendant Olympic Park	\$59,814	\$66,275
Facility Coordinator	\$65,447	\$87,560
Facility Operations Coordinator	\$76,549	\$102,339
Fair Entry Administrator*	\$57,730	\$88,275
Fair Entry Coordinator	\$76,549	\$102,339
Fair Entry Supervisor	\$65,447	\$87,560
Fare Analyst	\$61,498	\$82,246
Farebox Handler	\$61,547	\$68,869
Finance Accounting Lead	\$88,307	\$135,252
Finance and Regulatory Strategist	\$77,891	\$117,609
Finance Consultant	\$70,196	\$104,501
Finance Coordinator	\$76,549	\$102,339
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	\$76,549	\$102,339

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
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	\$54,218	\$72,491
Fire Captain	\$126,956	\$126,956
Fire Chief	\$155,500	\$240,000
Fire District Chief	\$140,060	\$140,060
Fire Inspections Coordinator	\$139,048	\$139,048
Fire Investigations Coordinator	\$139,048	\$139,048
Fire Investigator	\$126,956	\$126,956
Fire Lieutenant	\$118,897	\$118,897
Fire Marshal	\$160,202	\$160,202
Fire Mechanic 1	\$97,573	\$97,573
Fire Mechanic 2	\$102,378	\$102,378
Fire Recruitment Officer	\$126,963	\$126,963
Fire Response Paramedic	\$114,158	\$114,158
Fire Safety Codes Officer 2	\$126,963	\$126,963
Fire Training Officer	\$126,963	\$126,963
Firefighter 1	\$65,498	\$100,770
Firefighter 2	\$102,779	\$102,779
Firefighter 3	\$104,788	\$104,788
Fitter Fabricator	\$66,414	\$73,570
Fleet Asset Administrator	\$61,498	\$82,246
Fleet Lineup Attendant	\$61,547	\$68,869
Fleet Lineup Attendant Lead Hand	\$63,606	\$71,240
Foreman (Pay Level 3)	\$77,914	\$77,914
Foreman (Pay Level 4)*	\$81,451	\$85,738
Foreman (Pay Level 5)*	\$85,541	\$90,043
Foreman (Pay Level 6)*	\$95,777	\$100,818
Foreman (Pay Level 6 Out-of-Schedule)*	\$95,777	\$107,141
Foreman (Pay Level 7)	\$101,547	\$101,547
Forms Analyst	\$57,730	\$77,241

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Frontline Operations Support	\$70,196	\$104,501
Fuel Management Technician	\$59,814	\$66,275
Funding and Investment Consultant	\$77,891	\$117,609
Funding Strategist	\$76,549	\$102,339
Gardener Parks	\$69,081	\$76,550
General Manager Community Services	\$190,500	\$321,500
General Manager Deputy City Manager's Office	\$190,500	\$321,500
General Manager Greenline	\$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
Geographic Information System Data Coordinator	\$77,891	\$117,609
Geospatial Analyst (Pay Level 10)	\$69,415	\$92,784
Geospatial Analyst (Pay Level 11)	\$72,891	\$97,461
Geospatial Business Specialist	\$77,891	\$117,609
Geospatial Business Strategist	\$77,891	\$117,609
Geospatial Coordinator	\$76,549	\$102,339
Geospatial Fusion Specialist	\$72,891	\$97,461
Geospatial Technician	\$57,730	\$77,241
Geospatial Technician Cartography	\$65,447	\$87,560
Geospatial Technician Drafting	\$65,447	\$87,560
Geotechnical Engineering Assistant	\$69,415	\$92,784
GIS Asset Management Technologist	\$69,415	\$92,784
GIS Specialist	\$80,335	\$107,471
Golf Course Business Development Coordinator	\$70,196	\$104,501
Golf Course Clubhouse Supervisor	\$70,196	\$104,501
Governance Advisor	\$76,549	\$102,339
Governance and Policy Coordinator	\$77,891	\$117,609
Graphic Systems Program Analyst	\$72,891	\$97,461
Green Line Planning Lead	\$88,307	\$135,252
Green Line Planning Senior Manager	\$110,947	\$176,864
Green Line Senior Access Planner	\$77,891	\$117,609
Groundman 1	\$62,088	\$76,669



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Growth Strategy Consultant	\$77,891	\$117,609
Hazardous Materials Officer	\$126,963	\$126,963
HCM Application Specialist	\$77,891	\$117,609
HCM Data Management Specialist	\$61,891	\$92,256
Health and Safety Coordinator	\$139,048	\$139,048
Health and Safety Officer	\$126,963	\$126,963
Health Wellness and Fitness Coordinator	\$72,891	\$97,461
Healthy Workplace Coordinator	\$61,498	\$82,246
Heavy Equipment Technician 1	\$84,614	\$94,723
Heavy Equipment Technician 2	\$88,837	\$99,466
Heavy Equipment Technician Apprentice	\$61,568	\$87,152
Heritage Building Rehabilitation Program Manager	\$77,891	\$117,609
Housing Services Inspector	\$61,498	\$82,246
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	\$57,730	\$77,241
Human Resources Associate 2	\$61,498	\$82,246
Human Resources Business Partner	\$77,891	\$117,609
Human Resources Business Specialist	\$65,447	\$87,560
Human Resources Consultant	\$77,891	\$117,609
Hydraulic Modeling Technologist	\$72,891	\$97,461
Industrial and Business Parks Project Inspector	\$69,415	\$92,784
Industrial Commercial and Institutional Program Coordinator	\$76,549	\$102,339
Industrial Monitoring Compliance Inspector	\$76,549	\$102,339
Industrial Sampler	\$65,447	\$87,560
Information Management Business Process Coordinator	\$77,891	\$117,609
Information Management Specialist Team Lead	\$65,447	\$87,560
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	\$76,549	\$115,552
Information Technology Billing Coordinator	\$61,498	\$82,246

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Information Technology Project Analyst	\$76,549	\$102,339
Infrastructure and Asset Manager	\$108,098	\$170,071
Infrastructure Calgary Program Manager	\$88,307	\$135,252
Infrastructure Investment Coordinator	\$88,307	\$135,252
Infrastructure Planner	\$76,549	\$102,339
Infrastructure Strategist (Pay Level 12)	\$76,549	\$102,339
Infrastructure Strategist (Pay Level D)	\$70,196	\$104,501
Innovation Designer	\$77,891	\$117,609
Inorganic Chemist	\$76,549	\$102,339
Inspection Coordinator	\$87,485	\$116,958
Inspector	\$77,891	\$117,609
Instrumentation Technician Journeyman	\$109,054	\$109,054
Integrated Business Systems Lead	\$77,891	\$117,609
Integrated Marketing Communications Consultant	\$70,196	\$104,501
Integrated Pest Management Supervisor	\$77,891	\$117,609
Integrated Pest Management Technician	\$69,415	\$92,784
Intellectual Property Analyst	\$77,891	\$117,609
Intelligence Analyst	\$61,891	\$92,256
Interior Construction Administrator	\$65,447	\$87,560
Interior Design Team Supervisor	\$77,891	\$117,609
Intermediate Development Technologist	\$72,891	\$97,461
Inventory Analyst	\$61,498	\$82,246
Inventory Recovery Specialist	\$72,891	\$97,461
Investigative Analyst	\$61,891	\$92,256
Investment Recovery Specialist	\$61,963	\$82,846
Issue Strategist (Pay Level D)	\$70,196	\$104,501
Issue Strategist (Pay Level E)	\$77,891	\$117,609
Laboratory Project Coordinator	\$80,335	\$107,471
Laboratory Technician	\$65,447	\$87,560
Labourer (Pay Level 1)	\$54,182	\$59,991
Labourer (Pay Level 2)	\$59,814	\$66,275
Labourer Electrical	\$53,539	\$66,102
Land Agent 2	\$72,891	\$97,461

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Land Agent 3	\$80,335	\$107,471
Land Assistant	\$57,730	\$77,241
Land Inventory Technician	\$69,415	\$92,784
Land Titles Officer	\$69,415	\$92,784
Land Titles Technician	\$61,498	\$82,246
Landfill Operations Superintendent	\$77,891	\$117,609
Landfill Scale Operator	\$59,814	\$66,275
Landscape Architect	\$76,549	\$102,339
Landscape Data and Analysis Supervisor	\$77,891	\$117,609
Law Librarian	\$61,891	\$92,256
Lawyer 1	\$83,570	\$126,184
Lawyer 2	\$96,824	\$148,297
Lawyer 3	\$110,796	\$174,316
Lead Golf Course Operations	\$88,307	\$135,252
Lead Hand Quality Controller	\$67,954	\$76,149
Lead Infrastructure Calgary	\$88,307	\$135,252
Lead Issues Strategist	\$77,891	\$117,609
Lead Shelter Services	\$70,196	\$104,501
Lead Specialist*	\$108,285	\$113,699
Lead Technical Advisor	\$77,891	\$117,609
Leader Access and Privacy	\$77,891	\$117,609
Leader Acquisitions	\$88,307	\$135,252
Leader Building Infrastructure	\$88,307	\$135,252
Leader Business and Local Economy	\$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 Performance	\$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

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Business Strategy	\$88,307	\$135,252
Leader Business Strategy and Performance	\$88,307	\$135,252
Leader Business Systems	\$88,307	\$135,252
Leader Business Technology Services	\$88,307	\$135,252
Leader Calgary Fire Department Fleet and Equipment	\$88,307	\$135,252
Leader Capital Investments	\$88,307	\$135,252
Leader Capital Programs	\$88,307	\$135,252
Leader Claims	\$88,307	\$135,252
Leader Climate	\$88,307	\$135,252
Leader Communications	\$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
Leader Corporate Project Management Centre	\$88,307	\$135,252
Leader Creative	\$88,307	\$135,252
Leader Customer Service	\$88,307	\$135,252
Leader Customer Service and Communications Liaison	\$77,891	\$117,609
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 Engineering Surveying	\$88,307	\$135,252
Leader Environment and Education Initiatives	\$88,307	\$135,252
Leader Environmental Management	\$88,307	\$135,252
Leader Facility Operations	\$77,891	\$117,609
Leader Geographic Information System and Mapping Services	\$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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
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 Innovation Intellectual Property and Data Access	\$88,307	\$135,252
Leader Inspection Services	\$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
Leader Learning and Employee Development	\$88,307	\$135,252
Leader Learning and Training Development	\$88,307	\$135,252
Leader Logistics and Safety	\$88,307	\$135,252
Leader Marketing	\$88,307	\$135,252
Leader Media Relations and Employee Communications	\$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 One Calgary Program	\$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 Program Management	\$88,307	\$135,252
Leader Program Measurement Benchmarks and Risk	\$98,270	\$154,609
Leader Regional Program	\$88,307	\$135,252
Leader Regulatory Affairs and Compliance	\$98,270	\$154,609
Leader Reporting and Compliance	\$88,307	\$135,252

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
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 Stakeholder Relations	\$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
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 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 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
Leader Workplace Solutions	\$88,307	\$135,252
Leader Workspace Design and Delivery	\$88,307	\$135,252
Leak Locator	\$69,081	\$76,550
Learning and Development Manager	\$88,307	\$135,252
Learning Production Coordinator	\$61,498	\$82,246

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leasing Agent	\$69,415	\$92,784
Legislative Advisor	\$61,891	\$92,256
Legislative Agenda Assistant	\$51,020	\$75,927
Legislative Coordinator	\$77,891	\$117,609
Library Assistant	\$57,730	\$77,241
Licence Inspector	\$79,331	\$106,038
Licence Operations Analyst	\$72,891	\$97,461
Licensing Coordinator	\$70,196	\$104,501
Lifeguard	\$63,094	\$69,891
Lift Station Supervisor	\$70,196	\$104,501
Livery Licensing Assistant	\$54,218	\$72,491
Livery Peace Officer	\$79,331	\$106,038
Local Improvement Construction Coordinator	\$91,811	\$122,824
Logistics Leader	\$77,891	\$117,609
LRV Maintenance Planner/Scheduler	\$70,196	\$104,501
LRV Preventative Maintenance Person	\$65,811	\$73,778
Machinist Journeyman	\$84,614	\$94,723
Mail Courier	\$61,547	\$68,869
Maintenance and Inspection Coordinator	\$77,891	\$117,609
Maintenance Data Steward	\$54,218	\$72,491
Maintenance Job Planner	\$74,797	\$100,069
Maintenance Labourer	\$59,363	\$66,498
Maintenance Leader	\$88,307	\$135,252
Maintenance Man Retention Pond	\$63,094	\$69,891
Maintenance Planner/Scheduler*	\$69,415	\$106,038
Maintenance Planning Support Team Lead	\$65,447	\$87,560
Maintenance Serviceman	\$66,414	\$73,570
Maintenance Shop Assistant	\$66,414	\$73,570
Maintenance Storm Infrastructure	\$63,094	\$69,891
Maintenance Supervisor	\$77,891	\$117,609
Maintenance Technician	\$109,054	\$109,054
Maintenance Worker Low Pressure Flushing Truck	\$63,094	\$69,891
Major Projects Inspector	\$76,549	\$102,339

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Management Systems Analyst	\$77,891	\$117,609
Manager Access Calgary	\$98,270	\$154,609
Manager Affordable Housing	\$110,947	\$176,864
Manager Arts and Culture	\$98,270	\$154,609
Manager Asset Information and Mapping	\$98,270	\$154,609
Manager Bridges and Structures	\$108,098	\$170,071
Manager Building Infrastructure	\$110,947	\$176,864
Manager Building Safety Services	\$98,270	\$154,609
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	\$108,098	\$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 Services	\$98,270	\$154,609
Manager Climate Change and Environment	\$98,270	\$154,609
Manager Collection Services	\$110,947	\$176,864
Manager Communications	\$98,270	\$154,609
Manager Community Planning	\$110,947	\$176,864
Manager Community Strategies	\$110,947	\$176,864
Manager Compliance Services	\$98,270	\$154,609
Manager Construction	\$120,377	\$191,897
Manager Contract Lifecycle Inventory and Revenue	\$98,270	\$154,609
Manager Corporate Coordinated Operations and Maintenance	\$98,270	\$154,609
Manager Corporate Engineering and Energy Services	\$120,377	\$191,897
Manager Corporate Initiatives	\$110,947	\$176,864
Manager Corporate Projects and Asset Management	\$120,377	\$191,897
Manager Corporate Security	\$98,270	\$154,609
Manager Corporate Services	\$163,665	\$192,527
Manager Creative	\$98,270	\$154,609
Manager Customer Advisory Services	\$98,270	\$154,609
Manager Customer and Governance Services	\$98,270	\$154,609



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Customer and Strategic Services	\$110,947	\$176,864
Manager Customer Services	\$98,270	\$154,609
Manager Data and Forecasting	\$108,098	\$170,071
Manager Data Services	\$98,270	\$154,609
Manager Departmental Strategy and Planning	\$98,270	\$154,609
Manager Design	\$108,098	\$170,071
Manager Development	\$108,098	\$170,071
Manager Development and Capital Services	\$98,270	\$154,609
Manager Development Approvals	\$108,098	\$170,071
Manager Development Services	\$110,947	\$176,864
Manager Disposal and Processing Services	\$120,377	\$191,897
Manager Drinking Water Distribution	\$120,377	\$191,897
Manager Emergency Management Operations	\$98,270	\$154,609
Manager Engage Operations and Marketing	\$98,270	\$154,609
Manager Facility Operations	\$98,270	\$154,609
Manager Facility Planning	\$98,270	\$154,609
Manager Field Surveying Services	\$108,098	\$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 Portfolio and Strategy	\$98,270	\$154,609
Manager Fleet Maintenance	\$98,270	\$154,609
Manager Fleet Operations	\$108,098	\$170,071
Manager Geospatial Business Solutions	\$98,270	\$154,609
Manager Growth and Strategic Services	\$110,947	\$176,864
Manager Growth Funding and Investment	\$110,947	\$176,864
Manager Housing Services	\$110,947	\$176,864
Manager Human Resources Business Advisory Services	\$110,947	\$176,864
Manager Information Technology	\$98,270	\$154,609
Manager Infrastructure	\$120,377	\$191,897
Manager Infrastructure and Assets	\$120,377	\$191,897
Manager Infrastructure and Program Management	\$120,377	\$191,897
Manager Infrastructure Delivery	\$120,377	\$191,897

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Infrastructure Planning	\$120,377	\$191,897
Manager Innovation Data and External Access	\$98,270	\$154,609
Manager Intergovernmental and Corporate Strategy	\$110,947	\$176,864
Manager Investment Management	\$98,270	\$154,609
Manager Labour Relations	\$110,947	\$176,864
Manager Land and Asset Management	\$98,270	\$154,609
Manager Leadership Development and Service Strategies	\$98,270	\$154,609
Manager Legal Services	\$110,796	\$174,316
Manager Litigation	\$163,665	\$192,527
Manager Liveable Streets	\$108,098	\$170,071
Manager LRT Projects	\$108,098	\$170,071
Manager Maintenance	\$120,377	\$191,897
Manager Major Road Projects	\$108,098	\$170,071
Manager Neighbourhood Support	\$98,270	\$154,609
Manager Network Planning	\$108,098	\$170,071
Manager Occupational Health and Safety	\$98,270	\$154,609
Manager Operational Services	\$98,270	\$154,609
Manager Partnership Management	\$98,270	\$154,609
Manager Pay and Client Services	\$98,270	\$154,609
Manager People and Culture	\$110,947	\$176,864
Manager Performance and Quality	\$98,270	\$154,609
Manager Planning and Environment	\$163,665	\$192,527
Manager Procurement	\$110,947	\$176,864
Manager Prosecutions Section	\$163,665	\$192,527
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	\$108,098	\$170,071
Manager Risk Management and Claims/CRIO	\$110,947	\$176,864
Manager Safety Security and Employee Development	\$110,947	\$176,864
Manager Sales and Acquisitions	\$110,947	\$176,864
Manager Service Design	\$98,270	\$154,609
Manager Service Performance	\$98,270	\$154,609

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
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)	\$120,377	\$191,897
Manager Strategy and Business Operations	\$98,270	\$154,609
Manager Sustainability Strategy	\$98,270	\$154,609
Manager Talent Management	\$110,947	\$176,864
Manager Tax, Receivables and Accounts Payable	\$110,947	\$176,864
Manager Total Rewards and Healthy Workplace	\$110,947	\$176,864
Manager Traffic	\$120,377	\$191,897
Manager Transit Fleet	\$120,377	\$191,897
Manager Transit Operations	\$110,947	\$176,864
Manager Transit Planning	\$108,098	\$170,071
Manager Transportation Development Services	\$108,098	\$170,071
Manager Transportation Strategy	\$108,098	\$170,071
Manager Treasury	\$110,947	\$176,864
Manager Urban Initiatives	\$110,947	\$176,864
Manager Valuation	\$98,270	\$154,609
Manager Warehouse and Inventory	\$98,270	\$154,609
Manager Wastewater and Stormwater	\$120,377	\$191,897
Manager Wastewater Treatment	\$120,377	\$191,897
Manager Water Quality Services	\$110,947	\$176,864
Manager Water Treatment	\$110,947	\$176,864
Manager Watershed Planning	\$110,947	\$176,864
Manager Web Research and Projects	\$98,270	\$154,609
Market Analyst	\$76,549	\$102,339
Market Strategist	\$77,891	\$117,609
Marketing Strategist	\$72,891	\$97,461
Master Indemnification Technician	\$79,331	\$106,038
Measurement Analyst	\$69,415	\$92,784
Mechanical and Pond Maintenance Worker	\$63,094	\$69,891
Mechanical Drafting Technologist	\$65,447	\$87,560
Mechanical Maintenance Worker (Pay Level 3)*	\$63,094	\$73,570

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Mechanical Maintenance Worker (Pay Level 4)	\$69,081	\$76,550
Mechanical Maintenance Worker Lead Hand	\$69,081	\$76,550
Meter Serviceman	\$63,094	\$69,891
Meters Supervisor	\$70,196	\$104,501
Milling Project Coordinator	\$72,891	\$97,461
Millwright Apprentice	\$65,645	\$91,499
Millwright Journeyman*	\$84,614	\$99,466
Municipal Prosecutor	\$70,196	\$104,501
Neighbourhood Partnership Coordinator	\$72,891	\$97,461
Network Technician	\$65,447	\$87,560
Occupational Health Nurse	\$72,891	\$97,461
Open Data Strategist	\$70,196	\$104,501
Operations Analyst	\$61,498	\$82,246
Operations and Maintenance Storm Operations Supervisor	\$70,196	\$104,501
Operations and Maintenance Supervisor	\$77,891	\$117,609
Operations Asset Coordinator	\$65,447	\$87,560
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	\$84,412	\$112,840
Outside Maintenance Service Foreman	\$61,891	\$92,256
Painter Journeyman	\$76,981	\$86,154
Paralegal	\$61,498	\$82,246
Paralegal Real Estate	\$65,447	\$87,560
PARIS Administrator	\$61,498	\$82,246
Parking Strategist	\$88,307	\$135,252
Parks Community Strategist (Pay Level 12)	\$76,549	\$102,339
Parks Community Strategist (Pay Level E)	\$77,891	\$117,609
Parks Development Coordinator	\$80,335	\$107,471
Parks Ecologist	\$76,549	\$102,339

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Parks Events Specialist	\$65,447	\$87,560
Parks Infrastructure Lead	\$77,891	\$117,609
Parks Inspector	\$69,415	\$92,784
Parks Program Coordinator	\$65,447	\$87,560
Parks Shift Supervisor	\$70,196	\$104,501
Parks Staffing Coordinator	\$70,196	\$104,501
Parks Supervisor	\$77,891	\$117,609
Parks Worker (Pay Level 2)	\$59,814	\$66,275
Parks Worker (Pay Level 3)	\$63,094	\$69,891
Parks Worker Irrigation Lead Hand	\$63,094	\$69,891
Partnership Consultant	\$77,891	\$117,609
Partnership Coordinator	\$77,891	\$117,609
Parts Technician Journeyman 1	\$80,392	\$90,022
Parts Technician Journeyman 2	\$85,488	\$97,178
Pathway and Trail Technician	\$65,447	\$87,560
Pathways and Trails Lead	\$88,307	\$135,252
Pathways Data Analyst	\$57,730	\$77,241
Paving Supervisor	\$70,196	\$104,501
Payment Card Industry Analyst	\$61,498	\$82,246
Payment Card Industry Coordinator	\$88,307	\$135,252
Payroll Administrator	\$61,498	\$82,246
Pension and Benefit Analyst	\$69,415	\$92,784
Pension Specialist	\$65,447	\$87,560
Performance and Quality Management Lead	\$70,196	\$104,501
Performance Management Technologist	\$72,891	\$97,461
Performance Measurement Coordinator	\$72,891	\$97,461
Pipeman	\$63,094	\$69,891
Planner 1	\$72,891	\$97,461
Planner 2*	\$80,335	\$122,824
Planning Analyst	\$69,415	\$92,784
Planning and Partnership Management Lead	\$88,307	\$135,252
Planning and Safety Codes Customer Advisor	\$69,415	\$92,784
Planning Designer	\$65,447	\$87,560

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Planning Engineering Technician	\$61,498	\$82,246
Planning Services Technician 1	\$61,498	\$82,246
Planning Services Technician 2	\$65,447	\$87,560
Planning Services Technician Lead	\$69,415	\$92,784
Planning Technician	\$69,415	\$92,784
Plant Maintainer 1	\$73,008	\$81,827
Plant Maintainer 2	\$76,669	\$85,925
Plant Maintenance Helper	\$54,182	\$59,991
Plant Maintenance Man*	\$59,814	\$69,763
Plant Maintenance Supervisor	\$70,196	\$104,501
Plant Maintenance Support	\$61,547	\$68,869
Plant Operations Supervisor	\$77,891	\$117,609
Plant Operator 1	\$63,094	\$69,891
Plant Operator 2	\$69,891	\$69,891
Plant Operator 3	\$75,661	\$83,842
Plant Operator Boiler	\$69,081	\$76,550
Plant Operator Intermediate	\$71,179	\$71,179
Plant Operator Junior	\$66,275	\$66,275
Plant Operator Senior	\$77,055	\$85,386
Playfield Coordinator	\$72,891	\$97,461
Plumber Journeyman*	\$81,214	\$94,723
Policy and Administrative Lead	\$61,891	\$92,256
Policy Coordinator	\$61,498	\$82,246
Portfolio Accountant	\$69,415	\$92,784
Portfolio Manager	\$88,307	\$135,252
Positioning and Navigation Specialist	\$80,335	\$107,471
Pre-Employment Drug Testing Program Leader	\$77,891	\$117,609
Preventative Maintenance Coordinator	\$61,498	\$82,246
Preventative Maintenance Person	\$63,606	\$71,240
Printing Coordinator	\$57,730	\$77,241
Process Accountant	\$57,730	\$77,241
Process and Technology Consultant	\$77,891	\$117,609
Process Coordinator	\$70,196	\$104,501

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Process Manager	\$77,891	\$117,609
Process Procedure and Reporting Analyst	\$57,730	\$77,241
Process Specialist	\$69,415	\$92,784
Procurement Coordinator	\$88,307	\$135,252
Production Artist	\$61,498	\$82,246
Production Artist Macintosh System Administrator	\$69,415	\$92,784
Production Liaison Specialist	\$83,304	\$111,384
Production Specialist	\$65,447	\$87,560
Program Coordinator (Pay Level C)	\$61,891	\$92,256
Program Coordinator (Pay Level E)	\$77,891	\$117,609
Program Coordinator Liveable Streets	\$88,307	\$135,252
Program Lead	\$72,891	\$97,461
Program Lead Field Operations Review	\$77,891	\$117,609
Program Lead Resilience Strategies	\$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 Desktop Architecture	\$88,307	\$135,252
Program Manager Identity Management	\$88,307	\$135,252
Program Manager Information Technology	\$88,307	\$135,252
Program Planner	\$76,549	\$102,339
Programmer Analyst	\$65,447	\$87,560
Programs and Services Coordinator	\$70,196	\$104,501
Project Analyst	\$69,415	\$92,784
Project and Development Coordinator	\$84,412	\$112,840
Project Controls Analyst	\$65,447	\$87,560
Project Controls Leader	\$70,196	\$104,501
Project Controls Senior Manager	\$110,947	\$176,864
Project Coordinator*	\$72,891	\$111,384
Project Cost Control Coordinator	\$65,447	\$87,560
Project Cost Control Specialist	\$61,498	\$82,246
Project Delivery Manager	\$110,947	\$176,864
Project Geologist	\$77,891	\$117,609

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Project Hydrogeologist	\$77,891	\$117,609
Project Inspector	\$61,498	\$82,246
Project Management Consultant (Pay Level 11)	\$72,891	\$97,461
Project Management Consultant (Pay Level E)	\$77,891	\$117,609
Project Manager (Pay Level 11)	\$72,891	\$97,461
Project Manager (Pay Level 12)	\$76,549	\$102,339
Project Manager (Pay Level 13)	\$80,335	\$107,471
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	\$65,447	\$87,560
Project Reporting Team Lead	\$77,891	\$117,609
Projects Coordinator Liveable Streets	\$88,307	\$135,252
Projects Technician	\$83,304	\$111,384
Property Manager	\$69,415	\$92,784
Public Art Collection Specialist	\$65,447	\$87,560
Public Art Program Coordinator	\$72,891	\$97,461
Public Art Program Specialist	\$61,498	\$82,246
Public Art Project Coordinator	\$72,891	\$97,461
Public Information Officer	\$126,963	\$126,963
Public Program Coordinator	\$69,415	\$92,784
Public Realm Lead	\$88,307	\$135,252
Public Safety and Enforcement Analyst	\$72,891	\$97,461
Public Safety and Enforcement Officer	\$72,891	\$97,461
Pump Operator Lift Stations	\$63,094	\$69,891
Quality Assurance Analyst	\$65,447	\$87,560
Quality Assurance Technician	\$72,891	\$97,461
Quality Improvement Lead Specialist	\$94,749	\$94,749
Rail Systems Technician	\$61,498	\$82,246
Real Estate Portfolio Lead	\$77,891	\$117,609
Real Estate Senior Manager	\$110,947	\$176,864
Records and Information Management Coordinator	\$70,196	\$104,501



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Records Management Support (Pay Level 5)	\$50,924	\$68,068
Records Management Support (Pay Level 6)	\$54,072	\$72,491
Records Management Support (Pay Level 7)	\$57,730	\$77,241
Records Management Support (Pay Level 8)	\$61,498	\$82,246
Records Management Support (Pay Level 9)	\$65,447	\$87,560
Records Management Support (Pay Level 10)	\$69,415	\$92,784
Records Management Support (Pay Level 11)	\$72,891	\$97,461
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	\$72,891	\$97,461
Recreation Program Specialist	\$65,447	\$87,560
Recruitment Analyst	\$65,447	\$87,560
Recruitment Coordinator	\$139,048	\$139,048
Recruitment Officer	\$61,891	\$92,256
Recurring Maintenance Lead	\$70,196	\$104,501
Recycle Centre Operator	\$63,094	\$69,891
Regulatory Analyst	\$77,891	\$117,609
Regulatory Program Specialist	\$72,891	\$97,461
Remittance Processing Equipment Operator	\$50,924	\$68,068
Rental Coordinator	\$65,447	\$87,560
Repair and Maintenance Operations Supervisor	\$70,196	\$104,501
Repair and Response Operations Supervisor	\$70,196	\$104,501
Repairman Bridges	\$69,081	\$76,550
Repairman Hydrant	\$63,094	\$69,891
Repairman Roadmarking	\$59,814	\$66,275
Reporting and Analytics Lead	\$77,891	\$117,609
Research Analyst (Pay Level 7)	\$57,730	\$77,241
Research Analyst (Pay Level 8)	\$61,498	\$82,246
Research and Development Analyst	\$65,447	\$87,560
Research and Policy Technician	\$57,730	\$77,241
Research Coordinator	\$76,549	\$102,339
Research Data and Analytics Lead	\$77,891	\$117,609

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Residential Collection Driver	\$63,094	\$69,891
Resilience Program Manager	\$98,270	\$154,609
Retirement Analyst	\$69,415	\$92,784
Revenue Programs Administrator	\$61,389	\$82,027
Risk Analyst	\$57,730	\$77,241
Roadmarking Lifecycle Technician	\$69,415	\$92,784
Roadmaster Track and Way	\$61,891	\$92,256
Roads Design and Development Technologist	\$76,549	\$102,339
Roads Operations Coordinator	\$70,196	\$104,501
Roads Subdivision Officer	\$91,811	\$122,824
Route Planning Analyst	\$69,415	\$92,784
Safety Advisor*	\$76,549	\$116,958
Safety Codes Officer	\$76,549	\$102,339
Safety Codes Officer Electrical	\$97,461	\$102,339
Safety Compliance Senior Manager	\$120,377	\$191,897
Sales Agent	\$72,891	\$97,461
SCADA Systems Technologists	\$65,447	\$87,560
Scanning and Imaging Technician	\$50,924	\$68,068
Schedule and Workforce Supervisor	\$61,891	\$92,256
Scheduler*	\$57,730	\$88,275
Scheduling Lead	\$88,307	\$135,252
Scheduling Supervisor	\$70,196	\$104,501
Seasonal Employment Coordinator	\$65,447	\$87,560
Security Advisor	\$77,891	\$117,609
Security Control Analyst	\$65,447	\$87,560
Security Guard	\$58,198	\$77,792
Security Operations Section Lead	\$77,891	\$117,609
Security Operations Supervisor (Pay Level C)	\$61,891	\$92,256
Security Operations Supervisor (Pay Level D)	\$70,196	\$104,501
Security Systems Administrator	\$57,730	\$77,241
Senior Address Planning Analyst	\$72,891	\$97,461
Senior Administrator Business Services	\$65,447	\$87,560
Senior Architect	\$88,307	\$135,252

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Assessor	\$84,412	\$112,840
Senior Asset Management GIS Technician	\$69,415	\$92,784
Senior Auditor	\$88,307	\$135,252
Senior Biology Laboratory Technician	\$72,891	\$97,461
Senior Business Analyst Capital Budget	\$65,447	\$87,560
Senior Business Analyst Revenue Control Accounts Receivable	\$57,730	\$77,241
Senior Business Strategist	\$88,307	\$135,252
Senior Buyer	\$76,549	\$112,567
Senior Cash Processor	\$61,797	\$82,659
Senior Change Controller	\$61,498	\$82,246
Senior Claims Adjuster	\$70,196	\$104,501
Senior Commercial Leasing Agent	\$80,335	\$107,471
Senior Concrete Leader	\$88,307	\$135,252
Senior Consultant	\$88,307	\$135,252
Senior Coordinator	\$66,769	\$89,295
Senior Corporate and Innovative Financial Analyst	\$88,307	\$135,252
Senior Corporate Consultant	\$88,307	\$135,252
Senior Corporate Economist	\$88,307	\$135,252
Senior Corporate Financial Analyst	\$65,447	\$87,560
Senior Corporate Financial Planner	\$98,270	\$154,609
Senior Corporate Research Analyst	\$70,196	\$104,501
Senior Corrosion Technician	\$79,331	\$106,038
Senior CPIC Court Clerk	\$70,283	\$93,995
Senior Data Analysis Technician	\$72,891	\$97,461
Senior Data Analyst	\$65,302	\$87,360
Senior Data Analytics Auditor	\$88,307	\$135,252
Senior Data Collection Technician	\$69,415	\$92,784
Senior Database Technology Analyst	\$72,891	\$109,910
Senior Department Accountant	\$76,549	\$102,339
Senior Development Inspector	\$72,891	\$97,461
Senior Emergency Communications Dispatcher*	\$86,141	\$103,369
Senior Emergency Communications Officer*	\$83,629	\$100,355
Senior Emergency Manager	\$88,307	\$135,252

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Energy Management Environmental Conservation Technician	\$76,549	\$102,339
Senior Engineering Technician	\$72,891	\$97,461
Senior Engineering Technologist*	\$76,549	\$116,958
Senior Enterprise Architect	\$88,307	\$135,252
Senior Executive Advisor	\$88,307	\$135,252
Senior Facilities Planner	\$77,891	\$117,609
Senior Facility Attendant	\$69,081	\$76,550
Senior Financial Accountant	\$65,447	\$87,560
Senior Firefighter	\$107,824	\$107,824
Senior Geospatial Analyst	\$72,891	\$97,461
Senior Geospatial Technician Cartography	\$72,891	\$97,461
Senior Geospatial Technician Drafting	\$72,891	\$97,461
Senior Graphic Designer	\$69,415	\$92,784
Senior Growth Management Planner	\$77,891	\$117,609
Senior Human Resources Associate	\$65,447	\$87,560
Senior Infrastructure Performance Coordinator	\$88,307	\$135,252
Senior Innovation Designer	\$77,891	\$117,609
Senior Interior Designer	\$72,891	\$97,461
Senior Laboratory Technician	\$69,415	\$92,784
Senior Leader Investments	\$98,270	\$154,609
Senior Leader Learning and Development	\$88,307	\$135,252
Senior Leader PMP Wheel Truing Attendant	\$70,138	\$78,478
Senior Leader Signals Maintenance and Construction	\$88,307	\$135,252
Senior Leader Traffic Operations	\$88,307	\$135,252
Senior Local Improvement Administrator	\$69,415	\$92,784
Senior Master Indemnification Technician	\$87,485	\$116,958
Senior Microbiologist	\$84,412	\$112,840
Senior PARIS Administrator	\$65,447	\$87,560
Senior Paving Leader	\$88,307	\$135,252
Senior Payroll Analyst	\$69,415	\$92,784
Senior Planner	\$77,891	\$117,609
Senior Planning Services Technician	\$69,415	\$92,784
Senior Planning Technician	\$72,891	\$97,461

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Plants Leader	\$88,307	\$135,252
Senior Process Accountant	\$65,447	\$87,560
Senior Programmer Analyst	\$72,891	\$109,910
Senior Recruitment Specialist*	\$61,498	\$93,995
Senior Regulatory Analyst	\$88,307	\$135,252
Senior Risk Analyst	\$72,891	\$97,461
Senior Risk Strategist	\$88,307	\$135,252
Senior Safety Codes Officer	\$80,335	\$107,471
Senior Safety Codes Officer Electrical	\$112,840	\$112,840
Senior Sales Agent	\$80,335	\$107,471
Senior Scheduler	\$70,196	\$104,501
Senior Security Analyst	\$70,196	\$104,501
Senior Services Supervisor	\$65,447	\$87,560
Senior Signals Electrician/Technician Journeyman	\$109,054	\$109,054
Senior Storekeeper	\$61,963	\$82,846
Senior Storeman	\$70,450	\$86,965
Senior Strategist	\$88,307	\$135,252
Senior Technical Advisor	\$88,307	\$135,252
Senior Technician	\$69,415	\$92,784
Senior Tire Repair Person	\$65,811	\$73,778
Senior Traffic Engineering Technician	\$76,549	\$102,339
Senior Transit Design Technician	\$72,891	\$97,461
Senior Transit Planner	\$77,891	\$117,609
Senior Transportation Planning Technician	\$76,549	\$102,339
Senior Treasury Analyst	\$72,891	\$97,461
Senior User Experience Architect	\$69,415	\$92,784
Senior Water Adaptation and Mitigation Specialist	\$76,549	\$102,339
Senior Water Management Development Coordinator	\$91,811	\$122,824
Senior Water Quality Monitoring Technician	\$76,549	\$102,339
Senior Water Resources Planner	\$80,335	\$107,471
Senior Watershed Biologist	\$88,543	\$118,446
Senior Watershed Planner	\$80,335	\$107,471
Senior Works Inspector	\$79,331	\$106,038

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Zookeeper	\$66,414	\$73,570
Seniors Services Operations Coordinator	\$76,549	\$102,339
Septic Dump Station Attendant	\$54,182	\$59,991
Sergeant Business Licence	\$87,485	\$116,958
Sergeant Bylaw Services	\$72,891	\$97,461
Sergeant Calgary Transit	\$76,549	\$102,339
Sergeant Taxi Inspections	\$83,304	\$111,384
Service Advisor	\$65,811	\$88,005
Service Camera Technician	\$65,978	\$88,275
Service Contract Coordinator	\$65,447	\$87,560
Service Foreman	\$61,891	\$92,256
Service Improvement Manager	\$77,891	\$117,609
Service Lane Attendant	\$59,363	\$66,498
Service Lane Attendant Lead Hand	\$63,606	\$71,240
Service Lane Attendant LRV	\$61,547	\$68,869
Service Lane Attendant LRV Lead Hand	\$65,811	\$73,778
Service Lane Dispatcher	\$61,547	\$68,869
Service Lane Foreman LRV	\$61,891	\$92,256
Service Quality Lead	\$70,196	\$104,501
Service Request Coordinator	\$61,498	\$82,246
Service Writer	\$61,963	\$82,846
Sewers Project Inspector	\$83,304	\$111,384
Shelter Assistant	\$59,814	\$66,275
Shift Supervisor	\$70,196	\$104,501
Shop Foreman	\$110,136	\$110,136
Shop Labourer	\$59,155	\$59,155
Shop Worker	\$63,094	\$69,891
Sign and Pavement Marking Inventory Technician	\$61,498	\$82,246
Sign Manufacturer (Pay Level 2)	\$59,814	\$66,275
Sign Manufacturer (Pay Level 3)	\$63,094	\$69,891
Sign Manufacturer (Pay Level 4)	\$69,081	\$76,550
Signals Dispatcher	\$62,088	\$76,669
Signals Electrical Planner	\$114,504	\$114,504

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Signals Electrician/Technician Journeyman	\$100,984	\$100,984
Small Equipment Storeman	\$58,198	\$77,792
Small Equipment Storeperson Driver	\$49,400	\$66,082
Small Motor Mechanic	\$69,081	\$76,550
Social Planner	\$77,891	\$117,609
Social Programs Coordinator	\$76,549	\$102,339
Social Programs Specialist	\$65,447	\$87,560
Social Research Policy Analyst	\$69,415	\$92,784
Social Worker	\$72,891	\$97,461
Special Projects Leader	\$88,307	\$135,252
Special Services Technician	\$65,447	\$87,560
Specifications Officer	\$126,963	\$126,963
Sponsorship and Partnership Liaison	\$77,891	\$117,609
Sports Coordinator	\$72,891	\$97,461
Staffing Liaison Coordinator	\$61,891	\$92,256
Stakeholder Relations Senior Manager	\$98,270	\$154,609
Standard Operating Procedures Content Writer	\$61,498	\$82,246
Station Cleaner	\$57,283	\$64,126
Steambay Attendant	\$61,547	\$68,869
Steamroom/Brakeroom Attendant	\$63,606	\$71,240
Storeman	\$62,088	\$76,669
Storeperson	\$58,198	\$77,792
Storeworker	\$63,094	\$69,891
Stormwater Pollution Prevention Specialist	\$76,549	\$102,339
Strategic Analyst	\$69,415	\$92,784
Strategic Business Analyst	\$77,891	\$117,609
Strategic Legislative Analyst	\$70,196	\$104,501
Strategic Planning and Policy Coordinator	\$72,891	\$97,461
Strategic Projects Coordinator	\$69,415	\$92,784
Strategic Workforce Planning Coordinator	\$70,196	\$104,501
Strategist	\$77,891	\$117,609
Strategist Resilience and Infrastructure	\$77,891	\$117,609
Strategy and Business Lead	\$88,307	\$135,252

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Strategy Lead	\$88,307	\$135,252
Strategy Lead Community Action on Mental Health and Addictions	\$88,307	\$135,252
Streetlight Design Technician	\$72,891	\$97,461
Streetlighting Design Technologist/Inspector	\$72,891	\$97,461
Structures Technician	\$72,891	\$97,461
Student-at-Law	\$38,471	\$77,891
Subdivision Roads Project Inspector	\$83,304	\$111,384
Subdivision Technician	\$61,498	\$82,246
Superintendent Administrative and Shelter Services	\$88,307	\$135,252
Superintendent Business Development	\$77,891	\$117,609
Superintendent Bylaw Services	\$98,270	\$154,609
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 Public Art	\$77,891	\$117,609
Superintendent Residential Collection	\$77,891	\$117,609
Supervisor Arts Centre	\$72,891	\$97,461
Supervisor Calgro Operations	\$77,891	\$117,609
Supervisor Compaction Technician	\$72,891	\$97,461
Supervisor Concession Operations	\$69,415	\$92,784
Supervisor Invoice Processing	\$65,447	\$87,560
Supervisor Recruitment Centre	\$77,891	\$117,609
Supervisor Sales Special Programs	\$70,196	\$104,501
Supervisor Workforce Planning	\$70,196	\$104,501
Supplier Support Advisor	\$54,218	\$72,491
Supply Chain Analyst	\$65,447	\$87,560
Supply Chain Planner	\$76,549	\$102,339
Surface Improvements Inspector*	\$69,415	\$106,038
Survey Coordinator	\$76,549	\$102,339
Survey Drafting Specialist	\$65,447	\$87,560
Survey Equipment Technician	\$57,730	\$77,241
Surveyor	\$72,891	\$97,461

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



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Surveyor Assistant	\$57,730	\$77,241
Sustainability Consultant	\$77,891	\$117,609
Swamper Equipment Operator Crane Truck	\$54,182	\$59,991
Swim Instructor	\$63,094	\$69,891
Systems Administrator	\$57,730	\$77,241
Systems Administrator 1	\$65,447	\$87,560
Systems Administrator 2	\$76,549	\$115,552
Systems Administrator 3	\$77,891	\$117,609
Systems Control Technician	\$83,304	\$111,384
Systems Electrical Control Technician	\$109,054	\$109,054
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 Process and Policy Lead	\$77,891	\$117,609
Tangible Capital Assets Reporting Lead	\$77,891	\$117,609
Tax Account Maintenance Adjustor	\$54,218	\$72,491
Tax Billing and Adjustment Analyst	\$57,730	\$77,241
Tax Services Advisor	\$54,218	\$72,491
Taxonomy Specialist	\$65,447	\$87,560
Team Coordinator	\$88,307	\$135,252
Team Coordinator Safety and Training	\$88,307	\$135,252
Team Lead Accounts Payable	\$70,196	\$104,501
Team Lead Asset Management	\$77,891	\$117,609
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
Team Lead Business Technology Sustainment	\$77,891	\$117,609
Team Lead Capital Inspections	\$80,335	\$107,471
Team Lead Cathodic Protection	\$87,485	\$116,958
Team Lead Citizen Programs	\$77,891	\$117,609
Team Lead Community Social Development	\$77,891	\$117,609
Team Lead Corporate Coordination Operations and Maintenance Program Office	\$88,307	\$135,252

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Customer Experience Planning	\$77,891	\$117,609
Team Lead Customer Inquiries and Analysis	\$70,196	\$104,501
Team Lead Data and Technology	\$88,307	\$135,252
Team Lead Environmental Compliance	\$88,307	\$135,252
Team Lead Indigenous Relations	\$88,307	\$135,252
Team Lead Industrial Monitoring	\$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 Integrity and Advisory Services	\$88,307	\$135,252
Team Lead Key Accounts	\$77,891	\$117,609
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 Partnership Strategy and Policy	\$88,307	\$135,252
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 Research and Reporting	\$88,307	\$135,252
Team Lead Resource Strategy	\$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 Implementation	\$88,307	\$135,252
Team Lead Tax Account Maintenance	\$65,447	\$87,560
Team Lead Tax Advisory Services	\$69,415	\$92,784
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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Water Quality Monitoring	\$77,891	\$117,609
Team Lead Watershed Resiliency	\$88,307	\$135,252
Team Lead Youth Services	\$77,891	\$117,609
Team Leader Business Performance	\$77,891	\$117,609
Team Leader Cash and Internal Control	\$70,196	\$104,501
Team Leader Cash Processing	\$61,891	\$92,256
Team Leader Collision and Compliance	\$77,891	\$117,609
Team Leader Corporate Accounts Receivable	\$69,415	\$92,784
Team Leader Corporate Billing	\$69,415	\$92,784
Team Leader Corporate Cash Payments	\$61,891	\$92,256
Team Leader Corporate Credit and Collections	\$69,415	\$92,784
Team Leader Fleet	\$77,891	\$117,609
Team Leader Strategy and Business Evolution	\$88,307	\$135,252
Team Leader Technology and Information	\$77,891	\$117,609
Technical Advisor	\$72,691	\$97,243
Technical Analyst	\$80,335	\$121,376
Technical Analyst Application Support	\$77,891	\$117,609
Technical Assistant	\$84,614	\$94,723
Technical Coordinator	\$87,485	\$116,958
Technical Lead Planner	\$77,891	\$117,609
Technical Rescue Program Assistant	\$69,415	\$92,784
Technical Security Systems Dispatch Administrator	\$54,218	\$72,491
Technical Security Systems Specialist	\$61,498	\$82,246
Technical Services Officer	\$126,963	\$126,963
Technical Teams Coordinator	\$139,048	\$139,048
Technical Writer	\$65,447	\$87,560
Technical Writer and Training Liaison	\$57,730	\$77,241
Technical Writing and Media Specialist	\$65,447	\$87,560
Telecommunications Specialist	\$61,498	\$82,246
Telecommunications Technologist	\$69,415	\$92,784
Telephone Services and Dispatch Operator	\$58,865	\$78,704
Temporary Employment Services Agency Coordinator	\$61,891	\$92,256
Tenant Liaison	\$69,415	\$92,784

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Tire Repair Person	\$63,606	\$71,240
Tire Repair Person Lead Hand	\$70,138	\$78,478
Trace Analyst	\$69,415	\$92,784
Track Maintainer	\$65,811	\$73,778
Trackman	\$61,547	\$68,869
Trade Support Foreman	\$66,456	\$82,035
Trades Foremen	\$70,196	\$104,501
Traffic Collision Analyst Technician	\$72,891	\$97,461
Traffic Construction Technician	\$65,447	\$87,560
Traffic Control and Parking Coordinator	\$77,891	\$117,609
Traffic Controller	\$59,814	\$66,275
Traffic Engineering Technician 1*	\$61,498	\$93,995
Traffic Engineering Technician 2	\$72,891	\$97,461
Traffic Leader Technical Service Delivery	\$88,307	\$135,252
Traffic Management Center Coordinator	\$77,891	\$117,609
Traffic Signals Technician	\$65,447	\$87,560
Training Lead (Pay Level D)	\$70,196	\$104,501
Training Lead (Pay Level E)	\$77,891	\$117,609
Training Specialist (Pay Level 7)	\$57,585	\$77,004
Training Specialist (Pay Level 8)	\$61,498	\$82,246
Training Specialist (Pay Level 9)*	\$65,447	\$100,069
Training Specialist (Pay Level 10)*	\$69,415	\$106,038
Training Specialist (Pay Level 11)	\$72,891	\$97,461
Training Specialist (Pay Level 12)	\$76,549	\$102,339
Transit Operations Supervisor	\$70,196	\$104,501
Transit Operator*	\$45,568	\$71,195
Transit Planner	\$72,891	\$97,461
Transit Research Planner	\$61,891	\$92,256
Transit Scheduler	\$65,302	\$87,360
Transit Training Officer	\$61,891	\$92,256
Transportation Education Planner Specialist	\$69,415	\$92,784
Transportation Environmental Technologist	\$76,549	\$102,339
Transportation Planner	\$77,891	\$117,609

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Transportation Planning Strategist	\$88,307	\$135,252
Transportation Safety Strategist	\$77,891	\$117,609
Treasury Coordinator	\$77,891	\$117,609
Treasury Operations and Compliance Analyst	\$69,415	\$92,784
Treasury Operations and Risk Lead	\$88,307	\$135,252
Troubleman Wastewater	\$63,094	\$69,891
Troubleman Water	\$69,081	\$76,550
Truck and Transport Mechanic Journeyman 1	\$84,614	\$94,723
Truck and Transport Mechanic Journeyman 2	\$88,837	\$99,466
Truck Driver Aerial	\$63,094	\$69,891
Truck Driver Move	\$59,814	\$66,275
Truck Driver Tandem (Pay Level 1)	\$54,182	\$59,991
Truck Driver Tandem (Pay Level 2)	\$59,814	\$66,275
Ultra Violet Specialist	\$66,456	\$82,035
Upholsterer	\$70,138	\$78,478
Urban Forester	\$88,307	\$135,252
Urban Forestry Lead	\$88,307	\$135,252
Urban Forestry Superintendent	\$77,891	\$117,609
Urban Forestry Technician	\$72,891	\$97,461
Urban Forestry Technician Supervisor	\$77,891	\$117,609
Urban Strategy Lead	\$88,307	\$135,252
User Experience Architect	\$65,447	\$87,560
Utilities Call Centre Coordinator	\$72,891	\$97,461
Utilities Planning Specialist	\$69,415	\$92,784
Utility Inspector	\$79,331	\$106,038
Utility Locator	\$69,081	\$76,550
Utilityman	\$54,182	\$59,991
Valve Crew Leader	\$83,111	\$83,111
Valve Survey Operator	\$59,814	\$66,275
Vehicle and Equipment Coordinator (Pay Level 10)	\$69,415	\$92,784
Vehicle and Equipment Coordinator (Pay Level 11)	\$83,304	\$111,384
Vehicle and Equipment Coordinator (Pay Level D)	\$70,196	\$104,501
Vehicle and Equipment Trainer*	\$69,081	\$80,579

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Veterinarian	\$77,891	\$117,609
Video Analyst	\$61,891	\$92,256
Video Design Specialist	\$69,415	\$92,784
Video Operator Mainline	\$63,094	\$69,891
Video Operator Mainline Helper	\$59,814	\$66,275
Video Operator Service Camera	\$63,094	\$69,891
Vocational Rehabilitation Consultant	\$76,549	\$102,339
Volunteer Coordinator	\$65,447	\$87,560
Waste and Recycling Educator	\$61,498	\$82,246
Waste Diversion Specialist	\$77,891	\$117,609
Waste Diversion Technologist	\$69,415	\$92,784
Water Educator	\$54,218	\$72,491
Water Efficiency Public Program Coordinator	\$72,891	\$97,461
Water Management Development Coordinator	\$79,331	\$106,038
Water Management Lead	\$77,891	\$117,609
Water Management Superintendent	\$77,891	\$117,609
Water Management Technician	\$69,415	\$92,784
Water Quality Monitoring Technician	\$65,447	\$87,560
Water Resources Planner	\$72,891	\$97,461
Waterjet Operator	\$66,414	\$73,570
Web and Digital Associate	\$57,730	\$77,241
Web Designer	\$61,389	\$82,027
Welder Journeyman	\$84,614	\$94,723
Wellness Coach	\$69,251	\$92,565
Wellness Fitness Coordinator	\$139,048	\$139,048
Wetlands and Capital Planning Supervisor	\$77,891	\$117,609
Whistle Blower Program Investigator	\$77,891	\$117,609
Whistleblower Program Manager	\$88,307	\$135,252
Workforce Coordinator	\$61,498	\$82,246
Workforce Data Analyst	\$61,498	\$82,246
Workforce Planning Analyst	\$70,196	\$104,501
Working Foreman/Lead Hand	\$114,504	\$114,504
Workplace Strategist	\$77,891	\$117,609

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Works Inspector*	\$65,447	\$100,069
Workspace Planner	\$65,447	\$87,560
Youth and Family Support Worker	\$61,498	\$82,246
Youth Employment Counsellor	\$65,447	\$87,560
Youth Justice Coordinator	\$84,412	\$112,840
Youth Probation Officer	\$76,549	\$102,339
Zone Superintendent	\$77,891	\$117,609
Zookeeper 1	\$62,962	\$69,763
Zookeeper 2	\$66,414	\$73,570
Zookeeper 3	\$72,717	\$80,579

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

# Pensions

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## 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 2020 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
2020 YMPE	\$58,700
2020 Income Tax Act Salary Cap	\$172,221

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 2020 contribution rates

Members' rate	2.35% of annual earnings
City rate	2.92% of annual earnings
2020 Income Tax Act Salary Cap	\$154,611

## Overcap Pension Plan (OCP)

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 OCP. The OCP provides a 2 per cent benefit on earnings above the Income Tax Act maximum for OCP service.

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

## 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 2020 contribution rates

Members' rate	2.32% of annual earnings
City rate	2.83% of annual earnings
2020 Income Tax Act Salary Cap	\$172,221

# 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 2020 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$2,300/year as per Jan 1, 2020	No Contributions	\$2,300/year as per Jan 1, 2020
Extended Health Level 2	\$4.80 biweekly	\$56.40 biweekly	\$9.60 biweekly	\$112.80 biweekly
Dental Level 1	No Contributions	\$1,100/year as per Jan 1, 2020	No Contributions	\$1,100/year as per Jan 1, 2020
Dental Level 2	\$2.60 biweekly	\$24.80 biweekly	\$5.20 biweekly	\$49.60 biweekly
Dental Level 3	\$15.70 biweekly	\$24.80 biweekly	\$31.40 biweekly	\$49.60 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.0660/\$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, 2020		No contributions	

For more information: [calgary.ca/benefits](http://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 2020 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$14.35 biweekly	\$33.49 biweekly	\$36.03 biweekly	\$84.05 biweekly
Dental	\$5.07 biweekly	\$20.30 biweekly	\$13.35 biweekly	\$53.40 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.03692/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01231/\$1,000 biweekly		2 times annual salary x 0.02461/\$1,000 biweekly	
Optional Life Insurance	100% employee paid (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](http://calgary.ca/benefits)

# Perquisites

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## Flexible Spending Account

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

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

## Active Living Program

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

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

## Car Allowance

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 \$1,700.

## 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.