



# 2024 Compensation Disclosure List

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# Background

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

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

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

## How pay is determined

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### Our compensation philosophy

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

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

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

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

# How pay increases are awarded

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

Exempt (non-union) positions are typically managerial and not governed by collective agreements. Each year, the performance of exempt employees is reviewed in relation to The City’s business goals. In years where a salary increase budget has been approved and they have met their goals, exempt employees may be given a salary increase within the salary range for their position. Salary ranges for exempt employees may be found at [2024 Exempt Salary Structures](#).

## 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

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- The position and salary information is effective 2024 May 15 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 “CHC” reflect those reporting into Calgary Housing Company.

- The following employee groups are excluded from the list:

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

# Compensation Disclosure List

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Position title	Minimum annual base rate	Maximum annual base rate
311 Business Advisor	\$76,604	\$102,411
311 Coordinator	\$83,059	\$125,413
311 Subject Matter Expert	\$56,966	\$76,185
911 Assistant Chief	\$94,168	\$144,228
911 Emergency Communications Coordinator	\$83,059	\$125,413
911 Support Analyst	\$76,604	\$121,430
Ability Advisor	\$68,778	\$92,001
Access Calgary Scheduler	\$65,997	\$98,378
Access to Information and Investigations Analyst	\$80,444	\$107,544
Accessibility Strategist	\$76,604	\$102,411
Accessible Services Operator Trainee	\$47,970	\$47,970
Accessible Services Operator*	\$45,146	\$61,757
Account Administrator	\$60,661	\$81,172
Account Management Coordinator	\$64,628	\$86,432
Accounts Payable Analyst	\$56,966	\$76,185
Accounts Receivable Analyst	\$60,661	\$81,172
Acquisition Specialist	\$72,946	\$97,497
Addressing Analyst	\$64,628	\$86,432
Addressing Planning Analyst	\$72,946	\$97,497
Adjunct Training Officer	\$140,774	\$140,774
Administration Leader	\$83,059	\$125,413
Administrative Lead	\$94,168	\$144,228
Administrative Support (Pay Level 3)	\$45,318	\$60,606
Administrative Support (Pay Level 4)	\$49,140	\$65,902
Administrative Support (Pay Level 5)	\$53,381	\$71,526
Administrative Support (Pay Level 6)*	\$56,820	\$87,069
Administrative Support (Pay Level 7)	\$60,661	\$81,172
Administrative Support (Pay Level 8)	\$64,628	\$86,432
Administrative Support (Pay Level 9)	\$68,778	\$92,001
Administrative Support (Pay Level B)	\$54,406	\$80,965

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Administrative Support (Pay Level C)	\$65,997	\$98,378
Administrative Support (Pay Level D)	\$74,854	\$111,436
Administrative Support CHC (Pay Level 4)	\$49,322	\$65,902
Administrative Support CHC (Pay Level 5)	\$53,526	\$71,526
Administrative Support CHC (Pay Level 6)	\$56,966	\$76,185
Administrative Support CHC (Pay Level 7)	\$60,661	\$81,172
Administrative Support CHC (Pay Level 8)	\$64,628	\$86,432
Administrative Support Supervisor (Pay Level C)	\$65,997	\$98,378
Administrative Support Supervisor (Pay Level D)	\$74,854	\$111,436
Administrative Support Supervisor CHC	\$74,854	\$111,436
Advanced Metering Infrastructure Program Manager	\$94,168	\$144,228
Affordable Housing Customer Coordinator	\$80,444	\$107,544
Alterations Specialist	\$65,104	\$87,069
Analytical Chemist	\$84,412	\$112,949
Animal Behaviour Coordinator	\$83,366	\$111,426
Animal Care Specialist	\$69,805	\$77,314
Animal Health Technologist	\$72,946	\$97,497
Anti-Racism Consultant	\$76,604	\$102,411
Anti-Racism Strategic Advisor	\$76,604	\$102,411
Anti-Racism Strategic Advisor CHC	\$76,604	\$102,411
Appeals Specialist	\$72,946	\$97,497
Appliance Service Technician CHC	\$66,315	\$73,448
Application Administrator (Pay Level 9)	\$68,778	\$92,001
Application Administrator (Pay Level 11)	\$76,604	\$102,411
Application Analyst	\$76,604	\$102,411
Application Analyst CHC	\$76,604	\$102,411
Application Data Analyst	\$72,946	\$97,497
Application Support Analyst	\$68,778	\$92,001
Applications and Inquiries Coordinator	\$83,059	\$125,413
Applications Processing Representative	\$60,661	\$81,172
Applications Support Analyst	\$68,778	\$92,001
Appraiser	\$68,778	\$92,001
Approvals Coordinator	\$83,059	\$125,413
Aquatics Lead Attendant	\$72,578	\$80,443



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Architect	\$83,059	\$125,413
Archivist	\$76,604	\$102,411
Arena and Athletic Park Attendant	\$66,315	\$73,448
Art Centre Specialist	\$60,661	\$81,172
Arts and Culture Strategist	\$80,444	\$107,544
Asphalt and Crusher Plant Technician	\$72,946	\$97,497
Assessment and Tax Assistant	\$45,427	\$60,752
Assessor	\$68,778	\$92,001
Asset Administrator 1	\$56,966	\$76,185
Asset Administrator 2	\$64,628	\$86,432
Asset Analyst	\$68,778	\$92,001
Asset Coordinator	\$72,946	\$97,497
Asset Management Analyst	\$74,854	\$111,436
Asset Management GIS Analyst	\$72,946	\$97,497
Asset Management Lead	\$83,059	\$125,413
Asset Management Strategist CHC	\$72,946	\$97,497
Asset Management Technician (Pay Level 9)	\$68,778	\$92,001
Asset Management Technician (Pay Level 10)	\$72,946	\$97,497
Asset Management Technologist (Pay Level 8)	\$64,628	\$86,432
Asset Management Technologist (Pay Level 10)	\$72,946	\$97,497
Asset Systems Coordinator	\$83,059	\$125,413
Assistant Deputy Chief	\$94,168	\$144,228
Assistant Director	\$174,525	\$205,303
Assistant Director Elections and Strategic Engagement	\$104,791	\$164,869
Assistant Roadmaster	\$73,694	\$82,472
Associate Assessor	\$80,444	\$107,544
Associate Economist	\$74,854	\$111,436
Attendance Management Analyst	\$64,628	\$86,432
Attendance Management Consultant	\$64,628	\$86,432
Audit Manager Information Technology	\$104,791	\$164,869
Auto Body Serviceman	\$66,144	\$73,299
Auto Body Technician Apprentice	\$70,658	\$94,557
Auto Body Technician Journeyman 1	\$88,920	\$99,528
Auto Body Technician Journeyman 2	\$93,371	\$104,499

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Automotive Mechanic Journeyperson 1	\$88,920	\$99,528
Automotive Mechanic Journeyperson 2	\$93,371	\$104,499
Automotive Service Technician	\$89,856	\$99,528
Automotive Service Worker 2	\$69,805	\$77,314
Banking and Payments Analyst	\$64,628	\$86,432
Banking Lead	\$83,059	\$125,413
Battalion Chief	\$177,668	\$177,668
Benefits and Pensions Financial Specialist	\$76,604	\$102,411
Benefits Pay Administrator	\$64,628	\$86,432
Billing Analyst	\$60,661	\$81,172
Boom Truck Operator Journeyperson	\$66,315	\$73,448
Bridge Operations Technologist	\$76,604	\$102,411
Budget and Financing Analyst	\$74,854	\$111,436
Building Automation Technician	\$80,444	\$107,544
Building Inventory Technician	\$72,946	\$97,497
Building Maintenance Lead Hand	\$72,578	\$80,443
Building Maintenance Lead Hand CHC	\$72,578	\$80,443
Building Maintenance Service Coordinator CHC	\$83,059	\$125,413
Building Maintenance Worker (Pay Level 2)	\$62,837	\$69,634
Building Maintenance Worker (Pay Level 3)*	\$66,315	\$77,314
Building Maintenance Worker CHC	\$66,315	\$73,448
Business Analyst (Pay Level 9)	\$68,778	\$92,001
Business Analyst (Pay Level 10)	\$72,946	\$97,497
Business Analyst (Pay Level 11)	\$76,604	\$102,411
Business Analyst (Pay Level D)	\$74,854	\$111,436
Business Analyst (Pay Level E)	\$83,059	\$125,413
Business Analyst CHC (Pay Level 6)	\$56,966	\$76,185
Business Analyst CHC (Pay Level 8)	\$64,628	\$86,432
Business Analyst CHC (Pay Level 11)	\$76,604	\$102,411
Business and Asset Strategies Lead	\$94,168	\$144,228
Business and Data Analyst (Pay Level 8)	\$64,628	\$86,432
Business and Data Analyst (Pay Level 10)	\$72,946	\$97,497
Business and Local Economy Strategic Consultant	\$83,059	\$125,413

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Business and Operations Specialist	\$80,444	\$107,544
Business and Policy Planner (Pay Level 11)	\$76,604	\$102,411
Business and Policy Planner (Pay Level 13)	\$84,412	\$112,949
Business and Policy Planner (Pay Level E)	\$83,059	\$125,413
Business and Policy Planning Lead	\$94,168	\$144,228
Business Application Coordinator	\$83,059	\$125,413
Business Approvals Representative	\$64,628	\$86,432
Business Change and Process Analyst CHC	\$84,412	\$112,949
Business Change and Process Consultant	\$83,059	\$125,413
Business Change and Process Specialist	\$83,059	\$125,413
Business Change and Process Specialist CHC	\$72,946	\$97,497
Business Continuity and Emergency Planner	\$83,059	\$125,413
Business Continuity and Recovery Planner	\$83,059	\$125,413
Business Coordinator	\$83,059	\$125,413
Business Improvement Area Coordinator	\$68,778	\$92,001
Business Improvement Strategist	\$76,604	\$102,411
Business Information Analyst	\$72,946	\$97,497
Business Intake Coordinator	\$64,628	\$86,432
Business Liaison	\$64,628	\$86,432
Business Local Economy Analyst	\$72,946	\$97,497
Business Operations Administrator	\$64,628	\$86,432
Business Operations Analyst	\$68,778	\$92,001
Business Operations Supervisor	\$83,059	\$125,413
Business Partner Workplace Solutions	\$94,168	\$144,228
Business Performance Analyst (Pay Level 9)	\$68,778	\$92,001
Business Performance Analyst (Pay Level 10)	\$72,946	\$97,497
Business Performance Strategist	\$76,604	\$102,411
Business Performance Team Lead	\$83,059	\$125,413
Business Planner CHC	\$76,604	\$102,411
Business Process Analyst	\$76,604	\$102,411
Business Safety Peace Officer	\$76,604	\$102,411
Business Strategies Advisor	\$72,946	\$97,497
Business Strategist (Pay Level 11)	\$76,604	\$102,411
Business Strategist (Pay Level 12)	\$80,444	\$107,544

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Business Strategist (Pay Level 14)	\$88,725	\$118,573
Business Strategist (Pay Level E)	\$83,059	\$125,413
Business Strategist CHC	\$80,444	\$107,544
Business Support Specialist	\$76,604	\$102,411
Business Support Team Lead	\$76,604	\$102,411
Business Support Technical Analyst	\$72,946	\$97,497
Business Systems Steward	\$68,778	\$92,001
Business Systems Technologist	\$68,778	\$92,001
Business Technology Analyst (Pay Level 10)	\$72,946	\$97,497
Business Technology Analyst (Pay Level 11)	\$76,604	\$102,411
Business Technology Coordinator	\$76,604	\$102,411
Business Technology Technologist	\$68,778	\$92,001
Buyer	\$68,778	\$96,624
Buyer Assistant	\$56,966	\$76,185
Buyer Assistant CHC	\$56,966	\$76,185
Bylaw Property Custodian	\$60,661	\$81,172
Calgary After School Community Liaison	\$76,604	\$102,411
Calgary Transit Relations Specialist	\$76,604	\$102,411
Calgro Driver/Operator 2	\$66,315	\$73,448
Capacity Specialist	\$83,059	\$125,413
Capital Accountant	\$72,946	\$97,497
Capital Construction Coordinator	\$91,936	\$122,907
Capital Delivery Coordinator	\$83,059	\$125,413
Capital Investment Consultant	\$83,059	\$125,413
Capital Portfolio Advisor	\$68,778	\$92,001
Capital Portfolio Lead	\$83,059	\$125,413
Carpenter Journey person*	\$85,363	\$99,528
Cart Maintenance Man	\$62,837	\$69,634
Cash Control Analyst	\$60,661	\$81,172
Cash Processor	\$61,006	\$81,557
Category Management Specialist	\$80,444	\$118,282
Cemeteries Administrative Coordinator	\$68,778	\$92,001
Cemeteries Lead	\$94,168	\$144,228

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Cemeteries Operations Superintendent	\$83,059	\$125,413
Cemetery Salesperson	\$64,628	\$86,432
Cemetery Worker	\$62,837	\$69,634
Chief Administrative Officer	\$265,000	\$350,000
Chief Calgary Emergency Agency and 9-1-1	\$118,309	\$188,600
Chief Community Standards	\$118,309	\$188,600
Chief Engineer/Director Business and Engineering Services	\$140,000	\$213,000
Chief Executive Officer Green Line	\$203,500	\$343,000
Chief Finance and Risk Officer CHC	\$104,791	\$164,869
Chief Financial Officer/General Manager Corporate Planning and Financial Services	\$203,500	\$343,000
Chief Fire Mechanic	\$154,981	\$154,981
Chief Human Resources Officer	\$166,000	\$256,000
Chief Information Technology Officer	\$166,000	\$256,000
Chief of Staff CHC	\$83,059	\$125,413
Chief of Staff Chief Administrative Office	\$140,000	\$213,000
Chief Operating Officer	\$203,500	\$343,000
Chief Operating Officer Green Line	\$203,500	\$343,000
Chief Public Vehicles Standards	\$118,309	\$188,600
Chief Security Officer	\$140,000	\$213,000
Circulations Strategist	\$83,059	\$125,413
Citizen Recognition Events and Protocol	\$64,628	\$86,432
City Archives Coordinator	\$83,059	\$125,413
City Cash Controller	\$83,059	\$125,413
City Solicitor and General Counsel/General Manager Law, Legislative Services and Security	\$203,500	\$343,000
City Treasurer/Deputy Chief Financial Officer	\$166,000	\$256,000
Civic Partnership Consultant	\$83,059	\$125,413
Civil Works Senior Manager	\$104,791	\$164,869
Claims Adjuster	\$68,778	\$92,001
Climate Governance Strategist	\$80,444	\$107,544
Close Protection Specialist	\$74,854	\$111,436
Clubhouse Coordinator	\$70,168	\$93,840
Collections Officer	\$68,778	\$92,001
Commercial Leasing Agent	\$80,444	\$107,544

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Commissary Keeper	\$66,144	\$73,299
Commissioning Project Operator	\$83,366	\$111,426
Communications Advisor CHC	\$76,604	\$102,411
Communications and Information Lead	\$94,168	\$144,228
Communications and Marketing Advisor	\$76,604	\$102,411
Communications Consultant	\$74,854	\$111,436
Communications Consultant CHC	\$74,854	\$111,436
Communications Strategist	\$80,444	\$107,544
Communications Team Supervisor	\$83,059	\$125,413
Community and Program Development Worker	\$72,946	\$97,497
Community Development Specialist CHC	\$76,604	\$102,411
Community Liaison	\$68,778	\$92,001
Community Parks Initiatives Lead	\$94,168	\$144,228
Community Partnership Coordinator CHC	\$83,059	\$125,413
Community Peace Officer	\$72,946	\$97,497
Community Relations Strategist	\$80,444	\$107,544
Community Safety Officer	\$140,774	\$140,774
Community Safety Program Coordinator	\$68,778	\$92,001
Community Shuttle Operator	\$51,753	\$51,753
Complex Coordinator	\$74,854	\$111,436
Compliance Officer	\$83,366	\$111,426
Compliance Process Specialist	\$60,661	\$81,172
Compliance Standards Specialist CHC	\$76,604	\$102,411
Computerized Maintenance Management System Specialist	\$72,946	\$97,497
Confined Entry Operator	\$66,315	\$73,448
Construction Coordinator Fibre Optics	\$83,059	\$125,413
Construction Services Estimator	\$80,444	\$107,544
Construction Supervisor	\$83,059	\$125,413
Container Maintenance Worker	\$62,837	\$69,634
Contract and Billing Coordinator	\$60,661	\$81,172
Contract Coordinator	\$64,628	\$86,432
Contract Inspector	\$87,547	\$117,042
Contract Management Specialist	\$72,946	\$97,497
Control System Services Leader	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Control System Services Planning Lead	\$83,059	\$125,413
Control Systems Technologist	\$72,946	\$97,497
Coordinator Animal Care and Clinic Services	\$74,854	\$111,436
Coordinator Approvals Coordination and Planning Advisory	\$94,168	\$144,228
Coordinator Attendance Management	\$83,059	\$125,413
Coordinator Business and Technology Development	\$104,791	\$164,869
Coordinator Business Information	\$94,168	\$144,228
Coordinator Business Management	\$94,168	\$144,228
Coordinator Canada Task Force 2	\$94,168	\$144,228
Coordinator City Planning Policy	\$94,168	\$144,228
Coordinator Community Business Relations	\$83,059	\$125,413
Coordinator Community Planning	\$94,168	\$144,228
Coordinator Community Safety	\$154,190	\$154,190
Coordinator Court and CPIC	\$74,854	\$111,436
Coordinator Development Engineering and Construction	\$104,791	\$164,869
Coordinator Development Plan	\$104,791	\$164,869
Coordinator Dispatch	\$83,059	\$125,413
Coordinator Employment Services	\$83,059	\$125,413
Coordinator Engagement and Analytics	\$83,059	\$125,413
Coordinator Enhanced Rationalization	\$94,168	\$144,228
Coordinator Facility Maintenance	\$83,059	\$125,413
Coordinator Field Operations	\$83,059	\$125,413
Coordinator Growth Financial Strategy	\$94,168	\$144,228
Coordinator Growth Strategy	\$94,168	\$144,228
Coordinator Hazardous Material	\$154,190	\$154,190
Coordinator Knowledge Management	\$64,628	\$86,432
Coordinator Land Administration	\$94,168	\$144,228
Coordinator Land Inventory and Circulations	\$94,168	\$144,228
Coordinator Local Area Planning	\$94,168	\$144,228
Coordinator Logistics	\$83,059	\$125,413
Coordinator Medical Services	\$154,190	\$154,190
Coordinator Operations Support (Pay Level D)	\$74,854	\$111,436
Coordinator Operations Support (Pay Level E)	\$83,059	\$125,413
Coordinator Operations Workplace Centre Program	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Coordinator Outside Maintenance	\$83,059	\$125,413
Coordinator Parking Operations	\$104,791	\$164,869
Coordinator Parking Safety and Compliance	\$104,791	\$164,869
Coordinator Portfolio Management	\$94,168	\$144,228
Coordinator Process Computer Systems	\$83,059	\$125,413
Coordinator Real Estate Acquisitions	\$94,168	\$144,228
Coordinator Real Estate Client Service	\$94,168	\$144,228
Coordinator Real Estate Development and Strategy	\$94,168	\$144,228
Coordinator Real Estate Leasing and Property Management	\$94,168	\$144,228
Coordinator Real Estate Sales	\$94,168	\$144,228
Coordinator Systems Support	\$94,168	\$144,228
Coordinator Training	\$154,190	\$154,190
Coordinator Urban Design and Open Spaces	\$94,168	\$144,228
Coordinator Vehicle For Hire Licensing	\$83,059	\$125,413
Copywriter	\$68,778	\$92,001
Corporate Asset Researcher	\$53,526	\$71,526
Corporate Billing Analyst	\$56,966	\$76,185
Corporate Capital Coordinator	\$94,168	\$144,228
Corporate Consultant (Pay Level 13)	\$84,412	\$112,949
Corporate Consultant (Pay Level E)	\$83,059	\$125,413
Corporate Credit Card Program Administrator	\$60,661	\$81,172
Corporate Economist	\$83,059	\$125,413
Corporate Environmental Health and Safety Auditor	\$80,444	\$107,544
Corporate Environmental Specialist	\$88,725	\$118,573
Corporate Facility Portfolio Planner	\$80,444	\$107,544
Corporate Finance Advisor	\$80,444	\$107,544
Corporate Finance and Grant Advisor	\$80,444	\$107,544
Corporate Finance Leader	\$94,168	\$144,228
Corporate Health Consultant	\$88,725	\$118,573
Corporate Occupational Hygienist	\$91,936	\$122,907
Corporate Privacy Advisor	\$76,604	\$102,411
Corporate Records Coordinator	\$83,059	\$125,413
Corporate Reporting Analyst	\$74,854	\$111,436
Corporate Research Analyst	\$65,997	\$98,378



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Corporate Strategist	\$94,168	\$144,228
Corporate Tangible Capital Assets Program Manager	\$104,791	\$164,869
Corporate Tax and Regulatory Analyst	\$83,059	\$125,413
Corporate Teams Coordinator	\$65,997	\$98,378
Corporate Web Communications Advisor	\$72,946	\$97,497
Corporate Worker's Compensation Board Coordinator	\$64,628	\$86,432
Corrosion Technician	\$73,861	\$98,779
Corrosion Technician Assistant	\$65,104	\$87,069
Cost Control Lead	\$94,168	\$144,228
Council Liaison	\$68,778	\$92,001
Court and CPIC Services Liaison	\$73,861	\$98,779
CPIC Operator	\$65,104	\$87,069
Creative Technical Writer	\$64,628	\$86,432
Crew Foreman	\$126,360	\$126,360
Crews Foreman/Coordinator	\$135,200	\$135,200
Crisis Intervention Specialist	\$76,604	\$102,411
Cross Connection Control Inspector	\$91,936	\$122,907
C-Train Operator	\$62,868	\$82,310
Cultural Landscape Management Lead	\$83,059	\$125,413
Cultural Landscape Planner	\$76,604	\$102,411
Custodial Worker	\$56,948	\$63,054
Customer Account Coordinator	\$78,603	\$105,144
Customer Attendant	\$69,805	\$77,314
Customer Coordinator	\$80,444	\$107,544
Customer Coordinator Homeowner	\$83,059	\$125,413
Customer Experience Strategist	\$80,444	\$107,544
Customer Issues Research Analyst	\$68,778	\$92,001
Customer Management Lead	\$83,059	\$125,413
Customer Service Advisor	\$49,322	\$65,902
Customer Service and Communications Analyst	\$72,946	\$97,497
Customer Service and Communications Business Analyst	\$64,628	\$86,432
Customer Service and Communications Liaison	\$76,604	\$102,411
Customer Service and Communications Planner	\$80,444	\$107,544
Customer Service and Communications Web and Digital Analyst	\$72,946	\$97,497

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Customer Service and Communications Web and Digital Associate	\$64,628	\$86,432
Customer Service and Communications Web and Digital Strategist	\$80,444	\$107,544
Customer Service Lead (Pay Level 8)	\$64,519	\$86,213
Customer Service Lead (Pay Level C)	\$65,997	\$98,378
Customer Service Lead (Pay Level D)	\$74,854	\$111,436
Customer Service Lead (Pay Level E)	\$83,059	\$125,413
Customer Service Lead CHC	\$74,854	\$111,436
Customer Service Representative (Pay Level 4)	\$49,140	\$65,757
Customer Service Representative (Pay Level 5)	\$53,381	\$71,526
Customer Service Representative (Pay Level 6)	\$56,820	\$76,185
Customer Service Representative (Pay Level 7)	\$60,661	\$81,172
Customer Service Representative (Pay Level 8)	\$64,519	\$86,432
Customer Service Representative (Pay Level 9)	\$68,778	\$92,001
Customer Service Representative CHC (Pay Level 7)	\$60,661	\$81,172
Customer Service Representative CHC (Pay Level 9)	\$68,778	\$92,001
Customer Service Resolution Representative	\$76,604	\$102,411
Customer Solutions Advisor	\$56,966	\$76,185
Customer Strategy Specialist	\$76,604	\$102,411
Cyber Security Network Specialist	\$68,778	\$92,001
Damage Prevention Work Coordinator	\$68,778	\$92,001
Data Analysis Technician	\$72,946	\$97,497
Data Analyst (Pay Level 7)	\$60,661	\$81,172
Data Analyst (Pay Level 8)	\$64,519	\$86,432
Data Analyst (Pay Level 11)	\$76,604	\$102,411
Data and Compliance Specialist	\$64,628	\$86,432
Data Collection Supervisor	\$83,059	\$125,413
Data Collection Technician	\$64,628	\$86,432
Data Collector	\$49,322	\$65,902
Data Management Specialist	\$72,946	\$97,497
Data Scientist	\$88,725	\$118,573
Data Specialist	\$68,778	\$92,001
Data Strategist	\$76,604	\$102,411
Database Analyst	\$83,059	\$125,413
Day Shift K9 and Platoon K9 Investigators	\$147,486	\$147,486

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Departmental Consultant	\$83,059	\$125,413
Deputy Chief 911 Operations	\$104,791	\$164,869
Deputy Chief Business Safety	\$94,168	\$144,228
Deputy Chief Community Safety	\$104,791	\$164,869
Deputy Chief Emergency Management Operations	\$104,791	\$164,869
Deputy Chief Integrated Services Transit Public Safety	\$94,168	\$144,228
Deputy Chief Transit Public Safety	\$94,168	\$144,228
Deputy Chief Vehicle For Hire Public Safety	\$94,168	\$144,228
Deputy City Auditor	\$104,791	\$164,869
Deputy City Clerk	\$104,791	\$164,869
Deputy Director Business Services	\$118,309	\$188,600
Deputy Director Corporate Finance	\$118,309	\$188,600
Deputy Director Corporate Operations	\$118,309	\$188,600
Deputy Director Portfolio Finance	\$118,309	\$188,600
Deputy Director Service Excellence	\$118,309	\$188,600
Deputy Director Technical	\$118,309	\$188,600
Deputy Director Water Services Strategic Operations	\$128,366	\$204,631
Deputy Fire Chief	\$118,309	\$188,600
Design and Development Technologist	\$72,946	\$97,497
Design Technician	\$76,604	\$102,411
Desktop System Administrator	\$76,604	\$102,411
Developer	\$60,661	\$81,172
Development and Planning Advisor	\$83,059	\$125,413
Development and Planning Technician	\$72,946	\$97,497
Development Applications and Licensing Services Coordinator	\$76,604	\$102,411
Development Approvals Development Technologist	\$76,604	\$102,411
Development Inspector	\$76,604	\$102,411
Development Operations Analyst	\$64,628	\$86,432
Development Operations Specialist	\$68,778	\$92,001
Development Production Analyst	\$72,946	\$115,497
Development Technologist (Pay Level 11)	\$76,604	\$102,411
Development Technologist (Pay Level 12)	\$80,444	\$107,544
Diagnostic Specialist	\$78,603	\$105,144
Digit Service Squad Member	\$49,322	\$65,902

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Digital Business Analyst	\$68,778	\$92,001
Digital Developer	\$68,778	\$92,001
Digital Measurement Analyst	\$72,946	\$97,497
Director Calgary Transit	\$166,000	\$256,000
Director Capital Priorities and Investment	\$140,000	\$213,000
Director City and Regional Planning	\$166,000	\$256,000
Director Climate and Environment	\$140,000	\$213,000
Director Collaboration Analytics and Innovation	\$140,000	\$213,000
Director Community Planning	\$166,000	\$256,000
Director Community Strategies	\$140,000	\$213,000
Director Corporate Planning and Performance	\$140,000	\$213,000
Director Corporate Security	\$140,000	\$213,000
Director Customer Service and Communications	\$166,000	\$256,000
Director Development Business and Building Services	\$140,000	\$213,000
Director Downtown Strategy	\$166,000	\$256,000
Director Emergency Management and Community Safety	\$166,000	\$256,000
Director Facilities	\$166,000	\$256,000
Director Fleet and Inventory	\$140,000	\$213,000
Director Law	\$166,000	\$256,000
Director Mobility	\$166,000	\$256,000
Director Parks and Open Spaces	\$166,000	\$256,000
Director Partnerships	\$140,000	\$213,000
Director Public Spaces Delivery	\$166,000	\$256,000
Director Real Estate and Development Services	\$166,000	\$256,000
Director Recreation and Social Programs	\$166,000	\$256,000
Director Supply Management	\$140,000	\$213,000
Director Utilities Delivery	\$140,000	\$213,000
Director Waste and Recycling Services	\$166,000	\$256,000
Director Water Services	\$166,000	\$256,000
Director/City Assessor	\$140,000	\$213,000
Director/City Clerk	\$140,000	\$213,000
Dispatcher	\$72,764	\$97,261
Distribution Services and Mailroom Coordinator	\$68,778	\$92,001
District Manager	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
District Technician	\$78,603	\$105,144
Divisional Financial Services Program Manager	\$104,791	\$164,869
Document Control Lead	\$83,059	\$125,413
Document Management Specialist	\$53,526	\$71,526
Downtown Portfolio Consultant	\$83,059	\$125,413
Downtown Strategy Coordinator	\$94,168	\$144,228
Drainage Control Technician	\$83,366	\$111,426
Driver/Operator/Labourer	\$56,948	\$63,054
e-Business Coordinator	\$76,604	\$102,411
Economic Strategist	\$76,604	\$102,411
Elections and Census Clerk	\$45,427	\$60,752
Electrical Planner	\$120,349	\$120,349
Electrician	\$120,349	\$120,349
Electrician Technician Journeyperson	\$114,608	\$114,608
Electro Mechanic Journeyperson 1	\$95,139	\$106,496
Electro Mechanic Journeyperson 2	\$99,902	\$111,821
Electro Mechanic Trainee	\$88,920	\$99,528
Eligibility Specialist	\$68,778	\$92,001
Emergency and Continuity Management Lead	\$94,168	\$144,228
Emergency Communications Officer Dispatcher*	\$78,333	\$103,456
Emergency Communications Officer*	\$76,045	\$100,442
Emergency Communications Officer-in-Training*	\$64,626	\$67,857
Emergency Communications Training Specialist	\$113,797	\$113,797
Emergency Management Coordinator	\$154,190	\$154,190
Emergency Management Officer	\$140,774	\$140,774
Employee Development Specialist	\$76,604	\$102,411
Employment Analyst	\$64,519	\$86,213
Energy Management Technologist	\$68,778	\$92,001
Engage Analyst	\$68,778	\$92,001
Engage Planner	\$80,444	\$107,544
Engage Resource Unit Leader	\$94,168	\$144,228
Engagement and Research Analyst	\$72,946	\$97,497
Engineer (Pay Level Engineering D)	\$78,594	\$117,008

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Engineer (Pay Level Engineering E)	\$91,367	\$137,955
Engineer (Pay Level Engineering F)	\$103,584	\$158,650
Engineer (Pay Level Engineering G)	\$115,270	\$181,356
Engineer (Pay Level Engineering H)	\$128,366	\$204,631
Engineer CHC (Pay Level Engineering E)	\$91,367	\$137,955
Engineer CHC (Pay Level Engineering F)	\$103,584	\$158,650
Engineering Assistant*	\$76,604	\$117,042
Engineering Technician	\$76,604	\$102,411
Engineer-in-Training	\$72,946	\$97,497
Enmax Contract Services Coordinator	\$76,604	\$102,411
Environmental Compliance Specialist	\$80,444	\$107,544
Environmental Consultant	\$83,059	\$125,413
Environmental Control Environmental Specialist	\$84,412	\$112,949
Environmental Control Technologist	\$76,604	\$102,411
Environmental Outreach Strategist	\$72,946	\$97,497
Environmental Planning Supervisor	\$83,059	\$125,413
Environmental Specialist	\$80,444	\$107,544
Extended Producer Responsibility Operational Readiness Lead	\$94,168	\$144,228
Equipment Operator	\$66,315	\$73,448
Equipment Operator Backhoe	\$66,315	\$73,448
Equipment Operator Crane Truck and Bobcat	\$66,315	\$73,448
Equipment Operator High Pressure	\$66,315	\$73,448
Equipment Operator Hydrovac and Repair	\$66,315	\$73,448
Equipment Operator Loader Commercial Garbage Collector	\$66,315	\$73,448
Equipment Operator Mowers	\$62,837	\$69,634
Equipment Operator Roll Off	\$62,837	\$69,634
Equipment Operator Toolcat 72" and Larger	\$62,837	\$69,634
Equipment Tech Lead Hand	\$120,349	\$120,349
Equipment Technician	\$64,628	\$86,432
Equipment Technician Electrical	\$114,608	\$114,608
Equity Program Consultant	\$80,444	\$107,544
Estimator/Work Planner	\$78,603	\$105,144
Event Center Lead	\$94,168	\$144,228

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Event Coordinator	\$76,604	\$102,411
Event Service Representative	\$56,966	\$76,185
Events Specialist	\$64,628	\$86,432
Executive Advisor (Pay Level E)	\$83,059	\$125,413
Executive Advisor (Pay Level F)	\$94,168	\$144,228
Executive Assistant	\$65,997	\$98,378
Executive Director Business Services	\$166,000	\$256,000
Executive Director Commercial	\$166,000	\$256,000
Executive Director Construction	\$166,000	\$256,000
Executive Director Project Management Office	\$166,000	\$256,000
Executive Director Public Affairs	\$166,000	\$256,000
Executive Operations Strategist	\$83,059	\$125,413
Facilities and Business Support Leader	\$83,059	\$125,413
Facilities Operations Coordinator	\$76,604	\$102,411
Facilities Planner	\$76,604	\$102,411
Facility Asset Estimator	\$72,946	\$97,497
Facility Asset Management Analyst	\$72,946	\$97,497
Facility Energy Climate Analyst	\$72,946	\$97,497
Facility Operations Coordinator	\$80,444	\$107,544
Facility Operations Specialist	\$76,604	\$102,411
Facility Planning and Logistics Coordinator	\$72,946	\$97,497
Facility Specialist	\$76,604	\$102,411
Fair Entry Administrator	\$60,661	\$81,172
Fair Entry Supervisor	\$68,778	\$92,001
Family Navigator	\$64,628	\$86,432
Fare Analyst	\$64,628	\$86,432
Farebox Handler	\$64,667	\$72,363
Film Friendly Strategist	\$80,444	\$107,544
Film Permit and Services Coordinator	\$72,946	\$97,497
Finance Accounting Lead	\$94,168	\$144,228
Finance and Regulatory Strategist	\$83,059	\$125,413
Finance and Strategic Support Specialist	\$64,628	\$86,432
Finance Consultant CHC	\$80,444	\$107,544
Finance Coordinator	\$80,444	\$107,544

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Finance Coordinator CHC	\$80,444	\$107,544
Finance Lead (Pay Level E)	\$83,059	\$125,413
Finance Lead (Pay Level F)	\$94,168	\$144,228
Finance Leader Corporate Billing and Accounts Receivable	\$83,059	\$125,413
Finance Leader Credit and Collections	\$94,168	\$144,228
Financial and Rates Analyst	\$83,059	\$125,413
Financial and Regulatory Analyst	\$83,059	\$125,413
Financial Governance Coordinator	\$80,444	\$107,544
Financial Reporting Consultant	\$84,412	\$112,949
Financial Reporting Officer	\$104,791	\$164,869
Financial Services Lead	\$83,059	\$125,413
Financial Strategist CHC	\$80,444	\$107,544
Financial Systems Consultant 1	\$74,854	\$111,436
Financial Systems Consultant 2	\$83,059	\$125,413
Fire Captain	\$140,781	\$140,781
Fire Chief	\$166,000	\$256,000
Fire District Chief	\$155,304	\$155,304
Fire Inspections Coordinator	\$154,190	\$154,190
Fire Investigations Coordinator	\$154,190	\$154,190
Fire Investigator	\$140,781	\$140,781
Fire Lieutenant	\$131,848	\$131,848
Fire Marshal	\$177,653	\$177,653
Fire Mechanic 1	\$108,222	\$108,222
Fire Mechanic 2	\$113,526	\$113,526
Fire Recruitment Officer	\$140,774	\$140,774
Fire Response Paramedic	\$126,585	\$126,585
Fire Safety Codes Officer 2	\$140,774	\$140,774
Fire Training Officer	\$140,774	\$140,774
Firefighter 1	\$72,640	\$111,733
Firefighter 2	\$113,961	\$113,961
Firefighter 3	\$116,211	\$116,211
First Aid Instructor	\$66,315	\$73,448
Fleet Asset Administrator	\$64,628	\$86,432
Fleet Attendant	\$64,667	\$72,363



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Fleet Attendant Lead Hand	\$66,851	\$74,859
Fleet Capital Planner	\$76,604	\$102,411
FOIP Coordinator	\$94,168	\$144,228
Food Program Coordinator	\$72,946	\$97,497
Food Resilience Specialist	\$80,444	\$107,544
Foreman (Pay Level 3)	\$81,866	\$81,866
Foreman (Pay Level 4)*	\$85,600	\$90,106
Foreman (Pay Level 5)*	\$89,888	\$94,619
Foreman (Pay Level 6)*	\$100,657	\$105,955
Foreman (Pay Level 6 Out-Of-Schedule)*	\$105,955	\$112,570
Foreman (Pay Level 7)	\$106,704	\$106,704
Foreman CHC	\$100,657	\$100,657
Forms Analyst	\$60,661	\$81,172
Frontline Operations Support	\$74,854	\$111,436
Frontline Utility Supervisor	\$74,854	\$111,436
Fuel and Flex Fleet Technician	\$66,315	\$73,448
Funding and Investment Consultant	\$83,059	\$125,413
Funding and Systems Coordinator	\$76,604	\$102,411
Funding Strategist	\$80,444	\$107,544
Gardener	\$72,578	\$80,443
General Manager Community Services	\$203,500	\$343,000
General Manager Infrastructure Services	\$203,500	\$343,000
General Manager Operational Services	\$203,500	\$343,000
General Manager People Innovation and Collaboration Services	\$203,500	\$343,000
General Manager Planning and Development Services	\$203,500	\$343,000
Geospatial Analyst (Pay Level 10)	\$72,946	\$97,497
Geospatial Analyst (Pay Level 11)	\$76,604	\$102,411
Geospatial Business Specialist	\$83,059	\$125,413
Geospatial Coordinator	\$80,444	\$107,544
Geospatial Fusion Specialist	\$76,604	\$102,411
Geospatial Technician	\$60,661	\$81,172
Geospatial Technician Cartography	\$68,778	\$92,001
Geospatial Technician Drafting	\$68,778	\$92,001

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Geotechnical Engineering Assistant	\$87,547	\$117,042
GIS Asset Management Technologist	\$72,946	\$97,497
GIS Data Analyst	\$72,946	\$97,497
GIS Data Coordinator	\$83,059	\$125,413
GIS Integration Specialist	\$80,444	\$107,544
GIS Specialist	\$84,412	\$112,949
Golf Course Attendant	\$53,550	\$71,551
Golf Course Business Development Coordinator	\$74,854	\$111,436
Golf Course Clubhouse Supervisor	\$74,854	\$111,436
Golf Course Operations Coordinator	\$83,059	\$125,413
Governance and Policy Coordinator	\$83,059	\$125,413
Grant Coordinator	\$72,946	\$97,497
Graphic Systems Program Analyst	\$76,604	\$102,411
Green Fleet Strategy Program Manager	\$94,168	\$144,228
Greenskeeper	\$66,315	\$73,448
Groundman 1	\$65,250	\$80,558
Hazardous Materials Officer	\$140,774	\$140,774
Hazardous Waste Programs Manager	\$80,444	\$107,544
HCM Application Specialist	\$74,854	\$111,436
HCM Data Management Specialist	\$76,604	\$102,411
Health and Safety Officer	\$140,774	\$140,774
Healthy Workplace Coordinator	\$64,628	\$86,432
Heavy Equipment Technician 1	\$88,920	\$105,061
Heavy Equipment Technician 2	\$93,371	\$109,762
Heavy Equipment Technician Apprentice	\$64,688	\$94,557
Horticulture Maintenance Technician	\$68,778	\$92,001
Housing Program and Support Team Lead CHC	\$83,059	\$125,413
Housing Services Inspector CHC	\$64,628	\$86,432
Housing Support Specialist CHC	\$80,444	\$107,544
Housing Systems Analyst	\$76,604	\$102,411
Human Resources Analyst	\$74,854	\$111,436
Human Resources Associate 1	\$60,661	\$81,172
Human Resources Associate 2	\$64,628	\$86,432
Human Resources Business Partner	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Human Resources Business Specialist	\$68,778	\$92,001
Human Resources Consultant (Pay Level 12)	\$80,444	\$107,544
Human Resources Consultant (Pay Level E)	\$83,059	\$125,413
Hydraulic Modeling Technologist	\$76,604	\$102,411
Indigenous Housing Strategist	\$80,444	\$107,544
Indigenous Program Liaison	\$72,946	\$97,497
Indigenous Relations Consultant	\$80,444	\$107,544
Indigenous Strategy Liaison	\$68,778	\$92,001
Industrial and Business Parks Project Inspector	\$72,946	\$97,497
Industrial Commercial and Institutional Program Coordinator	\$80,444	\$107,544
Industrial Control Systems Program Manager	\$84,412	\$112,949
Industrial Monitoring Compliance Inspector	\$80,444	\$107,544
Industrial Technician	\$68,778	\$92,001
Information Management Business Process Coordinator	\$83,059	\$125,413
Information Security Advisor	\$83,059	\$125,413
Information Technology Account Analyst	\$83,059	\$125,413
Information Technology Account Manager	\$94,168	\$144,228
Information Technology Application Analyst	\$80,444	\$121,430
Information Technology Billing Coordinator	\$64,628	\$86,432
Information Technology Program Manager	\$94,168	\$144,228
Information Technology Project Analyst	\$80,444	\$107,544
Information Technology Support Technician	\$64,628	\$86,432
Infrastructure Investment Analyst	\$83,059	\$125,413
Infrastructure Strategist	\$80,444	\$107,544
Infrastructure Superintendent	\$83,059	\$125,413
Innovation Designer	\$80,444	\$107,544
Inorganic Chemist	\$80,444	\$107,544
Inspection Coordinator	\$91,936	\$122,907
Inspections Dispatch	\$60,661	\$81,172
Inspector	\$83,059	\$125,413
Inspector Operational Effectiveness	\$83,059	\$125,413
Instructional Designer	\$76,604	\$102,411
Instrumentation Technician Journey person	\$114,608	\$114,608
Integrated Business Systems Lead	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Integrated Management System Specialist	\$84,412	\$112,949
Integrated Marketing Communications Consultant	\$74,854	\$111,436
Integrated Pest Management Lead	\$94,168	\$144,228
Integrated Pest Management Superintendent	\$83,059	\$125,413
Integrated Pest Management Technician	\$72,946	\$97,497
Intellectual Property Analyst	\$83,059	\$125,413
Intelligence Analyst	\$65,997	\$98,378
Intergovernmental Relations Consultant	\$83,059	\$125,413
Interior Construction Administrator	\$68,778	\$92,001
Interior Design Team Supervisor	\$83,059	\$125,413
Intermediate Development Technologist	\$76,604	\$102,411
Intermediate Operator	\$72,578	\$80,443
Internal Management Finance Lead	\$94,168	\$144,228
Inventory Analyst	\$64,628	\$86,432
Investigative Analyst	\$65,997	\$98,378
Investment Recovery Coordinator	\$84,412	\$112,949
Investment Recovery Specialist	\$69,326	\$92,768
Irrigation Central Control Technician	\$68,778	\$92,001
Issue Strategist (Pay Level 11)	\$76,604	\$102,411
Issue Strategist (Pay Level 12)	\$80,444	\$107,544
Issue Strategist (Pay Level 13)	\$84,412	\$112,949
Issue Strategist (Pay Level D)	\$74,854	\$111,436
Issue Strategist (Pay Level E)	\$83,059	\$125,413
Issues and Opportunities Manager	\$94,168	\$144,228
Janitorial Worker	\$59,946	\$66,373
Junior Accountant	\$64,628	\$86,432
Junior Operator	\$62,837	\$69,634
Junior Water Monitoring Technician	\$60,661	\$81,172
Knowledge Management Specialist	\$72,946	\$97,497
Laboratory Technician	\$68,778	\$92,001
Labourer (Pay Level 1)	\$56,948	\$63,054
Labourer (Pay Level 2)	\$62,837	\$69,634
Labourer Electrical	\$56,264	\$69,451
Land Agent 2	\$76,604	\$102,411

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Land Agent 3	\$84,412	\$112,949
Land Assistant	\$60,661	\$81,172
Land Inventory Technician	\$72,946	\$97,497
Land Titles Officer	\$72,946	\$97,497
Landfill Operations Superintendent	\$83,059	\$125,413
Landfill Scale Operator	\$62,837	\$69,634
Landscape Architect	\$80,444	\$107,544
Lawyer 1	\$89,116	\$134,558
Lawyer 2	\$103,249	\$158,137
Lawyer 3	\$118,148	\$185,884
Lead Community Service Levies	\$94,168	\$144,228
Lead Golf Course Operations	\$94,168	\$144,228
Lead Hand Quality Controller	\$71,406	\$80,018
Lead Specialist	\$119,487	\$119,487
Lead Technical Advisor	\$83,059	\$125,413
Lead Transit Public Safety	\$94,168	\$144,228
Lead Water Resources Levies	\$94,168	\$144,228
Leader Access Management	\$94,168	\$144,228
Leader Access to Information and Investigations	\$83,059	\$125,413
Leader Activations and Education	\$94,168	\$144,228
Leader Advanced Analytics	\$94,168	\$144,228
Leader Animal Care and Pet Licensing	\$94,168	\$144,228
Leader Anti-Racism CHC	\$94,168	\$144,228
Leader Asset Management	\$94,168	\$144,228
Leader Asset Management CHC	\$94,168	\$144,228
Leader Asset Management Systems	\$94,168	\$144,228
Leader Billing	\$83,059	\$125,413
Leader Building Approvals	\$94,168	\$144,228
Leader Building Automation	\$94,168	\$144,228
Leader Building Inspections	\$94,168	\$144,228
Leader Building Maintenance CHC	\$94,168	\$144,228
Leader Building Operations CHC	\$94,168	\$144,228
Leader Building Systems	\$94,168	\$144,228
Leader Business and Local Economy	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Business and Operational Performance	\$94,168	\$144,228
Leader Business and Technology Services	\$83,059	\$125,413
Leader Business Approvals	\$94,168	\$144,228
Leader Business Continuity and Risk Reduction	\$94,168	\$144,228
Leader Business Excellence	\$94,168	\$144,228
Leader Business Improvement	\$94,168	\$144,228
Leader Business Performance	\$94,168	\$144,228
Leader Business Planning	\$94,168	\$144,228
Leader Business Planning and Budget Adjustment	\$94,168	\$144,228
Leader Business Planning and Performance	\$94,168	\$144,228
Leader Business Planning Coordination and Policy	\$94,168	\$144,228
Leader Business Services	\$94,168	\$144,228
Leader Business Strategy	\$94,168	\$144,228
Leader Business Strategy and Performance (Pay Level F)	\$94,168	\$144,228
Leader Business Strategy and Performance (Pay Level G)	\$104,791	\$164,869
Leader Business Support	\$94,168	\$144,228
Leader Business Technology and Data Management CHC	\$94,168	\$144,228
Leader Business Technology Services (Pay Level F)	\$94,168	\$144,228
Leader Business Technology Services (Pay Level G)	\$104,791	\$164,869
Leader Capital Development CHC	\$94,168	\$144,228
Leader Capital Prioritization	\$94,168	\$144,228
Leader CFD Fleet and Equipment	\$94,168	\$144,228
Leader Civic Engagement and Protocol	\$83,059	\$125,413
Leader Claims	\$94,168	\$144,228
Leader Climate Governance and Planning	\$94,168	\$144,228
Leader Climate Resilience and Adaptation	\$94,168	\$144,228
Leader Communications	\$94,168	\$144,228
Leader Community and Customer Initiatives	\$94,168	\$144,228
Leader Community Energy Program	\$94,168	\$144,228
Leader Community Preparedness	\$94,168	\$144,228
Leader Community Relations	\$94,168	\$144,228
Leader Community Retail	\$94,168	\$144,228
Leader Community Safety Initiatives	\$94,168	\$144,228
Leader Compliance	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Contact Center	\$74,854	\$111,436
Leader Contaminated Sites	\$94,168	\$144,228
Leader Continuous Improvement and Innovation	\$94,168	\$144,228
Leader Core Retail/Large Shopping Centers	\$94,168	\$144,228
Leader Corporate Priorities	\$94,168	\$144,228
Leader Council Services	\$83,059	\$125,413
Leader Court Coordination and Vehicle For Hire Licensing	\$83,059	\$125,413
Leader Creative	\$94,168	\$144,228
Leader Cross Corporate Improvement Initiatives	\$94,168	\$144,228
Leader Customer Experience Billing	\$104,791	\$164,869
Leader Customer Service	\$94,168	\$144,228
Leader Customer Service and Data Management	\$83,059	\$125,413
Leader Customer Solutions (Pay Level E)	\$83,059	\$125,413
Leader Customer Solutions (Pay Level F)	\$94,168	\$144,228
Leader Data Collection	\$83,059	\$125,413
Leader Data Quality	\$83,059	\$125,413
Leader Data Strategy and Transformation	\$94,168	\$144,228
Leader Decision Support	\$94,168	\$144,228
Leader Departmental Coordination	\$83,059	\$125,413
Leader Departmental Planning and Governance	\$94,168	\$144,228
Leader Development and Planning Advisory Services	\$94,168	\$144,228
Leader Development Inspections	\$94,168	\$144,228
Leader Downtown Investments	\$94,168	\$144,228
Leader Driving Programs and Compliance	\$94,168	\$144,228
Leader Election Logistics	\$83,059	\$125,413
Leader Election Services	\$83,059	\$125,413
Leader Electrical Inspector	\$94,168	\$144,228
Leader Enterprise Risk Manager	\$94,168	\$144,228
Leader Environmental Assurance and Reporting	\$94,168	\$144,228
Leader Environmental Planning and Policy	\$104,791	\$164,869
Leader Environmental Programs	\$94,168	\$144,228
Leader Executive Operations	\$94,168	\$144,228
Leader Facility and Land Planning	\$94,168	\$144,228
Leader Facility Operations (Pay Level E)	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Facility Operations (Pay Level F)	\$94,168	\$144,228
Leader Facility Portfolio Strategy and Planning	\$94,168	\$144,228
Leader Facility Program Development and Management	\$94,168	\$144,228
Leader Fair Entry	\$83,059	\$125,413
Leader Film Friendly Program	\$94,168	\$144,228
Leader Financial Reporting and Internal Control CHC	\$94,168	\$144,228
Leader Financial Strategic Risk and Treasury CHC	\$94,168	\$144,228
Leader Geospatial Business Development	\$94,168	\$144,228
Leader Geospatial Client Support	\$94,168	\$144,228
Leader Geospatial Infrastructure	\$94,168	\$144,228
Leader Geospatial Programs	\$94,168	\$144,228
Leader Geospatial Projects	\$94,168	\$144,228
Leader GIS and Mapping Services	\$83,059	\$125,413
Leader Governance and Transformation	\$94,168	\$144,228
Leader Government Relations and Communications CHC	\$94,168	\$144,228
Leader Greater Downtown	\$104,791	\$164,869
Leader Growth Analytics	\$94,168	\$144,228
Leader Growth Investment	\$94,168	\$144,228
Leader Health and Wellness	\$94,168	\$144,228
Leader Housing Partnerships	\$94,168	\$144,228
Leader Housing Policy and Strategy	\$94,168	\$144,228
Leader Housing Programs CHC	\$94,168	\$144,228
Leader Human Resources (Pay Level E)	\$83,059	\$125,413
Leader Human Resources (Pay Level F)	\$94,168	\$144,228
Leader Impound Services	\$83,059	\$125,413
Leader Industrial	\$94,168	\$144,228
Leader Information Access	\$94,168	\$144,228
Leader Information Management	\$83,059	\$125,413
Leader Information Technology	\$94,168	\$144,228
Leader Infrastructure Flex Fleet and Fuel Management	\$94,168	\$144,228
Leader Infrastructure Investment Planning	\$94,168	\$144,228
Leader Innovation and Corporate Projects CHC	\$94,168	\$144,228
Leader Inspections Service Logistics	\$83,059	\$125,413
Leader Intergovernmental Relations	\$94,168	\$144,228



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Inventory Planning	\$83,059	\$125,413
Leader Justice and Social Programs	\$83,059	\$125,413
Leader Laboratory Operations	\$94,168	\$144,228
Leader Land	\$94,168	\$144,228
Leader Land System Program	\$104,791	\$164,869
Leader Land Use Bylaw	\$94,168	\$144,228
Leader Landscape and Construction Approvals	\$83,059	\$125,413
Leader Landscape Inspection Construction Management	\$83,059	\$125,413
Leader Learning and Development	\$94,168	\$144,228
Leader Learning and Training	\$94,168	\$144,228
Leader Learning and Wellness	\$94,168	\$144,228
Leader Legal Support Team	\$74,854	\$111,436
Leader Light Rail Transit and Traffic Signals	\$94,168	\$144,228
Leader Major Housing Partners	\$94,168	\$144,228
Leader Major Mobility Planning	\$94,168	\$144,228
Leader Marketing	\$94,168	\$144,228
Leader Media Relations and Employee Communications	\$94,168	\$144,228
Leader Meters and Cross Connection Control	\$94,168	\$144,228
Leader Microbiology Watershed Assessment	\$94,168	\$144,228
Leader Mobility Initiative	\$94,168	\$144,228
Leader Monitoring and Compliance	\$104,791	\$164,869
Leader Multi Residential	\$94,168	\$144,228
Leader Municipal Boards and Governance	\$94,168	\$144,228
Leader Natural Areas	\$83,059	\$125,413
Leader Office	\$94,168	\$144,228
Leader Operational Coordination	\$94,168	\$144,228
Leader Operational Performance	\$94,168	\$144,228
Leader Operational Resilience	\$94,168	\$144,228
Leader Operational Service Strategies	\$94,168	\$144,228
Leader Operational Strategy	\$94,168	\$144,228
Leader Operations	\$94,168	\$144,228
Leader Operations Performance	\$94,168	\$144,228
Leader Parks Delivery	\$94,168	\$144,228
Leader Patrol and Investigations	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Payment Solutions and Compliance	\$94,168	\$144,228
Leader Payments	\$74,854	\$111,436
Leader People and Budget	\$83,059	\$125,413
Leader Performance Measurement and Benchmarking	\$94,168	\$144,228
Leader Performance Reporting	\$94,168	\$144,228
Leader Planning and Design	\$94,168	\$144,228
Leader Planning and Development Services Innovation and Improvements	\$94,168	\$144,228
Leader Planning and Development Services Systems	\$94,168	\$144,228
Leader Plumbing and Gas Inspector	\$94,168	\$144,228
Leader Policy and Strategy	\$94,168	\$144,228
Leader Portfolio Management CHC	\$94,168	\$144,228
Leader Prairie Economic Gateway	\$94,168	\$144,228
Leader Procurement	\$94,168	\$144,228
Leader Program and System Planning CHC	\$94,168	\$144,228
Leader Program Integration	\$94,168	\$144,228
Leader Program Management	\$94,168	\$144,228
Leader Project Controls	\$94,168	\$144,228
Leader Project Controls CHC	\$83,059	\$125,413
Leader Project Delivery	\$94,168	\$144,228
Leader Project Management	\$94,168	\$144,228
Leader Project Management Consulting	\$94,168	\$144,228
Leader Projects	\$83,059	\$125,413
Leader Public Spaces and Mobility Policy	\$94,168	\$144,228
Leader Public Spaces Project Development	\$94,168	\$144,228
Leader Recreation Service Delivery	\$83,059	\$125,413
Leader Regional Initiatives	\$94,168	\$144,228
Leader Regional Planning	\$94,168	\$144,228
Leader Regulatory Affairs and Compliance	\$104,791	\$164,869
Leader Research	\$94,168	\$144,228
Leader Resilience	\$94,168	\$144,228
Leader Respect and Inclusion	\$94,168	\$144,228
Leader Right of Way Management Services	\$94,168	\$144,228
Leader Risk Management	\$104,791	\$164,869
Leader Safety and Systems	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Safety Audit Investigation	\$94,168	\$144,228
Leader Safety Implementation	\$94,168	\$144,228
Leader Safety Operations	\$94,168	\$144,228
Leader Safety Planning and Hygiene	\$94,168	\$144,228
Leader Safety Strategy	\$94,168	\$144,228
Leader Safety Systems and Risk	\$94,168	\$144,228
Leader Sales and Technology	\$74,854	\$111,436
Leader Service Excellence	\$83,059	\$125,413
Leader Service Improvement Initiatives	\$94,168	\$144,228
Leader Single Residential	\$94,168	\$144,228
Leader Special Projects	\$94,168	\$144,228
Leader Special Purpose and Land	\$94,168	\$144,228
Leader Strategic Business Planning	\$74,854	\$111,436
Leader Strategic Planning and Employee Development	\$94,168	\$144,228
Leader Strategic Planning and Performance	\$94,168	\$144,228
Leader Strategic Planning and Policy	\$94,168	\$144,228
Leader Strategic Relationships	\$94,168	\$144,228
Leader Strategic Services	\$83,059	\$125,413
Leader Strategic Special Projects	\$94,168	\$144,228
Leader Strategic Workforce Planning	\$94,168	\$144,228
Leader Strategy	\$94,168	\$144,228
Leader Strategy and Analytics	\$94,168	\$144,228
Leader Strategy and Planning	\$94,168	\$144,228
Leader Subdivision Services	\$94,168	\$144,228
Leader Supply Management CHC	\$94,168	\$144,228
Leader Systems	\$94,168	\$144,228
Leader Systems Enhancement and Development	\$83,059	\$125,413
Leader Systems Enhancement Building	\$83,059	\$125,413
Leader Tag Administration and Support	\$83,059	\$125,413
Leader Technology and Information	\$94,168	\$144,228
Leader Track and Way	\$103,584	\$158,650
Leader Traffic	\$94,168	\$144,228
Leader Traffic Field Operations	\$94,168	\$144,228
Leader Transit Access Eligibility	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Leader Transit Project Development	\$94,168	\$144,228
Leader Transportation	\$94,168	\$144,228
Leader Warehousing	\$83,059	\$125,413
Leader Wastewater Plant Operations	\$94,168	\$144,228
Leader Water	\$94,168	\$144,228
Leader Water Design	\$94,168	\$144,228
Leader Web and Digital Content	\$94,168	\$144,228
Leader Web and Digital Development	\$94,168	\$144,228
Leader Workers Compensation	\$94,168	\$144,228
Leader Workforce Planning	\$94,168	\$144,228
Leader Workforce Schedules and Ability Management	\$94,168	\$144,228
Leader Workforce Strategy	\$94,168	\$144,228
Leader Workplace Solutions	\$94,168	\$144,228
Leak Locator	\$72,578	\$80,443
Learning and Development Advisor	\$72,946	\$97,497
Learning Production Coordinator	\$64,628	\$86,432
Leasing Agent	\$72,946	\$97,497
Legislative Advisor	\$72,946	\$97,497
Legislative Agenda Assistant	\$64,628	\$86,432
Legislative Coordinator	\$83,059	\$125,413
Library Assistant	\$60,661	\$81,172
Licence Operations Analyst	\$76,604	\$102,411
Lifeguard	\$66,315	\$73,448
Lifeguard Trainer	\$66,315	\$73,448
Lift Station and Pressurized Utility Operator	\$72,578	\$80,443
Lift Station Supervisor	\$74,854	\$111,436
Light Rail Transit Right of Way Project Technician	\$80,444	\$107,544
Livery Licensing Assistant	\$60,661	\$81,172
Livery Peace Officer	\$83,366	\$111,426
Local Improvement Construction Coordinator	\$84,412	\$112,949
Lock Shop Coordinator	\$66,315	\$73,448
LRV Maintenance Planner/Scheduler	\$74,854	\$111,436
LRV Preventative Maintenance Person	\$69,139	\$77,522
Machinist Apprentice	\$65,686	\$91,562

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Machinist Journeyperson	\$88,920	\$99,528
Mail Courier	\$64,667	\$72,363
Maintenance Data Steward	\$56,966	\$76,185
Maintenance Helper	\$56,948	\$63,054
Maintenance Job Planner	\$78,603	\$105,144
Maintenance Lead Hand	\$76,398	\$84,677
Maintenance Leader	\$94,168	\$144,228
Maintenance Man Retention Pond	\$66,315	\$73,448
Maintenance Operations Supervisor	\$83,059	\$125,413
Maintenance Planner/Scheduler*	\$72,946	\$111,426
Maintenance Serviceman	\$69,805	\$77,314
Maintenance Supervisor	\$83,059	\$125,413
Maintenance Technician	\$114,608	\$114,608
Maintenance Worker	\$66,144	\$73,299
Major Projects Inspector	\$91,936	\$122,907
Managed Services Coordinator	\$80,444	\$107,544
Manager Account Management	\$104,791	\$164,869
Manager Administrative Law	\$174,525	\$205,303
Manager Arts and Culture	\$104,791	\$164,869
Manager Asset Information and Mapping	\$104,791	\$164,869
Manager Asset Management Planning	\$128,366	\$204,631
Manager Bridges and Geotechnical	\$115,270	\$181,356
Manager Building and Development Inspection	\$104,791	\$164,869
Manager Building Infrastructure	\$118,309	\$188,600
Manager Buildings and Architecture	\$128,366	\$204,631
Manager Business and Building Safety	\$104,791	\$164,869
Manager Business Excellence	\$104,791	\$164,869
Manager Business Experience	\$104,791	\$164,869
Manager Business Operations	\$104,791	\$164,869
Manager Business Planning	\$104,791	\$164,869
Manager Business Process Support	\$104,791	\$164,869
Manager Business Strategy and Programs	\$128,366	\$204,631
Manager Calgary Parking	\$128,366	\$204,631

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Calgary Parks	\$104,791	\$164,869
Manager Capital Investment Planning	\$104,791	\$164,869
Manager Citizen Services	\$104,791	\$164,869
Manager City Planning	\$118,309	\$188,600
Manager Climate Mitigation	\$118,309	\$188,600
Manager Collection Services	\$118,309	\$188,600
Manager Communications	\$104,791	\$164,869
Manager Communications Research and Evaluation	\$104,791	\$164,869
Manager Community and Business Relations	\$104,791	\$164,869
Manager Community Partners	\$104,791	\$164,869
Manager Community Planning	\$118,309	\$188,600
Manager Community Safety Strategy	\$104,791	\$164,869
Manager Community Wellbeing Strategies	\$104,791	\$164,869
Manager Construction and Materials	\$128,366	\$204,631
Manager Corporate Commercial and Finance	\$174,525	\$205,303
Manager Corporate Coordinated Operations and Maintenance	\$104,791	\$164,869
Manager Corporate Security	\$104,791	\$164,869
Manager Corporate Strategy	\$104,791	\$164,869
Manager Creative	\$104,791	\$164,869
Manager Customer Advisory Services	\$104,791	\$164,869
Manager Customer and Business Support	\$118,309	\$188,600
Manager Customer Service and Contracts	\$104,791	\$164,869
Manager Data and Analytics	\$104,791	\$164,869
Manager Data and Information	\$104,791	\$164,869
Manager Design	\$115,270	\$181,356
Manager Development and Strategy	\$104,791	\$164,869
Manager Development and Subdivision Application	\$104,791	\$164,869
Manager Development Engineering	\$115,270	\$181,356
Manager Development Services	\$118,309	\$188,600
Manager Disposal and Processing Services	\$128,366	\$204,631
Manager Drinking Water Distribution	\$128,366	\$204,631
Manager Economics and Regulatory Affairs	\$104,791	\$164,869
Manager Engage Operations and Marketing	\$104,791	\$164,869
Manager Engineer and Project Support	\$115,270	\$181,356

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Engineering Asset Coordination	\$115,270	\$181,356
Manager Enterprise Risk Management	\$104,791	\$164,869
Manager Environmental Management	\$128,366	\$204,631
Manager Event Centre Project Delivery	\$118,309	\$188,600
Manager Facility Operations	\$104,791	\$164,869
Manager Facility Planning	\$104,791	\$164,869
Manager Field Surveying Services	\$115,270	\$181,356
Manager Finance (Pay Level G)	\$104,791	\$164,869
Manager Finance (Pay Level H)	\$118,309	\$188,600
Manager Finance Corporate Budget Office	\$118,309	\$188,600
Manager Finance Corporate Financial Reporting	\$118,309	\$188,600
Manager Financial Services	\$104,791	\$164,869
Manager Fleet Maintenance	\$104,791	\$164,869
Manager Fleet Safety and Performance	\$104,791	\$164,869
Manager Geospatial Business Solutions	\$104,791	\$164,869
Manager Government Relations	\$118,309	\$188,600
Manager Growth and Change Strategy	\$118,309	\$188,600
Manager Growth Funding and Investment	\$118,309	\$188,600
Manager Growth Infrastructure Planning	\$128,366	\$204,631
Manager Health and Safety Programs	\$104,791	\$164,869
Manager Housing Solutions	\$118,309	\$188,600
Manager Human Resources Business Advisory Services	\$118,309	\$188,600
Manager Information Technology	\$104,791	\$164,869
Manager Innovation Business and Resilience	\$104,791	\$164,869
Manager Integration and Continuous Improvement	\$104,791	\$164,869
Manager Investment and Marketing	\$118,309	\$188,600
Manager Investment Management	\$104,791	\$164,869
Manager Labour Relations	\$118,309	\$188,600
Manager Land and Asset Management	\$118,309	\$188,600
Manager Linear Infrastructure Delivery	\$128,366	\$204,631
Manager Litigation and Expropriation	\$174,525	\$205,303
Manager Major Mobility	\$115,270	\$181,356
Manager Major Partners	\$104,791	\$164,869
Manager Mobility Maintenance	\$118,309	\$188,600

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Mobility Operations	\$128,366	\$204,631
Manager Mobility Service Design	\$104,791	\$164,869
Manager Municipal Law and Enforcement	\$174,525	\$205,303
Manager Natural Environment and Adaptation	\$118,309	\$188,600
Manager Neighbourhood Strategy	\$104,791	\$164,869
Manager Operational Environmental Systems	\$104,791	\$164,869
Manager Optimization Services	\$104,791	\$164,869
Manager Parks Amenities and Customer Service	\$104,791	\$164,869
Manager Parks and Open Spaces	\$104,791	\$164,869
Manager Parks Service Design	\$104,791	\$164,869
Manager Pay and Client Services	\$104,791	\$164,869
Manager People and Culture	\$118,309	\$188,600
Manager Performance Measurement and Reporting	\$104,791	\$164,869
Manager Planning Advisory Coordination Services	\$118,309	\$188,600
Manager Planning and Real Estate	\$174,525	\$205,303
Manager Process Infrastructure Delivery	\$128,366	\$204,631
Manager Procurement	\$118,309	\$188,600
Manager Programs and Services	\$104,791	\$164,869
Manager Programs and Social Support	\$104,791	\$164,869
Manager Public Spaces Project Development	\$115,270	\$181,356
Manager Real Estate Governance and Strategy	\$104,791	\$164,869
Manager Recreation Service Delivery	\$104,791	\$164,869
Manager Regional Planning	\$104,791	\$164,869
Manager Risk and Compliance	\$104,791	\$164,869
Manager Risk and Opportunity	\$104,791	\$164,869
Manager Risk Management and Claims	\$118,309	\$188,600
Manager Safety Operations	\$104,791	\$164,869
Manager Sales and Acquisitions	\$118,309	\$188,600
Manager Service Excellence	\$104,791	\$164,869
Manager Service Improvement	\$104,791	\$164,869
Manager Storm and Field Operations Support	\$118,309	\$188,600
Manager Strategic Business Services	\$104,791	\$164,869
Manager Strategic Project Development	\$118,309	\$188,600
Manager Strategic Services	\$104,791	\$164,869



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Manager Strategy and Performance	\$104,791	\$164,869
Manager Strategy Planning Innovation and Equity	\$104,791	\$164,869
Manager Talent Management	\$118,309	\$188,600
Manager Tax Receivables and Accounts Payable	\$118,309	\$188,600
Manager Technical and Manufacturing Services	\$128,366	\$204,631
Manager Total Rewards and Healthy Workplace	\$118,309	\$188,600
Manager Trade and Subdivision Development Inspection	\$104,791	\$164,869
Manager Transit Service Delivery	\$118,309	\$188,600
Manager Transit Service Design	\$128,366	\$204,631
Manager Transit Service Support	\$115,270	\$181,356
Manager Transit Service Systems	\$128,366	\$204,631
Manager Transit Service Vehicles	\$128,366	\$204,631
Manager Treasury	\$118,309	\$188,600
Manager Urban Design and Planning Services	\$104,791	\$164,869
Manager Utilities Project Development	\$115,270	\$181,356
Manager Valuation	\$104,791	\$164,869
Manager Warehouse and Inventory	\$104,791	\$164,869
Manager Wastewater Collection	\$128,366	\$204,631
Manager Wastewater Treatment	\$128,366	\$204,631
Manager Water Quality Services	\$118,309	\$188,600
Manager Water Treatment	\$118,309	\$188,600
Manager Web Research and Projects	\$104,791	\$164,869
Manager Workforce Strategy	\$104,791	\$164,869
Manager Workforce Support	\$104,791	\$164,869
Managing Lead Anti-Racism Program	\$118,309	\$188,600
Market Analyst	\$80,444	\$107,544
Market Strategist	\$83,059	\$125,413
Marketing Strategist	\$80,444	\$107,544
Master Indemnification Technician	\$83,366	\$111,426
Material Coordinator	\$66,144	\$73,299
Measurement Analyst	\$72,946	\$97,497
Mechanical and Pond Maintenance Worker	\$66,315	\$73,448
Mechanical Engineering Technologist	\$72,946	\$97,497
Mechanical Maintenance Worker (Pay Level 3)	\$69,805	\$77,314

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Mechanical Maintenance Worker (Pay Level 4)	\$72,578	\$80,443
Mechanical Maintenance Worker CHC	\$66,315	\$73,448
Meter Serviceman	\$66,315	\$73,448
Meters Supervisor	\$74,854	\$111,436
Milling Project Coordinator	\$76,604	\$102,411
Millwright Apprentice*	\$65,544	\$96,179
Millwright Journeyman*	\$89,671	\$104,541
Municipal Prosecutor	\$84,412	\$112,949
Museum Assistant	\$64,628	\$86,432
Neighbourhood Partnership Coordinator	\$76,604	\$102,411
Network Technician	\$68,778	\$92,001
Occupational Exercise Physiologist	\$76,604	\$102,411
Occupational Health Nurse	\$76,604	\$102,411
Occupational Safety Project Specialist	\$80,444	\$107,544
Open Data Strategist	\$74,854	\$111,436
Operational Excellence Senior Manager	\$118,309	\$188,600
Operational Lead Centre City	\$94,168	\$144,228
Operational Liaison Coordinator	\$68,778	\$92,001
Operational Support Coordinator	\$68,778	\$92,001
Operational Systems Technologist	\$72,946	\$97,497
Operations Analyst	\$64,628	\$86,432
Operations and Maintenance Hydrant Technician	\$60,661	\$81,172
Operations and Maintenance Planner	\$68,778	\$92,001
Operations and Maintenance Supervisor (Level D)	\$74,854	\$111,436
Operations and Maintenance Supervisor (Level E)	\$83,059	\$125,413
Operations and Maintenance Technician	\$64,628	\$86,432
Operations Asset Coordinator	\$68,778	\$92,001
Operations Control Center Supervisor	\$74,854	\$111,436
Operations Controller	\$72,764	\$97,261
Operations Coordinator	\$72,946	\$97,497
Operations Leader	\$94,168	\$144,228
Operations Specialist	\$60,661	\$81,172
Operations Strategist	\$83,059	\$125,413

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Operations Supervisor	\$74,854	\$111,436
Operations Support Lead	\$83,059	\$125,413
Organizational Lead Anti-Racism	\$94,168	\$144,228
Painter Journeyperson	\$80,891	\$90,522
Paralegal	\$64,628	\$86,432
Paralegal Real Estate	\$68,778	\$92,001
PARIS Administrator	\$64,628	\$86,432
Park Infrastructure Lead	\$94,168	\$144,228
Park Plus Implementation Coordinator	\$72,946	\$97,497
Parking Patrol and Investigation Officer	\$69,326	\$92,768
Parks Community Strategist (Pay Level 12)	\$80,444	\$107,544
Parks Community Strategist (Pay Level E)	\$83,059	\$125,413
Parks Crew Lead	\$66,315	\$73,448
Parks Development Coordinator	\$84,412	\$112,949
Parks Ecologist	\$80,444	\$107,544
Parks Encroachment Administrator	\$60,661	\$81,172
Parks Encroachment Specialist	\$76,604	\$102,411
Parks Events Specialist	\$68,778	\$92,001
Parks Initiatives Field Coordinator	\$76,604	\$102,411
Parks Inspector	\$83,366	\$111,426
Parks Logistics Lead	\$94,168	\$144,228
Parks Permit Specialist	\$64,628	\$86,432
Parks Program Ambassador	\$56,966	\$76,185
Parks Program Coordinator	\$68,778	\$92,001
Parks Shift Supervisor	\$74,854	\$111,436
Parks Trainer	\$68,778	\$92,001
Parks Worker (Pay Level 2)	\$62,837	\$69,634
Parks Worker (Pay Level 3)	\$66,315	\$73,448
Parks Worker Irrigation Lead Hand	\$66,315	\$73,448
Partnership Coordinator	\$76,604	\$102,411
Partnership Liaison	\$72,946	\$97,497
Parts Technician Journeyperson 1	\$84,469	\$94,598
Parts Technician Journeyperson 2	\$89,856	\$102,128
Pathway and Trail Lead	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Pathway and Trail Technician	\$68,778	\$92,001
Patrol and Investigations Supervisor	\$65,997	\$98,378
Pavement Management Coordinator	\$76,604	\$102,411
Payments Adjustor	\$56,966	\$76,185
Payroll Administrator (Pay Level 6)	\$56,966	\$76,185
Payroll Administrator (Pay Level 7)	\$60,661	\$81,172
Payroll Administrator (Pay Level 8)	\$64,628	\$86,432
Payroll Analyst	\$72,946	\$97,497
Pension and Benefit Analyst	\$72,946	\$97,497
Pension Specialist	\$68,778	\$92,001
Pensions Financial Specialist	\$80,444	\$107,544
Performance Management Technologist	\$76,604	\$102,411
Performance Measurement Coordinator	\$76,604	\$102,411
Photo Enforcement Officer	\$60,661	\$81,172
Planner 1	\$76,604	\$102,411
Planner 2	\$84,412	\$112,949
Planning Analyst	\$72,946	\$97,497
Planning and Development Analyst	\$68,778	\$92,001
Planning and Safety Codes Customer Advisor	\$72,946	\$97,497
Planning Designer	\$68,778	\$92,001
Planning Engineering Technician	\$64,628	\$86,432
Planning Legislative Advisor	\$64,628	\$86,432
Planning Services Technician	\$64,628	\$86,432
Planning Services Technician 2	\$68,778	\$92,001
Planning Services Technician Lead	\$76,604	\$102,411
Planning Technician	\$72,946	\$97,497
Plant Maintainer 1	\$76,710	\$85,987
Plant Maintainer 2	\$80,538	\$90,293
Plant Maintenance Helper	\$56,948	\$63,054
Plant Maintenance Man*	\$62,837	\$73,299
Plant Maintenance Support	\$64,667	\$72,363
Plant Operations Supervisor*	\$83,059	\$125,413
Plant Operator 1	\$69,805	\$77,314

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Plant Operator 2	\$77,314	\$77,314
Plant Operator 3	\$83,678	\$92,747
Plant Operator Boiler	\$76,398	\$84,677
Plant Operator Intermediate	\$74,801	\$74,801
Plant Operator Junior	\$69,634	\$69,634
Plant Operator Senior	\$80,959	\$89,733
Playfield Coordinator	\$76,604	\$102,411
Plumber Apprentice	\$62,402	\$86,984
Plumber Journey person CHC	\$85,363	\$94,552
Plumber Journey person*	\$85,363	\$99,528
Policy Advisor	\$76,604	\$102,411
Policy Analyst	\$72,946	\$97,497
Policy and Administrative Lead	\$65,997	\$98,378
Policy and Procedures Administrator	\$76,604	\$102,411
Policy Coordinator	\$64,628	\$86,432
Portfolio Manager	\$94,168	\$144,228
Positioning and Navigation Specialist	\$84,412	\$112,949
Power Systems Coordinator	\$141,960	\$141,960
Power Systems Journey person	\$128,752	\$128,752
Power Systems Lead Hand	\$135,200	\$135,200
Prairie Economic Gateway Program Manager	\$118,309	\$188,600
Pre-Employment Drug Testing Program Leader	\$83,059	\$125,413
President/Chief Executive Officer CHC	\$166,000	\$256,000
Preventative Maintenance Coordinator	\$64,628	\$86,432
Preventative Maintenance Person	\$66,851	\$74,859
Printing Coordinator	\$60,661	\$81,172
Process Accountant	\$60,661	\$81,172
Process Coordinator (Pay Level 7)	\$60,661	\$81,172
Process Coordinator (Pay Level D)	\$74,854	\$111,436
Process Manager	\$83,059	\$125,413
Process Manager Incident Management	\$83,059	\$125,413
Process Specialist	\$72,946	\$97,497
Procurement and Contract Manager	\$94,168	\$144,228

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Production Artist	\$64,628	\$86,432
Production Artist and Macintosh System Administrator	\$72,946	\$97,497
Production Coordinator	\$80,444	\$107,544
Production Liaison Specialist	\$87,547	\$117,042
Production Specialist	\$68,778	\$92,001
Professional Wellness and Development Coordinator CHC	\$72,946	\$97,497
Program Coordinator (Pay Level 10)	\$72,946	\$97,497
Program Coordinator (Pay Level C)	\$65,997	\$98,378
Program Development Advisor	\$68,778	\$92,001
Program Initiatives Lead	\$94,168	\$144,228
Program Lead Resilience Strategies	\$94,168	\$144,228
Program Lead Strategic Foresight	\$94,168	\$144,228
Program Manager (Pay Level 13)	\$84,412	\$112,949
Program Manager (Pay Level G)	\$104,791	\$164,869
Program Manager Desktop Architecture	\$94,168	\$144,228
Program Manager Identity Management	\$94,168	\$144,228
Program Manager Information Technology	\$94,168	\$144,228
Program Planner	\$80,444	\$107,544
Program Planning and Implementation Steward	\$80,444	\$107,544
Programmer Analyst (Pay Level 8)	\$64,628	\$86,432
Programmer Analyst (Pay Level 9)	\$68,778	\$92,001
Programmer Analyst (Pay Level 11)	\$76,604	\$115,497
Project and Development Coordinator	\$88,725	\$118,573
Project Controls Analyst	\$64,628	\$86,432
Project Controls Analyst CHC	\$72,946	\$97,497
Project Controls Senior Manager	\$118,309	\$188,600
Project Coordinator	\$76,604	\$102,411
Project Cost Control Coordinator	\$68,778	\$92,001
Project Cost Control Specialist	\$64,628	\$86,432
Project Hydrogeologist	\$83,059	\$125,413
Project Inspector	\$76,604	\$102,411
Project Inspector CHC	\$64,628	\$86,432
Project Management Consultant (Pay Level 11)	\$76,604	\$102,411
Project Management Consultant (Pay Level E)	\$83,059	\$125,413

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Project Manager (Pay Level 11)	\$76,604	\$102,411
Project Manager (Pay Level 12)	\$80,444	\$107,544
Project Manager (Pay Level 13)	\$84,412	\$112,949
Project Manager (Pay Level E)	\$83,059	\$125,413
Project Manager (Pay Level F)	\$94,168	\$144,228
Project Manager CHC (Pay Level 12)	\$80,444	\$107,544
Project Manager CHC (Pay Level 13)	\$84,412	\$112,949
Project Reporting Coordinator	\$64,628	\$86,432
Project Reporting Team Lead	\$83,059	\$125,413
Project Researcher	\$64,628	\$86,432
Project Scanning Technician	\$53,526	\$71,526
Project Specialist	\$83,059	\$125,413
Projects Technician	\$87,547	\$117,042
Property Manager	\$72,946	\$97,497
Property Manager CHC	\$72,946	\$97,497
Property Processor	\$69,805	\$77,314
Psychological Safety Specialist	\$80,444	\$107,544
Public Affairs Strategist CHC	\$76,604	\$102,411
Public Art Associate Conservator	\$64,628	\$86,432
Public Art Collection Specialist	\$68,778	\$92,001
Public Art Conservator	\$76,604	\$102,411
Public Art Liaison	\$83,059	\$125,413
Public Information Officer	\$140,774	\$140,774
Public Program Coordinator (Pay Level 10)	\$72,946	\$97,497
Public Program Coordinator (Pay Level 11)	\$76,604	\$102,411
Public Realm Lead	\$94,168	\$144,228
Public Relations and Partnerships Senior Manager	\$104,791	\$164,869
Public Safety and Enforcement Analyst	\$76,604	\$102,411
Public Safety and Enforcement Officer	\$87,547	\$117,042
Public Safety Lead Anti-Racism	\$94,168	\$144,228
Public Safety Project Manager	\$80,444	\$107,544
Public Safety System Architect	\$84,412	\$112,949
Public Safety Technical Analyst	\$84,412	\$112,949
Quality Assurance Administrator	\$64,628	\$86,432

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Quality Assurance Analyst	\$68,778	\$92,001
Quality Assurance and Accreditation Strategist	\$83,059	\$125,413
Quality Assurance Inspector	\$64,628	\$86,432
Quality Assurance Lead	\$72,946	\$97,497
Quality Assurance Technician	\$76,604	\$102,411
Quality Improvement Lead Specialist	\$99,572	\$99,572
Quality Senior Manager	\$128,366	\$204,631
Rail Systems Technician	\$64,628	\$86,432
Real Estate Portfolio Lead	\$83,059	\$125,413
Real Estate Strategist CHC	\$80,444	\$107,544
Records Management Support (Pay Level 3)	\$45,427	\$60,752
Records Management Support (Pay Level 5)	\$53,526	\$71,526
Records Management Support (Pay Level 6)	\$56,820	\$76,185
Records Management Support (Pay Level 7)	\$60,661	\$81,172
Records Management Support (Pay Level 8)	\$64,628	\$86,432
Records Management Support (Pay Level 9)	\$68,778	\$92,001
Records Management Support (Pay Level 10)	\$72,946	\$97,497
Records Management Support CHC	\$68,778	\$92,001
Recreation and Social Programs 311 Subject Matter Expert	\$56,966	\$76,185
Recreation Planning Strategist	\$80,444	\$107,544
Recreation Program Advisor	\$64,628	\$86,432
Recreation Program Coordinator	\$76,604	\$102,411
Recreation Program Specialist	\$68,778	\$92,001
Recruitment Analyst	\$68,778	\$92,001
Recruitment Coordinator	\$154,190	\$154,190
Recruitment Officer	\$65,997	\$98,378
Recruitment Specialist	\$60,661	\$81,172
Regulatory Analyst	\$83,059	\$125,413
Regulatory Program Specialist	\$76,604	\$102,411
Rent Supplement Coordinator CHC	\$83,059	\$125,413
Rental Coordinator	\$68,778	\$92,001
Repair and Maintenance Operations Supervisor	\$74,854	\$111,436
Repair and Response Operations Supervisor	\$74,854	\$111,436
Repairman Bridges	\$72,578	\$80,443



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Research Analyst (Pay Level 7)	\$60,661	\$81,172
Research Analyst (Pay Level 9)	\$68,778	\$92,001
Research and Development Analyst	\$68,778	\$92,001
Research and Policy Technician	\$60,661	\$81,172
Research Coordinator	\$80,444	\$107,544
Research Policy Planner	\$83,059	\$125,413
Research Social Planner	\$84,412	\$112,949
Residential Collection Driver	\$66,315	\$73,448
Resilience Officer	\$140,774	\$140,774
Resilient Building Coordinator	\$83,059	\$125,413
Retirement Analyst	\$72,946	\$97,497
Revenue Programs Administrator	\$64,519	\$86,213
Risk Analyst	\$60,661	\$81,172
Risk Specialist	\$68,778	\$92,001
Roadmaster Track and Way	\$65,997	\$98,378
Roads Design and Development Technologist	\$80,444	\$107,544
Roads Subdivision Officer	\$96,470	\$129,085
Route Planning Analyst	\$72,946	\$97,497
Safe Workplace Program Coordinator	\$83,059	\$125,413
Safety Advisor*	\$80,444	\$122,907
Safety Assurance Specialist	\$80,444	\$107,544
Safety Codes Officer	\$80,444	\$107,544
Safety Codes Officer Electrical	\$117,042	\$122,907
Safety Information Officer	\$72,946	\$97,497
Safety Patrol Boat Operator	\$66,315	\$73,448
Safety Patrol Boat Operator Senior	\$72,578	\$80,443
Safety Supervisor	\$94,168	\$144,228
Sales Agent	\$76,604	\$102,411
Sales and Account Management Associate	\$80,444	\$107,544
SAP Ariba Administrator	\$76,604	\$102,411
Schedule and Workforce Supervisor	\$65,997	\$98,378
Scheduler (Pay Level 7)	\$60,661	\$81,172
Scheduler (Pay Level 8)	\$73,861	\$98,779

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Scheduling Analyst	\$68,778	\$92,001
Scheduling Coordinator	\$60,661	\$81,172
Scheduling Lead	\$94,168	\$144,228
Scheduling Supervisor	\$74,854	\$111,436
Seasonal Employment Coordinator	\$68,778	\$92,001
Secondary Suites Program Manager	\$94,168	\$144,228
Sectional Lead	\$83,059	\$125,413
Security Advisor	\$83,059	\$125,413
Security Control Analyst	\$68,778	\$92,001
Security Guard	\$61,173	\$81,744
Security Operations Section Lead	\$83,059	\$125,413
Security Operations Supervisor (Pay Level C)	\$65,997	\$98,378
Security Operations Supervisor (Pay Level D)	\$74,854	\$111,436
Security Systems Administrator	\$68,778	\$92,001
Security Systems Section Lead	\$83,059	\$125,413
Security Systems Technician	\$64,628	\$86,432
Senior Access Planner	\$83,059	\$125,413
Senior Address Planning Analyst	\$76,604	\$102,411
Senior Addressing Analyst	\$68,778	\$92,001
Senior Administrator Business Services	\$68,778	\$92,001
Senior Advisor Corporate Finance	\$94,168	\$144,228
Senior Architect	\$94,168	\$144,228
Senior Assessor	\$93,038	\$124,470
Senior Asset Management GIS Technician	\$76,604	\$102,411
Senior Auditor	\$94,168	\$144,228
Senior Biology Laboratory Technician	\$76,604	\$102,411
Senior Business Analyst Capital Budget	\$68,778	\$92,001
Senior Business Analyst Revenue Control Accounts Receivable CHC	\$60,661	\$81,172
Senior Business Experience Representative	\$76,604	\$102,411
Senior Buyer	\$80,444	\$118,282
Senior Buyer CHC	\$80,444	\$118,282
Senior Capital Grant Consultant	\$83,059	\$125,413
Senior Cash Processor	\$64,938	\$86,882
Senior Change Controller	\$64,628	\$86,432

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Claims Adjuster	\$74,854	\$111,436
Senior Commercial Leasing Agent	\$84,412	\$112,949
Senior Concrete Leader	\$94,168	\$144,228
Senior Coordinator	\$70,168	\$93,840
Senior Coordinator Landscape Construction Approvals	\$84,412	\$112,949
Senior Corporate Consultant	\$94,168	\$144,228
Senior Corporate Economist	\$94,168	\$144,228
Senior Corporate Financial Analyst	\$68,778	\$92,001
Senior Corporate Financial Planner	\$104,791	\$164,869
Senior Corporate Liaison	\$118,309	\$188,600
Senior Corporate Research Analyst	\$74,854	\$111,436
Senior Corrosion Technician	\$83,366	\$111,426
Senior Data Analysis Technician	\$76,604	\$102,411
Senior Data Analyst	\$68,632	\$91,801
Senior Data Analytics Auditor	\$94,168	\$144,228
Senior Data Analytics Strategist	\$84,412	\$112,949
Senior Data Collection Technician	\$72,946	\$97,497
Senior Database Technology Analyst	\$76,604	\$115,497
Senior Department Accountant	\$80,444	\$107,544
Senior Development Consultant (Pay Level 12)	\$80,444	\$107,544
Senior Development Consultant (Pay Level E)	\$83,059	\$125,413
Senior Development Inspector	\$84,412	\$112,949
Senior Development Technologist	\$76,604	\$102,411
Senior Dispatcher	\$74,854	\$111,436
Senior Emergency Communications Dispatcher*	\$90,527	\$108,632
Senior Emergency Communications Officer*	\$87,888	\$105,465
Senior Engineering Technologist	\$80,444	\$107,544
Senior Engineering Technologist Driveway	\$80,444	\$107,544
Senior Enterprise Architect	\$94,168	\$144,228
Senior Executive Advisor	\$94,168	\$144,228
Senior Facilities Planner	\$83,059	\$125,413
Senior Financial Accountant	\$68,778	\$92,001
Senior Firefighter	\$119,552	\$119,552

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Geospatial Analyst	\$76,604	\$102,411
Senior Geospatial Technician Cartography	\$76,604	\$102,411
Senior Geospatial Technician Drafting	\$76,604	\$102,411
Senior Graphic Designer	\$72,946	\$97,497
Senior Growth Management Planner	\$83,059	\$125,413
Senior Human Resources Associate	\$68,778	\$92,001
Senior Innovation Designer	\$84,412	\$112,949
Senior Intergovernmental Relations Consultant	\$94,168	\$144,228
Senior Interior Designer	\$76,604	\$102,411
Senior Investment Analyst	\$80,444	\$107,544
Senior Laboratory Technician	\$72,946	\$97,497
Senior Land Inventory Specialist	\$76,604	\$102,411
Senior Leader	\$104,791	\$164,869
Senior Leader Cash Management	\$94,168	\$144,228
Senior Leader Corporate Finance	\$104,791	\$164,869
Senior Leader Investments	\$104,791	\$164,869
Senior Leader Learning and Development	\$94,168	\$144,228
Senior Leader PMP Wheel Truing Attendant	\$73,694	\$82,472
Senior Legislative Advisor	\$76,604	\$102,411
Senior Local Improvement Administrator	\$72,946	\$97,497
Senior Manager Permits Licences Approvals and Agreements	\$118,309	\$188,600
Senior Master Indemnification Technician	\$91,936	\$122,907
Senior Microbiologist	\$88,725	\$118,573
Senior Mobility Policy Engineer	\$103,584	\$158,650
Senior Mobility Policy Planner	\$80,444	\$107,544
Senior Network Administrator	\$80,444	\$107,544
Senior Operator	\$79,494	\$88,110
Senior PARIS Administrator	\$68,778	\$92,001
Senior Paving Leader	\$94,168	\$144,228
Senior Planner	\$83,059	\$125,413
Senior Planning and Policy Strategist	\$84,412	\$112,949
Senior Planning Services Technician	\$72,946	\$97,497
Senior Planning Technician	\$76,604	\$102,411
Senior Plants Leader	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Senior Process Accountant	\$68,778	\$92,001
Senior Public Space Policy Planner	\$80,444	\$107,544
Senior Recruitment Specialist	\$64,628	\$86,432
Senior Regulatory Analyst	\$94,168	\$144,228
Senior Risk Strategist	\$94,168	\$144,228
Senior Safety Codes Officer	\$88,725	\$118,573
Senior Safety Codes Officer Electrical	\$135,512	\$135,512
Senior Sales Agent	\$84,412	\$112,949
Senior Scheduler	\$74,854	\$111,436
Senior Security Analyst	\$74,854	\$111,436
Senior Signals Electrician/Technician Journeyperson	\$114,608	\$114,608
Senior Site Manager CHC	\$72,946	\$97,497
Senior Soccer Centre Attendant	\$66,315	\$73,448
Senior Software Developer	\$72,946	\$97,497
Senior Storeman	\$74,027	\$91,374
Senior Strategic Planner	\$83,059	\$125,413
Senior Systems Administrator	\$72,946	\$97,497
Senior Systems Analyst	\$84,412	\$112,949
Senior Technical Advisor	\$94,168	\$144,228
Senior Technical Advisor LRV and Integration	\$94,168	\$144,228
Senior Technical Analyst	\$84,412	\$127,546
Senior Technician	\$72,946	\$97,497
Senior Traffic Engineering Technician	\$80,444	\$107,544
Senior Transit Design Technician	\$76,604	\$102,411
Senior Transit Planner	\$83,059	\$125,413
Senior Transportation Planning Technician	\$80,444	\$107,544
Senior User Experience Architect	\$72,946	\$97,497
Senior Utilities Technologist	\$80,444	\$107,544
Senior Water Management Development Coordinator	\$84,412	\$112,949
Senior Water Policy Planner	\$84,412	\$112,949
Senior Water Quality Monitoring Technician	\$80,444	\$107,544
Senior Water Resources Planner	\$84,412	\$112,949
Senior Watershed and Water Resources Specialist	\$80,444	\$107,544
Senior Watershed Biologist	\$93,038	\$124,470

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Septic Dump Station Attendant	\$56,948	\$63,054
Sergeant Bylaw Services	\$76,604	\$102,411
Sergeant Calgary Transit*	\$80,444	\$122,907
Service Advisor	\$73,736	\$98,530
Service Camera Technician	\$69,326	\$92,768
Service Contract Coordinator	\$68,778	\$92,001
Service Delivery Consultant	\$83,059	\$125,413
Service Governance Coordinator	\$94,168	\$144,228
Service Performance Research Analyst	\$72,946	\$97,497
Service Quality Lead	\$74,854	\$111,436
Shipper Receiver	\$69,805	\$77,314
Shop Labourer	\$65,582	\$65,582
Shop Lead	\$122,138	\$122,138
Shop Technician	\$84,469	\$94,557
Shop Worker	\$66,315	\$73,448
Sign Manufacturer (Pay Level 2)	\$62,837	\$69,634
Sign Manufacturer (Pay Level 3)	\$66,315	\$73,448
Sign Manufacturer (Pay Level 4)	\$72,578	\$80,443
Signals Electrician/Technician Journeyperson	\$106,122	\$106,122
Site Manager CHC	\$64,628	\$86,432
Small Equipment Storeperson	\$61,173	\$81,744
Small Equipment Storeperson Driver	\$51,917	\$69,430
Small Motor Mechanic	\$72,578	\$80,443
Soccer Centre Attendant	\$62,837	\$69,634
Social Programs Specialist	\$68,778	\$92,001
Social Research Policy Analyst	\$72,946	\$97,497
Social Research Policy Analyst CHC	\$72,946	\$97,497
Social Support Worker	\$72,946	\$97,497
Social Worker	\$76,604	\$102,411
Special Projects Leader	\$94,168	\$144,228
Special Services Technician	\$68,778	\$92,001
Specifications Officer	\$140,774	\$140,774
Sports Coordinator	\$76,604	\$102,411

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Staffing Liaison Coordinator	\$65,997	\$98,378
Storeman	\$65,250	\$80,558
Storeperson	\$61,173	\$81,744
Storeworker	\$66,315	\$73,448
Storeworker CHC	\$66,315	\$73,448
Stormwater Pollution Prevention Specialist	\$80,444	\$107,544
Strategic Business Analyst	\$83,059	\$125,413
Strategic Legislative Analyst	\$74,854	\$111,436
Strategy Lead CHC	\$94,168	\$144,228
Strategy Liaison	\$72,946	\$97,497
Streetlight Design Coordinator	\$83,059	\$125,413
Streetlight Design Technician	\$80,444	\$107,544
Superintendent Commercial Collection	\$83,059	\$125,413
Superintendent Programs	\$83,059	\$125,413
Superintendent Residential Collection	\$83,059	\$125,413
Supervisor Calgro Operations	\$83,059	\$125,413
Supervisor Contact Center	\$65,997	\$98,378
Supervisor Contract Management Accountability	\$74,854	\$111,436
Supervisor Customer Service and Communications Liaison	\$83,059	\$125,413
Supervisor Disposal Processing	\$65,997	\$98,378
Supervisor Electrical Maintenance	\$83,059	\$125,413
Supervisor Mobility and Partnership	\$83,059	\$125,413
Supervisor Operational Liaison	\$83,059	\$125,413
Supervisor Parks Programs	\$83,059	\$125,413
Supervisor Photo Enforcement	\$65,997	\$98,378
Supervisor Sales Special Programs	\$74,854	\$111,436
Supervisor Service Counter	\$65,997	\$98,378
Supervisor Volunteers and Bookings	\$83,059	\$125,413
Supervisor Workforce Planning	\$74,854	\$111,436
Supplier Support Advisor	\$56,966	\$76,185
Supply Chain Analyst	\$68,778	\$92,001
Supply Chain Planner	\$80,444	\$107,544
Surface Improvements Inspector	\$83,366	\$111,426
Survey Coordinator	\$80,444	\$107,544

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Survey Drafting Specialist	\$68,778	\$92,001
Survey Vehicle Equipment Coordinator	\$64,628	\$86,432
Surveyor	\$76,604	\$102,411
Surveyor Assistant	\$60,661	\$81,172
Sustainability Consultant	\$83,059	\$125,413
Swamper Equipment Operator Crane Truck	\$56,948	\$63,054
Swamper to Equipment Operator Loader	\$62,837	\$69,634
Swim and Lifesaving Instructor Trainer	\$66,315	\$73,448
Swim Instructor	\$66,315	\$73,448
Systems Administrator 1	\$68,778	\$92,001
Systems Administrator 2	\$80,444	\$121,430
Systems Administrator 3	\$83,059	\$125,413
Systems Control Coordinator	\$91,936	\$122,907
Systems Control Technician	\$87,547	\$117,042
Systems Electrical Control Technician	\$114,608	\$114,608
Systems Enhancement Lead	\$83,059	\$125,413
Tangible Capital Assets Coordinator	\$74,854	\$111,436
Tangible Capital Assets Finance Analyst	\$74,854	\$111,436
Tangible Capital Assets Financial Policy Consultant	\$83,059	\$125,413
Tangible Capital Assets Reporting Lead	\$83,059	\$125,413
Tangible Capital Assets Strategic Business Analyst	\$72,946	\$97,497
Team Coordinator	\$94,168	\$144,228
Team Coordinator Safety and Training	\$94,168	\$144,228
Team Lead Accounts Payable	\$74,854	\$111,436
Team Lead Analytics	\$94,168	\$144,228
Team Lead Arts and Culture Development	\$94,168	\$144,228
Team Lead Booking and Registration	\$74,854	\$111,436
Team Lead Business Approvals	\$74,854	\$111,436
Team Lead Business Continuity and Emergency Management	\$94,168	\$144,228
Team Lead Business Performance Meter	\$74,854	\$111,436
Team Lead Business Planning and Performance (Pay Level E)	\$83,059	\$125,413
Team Lead Business Planning and Performance (Pay Level F)	\$94,168	\$144,228
Team Lead Business Support	\$83,059	\$125,413
Team Lead Business Systems	\$94,168	\$144,228



<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Business Technology	\$83,059	\$125,413
Team Lead Capital Conservation Grant	\$83,059	\$125,413
Team Lead Capital Inspections	\$84,412	\$112,949
Team Lead Cash Processing	\$65,997	\$98,378
Team Lead Cathodic Protection	\$91,936	\$122,907
Team Lead Citizen Programs	\$83,059	\$125,413
Team Lead Communication Funding Strategies	\$94,168	\$144,228
Team Lead Community Based Strategies	\$94,168	\$144,228
Team Lead Community Social Development	\$83,059	\$125,413
Team Lead Cross Connection Control	\$94,168	\$144,228
Team Lead Customer Relations and Agreements	\$94,168	\$144,228
Team Lead Customer Service	\$74,854	\$111,436
Team Lead Customer Solutions	\$72,946	\$97,497
Team Lead Data and Technology	\$94,168	\$144,228
Team Lead Data Strategies	\$94,168	\$144,228
Team Lead Demographics and Evaluation	\$94,168	\$144,228
Team Lead Design and Construction	\$83,059	\$125,413
Team Lead Employee Support	\$83,059	\$125,413
Team Lead Environmental Compliance	\$94,168	\$144,228
Team Lead Environmental Strategy	\$94,168	\$144,228
Team Lead Equity Program	\$94,168	\$144,228
Team Lead Facility Maintenance	\$83,059	\$125,413
Team Lead Fair Entry (Pay Level 12)	\$83,059	\$125,413
Team Lead Fair Entry (Pay Level E)	\$83,059	\$125,413
Team Lead Festival and Event Planning	\$94,168	\$144,228
Team Lead Film Permits and Services	\$83,059	\$125,413
Team Lead Fleet Maintenance	\$94,168	\$144,228
Team Lead Homelessness and Downtown Initiatives	\$94,168	\$144,228
Team Lead Indigenous Relations	\$94,168	\$144,228
Team Lead Industrial Monitoring	\$94,168	\$144,228
Team Lead Information Management	\$83,059	\$125,413
Team Lead Information Management Security	\$94,168	\$144,228
Team Lead Information Security Compliance and Advisory Services	\$94,168	\$144,228
Team Lead Information Security Operations	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Innovation Partnerships and Impact	\$83,059	\$125,413
Team Lead Innovation Practice and Projects	\$83,059	\$125,413
Team Lead Integrity and Advisory Services	\$94,168	\$144,228
Team Lead Investigations	\$94,168	\$144,228
Team Lead Justice Partnerships	\$83,059	\$125,413
Team Lead Key Accounts	\$83,059	\$125,413
Team Lead Laboratory Instrumentation	\$83,059	\$125,413
Team Lead Laboratory Operations	\$83,059	\$125,413
Team Lead Landfill Gas Operations	\$94,168	\$144,228
Team Lead Maintenance Operations	\$83,059	\$125,413
Team Lead Microbiology	\$83,059	\$125,413
Team Lead Neighbourhood Partnership Coordinator	\$94,168	\$144,228
Team Lead Operational Assurance	\$83,059	\$125,413
Team Lead Operations	\$94,168	\$144,228
Team Lead Partner Capital Projects	\$94,168	\$144,228
Team Lead Performance Analytics	\$83,059	\$125,413
Team Lead Performance Improvement	\$94,168	\$144,228
Team Lead Physical	\$94,168	\$144,228
Team Lead Portfolio Management Office	\$94,168	\$144,228
Team Lead Prevention Investments	\$94,168	\$144,228
Team Lead Project Controls	\$83,059	\$125,413
Team Lead Project Management	\$83,059	\$125,413
Team Lead Recreation Facilities	\$74,854	\$111,436
Team Lead Recreation Programs	\$74,854	\$111,436
Team Lead Recreation Service Delivery Workforce	\$74,854	\$111,436
Team Lead Revenue Streams	\$94,168	\$144,228
Team Lead Service Improvements	\$83,059	\$125,413
Team Lead Service Planning	\$94,168	\$144,228
Team Lead Service Schedules Public Transit	\$83,059	\$125,413
Team Lead Service Scheduling Calgary Transit Access	\$83,059	\$125,413
Team Lead Service Strategy	\$94,168	\$144,228
Team Lead Servicing and Improvement	\$83,059	\$125,413
Team Lead Social Programs	\$83,059	\$125,413
Team Lead Social Wellbeing Initiatives	\$94,168	\$144,228

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Team Lead Sport Partners	\$94,168	\$144,228
Team Lead Stormwater Pollution	\$94,168	\$144,228
Team Lead Strategic Planning and Employee Development	\$94,168	\$144,228
Team Lead Subdivision Inspections	\$83,059	\$125,413
Team Lead Tax Account Maintenance	\$68,778	\$92,001
Team Lead Technical Services	\$94,168	\$144,228
Team Lead Training and Compliance	\$83,059	\$125,413
Team Lead Transit Operational Performance	\$83,059	\$125,413
Team Lead Vehicles and Equipment	\$74,854	\$111,436
Team Lead Warehousing	\$74,854	\$111,436
Team Lead Water Facilities	\$83,059	\$125,413
Team Lead Water Quality Monitoring	\$83,059	\$125,413
Team Lead Watershed Resiliency	\$94,168	\$144,228
Team Lead Wholly Owned Subsidiaries	\$94,168	\$144,228
Team Lead Youth Employment	\$83,059	\$125,413
Team Leader Close Protection	\$94,168	\$144,228
Team Leader Corporate Accounts Receivable	\$72,946	\$97,497
Team Leader Corporate Billing	\$72,946	\$97,497
Team Leader Corporate Cash Payments	\$65,997	\$98,378
Team Leader Corporate Credit and Collections	\$76,604	\$102,411
Team Leader Fleet	\$83,059	\$125,413
Team Leader Manufacturing	\$83,059	\$125,413
Team Leader Technology and Information	\$83,059	\$125,413
Technical Advisor	\$76,385	\$102,175
Technical Analyst	\$68,778	\$92,001
Technical Assistant	\$88,920	\$99,528
Technical Coordinator	\$96,470	\$129,085
Technical Lead Planner	\$83,059	\$125,413
Technical Security Systems Dispatch Administrator	\$56,966	\$76,185
Technical Services Coordinator CHC	\$83,059	\$125,413
Technical Services Lead	\$83,059	\$125,413
Technical Services Officer	\$140,774	\$140,774
Technical Teams Coordinator	\$154,190	\$154,190
Technical Writer (Pay Level 7)	\$60,661	\$81,172

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Technical Writer (Pay Level 8)	\$64,628	\$86,432
Technical Writer (Pay Level 9)	\$68,778	\$92,001
Technical Writer (Pay Level 10)	\$72,946	\$97,497
Technical Writing and Media Specialist	\$68,778	\$92,001
Technology Coordinator CHC	\$83,059	\$125,413
Telecommunications Specialist	\$64,628	\$86,432
Telecommunications Technologist (Pay Level 10)	\$72,946	\$97,497
Telecommunications Technologist (Pay Level 11)	\$76,604	\$102,411
Telephone Services and Dispatch Operator	\$61,849	\$82,715
Temporary Employment Services Agency Coordinator	\$74,854	\$111,436
Tire Repair Person	\$66,851	\$74,859
Tire Repair Person Lead Hand	\$73,694	\$82,472
Trace Analyst	\$72,946	\$97,497
Track Maintainer	\$69,139	\$77,522
Trackman	\$64,667	\$72,363
Trade Support Foreman	\$69,826	\$86,195
Trades Foreman	\$83,059	\$125,413
Traffic Collision Analyst Technician	\$76,604	\$102,411
Traffic Control and Parking Coordinator	\$83,059	\$125,413
Traffic Control and Parking Lead	\$103,584	\$158,650
Traffic Controller	\$62,837	\$69,634
Traffic Engineering Technician 1	\$64,628	\$86,432
Traffic Engineering Technician 2	\$76,604	\$102,411
Traffic Leader Technical Service Delivery	\$94,168	\$144,228
Traffic Operations Supervisor	\$83,059	\$125,413
Traffic Signals Technician	\$68,778	\$92,001
Training Lead (Pay Level D)	\$74,854	\$111,436
Training Lead (Pay Level E)	\$83,059	\$125,413
Training Officer	\$76,398	\$84,677
Training Specialist (Pay Level 7)	\$60,497	\$80,899
Training Specialist (Pay Level 8)	\$64,628	\$86,432
Training Specialist (Pay Level 9)*	\$68,632	\$105,144
Training Specialist (Pay Level 10)	\$72,946	\$97,497

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Training Specialist (Pay Level 11)	\$76,604	\$102,411
Training Specialist (Pay Level 12)	\$80,444	\$107,544
Transit Employee Support Supervisor	\$74,854	\$111,436
Transit GIS and Research Specialist	\$76,604	\$102,411
Transit Operations Supervisor	\$74,854	\$111,436
Transit Operator Trainee	\$56,121	\$56,121
Transit Operator*	\$47,892	\$74,822
Transit Planner	\$76,604	\$102,411
Transit Planning Technician	\$64,628	\$86,432
Transit Scheduler	\$68,632	\$91,801
Transit Training Officer	\$65,997	\$98,378
Transportation Education Planner Specialist	\$72,946	\$97,497
Transportation Environmental Technologist	\$80,444	\$107,544
Transportation Planner	\$83,059	\$125,413
Treasury Operations Lead	\$84,412	\$112,949
Tribunal Analyst	\$68,778	\$92,001
Tribunal Coordinator	\$83,059	\$125,413
Truck and Transport Apprentice	\$64,688	\$94,557
Truck and Transport Mechanic Journey person 1	\$88,920	\$105,061
Truck and Transport Mechanic Journey person 2	\$93,371	\$109,762
Truck Driver Aerial	\$66,315	\$73,448
Truck Driver Move	\$66,315	\$73,448
Truck Driver Tandem (Pay Level 1)	\$56,948	\$63,054
Truck Driver Tandem (Pay Level 2)	\$62,837	\$69,634
Ultra Violet Specialist	\$69,826	\$86,195
United Way Employee Program Lead	\$80,444	\$107,544
Urban Forestry Lead	\$94,168	\$144,228
Urban Forestry Superintendent	\$83,059	\$125,413
Urban Forestry Technician	\$76,604	\$102,411
Urban Forestry Technician Supervisor	\$83,059	\$125,413
Urban Strategy Lead	\$94,168	\$144,228
User Experience Architect	\$68,778	\$92,001
Utilities Call Centre Coordinator	\$76,604	\$102,411

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

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Utilities Planning Specialist	\$72,946	\$97,497
Utility Coordinator	\$83,059	\$125,413
Utility Damage Prevention Coordinator	\$72,578	\$80,443
Utility Inspector	\$83,366	\$111,426
Utility Worker	\$62,837	\$69,634
Valuation Specialist	\$84,412	\$112,949
Vehicle and Equipment Coordinator	\$74,854	\$111,436
Vehicle-for-Hire Licensing Representative	\$60,661	\$81,172
Veterinarian	\$83,059	\$125,413
Veterinary Assistant	\$66,315	\$73,448
Vice President Asset and Maintenance CHC	\$128,366	\$204,631
Vice President Business Strategy CHC	\$104,791	\$164,869
Vice President Customer Experience CHC	\$104,791	\$164,869
Vice President Portfolio Management and Executive Operating Officer CHC	\$104,791	\$164,869
Video Analyst	\$65,997	\$98,378
Video Design Specialist	\$72,946	\$97,497
Video Operator Mainline	\$66,315	\$73,448
Visualization Data Strategist	\$76,604	\$102,411
Vocational Rehabilitation Consultant	\$80,444	\$107,544
Volunteer Coordinator	\$68,778	\$92,001
Waste and Recycling Educator	\$64,628	\$86,432
Waste Diversion Specialist	\$80,444	\$107,544
Waste Officer	\$80,444	\$107,544
Water Educator	\$56,966	\$76,185
Water Facilities Worker	\$66,315	\$73,448
Water Management Control Coordinator	\$91,936	\$122,907
Water Management Development Coordinator	\$72,946	\$97,497
Water Management Lead	\$94,168	\$144,228
Water Management Superintendent	\$83,059	\$125,413
Water Management Technician	\$72,946	\$97,497
Water Quality Monitoring Technician	\$68,778	\$92,001
Waterjet Operator	\$69,805	\$77,314
WATSUN Program Manager	\$104,791	\$164,869
Web Designer	\$64,519	\$86,213

<b>Position title</b>	<b>Minimum annual base rate</b>	<b>Maximum annual base rate</b>
Welder Journeyperson	\$88,920	\$99,528
Wellness Consultant	\$76,385	\$102,175
Wellness Medical Administrator	\$64,628	\$86,432
Whistleblower Program Investigator	\$83,059	\$125,413
Whistleblower Program Manager	\$94,168	\$144,228
Wireless Infrastructure Deployment Supervisor	\$83,059	\$125,413
Workforce Coordinator	\$64,628	\$86,432
Workforce Management Lead	\$94,168	\$144,228
Workforce Planning Analyst	\$74,854	\$111,436
Working Foreman/Lead Hand	\$120,349	\$120,349
Works Inspector	\$68,778	\$92,001
Workspace Planner	\$68,778	\$92,001
Yard Custodian Lead Hand	\$76,398	\$84,677
Youth Employment Counsellor	\$68,778	\$92,001
Zone Superintendent	\$83,059	\$125,413
Zookeeper 1	\$66,144	\$73,299
Zookeeper 2	\$69,805	\$77,314

# Pensions

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## City of Calgary Pension Plans

### Local Authorities Pension Plan (LAPP)

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

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

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

#### LAPP 2024 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
2024 YMPE	\$68,500
2024 Income Tax Act Salary Cap	\$201,050

For more information: [www.lapp.ca](http://www.lapp.ca)



## Supplementary Pension Plan (SPP)

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

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

### SPP 2024 contribution rates

Members' rate	1.94% of annual earnings
City rate	2.37% of annual earnings
2024 Income Tax Act Salary Cap	\$180,500

## 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 2024 contribution rates

Members' rate	2.55% of annual earnings
City rate	3.12% of annual earnings
2024 Income Tax Act Salary Cap	\$201,050

# 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 2024 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$2,900/year as per Jan 1, 2024	No Contributions	\$2,900/year as per Jan 1, 2024
Extended Health Level 2	\$7.00 biweekly	\$72.20 biweekly	\$14.00 biweekly	\$144.40 biweekly
Dental Level 1	No contributions	\$1,300/year as per Jan 1, 2024	No contributions	\$1,300/year as per Jan 1, 2024
Dental Level 2	\$3.10 biweekly	\$30.60 biweekly	\$6.20 biweekly	\$61.20 biweekly
Dental Level 3	\$18.10 biweekly	\$30.60 biweekly	\$36.20 biweekly	\$61.20 biweekly
Health Spending Account	No contributions	\$300/year	No contributions	\$300/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.06046/\$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	2.20% of biweekly salary as of Jan 1, 2024		No contributions	

For more information: [calgary.ca/benefits](http://calgary.ca/benefits)

## Calgary Firefighters Benefit Plan

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

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

### Firefighter 2024 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$19.18 biweekly	\$44.74 biweekly	\$44.70 biweekly	\$104.27 biweekly
Dental	\$5.98 biweekly	\$23.91 biweekly	\$17.42 biweekly	\$69.69 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.03692/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01231/\$1,000 biweekly		2 times annual salary x 0.02461/\$1,000 biweekly	
Optional Life Insurance	100% employee paid (rates)		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary	
Long Term Disability	1.406% of biweekly salary		No contributions	

For more information: [calgary.ca/benefits](http://calgary.ca/benefits)

# Perquisites

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## Flexible Spending Account

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

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