



2025 Compensation Disclosure List

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Background

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

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

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

How pay is determined

Our compensation philosophy

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

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

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

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

How pay increases are awarded

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

Exempt (non-union) positions are typically managerial and not governed by collective agreements. Each year, the performance of exempt employees is reviewed in relation to The City’s business goals. In years where a salary increase budget has been approved and they have met their goals, exempt employees may be given a salary increase within the salary range for their position. Salary ranges for exempt employees may be found at **2025 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 Chief Administrative Officer 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	Chief Administrative Officer
Director	Based on performance	General Manager	Chief Administrative Officer
Chief Operating Officer General Manager	Based on performance	Chief Administrative Officer	Chief Administrative Officer
Chief Administrative Officer	Based on performance	Council	Council

Notes for compensation data

- The position and salary information is effective 2025 April 30 based on the negotiated or approved salary rates as of that date.
- The data includes positions that meet the following criteria:
 - › Positions filled by an employee with a payroll status of “active”, “leave of absence”, “paid leave of absence” or “suspended”
 - › Full-time and part-time positions
 - Part-time positions have been reported using the minimum and maximum annual base salary equal to a full-time position
 - Full-time hours vary by position between 30 to 42 hours per week
 - › Temporary and permanent positions
 - › Exempt (non-union) and all union jurisdictions
- Positions with the same minimum and maximum annual base salary have one rate of pay as per their collective agreement. For example, Fire Investigations Coordinator.
- Positions listed may be filled by one or many employees. For example, Transit Operator is filled by many employees.
- Certain positions have been grouped as follows:
 - › Positions that are similar in function have been grouped together. General titles were used where jobs were grouped by function. For example: Finance Lead Corporate Accounting, Finance Lead Benefits, etc. have been grouped as Finance Lead.
 - › Positions that are similar in function and operate at various levels have been grouped by pay level. For example:
 - Labourer Parks Maintenance, Labourer Operator, etc. have been grouped as Labourer (Pay Level 1).
 - Engineering positions, except Engineering Managers, were grouped by Engineer pay level.
 - Lawyer positions, except Lawyer Managers, were grouped by Lawyer pay level.
 - CUPE Local 709 Foreman positions were grouped by Foreman pay level.
- Position titles including “CH” reflect those reporting into Calgary Housing.

- The following employee groups are excluded from the list:

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

Compensation Disclosure List

Position title	Minimum annual base rate	Maximum annual base rate
311 Business Advisor	\$81,463	\$108,909
311 Coordinator	\$85,135	\$128,548
311 Subject Matter Expert	\$60,588	\$81,026
911 Assistant Chief	\$96,522	\$147,834
911 Emergency Communications Coordinator	\$85,135	\$128,548
911 Support Analyst	\$81,463	\$129,129
Ability Advisor	\$73,128	\$97,843
Access Calgary Scheduler	\$67,647	\$100,837
Access to Information and Investigations Analyst	\$85,558	\$114,369
Accessibility Strategist	\$81,463	\$108,909
Accessible Services Operator*	\$48,017	\$65,676
Account Administrator	\$64,519	\$86,323
Account Management Coordinator	\$68,741	\$91,910
Accounts Payable Analyst	\$60,588	\$81,026
Accounts Receivable Analyst	\$64,519	\$86,323
Acquisition Specialist	\$77,568	\$103,685
Addressing Analyst	\$68,741	\$91,910
Addressing Planning Analyst	\$77,568	\$103,685
Adjunct Training Officer	\$151,902	\$151,902
Administration Leader	\$85,135	\$128,548
Administrative Support (Pay Level 3)	\$48,194	\$64,446
Administrative Support (Pay Level 4)	\$52,452	\$70,088
Administrative Support (Pay Level 5)*	\$56,766	\$76,076
Administrative Support (Pay Level 6)*	\$60,442	\$92,602
Administrative Support (Pay Level 7)	\$64,519	\$86,323
Administrative Support (Pay Level 8)	\$68,741	\$91,910
Administrative Support (Pay Level 9)	\$73,128	\$97,843
Administrative Support (Pay Level B)	\$55,766	\$82,989
Administrative Support (Pay Level C)	\$67,647	\$100,837

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

Position title	Minimum annual base rate	Maximum annual base rate
Administrative Support CH (Pay Level 5)	\$56,911	\$76,076
Administrative Support CH (Pay Level 6)	\$60,588	\$81,026
Administrative Support CH (Pay Level 7)	\$64,519	\$86,323
Administrative Support CH (Pay Level 8)	\$68,741	\$91,910
Administrative Support Supervisor (Pay Level C)	\$67,647	\$100,837
Administrative Support Supervisor (Pay Level D)	\$76,725	\$114,222
Administrative Support Supervisor CH	\$76,725	\$114,222
Advanced Metering Infrastructure Program Manager	\$96,522	\$147,834
Affordable Housing Customer Coordinator	\$85,558	\$114,369
Alterations Specialist	\$69,243	\$92,602
Analytical Chemist	\$89,762	\$120,120
Animal Behaviour Coordinator	\$88,650	\$118,498
Animal Care Specialist	\$74,235	\$82,222
Animal Health Technologist	\$77,568	\$103,685
Anti-Racism Learning and Development Facilitator	\$77,568	\$103,685
Anti-Racism Partnership Liaison	\$77,568	\$103,685
Anti-Racism Strategic Advisor	\$81,463	\$108,909
Appeals Specialist	\$77,568	\$103,685
Appliance Service Technician CH	\$70,523	\$78,111
Application Administrator (Pay Level 9)	\$73,128	\$97,843
Application Administrator (Pay Level 11)	\$81,463	\$108,909
Application Analyst	\$81,463	\$108,909
Application Analyst CH	\$81,463	\$108,909
Application Data Analyst	\$77,568	\$103,685
Applications and Inquiries Coordinator	\$85,135	\$128,548
Applications Processing Representative*	\$64,519	\$98,654
Applications Support Analyst	\$73,128	\$97,843
Appraiser	\$83,574	\$111,821
Approvals Coordinator	\$85,135	\$128,548
Aquatics Lead Attendant	\$77,183	\$85,541
Architect	\$85,135	\$128,548
Archivist	\$81,463	\$108,909
Arena and Athletic Park Attendant	\$70,523	\$78,111

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

Position title	Minimum annual base rate	Maximum annual base rate
Art Centre Specialist	\$64,519	\$86,323
Arts and Culture Strategist	\$85,558	\$114,369
Asphalt and Crusher Plant Technician	\$77,568	\$103,685
Assessment and Tax Assistant	\$48,321	\$64,610
Assessor	\$73,128	\$97,843
Asset Administrator 1	\$60,588	\$81,026
Asset Administrator 2	\$68,741	\$91,910
Asset Analyst	\$73,128	\$97,843
Asset Coordinator	\$77,568	\$103,685
Asset Management Analyst	\$76,725	\$114,222
Asset Management GIS Analyst	\$77,568	\$103,685
Asset Management Lead	\$85,135	\$128,548
Asset Management Strategist CH	\$81,463	\$108,909
Asset Management Technician (Pay Level 9)	\$73,128	\$97,843
Asset Management Technician (Pay Level 10)	\$77,568	\$103,685
Asset Management Technologist	\$68,741	\$91,910
Asset Systems Coordinator	\$85,135	\$128,548
Assistant Deputy Chief	\$96,522	\$147,834
Assistant Director	\$178,888	\$210,436
Assistant Director Elections and Strategic Engagement	\$107,411	\$168,991
Assistant Roadmaster	\$78,374	\$87,714
Associate Assessor	\$85,558	\$114,369
Associate Economist	\$76,725	\$114,222
Attendance Management Analyst	\$68,741	\$91,910
Attendance Management Consultant	\$68,741	\$91,910
Auto Body Serviceman	\$70,325	\$77,958
Auto Body Technician Apprentice	\$75,150	\$100,568
Auto Body Technician Journeyman 1	\$94,557	\$105,851
Auto Body Technician Journeyman 2	\$99,278	\$111,134
Automotive Mechanic Journeyman 1	\$94,557	\$105,851
Automotive Mechanic Journeyman 2	\$99,278	\$111,134
Automotive Service Technician	\$95,576	\$105,851
Automotive Service Worker 2	\$74,235	\$82,222

Position title	Minimum annual base rate	Maximum annual base rate
Banking Lead	\$85,135	\$128,548
Battalion Chief	\$191,712	\$191,712
Benefits and Pensions Financial Specialist	\$81,463	\$108,909
Benefits Liaison	\$68,741	\$91,910
Benefits Pay Administrator	\$68,741	\$91,910
Billing Analyst	\$68,741	\$91,910
Boom Truck Operator Journey person	\$70,523	\$78,111
Bridge Operations Technologist	\$81,463	\$108,909
Budget and Financing Analyst	\$76,725	\$114,222
Budget and Service Alignment Program Manager	\$107,411	\$168,991
Building Automation Technician	\$85,558	\$114,369
Building Inventory Technician	\$77,568	\$103,685
Building Maintenance Service Coordinator CH	\$85,135	\$128,548
Building Maintenance Worker (Pay Level 2)	\$66,809	\$74,060
Building Maintenance Worker (Pay Level 3)*	\$70,523	\$82,222
Building Maintenance Worker CH	\$70,523	\$78,111
Business Analyst (Pay Level 5)	\$56,911	\$76,076
Business Analyst (Pay Level 9)	\$73,128	\$97,843
Business Analyst (Pay Level 10)	\$77,568	\$103,685
Business Analyst (Pay Level 11)	\$81,463	\$108,909
Business Analyst (Pay Level E)	\$85,135	\$128,548
Business Analyst CH (Pay Level 6)	\$60,588	\$81,026
Business Analyst CH (Pay Level 8)	\$68,741	\$91,910
Business Analyst CH (Pay Level 11)	\$81,463	\$108,909
Business and Administrative Lead	\$96,522	\$147,834
Business and Asset Strategies Lead	\$96,522	\$147,834
Business and Data Analyst	\$77,568	\$103,685
Business and Local Economy Strategic Consultant	\$85,135	\$128,548
Business and Operations Specialist	\$85,558	\$114,369
Business and Policy Planner (Pay Level 11)	\$81,463	\$108,909
Business and Policy Planner (Pay Level 13)	\$89,762	\$120,120
Business and Policy Planner (Pay Level E)	\$85,135	\$128,548
Business and Policy Planning Lead	\$96,522	\$147,834

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

Position title	Minimum annual base rate	Maximum annual base rate
Business Application Coordinator	\$85,135	\$128,548
Business Approvals Representative	\$68,741	\$91,910
Business Change and Process Consultant	\$85,135	\$128,548
Business Change and Process Specialist	\$85,135	\$128,548
Business Continuity and Emergency Planner	\$85,135	\$128,548
Business Continuity and Recovery Planner	\$85,135	\$128,548
Business Coordinator	\$85,135	\$128,548
Business Improvement Strategist	\$81,463	\$108,909
Business Information Analyst	\$77,568	\$103,685
Business Intake Coordinator	\$68,741	\$91,910
Business Liaison	\$68,741	\$91,910
Business Local Economy Analyst	\$77,568	\$103,685
Business Operations Administrator	\$68,741	\$91,910
Business Operations Analyst	\$73,128	\$97,843
Business Operations Supervisor	\$85,135	\$128,548
Business Partner Workplace Solutions	\$96,522	\$147,834
Business Performance Analyst (Pay Level 9)	\$73,128	\$97,843
Business Performance Analyst (Pay Level 10)	\$77,568	\$103,685
Business Performance Consultant	\$81,463	\$108,909
Business Performance Strategist	\$81,463	\$108,909
Business Performance Team Lead	\$85,135	\$128,548
Business Planner CH	\$81,463	\$108,909
Business Safety Peace Officer	\$81,463	\$108,909
Business Strategies Advisor	\$77,568	\$103,685
Business Strategist (Pay Level 11)	\$81,463	\$108,909
Business Strategist (Pay Level 12)	\$85,558	\$114,369
Business Strategist (Pay Level 13)	\$89,762	\$120,120
Business Strategist (Pay Level 14)	\$94,349	\$126,090
Business Strategist (Pay Level E)	\$85,135	\$128,548
Business Strategist CH	\$85,558	\$114,369
Business Support Specialist	\$81,463	\$108,909
Business Support Team Lead	\$81,463	\$108,909
Business Support Technical Analyst	\$77,568	\$103,685

Position title	Minimum annual base rate	Maximum annual base rate
Business Systems Technologist	\$73,128	\$97,843
Business Technology Analyst (Pay Level 10)	\$77,568	\$103,685
Business Technology Analyst (Pay Level 11)	\$81,463	\$108,909
Business Technology Coordinator	\$81,463	\$108,909
Business Technology Technologist	\$73,128	\$97,843
Buyer	\$73,128	\$102,757
Buyer Assistant	\$60,588	\$81,026
Bylaw Property Custodian	\$64,519	\$86,323
Calgary After School Community Liaison	\$81,463	\$108,909
Calgary Transit Relations Specialist	\$81,463	\$108,909
Calgro Driver/Operator 2	\$70,523	\$78,111
Capacity Specialist	\$85,135	\$128,548
Capital Accountant	\$77,568	\$103,685
Capital Advisory Leader Corporate Finance	\$96,522	\$147,834
Capital Construction Coordinator	\$97,781	\$130,707
Capital Delivery Coordinator	\$85,135	\$128,548
Capital Infrastructure Lead	\$85,135	\$128,548
Capital Portfolio Advisor	\$73,128	\$97,843
Capital Portfolio Lead	\$85,135	\$128,548
Carpenter Journeyperson*	\$90,797	\$105,851
Cart Maintenance Man	\$66,809	\$74,060
Cash Management Analyst	\$77,568	\$103,685
Cash Processor	\$64,875	\$86,736
Cash Reconciliation Specialist	\$68,741	\$91,910
Category Management Specialist	\$85,558	\$125,798
Cemeteries Administrative Coordinator	\$73,128	\$97,843
Cemeteries Lead	\$96,522	\$147,834
Cemeteries Operations Superintendent	\$85,135	\$128,548
Cemetery Salesperson	\$68,741	\$91,910
Cemetery Worker	\$66,809	\$74,060
Chief Administrative Officer	\$391,666	\$475,000
Chief Calgary Emergency Agency and 9-1-1	\$121,267	\$193,315
Chief Community Standards	\$121,267	\$193,315

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

Position title	Minimum annual base rate	Maximum annual base rate
Chief Engineer/Director Capital Planning and Business Services	\$170,000	\$262,500
Chief Financial Officer/General Manager Corporate Planning and Financial Services	\$208,500	\$351,500
Chief Fire Mechanic	\$167,232	\$167,232
Chief Housing Officer	\$143,500	\$218,500
Chief Human Resources Officer	\$170,000	\$262,500
Chief Information Technology Officer	\$170,000	\$262,500
Chief of Staff CH	\$85,135	\$128,548
Chief of Staff Chief Administrative Office	\$143,500	\$218,500
Chief Operating Officer	\$208,500	\$351,500
Chief Public Vehicles Standards	\$121,267	\$193,315
Circulations Strategist	\$85,135	\$128,548
Citizen Recognition Events and Protocol	\$68,741	\$91,910
City Cash Controller	\$85,135	\$128,548
City Solicitor and General Counsel/General Manager Law, Legislative Services and Security	\$208,500	\$351,500
City Treasurer/Deputy Chief Financial Officer	\$170,000	\$262,500
Civic Partnership Consultant	\$85,135	\$128,548
Claims Adjuster	\$73,128	\$97,843
Climate Governance Strategist	\$85,558	\$114,369
Clothing Attendant	\$44,590	\$59,660
Clubhouse Coordinator	\$74,634	\$99,788
Collection Contract and Billing Coordinator	\$68,741	\$91,910
Collections Officer	\$73,128	\$97,843
Commercial Leasing Agent	\$85,558	\$114,369
Commissary Keeper	\$70,325	\$77,958
Commissioning Project Operator	\$88,650	\$118,498
Communications Advisor CH	\$81,463	\$108,909
Communications and Information Lead	\$96,522	\$147,834
Communications and Marketing Advisor	\$81,463	\$108,909
Communications Consultant	\$76,725	\$114,222
Communications Consultant CH	\$76,725	\$114,222
Communications Strategist	\$85,558	\$114,369
Communications Team Supervisor	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Community and Program Development Worker	\$77,568	\$103,685
Community Development Specialist CH	\$85,558	\$114,369
Community Lead Anti-Racism Program	\$96,522	\$147,834
Community Liaison	\$73,128	\$97,843
Community Parks Initiatives Lead	\$96,522	\$147,834
Community Partnership Coordinator CH	\$85,135	\$128,548
Community Peace Officer	\$77,568	\$103,685
Community Relations Strategist	\$85,558	\$114,369
Community Safety Officer	\$151,902	\$151,902
Community Shuttle Operator	\$51,851	\$58,344
Community Shuttle Operator Trainee	\$46,800	\$46,800
Compliance Officer	\$88,650	\$118,498
Compliance Process Specialist	\$64,519	\$86,323
Compliance Standards Specialist CH	\$81,463	\$108,909
Computer Aided Design and Drafting Team Lead	\$85,135	\$128,548
Computerized Maintenance Management System Specialist	\$77,568	\$103,685
Confined Entry Operator	\$70,523	\$78,111
Construction Inspector	\$88,650	\$118,498
Construction Planning Specialist	\$73,128	\$97,843
Construction Services Estimator	\$85,558	\$114,369
Construction Supervisor	\$85,135	\$128,548
Container Maintenance Worker	\$66,809	\$74,060
Contract and Billing Coordinator	\$64,519	\$86,323
Contract Coordinator	\$77,568	\$103,685
Contract Inspector	\$93,101	\$124,467
Contract Management Specialist	\$77,568	\$103,685
Control System Risk Program Coordinator	\$89,762	\$120,120
Control System Services Leader	\$96,522	\$147,834
Control System Services Planning Lead	\$85,135	\$128,548
Control Systems Technologist	\$77,568	\$103,685
Coordinator Animal Care and Clinic Services	\$85,135	\$128,548
Coordinator Approvals Coordination	\$96,522	\$147,834
Coordinator Attendance Management	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Coordinator Business Information	\$96,522	\$147,834
Coordinator Business Management	\$96,522	\$147,834
Coordinator Canada Task Force 2	\$96,522	\$147,834
Coordinator City Planning Policy	\$96,522	\$147,834
Coordinator Community Planning	\$96,522	\$147,834
Coordinator Community Safety	\$166,379	\$166,379
Coordinator Court and CPIC	\$76,725	\$114,222
Coordinator Customer Experience	\$96,522	\$147,834
Coordinator Development Engineering and Construction	\$107,411	\$168,991
Coordinator Development Plan	\$107,411	\$168,991
Coordinator Engagement and Analysis	\$96,522	\$147,834
Coordinator Facility Maintenance	\$85,135	\$128,548
Coordinator Field Operations	\$85,135	\$128,548
Coordinator Financial Settlements CH	\$85,135	\$128,548
Coordinator Growth Financial Strategy	\$96,522	\$147,834
Coordinator Growth Strategy	\$96,522	\$147,834
Coordinator Hazardous Material	\$166,379	\$166,379
Coordinator Knowledge Management	\$68,741	\$91,910
Coordinator Land Administration	\$96,522	\$147,834
Coordinator Land Inventory and Circulations	\$96,522	\$147,834
Coordinator Landscape Construction Approvals	\$85,558	\$114,369
Coordinator Local Area Planning	\$96,522	\$147,834
Coordinator Logistics	\$85,135	\$128,548
Coordinator Medical Services	\$166,379	\$166,379
Coordinator Open Space Implementation and Review	\$96,522	\$147,834
Coordinator Operations Support (Pay Level D)	\$76,725	\$114,222
Coordinator Operations Support (Pay Level E)	\$85,135	\$128,548
Coordinator Outside Maintenance	\$85,135	\$128,548
Coordinator Parking Safety and Compliance	\$107,411	\$168,991
Coordinator Planning and Operations	\$107,411	\$168,991
Coordinator Portfolio Management	\$96,522	\$147,834
Coordinator Process Computer Systems	\$85,135	\$128,548
Coordinator Real Estate Acquisitions	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Coordinator Real Estate Client Service	\$96,522	\$147,834
Coordinator Real Estate Development and Strategy	\$96,522	\$147,834
Coordinator Real Estate Sales	\$96,522	\$147,834
Coordinator Systems Support	\$96,522	\$147,834
Coordinator Training	\$166,379	\$166,379
Coordinator Urban Design	\$96,522	\$147,834
Coordinator Vehicle For Hire Licensing	\$85,135	\$128,548
Copywriter	\$73,128	\$97,843
Corporate Billing Analyst	\$60,588	\$81,026
Corporate Capital Coordinator	\$96,522	\$147,834
Corporate Consultant (Pay Level 13)	\$89,762	\$120,120
Corporate Consultant (Pay Level E)	\$85,135	\$128,548
Corporate Credit Card Program Administrator	\$64,519	\$86,323
Corporate Data Contracts Specialist	\$85,558	\$114,369
Corporate Economist	\$85,135	\$128,548
Corporate Environmental Health and Safety Auditor	\$85,558	\$114,369
Corporate Environmental Specialist	\$94,349	\$126,090
Corporate Facility Portfolio Planner	\$85,558	\$114,369
Corporate Finance Advisor	\$85,558	\$114,369
Corporate Finance and Grant Advisor	\$85,558	\$114,369
Corporate Finance Leader	\$96,522	\$147,834
Corporate Health Consultant	\$94,349	\$126,090
Corporate Investment Officer	\$107,411	\$168,991
Corporate Occupational Hygienist	\$97,781	\$130,707
Corporate Privacy Advisor	\$81,463	\$108,909
Corporate Research Analyst	\$67,647	\$100,837
Corporate Strategist	\$96,522	\$147,834
Corporate Tangible Capital Assets Program Manager	\$107,411	\$168,991
Corporate Tax and Regulatory Analyst	\$85,135	\$128,548
Corporate Teams Coordinator	\$67,647	\$100,837
Corporate Web Communications Advisor	\$77,568	\$103,685
Corporate Worker's Compensation Board Coordinator	\$68,741	\$91,910
Corrosion Technician	\$78,562	\$105,040

Position title	Minimum annual base rate	Maximum annual base rate
Corrosion Technician Assistant	\$69,243	\$92,602
Cost Control Lead	\$96,522	\$147,834
Council Liaison	\$73,128	\$97,843
Court and CPIC Services Liaison	\$78,562	\$105,040
CPIC Operator	\$69,243	\$92,602
Creative Technical Writer	\$68,741	\$91,910
Crew Foreman	\$134,389	\$134,389
Crews Foreman/Coordinator	\$143,790	\$143,790
Crisis Intervention Specialist	\$81,463	\$108,909
Cross Connection Control Inspector	\$97,781	\$130,707
C-Train Operator	\$66,827	\$87,516
Cultural Landscape Management Lead	\$85,135	\$128,548
Cultural Landscape Planner	\$81,463	\$108,909
Custodial Worker	\$60,545	\$67,065
Customer Account Coordinator	\$83,574	\$111,821
Customer Attendant	\$74,235	\$82,222
Customer Experience Strategist CH	\$85,558	\$114,369
Customer Issues Research Analyst	\$73,128	\$97,843
Customer Management Lead	\$85,135	\$128,548
Customer Service and Communications Analyst	\$77,568	\$103,685
Customer Service and Communications Business Analyst	\$68,741	\$91,910
Customer Service and Communications Liaison	\$81,463	\$108,909
Customer Service and Communications Web and Digital Analyst	\$77,568	\$103,685
Customer Service and Communications Web and Digital Associate	\$68,741	\$91,910
Customer Service and Communications Web and Digital Strategist	\$85,558	\$114,369
Customer Service Lead (Pay Level 8)	\$68,614	\$91,692
Customer Service Lead (Pay Level C)	\$67,647	\$100,837
Customer Service Lead (Pay Level D)	\$76,725	\$114,222
Customer Service Lead (Pay Level E)	\$85,135	\$128,548
Customer Service Lead CH	\$76,725	\$114,222
Customer Service Representative (Pay Level 4)	\$52,252	\$69,924
Customer Service Representative (Pay Level 5)*	\$56,766	\$76,076
Customer Service Representative (Pay Level 6)*	\$60,442	\$81,026

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

Position title	Minimum annual base rate	Maximum annual base rate
Customer Service Representative (Pay Level 7)	\$64,519	\$86,323
Customer Service Representative (Pay Level 8)*	\$68,614	\$91,910
Customer Service Representative (Pay Level 9)	\$73,128	\$97,843
Customer Service Representative CH (Pay Level 7)	\$64,519	\$86,323
Customer Service Representative CH (Pay Level 9)	\$73,128	\$97,843
Customer Service Resolution Representative	\$85,558	\$114,369
Customer Solutions Advisor	\$60,588	\$81,026
Customer Strategy Specialist	\$81,463	\$108,909
Cyber Security Advisor	\$85,135	\$128,548
Cyber Security Network Specialist	\$73,128	\$97,843
Damage Prevention Work Coordinator	\$73,128	\$97,843
Data Analysis Technician	\$77,568	\$103,685
Data Analyst (Pay Level 7)	\$64,519	\$86,323
Data Analyst (Pay Level 8)*	\$68,614	\$91,910
Data Analyst (Pay Level 11)	\$81,463	\$108,909
Data and Compliance Specialist	\$68,741	\$91,910
Data Collection Supervisor	\$85,135	\$128,548
Data Collection Technician	\$68,741	\$91,910
Data Collector	\$52,452	\$70,088
Data Management Specialist	\$77,568	\$103,685
Data Scientist	\$94,349	\$126,090
Data Specialist (Pay Level 9)	\$73,128	\$97,843
Data Specialist (Pay Level 11)	\$81,463	\$108,909
Data Strategist	\$81,463	\$108,909
Database Analyst	\$85,135	\$128,548
Day Shift K9 and Platoon K9 Investigators	\$159,148	\$159,148
Departmental Business Coordinator	\$73,128	\$97,843
Departmental Consultant	\$85,135	\$128,548
Deputy Chief 911 Operations	\$107,411	\$168,991
Deputy Chief Business Safety	\$96,522	\$147,834
Deputy Chief Community Safety	\$107,411	\$168,991
Deputy Chief Emergency Management Operations	\$107,411	\$168,991
Deputy Chief Transit Public Safety	\$96,522	\$147,834

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

Position title	Minimum annual base rate	Maximum annual base rate
Deputy Chief Vehicle For Hire Public Safety	\$96,522	\$147,834
Deputy City Auditor	\$107,411	\$168,991
Deputy City Clerk	\$107,411	\$168,991
Deputy Director Corporate Operations	\$121,267	\$193,315
Deputy Director Drinking Water	\$131,575	\$209,747
Deputy Director Finance	\$121,267	\$193,315
Deputy Director Green Line Construction	\$170,000	\$262,500
Deputy Director Human Resources	\$121,267	\$193,315
Deputy Director Wastewater	\$131,575	\$209,747
Deputy Fire Chief	\$121,267	\$193,315
Design and Development Technologist	\$77,568	\$103,685
Design Technician	\$81,463	\$108,909
Desktop System Administrator	\$81,463	\$108,909
Detours Engineering Technician 1	\$73,128	\$97,843
Developer	\$64,519	\$86,323
Development and Planning Advisor	\$85,135	\$128,548
Development and Planning Technician	\$77,568	\$103,685
Development Applications and Licensing Services Coordinator	\$81,463	\$108,909
Development Approvals Development Technologist	\$81,463	\$108,909
Development Coordinator	\$89,762	\$120,120
Development Inspector	\$81,463	\$108,909
Development Operations Analyst	\$68,741	\$91,910
Development Operations Specialist	\$73,128	\$97,843
Development Production Analyst	\$77,568	\$122,814
Development Technologist (Pay Level 11)	\$81,463	\$108,909
Development Technologist (Pay Level 12)	\$85,558	\$114,369
Diagnostic Specialist	\$83,574	\$111,821
Digital Measurement Analyst	\$77,568	\$103,685
Digital Business Analyst	\$73,128	\$97,843
Digital Developer	\$73,128	\$97,843
Digital Measurement Analyst	\$77,568	\$103,685
Director Calgary Transit	\$170,000	\$262,500
Director City and Regional Planning	\$170,000	\$262,500

Position title	Minimum annual base rate	Maximum annual base rate
Director Climate and Environment	\$143,500	\$218,500
Director Collaboration Analytics and Innovation	\$143,500	\$218,500
Director Community Planning	\$170,000	\$262,500
Director Community Strategies	\$143,500	\$218,500
Director Corporate Planning and Performance	\$143,500	\$218,500
Director Corporate Security	\$143,500	\$218,500
Director Customer Service and Communications	\$170,000	\$262,500
Director Development Business and Building Services	\$143,500	\$218,500
Director Downtown Strategy	\$170,000	\$262,500
Director Emergency Management and Community Safety	\$170,000	\$262,500
Director Facilities	\$170,000	\$262,500
Director Fleet and Inventory	\$143,500	\$218,500
Director Green Line Project	\$170,000	\$262,500
Director Law	\$170,000	\$262,500
Director Mobility	\$170,000	\$262,500
Director Occupational Health and Safety	\$143,500	\$218,500
Director Parks and Open Spaces	\$170,000	\$262,500
Director Partnerships	\$143,500	\$218,500
Director Project Development	\$170,000	\$262,500
Director Public Spaces Delivery	\$170,000	\$262,500
Director Real Estate and Development Services	\$170,000	\$262,500
Director Recreation and Social Programs	\$170,000	\$262,500
Director Supply Management	\$143,500	\$218,500
Director Utilities Delivery	\$143,500	\$218,500
Director Waste and Recycling Services	\$170,000	\$262,500
Director Water Services	\$170,000	\$262,500
Director/City Assessor	\$143,500	\$218,500
Director/City Clerk	\$143,500	\$218,500
Dispatcher	\$77,386	\$103,431
Distribution Services and Mailroom Coordinator	\$73,128	\$97,843
District Manager	\$96,522	\$147,834
District Technician*	\$73,128	\$111,821
Divisional Financial Services Program Manager	\$107,411	\$168,991

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

Position title	Minimum annual base rate	Maximum annual base rate
Document Management Specialist	\$56,911	\$76,076
Downtown Portfolio Consultant	\$85,135	\$128,548
Downtown Strategy Coordinator	\$96,522	\$147,834
Drainage Control Technician	\$88,650	\$118,498
Driver/Operator/Labourer	\$60,545	\$67,065
e-Business Coordinator	\$81,463	\$108,909
Economic Strategist	\$81,463	\$108,909
Election Clerk	\$52,452	\$70,088
Elections Specialist	\$68,741	\$91,910
Electrical Planner	\$127,982	\$127,982
Electrician	\$127,982	\$127,982
Electrician Technician Journeyperson	\$121,888	\$121,888
Electro Mechanic Journeyperson 1	\$101,171	\$113,256
Electro Mechanic Journeyperson 2	\$106,226	\$118,914
Electro Mechanic Trainee	\$94,557	\$105,851
Eligibility Specialist	\$73,128	\$97,843
Emergency Communications Officer Dispatcher*	\$78,333	\$103,456
Emergency Communications Officer*	\$76,045	\$100,442
Emergency Communications Officer-in-Training	\$67,857	\$67,857
Emergency Communications Training Specialist*	\$113,797	\$119,487
Emergency Management Coordinator	\$166,379	\$166,379
Emergency Management Officer	\$151,902	\$151,902
Employee Development Coordinator	\$77,568	\$103,685
Employee Development Specialist	\$81,463	\$108,909
Employment Analyst	\$68,614	\$91,692
Energy Management Technologist	\$73,128	\$97,843
Engage Analyst	\$73,128	\$97,843
Engage Planner	\$85,558	\$114,369
Engage Resource Unit Leader	\$96,522	\$147,834
Engagement and Research Analyst	\$77,568	\$103,685
Engineer (Pay Level Engineering D)	\$80,559	\$119,933
Engineer (Pay Level Engineering E)	\$93,651	\$141,404
Engineer (Pay Level Engineering F)	\$106,174	\$162,616

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

Position title	Minimum annual base rate	Maximum annual base rate
Engineer (Pay Level Engineering G)	\$118,152	\$185,890
Engineer (Pay Level Engineering H)	\$131,575	\$209,747
Engineer CH (Pay Level Engineering E)	\$93,651	\$141,404
Engineering Assistant*	\$81,463	\$124,467
Engineering Technician	\$81,463	\$108,909
Engineer-in-Training	\$77,568	\$103,685
Enmax Contract Services Coordinator	\$81,463	\$108,909
Environmental Compliance Specialist	\$85,558	\$114,369
Environmental Consultant	\$85,135	\$128,548
Environmental Control Environmental Specialist	\$89,762	\$120,120
Environmental Control Technologist	\$81,463	\$108,909
Environmental Outreach Strategist	\$77,568	\$103,685
Environmental Planning Supervisor	\$85,135	\$128,548
Environmental Programs Strategist	\$85,558	\$114,369
Environmental Researcher	\$68,741	\$91,910
Environmental Specialist	\$85,558	\$114,369
Environmental Technologist	\$73,128	\$97,843
EPR Operational Readiness Lead	\$96,522	\$147,834
Equipment Operator	\$70,523	\$78,111
Equipment Operator Backhoe	\$70,523	\$78,111
Equipment Operator Crane Truck and Bobcat	\$70,523	\$78,111
Equipment Operator High Pressure	\$70,523	\$78,111
Equipment Operator Hydrovac and Repair	\$70,523	\$78,111
Equipment Operator Loader Commercial Garbage Collector	\$70,523	\$78,111
Equipment Operator Mowers	\$66,809	\$74,060
Equipment Operator Roll Off	\$66,809	\$74,060
Equipment Operator Toolcat 72" and Larger	\$66,809	\$74,060
Equipment Tech Lead Hand	\$127,982	\$127,982
Equipment Technician	\$68,741	\$91,910
Equipment Technician Electrical	\$121,888	\$121,888
Equity Program Consultant	\$85,558	\$114,369
Estimator/Work Planner	\$83,574	\$111,821
Event Coordinator	\$81,463	\$108,909

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

Position title	Minimum annual base rate	Maximum annual base rate
Events Specialist	\$68,741	\$91,910
Executive Advisor (Pay Level E)	\$85,135	\$128,548
Executive Advisor (Pay Level F)	\$96,522	\$147,834
Executive Advisor CH (Pay Level E)	\$85,135	\$128,548
Executive Assistant	\$67,647	\$100,837
Executive Director Commercial	\$170,000	\$262,500
Facilities and Business Support Leader	\$85,135	\$128,548
Facilities Operations Coordinator	\$81,463	\$108,909
Facilities Planner	\$81,463	\$108,909
Facility Asset Estimator	\$77,568	\$103,685
Facility Asset Management Analyst	\$77,568	\$103,685
Facility Operations Coordinator	\$85,558	\$114,369
Facility Operations Specialist	\$81,463	\$108,909
Facility Planner	\$81,463	\$108,909
Facility Planning and Logistics Coordinator	\$77,568	\$103,685
Facility Specialist	\$81,463	\$108,909
Fair Entry Administrator	\$64,519	\$86,323
Fair Entry Supervisor	\$73,128	\$97,843
Family Navigator	\$77,568	\$103,685
Fare Analyst	\$68,741	\$91,910
Farebox Handler	\$68,765	\$76,939
Film Friendly Strategist	\$85,558	\$114,369
Film Permit and Services Coordinator	\$77,568	\$103,685
Finance Accounting Lead	\$96,522	\$147,834
Finance and Regulatory Strategist	\$85,135	\$128,548
Finance and Strategic Support Specialist	\$68,741	\$91,910
Finance Consultant CH	\$85,558	\$114,369
Finance Coordinator	\$85,558	\$114,369
Finance Lead (Pay Level E)	\$85,135	\$128,548
Finance Lead (Pay Level F)	\$96,522	\$147,834
Finance Leader Corporate Billing and Accounts Receivable	\$85,135	\$128,548
Finance Leader Credit and Collections	\$96,522	\$147,834
Financial and Rates Analyst	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Financial and Regulatory Analyst	\$85,135	\$128,548
Financial Governance Coordinator	\$85,558	\$114,369
Financial Reporting Consultant	\$89,762	\$120,120
Financial Reporting Officer	\$107,411	\$168,991
Financial Services Lead	\$85,135	\$128,548
Financial Strategist CH	\$85,558	\$114,369
Financial Systems Consultant 1	\$76,725	\$114,222
Financial Systems Consultant 2	\$85,135	\$128,548
Fire Captain	\$151,919	\$151,919
Fire Chief	\$170,000	\$262,500
Fire District Chief	\$167,600	\$167,600
Fire Inspections Coordinator	\$166,379	\$166,379
Fire Investigations Coordinator	\$166,379	\$166,379
Fire Investigator	\$151,919	\$151,919
Fire Lieutenant	\$142,266	\$142,266
Fire Marshal	\$191,714	\$191,714
Fire Mechanic 1	\$116,771	\$116,771
Fire Mechanic 2	\$122,491	\$122,491
Fire Recruitment Officer	\$151,902	\$151,902
Fire Response Paramedic	\$136,587	\$136,587
Fire Safety Codes Officer 2	\$151,902	\$151,902
Fire Training Officer	\$151,902	\$151,902
Firefighter 1	\$78,362	\$120,579
Firefighter 2	\$122,981	\$122,981
Firefighter 3	\$125,383	\$125,383
First Aid Instructor	\$70,523	\$78,111
Fleet Attendant	\$68,765	\$76,939
Fleet Attendant Lead Hand	\$71,094	\$79,602
Fleet Capital Planner	\$81,463	\$108,909
Food Program Coordinator	\$77,568	\$103,685
Food Resilience Specialist	\$85,558	\$114,369
Foreman (Pay Level 4)*	\$91,034	\$95,826
Foreman (Pay Level 5)*	\$95,579	\$100,610

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

Position title	Minimum annual base rate	Maximum annual base rate
Foreman (Pay Level 6 Out-Of-Schedule)*	\$107,060	\$119,704
Foreman (Pay Level 6)*	\$107,060	\$112,694
Foreman (Pay Level 7)	\$113,482	\$113,482
Foreman CH	\$91,034	\$107,060
Forms Analyst	\$64,519	\$86,323
Frontline Operations Support	\$76,725	\$114,222
Frontline Utility Supervisor	\$76,725	\$114,222
Fuel and Flex Fleet Technician	\$70,523	\$78,111
Funding and Investment Consultant	\$85,135	\$128,548
Funding Strategist	\$85,558	\$114,369
Furniture Specialist	\$60,588	\$81,026
Gardener	\$77,183	\$85,541
General Manager Community Services	\$208,500	\$351,500
General Manager Infrastructure Services	\$208,500	\$351,500
General Manager Operational Services	\$208,500	\$351,500
General Manager People Innovation and Collaboration Services	\$208,500	\$351,500
General Manager Planning and Development Services	\$208,500	\$351,500
Geospatial Analyst (Pay Level 10)	\$77,568	\$103,685
Geospatial Analyst (Pay Level 11)	\$81,463	\$108,909
Geospatial Business Specialist	\$85,135	\$128,548
Geospatial Coordinator	\$85,558	\$114,369
Geospatial Fusion Specialist	\$81,463	\$108,909
Geospatial Technician	\$64,519	\$86,323
Geospatial Technician Drafting	\$73,128	\$97,843
Geospatial Technologist Drafting	\$73,128	\$97,843
Geotechnical Engineering Assistant	\$93,101	\$124,467
GIS Asset Management Technologist	\$77,568	\$103,685
GIS Data Analyst	\$77,568	\$103,685
GIS Data Coordinator	\$85,135	\$128,548
GIS Integration Specialist	\$85,558	\$114,369
GIS Specialist	\$89,762	\$120,120
Golf Course Attendant	\$56,948	\$76,096
Golf Course Business Development Coordinator	\$76,725	\$114,222

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

Position title	Minimum annual base rate	Maximum annual base rate
Golf Course Clubhouse Supervisor	\$76,725	\$114,222
Golf Course Operations Coordinator	\$85,135	\$128,548
Governance and Policy Coordinator	\$85,135	\$128,548
Grant Coordinator	\$77,568	\$103,685
Graphic Systems Program Analyst	\$81,463	\$108,909
Green Fleet Strategy Program Manager	\$96,522	\$147,834
Greenskeeper	\$70,523	\$78,111
Groundman 1	\$69,389	\$85,675
Hazardous Materials Officer	\$151,902	\$151,902
HCM Application Specialist	\$76,725	\$114,222
HCM Data Management Specialist	\$81,463	\$108,909
Health and Safety Coordinator	\$166,379	\$166,379
Health and Safety Officer	\$151,902	\$151,902
Heavy Equipment Technician 1*	\$94,557	\$111,738
Heavy Equipment Technician 2*	\$99,278	\$116,730
Heavy Equipment Technician Apprentice*	\$68,806	\$110,926
Horticulture Maintenance Technician	\$73,128	\$97,843
Housing Program and Support Team Lead CH	\$85,135	\$128,548
Housing Support Specialist CH	\$85,558	\$114,369
Housing Systems Analyst	\$81,463	\$108,909
Human Resources Analyst	\$76,725	\$114,222
Human Resources Associate	\$68,741	\$91,910
Human Resources Business Partner	\$85,135	\$128,548
Human Resources Business Specialist	\$73,128	\$97,843
Human Resources Consultant (Pay Level 12)	\$85,558	\$114,369
Human Resources Consultant (Pay Level E)	\$85,135	\$128,548
Human Resources Program Manager	\$107,411	\$168,991
Hydraulic Modeling Technologist	\$81,463	\$108,909
Identity Management Program Manager	\$96,522	\$147,834
Indigenous Program Liaison	\$77,568	\$103,685
Indigenous Relations Consultant	\$85,558	\$114,369
Industrial and Business Parks Project Inspector	\$77,568	\$103,685
Industrial Commercial and Institutional Program Coordinator	\$85,558	\$114,369

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

Position title	Minimum annual base rate	Maximum annual base rate
Industrial Monitoring Compliance Inspector	\$85,558	\$114,369
Industrial Technician	\$73,128	\$97,843
Information and Privacy Strategist	\$85,558	\$114,369
Information Coordinator CH	\$73,128	\$97,843
Information Management Business Process Coordinator	\$85,135	\$128,548
Information Security Advisor	\$85,135	\$128,548
Information Technology Account Analyst	\$85,135	\$128,548
Information Technology Account Manager	\$96,522	\$147,834
Information Technology Application Analyst	\$85,558	\$129,129
Information Technology Billing Coordinator	\$68,741	\$91,910
Information Technology Program Manager	\$96,522	\$147,834
Information Technology Project Analyst	\$85,558	\$114,369
Information Technology Support Technician	\$68,741	\$91,910
Infrastructure Investment Analyst	\$85,135	\$128,548
Infrastructure Project Coordinator	\$85,558	\$114,369
Infrastructure Strategist	\$85,558	\$114,369
Infrastructure Superintendent	\$85,135	\$128,548
Injury Prevention Specialist	\$85,558	\$114,369
Innovation Designer	\$85,558	\$114,369
Inorganic Chemist	\$85,558	\$114,369
Inspection Coordinator	\$97,781	\$130,707
Inspections Dispatch	\$64,519	\$86,323
Inspector	\$85,135	\$128,548
Instructional Designer	\$81,463	\$108,909
Instrumentation Technician Journeyperson	\$121,888	\$121,888
Integrated Business Systems Lead	\$85,135	\$128,548
Integrated Management System Specialist	\$89,762	\$120,120
Integrated Marketing Communications Consultant	\$76,725	\$114,222
Integrated Pest Management Lead	\$96,522	\$147,834
Integrated Pest Management Superintendent	\$85,135	\$128,548
Integrated Pest Management Technician	\$89,762	\$120,120
Intellectual Property Analyst	\$85,135	\$128,548
Intelligence Analyst	\$67,647	\$100,837

Position title	Minimum annual base rate	Maximum annual base rate
Intergovernmental Relations Consultant	\$85,135	\$128,548
Interior Construction Administrator	\$73,128	\$97,843
Intermediate Development Technologist	\$81,463	\$108,909
Intermediate Operator	\$77,183	\$85,541
Internal Control and Policy Coordination Program Manager	\$107,411	\$168,991
Inventory Analyst	\$68,741	\$91,910
Investigative Analyst	\$67,647	\$100,837
Investigator	\$85,135	\$128,548
Investment Recovery Coordinator	\$89,762	\$120,120
Investment Recovery Specialist	\$73,736	\$98,654
Irrigation Central Control Technician	\$73,128	\$97,843
Issue Strategist (Pay Level 11)	\$81,463	\$108,909
Issue Strategist (Pay Level 12)	\$85,558	\$114,369
Issue Strategist (Pay Level 13)	\$89,762	\$120,120
Issue Strategist (Pay Level E)	\$85,135	\$128,548
Issues and Opportunities Manager	\$96,522	\$147,834
Journeyman Electrician CH	\$121,888	\$121,888
Junior Operator	\$66,809	\$74,060
Key Accounts Analyst	\$73,128	\$97,843
Knowledge Management Specialist	\$77,568	\$103,685
Laboratory Technician	\$73,128	\$97,843
Labour Law Assistant	\$55,766	\$82,989
Labourer (Pay Level 1)	\$60,545	\$67,065
Labourer (Pay Level 2)	\$66,809	\$74,060
Labourer Electrical	\$59,821	\$73,861
Land Agent 2	\$81,463	\$108,909
Land Agent 3	\$89,762	\$120,120
Land Assistant	\$64,519	\$86,323
Land Development Consultant	\$85,558	\$114,369
Land Inventory Technician	\$77,568	\$103,685
Land Titles Officer	\$77,568	\$103,685
Landfill Operations Superintendent	\$85,135	\$128,548
Landfill Scale Operator	\$66,809	\$74,060

Position title	Minimum annual base rate	Maximum annual base rate
Landscape Architect	\$85,558	\$114,369
Lawyer 1	\$91,344	\$137,922
Lawyer 2	\$105,830	\$162,090
Lawyer 3	\$121,102	\$190,531
Lead Community Service Levies	\$96,522	\$147,834
Lead Cultural Planning	\$85,135	\$128,548
Lead Golf Course Operations	\$96,522	\$147,834
Lead Hand Quality Controller	\$75,941	\$85,093
Lead Hand Veterinary Assistant	\$77,183	\$85,541
Lead Specialist	\$119,487	\$119,487
Lead Technical Advisor	\$85,135	\$128,548
Lead Technical Support	\$85,135	\$128,548
Leader Access Management	\$96,522	\$147,834
Leader Access to Information and Investigations	\$85,135	\$128,548
Leader Activations and Education	\$96,522	\$147,834
Leader Advanced Analytics	\$96,522	\$147,834
Leader Animal Care and Pet Licensing	\$96,522	\$147,834
Leader Archives and Records	\$85,135	\$128,548
Leader Asset Management	\$96,522	\$147,834
Leader Asset Management CH	\$96,522	\$147,834
Leader Asset Management Systems	\$96,522	\$147,834
Leader Asset Operations CH	\$106,174	\$162,616
Leader Billing	\$85,135	\$128,548
Leader Building Approvals PSCCA	\$96,522	\$147,834
Leader Building Automation	\$96,522	\$147,834
Leader Building Inspections	\$96,522	\$147,834
Leader Building Maintenance CH	\$96,522	\$147,834
Leader Building Operations CH	\$96,522	\$147,834
Leader Building Safety Approvals	\$96,522	\$147,834
Leader Building Systems	\$96,522	\$147,834
Leader Business and Local Economy	\$96,522	\$147,834
Leader Business and Operational Performance	\$96,522	\$147,834
Leader Business and Technology Services	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Leader Business Excellence	\$96,522	\$147,834
Leader Business Experience	\$76,725	\$114,222
Leader Business Improvement	\$107,411	\$168,991
Leader Business Improvement Initiatives	\$96,522	\$147,834
Leader Business Performance	\$96,522	\$147,834
Leader Business Planning and Budget Adjustment	\$96,522	\$147,834
Leader Business Planning and Performance	\$96,522	\$147,834
Leader Business Planning Coordination and Policy	\$96,522	\$147,834
Leader Business Services	\$96,522	\$147,834
Leader Business Strategy	\$96,522	\$147,834
Leader Business Strategy and Performance (Pay Level F)	\$96,522	\$147,834
Leader Business Strategy and Performance (Pay Level G)	\$107,411	\$168,991
Leader Business Support	\$96,522	\$147,834
Leader Business Technology and Data Management CH	\$96,522	\$147,834
Leader Business Technology Services (Pay Level F)	\$96,522	\$147,834
Leader Business Technology Services (Pay Level G)	\$107,411	\$168,991
Leader Capital Development CH	\$96,522	\$147,834
Leader CFD Fleet and Equipment	\$96,522	\$147,834
Leader Civic Engagement and Protocol	\$85,135	\$128,548
Leader Claims	\$96,522	\$147,834
Leader Climate Governance and Planning	\$96,522	\$147,834
Leader Climate Resilience and Adaptation	\$96,522	\$147,834
Leader Communications	\$96,522	\$147,834
Leader Community and Business Relations	\$85,135	\$128,548
Leader Community and Customer Initiatives	\$96,522	\$147,834
Leader Community Compliance	\$107,411	\$168,991
Leader Community Energy Program	\$96,522	\$147,834
Leader Community Relations	\$96,522	\$147,834
Leader Community Retail	\$96,522	\$147,834
Leader Community Safety Initiatives	\$96,522	\$147,834
Leader Compliance	\$96,522	\$147,834
Leader Contact Center	\$76,725	\$114,222
Leader Contaminated Sites	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Leader Continuous Improvement and Innovation	\$96,522	\$147,834
Leader Core Retail/Large Shopping Centers	\$96,522	\$147,834
Leader Corporate Priorities	\$96,522	\$147,834
Leader Council Services	\$85,135	\$128,548
Leader Court Coordination and Vehicle For Hire Licensing	\$85,135	\$128,548
Leader Creative	\$96,522	\$147,834
Leader Cross Corporate Improvement Initiatives	\$96,522	\$147,834
Leader Customer Service	\$96,522	\$147,834
Leader Customer Service and Data Management	\$85,135	\$128,548
Leader Customer Solutions (Pay Level E)	\$85,135	\$128,548
Leader Customer Solutions (Pay Level F)	\$96,522	\$147,834
Leader Data Collection	\$85,135	\$128,548
Leader Data Quality	\$85,135	\$128,548
Leader Data Strategy and Transformation	\$96,522	\$147,834
Leader Decision Support	\$96,522	\$147,834
Leader Departmental Planning and Governance	\$96,522	\$147,834
Leader Development Inspections	\$96,522	\$147,834
Leader Digital Transformation	\$107,411	\$168,991
Leader Downtown Investments	\$96,522	\$147,834
Leader Driving Programs and Compliance	\$96,522	\$147,834
Leader Election Logistics	\$96,522	\$147,834
Leader Election Services	\$96,522	\$147,834
Leader Electrical Inspector	\$96,522	\$147,834
Leader Enterprise Risk Manager	\$96,522	\$147,834
Leader Environmental Assurance and Reporting	\$96,522	\$147,834
Leader Environmental Planning and Policy	\$107,411	\$168,991
Leader Environmental Programs	\$96,522	\$147,834
Leader Equipment and Materials	\$85,135	\$128,548
Leader Equity and Innovation	\$96,522	\$147,834
Leader Executive Operations	\$96,522	\$147,834
Leader Exemptions and Relief	\$96,522	\$147,834
Leader Facility and Land Planning	\$96,522	\$147,834
Leader Facility Operations (Pay Level E)	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Leader Facility Operations (Pay Level F)	\$96,522	\$147,834
Leader Facility Portfolio Strategy and Planning	\$96,522	\$147,834
Leader Facility Program Development and Management	\$96,522	\$147,834
Leader Fair Entry	\$96,522	\$147,834
Leader Film Friendly Program	\$96,522	\$147,834
Leader Financial Reporting and Internal Control CH	\$96,522	\$147,834
Leader Financial Strategic Risk and Treasury CH	\$96,522	\$147,834
Leader Fleet Maintenance (Pay Level F)	\$96,522	\$147,834
Leader Fleet Maintenance (Pay Level G)	\$107,411	\$168,991
Leader Fleet Maintenance Operations	\$96,522	\$147,834
Leader Geospatial Business Development	\$96,522	\$147,834
Leader Geospatial Client Support	\$96,522	\$147,834
Leader Geospatial Infrastructure	\$96,522	\$147,834
Leader Geospatial Programs	\$96,522	\$147,834
Leader Geospatial Projects	\$96,522	\$147,834
Leader GIS and Mapping Services	\$96,522	\$147,834
Leader Governance and Policy	\$96,522	\$147,834
Leader Governance and Reporting	\$96,522	\$147,834
Leader Governance and Transformation	\$96,522	\$147,834
Leader Government Relations and Communications CH	\$96,522	\$147,834
Leader Growth Analytics	\$96,522	\$147,834
Leader Growth Investment	\$96,522	\$147,834
Leader Health and Wellness	\$96,522	\$147,834
Leader Housing Partnerships	\$96,522	\$147,834
Leader Housing Policy and Strategy	\$96,522	\$147,834
Leader Housing Programs CH	\$96,522	\$147,834
Leader Human Resources (Pay Level E)	\$85,135	\$128,548
Leader Human Resources (Pay Level F)	\$96,522	\$147,834
Leader Impound Services	\$85,135	\$128,548
Leader Indigenous Housing	\$96,522	\$147,834
Leader Industrial	\$96,522	\$147,834
Leader Information Access	\$96,522	\$147,834
Leader Information Management	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Leader Information Technology	\$96,522	\$147,834
Leader Infrastructure Flex Fleet and Fuel Management	\$96,522	\$147,834
Leader Infrastructure Investment Planning	\$96,522	\$147,834
Leader Innovation	\$96,522	\$147,834
Leader Innovation and Corporate Projects CH	\$96,522	\$147,834
Leader Inspections Service Logistics	\$85,135	\$128,548
Leader Intergovernmental Relations	\$96,522	\$147,834
Leader Interior Construction	\$85,135	\$128,548
Leader Inventory Planning	\$96,522	\$147,834
Leader Justice and Social Programs	\$96,522	\$147,834
Leader Laboratory Operations	\$96,522	\$147,834
Leader Land System Program	\$107,411	\$168,991
Leader Land Use Bylaw	\$96,522	\$147,834
Leader Landscape and Construction Approvals	\$85,135	\$128,548
Leader Landscape Inspection Construction Management	\$85,135	\$128,548
Leader Learning and Development	\$96,522	\$147,834
Leader Learning and Training	\$96,522	\$147,834
Leader Learning and Wellness	\$96,522	\$147,834
Leader Legal Support Team	\$76,725	\$114,222
Leader Light Rail Transit and Traffic Signals	\$96,522	\$147,834
Leader Major Housing Partners	\$96,522	\$147,834
Leader Major Mobility Planning	\$96,522	\$147,834
Leader Marketing	\$96,522	\$147,834
Leader Media Relations and Employee Communications	\$96,522	\$147,834
Leader Microbiology Watershed Assessment	\$96,522	\$147,834
Leader Mobility Initiative	\$96,522	\$147,834
Leader Multi Residential	\$96,522	\$147,834
Leader Natural Areas	\$85,135	\$128,548
Leader Office Assessment	\$96,522	\$147,834
Leader Operational Coordination	\$96,522	\$147,834
Leader Operational Performance	\$96,522	\$147,834
Leader Operational Resilience	\$96,522	\$147,834
Leader Operational Strategy	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Leader Operational Support	\$96,522	\$147,834
Leader Operations (Pay Level F)	\$96,522	\$147,834
Leader Operations (Pay Level G)	\$107,411	\$168,991
Leader Operations Performance	\$96,522	\$147,834
Leader Parks Delivery	\$96,522	\$147,834
Leader Patrol and Investigations	\$85,135	\$128,548
Leader Payment Solutions and Compliance	\$96,522	\$147,834
Leader Payments	\$76,725	\$114,222
Leader People and Budget	\$85,135	\$128,548
Leader Performance Measurement and Benchmarking	\$96,522	\$147,834
Leader Performance Reporting	\$96,522	\$147,834
Leader Planning and Design	\$96,522	\$147,834
Leader Planning and Development Services Innovation and Improvements	\$96,522	\$147,834
Leader Planning and Development Services Systems	\$96,522	\$147,834
Leader Planning and Operation	\$96,522	\$147,834
Leader Plumbing and Gas Inspector	\$96,522	\$147,834
Leader Policy and Bylaw Development	\$96,522	\$147,834
Leader Policy and Strategy	\$96,522	\$147,834
Leader Portfolio Management CH	\$96,522	\$147,834
Leader Prairie Economic Gateway	\$96,522	\$147,834
Leader Procurement	\$96,522	\$147,834
Leader Program and System Planning CH	\$96,522	\$147,834
Leader Program Management	\$96,522	\$147,834
Leader Project Controls CH	\$96,522	\$147,834
Leader Project Delivery	\$96,522	\$147,834
Leader Project Management	\$96,522	\$147,834
Leader Project Management Consulting	\$96,522	\$147,834
Leader Projects	\$85,135	\$128,548
Leader Property Management and Administration	\$85,135	\$128,548
Leader Public Spaces and Mobility Policy	\$96,522	\$147,834
Leader Public Spaces Project Development	\$96,522	\$147,834
Leader Real Estate Leasing and Property Management	\$107,411	\$168,991
Leader Recreation Programs	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Leader Recreation Service Delivery	\$96,522	\$147,834
Leader Regional Initiatives	\$96,522	\$147,834
Leader Regional Planning	\$96,522	\$147,834
Leader Regulatory Affairs and Compliance	\$107,411	\$168,991
Leader Research	\$96,522	\$147,834
Leader Resilience	\$96,522	\$147,834
Leader Respect and Inclusion	\$96,522	\$147,834
Leader Rethink Land	\$96,522	\$147,834
Leader Revenue and Customer Experience	\$107,411	\$168,991
Leader Right of Way Management Services	\$96,522	\$147,834
Leader Risk Management	\$107,411	\$168,991
Leader Safety and Systems	\$96,522	\$147,834
Leader Safety Audit Investigation	\$96,522	\$147,834
Leader Safety Implementation	\$96,522	\$147,834
Leader Safety Operations	\$96,522	\$147,834
Leader Safety Planning and Hygiene	\$96,522	\$147,834
Leader Safety Strategy	\$96,522	\$147,834
Leader Safety Systems and Risk	\$96,522	\$147,834
Leader Sales and Technology	\$96,522	\$147,834
Leader Service Delivery and Improvement	\$96,522	\$147,834
Leader Service Excellence	\$96,522	\$147,834
Leader Service Improvement Initiatives	\$96,522	\$147,834
Leader Single Residential	\$96,522	\$147,834
Leader Special Projects	\$96,522	\$147,834
Leader Special Purpose and Land	\$96,522	\$147,834
Leader Strategic Business Planning	\$85,135	\$128,548
Leader Strategic Planning	\$96,522	\$147,834
Leader Strategic Planning and Employee Development	\$96,522	\$147,834
Leader Strategic Planning and Performance	\$96,522	\$147,834
Leader Strategic Planning and Policy	\$96,522	\$147,834
Leader Strategic Relationships	\$96,522	\$147,834
Leader Strategic Services	\$96,522	\$147,834
Leader Strategic Special Projects	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Leader Strategic Workforce Planning	\$96,522	\$147,834
Leader Strategy	\$96,522	\$147,834
Leader Strategy and Analytics	\$96,522	\$147,834
Leader Strategy and Performance	\$96,522	\$147,834
Leader Strategy and Planning	\$96,522	\$147,834
Leader Subdivision Inspections	\$96,522	\$147,834
Leader Subdivision Services	\$96,522	\$147,834
Leader Supply Management	\$96,522	\$147,834
Leader Supply Management CH	\$96,522	\$147,834
Leader Systems	\$96,522	\$147,834
Leader Systems Enhancement and Development	\$85,135	\$128,548
Leader Systems Enhancement Building	\$85,135	\$128,548
Leader Tag Administration and Support	\$85,135	\$128,548
Leader Technology and Information	\$96,522	\$147,834
Leader Traffic	\$96,522	\$147,834
Leader Traffic Field Operations	\$96,522	\$147,834
Leader Transit Access Eligibility	\$85,135	\$128,548
Leader Transit Project Development	\$96,522	\$147,834
Leader Transit Safety Strategy Implementation	\$96,522	\$147,834
Leader Transit Support Centre	\$96,522	\$147,834
Leader Transportation	\$96,522	\$147,834
Leader Warehouse Management	\$96,522	\$147,834
Leader Wastewater Plant Operations	\$107,411	\$168,991
Leader Water	\$96,522	\$147,834
Leader Water Design	\$96,522	\$147,834
Leader Web and Digital Content	\$96,522	\$147,834
Leader Web and Digital Development	\$96,522	\$147,834
Leader Web and Digital Projects	\$96,522	\$147,834
Leader Workers Compensation	\$96,522	\$147,834
Leader Workforce Optimization	\$96,522	\$147,834
Leader Workforce Planning	\$96,522	\$147,834
Leader Workforce Schedules and Ability Management	\$96,522	\$147,834
Leader Workplace Solutions	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum annual base rate
Leader Youth and Senior Services	\$96,522	\$147,834
Leak Locator	\$77,183	\$85,541
Learning and Development Advisor	\$77,568	\$103,685
Learning Production Coordinator	\$68,741	\$91,910
Lease Administrator	\$68,741	\$91,910
Leasing Agent	\$77,568	\$103,685
Legislative Agenda Assistant	\$68,741	\$91,910
Legislative Coordinator	\$85,135	\$128,548
Legislative Specialist	\$77,568	\$103,685
Lifeguard	\$70,523	\$78,111
Lifeguard Trainer	\$70,523	\$78,111
Lift Station and Pressurized Utility Operator	\$77,183	\$85,541
Light Rail Transit Right of Way Project Technician	\$85,558	\$114,369
Livery Peace Officer	\$88,650	\$118,498
Local Improvement Construction Coordinator	\$102,586	\$137,280
Lock Shop Coordinator	\$70,523	\$78,111
Logistics Analyst (Pay Level 7)	\$64,519	\$86,323
Logistics Analyst (Pay Level 8)	\$68,741	\$91,910
Logistics Coordinator	\$73,128	\$97,843
Logistics Superintendent	\$76,725	\$114,222
LRV Maintenance Planner/Scheduler	\$76,725	\$114,222
LRV Preventative Maintenance Person	\$73,528	\$82,451
Machinist Apprentice	\$69,867	\$97,386
Machinist Journeyperson*	\$94,557	\$105,851
Mail Courier	\$68,765	\$76,939
Maintenance Data Steward	\$60,588	\$81,026
Maintenance Helper	\$60,545	\$67,065
Maintenance Job Planner	\$83,574	\$111,821
Maintenance Leader	\$96,522	\$147,834
Maintenance Man Retention Pond	\$70,523	\$78,111
Maintenance Operations Supervisor	\$85,135	\$128,548
Maintenance Planner/Scheduler*	\$77,568	\$118,498
Maintenance Serviceman	\$74,235	\$82,222

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

Position title	Minimum annual base rate	Maximum annual base rate
Maintenance Supervisor	\$85,135	\$128,548
Maintenance Technician	\$121,888	\$121,888
Maintenance Worker Parking Services	\$74,235	\$82,222
Major Projects Inspector	\$97,781	\$130,707
Managed Services Coordinator	\$85,558	\$114,369
Manager Account Management	\$107,411	\$168,991
Manager Administrative Law	\$178,888	\$210,436
Manager Approvals Coordination and Planning Services	\$107,411	\$168,991
Manager Arts and Culture	\$107,411	\$168,991
Manager Asset Information and Mapping	\$107,411	\$168,991
Manager Asset Management Planning	\$131,575	\$209,747
Manager Bridges and Geotechnical	\$118,152	\$185,890
Manager Building and Development Inspection	\$107,411	\$168,991
Manager Building Infrastructure	\$121,267	\$193,315
Manager Buildings and Architecture	\$131,575	\$209,747
Manager Business and Building Safety	\$107,411	\$168,991
Manager Business and Performance	\$107,411	\$168,991
Manager Business Experience	\$107,411	\$168,991
Manager Business Operations	\$118,152	\$185,890
Manager Business Planning	\$107,411	\$168,991
Manager Business Process Support	\$107,411	\$168,991
Manager Business Strategy and Analytics	\$107,411	\$168,991
Manager Business Strategy and Programs	\$131,575	\$209,747
Manager Calgary Parking	\$131,575	\$209,747
Manager Calgary Parks	\$107,411	\$168,991
Manager Capital Investment Planning	\$107,411	\$168,991
Manager Citizen Services	\$107,411	\$168,991
Manager City Planning	\$121,267	\$193,315
Manager Climate Mitigation	\$121,267	\$193,315
Manager Communications	\$107,411	\$168,991
Manager Communications Research and Evaluation	\$107,411	\$168,991
Manager Community and Business Relations	\$107,411	\$168,991
Manager Community Integration Strategy	\$121,267	\$193,315

Position title	Minimum annual base rate	Maximum annual base rate
Manager Community Partners	\$107,411	\$168,991
Manager Community Planning	\$121,267	\$193,315
Manager Community Safety Strategy	\$107,411	\$168,991
Manager Community Wellbeing Strategies	\$107,411	\$168,991
Manager Construction and Materials	\$131,575	\$209,747
Manager Corporate Commercial and Finance	\$178,888	\$210,436
Manager Corporate Strategy	\$107,411	\$168,991
Manager Creative	\$107,411	\$168,991
Manager Customer Advisory Services	\$107,411	\$168,991
Manager Customer and Business Support	\$121,267	\$193,315
Manager Customer Service and Contracts	\$107,411	\$168,991
Manager Cyber Security	\$107,411	\$168,991
Manager Data and Analytics	\$107,411	\$168,991
Manager Data and Information	\$107,411	\$168,991
Manager Design	\$118,152	\$185,890
Manager Development and Strategy	\$107,411	\$168,991
Manager Development and Subdivision Services	\$121,267	\$193,315
Manager Development Engineering	\$131,575	\$209,747
Manager Development Services	\$121,267	\$193,315
Manager Disposal and Processing Services	\$131,575	\$209,747
Manager Drinking Water Distribution	\$131,575	\$209,747
Manager Economics and Regulatory Affairs	\$107,411	\$168,991
Manager Engage Operations and Marketing	\$107,411	\$168,991
Manager Engineer and Project Support	\$118,152	\$185,890
Manager Enterprise Risk Management	\$107,411	\$168,991
Manager Environmental Management	\$131,575	\$209,747
Manager Event Centre Project Delivery	\$121,267	\$193,315
Manager Event Centre Urban Development	\$131,575	\$209,747
Manager Facilities Community and Safety	\$118,152	\$185,890
Manager Facility Operations	\$107,411	\$168,991
Manager Facility Planning	\$107,411	\$168,991
Manager Field Surveying Services	\$118,152	\$185,890
Manager Finance (Pay Level G)	\$107,411	\$168,991

Position title	Minimum annual base rate	Maximum annual base rate
Manager Finance (Pay Level H)	\$121,267	\$193,315
Manager Finance Corporate Budget Office	\$121,267	\$193,315
Manager Finance Corporate Financial Reporting	\$121,267	\$193,315
Manager Fleet Maintenance	\$121,267	\$193,315
Manager Fleet Safety and Performance	\$107,411	\$168,991
Manager Geospatial Business Solutions	\$107,411	\$168,991
Manager Governance and Reporting	\$107,411	\$168,991
Manager Government Relations	\$121,267	\$193,315
Manager Growth and Change Strategy	\$121,267	\$193,315
Manager Growth Funding and Investment	\$121,267	\$193,315
Manager Growth Infrastructure Planning	\$131,575	\$209,747
Manager Health and Safety Programs	\$107,411	\$168,991
Manager Housing Solutions	\$121,267	\$193,315
Manager Information Management	\$96,522	\$147,834
Manager Information Technology	\$107,411	\$168,991
Manager Innovation Business and Resilience	\$107,411	\$168,991
Manager Integration and Continuous Improvement	\$107,411	\$168,991
Manager Investment Management	\$107,411	\$168,991
Manager Labour Relations	\$121,267	\$193,315
Manager Land and Asset Management	\$121,267	\$193,315
Manager Legal Services	\$178,888	\$210,436
Manager Linear Infrastructure Delivery	\$131,575	\$209,747
Manager Litigation and Expropriation	\$178,888	\$210,436
Manager Major Mobility	\$131,575	\$209,747
Manager Major Partners	\$107,411	\$168,991
Manager Mobility Maintenance	\$121,267	\$193,315
Manager Mobility Operations	\$131,575	\$209,747
Manager Mobility Service Design	\$107,411	\$168,991
Manager Municipal Law and Enforcement	\$178,888	\$210,436
Manager Natural Environment and Adaptation	\$121,267	\$193,315
Manager Neighbourhood Strategy	\$107,411	\$168,991
Manager Operational Environmental Systems	\$107,411	\$168,991
Manager Optimization Services	\$107,411	\$168,991

Position title	Minimum annual base rate	Maximum annual base rate
Manager Parks Amenities and Customer Service	\$107,411	\$168,991
Manager Parks and Open Spaces	\$107,411	\$168,991
Manager Pay and Client Services	\$121,267	\$193,315
Manager People and Culture	\$121,267	\$193,315
Manager People Strategies and Partnerships	\$121,267	\$193,315
Manager Performance Measurement and Reporting	\$107,411	\$168,991
Manager Physical Security	\$107,411	\$168,991
Manager Planning Advisory Coordination Services	\$121,267	\$193,315
Manager Planning and Real Estate	\$178,888	\$210,436
Manager Process Infrastructure Delivery	\$131,575	\$209,747
Manager Procurement	\$121,267	\$193,315
Manager Programs and Services	\$107,411	\$168,991
Manager Programs and Social Support	\$107,411	\$168,991
Manager Project Controls	\$96,522	\$147,834
Manager Protective Services	\$107,411	\$168,991
Manager Public Spaces Project Development	\$121,267	\$193,315
Manager Real Estate Governance and Strategy	\$107,411	\$168,991
Manager Recreation Service Delivery	\$107,411	\$168,991
Manager Regional Planning	\$121,267	\$193,315
Manager Risk and Compliance	\$107,411	\$168,991
Manager Risk and Opportunity	\$107,411	\$168,991
Manager Risk Management and Claims	\$121,267	\$193,315
Manager Safety Operations	\$107,411	\$168,991
Manager Sales and Acquisitions	\$121,267	\$193,315
Manager Scheduling	\$107,411	\$168,991
Manager Service Excellence	\$107,411	\$168,991
Manager Service Improvement	\$107,411	\$168,991
Manager Storm and Field Operations Support	\$121,267	\$193,315
Manager Strategic Business Services	\$107,411	\$168,991
Manager Strategic Project Development	\$121,267	\$193,315
Manager Strategic Services (Pay Level G)	\$107,411	\$168,991
Manager Strategic Services (Pay Level H)	\$121,267	\$193,315
Manager Strategy and Performance	\$107,411	\$168,991

Position title	Minimum annual base rate	Maximum annual base rate
Manager Strategy Planning Innovation and Equity	\$107,411	\$168,991
Manager Talent Management	\$121,267	\$193,315
Manager Tax Receivables and Accounts Payable	\$121,267	\$193,315
Manager Technical and Manufacturing Services	\$131,575	\$209,747
Manager Total Rewards and Healthy Workplace	\$121,267	\$193,315
Manager Trade and Subdivision Development Inspection	\$107,411	\$168,991
Manager Transit Service Delivery	\$121,267	\$193,315
Manager Transit Service Design	\$131,575	\$209,747
Manager Transit Service Support	\$107,411	\$168,991
Manager Transit Service Systems	\$131,575	\$209,747
Manager Transit Service Vehicles	\$131,575	\$209,747
Manager Treasury	\$121,267	\$193,315
Manager Urban and Community Systems	\$131,575	\$209,747
Manager Utilities Project Development	\$131,575	\$209,747
Manager Valuation	\$107,411	\$168,991
Manager Warehouse and Inventory	\$107,411	\$168,991
Manager Wastewater Collection	\$131,575	\$209,747
Manager Wastewater Treatment	\$131,575	\$209,747
Manager Water Quality Services	\$121,267	\$193,315
Manager Water Treatment	\$121,267	\$193,315
Manager Web Research and Projects	\$107,411	\$168,991
Manager Workforce Strategy	\$107,411	\$168,991
Manager Workforce Support	\$107,411	\$168,991
Market Analyst	\$85,558	\$114,369
Market Strategist	\$85,135	\$128,548
Marketing Strategist	\$85,558	\$114,369
Master Indemnification Technician	\$88,650	\$118,498
Measurement Analyst	\$77,568	\$103,685
Measurement Evaluation and Learning Analyst	\$73,128	\$97,843
Measurement Technologist	\$81,463	\$108,909
Mechanical Engineering Technologist	\$81,463	\$108,909
Mechanical Maintenance Worker (Pay Level 3)	\$74,235	\$82,222
Mechanical Maintenance Worker (Pay Level 4)	\$77,183	\$90,043

Position title	Minimum annual base rate	Maximum annual base rate
Mechanical Maintenance Worker CH	\$70,523	\$78,111
Media and Event Disclosure Specialist	\$78,562	\$105,040
Meter Serviceman	\$70,523	\$78,111
Meters Supervisor	\$76,725	\$114,222
Milling Project Coordinator	\$81,463	\$108,909
Millwright Apprentice*	\$69,713	\$102,274
Millwright Journey person*	\$94,557	\$111,176
Mobility Operations Centre Technology Specialist	\$85,558	\$114,369
Mobility Worker Pathways	\$66,809	\$74,060
Municipal Prosecutor	\$89,762	\$120,120
Museum Assistant	\$68,741	\$91,910
Neighbourhood Partnership Coordinator	\$81,463	\$108,909
Network Technician	\$73,128	\$97,843
Occupational Exercise Physiologist	\$81,463	\$108,909
Occupational Health and Safety Systems Project Manager	\$89,762	\$120,120
Occupational Health Nurse	\$81,463	\$108,909
Occupational Safety Project Specialist	\$85,558	\$114,369
Open Data Strategist	\$76,725	\$114,222
Operational Excellence Program Manager	\$107,411	\$168,991
Operational Lead Centre City	\$96,522	\$147,834
Operational Liaison Coordinator	\$73,128	\$97,843
Operational Support Coordinator	\$73,128	\$97,843
Operational Systems Technologist	\$77,568	\$103,685
Operations Analyst	\$68,741	\$91,910
Operations and Maintenance Hydrant Technician	\$64,519	\$86,323
Operations and Maintenance Planner	\$73,128	\$97,843
Operations and Maintenance Supervisor (Level D)	\$76,725	\$114,222
Operations and Maintenance Supervisor (Level E)	\$85,135	\$128,548
Operations and Maintenance Technician	\$68,741	\$91,910
Operations Asset Coordinator	\$73,128	\$97,843
Operations Control Center Supervisor	\$76,725	\$114,222
Operations Controller	\$77,386	\$103,431
Operations Coordinator	\$77,568	\$103,685

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

Position title	Minimum annual base rate	Maximum annual base rate
Operations Leader	\$107,411	\$168,991
Operations Specialist	\$64,519	\$86,323
Operations Strategist	\$85,135	\$128,548
Operations Supervisor	\$76,725	\$114,222
Operations Support Lead	\$85,135	\$128,548
Organic Chemist	\$94,349	\$126,090
Organizational Lead Anti-Racism	\$96,522	\$147,834
Painter Journeyperson	\$86,029	\$96,283
Paralegal	\$68,741	\$91,910
Paralegal Real Estate	\$73,128	\$97,843
PARIS Administrator	\$68,741	\$91,910
Park Infrastructure Lead	\$96,522	\$147,834
Parking Patrol and Investigation Officer	\$73,736	\$98,654
Parks Community Strategist (Pay Level 12)	\$85,558	\$114,369
Parks Community Strategist (Pay Level E)	\$85,135	\$128,548
Parks Crew Lead	\$70,523	\$78,111
Parks Development Coordinator	\$89,762	\$120,120
Parks Ecologist	\$85,558	\$114,369
Parks Encroachment Administrator	\$68,741	\$91,910
Parks Encroachment Specialist	\$81,463	\$108,909
Parks Events Specialist	\$73,128	\$97,843
Parks Initiatives Field Coordinator	\$81,463	\$108,909
Parks Inspector	\$88,650	\$118,498
Parks Logistics Lead	\$96,522	\$147,834
Parks Partnership Coordinator	\$81,463	\$108,909
Parks Permit Specialist	\$68,741	\$91,910
Parks Program Ambassador	\$68,741	\$91,910
Parks Program Coordinator	\$73,128	\$97,843
Parks Shift Supervisor	\$76,725	\$114,222
Parks Trainer	\$73,128	\$97,843
Parks Worker (Pay Level 2)	\$66,809	\$74,060
Parks Worker (Pay Level 3)	\$70,523	\$78,111
Parks Worker Irrigation Lead Hand	\$70,523	\$78,111

Position title	Minimum annual base rate	Maximum annual base rate
Partnership Coordinator	\$81,463	\$108,909
Partnership Specialist	\$81,463	\$108,909
Parts Technician Journeyperson 1*	\$89,835	\$100,589
Parts Technician Journeyperson 2*	\$95,576	\$108,618
Pathway and Trail Lead	\$96,522	\$147,834
Pathway and Trail Technician	\$73,128	\$97,843
Patrol and Investigations Supervisor	\$67,647	\$100,837
Pavement Management Coordinator	\$93,101	\$124,467
Payments Adjustor	\$60,588	\$81,026
Payments Securities Lead	\$85,558	\$114,369
Payroll Administrator (Pay Level 6)	\$60,588	\$81,026
Payroll Administrator (Pay Level 7)	\$64,519	\$86,323
Payroll Administrator (Pay Level 8)	\$68,741	\$91,910
Payroll Analyst	\$77,568	\$103,685
Pension and Benefit Analyst	\$77,568	\$103,685
Pension Specialist	\$73,128	\$97,843
Pensions Financial Specialist	\$85,558	\$114,369
Performance Management Technologist	\$81,463	\$108,909
Performance Measurement Coordinator	\$81,463	\$108,909
Photo Enforcement Officer	\$64,519	\$86,323
Planner 1	\$81,463	\$108,909
Planner 2	\$89,762	\$120,120
Planning Analyst	\$77,568	\$103,685
Planning and Development Analyst	\$73,128	\$97,843
Planning Designer	\$73,128	\$97,843
Planning Engineering Technician	\$68,741	\$91,910
Planning Legislative Advisor	\$68,741	\$91,910
Planning Services Technician*	\$68,741	\$105,040
Planning Services Technician 2	\$73,128	\$97,843
Planning Technician	\$77,568	\$103,685
Plant Maintainer 1	\$81,578	\$91,437
Plant Maintainer 2	\$85,654	\$96,013
Plant Maintenance Helper	\$60,545	\$67,065

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

Position title	Minimum annual base rate	Maximum annual base rate
Plant Maintenance Person*	\$66,809	\$77,958
Plant Maintenance Support	\$68,765	\$76,939
Plant Operations Supervisor*	\$85,135	\$128,548
Plant Operator 1	\$74,235	\$82,222
Plant Operator 2	\$82,222	\$82,222
Plant Operator 3	\$89,003	\$98,634
Plant Operator Boiler	\$81,245	\$90,043
Plant Operator Intermediate	\$79,550	\$79,550
Plant Operator Junior	\$74,060	\$74,060
Plant Operator Senior	\$86,111	\$95,428
Plant Operator Trainee	\$70,325	\$77,958
Playfield Coordinator	\$81,463	\$108,909
Plumber Apprentice	\$66,374	\$92,516
Plumber Journeyperson*	\$90,797	\$105,851
Plumber Journeyperson CH	\$90,797	\$100,559
Policy Advisor	\$89,762	\$120,120
Policy and Administrative Lead	\$67,647	\$100,837
Policy and Procedures Planner	\$81,463	\$108,909
Portfolio Lead	\$85,135	\$128,548
Portfolio Manager	\$96,522	\$147,834
Positioning and Navigation Specialist	\$89,762	\$120,120
Power Systems Coordinator	\$149,157	\$149,157
Power Systems Journeyperson	\$135,283	\$135,283
Power Systems Lead Hand	\$142,043	\$142,043
Prairie Economic Gateway Program Manager	\$121,267	\$193,315
Pre-Employment Drug Testing Program Leader	\$85,135	\$128,548
President/CEO CH	\$170,000	\$262,500
Preventative Maintenance Coordinator	\$85,558	\$114,369
Preventative Maintenance Lead	\$85,135	\$128,548
Preventative Maintenance Person	\$71,094	\$79,602
Printing Coordinator	\$64,519	\$86,323
Process Accountant	\$64,519	\$86,323
Process Coordinator (Pay Level 7)	\$64,519	\$86,323

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

Position title	Minimum annual base rate	Maximum annual base rate
Process Coordinator (Pay Level D)	\$76,725	\$114,222
Process Manager	\$85,135	\$128,548
Process Manager Incident Management	\$85,135	\$128,548
Process Specialist	\$77,568	\$103,685
Procurement Advisor CH	\$68,741	\$91,910
Production Artist	\$68,741	\$91,910
Production Artist and Macintosh System Administrator	\$77,568	\$103,685
Production Coordinator	\$85,558	\$114,369
Production Liaison Specialist	\$93,101	\$124,467
Production Specialist	\$73,128	\$97,843
Professional Wellness and Development Coordinator CH	\$77,568	\$103,685
Program Coordinator	\$81,463	\$108,909
Program Coordinator (Pay Level C)	\$67,647	\$100,837
Program Initiatives Lead	\$96,522	\$147,834
Program Lead City Building	\$107,411	\$168,991
Program Lead Resilience Strategies	\$96,522	\$147,834
Program Lead Strategic Foresight	\$96,522	\$147,834
Program Manager	\$89,762	\$120,120
Program Planner	\$85,558	\$114,369
Program Planning and Implementation Steward	\$85,558	\$114,369
Programmer Analyst (Pay Level 9)	\$73,128	\$97,843
Programmer Analyst (Pay Level 11)	\$81,463	\$122,814
Project and Development Coordinator	\$94,349	\$126,090
Project Controls Analyst	\$77,568	\$103,685
Project Controls Analyst CH	\$77,568	\$103,685
Project Coordinator*	\$81,463	\$124,467
Project Cost Control Specialist	\$68,741	\$91,910
Project Hydrogeologist	\$85,135	\$128,548
Project Inspector	\$93,101	\$124,467
Project Inspector CH	\$73,128	\$97,843
Project Management Consultant (Pay Level 11)	\$81,463	\$108,909
Project Management Consultant (Pay Level E)	\$85,135	\$128,548
Project Manager (Pay Level 10)	\$77,568	\$103,685

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

Position title	Minimum annual base rate	Maximum annual base rate
Project Manager (Pay Level 11)	\$81,463	\$108,909
Project Manager (Pay Level 12)	\$85,558	\$114,369
Project Manager (Pay Level 13)	\$89,762	\$120,120
Project Manager (Pay Level E)	\$85,135	\$128,548
Project Manager (Pay Level F)	\$96,522	\$147,834
Project Manager CH (Pay Level 12)	\$85,558	\$114,369
Project Manager CH (Pay Level 13)	\$89,762	\$120,120
Project Scanning Technician	\$56,911	\$76,076
Project Specialist	\$85,135	\$128,548
Projects Technician	\$93,101	\$124,467
Property Manager	\$77,568	\$103,685
Property Manager CH	\$77,568	\$103,685
Property Processor	\$74,235	\$82,222
Psychological Safety Specialist	\$85,558	\$114,369
Public Affairs Strategist CH	\$81,463	\$108,909
Public Art Associate Conservator	\$68,741	\$91,910
Public Art Collection Specialist	\$73,128	\$97,843
Public Information Officer	\$151,902	\$151,902
Public Program Coordinator (Pay Level 10)	\$77,568	\$103,685
Public Program Coordinator (Pay Level 11)	\$81,463	\$108,909
Public Realm Lead	\$96,522	\$147,834
Public Safety and Enforcement Officer	\$93,101	\$124,467
Public Safety System Architect	\$89,762	\$120,120
Public Safety Technical Analyst	\$89,762	\$120,120
Quality Assurance Administrator	\$68,741	\$91,910
Quality Assurance Analyst	\$73,128	\$97,843
Quality Assurance and Accreditation Strategist	\$85,135	\$128,548
Quality Assurance and Asset Management Specialist	\$93,101	\$124,467
Quality Assurance Inspector	\$73,128	\$97,843
Quality Assurance Technician	\$81,463	\$108,909
Quality Improvement Lead Specialist	\$99,572	\$99,572
Rail Systems Technician	\$73,128	\$97,843
Real Estate Planning Analyst	\$73,128	\$97,843

Position title	Minimum annual base rate	Maximum annual base rate
Real Estate Portfolio Lead	\$85,135	\$128,548
Real Estate Strategist CH	\$85,558	\$114,369
Records and Information Management Coordinator	\$76,725	\$114,222
Records Management Support (Pay Level 3)	\$48,321	\$64,610
Records Management Support (Pay Level 5)	\$56,911	\$76,076
Records Management Support (Pay Level 6)*	\$60,442	\$81,026
Records Management Support (Pay Level 7)	\$64,519	\$86,323
Records Management Support (Pay Level 8)	\$68,741	\$91,910
Records Management Support (Pay Level 9)	\$73,128	\$97,843
Records Management Support (Pay Level 10)	\$77,568	\$103,685
Records Management Support CH	\$73,128	\$97,843
Recreation and Social Programs 311 Subject Matter Expert	\$60,588	\$81,026
Recreation Planning Strategist	\$85,558	\$114,369
Recreation Program Advisor	\$68,741	\$91,910
Recreation Program Coordinator	\$81,463	\$108,909
Recreation Program Specialist	\$73,128	\$97,843
Recreation Program Specialist	\$73,128	\$97,843
Recruitment Analyst	\$73,128	\$97,843
Recruitment Coordinator	\$166,379	\$166,379
Recruitment Officer	\$67,647	\$100,837
Recruitment Specialist	\$64,519	\$86,323
Regulatory Analyst	\$85,135	\$128,548
Regulatory Program Specialist	\$81,463	\$108,909
Rent Supplement Coordinator CH	\$85,135	\$128,548
Rental Coordinator	\$73,128	\$97,843
Repair and Maintenance Operations Supervisor	\$76,725	\$114,222
Repair and Response Operations Supervisor	\$76,725	\$114,222
Repairman Bridges	\$77,183	\$85,541
Research Analyst (Pay Level 7)	\$64,519	\$86,323
Research Analyst (Pay Level 9)	\$73,128	\$97,843
Research Analyst (Pay Level 10)	\$77,568	\$103,685
Research and Development Analyst	\$73,128	\$97,843
Research and Policy Technician	\$64,519	\$86,323

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

Position title	Minimum annual base rate	Maximum annual base rate
Research Coordinator	\$85,558	\$114,369
Research Social Planner	\$89,762	\$120,120
Residential Collection Driver	\$70,523	\$78,111
Residential Safety Codes Officer	\$77,568	\$103,685
Resilience Officer	\$151,902	\$151,902
Resilient Building Coordinator	\$85,135	\$128,548
Retirement Analyst	\$77,568	\$103,685
Revenue Programs Administrator	\$68,614	\$91,692
Right of Way Program Manager	\$85,135	\$128,548
Right of Way Inspector	\$77,568	\$103,685
Risk Analyst	\$64,519	\$86,323
Risk Specialist	\$73,128	\$97,843
Roadmaster Track and Way	\$67,647	\$100,837
Roads Design and Development Technologist	\$85,558	\$114,369
Roads Subdivision Officer	\$102,586	\$137,280
Route Planning Analyst	\$77,568	\$103,685
Safe Workplace Program Coordinator	\$85,135	\$128,548
Safety Advisor*	\$85,558	\$130,707
Safety Assurance Specialist	\$85,558	\$114,369
Safety Codes Officer Electrical	\$124,467	\$130,707
Safety Codes Officer*	\$85,558	\$130,707
Safety Patrol Boat Operator	\$70,523	\$78,111
Safety Patrol Boat Operator Senior	\$77,183	\$85,541
Safety Supervisor	\$96,522	\$147,834
Sales Agent	\$81,463	\$108,909
Sales and Account Management Associate	\$85,558	\$114,369
SAP Ariba Administrator	\$81,463	\$108,909
Schedule and Workforce Supervisor	\$67,647	\$100,837
Scheduler*	\$68,741	\$105,040
Scheduling Analyst	\$73,128	\$97,843
Scheduling Supervisor	\$76,725	\$114,222
Seasonal Employment Coordinator	\$73,128	\$97,843
Secondary Suites Program Manager	\$96,522	\$147,834

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

Position title	Minimum annual base rate	Maximum annual base rate
Section Lead	\$85,135	\$128,548
Security Access Administrator	\$52,452	\$70,088
Security Advisor	\$85,135	\$128,548
Security Control Analyst	\$73,128	\$97,843
Security Guard	\$65,042	\$86,944
Security Operations Section Lead	\$85,135	\$128,548
Security Operations Supervisor (Pay Level C)	\$67,647	\$100,837
Security Operations Supervisor (Pay Level D)	\$76,725	\$114,222
Security Systems Administrator	\$73,128	\$97,843
Security Systems Section Lead	\$85,135	\$128,548
Security Systems Technician	\$68,741	\$91,910
Senior Address Planning Analyst	\$81,463	\$108,909
Senior Addressing Analyst	\$73,128	\$97,843
Senior Administrator Business Services	\$73,128	\$97,843
Senior Advisor Corporate Finance	\$96,522	\$147,834
Senior Architect	\$96,522	\$147,834
Senior Assessor	\$98,935	\$132,369
Senior Asset Management GIS Technician	\$81,463	\$108,909
Senior Auditor	\$96,522	\$147,834
Senior Billing Analyst	\$77,568	\$103,685
Senior Biology Laboratory Technician	\$81,463	\$108,909
Senior Business Analyst	\$85,558	\$114,369
Senior Business Analyst Capital Budget	\$73,128	\$97,843
Senior Business Analyst Revenue Control Accounts Receivable CH	\$64,519	\$86,323
Senior Business Experience Representative	\$81,463	\$108,909
Senior Business Systems Analyst	\$85,558	\$114,369
Senior Buyer	\$85,558	\$125,798
Senior Buyer CH	\$85,558	\$125,798
Senior Capital Grant Consultant	\$85,135	\$128,548
Senior Cash Processor	\$69,077	\$92,394
Senior Change Controller	\$68,741	\$91,910
Senior Claims Adjuster	\$76,725	\$114,222
Senior Commercial Leasing Agent	\$89,762	\$120,120

Position title	Minimum annual base rate	Maximum annual base rate
Senior Concrete Leader	\$96,522	\$147,834
Senior Coordinator	\$74,634	\$99,788
Senior Coordinator Landscape Construction Approvals	\$89,762	\$120,120
Senior Corporate Consultant	\$96,522	\$147,834
Senior Corporate Economist	\$96,522	\$147,834
Senior Corporate Financial Analyst	\$73,128	\$97,843
Senior Corporate Financial Planner	\$107,411	\$168,991
Senior Corporate Liaison	\$121,267	\$193,315
Senior Corporate Liaison Utility Review	\$121,267	\$193,315
Senior Corporate Research Analyst	\$76,725	\$114,222
Senior Corrosion Technician	\$88,650	\$118,498
Senior Data Analysis Technician	\$81,463	\$108,909
Senior Data Analyst	\$77,568	\$103,685
Senior Data Analytics Auditor	\$96,522	\$147,834
Senior Data Analytics Strategist	\$89,762	\$120,120
Senior Data Collection Technician	\$77,568	\$103,685
Senior Database Technology Analyst	\$81,463	\$122,814
Senior Department Accountant	\$85,558	\$114,369
Senior Development Consultant (Pay Level 12)	\$85,558	\$114,369
Senior Development Consultant (Pay Level E)	\$85,135	\$128,548
Senior Development Inspector	\$89,762	\$120,120
Senior Development Technologist	\$81,463	\$108,909
Senior Digital Developer	\$77,568	\$103,685
Senior Dispatcher	\$76,725	\$114,222
Senior Eligibility Liaison	\$81,463	\$108,909
Senior Emergency Communications Dispatcher*	\$90,527	\$108,632
Senior Emergency Communications Officer*	\$87,888	\$105,465
Senior Engineering Technologist	\$85,558	\$114,369
Senior Engineering Technologist Driveway	\$97,781	\$130,707
Senior Enterprise Architect	\$96,522	\$147,834
Senior Executive Advisor	\$96,522	\$147,834
Senior Exemption Specialist	\$85,558	\$114,369
Senior Facilities Planner	\$85,135	\$128,548

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

Position title	Minimum annual base rate	Maximum annual base rate
Senior Financial Accountant	\$73,128	\$97,843
Senior Firefighter	\$129,009	\$129,009
Senior Geospatial Analyst	\$81,463	\$108,909
Senior Geospatial Technician Cartography	\$81,463	\$108,909
Senior Geospatial Technician Drafting	\$81,463	\$108,909
Senior Geospatial Technologist Drafting	\$81,463	\$108,909
Senior Graphic Designer	\$77,568	\$103,685
Senior Growth Management Planner	\$85,135	\$128,548
Senior Human Resources Associate	\$77,568	\$103,685
Senior Innovation Designer	\$89,762	\$120,120
Senior Intergovernmental Relations Consultant	\$96,522	\$147,834
Senior Interior Designer	\$81,463	\$108,909
Senior Investment Analyst	\$85,558	\$114,369
Senior Laboratory Technician	\$77,568	\$103,685
Senior Land Inventory Specialist	\$81,463	\$108,909
Senior Leader	\$107,411	\$168,991
Senior Leader Cash Management	\$107,411	\$168,991
Senior Leader Corporate Finance	\$107,411	\$168,991
Senior Leader Learning and Development	\$96,522	\$147,834
Senior Leader PMP Wheel Truing Attendant	\$78,374	\$87,714
Senior Legislative Specialist	\$81,463	\$108,909
Senior Local Improvement Administrator	\$77,568	\$103,685
Senior Manager Operational Excellence	\$121,267	\$193,315
Senior Manager Permits Licences Approvals and Agreements	\$121,267	\$193,315
Senior Manager Public Relations and Partnerships	\$107,411	\$168,991
Senior Master Indemnification Technician	\$97,781	\$130,707
Senior Meter Services Coordinator	\$73,128	\$97,843
Senior Microbiologist	\$94,349	\$126,090
Senior Mobility Policy Engineer	\$106,174	\$162,616
Senior Mobility Policy Planner	\$85,558	\$114,369
Senior Network Administrator	\$85,558	\$114,369
Senior Operator	\$84,553	\$93,702
Senior PARIS Administrator	\$73,128	\$97,843

Position title	Minimum annual base rate	Maximum annual base rate
Senior Planner	\$85,135	\$128,548
Senior Planning and Policy Strategist	\$89,762	\$120,120
Senior Planning Services Technician	\$77,568	\$103,685
Senior Planning Technician	\$81,463	\$108,909
Senior Planning Technician 2	\$85,558	\$114,369
Senior Policy Analyst	\$77,568	\$103,685
Senior Process Accountant	\$73,128	\$97,843
Senior Public Space Policy Planner	\$85,558	\$114,369
Senior Recruitment Specialist*	\$68,741	\$105,040
Senior Regulatory Analyst	\$96,522	\$147,834
Senior Risk Analyst	\$81,463	\$108,909
Senior Risk Strategist	\$96,522	\$147,834
Senior Safety Codes Officer	\$94,349	\$126,090
Senior Safety Codes Officer Electrical	\$144,102	\$144,102
Senior Sales Agent	\$89,762	\$120,120
Senior Scheduler	\$76,725	\$114,222
Senior Security Systems Administrator	\$77,568	\$103,685
Senior Service Performance Research Analyst	\$85,558	\$114,369
Senior Signals Electrician/Technician Journeyperson	\$121,888	\$121,888
Senior Site Manager CH	\$77,568	\$103,685
Senior Soccer Centre Attendant	\$70,523	\$78,111
Senior Software Developer	\$77,568	\$103,685
Senior Storeman	\$78,707	\$97,157
Senior Strategic Planner	\$85,135	\$128,548
Senior Strategic Policy Advisor	\$85,135	\$128,548
Senior Strategist	\$96,522	\$147,834
Senior Supply Chain Data Strategist	\$89,762	\$120,120
Senior Surface Improvement Inspector	\$93,101	\$124,467
Senior Systems Administrator	\$77,568	\$103,685
Senior Systems Analyst	\$89,762	\$120,120
Senior Technical Advisor	\$96,522	\$147,834
Senior Technical Analyst	\$89,762	\$135,645
Senior Technician	\$77,568	\$103,685

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

Position title	Minimum annual base rate	Maximum annual base rate
Senior Traffic Engineering Technician	\$85,558	\$114,369
Senior Transit Design Technician	\$81,463	\$108,909
Senior Transit Planner	\$85,135	\$128,548
Senior Transportation Planning Technician	\$85,558	\$114,369
Senior Tribunal Clerk	\$73,128	\$97,843
Senior User Experience Architect (Pay Level 10)	\$77,568	\$103,685
Senior User Experience Architect (Pay Level 11)	\$81,463	\$108,909
Senior Utilities Technologist	\$85,558	\$114,369
Senior Water Management Development Coordinator	\$102,586	\$137,280
Senior Water Policy Planner	\$89,762	\$120,120
Senior Water Quality Monitoring Technician	\$85,558	\$114,369
Senior Water Resources Planner	\$89,762	\$120,120
Senior Watershed Biologist	\$98,935	\$132,369
Senior Works Inspector	\$88,650	\$118,498
Septic Dump Station Attendant	\$60,545	\$67,065
Sergeant Calgary Transit*	\$85,558	\$130,707
Sergeant*	\$81,463	\$124,467
Service Advisor	\$78,416	\$104,790
Service Camera Technician	\$73,736	\$98,654
Service Delivery Consultant	\$85,135	\$128,548
Service Performance Research Analyst	\$77,568	\$103,685
Service Quality Lead	\$76,725	\$114,222
Shipper Receiver	\$74,235	\$82,222
Shop Lead	\$131,789	\$131,789
Shop Technician	\$89,835	\$100,568
Shop Worker	\$70,523	\$78,111
Sign Manufacturer (Pay Level 2)	\$66,809	\$74,060
Sign Manufacturer (Pay Level 3)	\$70,523	\$78,111
Signals Electrician/Technician Journeyperson	\$112,861	\$112,861
Site Manager CH	\$68,741	\$91,910
Small Equipment Storeperson	\$69,243	\$92,602
Small Motor Mechanic	\$77,183	\$85,541
Soccer Centre Attendant	\$66,809	\$74,060

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

Position title	Minimum annual base rate	Maximum annual base rate
Social Programs Specialist	\$73,128	\$97,843
Social Research Policy Analyst	\$77,568	\$103,685
Social Research Policy Analyst CH	\$77,568	\$103,685
Social Support Worker	\$77,568	\$103,685
Social Worker	\$81,463	\$108,909
Special Projects Leader	\$96,522	\$147,834
Specifications Officer	\$151,902	\$151,902
Sports Coordinator	\$81,463	\$108,909
Staffing Liaison Coordinator	\$67,647	\$100,837
Storeperson	\$65,042	\$86,944
Storeworker*	\$69,389	\$85,675
Storeworker CH	\$70,523	\$78,111
Stormwater Pollution Prevention Specialist	\$85,558	\$114,369
Strategic Business Services Program Manager	\$107,411	\$168,991
Strategic Legislative Analyst	\$76,725	\$114,222
Strategic Relationship Coordinator	\$85,558	\$114,369
Strategy Consultant	\$85,135	\$128,548
Strategy Lead	\$96,522	\$147,834
Strategy Liaison	\$77,568	\$103,685
Streetlight Asset Management Specialist	\$81,463	\$108,909
Streetlight Design Coordinator	\$85,135	\$128,548
Streetlight Design Technician	\$85,558	\$114,369
Student at Law	\$42,050	\$85,135
Superintendent Commercial Collection	\$85,135	\$128,548
Superintendent Programs	\$85,135	\$128,548
Superintendent Residential Collection	\$85,135	\$128,548
Supervisor Ability Management	\$85,135	\$128,548
Supervisor Calgro Operations	\$85,135	\$128,548
Supervisor Contract Management Accountability	\$76,725	\$114,222
Supervisor Court Operations Support	\$67,647	\$100,837
Supervisor Customer Service and Communications Liaison	\$85,135	\$128,548
Supervisor Disposal Processing	\$67,647	\$100,837
Supervisor Mobility and Partnership	\$85,135	\$128,548

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

Position title	Minimum annual base rate	Maximum annual base rate
Supervisor Operational Liaison	\$85,135	\$128,548
Supervisor Parks Programs	\$85,135	\$128,548
Supervisor Photo Enforcement	\$67,647	\$100,837
Supervisor Sales Special Programs	\$76,725	\$114,222
Supervisor Service Counter	\$67,647	\$100,837
Supervisor Utility Line Assignment	\$85,135	\$128,548
Supervisor Volunteers and Bookings	\$85,135	\$128,548
Supervisor Web and Digital Projects	\$85,135	\$128,548
Supervisor Web Digital Development	\$85,135	\$128,548
Supervisor Workforce Planning	\$76,725	\$114,222
Supplier Support Advisor	\$60,588	\$81,026
Supply Chain Analyst	\$73,128	\$97,843
Supply Chain Data Analyst	\$77,568	\$103,685
Supply Chain Planner	\$85,558	\$114,369
Surface Improvements Inspector	\$88,650	\$118,498
Survey Coordinator	\$85,558	\$114,369
Survey Drafting Specialist	\$73,128	\$97,843
Survey Vehicle Equipment Coordinator	\$68,741	\$91,910
Surveyor	\$81,463	\$108,909
Surveyor Assistant	\$64,519	\$86,323
Sustainability Consultant	\$85,135	\$128,548
Swamper to Equipment Operator Loader	\$66,809	\$74,060
Swim and Lifesaving Instructor Trainer	\$70,523	\$78,111
Swim Instructor	\$70,523	\$78,111
Systems Administrator 1	\$73,128	\$97,843
Systems Administrator 2	\$85,558	\$129,129
Systems Administrator 3	\$85,135	\$128,548
Systems Control Coordinator	\$97,781	\$130,707
Systems Control Technician	\$93,101	\$124,467
Systems Electrical Control Technician	\$121,888	\$121,888
Systems Enhancement Lead	\$85,135	\$128,548
Tangible Capital Assets Finance Analyst	\$76,725	\$114,222
Tangible Capital Assets Financial Policy Consultant	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Tangible Capital Assets Reporting Lead	\$85,135	\$128,548
Tangible Capital Assets Strategic Business Analyst	\$77,568	\$103,685
Team Coordinator	\$96,522	\$147,834
Team Coordinator Safety and Training	\$96,522	\$147,834
Team Lead Accounts Payable	\$76,725	\$114,222
Team Lead Analytics	\$96,522	\$147,834
Team Lead Arts and Culture Development	\$96,522	\$147,834
Team Lead Booking and Registration	\$76,725	\$114,222
Team Lead Business Continuity and Emergency Management	\$96,522	\$147,834
Team Lead Business Enabling Services	\$96,522	\$147,834
Team Lead Business Intelligence and Data Governance	\$96,522	\$147,834
Team Lead Business Performance Meter	\$76,725	\$114,222
Team Lead Business Planning and Performance (Pay Level E)	\$85,135	\$128,548
Team Lead Business Planning and Performance (Pay Level F)	\$96,522	\$147,834
Team Lead Business Support	\$85,135	\$128,548
Team Lead Business Systems	\$96,522	\$147,834
Team Lead Business Technology	\$85,135	\$128,548
Team Lead Candidate Third Parties Call Center	\$85,135	\$128,548
Team Lead Capital Inspections	\$89,762	\$120,120
Team Lead Cash Processing	\$67,647	\$100,837
Team Lead Cathodic Protection	\$97,781	\$130,707
Team Lead Citizen Programs	\$85,135	\$128,548
Team Lead Close Protection and Intelligence	\$96,522	\$147,834
Team Lead Communication Funding Strategies	\$96,522	\$147,834
Team Lead Community Based Strategies	\$96,522	\$147,834
Team Lead Community Research Projects	\$96,522	\$147,834
Team Lead Community Social Development	\$96,522	\$147,834
Team Lead Contract Governance	\$96,522	\$147,834
Team Lead Customer Advocacy	\$85,135	\$128,548
Team Lead Customer Data Management	\$96,522	\$147,834
Team Lead Customer Relations and Agreements	\$96,522	\$147,834
Team Lead Customer Service	\$76,725	\$114,222
Team Lead Customer Solutions	\$77,568	\$103,685

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Cyber Security	\$96,522	\$147,834
Team Lead Data and Technology	\$96,522	\$147,834
Team Lead Data Strategies	\$96,522	\$147,834
Team Lead Demographics and Evaluation	\$96,522	\$147,834
Team Lead Design and Construction	\$85,135	\$128,548
Team Lead Dispatch	\$85,135	\$128,548
Team Lead Document and Records	\$85,135	\$128,548
Team Lead Employee Risk Management and Education	\$96,522	\$147,834
Team Lead Employee Support	\$85,135	\$128,548
Team Lead Employment Services	\$85,135	\$128,548
Team Lead Environmental Compliance	\$96,522	\$147,834
Team Lead Environmental Strategy	\$96,522	\$147,834
Team Lead Equity Program	\$96,522	\$147,834
Team Lead Facility Maintenance	\$85,135	\$128,548
Team Lead Facility Projects	\$85,135	\$128,548
Team Lead Fair Entry (Pay Level 12)	\$85,135	\$128,548
Team Lead Fair Entry (Pay Level E)	\$85,135	\$128,548
Team Lead Festival and Event Planning	\$96,522	\$147,834
Team Lead Film Permits and Services	\$85,135	\$128,548
Team Lead Fleet Maintenance	\$96,522	\$147,834
Team Lead Homelessness and Downtown Initiatives	\$96,522	\$147,834
Team Lead Indigenous Relations	\$96,522	\$147,834
Team Lead Industrial Monitoring	\$96,522	\$147,834
Team Lead Information Management	\$85,135	\$128,548
Team Lead Innovation Practice and Projects	\$85,135	\$128,548
Team Lead Investigations	\$96,522	\$147,834
Team Lead Justice Partnerships	\$85,135	\$128,548
Team Lead Key Accounts	\$85,135	\$128,548
Team Lead Laboratory Instrumentation	\$85,135	\$128,548
Team Lead Laboratory Operations	\$85,135	\$128,548
Team Lead Landfill Gas Operations	\$96,522	\$147,834
Team Lead Logistics	\$85,135	\$128,548
Team Lead Microbiology	\$85,135	\$128,548

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Neighbourhood Partnership Coordinator	\$96,522	\$147,834
Team Lead Operational Assurance	\$85,135	\$128,548
Team Lead Partner Capital Projects	\$96,522	\$147,834
Team Lead Performance Improvement	\$96,522	\$147,834
Team Lead Physical Security Risk Management	\$96,522	\$147,834
Team Lead Prevention Investments	\$96,522	\$147,834
Team Lead Project Controls	\$85,135	\$128,548
Team Lead Project Management	\$85,135	\$128,548
Team Lead Public Art	\$96,522	\$147,834
Team Lead Recreation Facilities	\$76,725	\$114,222
Team Lead Recreation Programs	\$85,135	\$128,548
Team Lead Recruitment and Hiring	\$85,135	\$128,548
Team Lead Revenue Streams	\$96,522	\$147,834
Team Lead Seniors Services Home Maintenance	\$85,135	\$128,548
Team Lead Service Improvements	\$85,135	\$128,548
Team Lead Service Planning	\$96,522	\$147,834
Team Lead Service Scheduling Calgary Transit Access	\$85,135	\$128,548
Team Lead Service Scheduling Public Transit	\$85,135	\$128,548
Team Lead Service Strategy	\$96,522	\$147,834
Team Lead Servicing and Improvement	\$85,135	\$128,548
Team Lead Social Programs	\$85,135	\$128,548
Team Lead Social Wellbeing Initiatives	\$96,522	\$147,834
Team Lead Specialized Transit Service Analytics	\$85,135	\$128,548
Team Lead Sport Partners	\$96,522	\$147,834
Team Lead Stormwater Pollution	\$96,522	\$147,834
Team Lead Strategic Planning and Employee Development	\$96,522	\$147,834
Team Lead Technical Security	\$96,522	\$147,834
Team Lead Technical Services	\$96,522	\$147,834
Team Lead Technical Training	\$85,135	\$128,548
Team Lead Training	\$85,135	\$128,548
Team Lead Training and Compliance	\$85,135	\$128,548
Team Lead Transit Operational Performance	\$85,135	\$128,548
Team Lead Vehicles and Equipment	\$76,725	\$114,222

Position title	Minimum annual base rate	Maximum annual base rate
Team Lead Voting Opportunities	\$85,135	\$128,548
Team Lead Warehousing	\$76,725	\$114,222
Team Lead Water Facilities	\$85,135	\$128,548
Team Lead Water Quality Monitoring	\$85,135	\$128,548
Team Lead Watershed Resiliency	\$96,522	\$147,834
Team Lead Youth Employment	\$85,135	\$128,548
Team Leader Corporate Accounts Receivable	\$77,568	\$103,685
Team Leader Corporate Billing	\$77,568	\$103,685
Team Leader Corporate Cash Payments	\$76,725	\$114,222
Team Leader Corporate Credit and Collections	\$81,463	\$108,909
Team Leader Fleet	\$85,135	\$128,548
Team Leader Manufacturing	\$85,135	\$128,548
Team Leader Technology and Information	\$85,135	\$128,548
Technical Advisor	\$81,227	\$108,654
Technical Analyst	\$73,128	\$97,843
Technical Assistant	\$94,557	\$105,851
Technical Coordinator	\$102,586	\$137,280
Technical Lead Planner	\$85,135	\$128,548
Technical Services Coordinator CH	\$85,135	\$128,548
Technical Services Officer	\$151,902	\$151,902
Technical Teams Coordinator	\$166,379	\$166,379
Technical Writer (Pay Level 7)	\$64,519	\$86,323
Technical Writer (Pay Level 8)	\$68,741	\$91,910
Technical Writer (Pay Level 9)	\$73,128	\$97,843
Technical Writer (Pay Level 10)	\$77,568	\$103,685
Technical Writing and Media Specialist	\$73,128	\$97,843
Technology Coordinator CH	\$85,135	\$128,548
Telecommunications Specialist	\$68,741	\$91,910
Telecommunications Technologist (Pay Level 10)	\$77,568	\$103,685
Telecommunications Technologist (Pay Level 11)	\$81,463	\$108,909
Telephone Services and Dispatch Operator	\$65,781	\$87,972
Temporary Employment Services Agency Coordinator	\$76,725	\$114,222
Tire Repair Person	\$71,094	\$79,602

Position title	Minimum annual base rate	Maximum annual base rate
Tire Repair Person Lead Hand	\$78,374	\$87,714
Trace Analyst	\$77,568	\$103,685
Track Maintainer	\$73,528	\$82,451
Trackman	\$68,765	\$76,939
Trade Support Foreman	\$74,235	\$91,666
Trades Foreman	\$85,135	\$128,548
Traffic Collision Analyst Technician	\$81,463	\$108,909
Traffic Control and Parking Coordinator	\$85,135	\$128,548
Traffic Control and Parking Lead	\$106,174	\$162,616
Traffic Engineering Technician 1*	\$68,741	\$105,040
Traffic Engineering Technician 2	\$81,463	\$108,909
Traffic Leader Technical Service Delivery	\$96,522	\$147,834
Traffic Operations Supervisor	\$85,135	\$128,548
Traffic Signals Technician	\$73,128	\$97,843
Training Lead (Pay Level D)	\$76,725	\$114,222
Training Lead (Pay Level E)	\$85,135	\$128,548
Training Officer	\$81,245	\$90,043
Training Specialist (Pay Level 7)	\$64,337	\$86,031
Training Specialist (Pay Level 8)	\$68,741	\$91,910
Training Specialist (Pay Level 9)*	\$73,128	\$111,821
Training Specialist (Pay Level 10)	\$77,568	\$103,685
Training Specialist (Pay Level 11)	\$81,463	\$108,909
Training Specialist (Pay Level 12)	\$85,558	\$114,369
Transit Employee Support Supervisor	\$76,725	\$114,222
Transit GIS and Research Specialist	\$81,463	\$108,909
Transit Operations Supervisor	\$85,322	\$114,041
Transit Operator*	\$50,918	\$79,560
Transit Planner	\$81,463	\$108,909
Transit Planning Technician	\$68,741	\$91,910
Transit Scheduler	\$72,982	\$97,625
Transit Training Officer	\$67,647	\$100,837
Transportation Education Planner Specialist	\$77,568	\$103,685
Transportation Environmental Technologist	\$85,558	\$114,369

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

Position title	Minimum annual base rate	Maximum annual base rate
Transportation Planner	\$85,135	\$128,548
Treasury Operations Lead	\$89,762	\$120,120
Tribunal Analyst	\$73,128	\$97,843
Tribunal Coordinator	\$85,135	\$128,548
Truck and Transport Apprentice	\$68,806	\$106,122
Truck and Transport Mechanic Journeyperson 1	\$94,557	\$111,696
Truck and Transport Mechanic Journeyperson 2	\$99,278	\$116,688
Truck Driver Aerial	\$70,523	\$78,111
Truck Driver Move	\$70,523	\$78,111
Truck Driver Tandem (Pay Level 1)	\$60,545	\$67,065
Truck Driver Tandem (Pay Level 2)	\$66,809	\$74,060
Ultra Violet Specialist	\$74,235	\$91,666
United Way Employee Program Lead	\$85,558	\$114,369
Urban Conservation Lead	\$96,522	\$147,834
Urban Conservation Supervisor	\$85,135	\$128,548
Urban Forestry Field Coordinator	\$77,568	\$103,685
Urban Forestry Lead	\$96,522	\$147,834
Urban Forestry Superintendent	\$85,135	\$128,548
Urban Forestry Technician	\$81,463	\$108,909
Urban Forestry Technician Supervisor	\$85,135	\$128,548
Urban Strategy Lead	\$96,522	\$147,834
User Experience Architect	\$73,128	\$97,843
Utilities Call Centre Coordinator	\$81,463	\$108,909
Utilities Planning Specialist	\$77,568	\$103,685
Utility Coordinator	\$85,135	\$128,548
Utility Damage Prevention Coordinator	\$77,183	\$85,541
Utility Inspector	\$88,650	\$118,498
Utility Worker	\$66,809	\$74,060
Valuation Specialist	\$89,762	\$120,120
Vehicle and Front Line Operations Supervisor	\$85,135	\$128,548
Vehicle-for-Hire Licensing Representative	\$64,519	\$86,323
Veterinarian	\$85,135	\$128,548
Veterinary Assistant	\$70,523	\$78,111

Position title	Minimum annual base rate	Maximum annual base rate
Vice President Asset Management and Development CH	\$131,575	\$209,747
Vice President Business Strategy CH	\$121,267	\$193,315
Vice President Chief Finance and Risk Officer CH	\$121,267	\$193,315
Vice President Customer Experience CH	\$107,411	\$168,991
Vice President Portfolio Management and Executive Operating Officer CH	\$107,411	\$168,991
Video Analyst	\$67,647	\$100,837
Video Design Specialist	\$77,568	\$103,685
Video Operator Mainline	\$70,523	\$78,111
Visualization Data Strategist	\$81,463	\$108,909
Vocational Rehabilitation Analyst	\$77,568	\$103,685
Vocational Rehabilitation Consultant	\$85,558	\$114,369
Volunteer Coordinator	\$73,128	\$97,843
Waste and Recycling Educator	\$68,741	\$91,910
Waste Diversion Specialist	\$85,558	\$114,369
Waste Officer	\$85,558	\$114,369
Water Educator	\$60,588	\$81,026
Water Facilities Worker	\$70,523	\$78,111
Water Management Control Coordinator	\$97,781	\$130,707
Water Management Development Coordinator	\$88,650	\$118,498
Water Management Lead	\$96,522	\$147,834
Water Management Superintendent	\$85,135	\$128,548
Water Management Technician	\$77,568	\$103,685
Water Quality Monitoring Technician	\$73,128	\$97,843
Water Resources Planner	\$81,463	\$108,909
Waterjet Operator	\$74,235	\$82,222
Web Designer	\$68,614	\$91,692
Welder Journeyperson*	\$94,557	\$105,851
Wellness Administrator	\$68,741	\$91,910
Wellness Medical Administrator	\$68,741	\$91,910
Wetland Specialist	\$85,558	\$114,369
Whistleblower Program Investigator	\$85,135	\$128,548
Whistleblower Program Manager	\$96,522	\$147,834
Workforce Coordinator	\$68,741	\$91,910

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

Position title	Minimum annual base rate	Maximum annual base rate
Workforce Management Coordinator	\$77,568	\$103,685
Workforce Management Lead (Pay Level E)	\$85,135	\$128,548
Workforce Management Lead (Pay Level F)	\$96,522	\$147,834
Workforce Planning Analyst	\$76,725	\$114,222
Working Foreman/Lead Hand	\$127,982	\$127,982
Workplace Support Consultant	\$81,227	\$108,654
Workplace Wellbeing Coordinator	\$68,741	\$91,910
Works Inspector	\$73,128	\$97,843
Workspace Designer	\$73,128	\$97,843
Yard Custodian Lead Hand	\$81,245	\$90,043
Youth Employment Counsellor	\$73,128	\$97,843
Zone Superintendent	\$85,135	\$128,548
Zookeeper 1	\$70,325	\$77,958
Zookeeper 2	\$74,235	\$82,222

Pensions

City of Calgary Pension Plans

Local Authorities Pension Plan (LAPP)

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

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

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

LAPP 2025 contribution rates

Members' rate up to YMPE	7.45% of annual earnings
Members' rate over YMPE	10.65% of annual earnings
Employers' rate up to YMPE	8.45% of annual earnings
Employers' rate over YMPE	11.65% of annual earnings
2025 YMPE	\$71,300
2025 Income Tax Act Salary Cap	\$209,223.50

For more information: www.lapp.ca/

Supplementary Pension Plan (SPP)

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

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

SPP 2025 contribution rates

Members' rate	1.94% of annual earnings
City rate	2.37% of annual earnings
2025 Income Tax Act Salary Cap	\$187,833.50

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 2025 contribution rates

Members' rate	2.55% of annual earnings
City rate	3.12% of annual earnings
2025 Income Tax Act Salary Cap	\$209,223.50

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 2025 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$3,600/year as per Jan 1, 2025	No Contributions	\$3,600/year as per Jan 1, 2025
Extended Health Level 2	\$8.20 biweekly	\$99.80 biweekly	\$16.40 biweekly	\$199.60 biweekly
Dental Level 1	No contributions	\$1,300/year as per Jan 1, 2025	No contributions	\$1,300/year as per Jan 1, 2025
Dental Level 2	\$3.00 biweekly	\$31.60 biweekly	\$6.00 biweekly	\$63.20 biweekly
Dental Level 3	\$18.40 biweekly	\$31.60 biweekly	\$36.80 biweekly	\$63.20 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.06185/\$1000 biweekly	
Optional Life Insurance	100% employee paid (rates)		No contributions	
Optional Critical Illness	100% employee paid (rates)		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary (to a maximum duration of 119 days)	
Long Term Disability	1.90% of biweekly salary as of Jan 1, 2025		No contributions	

For more information: calgary.ca/benefits

Calgary Firefighters Benefit Plan

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

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

Firefighter 2025 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$19.82 biweekly	\$46.26 biweekly	\$54.40 biweekly	\$126.94 biweekly
Dental	\$6.05 biweekly	\$24.18 biweekly	\$18.18 biweekly	\$72.70 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	1.350% of biweekly salary		No contributions	

For more information: calgary.ca/benefits

Perquisites

Flexible Spending Account

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

Level	Salary Range	Annual Credit Amount
Level 1	Exempt Level F	\$1,000
Level 2	Exempt Level G or H	\$2,000
Level 3	Director, General Manager, Chief Operating Officer and Chief Administrative Officer	\$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, Chief Operating Officer and Chief Administrative Officer are eligible for an annual flat rate car allowance. The current rates are:

Director	\$4,800
General Manager, Chief Operating Officer and Chief Administrative Officer	\$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, Chief Operating Officer and Chief Administrative Officer are paid this allowance at a rate of \$2,400/year.

Executive Health Assessment

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

Parking

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