

Position	Division	Week	Step		01-Jan-20		01-Jan-21		01-Jan-22		01-Jan-23											
					Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate										
GRADE 6																						
Executive Assistant to the CAO & Corporate Communications Assistant	Chief Administrative Officer	35	Start Rate 0 mths.	4%	\$67,945	\$37.047	\$69,136	\$37.841	\$70,449	\$38.708	\$71,788	\$39.444										
Museum Curator	Community Development & Partnerships	35	12 mths.	4%	\$70,663	\$38.529	\$71,901	\$39.355	\$73,267	\$40.257	\$74,660	\$41.022										
Senior Financial Analyst	Finance	35	24 mths.	4%	\$73,490	\$40.071	\$74,777	\$40.929	\$76,198	\$41.867	\$77,646	\$42.663										
Coordinator, HRMS / Benefits	Human Resources	35	Job Rate 36 mths.	4%	\$76,430	\$41.674	\$77,768	\$42.566	\$79,246	\$43.542	\$80,752	\$44.369										
Coordinator, HR Planning & Analysis	Human Resources	35																				
Coordinator, Payroll Services	Human Resources	35																				
Desktop Support	Information Systems	35																				
Database Administrator / Application Support	Information Systems	35																				
Coordinator, Systems Support	Information Systems	35																				
Network Support Analyst	Information Systems	35																				
Developer / Software Analyst	Information Systems	35																				
Asset Management Analyst	Facilities Capital & Asset Management	35																				
Purchasing Coordinator	Legal & Support Services	35																				
Coordinator, Emergency Management /Fire Education	Emergency Services	35																				
Community Partnerships Liaison	Community Development & Partnerships	35																				
GRADE 7																						
Senior Community Partnerships Liaison	Community Development & Partnerships	35	Start Rate 0 mths.	4%	\$77,457	\$42.234	\$78,812	\$43.137	\$80,310	\$44.126	\$81,836	\$44.965										
Supervisor, Community Programs & Events	Community Development & Partnerships	35	12 mths.	4%	\$80,555	\$43.923	\$81,964	\$44.863	\$83,522	\$45.891	\$85,109	\$46.763										
Supervisor, Heritage and Culture	Community Development & Partnerships	35	24 mths.	4%	\$83,777	\$45.680	\$85,243	\$46.657	\$86,863	\$47.727	\$88,513	\$48.634										
SCADA Coordinator	Engineering Services	35	Job Rate 36 mths.	4%	\$87,128	\$47.507	\$88,653	\$48.524	\$90,337	\$49.636	\$92,053	\$50.579										
Supervisor, Dietary Services	Grandview Lodge	35																				
Supervisor, Programs & Support	Grandview Lodge	35																				
Property Coordinator	Legal & Support Services	35																				
Assistant Director of Nursing	Grandview Lodge	35																				
GRADE 8																						
Supervisor	Building & Municipal Enforcement	35											Start Rate 0 mths.	4%	\$82,879	\$45.190	\$84,330	\$46.158	\$85,931	\$47.215	\$87,564	\$48.112
Deputy Clerk / POA Supervisor	Citizen & Legislative Services	35	12 mths.	4%	\$86,194	\$46.998	\$87,703	\$48.004	\$89,368	\$49.103	\$91,067	\$50.037										
Project Manager, Forestry	Facilities, Parks, Cemeteries & Forestry Operations	35	24 mths.	4%	\$89,642	\$48.878	\$91,211	\$49.924	\$92,943	\$51.068	\$94,710	\$52.038										
Project Manager, Municipal Infrastructure	Engineering Services	35	Job Rate 36 mths.	4%	\$93,228	\$50.833	\$94,859	\$51.921	\$96,661	\$53.110	\$98,498	\$54.120										
Project Manager, Municipal Drains	Engineering Services	35																				
Supervisor, Solid Waste Operations	Solid Waste Operations	35																				
Supervisor, W&WW Compliance	Environmental Operations	35																				
Supervisor, Facilities, Parks, Cemeteries & Forestry Operations	Facilities, Parks, Cemeteries & Forestry Operations	35																				
Project Manager, Facilities Infrastructure	Facilities Capital & Asset Management	35																				
Supervisor, Accounting Services	Finance	35																				
Supervisor, Budgets & Financial Reporting	Finance	35																				
Supervisor, Facility Operations*	Grandview Lodge	35																				
Supervisor, Development Services	Planning & Development	35																				
Supervisor	Roads Operations	35																				
Supervisor, Fleet	Fleet Operations	35																				
Supervisor, Risk Management & Legal Services	Legal & Support Services	35																				
Supervisor, Employee Wellness & Development	Human Resources	35																				
Supervisor, Labour Relations and Employment Law	Human Resources	35																				

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GRADE 15												
<i>Currently no positions in this grade</i>		35	Start Rate 0 mths.	4%	\$151,069	\$82.371	\$153,713	\$84.134	\$156,633	\$86.062	\$159,610	\$87.698
			12 mths.	4%	\$157,112	\$85.666	\$159,862	\$87.500	\$162,898	\$89.504	\$165,994	\$91.205
			24 mths.	4%	\$163,396	\$89.093	\$166,256	\$90.999	\$169,414	\$93.085	\$172,634	\$94.854
			Job Rate 36 mths.	4%	\$169,932	\$92.656	\$172,906	\$94.639	\$176,191	\$96.808	\$179,539	\$98.648
GRADE 16												
<i>Currently no positions in this grade</i>			Start Rate 0 mths.	4%	\$161,644	\$88.137	\$164,472	\$90.023	\$167,597	\$92.086	\$170,782	\$93.836
			12 mths.	4%	\$168,110	\$91.663	\$171,051	\$93.624	\$174,301	\$95.770	\$177,613	\$97.590
			24 mths.	4%	\$174,834	\$95.329	\$177,893	\$97.369	\$181,273	\$99.601	\$184,717	\$101.493
			Job Rate 36 mths.	4%	\$181,827	\$99.142	\$185,009	\$101.264	\$188,524	\$103.585	\$192,106	\$105.553
GRADE 17												
Chief Administrative Officer	CAO's Office	35	Start Rate 0 mths.	4%	\$172,959	\$94.307	\$175,986	\$96.325	\$179,330	\$98.533	\$182,737	\$100.405
			12 mths.	4%	\$179,877	\$98.079	\$183,025	\$100.178	\$186,503	\$102.474	\$190,046	\$104.421
			24 mths.	4%	\$187,072	\$102.002	\$190,346	\$104.185	\$193,963	\$106.573	\$197,648	\$108.598
			Job Rate 36 mths.	4%	\$194,555	\$106.082	\$197,960	\$108.352	\$201,721	\$110.836	\$205,554	\$112.942
* Male Comparators for the purpose of Pay Equity												
On Call												
Rate for Designated Positions	various				\$1.750		\$1.800		\$1.850		\$1.900	