

# 2022 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.

## How pay is determined

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### Our compensation philosophy

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

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

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

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

## How pay increases are awarded

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

Exempt (non-union) positions are typically managerial and not governed by collective agreements. Each year, the performance of exempt employees is reviewed in relation to The City’s business goals. In years where a salary increase budget has been approved and they have met their goals, exempt employees may be given a salary increase within the salary range for their position. Salary ranges for exempt employees may be found at [2022 Exempt Salary Structure](#).

## Economic adjustments

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

## Who has a “say” on pay?

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

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

# Notes for compensation data

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- The position and salary information is effective 2022 May 17 based on the negotiated or approved salary rates as of that date.
- The data includes positions that meet the following criteria:
  - › Positions filled by an employee with a payroll status of “active”, “leave of absence”, “paid leave of absence” or “suspended”
  - › Full-time and part-time positions
    - Part-time positions have been reported using the minimum and maximum annual base salary equal to a full-time position
    - Full-time hours vary by position between 30 to 42 hours per week
  - › Temporary and permanent positions
  - › Exempt (non-union) and all union jurisdictions
- Positions with the same minimum and maximum annual base salary have one rate of pay as per their collective agreement. For example, Fire Investigations Coordinator.
- Positions listed may be filled by one or many employees. For example, Transit Operator is filled by many employees.
- Certain positions have been grouped as follows:
  - › Positions that are similar in function have been grouped together. General titles were used where jobs were grouped by function. For example: Finance Lead Corporate Accounting, Finance Lead Benefits, Finance Lead Pensions, etc. have been grouped as Finance Lead.
  - › Positions that are similar in function and operate at various levels have been grouped by pay level. For example:
    - Labourer Parks Maintenance, Labourer Operator, etc. have been grouped as Labourer (Pay Level 1).
    - Engineering positions, except Engineering Managers, were grouped by Engineer pay level.
    - Lawyer positions, except Lawyer Managers, were grouped by Lawyer pay level.
    - CUPE Local 709 Foreman positions were grouped by Foreman pay level.
- Position titles including “CHC” reflect those reporting into Calgary Housing Company.

- The following employee groups are excluded from the list:

Group	Rationale
Calgary Police Service	The Calgary Police Service also publishes a compensation disclosure list. Please refer to the <a href="#">Calgary Police Service website</a> .
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.

# Compensation Disclosure List

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Position title	Minimum annual base rate	Maximum annual base rate
311 Business Advisor	\$72,891.00	\$97,461.00
311 Coordinator	\$79,059.00	\$119,373.00
311 Subject Matter Expert	\$54,217.80	\$72,490.60
911 Support Analyst	\$72,891.00	\$115,551.80
Ability Advisor	\$65,447.20	\$87,560.20
Access and Privacy Analyst	\$76,549.20	\$102,338.60
Access Calgary Scheduler	\$62,819.00	\$93,640.00
Accessible Services Operator Trainee	\$45,649.50	\$45,649.50
Accessible Services Operator*	\$42,962.40	\$58,773.00
Account Administrator	\$57,730.40	\$77,240.80
Account Management Coordinator	\$61,497.80	\$82,245.80
Accounting Project Coordinator	\$76,549.20	\$102,338.60
Accounts Payable Analyst	\$54,217.80	\$72,490.60
Accounts Receivable Analyst	\$57,730.40	\$77,240.80
Accounts Receivable, Accounts Payable and Receiving Coordinator CHC	\$71,249.00	\$106,069.00
Acquisition Specialist	\$69,414.80	\$92,783.60
Addressing Analyst	\$61,497.80	\$82,245.80
Addressing Planning Analyst	\$69,414.80	\$92,783.60
Adjunct Training Officer	\$128,856.00	\$128,856.00
Administrative Lead	\$89,632.00	\$137,281.00
Administrative Support (Pay Level 3)	\$43,115.80	\$57,675.80
Administrative Support (Pay Level 4)	\$46,755.80	\$62,717.20
Administrative Support (Pay Level 5)*	\$50,796.20	\$77,792.00
Administrative Support (Pay Level 6)*	\$54,072.20	\$82,846.40
Administrative Support (Pay Level 7)	\$57,730.40	\$77,240.80
Administrative Support (Pay Level 8)	\$61,497.80	\$82,245.80
Administrative Support (Pay Level 9)	\$65,447.20	\$87,560.20
Administrative Support (Pay Level B)	\$51,785.00	\$77,066.00
Administrative Support (Pay Level C)	\$62,819.00	\$93,640.00
Administrative Support CHC (Pay Level 4)	\$46,937.80	\$62,717.20

\*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>
Administrative Support CHC (Pay Level 5)	\$50,923.60	\$68,068.00
Administrative Support CHC (Pay Level 6)	\$54,217.80	\$72,490.60
Administrative Support CHC (Pay Level 7)	\$57,730.40	\$77,240.80
Administrative Support Supervisor (Pay Level C)	\$62,819.00	\$93,640.00
Administrative Support Supervisor (Pay Level D)	\$71,249.00	\$106,069.00
Administrative Support Supervisor CHC	\$71,249.00	\$106,069.00
Alterations Specialist	\$61,963.20	\$82,846.40
Analytical Chemist	\$80,334.80	\$107,471.00
Animal Behaviour Coordinator	\$79,331.20	\$106,038.40
Animal Health Technologist	\$69,414.80	\$92,783.60
Anti-Racism Strategic Advisor	\$72,891.00	\$97,461.00
Appeals Specialist	\$69,414.80	\$92,783.60
Application Administrator (Pay Level 9)	\$65,447.20	\$87,560.20
Application Administrator (Pay Level 11)	\$72,891.00	\$97,461.00
Application Analyst	\$72,891.00	\$97,461.00
Application Analyst CHC	\$72,891.00	\$97,461.00
Application Data Analyst	\$69,414.80	\$92,783.60
Application Processing Coordinator	\$71,249.00	\$106,069.00
Applications and Inquiries Coordinator	\$79,059.00	\$119,373.00
Applications Processing Representative	\$57,730.40	\$77,240.80
Applications Support Analyst	\$65,447.20	\$87,560.20
Appraiser	\$65,447.20	\$87,560.20
Approvals Coordinator	\$79,059.00	\$119,373.00
Archivist	\$65,447.20	\$87,560.20
Arena and Athletic Park Attendant	\$63,093.68	\$69,891.12
Art Centre Specialist	\$57,730.40	\$77,240.80
Arts and Culture Strategist	\$76,549.20	\$102,338.60
Asphalt and Crusher Plant Technician	\$69,414.80	\$92,783.60
Assessment Assistant	\$43,225.00	\$57,821.40
Assessor	\$65,447.20	\$87,560.20
Asset Administrator 1	\$54,217.80	\$72,490.60
Asset Administrator 2	\$61,497.80	\$82,245.80
Asset Analyst	\$65,447.20	\$87,560.20



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Asset Management Analyst	\$71,249.00	\$106,069.00
Asset Management GIS Technician	\$65,447.20	\$87,560.20
Asset Management GIS Technician Senior	\$69,414.80	\$92,783.60
Asset Management Lead	\$79,059.00	\$119,373.00
Asset Management Strategist CHC	\$69,414.80	\$92,783.60
Asset Management Technician (Pay level 9)	\$65,447.20	\$87,560.20
Asset Management Technician (Pay level 10)	\$69,414.80	\$92,783.60
Asset Management Technologist	\$69,414.80	\$92,783.60
Asset Systems Coordinator	\$79,059.00	\$119,373.00
Assistant Deputy Chief	\$89,632.00	\$137,281.00
Assistant Roadmaster	\$70,137.60	\$78,478.40
Assistant Transit Scheduler	\$46,755.80	\$62,571.60
Associate Assessor	\$76,549.20	\$102,338.60
Associate Economist	\$71,249.00	\$106,069.00
Attendance Management Analyst	\$61,497.80	\$82,245.80
Attendance Management Consultant	\$71,249.00	\$106,069.00
Audit Manager Information Technology	\$99,744.00	\$156,928.00
Auto Body Serviceman	\$62,961.60	\$69,763.20
Auto Body Tech Journeyman 1	\$84,614.40	\$94,723.20
Auto Body Tech Journeyman 2	\$88,836.80	\$99,465.60
Automotive Mechanic Journeyman 1	\$84,614.40	\$94,723.20
Automotive Mechanic Journeyman 2	\$88,836.80	\$99,465.60
Automotive Service Technician	\$85,488.00	\$94,723.20
Automotive Service Worker 2	\$66,414.40	\$73,569.60
Bank Payment and Cash Operations Leader	\$89,632.00	\$137,281.00
Banking and Payments Analyst	\$61,497.80	\$82,245.80
Battalion Chief	\$162,598.80	\$162,598.80
Benefit Pay Administrator	\$61,497.80	\$82,245.80
Benefits and Pensions Financial Specialist	\$72,891.00	\$97,461.00
Benefits Liaison	\$61,497.80	\$82,245.80
Boom Truck Operator Journeyman	\$63,093.68	\$69,891.12
Boulevard Maintenance Technician*	\$69,414.80	\$106,038.40
Bridge Operations Technologist	\$72,891.00	\$97,461.00

\*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>
Budget and Financing Analyst	\$71,249.00	\$106,069.00
Building Inventory Technician	\$69,414.80	\$92,783.60
Building Maintenance Lead Hand	\$69,080.96	\$76,550.24
Building Maintenance Lead Hand CHC	\$69,080.96	\$76,550.24
Building Maintenance Service Coordinator CHC	\$71,249.00	\$106,069.00
Building Maintenance Worker (Pay Level 2)	\$59,813.52	\$66,275.04
Building Maintenance Worker (Pay Level 3)	\$63,093.68	\$69,891.12
Building Maintenance Worker CHC	\$63,093.68	\$69,891.12
Building Regulations Control Officer	\$80,334.80	\$107,471.00
Business Analyst (Pay Level 9)	\$65,447.20	\$87,560.20
Business Analyst (Pay Level 10)	\$69,414.80	\$92,783.60
Business Analyst (Pay Level 11)	\$72,891.00	\$97,461.00
Business Analyst (Pay Level D)	\$71,249.00	\$106,069.00
Business Analyst (Pay Level E)	\$79,059.00	\$119,373.00
Business Analyst CHC	\$54,217.80	\$72,490.60
Business and Asset Strategies Lead	\$89,632.00	\$137,281.00
Business and Community Landscape Coordinator	\$65,447.20	\$87,560.20
Business and Data Analyst (Pay Level 8)	\$61,497.80	\$82,245.80
Business and Data Analyst (Pay Level 9)	\$65,447.20	\$87,560.20
Business and Data Strategist	\$79,059.00	\$119,373.00
Business and Legislative Systems Coordinator	\$61,497.80	\$82,245.80
Business and Local Economy Strategic Consultant	\$79,059.00	\$119,373.00
Business and Policy Planner (Pay Level 11)	\$72,891.00	\$97,461.00
Business and Policy Planner (Pay Level E)	\$79,059.00	\$119,373.00
Business and Policy Strategist	\$79,059.00	\$119,373.00
Business Application Coordinator	\$79,059.00	\$119,373.00
Business Approvals Representative	\$57,730.40	\$77,240.80
Business Change and Process Specialist	\$79,059.00	\$119,373.00
Business Continuity and Emergency Planner	\$79,059.00	\$119,373.00
Business Continuity and Recovery Planner	\$79,059.00	\$119,373.00
Business Coordinator	\$79,059.00	\$119,373.00
Business Improvement Area Coordinator	\$65,447.20	\$87,560.20
Business Improvement Strategist	\$72,891.00	\$97,461.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Business Information Analyst	\$69,414.80	\$92,783.60
Business Intake Coordinator	\$61,497.80	\$82,245.80
Business Liaison	\$61,497.80	\$82,245.80
Business Local Economy Analyst	\$69,414.80	\$92,783.60
Business Operations Analyst (Pay Level 9)	\$65,447.20	\$87,560.20
Business Operations Analyst (Pay Level E)	\$79,059.00	\$119,373.00
Business Operations Supervisor	\$79,059.00	\$119,373.00
Business Partner Workplace Solutions	\$89,632.00	\$137,281.00
Business Performance Analyst (Pay Level 8)	\$61,497.80	\$82,245.80
Business Performance Analyst (Pay Level 9)	\$65,447.20	\$87,560.20
Business Performance Analyst (Pay Level 10)	\$69,414.80	\$92,783.60
Business Performance Analyst (Pay Level 11)	\$72,891.00	\$97,461.00
Business Performance Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Business Performance Team Lead	\$79,059.00	\$119,373.00
Business Process Analyst	\$72,891.00	\$97,461.00
Business Strategies Advisor	\$69,414.80	\$92,783.60
Business Strategist (Pay Level 11)	\$72,891.00	\$97,461.00
Business Strategist (Pay Level 12)	\$76,549.20	\$102,338.60
Business Strategist (Pay Level 14)	\$84,411.60	\$112,840.00
Business Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Business Strategist (Pay Level F)	\$89,632.00	\$137,281.00
Business Support Lead	\$79,059.00	\$119,373.00
Business Support Specialist	\$69,414.80	\$92,783.60
Business Support Team Leader	\$65,447.20	\$87,560.20
Business Support Technical Analyst	\$69,414.80	\$92,783.60
Business Systems Steward	\$61,497.80	\$82,245.80
Business Systems Technologist	\$65,447.20	\$87,560.20
Business Technology Analyst (Pay Level 10)	\$69,414.80	\$92,783.60
Business Technology Analyst (Pay Level 11)	\$72,891.00	\$97,461.00
Business Technology Technologist	\$65,447.20	\$87,560.20
Buyer	\$65,447.20	\$91,946.40
Buyer Assistant	\$54,217.80	\$72,490.60
Buyer Assistant CHC	\$54,217.80	\$72,490.60

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Bylaw Property Custodian	\$57,730.40	\$77,240.80
Calgary 911 Commander	\$112,611.00	\$179,517.00
Calgary Transit Relations Specialist	\$72,891.00	\$97,461.00
Calgro Driver/Operator 1	\$59,813.52	\$66,275.04
Calgro Driver/Operator 2	\$63,093.68	\$69,891.12
Canadian Police Information Centre Court Supervisor	\$79,059.00	\$119,373.00
Capacity Specialist	\$79,059.00	\$119,373.00
Capital Accountant	\$69,414.80	\$92,783.60
Capital Construction Coordinator	\$79,331.20	\$106,038.40
Capital Investment Consultant	\$79,059.00	\$119,373.00
Capital Planning Lead	\$79,059.00	\$119,373.00
Capital Planning Strategist	\$79,059.00	\$119,373.00
Capital Portfolio Lead	\$79,059.00	\$119,373.00
Capital Strategist	\$79,059.00	\$119,373.00
Carpenter Journeyman*	\$89,987.04	\$94,723.20
Cart Maintenance Man	\$59,813.52	\$66,275.04
Cash Control Analyst	\$50,923.60	\$68,068.00
Cash Processor	\$58,052.80	\$77,604.80
Category and Strategic Sourcing Analyst	\$76,549.20	\$102,338.60
Cemeteries Administrative Coordinator	\$65,447.20	\$87,560.20
Cemeteries Lead	\$89,632.00	\$137,281.00
Cemeteries Operations Superintendent	\$79,059.00	\$119,373.00
Cemetery Salesperson	\$61,497.80	\$82,245.80
Cemetery Worker	\$59,813.52	\$66,275.04
Chief Building Officer and Managing Chief Approvals	\$99,744.00	\$156,928.00
Chief Bylaw Officer	\$112,611.00	\$179,517.00
Chief Calgary Emergency Management Agency	\$112,611.00	\$179,517.00
Chief Cash Controller	\$79,059.00	\$119,373.00
Chief Development Inspector	\$89,632.00	\$137,281.00
Chief Electrical Inspector	\$89,632.00	\$137,281.00
Chief Executive Officer Greenline	\$193,500.00	\$326,500.00
Chief Finance and Risk Officer CHC	\$99,744.00	\$156,928.00
Chief Financial Officer	\$193,500.00	\$326,500.00

\*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>
Chief Fire Mechanic	\$141,856.00	\$141,856.00
Chief Human Resources Officer	\$158,000.00	\$243,500.00
Chief Information Technology Officer	\$158,000.00	\$243,500.00
Chief Licence Inspector	\$89,632.00	\$137,281.00
Chief Livery Inspector	\$89,632.00	\$137,281.00
Chief of Staff Calgary Housing	\$79,059.00	\$119,373.00
Chief of Staff City Manager's Office	\$133,500.00	\$203,000.00
Chief Operating Officer Greenline	\$193,500.00	\$326,500.00
Chief Plumbing and Gas Inspector	\$89,632.00	\$137,281.00
Chief Security Officer	\$133,500.00	\$203,000.00
Chief Urban Designer	\$89,632.00	\$137,281.00
Chinook Blast Coordinator	\$89,632.00	\$137,281.00
Circulations Strategist	\$79,059.00	\$119,373.00
Citizen Recognition Events and Protocol	\$61,497.80	\$82,245.80
City Archives Coordinator	\$79,059.00	\$119,373.00
City Economist and Regulatory Lead	\$99,744.00	\$156,928.00
City Manager	\$265,000.00	\$350,000.00
City Solicitor/General Counsel	\$158,000.00	\$243,500.00
Civic Partnership Consultant	\$79,059.00	\$119,373.00
Claims Adjuster	\$65,447.20	\$87,560.20
CLASS System Business Administrator	\$71,249.00	\$106,069.00
Close Protection Specialist	\$71,249.00	\$106,069.00
Clubhouse Coordinator	\$66,769.04	\$89,295.44
Codes Officer	\$71,249.00	\$106,069.00
Collection Contract and Billing Coordinator	\$61,497.80	\$82,245.80
Collections Officer	\$65,447.20	\$87,560.20
Commercial Leasing Agent	\$76,549.20	\$102,338.60
Commercial Manager	\$99,744.00	\$156,928.00
Commissary Keeper	\$62,961.60	\$69,763.20
Commissioning Project Operator	\$70,283.20	\$93,995.20
Communications Advisor CHC	\$71,249.00	\$106,069.00
Communications and Information Lead	\$89,632.00	\$137,281.00
Communications Consultant	\$71,249.00	\$106,069.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Communications Team Supervisor	\$79,059.00	\$119,373.00
Community and Business Relations Senior Manager	\$99,744.00	\$156,928.00
Community Development Worker	\$72,891.00	\$97,461.00
Community Lead Anti-Racism Program	\$89,632.00	\$137,281.00
Community Liaison (Pay Level 9)	\$65,447.20	\$87,560.20
Community Liaison (Pay Level 10)	\$69,414.80	\$92,783.60
Community Parks Initiatives Lead	\$79,059.00	\$119,373.00
Community Partnership Coordinator CHC	\$79,059.00	\$119,373.00
Community Peace Officer	\$69,414.80	\$92,783.60
Community Programs and Services Coordinator	\$84,411.60	\$112,840.00
Community Safety Officer	\$128,856.00	\$128,856.00
Community Safety Program Coordinator	\$65,447.20	\$87,560.20
Community Shuttle Operator	\$49,257.00	\$49,257.00
Community Shuttle Operator Trainee	\$41,866.50	\$41,866.50
Complex Coordinator	\$71,249.00	\$106,069.00
Computer Aided Design and Drafting Team Lead	\$79,059.00	\$119,373.00
Computerized Maintenance Management System Application Administrator	\$65,447.20	\$87,560.20
Construction Coordinator	\$76,549.20	\$102,338.60
Construction Coordinator Fibre Optics	\$79,059.00	\$119,373.00
Construction Director	\$158,000.00	\$243,500.00
Construction Services Estimator	\$76,549.20	\$102,338.60
Container Maintenance Worker	\$59,813.52	\$66,275.04
Contract and Billing Coordinator	\$57,730.40	\$77,240.80
Contract Coordinator	\$61,497.80	\$82,245.80
Contract Inspector	\$83,304.00	\$111,384.00
Contracts Manager	\$89,632.00	\$137,281.00
Control System Services Leader	\$89,632.00	\$137,281.00
Control System Services Planning Lead	\$79,059.00	\$119,373.00
Controller Distribution Services	\$54,217.80	\$72,490.60
Coordinator Building Inspections	\$89,632.00	\$137,281.00
Coordinator Building Safety Approvals	\$89,632.00	\$137,281.00
Coordinator Buildings	\$79,059.00	\$119,373.00
Coordinator Business Approvals	\$71,249.00	\$106,069.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Coordinator Business Management	\$89,632.00	\$137,281.00
Coordinator Business Planning and Performance Measures	\$89,632.00	\$137,281.00
Coordinator Business Strategy	\$89,632.00	\$137,281.00
Coordinator Citizen Recognition and Protocol	\$79,059.00	\$119,373.00
Coordinator City Wide Policy	\$89,632.00	\$137,281.00
Coordinator Community Planning	\$89,632.00	\$137,281.00
Coordinator Community Safety	\$141,128.00	\$141,128.00
Coordinator Corporate Coordination Operations and Maintenance	\$79,059.00	\$119,373.00
Coordinator Credit and Collections	\$79,059.00	\$119,373.00
Coordinator Customer Solutions	\$89,632.00	\$137,281.00
Coordinator Development Engineering and Construction	\$99,744.00	\$156,928.00
Coordinator Development Plan	\$99,744.00	\$156,928.00
Coordinator Dispatch	\$79,059.00	\$119,373.00
Coordinator Eligibility Services	\$79,059.00	\$119,373.00
Coordinator Employment Services	\$79,059.00	\$119,373.00
Coordinator Enhanced Rationalization	\$89,632.00	\$137,281.00
Coordinator Field Operations	\$79,059.00	\$119,373.00
Coordinator Field Services	\$79,059.00	\$119,373.00
Coordinator Geodemographics	\$89,632.00	\$137,281.00
Coordinator Growth Financial Strategy	\$89,632.00	\$137,281.00
Coordinator Growth Investment	\$89,632.00	\$137,281.00
Coordinator Growth Strategy	\$89,632.00	\$137,281.00
Coordinator Guidebook for Great Communities	\$89,632.00	\$137,281.00
Coordinator Hazardous Material	\$141,128.00	\$141,128.00
Coordinator Integrated Planning	\$89,632.00	\$137,281.00
Coordinator Knowledge Management	\$61,497.80	\$82,245.80
Coordinator Land Administration	\$89,632.00	\$137,281.00
Coordinator Land Inventory and Circulations	\$89,632.00	\$137,281.00
Coordinator Learning and Development	\$89,632.00	\$137,281.00
Coordinator Legislation and Land Use Bylaws	\$89,632.00	\$137,281.00
Coordinator Marketing, Analysis and Feasibility	\$89,632.00	\$137,281.00
Coordinator Medical Services	\$141,128.00	\$141,128.00
Coordinator Operational Planning	\$89,632.00	\$137,281.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Coordinator Operations	\$79,059.00	\$119,373.00
Coordinator Operations Control	\$79,059.00	\$119,373.00
Coordinator Operations Support (Pay Level D)	\$71,249.00	\$106,069.00
Coordinator Operations Support (Pay Level E)	\$79,059.00	\$119,373.00
Coordinator Operations Workplace Centre Program	\$89,632.00	\$137,281.00
Coordinator Outside Maintenance	\$79,059.00	\$119,373.00
Coordinator Process Computer Systems	\$79,059.00	\$119,373.00
Coordinator Project Management	\$89,632.00	\$137,281.00
Coordinator Public Infrastructure	\$89,632.00	\$137,281.00
Coordinator Public Safety and Enforcement	\$89,632.00	\$137,281.00
Coordinator Real Estate Acquisitions	\$89,632.00	\$137,281.00
Coordinator Real Estate Client Service	\$89,632.00	\$137,281.00
Coordinator Real Estate Leasing and Property Management	\$89,632.00	\$137,281.00
Coordinator Real Estate Sales	\$89,632.00	\$137,281.00
Coordinator Revenue Streams	\$89,632.00	\$137,281.00
Coordinator Schedules	\$79,059.00	\$119,373.00
Coordinator Stoney Transit Facility	\$89,632.00	\$137,281.00
Coordinator Strategic Initiatives	\$89,632.00	\$137,281.00
Coordinator Strategic Planning	\$89,632.00	\$137,281.00
Coordinator Tax Account Maintenance	\$71,249.00	\$106,069.00
Coordinator Tax Advisory Services	\$79,059.00	\$119,373.00
Coordinator Tax Billing and Adjustment	\$79,059.00	\$119,373.00
Coordinator Tax Systems	\$79,059.00	\$119,373.00
Coordinator Technical Services	\$89,632.00	\$137,281.00
Coordinator Track and Way	\$79,059.00	\$119,373.00
Coordinator Training	\$141,128.00	\$141,128.00
Coordinator Transit Data	\$79,059.00	\$119,373.00
Coordinator Transit Fleet	\$89,632.00	\$137,281.00
Copywriter	\$65,447.20	\$87,560.20
Corporate Billing Analyst	\$54,217.80	\$72,490.60
Corporate Consultant	\$79,059.00	\$119,373.00
Corporate Credit Card Program Administrator	\$57,730.40	\$77,240.80
Corporate Economist	\$79,059.00	\$119,373.00



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Corporate Environmental Specialist	\$84,411.60	\$112,840.00
Corporate Environmental, Health and Safety Auditor	\$76,549.20	\$102,338.60
Corporate Facility Portfolio Planner	\$76,549.20	\$102,338.60
Corporate Finance and Grant Advisor	\$76,549.20	\$102,338.60
Corporate Finance Leader	\$89,632.00	\$137,281.00
Corporate Health Consultant	\$84,411.60	\$112,840.00
Corporate Issue Management Program Manager	\$89,632.00	\$137,281.00
Corporate Occupational Hygienist	\$87,484.80	\$116,958.40
Corporate Realignment Consultant	\$79,059.00	\$119,373.00
Corporate Records Coordinator	\$79,059.00	\$119,373.00
Corporate Reporting Analyst	\$71,249.00	\$106,069.00
Corporate Research Analyst	\$62,819.00	\$93,640.00
Corporate Tangible Capital Assets Program Manager	\$99,744.00	\$156,928.00
Corporate Tax and Regulatory Analyst	\$79,059.00	\$119,373.00
Corporate Teams Coordinator	\$62,819.00	\$93,640.00
Corporate Web Communications Advisor	\$69,414.80	\$92,783.60
Corporate Worker's Compensation Board Coordinator	\$61,497.80	\$82,245.80
Corrosion Technician	\$70,283.20	\$93,995.20
Corrosion Technician Assistant	\$61,963.20	\$82,846.40
Cost Control Lead	\$89,632.00	\$137,281.00
Council Liaison	\$79,059.00	\$119,373.00
Court Coordinator	\$71,249.00	\$106,069.00
CPIC Operator	\$61,963.20	\$82,846.40
Creative Technical Writer	\$61,497.80	\$82,245.80
Crew Foreman	\$120,224.00	\$120,224.00
Crews Foreman/Coordinator	\$128,648.00	\$128,648.00
Crisis Intervention Specialist	\$72,891.00	\$97,461.00
Cross Connection Control Inspector	\$83,304.00	\$111,384.00
Cross Connection Control Supervisor	\$79,059.00	\$119,373.00
C-Train Operator	\$59,806.50	\$78,312.00
Cultural Landscape Management Lead	\$79,059.00	\$119,373.00
Cultural Landscape Planner	\$72,891.00	\$97,461.00
Custodial Worker	\$54,181.92	\$59,991.36

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Customer Account Coordinator	\$74,796.80	\$100,068.80
Customer Care Operations Coordinator	\$65,447.20	\$87,560.20
Customer Coordinator	\$76,549.20	\$102,338.60
Customer Coordinator Affordable Housing	\$79,059.00	\$119,373.00
Customer Coordinator Homeowner	\$79,059.00	\$119,373.00
Customer Data Strategist	\$72,891.00	\$97,461.00
Customer Experience Analyst CHC	\$72,891.00	\$97,461.00
Customer Issues Research Analyst	\$65,447.20	\$87,560.20
Customer Management Lead	\$79,059.00	\$119,373.00
Customer Service Advisor	\$46,937.80	\$62,717.20
Customer Service and Communications Analyst	\$69,414.80	\$92,783.60
Customer Service and Communications Associate	\$61,497.80	\$82,245.80
Customer Service and Communications Business Analyst	\$61,497.80	\$82,245.80
Customer Service and Communications Liaison	\$72,891.00	\$97,461.00
Customer Service and Communications Planner	\$76,549.20	\$102,338.60
Customer Service and Communications Web and Digital Analyst	\$65,447.20	\$87,560.20
Customer Service and Communications Web and Digital Associate	\$57,730.40	\$77,240.80
Customer Service and Communications Web and Digital Planner	\$72,891.00	\$97,461.00
Customer Service Lead (Pay Level 8)	\$61,388.60	\$82,027.40
Customer Service Lead (Pay Level C)	\$62,819.00	\$93,640.00
Customer Service Lead (Pay Level D)	\$71,249.00	\$106,069.00
Customer Service Lead (Pay Level E)	\$79,059.00	\$119,373.00
Customer Service Representative (Pay Level 3)	\$43,225.00	\$57,821.40
Customer Service Representative (Pay Level 4)	\$46,755.80	\$62,571.60
Customer Service Representative (Pay Level 5)	\$50,796.20	\$68,068.00
Customer Service Representative (Pay Level 6)	\$54,072.20	\$72,490.60
Customer Service Representative (Pay Level 7)	\$57,730.40	\$77,240.80
Customer Service Representative (Pay Level 8)	\$61,388.60	\$82,245.80
Customer Service Representative CHC	\$57,730.40	\$77,240.80
Customer Service Resolution Representative	\$72,891.00	\$97,461.00
Customer Strategy Specialist	\$72,891.00	\$97,461.00
Data Analysis Technician	\$69,414.80	\$92,783.60
Data Analyst	\$61,388.60	\$82,027.40

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Data Collection Technician	\$61,497.80	\$82,245.80
Data Collector	\$46,937.80	\$62,717.20
Data Management Specialist	\$69,414.80	\$92,783.60
Data Scientist	\$84,411.60	\$112,840.00
Data Specialist	\$61,497.80	\$82,245.80
Data Strategist (Pay Level 11)	\$72,891.00	\$97,461.00
Data Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Database Analyst	\$79,059.00	\$119,373.00
Department Consultant	\$79,059.00	\$119,373.00
Deputy Chief Calgary Emergency Management Agency	\$112,611.00	\$179,517.00
Deputy Chief Licence Inspector	\$79,059.00	\$119,373.00
Deputy Chief Livery Inspector	\$79,059.00	\$119,373.00
Deputy Chief of Staff	\$89,632.00	\$137,281.00
Deputy City Auditor	\$99,744.00	\$156,928.00
Deputy City Clerk	\$99,744.00	\$156,928.00
Deputy City Solicitor	\$166,120.00	\$195,415.00
Deputy Commander	\$99,744.00	\$156,928.00
Deputy Commander Technology and Business Services	\$99,744.00	\$156,928.00
Deputy Director Business Services	\$112,611.00	\$179,517.00
Deputy Director Commercial	\$122,183.00	\$194,775.00
Deputy Fire Chief	\$112,611.00	\$179,517.00
Design and Development Technologist	\$69,414.80	\$92,783.60
Design and Drafting Technician	\$72,891.00	\$97,461.00
Design Technician	\$72,891.00	\$97,461.00
Desktop System Administrator	\$72,891.00	\$97,461.00
Development and Planning Advisor	\$79,059.00	\$119,373.00
Development and Planning Technician	\$69,414.80	\$92,783.60
Development Approvals Development Technologist	\$72,891.00	\$97,461.00
Development Coordinator	\$80,334.80	\$107,471.00
Development Inspector	\$69,414.80	\$92,783.60
Development Lead	\$79,059.00	\$119,373.00
Development Production Analyst	\$69,414.80	\$109,909.80
Development Technologist (Pay Level 11)	\$72,891.00	\$97,461.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Development Technologist (Pay Level 12)	\$76,549.20	\$102,338.60
Development, Applications and Licensing Services Coordinator	\$72,891.00	\$97,461.00
Diagnostic Specialist	\$74,796.80	\$100,068.80
Digital Business Analyst	\$65,447.20	\$87,560.20
Digital Developer	\$65,447.20	\$87,560.20
Digital Marketing Measurement Analyst	\$69,414.80	\$92,783.60
Director Business Services Green Line	\$158,000.00	\$243,500.00
Director Calgary Approvals Coordination	\$133,500.00	\$203,000.00
Director Calgary Building Services	\$133,500.00	\$203,000.00
Director Calgary Community Standards	\$133,500.00	\$203,000.00
Director Calgary Housing and President Calgary Housing Corporation	\$133,500.00	\$203,000.00
Director Calgary Neighbourhoods	\$133,500.00	\$203,000.00
Director Calgary Parks	\$158,000.00	\$243,500.00
Director Calgary Recreation	\$158,000.00	\$243,500.00
Director Calgary Transit	\$158,000.00	\$243,500.00
Director City Auditor	\$158,000.00	\$243,500.00
Director Climate and Environment	\$133,500.00	\$203,000.00
Director Commercial	\$158,000.00	\$243,500.00
Director Community Planning	\$158,000.00	\$243,500.00
Director Corporate Analytics and Innovation	\$133,500.00	\$203,000.00
Director Corporate Planning and Performance	\$133,500.00	\$203,000.00
Director Customer Service and Communications	\$158,000.00	\$243,500.00
Director Delivery Green Line	\$158,000.00	\$243,500.00
Director Downtown Strategy	\$158,000.00	\$243,500.00
Director Environmental and Safety Management	\$133,500.00	\$203,000.00
Director Facility Management	\$158,000.00	\$243,500.00
Director Finance/City Treasurer	\$158,000.00	\$243,500.00
Director Fleet Services	\$133,500.00	\$203,000.00
Director Partnerships	\$133,500.00	\$203,000.00
Director Real Estate and Development Services	\$158,000.00	\$243,500.00
Director Roads	\$158,000.00	\$243,500.00
Director Stakeholder Relations	\$158,000.00	\$243,500.00
Director Supply Management	\$133,500.00	\$203,000.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Director Transportation Infrastructure	\$158,000.00	\$243,500.00
Director Transportation Planning	\$133,500.00	\$203,000.00
Director Utilities Delivery	\$133,500.00	\$203,000.00
Director Waste and Recycling Services	\$158,000.00	\$243,500.00
Director Water Resources	\$158,000.00	\$243,500.00
Director Water Services	\$158,000.00	\$243,500.00
Director/City Assessor	\$133,500.00	\$203,000.00
Director/City Clerk	\$133,500.00	\$203,000.00
Dispatcher	\$62,819.00	\$93,640.00
District Coordinator	\$89,632.00	\$137,281.00
District Manager	\$89,632.00	\$137,281.00
District Technician	\$74,796.80	\$100,068.80
Document Control Lead	\$79,059.00	\$119,373.00
Document Management Specialist	\$50,923.60	\$68,068.00
Downtown Strategy Coordinator	\$89,632.00	\$137,281.00
Drainage Control Technician	\$79,331.20	\$106,038.40
Driver/Operator/Labourer	\$54,181.92	\$59,991.36
e-Business Coordinator	\$72,891.00	\$97,461.00
Electrical Component Assembler	\$62,088.00	\$76,668.80
Electrical Planner	\$114,504.00	\$114,504.00
Electrical Supervisor	\$71,249.00	\$106,069.00
Electrician Technician Journeyman	\$109,054.40	\$109,054.40
Electro Mechanic Journeyman 1	\$90,542.40	\$101,358.40
Electro Mechanic Journeyman 2	\$95,076.80	\$106,433.60
Electro Mechanic Trainee	\$84,614.40	\$94,723.20
Eligibility Specialist	\$65,447.20	\$87,560.20
Emergency and Continuity Management Lead	\$89,632.00	\$137,281.00
Emergency Communications Manager	\$89,632.00	\$137,281.00
Emergency Communications Officer*	\$72,363.20	\$95,571.84
Emergency Communications Officer Dispatcher*	\$65,210.60	\$98,432.88
Emergency Communications Officer-in-Training	\$61,505.60	\$61,505.60
Emergency Communications Training Specialist	\$108,284.80	\$108,284.80
Emergency Management Coordinator	\$141,128.00	\$141,128.00

\*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>
Emergency Management Officer	\$128,856.00	\$128,856.00
Employee Development Specialist	\$72,891.00	\$97,461.00
Employment Analyst	\$61,388.60	\$82,027.40
Energy Management and Environment Control Supervisor	\$79,059.00	\$119,373.00
Energy Management Technologist	\$65,447.20	\$87,560.20
Engage Analyst	\$65,447.20	\$87,560.20
Engage Planner	\$76,549.20	\$102,338.60
Engage Resource Unit Leader	\$89,632.00	\$137,281.00
Engagement and Research Analyst	\$61,497.80	\$82,245.80
Engineer (Pay Level Engineering D)	\$74,809.00	\$111,373.00
Engineer (Pay Level Engineering E)	\$86,967.00	\$131,311.00
Engineer (Pay Level Engineering F)	\$98,595.00	\$151,009.00
Engineer (Pay Level Engineering G)	\$109,719.00	\$172,622.00
Engineer CHC (Pay Level Engineering E)	\$86,967.00	\$131,311.00
Engineer CHC (Pay Level Engineering F)	\$98,595.00	\$151,009.00
Engineering and Design Senior Manager	\$122,183.00	\$194,775.00
Engineering Assistant	\$72,891.00	\$97,461.00
Engineering Record Coordinator	\$79,331.20	\$106,038.40
Engineering Technical Assistant	\$69,414.80	\$92,783.60
Engineering Technician	\$72,891.00	\$97,461.00
Engineer-in-Training	\$69,414.80	\$92,783.60
Enmax Contract Services Coordinator	\$72,891.00	\$97,461.00
Environmental Compliance Specialist	\$76,549.20	\$102,338.60
Environmental Consultant	\$79,059.00	\$119,373.00
Environmental Control Environmental Specialist	\$80,334.80	\$107,471.00
Environmental Control Technologist	\$72,891.00	\$97,461.00
Environmental Outreach Coordinator	\$69,414.80	\$92,783.60
Environmental Outreach Strategist	\$69,414.80	\$92,783.60
Environmental Planning Supervisor	\$79,059.00	\$119,373.00
Environmental Specialist	\$76,549.20	\$102,338.60
Equipment Operator	\$63,093.68	\$69,891.12
Equipment Operator Backhoe	\$63,093.68	\$69,891.12
Equipment Operator Crane Truck and Bobcat	\$63,093.68	\$69,891.12

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Equipment Operator High Pressure	\$63,093.68	\$69,891.12
Equipment Operator Hydrovac and Repair	\$63,093.68	\$69,891.12
Equipment Operator Loader Commercial Garbage Collector	\$63,093.68	\$69,891.12
Equipment Operator Mowers	\$59,813.52	\$66,275.04
Equipment Operator Roll Off	\$59,813.52	\$66,275.04
Equipment Operator Toolcat 72" and Larger	\$59,813.52	\$66,275.04
Equipment Technician	\$61,497.80	\$82,245.80
Estimator/Work Planner	\$74,796.80	\$100,068.80
Event Coordinator	\$72,891.00	\$97,461.00
Event Specialist	\$54,217.80	\$72,490.60
Executive Advisor (Pay Level E)	\$79,059.00	\$119,373.00
Executive Advisor (Pay Level F)	\$89,632.00	\$137,281.00
Executive Assistant	\$62,819.00	\$93,640.00
Exercise Physiologist	\$65,447.20	\$87,560.20
Exercise Physiologist Coordinator	\$69,414.80	\$92,783.60
Facilities and Business Support Leader	\$79,059.00	\$119,373.00
Facilities Planner	\$72,891.00	\$97,461.00
Facility Asset Estimator	\$69,414.80	\$92,783.60
Facility Asset Management Analyst	\$65,447.20	\$87,560.20
Facility Attendant	\$63,093.68	\$69,891.12
Facility Attendant Olympic Park	\$59,813.52	\$66,275.04
Facility Contract Coordinator	\$79,059.00	\$119,373.00
Facility Operations Coordinator	\$76,549.20	\$102,338.60
Fair Entry Administrator	\$57,730.40	\$77,240.80
Fair Entry Coordinator	\$76,549.20	\$102,338.60
Fair Entry Supervisor	\$65,447.20	\$87,560.20
Fare Analyst	\$61,497.80	\$82,245.80
Farebox Handler	\$61,547.20	\$68,868.80
Field Operations Trainee	\$54,181.92	\$59,991.36
Finance Accounting Lead	\$89,632.00	\$137,281.00
Finance and Regulatory Strategist	\$79,059.00	\$119,373.00
Finance and Strategic Support Specialist	\$61,497.80	\$82,245.80
Finance Consultant CHC	\$76,549.20	\$102,338.60

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Finance Coordinator	\$76,549.20	\$102,338.60
Finance Lead	\$89,632.00	\$137,281.00
Finance Leader Corporate Billing and Accounts Receivable	\$79,059.00	\$119,373.00
Financial Analyst	\$72,891.00	\$97,461.00
Financial and Investment Strategist CHC	\$79,059.00	\$119,373.00
Financial and Rates Analyst	\$79,059.00	\$119,373.00
Financial and Regulatory Analyst	\$79,059.00	\$119,373.00
Financial Governance Coordinator	\$76,549.20	\$102,338.60
Financial Reporting Consultant	\$79,059.00	\$119,373.00
Financial Reporting Officer	\$99,744.00	\$156,928.00
Financial Services Lead	\$79,059.00	\$119,373.00
Financial Systems Consultant 1	\$71,249.00	\$106,069.00
Financial Systems Consultant 2	\$79,059.00	\$119,373.00
Fire Captain	\$128,856.00	\$128,856.00
Fire Chief	\$158,000.00	\$243,500.00
Fire District Chief	\$142,134.72	\$142,134.72
Fire Inspections Coordinator	\$141,128.00	\$141,128.00
Fire Investigations Coordinator	\$141,128.00	\$141,128.00
Fire Investigator	\$128,856.00	\$128,856.00
Fire Lieutenant	\$120,666.00	\$120,666.00
Fire Marshal	\$162,593.60	\$162,593.60
Fire Mechanic 1	\$99,028.80	\$99,028.80
Fire Mechanic 2	\$103,896.00	\$103,896.00
Fire Recruitment Officer	\$128,856.00	\$128,856.00
Fire Response Paramedic	\$115,861.20	\$115,861.20
Fire Safety Codes Officer 2	\$128,856.00	\$128,856.00
Fire Training Officer	\$128,856.00	\$128,856.00
Firefighter 1	\$66,480.96	\$102,276.72
Firefighter 2	\$104,307.84	\$104,307.84
Firefighter 3	\$106,360.80	\$106,360.80
Fitter Fabricator	\$66,414.40	\$73,569.60
Fleet Asset Administrator	\$61,497.80	\$82,245.80
Fleet Attendant	\$61,547.20	\$68,868.80



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Fleet Attendant Lead Hand	\$63,606.40	\$71,240.00
Foreman (Pay Level 3)	\$77,913.68	\$77,913.68
Foreman (Pay Level 4)	\$81,450.72	\$85,737.60
Foreman (Pay Level 5)	\$85,541.04	\$90,043.20
Foreman (Pay Level 6)	\$95,776.72	\$100,817.60
Foreman (Pay Level 6 Out-Of-Schedule)*	\$95,776.72	\$107,140.80
Foreman (Pay Level 7)	\$101,546.64	\$101,546.64
Forms Analyst	\$57,730.40	\$77,240.80
Frontline Operations Support	\$71,249.00	\$106,069.00
Frontline Utility Supervisor	\$71,249.00	\$106,069.00
Fuel Management Technician	\$59,813.52	\$66,275.04
Funding and Investment Consultant	\$79,059.00	\$119,373.00
Funding Strategist	\$76,549.20	\$102,338.60
Gardener Parks	\$69,080.96	\$76,550.24
General Manager Community Services	\$193,500.00	\$326,500.00
General Manager Deputy City Manager's Office	\$193,500.00	\$326,500.00
General Manager Planning and Development	\$193,500.00	\$326,500.00
General Manager Transportation	\$193,500.00	\$326,500.00
General Manager Utilities and Environmental Protection	\$193,500.00	\$326,500.00
Geospatial Analyst (Pay Level 10)	\$69,414.80	\$92,783.60
Geospatial Analyst (Pay Level 11)	\$72,891.00	\$97,461.00
Geospatial Business Specialist	\$79,059.00	\$119,373.00
Geospatial Coordinator	\$76,549.20	\$102,338.60
Geospatial Fusion Specialist	\$72,891.00	\$97,461.00
Geospatial Technician	\$57,730.40	\$77,240.80
Geospatial Technician Cartography	\$65,447.20	\$87,560.20
Geospatial Technician Drafting	\$65,447.20	\$87,560.20
Geotechnical Engineering Assistant	\$72,891.00	\$97,461.00
GIS Asset Management Technologist	\$69,414.80	\$92,783.60
GIS Data Coordinator	\$79,059.00	\$119,373.00
GIS Integration Specialist	\$76,549.20	\$102,338.60
GIS Specialist	\$80,334.80	\$107,471.00
Golf Course Attendant	\$50,961.04	\$68,092.96

\*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>
Golf Course Business Development Coordinator	\$71,249.00	\$106,069.00
Golf Course Clubhouse Supervisor	\$71,249.00	\$106,069.00
Golf Course Operations Coordinator	\$79,059.00	\$119,373.00
Governance and Policy Coordinator	\$79,059.00	\$119,373.00
Governance Strategy Advisor	\$80,334.80	\$107,471.00
Grant Coordinator	\$69,414.80	\$92,783.60
Graphic Systems Program Analyst	\$72,891.00	\$97,461.00
Groundman 1	\$62,088.00	\$76,668.80
Hazardous Materials Officer	\$128,856.00	\$128,856.00
Hazardous Waste Programs Manager	\$76,549.20	\$102,338.60
HCM Application Specialist	\$71,249.00	\$106,069.00
HCM Data Management Specialist	\$72,891.00	\$97,461.00
Health and Safety Coordinator	\$141,128.00	\$141,128.00
Health and Safety Officer	\$128,856.00	\$128,856.00
Healthy Workplace Coordinator	\$61,497.80	\$82,245.80
Heavy Equipment Technician 1	\$84,614.40	\$94,723.20
Heavy Equipment Technician 2	\$88,836.80	\$99,465.60
Heavy Equipment Technician Apprentice	\$61,568.00	\$89,980.80
Heritage Building Rehabilitation Program Manager	\$79,059.00	\$119,373.00
Housing Program and Support Team Lead CHC	\$79,059.00	\$119,373.00
Housing Services Inspector CHC	\$61,497.80	\$82,245.80
Human Resources Analyst	\$71,249.00	\$106,069.00
Human Resources Associate 1	\$57,730.40	\$77,240.80
Human Resources Associate 2	\$61,497.80	\$82,245.80
Human Resources Business Partner	\$79,059.00	\$119,373.00
Human Resources Business Specialist	\$65,447.20	\$87,560.20
Human Resources Consultant	\$79,059.00	\$119,373.00
Hydraulic Modeling Technologist	\$72,891.00	\$97,461.00
Implementation Lead Financial Task Force	\$89,632.00	\$137,281.00
Indemnification and Engineering Technologist	\$87,484.80	\$116,958.40
Indigenous Relations Consultant	\$76,549.20	\$102,338.60
Indigenous Strategy Liaison	\$65,447.20	\$87,560.20
Industrial and Business Parks Project Inspector	\$69,414.80	\$92,783.60

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Industrial Commercial and Institutional Program Coordinator	\$76,549.20	\$102,338.60
Industrial Monitoring Compliance Inspector	\$76,549.20	\$102,338.60
Industrial Technician	\$65,447.20	\$87,560.20
Information and Privacy Strategist	\$76,549.20	\$102,338.60
Information Management Business Process Coordinator	\$79,059.00	\$119,373.00
Information Management Specialist Team Lead	\$65,447.20	\$87,560.20
Information Security Advisor	\$79,059.00	\$119,373.00
Information Technology Account Analyst	\$79,059.00	\$119,373.00
Information Technology Account Manager	\$89,632.00	\$137,281.00
Information Technology Application Analyst	\$76,549.20	\$115,551.80
Information Technology Billing Coordinator	\$61,497.80	\$82,245.80
Information Technology Project Analyst	\$76,549.20	\$102,338.60
Infrastructure Calgary Program Manager	\$89,632.00	\$137,281.00
Infrastructure Planner	\$76,549.20	\$102,338.60
Infrastructure Strategist	\$76,549.20	\$102,338.60
Innovation Designer	\$76,549.20	\$102,338.60
Inorganic Chemist	\$76,549.20	\$102,338.60
Inspection Coordinator	\$87,484.80	\$116,958.40
Instructional Designer	\$72,891.00	\$97,461.00
Instrumentation Technician Journeyman	\$109,054.40	\$109,054.40
Integrated Business Systems Lead	\$79,059.00	\$119,373.00
Integrated Marketing Communications Consultant	\$71,249.00	\$106,069.00
Integrated Pest Management Lead	\$79,059.00	\$119,373.00
Integrated Pest Management Technician	\$69,414.80	\$92,783.60
Intellectual Property Analyst	\$79,059.00	\$119,373.00
Intelligence Analyst	\$62,819.00	\$93,640.00
Interior Construction Administrator	\$65,447.20	\$87,560.20
Interior Design Team Supervisor	\$79,059.00	\$119,373.00
Intermediate Development Technologist	\$72,891.00	\$97,461.00
Intermediate Operator	\$69,080.96	\$76,550.24
Inventory Analyst	\$61,497.80	\$82,245.80
Investigative Analyst	\$62,819.00	\$93,640.00
Investment Recovery Specialist	\$65,977.60	\$88,275.20

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Irrigation Central Control Technician	\$65,447.20	\$87,560.20
Issue Strategist (Pay Level 13)	\$80,334.80	\$107,471.00
Issue Strategist (Pay Level D)	\$71,249.00	\$106,069.00
Issue Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Junior Operator	\$59,813.52	\$66,275.04
Junior Water Monitoring Technician	\$57,730.40	\$77,240.80
Knowledge Management Specialist	\$69,414.80	\$92,783.60
Laboratory Technician	\$65,447.20	\$87,560.20
Labourer (Pay Level 1)	\$54,181.92	\$59,991.36
Labourer (Pay Level 2)	\$59,813.52	\$66,275.04
Labourer Electrical	\$53,539.20	\$66,102.40
Land Agent 2	\$72,891.00	\$97,461.00
Land Agent 3	\$80,334.80	\$107,471.00
Land Assistant	\$57,730.40	\$77,240.80
Land Inventory Technician	\$69,414.80	\$92,783.60
Land Surveyor	\$76,549.20	\$102,338.60
Land Titles Officer	\$69,414.80	\$92,783.60
Landfill Operations Superintendent	\$79,059.00	\$119,373.00
Landfill Scale Operator	\$59,813.52	\$66,275.04
Landscape Architect	\$76,549.20	\$102,338.60
Landscape Data and Analysis Supervisor	\$79,059.00	\$119,373.00
Law Librarian	\$62,819.00	\$93,640.00
Lawyer 1	\$84,824.00	\$128,077.00
Lawyer 2	\$98,276.00	\$150,521.00
Lawyer 3	\$112,458.00	\$176,931.00
Lead Application Processing Representative	\$69,414.80	\$92,783.60
Lead Golf Course Operations	\$89,632.00	\$137,281.00
Lead Hand Quality Controller	\$67,953.60	\$76,148.80
Lead Infrastructure Calgary	\$89,632.00	\$137,281.00
Lead Issues Strategist	\$79,059.00	\$119,373.00
Lead Monitoring and Compliance	\$99,744.00	\$156,928.00
Lead Shelter Services	\$71,249.00	\$106,069.00
Lead Specialist*	\$108,284.80	\$113,699.04

\*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>
Lead Technical Advisor	\$79,059.00	\$119,373.00
Lead Water Resources Levies	\$89,632.00	\$137,281.00
Leader Access and Privacy	\$79,059.00	\$119,373.00
Leader Acquisitions	\$89,632.00	\$137,281.00
Leader Affordable Housing Partnerships	\$89,632.00	\$137,281.00
Leader Asset Management CHC	\$89,632.00	\$137,281.00
Leader Building Infrastructure	\$89,632.00	\$137,281.00
Leader Building Maintenance CHC	\$89,632.00	\$137,281.00
Leader Building Operations CHC	\$89,632.00	\$137,281.00
Leader Business and Local Economy	\$89,632.00	\$137,281.00
Leader Business and Operational Performance	\$89,632.00	\$137,281.00
Leader Business and Technical Services	\$89,632.00	\$137,281.00
Leader Business Continuity and Emergency Management	\$89,632.00	\$137,281.00
Leader Business Performance	\$89,632.00	\$137,281.00
Leader Business Planning	\$89,632.00	\$137,281.00
Leader Business Planning and Performance	\$89,632.00	\$137,281.00
Leader Business Strategy	\$89,632.00	\$137,281.00
Leader Business Strategy and Performance (Pay Level F)	\$89,632.00	\$137,281.00
Leader Business Strategy and Performance (Pay Level G)	\$99,744.00	\$156,928.00
Leader Business Systems	\$89,632.00	\$137,281.00
Leader Business Technology and Data Management CHC	\$89,632.00	\$137,281.00
Leader Business Technology Services	\$89,632.00	\$137,281.00
Leader Calgary Fire Department Fleet and Equipment	\$89,632.00	\$137,281.00
Leader Capital Investments	\$89,632.00	\$137,281.00
Leader Capital Programs	\$89,632.00	\$137,281.00
Leader Claims	\$79,059.00	\$119,373.00
Leader Climate	\$89,632.00	\$137,281.00
Leader Climate Governance and Planning	\$89,632.00	\$137,281.00
Leader Communications	\$89,632.00	\$137,281.00
Leader Community and Customer Initiatives	\$89,632.00	\$137,281.00
Leader Community Relations	\$89,632.00	\$137,281.00
Leader Compliance	\$89,632.00	\$137,281.00
Leader Compliance and Standards CHC	\$79,059.00	\$119,373.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Corporate Asset Management	\$89,632.00	\$137,281.00
Leader Corporate Project Management Centre	\$89,632.00	\$137,281.00
Leader Creative	\$89,632.00	\$137,281.00
Leader Customer Service	\$89,632.00	\$137,281.00
Leader Customer Service and Communications Liaison	\$79,059.00	\$119,373.00
Leader Customer Service and Data Management	\$79,059.00	\$119,373.00
Leader Customer Strategy	\$89,632.00	\$137,281.00
Leader Data Collection	\$79,059.00	\$119,373.00
Leader Data Quality	\$79,059.00	\$119,373.00
Leader Development and Planning Advisory Services	\$89,632.00	\$137,281.00
Leader Driving Programs and Compliance	\$89,632.00	\$137,281.00
Leader Election and Census	\$79,059.00	\$119,373.00
Leader Environment and Education Initiatives	\$89,632.00	\$137,281.00
Leader Environmental Management	\$89,632.00	\$137,281.00
Leader Facility Operations	\$79,059.00	\$119,373.00
Leader Financial Reporting and Internal Control CHC	\$89,632.00	\$137,281.00
Leader Financial Strategic Risk and Treasury CHC	\$89,632.00	\$137,281.00
Leader Geospatial Analytics and Planning	\$89,632.00	\$137,281.00
Leader Geospatial Business Development	\$89,632.00	\$137,281.00
Leader Geospatial Infrastructure	\$89,632.00	\$137,281.00
Leader Geospatial Programs	\$89,632.00	\$137,281.00
Leader Geospatial Projects	\$89,632.00	\$137,281.00
Leader GIS and Mapping Services	\$79,059.00	\$119,373.00
Leader Governance Strategy	\$89,632.00	\$137,281.00
Leader Government Relations and Communications CHC	\$89,632.00	\$137,281.00
Leader Health and Wellness	\$89,632.00	\$137,281.00
Leader Housing Programs CHC	\$89,632.00	\$137,281.00
Leader Human Resources (Pay Level E)	\$79,059.00	\$119,373.00
Leader Human Resources (Pay Level F)	\$89,632.00	\$137,281.00
Leader Information Analytics	\$89,632.00	\$137,281.00
Leader Information Technology	\$89,632.00	\$137,281.00
Leader Innovation and Corporate Projects CHC	\$89,632.00	\$137,281.00
Leader Innovation Intellectual Property and Data Access	\$89,632.00	\$137,281.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Investment Planning and Reporting	\$89,632.00	\$137,281.00
Leader Laboratory Operations	\$89,632.00	\$137,281.00
Leader Land	\$89,632.00	\$137,281.00
Leader Learning and Employee Development	\$89,632.00	\$137,281.00
Leader Learning and Training	\$89,632.00	\$137,281.00
Leader Legal Support Team	\$71,249.00	\$106,069.00
Leader Light Rail Transit and Traffic Signals	\$89,632.00	\$137,281.00
Leader Logistics and Safety	\$89,632.00	\$137,281.00
Leader Media Relations and Employee Communications	\$89,632.00	\$137,281.00
Leader Meters and Cross Connection Control	\$89,632.00	\$137,281.00
Leader Microbiology Watershed Assessment	\$89,632.00	\$137,281.00
Leader One Calgary Program	\$99,744.00	\$156,928.00
Leader Operational Coordination	\$89,632.00	\$137,281.00
Leader Operational Performance	\$89,632.00	\$137,281.00
Leader Operational Strategy	\$89,632.00	\$137,281.00
Leader Operations	\$89,632.00	\$137,281.00
Leader Portfolio Management CHC	\$89,632.00	\$137,281.00
Leader Procurement	\$89,632.00	\$137,281.00
Leader Program and System Planning CHC	\$79,059.00	\$119,373.00
Leader Program Implementation	\$89,632.00	\$137,281.00
Leader Program Management	\$89,632.00	\$137,281.00
Leader Program Measurement Benchmarks and Risk	\$99,744.00	\$156,928.00
Leader Program Planning and Strategy	\$89,632.00	\$137,281.00
Leader Project Controls CHC	\$79,059.00	\$119,373.00
Leader Property Management and Administration	\$79,059.00	\$119,373.00
Leader Regional Program	\$89,632.00	\$137,281.00
Leader Regulatory Affairs and Compliance	\$99,744.00	\$156,928.00
Leader Reporting and Compliance	\$89,632.00	\$137,281.00
Leader Research	\$89,632.00	\$137,281.00
Leader Respect and Inclusion	\$89,632.00	\$137,281.00
Leader Right of Way Management Services	\$89,632.00	\$137,281.00
Leader Risk and Liability	\$89,632.00	\$137,281.00
Leader Risk Management	\$99,744.00	\$156,928.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Safety Operations	\$89,632.00	\$137,281.00
Leader Safety Strategies and Business Services	\$89,632.00	\$137,281.00
Leader Service Review and Improvement	\$99,744.00	\$156,928.00
Leader Strategic Occupational Health and Safety	\$89,632.00	\$137,281.00
Leader Strategic Planning Adjustments and Report Coordination	\$99,744.00	\$156,928.00
Leader Strategic Planning and Policy	\$89,632.00	\$137,281.00
Leader Strategic Services	\$89,632.00	\$137,281.00
Leader Strategic Solutions Employee Development	\$79,059.00	\$119,373.00
Leader Strategic Workforce Planning	\$89,632.00	\$137,281.00
Leader Sustainable Infrastructure	\$89,632.00	\$137,281.00
Leader Technical Services	\$79,059.00	\$119,373.00
Leader Technology Services	\$89,632.00	\$137,281.00
Leader Traffic	\$89,632.00	\$137,281.00
Leader Traffic Field Operations	\$89,632.00	\$137,281.00
Leader Traffic Strategic Planning	\$89,632.00	\$137,281.00
Leader Traffic Strategy and Performance	\$89,632.00	\$137,281.00
Leader Transportation	\$89,632.00	\$137,281.00
Leader Valuation	\$89,632.00	\$137,281.00
Leader Warehousing	\$79,059.00	\$119,373.00
Leader Water	\$89,632.00	\$137,281.00
Leader Water Design	\$89,632.00	\$137,281.00
Leader Watershed Strategy	\$99,744.00	\$156,928.00
Leader Web and Digital Content	\$89,632.00	\$137,281.00
Leader Web and Digital Development	\$89,632.00	\$137,281.00
Leader Workforce Schedules and Disability Management	\$89,632.00	\$137,281.00
Leader Workplace Solutions	\$89,632.00	\$137,281.00
Leader Workspace Design and Delivery	\$89,632.00	\$137,281.00
Leak Locator	\$69,080.96	\$76,550.24
Learning and Development Advisor	\$69,414.80	\$92,783.60
Learning and Development Manager	\$89,632.00	\$137,281.00
Learning Production Coordinator	\$61,497.80	\$82,245.80
Leasing Agent	\$69,414.80	\$92,783.60
Legislative Advisor	\$69,414.80	\$92,783.60



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Legislative Agenda Assistant	\$61,497.80	\$82,245.80
Legislative Coordinator	\$79,059.00	\$119,373.00
Library Assistant	\$57,730.40	\$77,240.80
Licence Inspector	\$69,414.80	\$92,783.60
Licence Operations Analyst	\$72,891.00	\$97,461.00
Licensing Coordinator	\$71,249.00	\$106,069.00
Lifeguard	\$63,093.68	\$69,891.12
Lift Station and Pressurized Utility Operator	\$69,080.96	\$76,550.24
Lift Station Supervisor	\$71,249.00	\$106,069.00
Livery Licensing Assistant	\$54,217.80	\$72,490.60
Livery Peace Officer	\$79,331.20	\$106,038.40
Lock Shop Coordinator	\$63,093.68	\$69,891.12
Logistics Leader	\$79,059.00	\$119,373.00
LRV and Integration Senior Manager	\$122,183.00	\$194,775.00
LRV Maintenance Planner/Scheduler	\$71,249.00	\$106,069.00
LRV Preventative Maintenance Person	\$65,811.20	\$73,777.60
Machinist Journeyman	\$84,614.40	\$94,723.20
Mail Courier	\$61,547.20	\$68,868.80
Maintenance Data Steward	\$54,217.80	\$72,490.60
Maintenance Helper	\$54,181.92	\$59,991.36
Maintenance Job Planner	\$74,796.80	\$100,068.80
Maintenance Leader	\$89,632.00	\$137,281.00
Maintenance Man Retention Pond	\$63,093.68	\$69,891.12
Maintenance Planner/Scheduler*	\$69,414.80	\$106,038.40
Maintenance Serviceman	\$66,414.40	\$73,569.60
Maintenance Supervisor	\$79,059.00	\$119,373.00
Maintenance Technician	\$109,054.40	\$109,054.40
Major Projects Inspector	\$76,549.20	\$102,338.60
Managed Services Coordinator	\$76,549.20	\$102,338.60
Manager Access Calgary	\$99,744.00	\$156,928.00
Manager Administrative Law	\$166,120.00	\$195,415.00
Manager Affordable Housing	\$112,611.00	\$179,517.00
Manager Arts and Culture	\$99,744.00	\$156,928.00

\*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>
Manager Asset Information and Mapping	\$99,744.00	\$156,928.00
Manager Bridges and Structures	\$109,719.00	\$172,622.00
Manager Building Infrastructure	\$112,611.00	\$179,517.00
Manager Building Safety Services	\$99,744.00	\$156,928.00
Manager Buildings and Architecture	\$99,744.00	\$156,928.00
Manager Business Operations	\$99,744.00	\$156,928.00
Manager Business Services	\$99,744.00	\$156,928.00
Manager Calgary Parks	\$99,744.00	\$156,928.00
Manager Capital Development	\$99,744.00	\$156,928.00
Manager Citizen Services	\$99,744.00	\$156,928.00
Manager City Planning and Policy Services	\$112,611.00	\$179,517.00
Manager Climate Change and Environment	\$99,744.00	\$156,928.00
Manager Collection Services	\$112,611.00	\$179,517.00
Manager Communications	\$99,744.00	\$156,928.00
Manager Community Planning	\$112,611.00	\$179,517.00
Manager Construction	\$122,183.00	\$194,775.00
Manager Corporate Commercial and Finance	\$166,120.00	\$195,415.00
Manager Corporate Coordinated Operations and Maintenance	\$99,744.00	\$156,928.00
Manager Corporate Engineering and Energy Services	\$122,183.00	\$194,775.00
Manager Corporate Projects and Asset Management	\$122,183.00	\$194,775.00
Manager Corporate Security	\$99,744.00	\$156,928.00
Manager Corporate Strategy	\$99,744.00	\$156,928.00
Manager Creative	\$99,744.00	\$156,928.00
Manager Customer Advisory Services	\$99,744.00	\$156,928.00
Manager Customer and Governance Services	\$99,744.00	\$156,928.00
Manager Customer and Strategic Services	\$112,611.00	\$179,517.00
Manager Customer Services	\$99,744.00	\$156,928.00
Manager Data and Forecasting	\$109,719.00	\$172,622.00
Manager Data Services	\$99,744.00	\$156,928.00
Manager Departmental Strategy and Planning	\$99,744.00	\$156,928.00
Manager Design	\$109,719.00	\$172,622.00
Manager Development	\$109,719.00	\$172,622.00
Manager Development and Capital Services	\$99,744.00	\$156,928.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Development and Strategy	\$99,744.00	\$156,928.00
Manager Development Approvals	\$109,719.00	\$172,622.00
Manager Development Services	\$112,611.00	\$179,517.00
Manager Disposal and Processing Services	\$122,183.00	\$194,775.00
Manager Drinking Water Distribution	\$122,183.00	\$194,775.00
Manager Emergency Management Operations	\$99,744.00	\$156,928.00
Manager Engage Operations and Marketing	\$99,744.00	\$156,928.00
Manager Facility Operations	\$99,744.00	\$156,928.00
Manager Facility Planning	\$99,744.00	\$156,928.00
Manager Field Support	\$112,611.00	\$179,517.00
Manager Field Surveying Services	\$109,719.00	\$172,622.00
Manager Finance	\$112,611.00	\$179,517.00
Manager Finance Corporate Budget Office	\$112,611.00	\$179,517.00
Manager Finance Corporate Financial Reporting	\$112,611.00	\$179,517.00
Manager Finance Greenline	\$99,744.00	\$156,928.00
Manager Finance Portfolio and Strategy	\$99,744.00	\$156,928.00
Manager Fleet Maintenance	\$99,744.00	\$156,928.00
Manager Fleet Operations	\$109,719.00	\$172,622.00
Manager Geospatial Business Solutions	\$99,744.00	\$156,928.00
Manager Growth and Strategic Services	\$112,611.00	\$179,517.00
Manager Growth Funding and Investment	\$112,611.00	\$179,517.00
Manager Human Resources Business Advisory Services	\$112,611.00	\$179,517.00
Manager Information Technology	\$99,744.00	\$156,928.00
Manager Infrastructure	\$122,183.00	\$194,775.00
Manager Infrastructure and Program Management	\$122,183.00	\$194,775.00
Manager Infrastructure Delivery	\$122,183.00	\$194,775.00
Manager Infrastructure Planning	\$122,183.00	\$194,775.00
Manager Innovation Data and External Access	\$99,744.00	\$156,928.00
Manager Intergovernmental and Corporate Strategy	\$112,611.00	\$179,517.00
Manager Investment and Marketing	\$112,611.00	\$179,517.00
Manager Investment Management	\$99,744.00	\$156,928.00
Manager Labour Relations	\$112,611.00	\$179,517.00
Manager Land and Asset Management	\$99,744.00	\$156,928.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Legal Services	\$166,120.00	\$195,415.00
Manager Litigation and Expropriation	\$166,120.00	\$195,415.00
Manager Liveable Streets	\$109,719.00	\$172,622.00
Manager LRT Projects	\$109,719.00	\$172,622.00
Manager Maintenance	\$112,611.00	\$179,517.00
Manager Major Road Projects	\$109,719.00	\$172,622.00
Manager Municipal Law and Enforcement	\$166,120.00	\$195,415.00
Manager Neighbourhood Support	\$99,744.00	\$156,928.00
Manager Network Planning	\$109,719.00	\$172,622.00
Manager Occupational Health and Safety	\$99,744.00	\$156,928.00
Manager Partnership Management	\$99,744.00	\$156,928.00
Manager Pay and Client Services	\$99,744.00	\$156,928.00
Manager People and Culture	\$112,611.00	\$179,517.00
Manager Performance and Quality	\$99,744.00	\$156,928.00
Manager Planning and Real Estate	\$166,120.00	\$195,415.00
Manager Procurement	\$112,611.00	\$179,517.00
Manager Regional Operations	\$99,744.00	\$156,928.00
Manager Risk Management and Claims/CRIO	\$112,611.00	\$179,517.00
Manager Safety Programs Systems	\$99,744.00	\$156,928.00
Manager Safety Security and Employee Development	\$112,611.00	\$179,517.00
Manager Sales and Acquisitions	\$112,611.00	\$179,517.00
Manager Segment 2 Utility Relocations	\$109,719.00	\$172,622.00
Manager Service Design	\$99,744.00	\$156,928.00
Manager Service Performance	\$99,744.00	\$156,928.00
Manager Social Programs	\$99,744.00	\$156,928.00
Manager Stakeholder Relations	\$99,744.00	\$156,928.00
Manager Strategic Business Services	\$99,744.00	\$156,928.00
Manager Strategic Services (Pay Level G)	\$99,744.00	\$156,928.00
Manager Strategic Services (Pay Level Engineering H)	\$122,183.00	\$194,775.00
Manager Strategy and Business Operations	\$99,744.00	\$156,928.00
Manager Sustainability Strategy	\$99,744.00	\$156,928.00
Manager Talent Management	\$112,611.00	\$179,517.00
Manager Tax, Receivables and Accounts Payable	\$112,611.00	\$179,517.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Total Rewards and Healthy Workplace	\$112,611.00	\$179,517.00
Manager Traffic	\$122,183.00	\$194,775.00
Manager Transit Fleet	\$122,183.00	\$194,775.00
Manager Transit Operations	\$112,611.00	\$179,517.00
Manager Transit Planning	\$109,719.00	\$172,622.00
Manager Transportation Development Services	\$109,719.00	\$172,622.00
Manager Transportation Strategy	\$109,719.00	\$172,622.00
Manager Treasury	\$112,611.00	\$179,517.00
Manager Valuation	\$99,744.00	\$156,928.00
Manager Warehouse and Inventory	\$99,744.00	\$156,928.00
Manager Wastewater and Stormwater	\$122,183.00	\$194,775.00
Manager Wastewater Treatment	\$122,183.00	\$194,775.00
Manager Water Quality Services	\$112,611.00	\$179,517.00
Manager Water Treatment	\$112,611.00	\$179,517.00
Manager Watershed Planning	\$112,611.00	\$179,517.00
Manager Web Research and Projects	\$99,744.00	\$156,928.00
Managing Lead Anti-Racism Program	\$112,611.00	\$179,517.00
Market Analyst	\$76,549.20	\$102,338.60
Market Strategist (Pay Level 12)	\$76,549.20	\$102,338.60
Market Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Master Indemnification Technician	\$79,331.20	\$106,038.40
Measurement Analyst	\$69,414.80	\$92,783.60
Mechanical and Pond Maintenance Worker	\$63,093.68	\$69,891.12
Mechanical Maintenance Worker (Pay Level 3)	\$66,414.40	\$73,569.60
Mechanical Maintenance Worker (Pay Level 4)	\$69,080.96	\$76,550.24
Mechanical Maintenance Worker CHC	\$63,093.68	\$69,891.12
Mechanical Maintenance Worker Lead Hand	\$69,080.96	\$76,550.24
Meter Serviceman	\$63,093.68	\$69,891.12
Meters Supervisor	\$71,249.00	\$106,069.00
Milling Project Coordinator	\$72,891.00	\$97,461.00
Millwright Apprentice	\$65,644.80	\$91,499.20
Millwright Journeyman*	\$84,614.40	\$99,465.60
Municipal Prosecutor	\$80,334.80	\$107,471.00

\*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>
Museum Assistant	\$54,217.80	\$72,490.60
Neighbourhood Partnership Coordinator	\$72,891.00	\$97,461.00
Network Technician	\$65,447.20	\$87,560.20
Occupational Health Nurse	\$72,891.00	\$97,461.00
Open Data Strategist	\$71,249.00	\$106,069.00
Operational Support Coordinator	\$65,447.20	\$87,560.20
Operations Analyst	\$61,497.80	\$82,245.80
Operations and Maintenance Hydrant Technician	\$57,730.40	\$77,240.80
Operations and Maintenance Planner	\$65,447.20	\$87,560.20
Operations and Maintenance Storm Operations Supervisor	\$71,249.00	\$106,069.00
Operations and Maintenance Supervisor (Pay Level D)	\$71,249.00	\$106,069.00
Operations and Maintenance Supervisor (Pay Level E)	\$79,059.00	\$119,373.00
Operations and Maintenance Technician	\$61,497.80	\$82,245.80
Operations Asset Coordinator	\$65,447.20	\$87,560.20
Operations Control Centre Supervisor	\$71,249.00	\$106,069.00
Operations Controller	\$62,819.00	\$93,640.00
Operations Controller LRT	\$71,249.00	\$106,069.00
Operations Leader	\$89,632.00	\$137,281.00
Operations Support Lead	\$79,059.00	\$119,373.00
Organic Chemist	\$84,411.60	\$112,840.00
Outside Maintenance Service Foreman	\$62,819.00	\$93,640.00
Painter Journeyman	\$76,980.80	\$86,153.60
Paralegal	\$61,497.80	\$82,245.80
Paralegal Real Estate	\$65,447.20	\$87,560.20
PARIS Administrator	\$61,497.80	\$82,245.80
Parking Strategist	\$89,632.00	\$137,281.00
Parks Agreement Coordinator	\$79,059.00	\$119,373.00
Parks Community Strategist (Pay Level 12)	\$76,549.20	\$102,338.60
Parks Community Strategist (Pay Level E)	\$79,059.00	\$119,373.00
Parks Crew Lead	\$63,093.68	\$69,891.12
Parks Development Coordinator	\$80,334.80	\$107,471.00
Parks Ecologist	\$76,549.20	\$102,338.60
Parks Encroachment Specialist	\$72,891.00	\$97,461.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Parks Events Specialist	\$65,447.20	\$87,560.20
Parks Inspector	\$79,331.20	\$106,038.40
Parks Permit Specialist	\$61,497.80	\$82,245.80
Parks Program Ambassador	\$54,217.80	\$72,490.60
Parks Program Coordinator	\$65,447.20	\$87,560.20
Parks Shift Supervisor	\$71,249.00	\$106,069.00
Parks Supervisor	\$79,059.00	\$119,373.00
Parks Trainer	\$65,447.20	\$87,560.20
Parks Worker (Pay Level 2)	\$59,813.52	\$66,275.04
Parks Worker (Pay Level 3)	\$63,093.68	\$69,891.12
Parks Worker Irrigation Lead Hand	\$63,093.68	\$69,891.12
Partnership Liaison	\$69,414.80	\$92,783.60
Parts Technician Journeyman 1	\$80,392.00	\$90,022.40
Parts Technician Journeyman 2	\$85,488.00	\$97,177.60
Pathway and Trail Technician	\$65,447.20	\$87,560.20
Pathways and Trails Lead	\$89,632.00	\$137,281.00
Pavement Management Coordinator	\$72,891.00	\$97,461.00
Payment Card Industry Analyst	\$69,414.80	\$92,783.60
Payment Card Industry Lead	\$79,059.00	\$119,373.00
Payroll Administrator	\$61,497.80	\$82,245.80
Pension and Benefit Analyst	\$69,414.80	\$92,783.60
Pension Specialist	\$65,447.20	\$87,560.20
Performance and Quality Management Lead	\$71,249.00	\$106,069.00
Performance Management Technologist	\$72,891.00	\$97,461.00
Performance Measurement Coordinator	\$72,891.00	\$97,461.00
Planner 1	\$72,891.00	\$97,461.00
Planner 2*	\$80,334.80	\$122,824.00
Planning Analyst	\$69,414.80	\$92,783.60
Planning and Partnership Management Lead	\$89,632.00	\$137,281.00
Planning and Safety Codes Customer Advisor	\$69,414.80	\$92,783.60
Planning Designer	\$65,447.20	\$87,560.20
Planning Engineering Technician	\$61,497.80	\$82,245.80
Planning Legislative Advisor	\$61,497.80	\$82,245.80

\*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 Services Technician 1	\$61,497.80	\$82,245.80
Planning Services Technician 2	\$65,447.20	\$87,560.20
Planning Services Technician Lead	\$72,891.00	\$97,461.00
Planning Technician	\$69,414.80	\$92,783.60
Plant Maintainer 1	\$73,008.00	\$81,827.20
Plant Maintainer 2	\$76,668.80	\$85,924.80
Plant Maintenance Helper	\$54,181.92	\$59,991.36
Plant Maintenance Man*	\$59,813.52	\$69,763.20
Plant Maintenance Project Lead	\$71,249.00	\$106,069.00
Plant Maintenance Supervisor	\$71,249.00	\$106,069.00
Plant Maintenance Support	\$61,547.20	\$68,868.80
Plant Operations Supervisor	\$79,059.00	\$119,373.00
Plant Operator 1	\$66,414.40	\$73,569.60
Plant Operator 2	\$73,569.60	\$73,569.60
Plant Operator 3	\$79,643.20	\$88,254.40
Plant Operator Boiler	\$72,716.80	\$80,579.20
Plant Operator Intermediate	\$71,178.59	\$71,178.59
Plant Operator Junior	\$66,275.04	\$66,275.04
Plant Operator Senior	\$77,054.80	\$85,386.13
Playfield Coordinator	\$72,891.00	\$97,461.00
Plumber Journeyman*	\$81,213.60	\$94,723.20
Plumber Journeyman CHC	\$81,213.60	\$89,987.04
Policy and Administrative Lead	\$62,819.00	\$93,640.00
Policy Coordinator	\$61,497.80	\$82,245.80
Policy Strategist	\$72,891.00	\$97,461.00
Portfolio Manager	\$89,632.00	\$137,281.00
Positioning and Navigation Specialist	\$80,334.80	\$107,471.00
Pre-Employment Drug Testing Program Leader	\$79,059.00	\$119,373.00
Preventative Maintenance Coordinator	\$61,497.80	\$82,245.80
Preventative Maintenance Person	\$63,606.40	\$71,240.00
Printing Coordinator	\$57,730.40	\$77,240.80
Process Accountant	\$57,730.40	\$77,240.80
Process Coordinator	\$71,249.00	\$106,069.00

\*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	\$79,059.00	\$119,373.00
Process Specialist	\$69,414.80	\$92,783.60
Procurement and Contract Specialist	\$65,447.20	\$87,560.20
Production Artist	\$61,497.80	\$82,245.80
Production Coordinator	\$76,549.20	\$102,338.60
Production Liaison Specialist	\$83,304.00	\$111,384.00
Production Specialist	\$65,447.20	\$87,560.20
Program and Transit Integration Manager	\$109,719.00	\$172,622.00
Program Coordinator (Pay Level C)	\$62,819.00	\$93,640.00
Program Coordinator (Pay Level F)	\$89,632.00	\$137,281.00
Program Lead	\$72,891.00	\$97,461.00
Program Lead Resilience Strategies	\$89,632.00	\$137,281.00
Program Leader Safe Workplace	\$89,632.00	\$137,281.00
Program Manager (Pay Level 13)	\$80,334.80	\$107,471.00
Program Manager (Pay Level F)	\$89,632.00	\$137,281.00
Program Manager (Pay Level G)	\$99,744.00	\$156,928.00
Program Manager Centre City	\$99,744.00	\$156,928.00
Program Manager Desktop Architecture	\$89,632.00	\$137,281.00
Program Manager Identity Management	\$89,632.00	\$137,281.00
Program Manager Information Technology	\$89,632.00	\$137,281.00
Program Planner	\$76,549.20	\$102,338.60
Program Planner and Implement Steward	\$72,891.00	\$97,461.00
Programmer Analyst	\$65,447.20	\$87,560.20
Programs and Services Coordinator	\$71,249.00	\$106,069.00
Project Analyst	\$69,414.80	\$92,783.60
Project and Development Coordinator	\$84,411.60	\$112,840.00
Project Controls Analyst CHC	\$69,414.80	\$92,783.60
Project Controls Leader	\$71,249.00	\$106,069.00
Project Controls Senior Manager	\$112,611.00	\$179,517.00
Project Coordinator*	\$72,891.00	\$111,384.00
Project Cost Control Coordinator	\$65,447.20	\$87,560.20
Project Cost Control Specialist	\$61,497.80	\$82,245.80
Project Geologist	\$79,059.00	\$119,373.00

\*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	\$79,059.00	\$119,373.00
Project Implementation Strategist	\$72,891.00	\$97,461.00
Project Inspector CHC	\$61,497.80	\$82,245.80
Project Management Consultant (Pay Level 11)	\$72,891.00	\$97,461.00
Project Management Consultant (Pay Level E)	\$79,059.00	\$119,373.00
Project Manager (Pay Level 11)	\$72,891.00	\$97,461.00
Project Manager (Pay Level 12)	\$76,549.20	\$102,338.60
Project Manager (Pay Level 13)	\$80,334.80	\$107,471.00
Project Manager (Pay Level D)	\$71,249.00	\$106,069.00
Project Manager (Pay Level E)	\$79,059.00	\$119,373.00
Project Manager (Pay Level F)	\$89,632.00	\$137,281.00
Project Manager CHC (Pay Level 12)	\$76,549.20	\$102,338.60
Project Manager CHC (Pay Level 13)	\$80,334.80	\$107,471.00
Project Portfolio Manager	\$79,059.00	\$119,373.00
Project Reporting Coordinator (Pay Level 8)	\$61,497.80	\$82,245.80
Project Reporting Coordinator (Pay Level 9)	\$65,447.20	\$87,560.20
Project Reporting Team Lead	\$79,059.00	\$119,373.00
Projects Technician	\$83,304.00	\$111,384.00
Property Manager	\$69,414.80	\$92,783.60
Property Manager CHC (Pay Level 9)	\$65,447.20	\$87,560.20
Property Manager CHC (Pay Level 10)	\$69,414.80	\$92,783.60
Public Art Associate Conservator	\$61,497.80	\$82,245.80
Public Art Collection Specialist	\$65,447.20	\$87,560.20
Public Art Conservator	\$72,891.00	\$97,461.00
Public Art Liaison	\$79,059.00	\$119,373.00
Public Information Officer	\$128,856.00	\$128,856.00
Public Program Coordinator	\$69,414.80	\$92,783.60
Public Realm Lead	\$89,632.00	\$137,281.00
Public Relation and Partner Manager	\$99,744.00	\$156,928.00
Public Safety and Enforcement Analyst	\$72,891.00	\$97,461.00
Public Safety and Enforcement Officer	\$72,891.00	\$97,461.00
Public Safety Lead Anti-Racism	\$89,632.00	\$137,281.00
Public Safety Project Manager	\$76,549.20	\$102,338.60

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Public Safety Systems Architect	\$76,549.20	\$102,338.60
Public Safety Technical Analyst	\$80,334.80	\$107,471.00
Quality Assurance Analyst	\$65,447.20	\$87,560.20
Quality Assurance and Accreditation Strategist	\$79,059.00	\$119,373.00
Quality Assurance Inspector	\$61,497.80	\$82,245.80
Quality Assurance Technician	\$72,891.00	\$97,461.00
Quality Improvement Lead Specialist	\$94,749.20	\$94,749.20
Quality Management Coordinator	\$79,059.00	\$119,373.00
Quality Senior Manager	\$122,183.00	\$194,775.00
Rail Systems Technician	\$61,497.80	\$82,245.80
Real Estate Portfolio Lead	\$79,059.00	\$119,373.00
Real Estate Senior Manager	\$112,611.00	\$179,517.00
Records and Information Management Coordinator	\$71,249.00	\$106,069.00
Records Management Support (Pay Level 3)	\$43,225.00	\$57,821.40
Records Management Support (Pay Level 5)	\$50,923.60	\$68,068.00
Records Management Support (Pay Level 6)	\$54,072.20	\$72,490.60
Records Management Support (Pay Level 7)	\$57,730.40	\$77,240.80
Records Management Support (Pay Level 8)	\$61,497.80	\$82,245.80
Records Management Support (Pay Level 9)	\$65,447.20	\$87,560.20
Records Management Support (Pay Level 10)	\$69,414.80	\$92,783.60
Records Management Support (Pay Level 11)	\$72,891.00	\$97,461.00
Records Management Support (Pay Level A)	\$40,298.00	\$59,662.00
Records Management Support (Pay Level C)	\$62,819.00	\$93,640.00
Records Management Support CHC	\$65,447.20	\$87,560.20
Recreation Operations Staffing Coordinator	\$71,249.00	\$106,069.00
Recreation Planning Specialist	\$76,549.20	\$102,338.60
Recreation Program Coordinator	\$72,891.00	\$97,461.00
Recreation Program Specialist	\$65,447.20	\$87,560.20
Recruitment Analyst	\$65,447.20	\$87,560.20
Recruitment Coordinator	\$141,128.00	\$141,128.00
Recruitment Officer	\$62,819.00	\$93,640.00
Recruitment Specialist	\$57,730.40	\$77,240.80
Regional Planning Coordinator	\$89,632.00	\$137,281.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Regulatory Analyst	\$79,059.00	\$119,373.00
Regulatory Program Specialist	\$72,891.00	\$97,461.00
Rent Supplement Coordinator CHC	\$71,249.00	\$106,069.00
Rental Coordinator	\$65,447.20	\$87,560.20
Repair and Maintenance Operations Supervisor	\$71,249.00	\$106,069.00
Repairman Bridges	\$69,080.96	\$76,550.24
Reporting and Analytics Lead	\$79,059.00	\$119,373.00
Research Analyst (Pay Level 7)	\$57,730.40	\$77,240.80
Research Analyst (Pay Level 9)	\$65,447.20	\$87,560.20
Research and Development Analyst	\$65,447.20	\$87,560.20
Research and Policy Technician	\$57,730.40	\$77,240.80
Research Coordinator	\$76,549.20	\$102,338.60
Research Data and Analytics Lead	\$79,059.00	\$119,373.00
Research Policy Planner	\$79,059.00	\$119,373.00
Research Social Planner	\$79,059.00	\$119,373.00
Residential Collection Driver	\$63,093.68	\$69,891.12
Resilience Officer	\$141,128.00	\$141,128.00
Resilience Program Manager	\$99,744.00	\$156,928.00
Resilient Building Coordinator	\$79,059.00	\$119,373.00
Retirement Analyst	\$69,414.80	\$92,783.60
Revenue Programs Administrator	\$61,388.60	\$82,027.40
Risk Analyst	\$57,730.40	\$77,240.80
Roadmarking Lifecycle Technician	\$69,414.80	\$92,783.60
Roadmaster Track and Way	\$62,819.00	\$93,640.00
Roads Design and Development Technologist	\$76,549.20	\$102,338.60
Roads Subdivision Officer*	\$80,334.80	\$122,824.00
Route Planning Analyst	\$69,414.80	\$92,783.60
Safety Advisor*	\$76,549.20	\$116,958.40
Safety Codes Officer	\$76,549.20	\$102,338.60
Safety Codes Officer Electrical	\$97,461.00	\$102,338.60
Safety Compliance Senior Manager	\$122,183.00	\$194,775.00
Safety Patrol Boat Operator	\$63,093.68	\$69,891.12
Safety Patrol Boat Operator Senior	\$69,080.96	\$76,550.24

\*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>
Sales Agent	\$72,891.00	\$97,461.00
SAP Ariba Administrator	\$72,891.00	\$97,461.00
Scanning and Imaging Technician	\$50,923.60	\$68,068.00
Schedule and Workforce Supervisor	\$62,819.00	\$93,640.00
Scheduler*	\$57,730.40	\$88,275.20
Scheduling Analyst	\$65,447.20	\$87,560.20
Scheduling Coordinator	\$57,730.40	\$77,240.80
Scheduling Lead	\$89,632.00	\$137,281.00
Scheduling Supervisor	\$71,249.00	\$106,069.00
Seasonal Employment Coordinator	\$65,447.20	\$87,560.20
Security Advisor	\$79,059.00	\$119,373.00
Security Control Analyst	\$65,447.20	\$87,560.20
Security Coordinator	\$57,730.40	\$77,240.80
Security Guard	\$58,198.40	\$77,792.00
Security Operations Section Lead	\$79,059.00	\$119,373.00
Security Operations Supervisor (Pay Level C)	\$62,819.00	\$93,640.00
Security Operations Supervisor (Pay Level D)	\$71,249.00	\$106,069.00
Security Systems Administrator	\$65,447.20	\$87,560.20
Security Systems Section Lead	\$79,059.00	\$119,373.00
Senior Access Planner Green Line	\$79,059.00	\$119,373.00
Senior Address Planning Analyst	\$72,891.00	\$97,461.00
Senior Administrator Business Services	\$65,447.20	\$87,560.20
Senior Advisor Corporate Finance	\$89,632.00	\$137,281.00
Senior Architect	\$89,632.00	\$137,281.00
Senior Assessor	\$88,543.00	\$118,445.60
Senior Asset Management GIS Technician	\$69,414.80	\$92,783.60
Senior Auditor	\$89,632.00	\$137,281.00
Senior Biology Laboratory Technician	\$72,891.00	\$97,461.00
Senior Business Analyst Capital Budget	\$65,447.20	\$87,560.20
Senior Business Analyst Revenue Control Accounts Receivable CHC	\$57,730.40	\$77,240.80
Senior Business Experience Representative	\$65,447.20	\$87,560.20
Senior Business Strategist	\$89,632.00	\$137,281.00
Senior Buyer	\$76,549.20	\$112,567.00

\*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 Buyer CHC	\$76,549.20	\$112,567.00
Senior Cash Processor	\$61,796.80	\$82,659.20
Senior Change Controller	\$61,497.80	\$82,245.80
Senior Claims Adjuster	\$71,249.00	\$106,069.00
Senior Commercial Leasing Agent	\$80,334.80	\$107,471.00
Senior Concrete Leader	\$89,632.00	\$137,281.00
Senior Consultant	\$89,632.00	\$137,281.00
Senior Coordinator	\$66,769.04	\$89,295.44
Senior Corporate Climate Strategist	\$76,549.20	\$102,338.60
Senior Corporate Consultant	\$89,632.00	\$137,281.00
Senior Corporate Economist	\$89,632.00	\$137,281.00
Senior Corporate Financial Analyst	\$65,447.20	\$87,560.20
Senior Corporate Research Analyst	\$71,249.00	\$106,069.00
Senior Corrosion Technician	\$79,331.20	\$106,038.40
Senior CPIC Court Clerk	\$70,283.20	\$93,995.20
Senior Data Analysis Technician	\$72,891.00	\$97,461.00
Senior Data Analyst	\$65,301.60	\$87,360.00
Senior Data Analytics Auditor	\$89,632.00	\$137,281.00
Senior Data Collection Technician	\$69,414.80	\$92,783.60
Senior Database Technology Analyst	\$72,891.00	\$109,909.80
Senior Department Accountant	\$76,549.20	\$102,338.60
Senior Development Inspector	\$72,891.00	\$97,461.00
Senior Dispatcher	\$71,249.00	\$106,069.00
Senior Emergency Communications Dispatcher*	\$86,140.60	\$103,368.72
Senior Emergency Communications Officer*	\$83,629.00	\$100,354.80
Senior Energy Management Environmental Conservation Technician	\$76,549.20	\$102,338.60
Senior Engineering Technologist*	\$76,549.20	\$116,958.40
Senior Enterprise Architect	\$89,632.00	\$137,281.00
Senior Executive Advisor	\$89,632.00	\$137,281.00
Senior Facilities Planner	\$79,059.00	\$119,373.00
Senior Facility Attendant	\$69,080.96	\$76,550.24
Senior Financial Accountant	\$65,447.20	\$87,560.20
Senior Firefighter	\$109,418.40	\$109,418.40

\*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 Fleet Asset Administrator	\$65,447.20	\$87,560.20
Senior Geospatial Analyst	\$72,891.00	\$97,461.00
Senior Geospatial Technician Cartography	\$72,891.00	\$97,461.00
Senior Geospatial Technician Drafting	\$72,891.00	\$97,461.00
Senior Graphic Designer	\$69,414.80	\$92,783.60
Senior Growth Management Planner	\$79,059.00	\$119,373.00
Senior Growth Strategist	\$89,632.00	\$137,281.00
Senior Human Resources Associate	\$65,447.20	\$87,560.20
Senior Innovation Designer	\$76,549.20	\$102,338.60
Senior Investment Analyst	\$76,549.20	\$102,338.60
Senior Laboratory Technician	\$69,414.80	\$92,783.60
Senior Land Inventory Specialist	\$72,891.00	\$97,461.00
Senior Leader Corporate Finance	\$99,744.00	\$156,928.00
Senior Leader Investments	\$99,744.00	\$156,928.00
Senior Leader Learning and Development	\$89,632.00	\$137,281.00
Senior Leader PMP Wheel Truing Attendant	\$70,137.60	\$78,478.40
Senior Local Improvement Administrator	\$69,414.80	\$92,783.60
Senior Master Indemnification Technician	\$87,484.80	\$116,958.40
Senior Microbiologist	\$84,411.60	\$112,840.00
Senior Operator	\$75,661.04	\$83,841.68
Senior PARIS Administrator	\$65,447.20	\$87,560.20
Senior Paving Leader	\$89,632.00	\$137,281.00
Senior Payroll Analyst	\$69,414.80	\$92,783.60
Senior Planner	\$79,059.00	\$119,373.00
Senior Planning Services Technician	\$69,414.80	\$92,783.60
Senior Planning Technician	\$72,891.00	\$97,461.00
Senior Plants Leader	\$89,632.00	\$137,281.00
Senior Process Accountant	\$65,447.20	\$87,560.20
Senior Programmer Analyst	\$72,891.00	\$109,909.80
Senior Recruitment Specialist*	\$61,497.80	\$93,995.20
Senior Regulatory Analyst	\$89,632.00	\$137,281.00
Senior Risk Analyst	\$72,891.00	\$97,461.00
Senior Risk Strategist	\$89,632.00	\$137,281.00

\*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 Safety Codes Officer	\$84,411.60	\$112,840.00
Senior Safety Codes Officer Electrical	\$112,840.00	\$112,840.00
Senior Sales Agent	\$80,334.80	\$107,471.00
Senior Scheduler	\$71,249.00	\$106,069.00
Senior Security Analyst	\$71,249.00	\$106,069.00
Senior Signals Electrician/Technician Journeyman	\$109,054.40	\$109,054.40
Senior Site Manager CHC	\$65,447.20	\$87,560.20
Senior Soccer Centre Attendant	\$63,093.68	\$69,891.12
Senior Storekeeper	\$61,963.20	\$82,846.40
Senior Storeman	\$70,449.60	\$86,964.80
Senior Strategist	\$89,632.00	\$137,281.00
Senior Surface Improvement Inspector	\$83,304.00	\$111,384.00
Senior Systems Analyst	\$80,334.80	\$107,471.00
Senior Technical Advisor	\$89,632.00	\$137,281.00
Senior Technical Advisor LRV and Integration	\$89,632.00	\$137,281.00
Senior Technician	\$69,414.80	\$92,783.60
Senior Traffic Engineering Technician	\$76,549.20	\$102,338.60
Senior Transit Planner	\$79,059.00	\$119,373.00
Senior Transportation Planning Technician	\$76,549.20	\$102,338.60
Senior User Experience Architect	\$69,414.80	\$92,783.60
Senior Water Adaptation and Mitigation Specialist	\$80,334.80	\$107,471.00
Senior Water Management Development Coordinator	\$91,811.20	\$122,824.00
Senior Water Quality Monitoring Technician	\$76,549.20	\$102,338.60
Senior Water Resources Planner	\$80,334.80	\$107,471.00
Senior Watershed Biologist	\$88,543.00	\$118,445.60
Senior Watershed Planner	\$80,334.80	\$107,471.00
Senior Works Inspector	\$79,331.20	\$106,038.40
Septic Dump Station Attendant	\$54,181.92	\$59,991.36
Sergeant Bylaw Services	\$72,891.00	\$97,461.00
Sergeant Calgary Transit	\$76,549.20	\$102,338.60
Sergeant Taxi Inspections	\$83,304.00	\$111,384.00
Service Advisor	\$65,811.20	\$88,004.80
Service Camera Technician	\$65,977.60	\$88,275.20



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Service Contract Coordinator	\$65,447.20	\$87,560.20
Service Improvement Manager	\$79,059.00	\$119,373.00
Service Performance Research Analyst	\$69,414.80	\$92,783.60
Service Quality Lead	\$71,249.00	\$106,069.00
Sewer Service Planning Technician	\$58,865.04	\$78,704.08
Shelter Assistant	\$59,813.52	\$66,275.04
Shift Supervisor	\$71,249.00	\$106,069.00
Shop Labourer	\$60,028.80	\$60,028.80
Shop Lead	\$111,779.20	\$111,779.20
Shop Technician	\$66,414.40	\$73,569.60
Shop Worker	\$63,093.68	\$69,891.12
Sign Manufacturer (Pay Level 2)	\$59,813.52	\$66,275.04
Sign Manufacturer (Pay Level 3)	\$63,093.68	\$69,891.12
Sign Manufacturer (Pay Level 4)	\$69,080.96	\$76,550.24
Signals Electrician/Technician Journeyman	\$100,984.00	\$100,984.00
Site Manager CHC	\$61,497.80	\$82,245.80
Small Equipment Storeperson	\$58,198.40	\$77,792.00
Small Equipment Storeperson Driver	\$49,400.00	\$66,081.60
Small Motor Mechanic	\$69,080.96	\$76,550.24
Soccer Centre Attendant	\$59,813.52	\$74,969.44
Social Programs Coordinator	\$76,549.20	\$102,338.60
Social Programs Specialist	\$65,447.20	\$87,560.20
Social Research Policy Analyst	\$69,414.80	\$92,783.60
Social Worker	\$72,891.00	\$97,461.00
Special Projects Leader	\$89,632.00	\$137,281.00
Special Services Technician	\$65,447.20	\$87,560.20
Specifications Officer	\$128,856.00	\$128,856.00
Sports Coordinator	\$72,891.00	\$97,461.00
Staffing Liaison Coordinator	\$62,819.00	\$93,640.00
Storeman	\$62,088.00	\$76,668.80
Storeperson	\$58,198.40	\$77,792.00
Storeworker	\$63,093.68	\$69,891.12
Storeworker CHC	\$63,093.68	\$69,891.12

\*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>
Stormwater Pollution Prevention Specialist	\$76,549.20	\$102,338.60
Strategic Analyst	\$69,414.80	\$92,783.60
Strategic Business Analyst	\$79,059.00	\$119,373.00
Strategic Business Analyst CHC	\$91,130.00	\$113,889.98
Strategic Legislative Analyst	\$71,249.00	\$106,069.00
Strategic Planning and Policy Coordinator	\$72,891.00	\$97,461.00
Strategist	\$79,059.00	\$119,373.00
Strategist Resilience and Infrastructure	\$79,059.00	\$119,373.00
Strategy Lead	\$89,632.00	\$137,281.00
Strategy Lead CHC	\$89,632.00	\$137,281.00
Strategy Liaison	\$65,447.20	\$87,560.20
Streetlight Design Coordinator	\$79,059.00	\$119,373.00
Streetlight Design Technician	\$72,891.00	\$97,461.00
Structures Technician	\$72,891.00	\$97,461.00
Subdivision Roads Project Inspector	\$83,304.00	\$111,384.00
Superintendent Administrative and Shelter Services	\$89,632.00	\$137,281.00
Superintendent Bylaw Services	\$99,744.00	\$156,928.00
Superintendent Commercial Collection	\$79,059.00	\$119,373.00
Superintendent Products and Services	\$79,059.00	\$119,373.00
Superintendent Programs	\$79,059.00	\$119,373.00
Superintendent Residential Collection	\$79,059.00	\$119,373.00
Superintendent Sports	\$79,059.00	\$119,373.00
Supervisor Calgro Operations	\$79,059.00	\$119,373.00
Supervisor Electrical Maintenance	\$79,059.00	\$119,373.00
Supervisor Sales Special Programs	\$71,249.00	\$106,069.00
Supervisor Workforce Planning	\$71,249.00	\$106,069.00
Supplier Support Advisor	\$54,217.80	\$72,490.60
Supply Chain Analyst	\$65,447.20	\$87,560.20
Supply Chain Planner	\$76,549.20	\$102,338.60
Surface Improvements Inspector*	\$69,414.80	\$106,038.40
Survey Coordinator	\$76,549.20	\$102,338.60
Survey Drafting Specialist	\$65,447.20	\$87,560.20
Survey Equipment Technician	\$57,730.40	\$77,240.80

\*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	\$72,891.00	\$97,461.00
Surveyor Assistant	\$57,730.40	\$77,240.80
Sustainability Consultant	\$79,059.00	\$119,373.00
Swamper Equipment Operator Crane Truck	\$54,181.92	\$59,991.36
Swim Instructor	\$63,093.68	\$69,891.12
Systems Administrator 1	\$65,447.20	\$87,560.20
Systems Administrator 2	\$76,549.20	\$115,551.80
Systems Administrator 3	\$79,059.00	\$119,373.00
Systems Control Technician	\$83,304.00	\$111,384.00
Systems Electrical Control Technician	\$109,054.40	\$109,054.40
Systems Enhancement Lead	\$79,059.00	\$119,373.00
Systems Support Manager	\$89,632.00	\$137,281.00
Tangible Capital Assets Coordinator	\$71,249.00	\$106,069.00
Tangible Capital Assets Finance Analyst	\$71,249.00	\$106,069.00
Tangible Capital Assets Financial Policy Consultant	\$79,059.00	\$119,373.00
Tangible Capital Assets Process and Policy Lead	\$79,059.00	\$119,373.00
Tangible Capital Assets Reporting Lead	\$79,059.00	\$119,373.00
Tax Account Maintenance Adjustor	\$54,217.80	\$72,490.60
Tax Billing and Adjustment Analyst	\$57,730.40	\$77,240.80
Tax Services Advisor	\$54,217.80	\$72,490.60
Team Coordinator	\$89,632.00	\$137,281.00
Team Coordinator Safety and Training	\$89,632.00	\$137,281.00
Team Lead Accounts Payable	\$71,249.00	\$106,069.00
Team Lead Business Continuity and Emergency Management	\$89,632.00	\$137,281.00
Team Lead Business Improvement	\$89,632.00	\$137,281.00
Team Lead Business Performance Meter	\$71,249.00	\$106,069.00
Team Lead Business Planning and Performance	\$89,632.00	\$137,281.00
Team Lead Business Support	\$79,059.00	\$119,373.00
Team Lead Business Technology Sustainment	\$79,059.00	\$119,373.00
Team Lead Capital Conservation Grant	\$79,059.00	\$119,373.00
Team Lead Capital Inspections	\$80,334.80	\$107,471.00
Team Lead Cash Processing	\$62,819.00	\$93,640.00
Team Lead Citizen Programs	\$79,059.00	\$119,373.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Community Social Development	\$79,059.00	\$119,373.00
Team Lead Cultural Development	\$89,632.00	\$137,281.00
Team Lead Customer Inquiries and Analysis	\$71,249.00	\$106,069.00
Team Lead Customer Relations and Agreements	\$89,632.00	\$137,281.00
Team Lead Data and Technology	\$89,632.00	\$137,281.00
Team Lead Environmental Compliance	\$89,632.00	\$137,281.00
Team Lead Festival and Event Planning	\$89,632.00	\$137,281.00
Team Lead Indigenous Relations	\$89,632.00	\$137,281.00
Team Lead Industrial Monitoring	\$89,632.00	\$137,281.00
Team Lead Information Management	\$79,059.00	\$119,373.00
Team Lead Information Management Security	\$89,632.00	\$137,281.00
Team Lead Information Security Compliance and Advisory Services	\$89,632.00	\$137,281.00
Team Lead Information Security Operations	\$89,632.00	\$137,281.00
Team Lead Integrity and Advisory Services	\$89,632.00	\$137,281.00
Team Lead Laboratory Instrumentation	\$79,059.00	\$119,373.00
Team Lead Laboratory Operations	\$79,059.00	\$119,373.00
Team Lead Maintenance Operations	\$79,059.00	\$119,373.00
Team Lead Microbiology	\$79,059.00	\$119,373.00
Team Lead Neighbourhood Partnership Coordinator	\$79,059.00	\$119,373.00
Team Lead Office of Councillors	\$79,059.00	\$119,373.00
Team Lead Operational Assurance	\$79,059.00	\$119,373.00
Team Lead Operations	\$89,632.00	\$137,281.00
Team Lead Performance Improvement	\$89,632.00	\$137,281.00
Team Lead Physical	\$89,632.00	\$137,281.00
Team Lead Preventative Social Services Partner	\$79,059.00	\$119,373.00
Team Lead Prevention Investment	\$89,632.00	\$137,281.00
Team Lead Research and Reporting	\$89,632.00	\$137,281.00
Team Lead Resource Strategy	\$89,632.00	\$137,281.00
Team Lead Security Risk Analysis and Design	\$89,632.00	\$137,281.00
Team Lead Service Levels	\$89,632.00	\$137,281.00
Team Lead Social Program Services	\$79,059.00	\$119,373.00
Team Lead Social Supports	\$79,059.00	\$119,373.00
Team Lead Stormwater Pollution	\$89,632.00	\$137,281.00

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Strategy and Policy	\$89,632.00	\$137,281.00
Team Lead Strategy and Policy CHC	\$89,632.00	\$137,281.00
Team Lead Strategy Implementation	\$89,632.00	\$137,281.00
Team Lead Tax Account Maintenance	\$65,447.20	\$87,560.20
Team Lead Tax Advisory Services	\$69,414.80	\$92,783.60
Team Lead Technical Services	\$89,632.00	\$137,281.00
Team Lead Utility Infrastructure Planning	\$89,632.00	\$137,281.00
Team Lead Vehicles and Equipment	\$71,249.00	\$106,069.00
Team Lead Water Facilities	\$79,059.00	\$119,373.00
Team Lead Water Quality Monitoring	\$79,059.00	\$119,373.00
Team Lead Watershed Resiliency	\$89,632.00	\$137,281.00
Team Leader Business Performance	\$79,059.00	\$119,373.00
Team Leader Close Protection	\$89,632.00	\$137,281.00
Team Leader Collision and Compliance	\$79,059.00	\$119,373.00
Team Leader Corporate Accounts Receivable	\$69,414.80	\$92,783.60
Team Leader Corporate Cash Payments	\$62,819.00	\$93,640.00
Team Leader Corporate Credit and Collections	\$72,891.00	\$97,461.00
Team Leader Fleet	\$79,059.00	\$119,373.00
Team Leader Manufacturing	\$79,059.00	\$119,373.00
Team Leader Technology and Information	\$79,059.00	\$119,373.00
Technical Advisor	\$72,690.80	\$97,242.60
Technical Analyst	\$80,334.80	\$121,375.80
Technical Assistant	\$84,614.40	\$94,723.20
Technical Coordinator	\$87,484.80	\$116,958.40
Technical Lead Planner	\$79,059.00	\$119,373.00
Technical Security Systems Dispatch Administrator	\$54,217.80	\$72,490.60
Technical Security Systems Specialist	\$61,497.80	\$82,245.80
Technical Services Coordinator CHC	\$71,249.00	\$106,069.00
Technical Services Officer	\$128,856.00	\$128,856.00
Technical Teams Coordinator	\$141,128.00	\$141,128.00
Technical Writer (Pay Level 8)	\$61,497.80	\$82,245.80
Technical Writer (Pay Level 9)	\$65,447.20	\$87,560.20
Technical Writer (Pay Level 10)	\$69,414.80	\$92,783.60

\*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>
Technical Writer and Training Liaison	\$57,730.40	\$77,240.80
Technical Writing and Media Specialist	\$65,447.20	\$87,560.20
Technology Coordinator CHC	\$79,059.00	\$119,373.00
Telecommunication Technologist	\$65,447.20	\$87,560.20
Telecommunications Specialist	\$61,497.80	\$82,245.80
Telecommunications Technologist	\$69,414.80	\$92,783.60
Telephone Services and Dispatch Operator	\$58,865.04	\$78,704.08
Temporary Employment Services Agency Coordinator	\$71,249.00	\$106,069.00
Tenant Liaison CHC	\$69,414.80	\$92,783.60
Tire Repair Person	\$63,606.40	\$71,240.00
Tire Repair Person Lead Hand	\$70,137.60	\$78,478.40
Trace Analyst	\$69,414.80	\$92,783.60
Track Maintainer	\$65,811.20	\$73,777.60
Trackman	\$61,547.20	\$68,868.80
Trade Support Foreman	\$66,456.00	\$82,035.20
Trades Foreman	\$79,059.00	\$119,373.00
Traffic Collision Analyst Technician	\$72,891.00	\$97,461.00
Traffic Control and Parking Coordinator	\$79,059.00	\$119,373.00
Traffic Controller	\$59,813.52	\$66,275.04
Traffic Engineering Technician 1	\$61,497.80	\$82,245.80
Traffic Engineering Technician 2	\$72,891.00	\$97,461.00
Traffic Leader Technical Service Delivery	\$89,632.00	\$137,281.00
Traffic Signals Technician	\$65,447.20	\$87,560.20
Training Lead (Pay Level D)	\$71,249.00	\$106,069.00
Training Lead (Pay Level E)	\$79,059.00	\$119,373.00
Training Specialist (Pay Level 7)	\$57,584.80	\$77,004.20
Training Specialist (Pay Level 8)	\$61,497.80	\$82,245.80
Training Specialist (Pay Level 9)*	\$65,447.20	\$100,068.80
Training Specialist (Pay Level 10)*	\$69,414.80	\$106,038.40
Training Specialist (Pay Level 11)	\$72,891.00	\$97,461.00
Training Specialist (Pay Level 12)	\$76,549.20	\$102,338.60
Transit GIS and Research Specialist	\$72,891.00	\$97,461.00
Transit Operations Supervisor	\$71,249.00	\$106,069.00

\*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>
Transit Operator Trainee	\$53,391.00	\$53,391.00
Transit Operator*	\$45,567.60	\$71,194.50
Transit Planner	\$72,891.00	\$97,461.00
Transit Research Planner	\$62,819.00	\$93,640.00
Transit Scheduler	\$65,301.60	\$87,360.00
Transit Training Officer	\$62,819.00	\$93,640.00
Transition Coordinator	\$89,632.00	\$137,281.00
Transition Manager	\$112,611.00	\$179,517.00
Transportation Education Planner Specialist	\$69,414.80	\$92,783.60
Transportation Environmental Technologist	\$76,549.20	\$102,338.60
Transportation Planner	\$79,059.00	\$119,373.00
Transportation Planning Strategist	\$89,632.00	\$137,281.00
Transportation Safety Strategist	\$79,059.00	\$119,373.00
Treasury Operations and Compliance Analyst	\$69,414.80	\$92,783.60
Tribunal Analyst	\$65,447.20	\$87,560.20
Tribunal Coordinator	\$79,059.00	\$119,373.00
Truck and Transport Mechanic Journeyman 1	\$84,614.40	\$94,723.20
Truck and Transport Mechanic Journeyman 2	\$88,836.80	\$99,465.60
Truck Driver Aerial	\$63,093.68	\$69,891.12
Truck Driver Tandem (Pay Level 1)	\$54,181.92	\$59,991.36
Truck Driver Tandem (Pay Level 2)	\$59,813.52	\$66,275.04
Ultra Violet Specialist	\$66,456.00	\$82,035.20
United Way Employee Program Lead	\$76,549.20	\$102,338.60
Urban Conservation Lead	\$89,632.00	\$137,281.00
Urban Forestry Lead	\$89,632.00	\$137,281.00
Urban Forestry Superintendent	\$79,059.00	\$119,373.00
Urban Forestry Technician	\$72,891.00	\$97,461.00
Urban Forestry Technician Supervisor	\$79,059.00	\$119,373.00
Urban Strategy Lead	\$89,632.00	\$137,281.00
User Experience Architect	\$65,447.20	\$87,560.20
Utilities Call Centre Coordinator	\$72,891.00	\$97,461.00
Utilities Planning Specialist	\$69,414.80	\$92,783.60

\*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>
Utility Baseline Document Coordinator	\$79,059.00	\$119,373.00
Utility Damage Prevention Coordinator	\$69,080.96	\$76,550.24
Utility Inspector	\$79,331.20	\$106,038.40
Utility Worker	\$59,813.52	\$66,275.04
Vehicle and Equipment Coordinator (Pay Level 10)	\$69,414.80	\$92,783.60
Vehicle and Equipment Coordinator (Pay Level D)	\$71,249.00	\$106,069.00
Vehicle and Equipment Trainer*	\$69,080.96	\$80,579.20
Veterinarian	\$79,059.00	\$119,373.00
Vice President Asset Management and Maintenance CHC	\$122,183.00	\$194,775.00
Vice President Business Strategy CHC	\$99,744.00	\$156,928.00
Vice President Customer Experience CHC	\$99,744.00	\$156,928.00
Vice President Portfolio Management and Executive Operating Officer CHC	\$99,744.00	\$156,928.00
Video Analyst	\$62,819.00	\$93,640.00
Video Design Specialist	\$69,414.80	\$92,783.60
Video Operator Mainline	\$63,093.68	\$69,891.12
Vocational Rehabilitation Consultant	\$76,549.20	\$102,338.60
Volunteer Coordinator	\$65,447.20	\$87,560.20
Waste and Recycling Educator	\$61,497.80	\$82,245.80
Waste Diversion Specialist	\$76,549.20	\$102,338.60
Waste Diversion Technologist	\$69,414.80	\$92,783.60
Water Educator	\$54,217.80	\$72,490.60
Water Efficiency Public Program Coordinator	\$72,891.00	\$97,461.00
Water Facilities Worker	\$63,093.68	\$69,891.12
Water Management Control Coordinator	\$87,484.80	\$116,958.40
Water Management Development Coordinator	\$79,331.20	\$106,038.40
Water Management Lead	\$79,059.00	\$119,373.00
Water Management Superintendent	\$79,059.00	\$119,373.00
Water Management Technician	\$69,414.80	\$92,783.60
Water Quality Monitoring Technician	\$65,447.20	\$87,560.20
Water Resources Planner	\$72,891.00	\$97,461.00
Waterjet Operator	\$66,414.40	\$73,569.60
Web Designer	\$61,388.60	\$82,027.40
Welder Journeyman	\$84,614.40	\$94,723.20

\*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>
Wellness Consultant	\$72,690.80	\$97,242.60
Wellness Medical Administrator	\$61,497.80	\$82,245.80
Wetlands and Capital Planning Supervisor	\$79,059.00	\$119,373.00
Whistleblower Program Manager	\$89,632.00	\$137,281.00
Winter City Business Strategist	\$79,059.00	\$119,373.00
Workforce Coordinator	\$61,497.80	\$82,245.80
Workforce Data Analyst	\$61,497.80	\$82,245.80
Workforce Management Lead	\$79,059.00	\$119,373.00
Workforce Planning Analyst	\$71,249.00	\$106,069.00
Working Foreman/Lead Hand	\$114,504.00	\$114,504.00
Works Inspector*	\$65,447.20	\$100,068.80
Workspace Planner	\$65,447.20	\$87,560.20
Youth and Family Support Worker	\$61,497.80	\$82,245.80
Youth Employment Counsellor	\$65,447.20	\$87,560.20
Youth Justice Coordinator	\$84,411.60	\$112,840.00
Zone Superintendent	\$79,059.00	\$119,373.00
Zookeeper 1	\$62,961.60	\$69,763.20
Zookeeper 2	\$66,414.40	\$73,569.60

\*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 two per cent of earnings over the YMPE up to the Income Tax Act Salary Cap for years of LAPP service.

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

#### LAPP 2022 contribution rates

Members' rate up to YMPE	7.45% of annual earnings
Members' rate over YMPE	11.80% of annual earnings
Employers' rate up to YMPE	8.45% of annual earnings
Employers' rate over YMPE	12.80% of annual earnings
2022 YMPE	\$64,900
2022 Income Tax Act Salary Cap	\$190,470

For more information: [www.lapp.ca/](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 two per cent of all earnings up to the Income Tax Act Salary Cap, for SPP service.

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

### SPP 2022 contribution rates

Members' rate	2.37% of annual earnings
City rate	2.90% of annual earnings
2022 Income Tax Act Salary Cap	\$171,000

## Overcap Pension Plan (OCP)

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

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

## Calgary Firefighters Supplementary Pension Plan (FSPP)

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

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

### FSPP 2022 contribution rates

Members' rate	2.32% of annual earnings
City rate	2.83% of annual earnings
2022 Income Tax Act Salary Cap	\$190,470

# 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 2022 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$2,500/year as per Jan 1, 2022	No Contributions	\$2,500/year as per Jan 1, 2022
Extended Health Level 2	\$5.50 biweekly	\$61.90 biweekly	\$11.00 biweekly	\$123.80 biweekly
Dental Level 1	No Contributions	\$1,200/year as per Jan 1, 2022	No Contributions	\$1,200/year as per Jan 1, 2022
Dental Level 2	\$2.60 biweekly	\$27.50 biweekly	\$5.20 biweekly	\$55.00 biweekly
Dental Level 3	\$15.70 biweekly	\$27.50 biweekly	\$31.40 biweekly	\$55.00 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	<b>Employee</b>		<b>City</b>	
Life Insurance	No contributions		2 times annual salary x 0.06415/\$1000 bi-weekly	
Optional Life Insurance	100% employee paid <a href="#">(rates)</a>		No contributions	
Optional Critical Illness	100% employee paid <a href="#">(rates)</a>		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary (to a maximum duration of 119 days)	
Long Term Disability	1.25% of biweekly salary as of Jan 1, 2022		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 2022 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$16.42 biweekly	\$38.29 biweekly	\$36.72 biweekly	\$85.68 biweekly
Dental	\$5.35 biweekly	\$21.42 biweekly	\$14.71 biweekly	\$58.82 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.03692/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01231/\$1,000 biweekly		2 times annual salary x 0.02461/\$1,000 biweekly	
Optional Life Insurance	100% employee paid <u>(rates)</u>		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary	
Long Term Disability	1.125% 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

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

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

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

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

## Executive Business Expense Allowance

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

## Executive Health Assessment

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

## Parking

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

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

## Retirement and Financial Counselling

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