

2026 Compensation Disclosure List

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Background

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

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

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

How pay is determined

Our compensation philosophy

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

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

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

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

How pay is determined

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.

As part of modernizing the exempt compensation program, The City has implemented a new job evaluation system to classify exempt roles and established a revised salary structure for all exempt positions. The new job evaluation system and salary structure are designed to be more transparent, equitable, market-competitive, and aligned with The City’s Total Compensation Philosophy. The 2026 Compensation Disclosure List reflects the resulting new salary ranges for exempt positions.

Salary ranges for exempt employees may be found at [2026 Exempt Salary Structure](#).

Economic adjustments

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

Who has a “say” on pay?

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

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

Notes for compensation data

- The position and salary information is effective 2026 April 30 based on the negotiated or approved salary rates as of that date.
- The data includes positions that meet the following criteria:
 - › Positions filled by an employee with a payroll status of “active”, “leave of absence”, “paid leave of absence” or “suspended”
 - › Full-time and part-time positions
 - Part-time positions have been reported using the minimum and maximum/target 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/target 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: Financial Reporting Lead, 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 Leaders, were grouped by Engineer pay level.
 - Lawyer positions, except Lawyer Managers, were grouped by Lawyer pay level.
 - CUPE Local 709 Foreman positions were grouped by Foreman pay level.
- Position titles including “CH” reflect those reporting into Calgary Housing.

- The following employee groups are excluded from the list:

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

Compensation Disclosure List

Position title	Minimum annual base rate	Maximum/ Target annual base rate
311 Business Advisor	\$84,102	\$112,440
311 Coordinator	\$115,627	\$144,534
311 Subject Matter Expert	\$62,553	\$83,665
911 Support Analyst	\$84,102	\$133,333
Ability Advisor	\$75,512	\$101,028
Access and Privacy Coordinator	\$133,008	\$166,260
Access and Privacy Coordinator CH	\$88,343	\$118,082
Access Calgary Scheduler	\$67,647	\$100,837
Access to Information and Investigations Analyst	\$88,343	\$118,082
Accessibility Strategist	\$84,102	\$112,440
Accessible Services Operator*	\$49,577	\$67,802
Account Administrator	\$66,612	\$89,125
Account Management Coordinator	\$70,980	\$94,895
Accounts Payable Analyst	\$62,553	\$83,665
Accounts Receivable Analyst	\$66,612	\$89,125
Acquisition Specialist	\$80,098	\$107,052
Acting Head of Local Public Body	\$183,600	\$229,500
Addressing Analyst	\$70,980	\$94,895
Addressing Planning Analyst	\$80,098	\$107,052
Adjunct Training Officer	\$157,976	\$157,976
Administrative Support (Pay Level 3)	\$49,759	\$66,539
Administrative Support (Pay Level 4)	\$53,945	\$72,363
Administrative Support (Pay Level 5)*	\$58,604	\$78,551
Administrative Support (Pay Level 6)*	\$62,408	\$95,618
Administrative Support (Pay Level 7)	\$66,612	\$89,125
Administrative Support (Pay Level 8)	\$70,980	\$94,895
Administrative Support (Pay Level 9)	\$75,512	\$101,028
Administrative Support CH (Pay Level 5)	\$58,768	\$78,551
Administrative Support CH (Pay Level 6)*	\$62,553	\$83,665
Administrative Support CH (Pay Level 7)	\$66,612	\$89,125

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Administrative Support CH (Pay Level 8)	\$70,980	\$94,895
Administrative Support Supervisor (Pay Level A1)	\$100,531	\$125,664
Administrative Support Supervisor (Pay Level M1)	\$115,627	\$144,534
Administrative Support Supervisor (Pay Level U4)	\$91,229	\$114,036
Administrative Support Supervisor CH	\$91,229	\$114,036
Affordable Housing Customer Coordinator	\$88,343	\$118,082
Agency Liaison	\$85,135	\$128,548
Alterations Specialist	\$71,490	\$95,618
Analytical Chemist	\$92,674	\$124,033
Animal Behaviour Coordinator	\$91,541	\$122,346
Animal Care Specialist	\$76,648	\$84,885
Animal Health Technologist	\$80,098	\$107,052
Anti-Racism Learning and Development Facilitator	\$80,098	\$107,052
Anti-Racism Partnership Liaison	\$80,098	\$107,052
Anti-Racism Strategic Advisor	\$84,102	\$112,440
Appeals Specialist	\$80,098	\$107,052
Appliance Service Technician CH	\$72,816	\$80,641
Application Administrator (Pay Level 9)	\$75,512	\$101,028
Application Administrator (Pay Level 11)	\$84,102	\$112,440
Application Analyst	\$84,102	\$112,440
Application Analyst CH	\$84,102	\$112,440
Applications and Inquiries Coordinator	\$115,627	\$144,534
Applications Processing Representative	\$70,980	\$94,895
Applications Support Analyst	\$75,512	\$101,028
Appraiser*	\$75,512	\$115,461
Approvals Coordinator	\$85,135	\$128,548
Aquatics Lead Attendant	\$79,692	\$88,327
Architect	\$104,938	\$131,172
Archivist	\$84,102	\$112,440
Arena and Athletic Park Attendant	\$72,816	\$80,641
Art Centre Specialist	\$66,612	\$89,125
Arts and Culture Development Coordinator	\$88,343	\$118,082
Asphalt and Crusher Plant Technician	\$80,098	\$107,052

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Assessment and Tax Assistant	\$49,886	\$66,703
Assessor	\$75,512	\$101,028
Asset Administrator 1	\$62,553	\$83,665
Asset Administrator 2	\$70,980	\$94,895
Asset Analyst	\$75,512	\$101,028
Asset Coordinator	\$80,098	\$107,052
Asset Management Analyst	\$76,725	\$114,222
Asset Management GIS Analyst	\$80,098	\$107,052
Asset Management Lead (Pay Level E)	\$85,135	\$128,548
Asset Management Lead (Pay Level U4)	\$91,229	\$114,036
Asset Management Strategist CH	\$84,102	\$112,440
Asset Management Technician	\$80,098	\$107,052
Asset Management Technologist (Pay Level 8)	\$70,980	\$94,895
Asset Management Technologist (Pay Level 10)	\$80,098	\$107,052
Asset Systems Coordinator	\$115,627	\$144,534
Assistant Deputy Chief (Pay Level M1)	\$115,627	\$144,534
Assistant Deputy Chief (Pay Level M2)	\$133,008	\$166,260
Assistant Director Elections and Strategic Engagement	\$159,610	\$199,512
Assistant Payroll Manager	\$133,008	\$166,260
Assistant Roadmaster	\$80,912	\$90,563
Associate Assessor	\$88,343	\$118,082
Associate Economist (Pay Level 10)	\$80,098	\$107,052
Associate Economist (Pay Level D)	\$76,725	\$114,222
Associate Veterinarian	\$97,406	\$130,185
Attendance Management Analyst	\$70,980	\$94,895
Attendance Management Consultant	\$70,980	\$94,895
Auto Body Serviceman	\$72,613	\$80,496
Auto Body Technician Apprentice	\$77,584	\$103,813
Auto Body Technician Journey person 1	\$97,635	\$109,283
Auto Body Technician Journey person 2	\$102,523	\$114,754
Automotive Mechanic Journey person 1	\$97,635	\$109,283
Automotive Mechanic Journey person 2	\$102,523	\$114,754
Automotive Service Technician	\$98,675	\$109,283

Position title	Minimum annual base rate	Maximum/Target annual base rate
Automotive Service Worker 2	\$76,648	\$84,885
Banking Lead	\$115,627	\$144,534
Battalion Chief	\$199,377	\$199,377
Benefits and Pensions Financial Specialist	\$84,102	\$112,440
Benefits Liaison	\$70,980	\$94,895
Benefits Pay Administrator	\$70,980	\$94,895
Billing Analyst	\$70,980	\$94,895
Boom Truck Operator Apprentice	\$74,199	\$74,199
Boom Truck Operator Journey person	\$72,816	\$80,641
Bridge Operations Technologist	\$84,102	\$112,440
Budget and Financing Analyst	\$76,725	\$114,222
Budget and Service Alignment Program Manager	\$133,008	\$166,260
Building Automation Technician	\$88,343	\$118,082
Building Inventory Technician	\$80,098	\$107,052
Building Maintenance Service Coordinator CH	\$115,627	\$144,534
Building Maintenance Worker (Pay Level 2)	\$68,982	\$76,471
Building Maintenance Worker (Pay Level 3)*	\$72,816	\$84,885
Building Maintenance Worker CH	\$72,816	\$80,641
Business Analyst (Pay Level 5)	\$58,768	\$78,551
Business Analyst (Pay Level 8)	\$70,980	\$94,895
Business Analyst (Pay Level 9)	\$75,512	\$101,028
Business Analyst (Pay Level 10)	\$80,098	\$107,052
Business Analyst (Pay Level 11)	\$84,102	\$112,440
Business Analyst (Pay Level A2)	\$115,627	\$144,534
Business Analyst (Pay Level T4)	\$104,938	\$131,172
Business Analyst CH (Pay Level 6)	\$62,553	\$83,665
Business Analyst CH (Pay Level 8)	\$70,980	\$94,895
Business Analyst CH (Pay Level 11)	\$84,102	\$112,440
Business Analytics Specialist	\$88,343	\$118,082
Business and Administrative Lead	\$104,938	\$131,172
Business and Asset Strategies Lead	\$133,008	\$166,260
Business and Local Economy Strategic Consultant	\$85,135	\$128,548
Business and Operations Specialist	\$88,343	\$118,082

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Business and Policy Planner (Pay Level 11)	\$84,102	\$112,440
Business and Policy Planner (Pay Level 13)	\$92,674	\$124,033
Business and Policy Planner (Pay Level E)	\$85,135	\$128,548
Business and Policy Planning Lead	\$133,008	\$166,260
Business Application Coordinator	\$84,102	\$112,440
Business Approvals Representative	\$70,980	\$94,895
Business Change and Process Consultant	\$85,135	\$128,548
Business Change and Process Specialist	\$85,135	\$128,548
Business Continuity and Emergency Planner (Pay Level 13)	\$92,674	\$124,033
Business Continuity and Emergency Planner (Pay Level E)	\$85,135	\$128,548
Business Coordinator	\$85,135	\$128,548
Business Improvement Strategist	\$84,102	\$112,440
Business Information Analyst	\$80,098	\$107,052
Business Intake Coordinator	\$70,980	\$94,895
Business Liaison (Pay Level 8)	\$70,980	\$94,895
Business Liaison (Pay Level 11)	\$84,102	\$112,440
Business Operations Administrator	\$70,980	\$94,895
Business Operations Analyst	\$75,512	\$101,028
Business Operations Supervisor	\$100,531	\$125,664
Business Partner Workplace Solutions	\$96,522	\$147,834
Business Performance Analyst (Pay Level 8)	\$70,980	\$94,895
Business Performance Analyst (Pay Level 9)	\$75,512	\$101,028
Business Performance Analyst (Pay Level 10)	\$80,098	\$107,052
Business Performance Consultant	\$84,102	\$112,440
Business Performance Strategist	\$84,102	\$112,440
Business Performance Team Lead	\$115,627	\$144,534
Business Strategies Advisor	\$80,098	\$107,052
Business Strategist (Pay Level 11)	\$84,102	\$112,440
Business Strategist (Pay Level 12)	\$88,343	\$118,082
Business Strategist (Pay Level 13)	\$92,674	\$124,033
Business Strategist (Pay Level 14)	\$97,406	\$130,185
Business Strategist (Pay Level E)	\$85,135	\$128,548
Business Strategist (Pay Level M1)	\$115,627	\$144,534

Position title	Minimum annual base rate	Maximum/Target annual base rate
Business Strategist (Pay Level P3)	\$104,938	\$131,172
Business Strategist CH (Pay Level 11)	\$84,102	\$112,440
Business Strategist CH (Pay Level 12)	\$88,343	\$118,082
Business Support Specialist	\$84,102	\$112,440
Business Support Team Lead	\$84,102	\$112,440
Business Support Technical Analyst	\$80,098	\$107,052
Business Systems Technologist	\$75,512	\$101,028
Business Technology Analyst (Pay Level 10)	\$80,098	\$107,052
Business Technology Analyst (Pay Level 11)	\$84,102	\$112,440
Business Technology Coordinator	\$84,102	\$112,440
Business Technology Technologist	\$75,512	\$101,028
Buyer	\$75,512	\$106,088
Buyer Assistant	\$62,553	\$83,665
Bylaw Property Custodian	\$66,612	\$89,125
Calgary After School Community Liaison	\$84,102	\$112,440
Calgro Driver/Operator 2	\$72,816	\$80,641
Capacity Specialist	\$85,135	\$128,548
Capital Accountant	\$80,098	\$107,052
Capital Construction Coordinator	\$100,963	\$134,950
Capital Consultant (Pay Level 8)	\$70,980	\$94,895
Capital Consultant (Pay Level 12)	\$88,343	\$118,082
Capital Infrastructure Lead	\$133,008	\$166,260
Capital Portfolio Advisor	\$75,512	\$101,028
Capital Portfolio Lead	\$85,135	\$128,548
Carpenter Journeyperson *	\$93,741	\$109,283
Cart Maintenance Worker	\$68,982	\$76,471
Cash Management Analyst	\$80,098	\$107,052
Cash Processor	\$66,976	\$89,565
Cash Reconciliation Specialist	\$70,980	\$94,895
Category Management Specialist	\$88,343	\$129,893
Cemeteries Administrative Coordinator	\$75,512	\$101,028
Cemeteries Lead	\$133,008	\$166,260
Cemeteries Operations Superintendent	\$115,627	\$144,534

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Cemetery Salesperson	\$70,980	\$94,895
Cemetery Worker	\$68,982	\$76,471
Census Program Coordinator	\$115,627	\$144,534
Certified Behavioural Threat Assessment Specialist	\$104,938	\$131,172
Chief Administrative Officer	\$391,666	\$475,000
Chief Calgary 911	\$159,610	\$199,512
Chief Calgary Emergency Management	\$159,610	\$199,512
Chief Communications Officer/Director Marketing and Communications	\$232,560	\$290,700
Chief Community Standards	\$159,610	\$199,512
Chief Engineer/Director Capital Planning and Business Services	\$232,560	\$290,700
Chief Financial Officer/General Manager Corporate Planning and Financial Services	\$302,328	\$377,910
Chief Fire Mechanic	\$173,909	\$173,909
Chief Housing Officer	\$232,560	\$290,700
Chief Human Resources Officer	\$232,560	\$290,700
Chief Information Technology Officer	\$232,560	\$290,700
Chief of Staff CH	\$125,909	\$157,386
Chief of Staff Chief Administrative Office	\$232,560	\$290,700
Chief Operating Officer	\$362,794	\$453,492
Chief Public Vehicles Standards	\$159,610	\$199,512
Chief Urban Designer	\$159,610	\$199,512
Circulations Strategist	\$85,135	\$128,548
Citizen Recognition Events and Protocol	\$70,980	\$94,895
City Building Program Manager	\$159,610	\$199,512
City Cash Controller	\$115,627	\$144,534
City Solicitor and General Counsel/General Manager Law, Legislative Services and Security	\$302,328	\$377,910
City Treasurer/Deputy Chief Financial Officer	\$232,560	\$290,700
Civic Partnership Consultant (Pay Level 12)	\$88,343	\$118,082
Civic Partnership Consultant (Pay Level E)	\$85,135	\$128,548
Claims Adjuster	\$75,512	\$101,028
Climate Governance Strategist	\$88,343	\$118,082
Clubhouse Coordinator	\$77,064	\$103,029
Collection Contract and Billing Coordinator	\$70,980	\$94,895

Position title	Minimum annual base rate	Maximum/Target annual base rate
Collections Officer	\$75,512	\$101,028
Commercial Leasing Agent	\$88,343	\$118,082
Commissary Keeper	\$72,613	\$80,496
Commissioning Project Operator	\$91,541	\$122,346
Commodity Tax Specialist	\$92,674	\$124,033
Communications Advisor CH	\$84,102	\$112,440
Communications and Marketing Advisor	\$84,102	\$112,440
Communications Consultant	\$104,938	\$131,172
Communications Consultant CH	\$76,725	\$114,222
Communications Strategist	\$88,343	\$118,082
Communications Team Supervisor	\$115,627	\$144,534
Community and Program Development Worker	\$80,098	\$107,052
Community Development Specialist CH	\$88,343	\$118,082
Community Liaison	\$75,512	\$101,028
Community Outreach Liaison	\$75,512	\$101,028
Community Parks Initiatives Lead	\$133,008	\$166,260
Community Partnership Coordinator CH	\$104,938	\$131,172
Community Relations Strategist	\$88,343	\$118,082
Community Safety Officer	\$157,976	\$157,976
Community Shuttle Operator	\$53,528	\$60,236
Community Shuttle Operator Trainee	\$48,321	\$48,321
Compliance Educator	\$66,612	\$89,125
Compliance Officer	\$96,117	\$128,502
Compliance Process Specialist	\$66,612	\$89,125
Compliance Specialist	\$88,343	\$118,082
Compliance Standards Specialist CH	\$84,102	\$112,440
Computerized Maintenance Management System Specialist	\$80,098	\$107,052
Confined Entry Operator	\$72,816	\$80,641
Construction Services Estimator	\$88,343	\$118,082
Container Maintenance Worker	\$68,982	\$76,471
Contract and Billing Coordinator	\$66,612	\$89,125
Contract Coordinator (Pay Level 9)	\$75,512	\$101,028
Contract Coordinator (Pay Level 10)	\$80,098	\$107,052

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Contract Inspector	\$96,117	\$128,502
Contract Management Specialist	\$80,098	\$107,052
Contract Management Strategist	\$84,102	\$112,440
Control System Risk Program Coordinator	\$92,674	\$124,033
Control System Services Leader	\$133,008	\$166,260
Control System Services Planning Lead	\$104,938	\$131,172
Control Systems Technologist	\$80,098	\$107,052
Coordinator Administrative Services	\$67,647	\$100,837
Coordinator Approvals Coordination	\$133,008	\$166,260
Coordinator Attendance Management	\$100,531	\$125,664
Coordinator Business Information	\$115,627	\$144,534
Coordinator Business Management	\$133,008	\$166,260
Coordinator Canada Task Force 2	\$125,909	\$157,386
Coordinator City Planning Policy	\$133,008	\$166,260
Coordinator Community Planning	\$133,008	\$166,260
Coordinator Community Safety	\$173,035	\$173,035
Coordinator Customer Experience	\$115,627	\$144,534
Coordinator Development Commitments	\$151,858	\$189,822
Coordinator Development Engineering and Construction	\$151,858	\$189,822
Coordinator Development Plan	\$133,008	\$166,260
Coordinator Engagement and Analysis	\$115,627	\$144,534
Coordinator Facility Maintenance	\$115,627	\$144,534
Coordinator Financial Settlements CH	\$115,627	\$144,534
Coordinator Generalists	\$151,858	\$189,822
Coordinator Growth Strategy	\$133,008	\$166,260
Coordinator Hazardous Material	\$173,035	\$173,035
Coordinator Knowledge Management	\$70,980	\$94,895
Coordinator Land Administration	\$115,627	\$144,534
Coordinator Land Inventory and Circulations	\$133,008	\$166,260
Coordinator Landscape Construction Approvals	\$88,343	\$118,082
Coordinator Local Area Planning	\$133,008	\$166,260
Coordinator Logistics	\$115,627	\$144,534
Coordinator Medical Services	\$173,035	\$173,035

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Coordinator Mobility	\$151,858	\$189,822
Coordinator Open Space Implementation and Review	\$133,008	\$166,260
Coordinator Parking Safety and Compliance	\$133,008	\$166,260
Coordinator Planning and Operations	\$133,008	\$166,260
Coordinator Portfolio Management	\$133,008	\$166,260
Coordinator Process Computer Systems	\$115,627	\$144,534
Coordinator Real Estate	\$133,008	\$166,260
Coordinator Sales and Technology	\$115,627	\$144,534
Coordinator Systems Support	\$133,008	\$166,260
Coordinator Training	\$173,035	\$173,035
Coordinator Urban Design	\$133,008	\$166,260
Coordinator Vehicle For Hire Licensing	\$100,531	\$125,664
Copywriter	\$80,098	\$107,052
Corporate Billing Analyst	\$62,553	\$83,665
Corporate Consultant (Pay Level 13)	\$92,674	\$124,033
Corporate Consultant (Pay Level E)	\$85,135	\$128,548
Corporate Consultant (Pay Level P3)	\$104,938	\$131,172
Corporate Credit Card Program Administrator	\$66,612	\$89,125
Corporate Data Contracts Specialist	\$88,343	\$118,082
Corporate Economist	\$85,135	\$128,548
Corporate Environmental Specialist	\$97,406	\$130,185
Corporate Finance Advisor	\$88,343	\$118,082
Corporate Finance Leader (Pay Level M2)	\$133,008	\$166,260
Corporate Finance Leader (Pay Level P4)	\$125,909	\$157,386
Corporate Health Consultant	\$97,406	\$130,185
Corporate Investment Officer	\$159,610	\$199,512
Corporate Occupational Hygienist	\$100,963	\$134,950
Corporate Privacy Advisor	\$88,343	\$118,082
Corporate Strategy Lead	\$133,008	\$166,260
Corporate Tangible Capital Assets Program Manager	\$133,008	\$166,260
Corporate Teams Coordinator	\$67,647	\$100,837
Corporate Web Communications Advisor	\$80,098	\$107,052
Corporate Workers Compensation Board Coordinator	\$70,980	\$94,895

Position title	Minimum annual base rate	Maximum/Target annual base rate
Corrosion Technician	\$81,120	\$108,451
Corrosion Technician Assistant	\$71,490	\$95,618
Cost Control Analyst	\$80,098	\$107,052
Council Liaison	\$75,512	\$101,028
Court and CPIC Services Liaison	\$81,120	\$108,451
CPIC Operator	\$71,490	\$95,618
Crew Foreman	\$138,757	\$138,757
Crews Foreman/Coordinator	\$148,470	\$148,470
Crisis Intervention Specialist	\$84,102	\$112,440
Cross Connection Control Inspector	\$100,963	\$134,950
Crusher Asphalt Plant Operator	\$72,816	\$80,641
C-Train Operator	\$69,011	\$90,363
Cultural Landscape Management Lead	\$133,008	\$166,260
Cultural Landscape Planner	\$84,102	\$112,440
Custodial Worker	\$62,521	\$69,239
Customer Account Coordinator	\$86,299	\$115,461
Customer Attendant	\$76,648	\$84,885
Customer Experience Strategist CH	\$88,343	\$118,082
Customer Management Lead	\$85,135	\$128,548
Customer Service and Communications Analyst	\$80,098	\$107,052
Customer Service and Communications Business Analyst	\$70,980	\$94,895
Customer Service and Communications Liaison	\$84,102	\$112,440
Customer Service and Communications Web and Digital Analyst	\$80,098	\$107,052
Customer Service and Communications Web and Digital Associate	\$70,980	\$94,895
Customer Service and Communications Web and Digital Strategist	\$88,343	\$118,082
Customer Service Coordinator CH	\$100,531	\$125,664
Customer Service Lead (Pay Level 8)	\$70,853	\$94,676
Customer Service Lead (Pay Level A1)	\$100,531	\$125,664
Customer Service Lead (Pay Level C)	\$67,647	\$100,837
Customer Service Representative (Pay Level 4)	\$53,945	\$72,199
Customer Service Representative (Pay Level 5)*	\$58,604	\$78,551
Customer Service Representative (Pay Level 6)*	\$62,408	\$83,665
Customer Service Representative (Pay Level 7)	\$66,612	\$89,125

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Customer Service Representative (Pay Level 8)*	\$70,853	\$94,895
Customer Service Representative (Pay Level 9)	\$75,512	\$101,028
Customer Service Representative CH (Pay Level 7)	\$66,612	\$89,125
Customer Service Resolution Representative	\$88,343	\$118,082
Customer Solutions Advisor	\$62,553	\$83,665
Customer Strategy Specialist	\$84,102	\$112,440
Cyber Security Advisor	\$85,135	\$128,548
Cyber Security Network Specialist	\$75,512	\$101,028
Cyber Security Operations Analyst	\$92,674	\$124,033
Damage Prevention Work Coordinator	\$80,098	\$107,052
Data Analyst (Pay Level 7)	\$66,612	\$89,125
Data Analyst (Pay Level 8)*	\$70,853	\$94,895
Data Analyst (Pay Level 9)*	\$75,348	\$101,028
Data Analyst (Pay Level 10)	\$80,098	\$107,052
Data Analyst (Pay Level 11)	\$84,102	\$112,440
Data and Analytics Designer	\$84,102	\$112,440
Data and Analytics Lead	\$115,627	\$144,534
Data and Compliance Specialist	\$70,980	\$94,895
Data Collection Supervisor	\$100,531	\$125,664
Data Collection Technician	\$70,980	\$94,895
Data Collector	\$54,163	\$72,363
Data Management Specialist	\$80,098	\$107,052
Data Science Specialist	\$92,674	\$124,033
Data Scientist	\$97,406	\$130,185
Data Specialist (Pay Level 9)	\$75,512	\$101,028
Data Specialist (Pay Level 11)	\$84,102	\$112,440
Data Strategist (Pay Level 11)*	\$83,866	\$112,440
Data Strategist (Pay Level 12)	\$88,343	\$118,082
Data Strategist (Pay Level 13)	\$92,674	\$124,033
Data Strategist (Pay Level P2)	\$91,229	\$114,036
Database Administrator 2	\$84,102	\$126,799
Database Analyst	\$85,135	\$128,548
Day Shift K9 and Platoon K9 Investigators	\$165,506	\$165,506

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Department Planning and Performance Lead	\$125,909	\$157,386
Departmental Business Coordinator	\$75,512	\$101,028
Departmental Consultant	\$85,135	\$128,548
Deputy Chief 911 Operations	\$133,008	\$166,260
Deputy Chief Business Safety	\$133,008	\$166,260
Deputy Chief Community Safety	\$133,008	\$166,260
Deputy Chief Emergency Management Operations	\$133,008	\$166,260
Deputy Chief Integration Services Transit Public Safety	\$133,008	\$166,260
Deputy Chief Programs and Operations Support	\$133,008	\$166,260
Deputy Chief Transit Public Safety	\$133,008	\$166,260
Deputy City Auditor	\$133,008	\$166,260
Deputy City Clerk	\$159,610	\$199,512
Deputy Director Law	\$220,320	\$275,400
Deputy Director Capital Investment Planning	\$191,515	\$239,394
Deputy Director Corporate Operations	\$191,515	\$239,394
Deputy Director Drinking Water	\$218,688	\$273,360
Deputy Director Finance	\$191,515	\$239,394
Deputy Director Green Line Construction	\$218,688	\$273,360
Deputy Director Human Resources	\$191,515	\$239,394
Deputy Director Utilities Delivery	\$218,688	\$273,360
Deputy Director Wastewater	\$218,688	\$273,360
Deputy Fire Chief	\$159,610	\$199,512
Design and Development Technologist	\$80,098	\$107,052
Design Technician	\$84,102	\$112,440
Desktop System Administrator	\$84,102	\$112,440
Detours Engineering Technician	\$75,512	\$101,028
Developer	\$66,612	\$89,125
Development and Planning Advisor	\$85,135	\$128,548
Development and Planning Technician	\$80,098	\$107,052
Development Applications and Licensing Services Coordinator	\$84,102	\$112,440
Development Approvals Development Technologist	\$84,102	\$112,440
Development Coordinator	\$92,674	\$124,033
Development Inspector	\$84,102	\$112,440

Position title	Minimum annual base rate	Maximum/Target annual base rate
Development Operations Analyst	\$70,980	\$94,895
Development Operations Specialist	\$75,512	\$101,028
Development Production Analyst	\$80,098	\$126,799
Development Technologist (Pay Level 11)	\$84,102	\$112,440
Development Technologist (Pay Level 12)	\$88,343	\$118,082
Diagnostic Specialist	\$86,299	\$115,461
Digital Business Analyst	\$75,512	\$101,028
Digital Developer	\$75,512	\$101,028
Digital Measurement Analyst	\$80,098	\$107,052
Director 311 and Insights	\$232,560	\$290,700
Director Calgary Transit	\$232,560	\$290,700
Director City and Regional Planning	\$232,560	\$290,700
Director Climate and Environment	\$232,560	\$290,700
Director Community Planning	\$232,560	\$290,700
Director Community Strategies	\$232,560	\$290,700
Director Corporate Security	\$232,560	\$290,700
Director Development Business and Building Services	\$232,560	\$290,700
Director Downtown Strategy	\$232,560	\$290,700
Director Emergency Management and Community Safety	\$232,560	\$290,700
Director Facilities	\$232,560	\$290,700
Director Fleet and Inventory	\$232,560	\$290,700
Director Green Line Project	\$232,560	\$290,700
Director Law	\$232,560	\$290,700
Director Mobility	\$232,560	\$290,700
Director Occupational Health and Safety/Chief Safety Officer	\$232,560	\$290,700
Director Parks and Open Spaces	\$232,560	\$290,700
Director Partnerships	\$232,560	\$290,700
Director Project Development	\$232,560	\$290,700
Director Public Spaces Delivery	\$232,560	\$290,700
Director Real Estate and Development Services	\$232,560	\$290,700
Director Recreation and Social Programs	\$232,560	\$290,700
Director Supply Management	\$232,560	\$290,700
Director Utilities Delivery	\$232,560	\$290,700

Position title	Minimum annual base rate	Maximum/Target annual base rate
Director Waste and Recycling Services	\$232,560	\$290,700
Director Water Services	\$232,560	\$290,700
Director Water Utility Transformation Program	\$232,560	\$290,700
Director/City Assessor	\$232,560	\$290,700
Director/City Clerk	\$232,560	\$290,700
Dispatch Supervisor	\$76,725	\$114,222
Dispatcher	\$79,898	\$106,798
Distribution Services and Mailroom Coordinator	\$75,512	\$101,028
District Manager (Pay Level F)	\$96,522	\$147,834
District Manager (Pay Level M2)	\$133,008	\$166,260
District Technician*	\$86,299	\$115,461
Document Management Specialist	\$58,768	\$78,551
Downtown Portfolio Consultant	\$92,674	\$124,033
Downtown Strategy Coordinator	\$104,938	\$131,172
Drainage Control Technician	\$91,541	\$122,346
Driver/Operator/Labourer	\$62,521	\$69,239
e-Business Coordinator	\$84,102	\$112,440
Economic Strategist	\$84,102	\$112,440
Education Manager	\$115,627	\$144,534
Elections Specialist	\$70,980	\$94,895
Electrical Planner	\$132,142	\$132,142
Electrician	\$132,142	\$132,142
Electrician Technician Journeyperson	\$125,840	\$125,840
Electro Mechanic Journeyperson 1	\$104,478	\$116,938
Electro Mechanic Journeyperson 2	\$109,699	\$122,782
Electro Mechanic Trainee	\$97,635	\$109,283
Eligibility Specialist	\$75,512	\$101,028
Emergency Communications Officer Dispatcher	\$94,676	\$119,115
Emergency Communications Officer*	\$83,491	\$110,292
Emergency Communications Officer-in-Training	\$74,518	\$74,518
Emergency Communications Training Specialist*	\$131,040	\$137,592
Emergency Management Coordinator	\$173,035	\$173,035
Emergency Management Officer	\$157,976	\$157,976

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Employee Development Coordinator	\$80,098	\$107,052
Employee Development Specialist	\$84,102	\$112,440
Employee Support Supervisor	\$100,531	\$125,664
Employment Analyst	\$70,853	\$94,676
Employment Services Supervisor	\$100,531	\$125,664
Energy Management Technologist	\$75,512	\$101,028
Engage Analyst	\$75,512	\$101,028
Engage Planner	\$88,343	\$118,082
Engage Resource Unit Leader	\$133,008	\$166,260
Engagement and Research Analyst	\$80,098	\$107,052
Engineer (Pay Level P2E)	\$100,368	\$125,460
Engineer (Pay Level P3E)	\$115,464	\$144,330
Engineer (Pay Level P4E)	\$138,475	\$173,094
Engineer CH (Pay Level P3E)	\$115,464	\$144,330
Engineering Assistant	\$84,102	\$112,440
Engineering Supervisor Detours	\$144,595	\$180,744
Engineering Technician	\$84,102	\$112,440
Engineer-in-Training	\$80,098	\$107,052
Enmax Contract Services Coordinator	\$84,102	\$112,440
Environmental and Hygiene Advisor	\$88,343	\$118,082
Environmental Compliance Specialist	\$88,343	\$118,082
Environmental Control Environmental Specialist	\$92,674	\$124,033
Environmental Control Technologist	\$84,102	\$112,440
Environmental Planning Supervisor	\$115,627	\$144,534
Environmental Programs Strategist	\$88,343	\$118,082
Environmental Researcher	\$70,980	\$94,895
Environmental Specialist	\$88,343	\$118,082
Environmental Technologist (Pay Level 9)	\$75,512	\$101,028
Environmental Technologist (Pay Level 12)	\$88,343	\$118,082
EPR Operational Readiness Lead	\$96,522	\$147,834
Equipment Operator Backhoe	\$72,816	\$80,641
Equipment Operator Crane Truck and Bobcat	\$72,816	\$80,641
Equipment Operator High Pressure	\$72,816	\$80,641

Position title	Minimum annual base rate	Maximum/Target annual base rate
Equipment Operator Hydrovac and Repair	\$72,816	\$80,641
Equipment Operator Loader Commercial Garbage Collector	\$72,816	\$80,641
Equipment Operator Roll Off	\$68,982	\$76,471
Equipment Operator	\$72,816	\$80,641
Equipment Tech Lead Hand	\$132,142	\$132,142
Equipment Technician	\$70,980	\$94,895
Equipment Technician Electrical	\$125,840	\$125,840
Equity Program Consultant	\$88,343	\$118,082
Estimator/Work Planner	\$86,299	\$115,461
Event Coordinator	\$84,102	\$112,440
Events Specialist	\$70,980	\$94,895
Executive Advisor (Pay Level P3)	\$104,938	\$131,172
Executive Advisor (Pay Level U3)	\$79,397	\$99,246
Executive Advisor CH	\$104,938	\$131,172
Executive Assistant	\$79,397	\$99,246
Exemption Specialist	\$75,512	\$101,028
Facilities and Business Support Leader	\$115,627	\$144,534
Facilities Planner	\$84,102	\$112,440
Facility Asset Estimator	\$80,098	\$107,052
Facility Asset Management Analyst	\$80,098	\$107,052
Facility Energy Climate Analyst	\$80,098	\$107,052
Facility Operations Coordinator	\$88,343	\$118,082
Facility Operations Specialist	\$84,102	\$112,440
Facility Planner	\$84,102	\$112,440
Facility Planning and Logistics Coordinator	\$80,098	\$107,052
Facility Portfolio Strategist	\$88,343	\$118,082
Facility Specialist	\$84,102	\$112,440
Fair Entry Administrator	\$66,612	\$89,125
Fair Entry Supervisor	\$75,512	\$101,028
Family Navigator	\$80,098	\$107,052
Fare Analyst	\$70,980	\$94,895
Farebox Handler	\$70,990	\$79,435
Film Friendly Strategist	\$88,343	\$118,082

Position title	Minimum annual base rate	Maximum/Target annual base rate
Film Permit and Services Coordinator	\$80,098	\$107,052
Film Permit and Services Specialist	\$88,343	\$118,082
Finance Accounting Lead	\$133,008	\$166,260
Finance and Regulatory Strategist (Pay Level 13)	\$92,674	\$124,033
Finance and Regulatory Strategist (Pay Level E)	\$85,135	\$128,548
Finance and Strategic Support Specialist	\$70,980	\$94,895
Finance Consultant CH	\$88,343	\$118,082
Finance Governance Coordinator	\$88,343	\$118,082
Finance Lead (Pay Level A2)	\$115,627	\$144,534
Finance Lead (Pay Level M1)	\$115,627	\$144,534
Finance Lead (Pay Level M2)	\$133,008	\$166,260
Finance Lead (Pay Level P4)	\$125,909	\$157,386
Financial Accounting Services Team Program Manager	\$159,610	\$199,512
Financial Analyst	\$85,135	\$128,548
Financial Reporting Consultant	\$92,674	\$124,033
Financial Reporting Officer	\$159,610	\$199,512
Financial Strategist CH	\$88,343	\$118,082
Financial Systems Consultant 1	\$76,725	\$114,222
Financial Systems Consultant 2	\$85,135	\$128,548
Fire Captain	\$157,991	\$157,991
Fire Chief	\$232,560	\$290,700
Fire District Chief	\$174,283	\$174,283
Fire Inspections Coordinator	\$173,035	\$173,035
Fire Investigations Coordinator	\$173,035	\$173,035
Fire Investigator	\$157,991	\$157,991
Fire Lieutenant	\$147,944	\$147,944
Fire Marshal	\$199,368	\$199,368
Fire Mechanic 1	\$121,451	\$121,451
Fire Mechanic 2	\$127,400	\$127,400
Fire Property Liaison	\$75,512	\$101,028
Fire Recruitment Officer	\$157,976	\$157,976
Fire Response Paramedic	\$136,587	\$136,587
Fire Safety Codes Officer 2	\$157,976	\$157,976

Position title	Minimum annual base rate	Maximum/Target annual base rate
Fire Training Officer	\$157,976	\$157,976
Firefighter 1	\$81,507	\$125,383
Firefighter 2	\$127,895	\$127,895
Firefighter 3	\$130,407	\$130,407
First Aid Instructor	\$72,816	\$80,641
Fleet Attendant	\$70,990	\$79,435
Fleet Attendant Lead Hand	\$73,403	\$82,181
Fleet Capital Planner	\$84,102	\$112,440
Food Program Coordinator	\$80,098	\$107,052
Food Resilience Specialist	\$88,343	\$118,082
Foreman (Pay Level 3)	\$89,888	\$89,888
Foreman (Pay Level 4)*	\$93,998	\$98,946
Foreman (Pay Level 5)*	\$98,681	\$103,875
Foreman (Pay Level 6 Out-Of-Schedule)*	\$110,537	\$123,594
Foreman (Pay Level 6)*	\$110,537	\$116,355
Foreman (Pay Level 7)	\$117,177	\$117,177
Foreman CH (Pay Level 4)	\$93,998	\$93,998
Foreman CH (Pay Level 6)	\$110,537	\$110,537
Forms Analyst	\$66,612	\$89,125
Frontline Operations Support	\$115,627	\$144,534
Frontline Utility Supervisor	\$115,627	\$144,534
Fuel and Flex Fleet Technician	\$79,692	\$88,327
Fuel Operations and Support Analyst	\$70,980	\$94,895
Fund Development and Revenue Agreements Consultant	\$84,102	\$112,440
Funding and Investment Consultant	\$85,135	\$128,548
Funding Strategist	\$88,343	\$118,082
Furniture Specialist	\$62,553	\$83,665
Gardener	\$79,692	\$88,327
General Manager Community Services	\$302,328	\$377,910
General Manager Infrastructure Services	\$302,328	\$377,910
General Manager Operational Services	\$302,328	\$377,910
General Manager People Innovation and Collaboration Services	\$302,328	\$377,910
General Manager Planning and Development Services	\$302,328	\$377,910

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Geospatial Analyst (Pay Level 10)	\$80,098	\$107,052
Geospatial Analyst (Pay Level 11)	\$84,102	\$112,440
Geospatial Business Specialist	\$85,135	\$128,548
Geospatial Coordinator	\$88,343	\$118,082
Geospatial Fusion Specialist	\$84,102	\$112,440
Geospatial Specialist	\$84,102	\$112,440
Geospatial Technician	\$66,612	\$89,125
Geospatial Technician Drafting	\$75,512	\$101,028
Geospatial Technologist Cartography	\$75,512	\$101,028
Geotechnical Engineering Assistant	\$96,117	\$128,502
GIS Asset Management Technologist	\$80,098	\$107,052
GIS Data Coordinator	\$85,135	\$128,548
GIS Integration Specialist	\$88,343	\$118,082
GIS Specialist	\$92,674	\$124,033
Golf Course Attendant	\$58,806	\$78,566
Golf Course Business Development Coordinator	\$104,938	\$131,172
Golf Course Clubhouse Supervisor	\$115,627	\$144,534
Golf Course Operations Coordinator	\$115,627	\$144,534
Governance and Policy Coordinator	\$100,531	\$125,664
Grant Coordinator	\$80,098	\$107,052
Graphic Systems Program Analyst	\$84,102	\$112,440
Green Fleet Strategy Program Manager	\$133,008	\$166,260
Greenskeeper	\$72,816	\$80,641
Groundman 1	\$71,656	\$88,462
Hazardous Materials Officer	\$157,976	\$157,976
HCM Application Specialist	\$104,938	\$131,172
HCM Data Management Specialist	\$84,102	\$112,440
Health and Safety Coordinator	\$173,035	\$173,035
Health and Safety Officer	\$157,976	\$157,976
Heavy Equipment Technician 1*	\$97,635	\$115,378
Heavy Equipment Technician 2*	\$102,523	\$121,139
Heavy Equipment Technician Apprentice*	\$71,032	\$115,378
Horticulture Maintenance Technician	\$75,512	\$101,028

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Housing Coordinator	\$75,512	\$101,028
Housing Program and Support Team Lead CH	\$115,627	\$144,534
Housing Support Specialist CH	\$88,343	\$118,082
Housing Systems Analyst	\$84,102	\$112,440
Human Resources Analyst (Pay Level D)	\$76,725	\$114,222
Human Resources Analyst (Pay Level P2)	\$91,229	\$114,036
Human Resources Associate	\$70,980	\$94,895
Human Resources Business Partner	\$104,938	\$131,172
Human Resources Business Specialist	\$75,512	\$101,028
Human Resources Consultant (Pay Level 12)	\$88,343	\$118,082
Human Resources Consultant (Pay Level E)	\$85,135	\$128,548
Human Resources Consultant (Pay Level P3)	\$104,938	\$131,172
Human Resources Program Manager	\$133,008	\$166,260
Hydraulic Modeling Technologist	\$84,102	\$112,440
Identity Management Program Manager	\$115,627	\$144,534
Indigenous Program Liaison	\$80,098	\$107,052
Indigenous Relations Consultant	\$88,343	\$118,082
Industrial Commercial and Institutional Program Coordinator	\$88,343	\$118,082
Industrial Monitoring Compliance Inspector	\$88,343	\$118,082
Industrial Technician	\$75,512	\$101,028
Industry Relations Strategist	\$88,343	\$118,082
Information and Privacy Strategist	\$88,343	\$118,082
Information Coordinator CH	\$75,512	\$101,028
Information Management Business Process Coordinator	\$85,135	\$128,548
Information Management Team Lead	\$80,098	\$107,052
Information Security Advisor	\$85,135	\$128,548
Information Technology Account Analyst	\$85,135	\$128,548
Information Technology Account Manager	\$96,522	\$147,834
Information Technology Application Analyst	\$88,343	\$133,333
Information Technology Billing Coordinator	\$70,980	\$94,895
Information Technology Program Manager (Pay Level A2)	\$115,627	\$144,534
Information Technology Program Manager (Pay Level F)	\$96,522	\$147,834
Information Technology Project Analyst	\$88,343	\$118,082

Position title	Minimum annual base rate	Maximum/Target annual base rate
Information Technology Support Technician	\$70,980	\$94,895
Informational Technology Engineer	\$151,858	\$189,822
Infrastructure Investment Analyst	\$115,627	\$144,534
Infrastructure Project Coordinator	\$88,343	\$118,082
Infrastructure Strategist	\$88,343	\$118,082
Infrastructure Superintendent	\$115,627	\$144,534
Injury Prevention Specialist	\$88,343	\$118,082
Innovation Designer	\$88,343	\$118,082
Inorganic Chemist	\$88,343	\$118,082
Inspection Coordinator	\$100,963	\$134,950
Inspections Dispatch	\$66,612	\$89,125
Inspector	\$115,627	\$144,534
Instructional Designer	\$84,102	\$112,440
Instrumentation Technician Journeyperson	\$125,840	\$125,840
Integrated Business Systems Lead	\$115,627	\$144,534
Integrated Management System Specialist	\$92,674	\$124,033
Integrated Marketing Communications Consultant	\$76,725	\$114,222
Integrated Pest Management Lead	\$133,008	\$166,260
Integrated Pest Management Superintendent	\$115,627	\$144,534
Integrated Pest Management Technician	\$92,674	\$124,033
Intelligence Analyst	\$67,647	\$100,837
Intergovernmental Relations Consultant	\$85,135	\$128,548
Interior Construction Administrator	\$75,512	\$101,028
Intermediate Development Technologist	\$84,102	\$112,440
Intermediate Operator	\$79,692	\$88,327
Internal Control and Policy Coordination Program Manager	\$159,610	\$199,512
Inventory Analyst	\$70,980	\$94,895
Inventory Control Analyst	\$75,512	\$101,028
Investigative Analyst	\$67,647	\$100,837
Investigator	\$104,938	\$131,172
Investment and Debt Accountant	\$88,343	\$118,082
Investment Coordinator	\$92,674	\$124,033
Investment Recovery Coordinator	\$92,674	\$124,033

Position title	Minimum annual base rate	Maximum/Target annual base rate
Investment Recovery Specialist	\$76,128	\$101,858
Irrigation Central Control Technician	\$75,512	\$101,028
Issue Strategist (Pay Level 11)	\$84,102	\$112,440
Issue Strategist (Pay Level 12)	\$88,343	\$118,082
Issue Strategist (Pay Level 13)	\$92,674	\$124,033
Issue Strategist (Pay Level E)	\$85,135	\$128,548
Journeyman Electrician CH	\$125,840	\$125,840
Junior Accountant	\$70,980	\$94,895
Junior Operator	\$68,982	\$76,471
Key Accounts Analyst	\$75,512	\$101,028
Laboratory Technician	\$75,512	\$101,028
Labour Law Assistant	\$69,034	\$86,292
Labourer (Pay Level 1)	\$62,521	\$69,239
Labourer (Pay Level 2)	\$68,982	\$76,471
Labourer Electrical	\$61,755	\$76,253
Land Agent 2	\$84,102	\$112,440
Land Agent 3	\$92,674	\$124,033
Land Assistant	\$66,612	\$89,125
Land Development Consultant	\$88,343	\$118,082
Land Inventory Technician	\$80,098	\$107,052
Land Titles Officer	\$80,098	\$107,052
Landfill Operations Superintendent	\$115,627	\$144,534
Landfill Scale Operator	\$68,982	\$76,471
Landscape Architect	\$88,343	\$118,082
Lawyer 1	\$115,219	\$144,024
Lawyer 2	\$132,600	\$165,750
Lawyer 3	\$159,120	\$198,900
Lead Accessibility Strategist	\$104,938	\$131,172
Lead Community Service Levies	\$96,522	\$147,834
Lead Corporate Project Management Support	\$115,627	\$144,534
Lead Cultural Planning	\$115,627	\$144,534
Lead Golf Course Operations	\$133,008	\$166,260
Lead Hand Quality Controller	\$78,416	\$87,859

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Lead Hand Veterinary Assistant	\$79,692	\$88,327
Lead Specialist	\$137,592	\$137,592
Lead Technical Advisor	\$104,938	\$131,172
Lead Technical Support	\$100,531	\$125,664
Leader Access Management	\$133,008	\$166,260
Leader Access to Information and Investigations	\$115,627	\$144,534
Leader Activations and Education	\$133,008	\$166,260
Leader Administrative Services	\$100,531	\$125,664
Leader Advanced Analytics	\$133,008	\$166,260
Leader Animal Care and Pet Licensing	\$133,008	\$166,260
Leader Archives and Records	\$115,627	\$144,534
Leader Asphalt and Aggregates	\$133,008	\$166,260
Leader Asset Management CH	\$133,008	\$166,260
Leader Asset Management Systems	\$133,008	\$166,260
Leader Billing	\$115,627	\$144,534
Leader Bridge and Structural Planning	\$151,858	\$189,822
Leader Bridge Engineering	\$151,858	\$189,822
Leader Building Automation	\$133,008	\$166,260
Leader Building Inspections	\$133,008	\$166,260
Leader Building Maintenance CH	\$133,008	\$166,260
Leader Building Operations CH	\$115,627	\$144,534
Leader Building Safety Approvals	\$133,008	\$166,260
Leader Building Systems	\$133,008	\$166,260
Leader Business and Local Economy	\$133,008	\$166,260
Leader Business and Operational Performance	\$133,008	\$166,260
Leader Business Excellence	\$133,008	\$166,260
Leader Business Experience	\$115,627	\$144,534
Leader Business Improvement	\$133,008	\$166,260
Leader Business Management	\$133,008	\$166,260
Leader Business Performance	\$133,008	\$166,260
Leader Business Planning and Budget Adjustment	\$133,008	\$166,260
Leader Business Planning and Performance	\$133,008	\$166,260
Leader Business Planning Coordination and Policy	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/Target annual base rate
Leader Business Services (Pay Level A1)	\$100,531	\$125,664
Leader Business Services (Pay Level M2)	\$133,008	\$166,260
Leader Business Strategy (Pay Level A2)	\$115,627	\$144,534
Leader Business Strategy (Pay Level M2)	\$133,008	\$166,260
Leader Business Support	\$133,008	\$166,260
Leader Business Technology and Data Management CH	\$133,008	\$166,260
Leader Business Technology Services (Pay Level M2)	\$133,008	\$166,260
Leader Business Technology Services (Pay Level M3)	\$159,610	\$199,512
Leader Capital Conservation Grant	\$133,008	\$166,260
Leader Capital Development CH	\$151,858	\$189,822
Leader Capital Renewal CH	\$151,858	\$189,822
Leader CFD Fleet and Equipment	\$133,008	\$166,260
Leader Civic Engagement and Protocol	\$115,627	\$144,534
Leader Claims	\$133,008	\$166,260
Leader Client Services	\$133,008	\$166,260
Leader Climate Governance and Planning	\$133,008	\$166,260
Leader Climate Resilience and Adaptation	\$133,008	\$166,260
Leader Communication Systems	\$151,858	\$189,822
Leader Communications	\$133,008	\$166,260
Leader Community and Business Relations	\$115,627	\$144,534
Leader Community and Customer Initiatives	\$133,008	\$166,260
Leader Community and Recreation	\$133,008	\$166,260
Leader Community Based Strategies	\$133,008	\$166,260
Leader Community Compliance	\$133,008	\$166,260
Leader Community Energy Program	\$133,008	\$166,260
Leader Community Integration Strategy	\$133,008	\$166,260
Leader Community Relations	\$133,008	\$166,260
Leader Community Retail	\$133,008	\$166,260
Leader Community Revitalization	\$151,858	\$189,822
Leader Community Safety Initiatives	\$133,008	\$166,260
Leader Compliance	\$125,909	\$157,386
Leader Concrete	\$115,627	\$144,534
Leader Congestion Management and Smart Mobility	\$151,858	\$189,822

Position title	Minimum annual base rate	Maximum/Target annual base rate
Leader Contact Center	\$100,531	\$125,664
Leader Contaminated Sites	\$133,008	\$166,260
Leader Continuity Risk Resiliency	\$133,008	\$166,260
Leader Continuous Improvement and Innovation	\$115,627	\$144,534
Leader Core Retail/Large Shopping Centers	\$133,008	\$166,260
Leader Corporate Energy	\$151,858	\$189,822
Leader Corporate Priorities	\$133,008	\$166,260
Leader Council Services	\$115,627	\$144,534
Leader Creative	\$133,008	\$166,260
Leader Customer Service and Data Management	\$133,008	\$166,260
Leader Customer Solutions (Pay Level M1)	\$115,627	\$144,534
Leader Customer Solutions (Pay Level M2)	\$133,008	\$166,260
Leader Data Collection	\$115,627	\$144,534
Leader Data Quality	\$133,008	\$166,260
Leader Data Strategy and Transformation	\$133,008	\$166,260
Leader Decision Support	\$133,008	\$166,260
Leader Departmental Planning and Governance (Pay Level M2)	\$133,008	\$166,260
Leader Departmental Planning and Governance (Pay Level P4)	\$125,909	\$157,386
Leader Design and Annual Investment Program	\$151,858	\$189,822
Leader Design Review	\$151,858	\$189,822
Leader Development Inspections	\$133,008	\$166,260
Leader Development Services	\$133,008	\$166,260
Leader Digital Transformation	\$133,008	\$166,260
Leader Downtown Investments	\$133,008	\$166,260
Leader Drinking Water Distribution	\$151,858	\$189,822
Leader Driving Programs and Compliance	\$125,909	\$157,386
Leader Economic Analysis	\$133,008	\$166,260
Leader Election Logistics	\$133,008	\$166,260
Leader Election Services	\$133,008	\$166,260
Leader Electrical Inspector	\$133,008	\$166,260
Leader Electrical Instrumentation and Controls	\$151,858	\$189,822
Leader Emergency Services	\$133,008	\$166,260
Leader Energy Management Project Development	\$151,858	\$189,822

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Engagement and Projects CH	\$133,008	\$166,260
Leader Engineer and Project Services	\$151,858	\$189,822
Leader Enterprise Resource Planning Transformation	\$133,008	\$166,260
Leader Enterprise Risk Manager	\$133,008	\$166,260
Leader Environmental Analysis	\$151,858	\$189,822
Leader Environmental Assurance and Reporting	\$133,008	\$166,260
Leader Environmental Control	\$151,858	\$189,822
Leader Environmental Operations Systems	\$104,938	\$131,172
Leader Environmental Planning and Policy	\$133,008	\$166,260
Leader Environmental Programs	\$133,008	\$166,260
Leader Equipment and Materials	\$104,938	\$131,172
Leader Executive Operations	\$115,627	\$144,534
Leader Exemptions and Relief	\$133,008	\$166,260
Leader Facilities Asset Management	\$151,858	\$189,822
Leader Facility and Land Planning	\$133,008	\$166,260
Leader Facility Operations (Pay Level M2)	\$133,008	\$166,260
Leader Facility Operations (Pay Level P4)	\$125,909	\$157,386
Leader Facility Portfolio Strategy and Planning	\$133,008	\$166,260
Leader Fair Entry	\$133,008	\$166,260
Leader Film Friendly Program	\$115,627	\$144,534
Leader Financial Reporting and Internal Control CH	\$133,008	\$166,260
Leader Financial Strategic Risk and Treasury CH	\$133,008	\$166,260
Leader Fleet Maintenance	\$133,008	\$166,260
Leader Fleet Strategy and Performance	\$151,858	\$189,822
Leader Geometric Design	\$151,858	\$189,822
Leader Geospatial Business Development	\$133,008	\$166,260
Leader Geospatial Client Support	\$133,008	\$166,260
Leader Geospatial Infrastructure	\$133,008	\$166,260
Leader Geospatial Programs	\$133,008	\$166,260
Leader Geospatial Projects	\$133,008	\$166,260
Leader Geotech Engineering	\$151,858	\$189,822
Leader GIS and Mapping Services	\$133,008	\$166,260
Leader Governance and Policy	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Governance and Reporting	\$133,008	\$166,260
Leader Governance and Transformation	\$133,008	\$166,260
Leader Government Relations and Communications CH	\$133,008	\$166,260
Leader Grants Partner and Industry Relations	\$133,008	\$166,260
Leader Greater Downtown	\$133,008	\$166,260
Leader Growth Analytics	\$133,008	\$166,260
Leader Growth Investment	\$133,008	\$166,260
Leader Health and Wellness	\$133,008	\$166,260
Leader Housing Land	\$133,008	\$166,260
Leader Housing Partners	\$133,008	\$166,260
Leader Housing Partnerships	\$133,008	\$166,260
Leader Housing Policy and Strategy	\$133,008	\$166,260
Leader Housing Programs CH	\$133,008	\$166,260
Leader Human Resources (Pay Level M1)	\$115,627	\$144,534
Leader Human Resources (Pay Level M2)	\$133,008	\$166,260
Leader Impound Services	\$115,627	\$144,534
Leader Indigenous Housing	\$133,008	\$166,260
Leader Industrial	\$133,008	\$166,260
Leader Industry Relations	\$104,938	\$131,172
Leader Information Access	\$133,008	\$166,260
Leader Information Management (Pay Level A1)	\$100,531	\$125,664
Leader Information Management (Pay Level M1)	\$115,627	\$144,534
Leader Information Management (Pay Level M2)	\$133,008	\$166,260
Leader Information Technology (Pay Level M1)	\$115,627	\$144,534
Leader Information Technology (Pay Level M2)	\$133,008	\$166,260
Leader Information Technology (Pay Level P3)	\$104,938	\$131,172
Leader Infrastructure and Systems Performance	\$151,858	\$189,822
Leader Infrastructure Flex Fleet and Fuel Management	\$133,008	\$166,260
Leader Infrastructure Investment Planning	\$133,008	\$166,260
Leader Infrastructure Maintenance	\$151,858	\$189,822
Leader Innovation	\$133,008	\$166,260
Leader Innovation and Corporate Projects CH	\$133,008	\$166,260
Leader Innovation and Impact	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Inspections Service Logistics	\$115,627	\$144,534
Leader Intergovernmental Relations	\$133,008	\$166,260
Leader Interior Construction	\$115,627	\$144,534
Leader Inventory Planning	\$133,008	\$166,260
Leader Issues and Opportunities	\$125,909	\$157,386
Leader Justice and Social Programs	\$133,008	\$166,260
Leader Laboratory Operations	\$133,008	\$166,260
Leader Land	\$133,008	\$166,260
Leader Land and Utilities Survey	\$151,858	\$189,822
Leader Land System Program	\$125,909	\$157,386
Leader Land Use Bylaw	\$133,008	\$166,260
Leader Land Use Bylaw Appeal Review	\$133,008	\$166,260
Leader Landfill Operations	\$133,008	\$166,260
Leader Landscape and Construction Approvals	\$133,008	\$166,260
Leader Landscape Inspection Construction Management	\$115,627	\$144,534
Leader Learning and Development	\$133,008	\$166,260
Leader Learning and Wellness	\$115,627	\$144,534
Leader Legal Support Team	\$115,627	\$144,534
Leader Legislative Services	\$133,008	\$166,260
Leader Life Cycle Management	\$151,858	\$189,822
Leader Marketing	\$133,008	\$166,260
Leader Media Relations and Employee Communications	\$133,008	\$166,260
Leader Microbiology Watershed Assessment	\$133,008	\$166,260
Leader Mixed Use Strategy Development	\$133,008	\$166,260
Leader Mobility Analytics	\$144,595	\$180,744
Leader Mobility Initiative	\$125,909	\$157,386
Leader Mobility Project Development	\$151,858	\$189,822
Leader Multi Residential	\$133,008	\$166,260
Leader Municipal Boards and Governance	\$133,008	\$166,260
Leader Natural Infrastructure and Restoration Delivery	\$133,008	\$166,260
Leader New Infrastructure	\$151,858	\$189,822
Leader Office Assessment	\$133,008	\$166,260
Leader Operational Coordination	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Operational Performance (Pay Level M2)	\$133,008	\$166,260
Leader Operational Performance (Pay Level M2E)	\$151,858	\$189,822
Leader Operational Readiness	\$133,008	\$166,260
Leader Operational Resilience	\$133,008	\$166,260
Leader Operational Strategy	\$133,008	\$166,260
Leader Operational Support	\$115,627	\$144,534
Leader Operations	\$133,008	\$166,260
Leader Operations Improvements and Reconstruction	\$151,858	\$189,822
Leader Operations Management	\$133,008	\$166,260
Leader Operations Performance	\$133,008	\$166,260
Leader Operations Safety and Delivery	\$133,008	\$166,260
Leader Parks and Open Spaces	\$133,008	\$166,260
Leader Parks Delivery	\$133,008	\$166,260
Leader Patrol and Investigations	\$115,627	\$144,534
Leader Paving	\$115,627	\$144,534
Leader Payments	\$115,627	\$144,534
Leader People and Budget	\$133,008	\$166,260
Leader People and Culture CH	\$125,909	\$157,386
Leader Performance and Analytics	\$133,008	\$166,260
Leader Performance Measurement and Benchmarking	\$133,008	\$166,260
Leader Performance Reporting	\$133,008	\$166,260
Leader Planning	\$133,008	\$166,260
Leader Planning and Design	\$133,008	\$166,260
Leader Planning and Development Services Innovation and Improvements	\$133,008	\$166,260
Leader Planning and Development Services Systems	\$133,008	\$166,260
Leader Planning and Operation	\$115,627	\$144,534
Leader Plumbing and Gas Inspector	\$133,008	\$166,260
Leader Policy and Bylaw Development	\$133,008	\$166,260
Leader Policy and Strategy	\$133,008	\$166,260
Leader Portfolio Management CH	\$133,008	\$166,260
Leader Power Systems	\$151,858	\$189,822
Leader Procurement (Pay Level F)	\$96,522	\$147,834
Leader Procurement (Pay Level M2)	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Program and System Planning CH	\$133,008	\$166,260
Leader Program Management	\$133,008	\$166,260
Leader Project Controls	\$115,627	\$144,534
Leader Project Controls CH	\$125,909	\$157,386
Leader Project Delivery (Pay Level M2)	\$133,008	\$166,260
Leader Project Delivery (Pay Level M2E)	\$151,858	\$189,822
Leader Project Management	\$133,008	\$166,260
Leader Project Management Consulting	\$151,858	\$189,822
Leader Project Management Governance and Technology	\$151,858	\$189,822
Leader Projects	\$133,008	\$166,260
Leader Property Management and Administration	\$115,627	\$144,534
Leader Public Relations	\$133,008	\$166,260
Leader Public Space and Mobility Infrastructure Planning	\$151,858	\$189,822
Leader Public Spaces and Mobility Policy	\$133,008	\$166,260
Leader Public Spaces Asset Management Planning	\$133,008	\$166,260
Leader Public Spaces Project Development	\$151,858	\$189,822
Leader Quality Assurance and Integrity Management	\$151,858	\$189,822
Leader Real Estate Leasing and Property Management	\$133,008	\$166,260
Leader Recreation Programs	\$133,008	\$166,260
Leader Recreation Service Delivery	\$133,008	\$166,260
Leader Regional Initiatives	\$133,008	\$166,260
Leader Regional Planning	\$133,008	\$166,260
Leader Regulatory Affairs and Compliance	\$133,008	\$166,260
Leader Research	\$133,008	\$166,260
Leader Resilience	\$133,008	\$166,260
Leader Rethink Land	\$133,008	\$166,260
Leader Revenue and Customer Experience	\$133,008	\$166,260
Leader Revenue Streams	\$133,008	\$166,260
Leader Right of Way Management Services	\$133,008	\$166,260
Leader Right of Way Permissions	\$133,008	\$166,260
Leader Risk Management	\$125,909	\$157,386
Leader River Engineering	\$151,858	\$189,822
Leader Roadway Operations and Detours	\$151,858	\$189,822

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Safety and Systems	\$133,008	\$166,260
Leader Safety Audit Investigation	\$133,008	\$166,260
Leader Safety Experience	\$133,008	\$166,260
Leader Safety Implementation	\$133,008	\$166,260
Leader Safety Operations	\$133,008	\$166,260
Leader Safety Planning and Hygiene	\$133,008	\$166,260
Leader Safety Projects and Standards	\$133,008	\$166,260
Leader Safety Strategy	\$133,008	\$166,260
Leader Safety Systems and Risk	\$133,008	\$166,260
Leader Scheduling	\$115,627	\$144,534
Leader Service Delivery and Improvement	\$133,008	\$166,260
Leader Service Design	\$115,627	\$144,534
Leader Signal Systems	\$151,858	\$189,822
Leader Single Residential	\$133,008	\$166,260
Leader Social Wellbeing Initiatives	\$133,008	\$166,260
Leader Special Projects	\$133,008	\$166,260
Leader Special Purpose and Land	\$133,008	\$166,260
Leader Specialized Transit	\$133,008	\$166,260
Leader Storm Water Network	\$151,858	\$189,822
Leader Stormwater Project Development	\$151,858	\$189,822
Leader Strategic Business Planning	\$115,627	\$144,534
Leader Strategic Planning	\$125,909	\$157,386
Leader Strategic Planning and Employee Development	\$133,008	\$166,260
Leader Strategic Planning and Performance	\$133,008	\$166,260
Leader Strategic Planning and Policy	\$133,008	\$166,260
Leader Strategic Relationships	\$133,008	\$166,260
Leader Strategic Services	\$133,008	\$166,260
Leader Strategic Special Projects	\$133,008	\$166,260
Leader Strategic Workforce Planning	\$115,627	\$144,534
Leader Strategy	\$133,008	\$166,260
Leader Strategy and Performance (Pay Level M2)	\$133,008	\$166,260
Leader Strategy and Performance (Pay Level P3)	\$104,938	\$131,172
Leader Strategy and Planning	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Strategy and Reporting	\$133,008	\$166,260
Leader Strategy Enabling Services	\$133,008	\$166,260
Leader Subdivision Inspections	\$133,008	\$166,260
Leader Subdivision Services	\$133,008	\$166,260
Leader Supply Management	\$133,008	\$166,260
Leader Supply Management CH	\$133,008	\$166,260
Leader Systems	\$133,008	\$166,260
Leader Tag Administration and Support	\$115,627	\$144,534
Leader Technical and Advisory Services	\$151,858	\$189,822
Leader Technical Services (Pay Level M2)	\$133,008	\$166,260
Leader Technical Services (Pay Level M2E)	\$151,858	\$189,822
Leader Technology and Information	\$133,008	\$166,260
Leader Track and Way	\$151,858	\$189,822
Leader Traffic	\$133,008	\$166,260
Leader Traffic Design	\$151,858	\$189,822
Leader Traffic Management Centre	\$151,858	\$189,822
Leader Traffic Operations	\$133,008	\$166,260
Leader Traffic Operations Safety	\$151,858	\$189,822
Leader Transformation Management Office	\$133,008	\$166,260
Leader Transit Access Eligibility	\$115,627	\$144,534
Leader Transit Integration	\$151,858	\$189,822
Leader Transit Project Development	\$151,858	\$189,822
Leader Transit Strategy	\$133,008	\$166,260
Leader Transit Systems	\$151,858	\$189,822
Leader Transit Technology	\$151,858	\$189,822
Leader Transportation	\$133,008	\$166,260
Leader Transportation Survey	\$151,858	\$189,822
Leader Utilities	\$96,522	\$147,834
Leader Utilities Infrastructure Planning	\$151,858	\$189,822
Leader Utilities Planning	\$151,858	\$189,822
Leader Vehicle and Equipment Training	\$104,938	\$131,172
Leader Warehouse Management	\$133,008	\$166,260
Leader Waste and Recycle Delivery	\$151,858	\$189,822

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Leader Waste and Recycle Project Development	\$151,858	\$189,822
Leader Wastewater Network	\$151,858	\$189,822
Leader Wastewater Plant Operations	\$133,008	\$166,260
Leader Wastewater Project Development	\$151,858	\$189,822
Leader Water	\$133,008	\$166,260
Leader Water Design	\$133,008	\$166,260
Leader Water Project Development	\$151,858	\$189,822
Leader Water Treatment Capital Maintenance	\$151,858	\$189,822
Leader Water Treatment Engineering	\$151,858	\$189,822
Leader Web and Digital Content	\$133,008	\$166,260
Leader Web and Digital Development	\$133,008	\$166,260
Leader Web and Digital Projects	\$133,008	\$166,260
Leader Worker's Compensation Board and Ability Management	\$133,008	\$166,260
Leader Workforce Optimization	\$133,008	\$166,260
Leader Workforce Planning	\$115,627	\$144,534
Leader Workforce Schedules and Ability Management	\$133,008	\$166,260
Leader Workforce Strategies	\$125,909	\$157,386
Leader Workplace Solutions	\$133,008	\$166,260
Leader Youth and Senior Services	\$133,008	\$166,260
Leak Locator	\$79,692	\$88,327
Learning and Development Advisor	\$80,098	\$107,052
Learning Portfolio Lead	\$115,627	\$144,534
Learning Production Coordinator	\$70,980	\$94,895
Lease Administrator	\$70,980	\$94,895
Leasing Agent	\$80,098	\$107,052
Leave of Absence Analyst	\$80,098	\$107,052
Legislative Specialist	\$80,098	\$107,052
Lifeguard	\$72,816	\$80,641
Lifeguard Trainer	\$72,816	\$80,641
Lift Station and Pressurized Utility Operator	\$79,692	\$88,327
Light Rail Transit Right of Way Project Technician	\$88,343	\$118,082
Local Improvement Construction Coordinator	\$92,674	\$124,033
Lock Shop Coordinator	\$72,816	\$80,641

Position title	Minimum annual base rate	Maximum/Target annual base rate
Logistics Analyst (Pay Level 7)	\$66,612	\$89,125
Logistics Analyst (Pay Level 8)	\$70,980	\$94,895
Logistics Superintendent	\$115,627	\$144,534
LRV Maintenance Planner/Scheduler	\$76,725	\$114,222
LRV Preventative Maintenance Person	\$75,920	\$85,134
Machinist Apprentice	\$72,134	\$100,547
Machinist Journeyperson*	\$97,635	\$109,283
Mail Courier	\$70,990	\$79,435
Maintenance Leader	\$133,008	\$166,260
Maintenance Operations Supervisor	\$115,627	\$144,534
Maintenance Planner	\$86,299	\$115,461
Maintenance Planner/Scheduler*	\$80,098	\$122,346
Maintenance Serviceman	\$76,648	\$84,885
Maintenance Supervisor	\$115,627	\$144,534
Maintenance Technician	\$125,840	\$125,840
Maintenance Worker	\$76,648	\$84,885
Major Projects Inspector	\$88,343	\$118,082
Managed Services Coordinator	\$88,343	\$118,082
Manager 311	\$159,610	\$199,512
Manager Account Management	\$159,610	\$199,512
Manager Administrative Law	\$183,600	\$229,500
Manager Approvals Coordination and Planning Services	\$159,610	\$199,512
Manager Arts and Culture	\$159,610	\$199,512
Manager Asset Information and Mapping	\$159,610	\$199,512
Manager Asset Management Planning	\$218,688	\$273,360
Manager Bridges and Geotechnical	\$182,213	\$227,766
Manager Building and Development Inspection	\$159,610	\$199,512
Manager Building Infrastructure	\$159,610	\$199,512
Manager Building Safety Approvals/Chief Building Officer	\$159,610	\$199,512
Manager Buildings and Architecture	\$182,213	\$227,766
Manager Business and Performance	\$159,610	\$199,512
Manager Business Experience and Information Management	\$159,610	\$199,512
Manager Business Operations	\$159,610	\$199,512

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Manager Business Performance and Strategy	\$159,610	\$199,512
Manager Business Planning	\$159,610	\$199,512
Manager Business Process Support	\$159,610	\$199,512
Manager Business Services	\$159,610	\$199,512
Manager Business Strategy and Analytics	\$159,610	\$199,512
Manager Business Strategy and Programs	\$191,515	\$239,394
Manager Calgary Parking	\$182,213	\$227,766
Manager Calgary Parks	\$159,610	\$199,512
Manager City Planning	\$159,610	\$199,512
Manager Civil Construction	\$218,688	\$273,360
Manager Collection Services	\$159,610	\$199,512
Manager Communications	\$159,610	\$199,512
Manager Communications Research and Evaluation	\$159,610	\$199,512
Manager Community and Business Relations	\$159,610	\$199,512
Manager Community Integration Strategy	\$159,610	\$199,512
Manager Community Partners	\$159,610	\$199,512
Manager Community Planning	\$159,610	\$199,512
Manager Community Safety Strategy	\$159,610	\$199,512
Manager Community Wellbeing Strategies	\$159,610	\$199,512
Manager Construction and Materials	\$182,213	\$227,766
Manager Corporate Commercial and Finance	\$183,600	\$229,500
Manager Creative	\$159,610	\$199,512
Manager Customer Advisory Services	\$159,610	\$199,512
Manager Customer and Business Support	\$191,515	\$239,394
Manager Customer Service and Contracts	\$159,610	\$199,512
Manager Cyber Security	\$159,610	\$199,512
Manager Data and Analytics	\$159,610	\$199,512
Manager Data and Information	\$159,610	\$199,512
Manager Design	\$182,213	\$227,766
Manager Development and Strategy	\$159,610	\$199,512
Manager Development and Subdivision Services	\$159,610	\$199,512
Manager Development Engineering	\$182,213	\$227,766
Manager Development Services	\$159,610	\$199,512

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Manager Disposal and Processing Services	\$218,688	\$273,360
Manager Drinking Water Distribution	\$159,610	\$199,512
Manager Energy Management	\$159,610	\$199,512
Manager Engagement and Research	\$159,610	\$199,512
Manager Engineer and Project Support	\$182,213	\$227,766
Manager Enterprise Risk Management	\$159,610	\$199,512
Manager Environmental Management	\$182,213	\$227,766
Manager Event Centre Project Delivery	\$159,610	\$199,512
Manager Event Centre Urban Development	\$182,213	\$227,766
Manager Facilities and Places	\$159,610	\$199,512
Manager Facilities Community and Safety	\$182,213	\$227,766
Manager Facility Operations	\$159,610	\$199,512
Manager Field Surveying Services	\$182,213	\$227,766
Manager Finance	\$159,610	\$199,512
Manager Finance Corporate Budget Office	\$191,515	\$239,394
Manager Finance Corporate Financial Reporting	\$191,515	\$239,394
Manager Fire Training Academy	\$133,008	\$166,260
Manager Fleet Maintenance	\$191,515	\$239,394
Manager Fleet Safety and Performance	\$159,610	\$199,512
Manager Geospatial Business Solutions	\$159,610	\$199,512
Manager Governance Reporting and Assurance	\$159,610	\$199,512
Manager Government Relations	\$159,610	\$199,512
Manager Growth and Change Strategy	\$159,610	\$199,512
Manager Growth Funding and Investment	\$159,610	\$199,512
Manager Growth Infrastructure Planning	\$182,213	\$227,766
Manager Housing Implementation	\$159,610	\$199,512
Manager Housing Investment	\$159,610	\$199,512
Manager Housing Performance	\$159,610	\$199,512
Manager Industry Relations and Innovation	\$159,610	\$199,512
Manager Information Technology (Pay Level M2)	\$133,008	\$166,260
Manager Information Technology (Pay Level M3)	\$159,610	\$199,512
Manager Information Technology (Pay Level M3E)	\$182,213	\$227,766
Manager Innovation Business and Resilience	\$159,610	\$199,512

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Manager Integration and Continuous Improvement	\$159,610	\$199,512
Manager Labour Relations	\$159,610	\$199,512
Manager Land and Asset Management	\$159,610	\$199,512
Manager Legal Services	\$183,600	\$229,500
Manager Linear Infrastructure Delivery	\$218,688	\$273,360
Manager Litigation and Expropriation	\$183,600	\$229,500
Manager Major Mobility	\$218,688	\$273,360
Manager Major Partners	\$159,610	\$199,512
Manager Major Projects	\$218,688	\$273,360
Manager Mobility Maintenance	\$159,610	\$199,512
Manager Mobility Operations	\$218,688	\$273,360
Manager Mobility Service Design	\$159,610	\$199,512
Manager Municipal Law and Enforcement	\$183,600	\$229,500
Manager Natural Environment and Adaptation	\$159,610	\$199,512
Manager Neighbourhood Strategy	\$159,610	\$199,512
Manager Operational Environmental Systems	\$159,610	\$199,512
Manager Operations and Marketing	\$159,610	\$199,512
Manager Parks Amenities and Customer Service	\$159,610	\$199,512
Manager Parks and Open Spaces	\$159,610	\$199,512
Manager Pay and Client Services	\$159,610	\$199,512
Manager People Strategies and Partnerships	\$159,610	\$199,512
Manager Performance Measurement and Reporting	\$159,610	\$199,512
Manager Physical Security	\$159,610	\$199,512
Manager Planning Advisory Coordination Services	\$159,610	\$199,512
Manager Planning and Real Estate	\$183,600	\$229,500
Manager Process Infrastructure Delivery	\$218,688	\$273,360
Manager Procurement	\$159,610	\$199,512
Manager Programs and Social Support	\$159,610	\$199,512
Manager Project Controls	\$133,008	\$166,260
Manager Protective Services	\$159,610	\$199,512
Manager Public Affairs	\$159,610	\$199,512
Manager Real Estate Governance and Strategy	\$159,610	\$199,512
Manager Recreation Service Delivery	\$159,610	\$199,512

Position title	Minimum annual base rate	Maximum/Target annual base rate
Manager Regional Planning	\$159,610	\$199,512
Manager Risk and Compliance	\$159,610	\$199,512
Manager Risk Management and Claims	\$159,610	\$199,512
Manager Safety Operations	\$159,610	\$199,512
Manager Sales and Acquisitions	\$159,610	\$199,512
Manager Service Excellence	\$159,610	\$199,512
Manager Storm and Field Operations Support	\$159,610	\$199,512
Manager Strategic Business Services	\$159,610	\$199,512
Manager Strategic Project Development	\$159,610	\$199,512
Manager Strategic Services	\$159,610	\$199,512
Manager Strategy and Performance (Pay Level M2)	\$133,008	\$166,260
Manager Strategy and Performance (Pay Level M3)	\$159,610	\$199,512
Manager Strategy Planning Innovation and Impact	\$159,610	\$199,512
Manager Systems and Improvements	\$133,008	\$166,260
Manager Talent Management	\$159,610	\$199,512
Manager Technical and Manufacturing Services	\$218,688	\$273,360
Manager Technical Design	\$182,213	\$227,766
Manager Technology Interface and Operational Readiness	\$151,858	\$189,822
Manager Total Rewards and Healthy Workplace	\$159,610	\$199,512
Manager Trade and Subdivision Development Inspection	\$159,610	\$199,512
Manager Traffic Field Operations and Streetlighting	\$218,688	\$273,360
Manager Transit	\$218,688	\$273,360
Manager Transit Operations	\$159,610	\$199,512
Manager Transit Service Systems	\$218,688	\$273,360
Manager Transit Service Vehicles	\$218,688	\$273,360
Manager Transportation and Open Spaces	\$182,213	\$227,766
Manager Treasury	\$191,515	\$239,394
Manager Urban and Community Systems	\$182,213	\$227,766
Manager Utilities Project Development	\$218,688	\$273,360
Manager Utility and Watershed Relations	\$133,008	\$166,260
Manager Valuation	\$159,610	\$199,512
Manager Warehouse and Inventory	\$159,610	\$199,512
Manager Wastewater Collection	\$182,213	\$227,766

Position title	Minimum annual base rate	Maximum/Target annual base rate
Manager Wastewater Treatment	\$218,688	\$273,360
Manager Water Quality and Regulatory Assurance	\$159,610	\$199,512
Manager Water Treatment	\$218,688	\$273,360
Manager Web and Digital	\$159,610	\$199,512
Manager Workforce Strategy	\$159,610	\$199,512
Manager Workforce Support	\$159,610	\$199,512
Manger Service Planning and Strategy	\$191,515	\$239,394
Market Analyst	\$88,343	\$118,082
Market Strategist	\$85,135	\$128,548
Marketing Strategist	\$88,343	\$118,082
Master Indemnification Technician	\$91,541	\$122,346
Material Coordinator	\$72,613	\$80,496
Measurement Analyst	\$80,098	\$107,052
Measurement Evaluation and Learning Analyst	\$75,512	\$101,028
Measurement Technologist	\$84,102	\$112,440
Mechanical Engineering Technologist	\$84,102	\$112,440
Mechanical Maintenance Worker (Pay Level 3)	\$76,648	\$84,885
Mechanical Maintenance Worker (Pay Level 4)*	\$79,692	\$92,976
Mechanical Maintenance Worker CH	\$72,816	\$80,641
Media and Event Disclosure Specialist	\$81,120	\$108,451
Meter Service Technician	\$72,816	\$80,641
Meters Supervisor	\$100,531	\$125,664
Milling Project Coordinator	\$84,102	\$112,440
Millwright Apprentice*	\$75,774	\$105,602
Millwright Journeyman*	\$97,635	\$114,795
Mobility Operations Centre Technology Specialist	\$88,343	\$118,082
Mobility Worker Pathways	\$68,982	\$76,471
Municipal Prosecutor	\$92,674	\$124,033
Natural Areas Management Lead	\$133,008	\$166,260
Natural Areas Management Supervisor	\$115,627	\$144,534
Natural Areas Management Technician	\$75,512	\$101,028
Neighbourhood Partnership Coordinator	\$84,102	\$112,440
Network Technician	\$75,512	\$101,028

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Occupational Exercise Physiologist	\$84,102	\$112,440
Occupational Health and Safety Program Specialist	\$88,343	\$118,082
Occupational Health Nurse	\$84,102	\$112,440
Open Data Strategist	\$76,725	\$114,222
Operating Budget Officer	\$133,008	\$166,260
Operational Excellence Program Manager	\$133,008	\$166,260
Operational Lead Centre City	\$133,008	\$166,260
Operational Liaison Coordinator	\$75,512	\$101,028
Operational Support Coordinator	\$75,512	\$101,028
Operational Systems Technologist	\$80,098	\$107,052
Operations Analyst	\$70,980	\$94,895
Operations and Maintenance Hydrant Technician	\$66,612	\$89,125
Operations and Maintenance Planner	\$75,512	\$101,028
Operations and Maintenance Supervisor	\$115,627	\$144,534
Operations and Maintenance Technician	\$70,980	\$94,895
Operations Control Center Supervisor (Pay Level A1)	\$100,531	\$125,664
Operations Control Center Supervisor (Pay Level D)	\$76,725	\$114,222
Operations Controller	\$79,898	\$106,798
Operations Coordinator	\$80,098	\$107,052
Operations Leader	\$133,008	\$166,260
Operations Specialist	\$66,612	\$89,125
Operations Strategist	\$85,135	\$128,548
Operations Supervisor	\$115,627	\$144,534
Operations Support Lead	\$115,627	\$144,534
Organic Chemist	\$97,406	\$130,185
Painter Journeyperson	\$88,816	\$99,403
Paralegal	\$70,980	\$94,895
Paralegal Real Estate	\$75,512	\$101,028
PARIS Administrator	\$70,980	\$94,895
Park Infrastructure Lead	\$133,008	\$166,260
Parking Patrol and Investigation Officer	\$76,128	\$101,858
Parking Program Strategist	\$84,102	\$112,440
Parks Community Strategist	\$88,343	\$118,082

Position title	Minimum annual base rate	Maximum/Target annual base rate
Parks Crew Lead	\$72,816	\$80,641
Parks Development Coordinator	\$92,674	\$124,033
Parks Ecologist	\$88,343	\$118,082
Parks Encroachment Specialist	\$84,102	\$112,440
Parks Events Specialist	\$75,512	\$101,028
Parks Facility Attendant	\$68,982	\$76,471
Parks Initiatives Field Coordinator	\$84,102	\$112,440
Parks Inspector	\$91,541	\$122,346
Parks Logistics Lead	\$133,008	\$166,260
Parks Partnership Coordinator	\$84,102	\$112,440
Parks Permit Specialist	\$70,980	\$94,895
Parks Program Ambassador	\$70,980	\$94,895
Parks Program Coordinator	\$75,512	\$101,028
Parks Staffing Coordinator	\$80,098	\$107,052
Parks Worker (Pay Level 2)	\$68,982	\$76,471
Parks Worker (Pay Level 3)	\$72,816	\$80,641
Parks Worker Irrigation Lead Hand	\$72,816	\$80,641
Partnership Consultant	\$85,135	\$128,548
Partnership Coordinator	\$84,102	\$112,440
Partnership Specialist	\$84,102	\$112,440
Parts Technician Journey person 1*	\$92,747	\$103,854
Parts Technician Journey person 2*	\$98,675	\$112,112
Pathway and Trail Lead	\$115,627	\$144,534
Pathway and Trail Technician	\$75,512	\$101,028
Patrol and Investigations Supervisor	\$100,531	\$125,664
Pavement Management Coordinator	\$96,117	\$128,502
Payments Adjustor	\$62,553	\$83,665
Payments Securities Lead	\$88,343	\$118,082
Payroll Administrator	\$70,980	\$94,895
Payroll Analyst	\$80,098	\$107,052
Peace Officer*	\$84,102	\$128,502
Pension and Benefit Analyst	\$80,098	\$107,052
Pension Specialist	\$75,512	\$101,028

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Pensions Financial Specialist	\$88,343	\$118,082
Performance Measurement Coordinator	\$84,102	\$112,440
Photo Enforcement Officer	\$66,612	\$89,125
Planner 1	\$84,102	\$112,440
Planner 2	\$92,674	\$124,033
Planning Analyst	\$80,098	\$107,052
Planning and Development Analyst	\$75,512	\$101,028
Planning Designer	\$75,512	\$101,028
Planning Engineering Technician	\$70,980	\$94,895
Planning Legislative Advisor	\$70,980	\$94,895
Planning Liaison Coordinator	\$133,008	\$166,260
Planning Services Technician 1*	\$70,980	\$108,451
Planning Services Technician 2	\$75,512	\$101,028
Planning Technician	\$80,098	\$107,052
Plant Maintainer 1	\$84,219	\$94,411
Plant Maintainer 2	\$88,421	\$99,133
Plant Maintenance Person*	\$68,982	\$80,496
Plant Maintenance Support	\$70,990	\$79,435
Plant Operations Supervisor	\$115,627	\$144,534
Plant Operator 1	\$76,648	\$84,885
Plant Operator 2	\$84,885	\$84,885
Plant Operator 3	\$91,894	\$101,837
Plant Operator Boiler	\$83,886	\$92,976
Plant Operator Intermediate	\$82,126	\$82,126
Plant Operator Junior	\$76,471	\$76,471
Plant Operator Senior	\$88,908	\$98,527
Plant Operator Trainee	\$72,613	\$80,496
Playfield Coordinator	\$84,102	\$112,440
Plumber Apprentice	\$68,528	\$95,520
Plumber Journey person CH	\$93,741	\$103,819
Plumber Journey person*	\$93,741	\$109,283
Policy Advisor	\$92,674	\$124,033
Policy Analyst	\$80,098	\$107,052

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Policy Analyst CH	\$80,098	\$107,052
Policy and Administrative Lead	\$67,647	\$100,837
Policy and Procedures Planner	\$88,343	\$118,082
Portfolio Lead	\$115,627	\$144,534
Portfolio Manager	\$125,909	\$157,386
Positioning and Navigation Specialist	\$92,674	\$124,033
Power Systems Coordinator	\$151,341	\$151,341
Power Systems Journey person	\$137,280	\$137,280
Power Systems Lead Hand	\$144,123	\$144,123
Prairie Economic Gateway Program Manager	\$159,610	\$199,512
Pre-Employment Drug Testing Program Leader	\$104,938	\$131,172
President/CEO CH	\$232,560	\$290,700
Preventative Maintenance Coordinator	\$88,343	\$118,082
Preventative Maintenance Lead	\$151,858	\$189,822
Preventative Maintenance Person	\$73,403	\$82,181
Printing Coordinator	\$66,612	\$89,125
Process Coordinator (Pay Level 7)	\$66,612	\$89,125
Process Coordinator (Pay Level D)	\$76,725	\$114,222
Process Management Lead	\$96,522	\$147,834
Process Manager	\$85,135	\$128,548
Process Specialist	\$80,098	\$107,052
Procurement Advisor CH	\$70,980	\$94,895
Production Artist	\$70,980	\$94,895
Production Artist and Macintosh System Administrator	\$80,098	\$107,052
Production Coordinator	\$88,343	\$118,082
Production Liaison Specialist	\$96,117	\$128,502
Production Specialist	\$75,512	\$101,028
Professional Wellness and Development Coordinator CH	\$80,098	\$107,052
Program Coordinator (Pay Level 11)	\$84,102	\$112,440
Program Coordinator (Pay Level C)	\$67,647	\$100,837
Program Lead City Building	\$107,411	\$168,991
Program Lead Resilience Strategies	\$96,522	\$147,834
Program Lead Strategic Foresight	\$96,522	\$147,834

Position title	Minimum annual base rate	Maximum/Target annual base rate
Program Manager (Pay Level 12)	\$88,343	\$118,082
Program Manager (Pay Level 13)	\$92,674	\$124,033
Program Manager Data Centre	\$115,627	\$144,534
Program Manager Suites	\$133,008	\$166,260
Program Planner	\$88,343	\$118,082
Program Planning and Implementation Steward	\$88,343	\$118,082
Program Specialist	\$75,512	\$101,028
Programmer Analyst (Pay Level 9)	\$75,512	\$101,028
Programmer Analyst (Pay Level 11)	\$84,102	\$126,799
Project and Development Coordinator	\$97,406	\$130,185
Project Controls Analyst	\$80,098	\$107,052
Project Controls Analyst CH	\$80,098	\$107,052
Project Controls Manager	\$133,008	\$166,260
Project Coordinator*	\$84,102	\$128,502
Project Cost Control Specialist	\$70,980	\$94,895
Project Hydrogeologist	\$104,938	\$131,172
Project Inspector (Pay Level 10)	\$80,098	\$107,052
Project Inspector (Pay Level 11)	\$84,102	\$112,440
Project Inspector CH	\$75,512	\$101,028
Project Lead Land Inventory	\$85,135	\$128,548
Project Management Consultant (Pay Level 11)	\$84,102	\$112,440
Project Management Consultant (Pay Level E)	\$85,135	\$128,548
Project Management Delivery Specialist	\$92,674	\$124,033
Project Manager (Pay Level 10)	\$80,098	\$107,052
Project Manager (Pay Level 11)*	\$84,102	\$128,502
Project Manager (Pay Level 12)	\$88,343	\$118,082
Project Manager (Pay Level 13)	\$92,674	\$124,033
Project Manager (Pay Level A2)	\$115,627	\$144,534
Project Manager (Pay Level E)	\$85,135	\$128,548
Project Manager CH (Pay Level 11)*	\$84,102	\$112,440
Project Manager CH (Pay Level 12)	\$88,343	\$118,082
Project Manager CH (Pay Level 13)	\$92,674	\$124,033
Project Scanning Technician	\$58,768	\$78,551

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Project Specialist (Pay Level 10)	\$80,098	\$107,052
Project Specialist (Pay Level A2)	\$115,627	\$144,534
Projects Technician	\$84,102	\$112,440
Property Manager	\$80,098	\$107,052
Property Manager CH	\$80,098	\$107,052
Property Processor	\$76,648	\$84,885
Public Art Associate Conservator	\$80,098	\$107,052
Public Art Collection Specialist	\$75,512	\$101,028
Public Art Conservator	\$88,343	\$118,082
Public Information Officer	\$157,976	\$157,976
Public Program Coordinator (Pay Level 10)	\$80,098	\$107,052
Public Program Coordinator (Pay Level 11)	\$84,102	\$112,440
Public Realm Lead	\$115,627	\$144,534
Public Relations CH	\$88,343	\$118,082
Public Safety and Enforcement Officer	\$96,117	\$128,502
Public Safety Strategic Advisor	\$84,102	\$112,440
Public Safety System Architect	\$92,674	\$124,033
Public Safety Technical Analyst	\$92,674	\$124,033
Quality Assurance Analyst	\$75,512	\$101,028
Quality Assurance Analyst CH	\$75,512	\$101,028
Quality Assurance and Accreditation Strategist	\$85,135	\$128,548
Quality Assurance and Asset Management Specialist	\$96,117	\$128,502
Quality Assurance Inspector	\$75,512	\$101,028
Quality Assurance Technician	\$84,102	\$112,440
Quality Improvement Lead Specialist	\$114,660	\$114,660
Quality Integrity Management Coordinator	\$96,117	\$128,502
Rail Systems Technician	\$75,512	\$101,028
Real Estate Market and Business Support Analyst	\$75,512	\$101,028
Real Estate Planning Analyst	\$75,512	\$101,028
Real Estate Portfolio Lead	\$85,135	\$128,548
Real Estate Strategist CH	\$88,343	\$118,082
Records Management Support (Pay Level 3)	\$49,886	\$66,703
Records Management Support (Pay Level 5)	\$58,768	\$78,551

Position title	Minimum annual base rate	Maximum/Target annual base rate
Records Management Support (Pay Level 6)*	\$62,408	\$83,665
Records Management Support (Pay Level 7)	\$66,612	\$89,125
Records Management Support (Pay Level 8)	\$70,980	\$94,895
Records Management Support (Pay Level 9)	\$75,512	\$101,028
Records Management Support (Pay Level 10)	\$80,098	\$107,052
Records Management Support CH	\$62,553	\$83,665
Recreation Planning Strategist	\$88,343	\$118,082
Recreation Program Advisor	\$70,980	\$94,895
Recreation Program Coordinator	\$84,102	\$112,440
Recreation Program Specialist	\$75,512	\$101,028
Recruitment Analyst	\$75,512	\$101,028
Recruitment Coordinator	\$173,035	\$173,035
Recruitment Partner	\$75,348	\$100,792
Recruitment Specialist	\$66,612	\$89,125
Regulatory Analyst	\$85,135	\$128,548
Regulatory Program Specialist	\$84,102	\$112,440
Remittance Operations Analyst	\$66,612	\$89,125
Rental Coordinator	\$75,512	\$101,028
Repair and Response Operations Supervisor	\$115,627	\$144,534
Repairman Bridges	\$79,692	\$88,327
Research Analyst (Pay Level 9)	\$75,512	\$101,028
Research Analyst (Pay Level 10)	\$80,098	\$107,052
Research and Development Analyst	\$75,512	\$101,028
Research and Policy Technician	\$66,612	\$89,125
Research Coordinator	\$88,343	\$118,082
Research Social Planner	\$92,674	\$124,033
Residential Collection Driver	\$72,816	\$80,641
Residential Safety Codes Officer	\$80,098	\$107,052
Resilience Officer	\$157,976	\$157,976
Resilient Building Coordinator	\$115,464	\$144,330
Retirement Analyst	\$80,098	\$107,052
Revenue Programs Administrator	\$70,853	\$94,676
Right of Way Inspector	\$80,098	\$107,052

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Right of Way Program Manager	\$104,938	\$131,172
Risk Analyst	\$66,612	\$89,125
Risk Specialist	\$70,980	\$94,895
Roadmaster Track and Way	\$100,531	\$125,664
Roads Design and Development Technologist	\$88,343	\$118,082
Roads Subdivision Officer	\$105,914	\$141,752
Route Planning Analyst	\$80,098	\$107,052
Safe Workplace Program Coordinator	\$115,627	\$144,534
Safety Advisor*	\$88,343	\$134,950
Safety Codes Officer Electrical	\$128,502	\$134,950
Safety Codes Officer	\$88,343	\$118,082
Safety Patrol Boat Operator	\$72,816	\$80,641
Safety Patrol Boat Operator Senior	\$79,692	\$88,327
Safety Supervisor	\$96,522	\$147,834
Sales Agent	\$84,102	\$112,440
Sales and Account Management Associate	\$88,343	\$118,082
SAP Ariba Administrator	\$84,102	\$112,440
Schedule and Workforce Supervisor	\$91,229	\$114,036
Scheduler*	\$70,980	\$108,451
Scheduling Analyst	\$75,512	\$101,028
Scheduling Supervisor	\$91,229	\$114,036
Seasonal Employment Coordinator	\$75,512	\$101,028
Section Lead	\$115,627	\$144,534
Security Access Administrator	\$54,163	\$72,363
Security Advisor (Pay Level E)	\$85,135	\$128,548
Security Advisor (Pay Level P3)	\$104,938	\$131,172
Security Control Analyst	\$75,512	\$101,028
Security Coordinator	\$66,612	\$89,125
Security Guard	\$67,163	\$89,773
Security Operations Section Lead	\$115,627	\$144,534
Security Operations Supervisor (Pay Level A1)	\$100,531	\$125,664
Security Operations Supervisor (Pay Level C)	\$67,647	\$100,837
Security Systems Administrator	\$75,512	\$101,028

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Security Systems Technician	\$70,980	\$94,895
Senior Accountant	\$80,098	\$107,052
Senior Address Planning Analyst	\$84,102	\$112,440
Senior Addressing Analyst	\$75,512	\$101,028
Senior Administrator Business Services	\$75,512	\$101,028
Senior Advisor Corporate Finance (Pay Level 14)	\$97,406	\$130,185
Senior Advisor Corporate Finance (Pay Level P4)	\$125,909	\$157,386
Senior Application Processing Representative	\$80,098	\$107,052
Senior Architect	\$125,909	\$157,386
Senior Assessor	\$102,157	\$136,664
Senior Asset Management GIS Technician	\$84,102	\$112,440
Senior Auditor	\$104,938	\$131,172
Senior Billing Analyst	\$80,098	\$107,052
Senior Biology Laboratory Technician	\$84,102	\$112,440
Senior Business Analyst	\$88,343	\$118,082
Senior Business Analyst Revenue Control Accounts Receivable CH	\$66,612	\$89,125
Senior Business Experience Representative	\$84,102	\$112,440
Senior Business Systems Analyst	\$88,343	\$118,082
Senior Buyer	\$88,343	\$129,893
Senior Buyer CH	\$88,343	\$129,893
Senior Capital Grant Consultant	\$115,627	\$144,534
Senior Cash Processor	\$71,323	\$95,389
Senior Change Controller	\$70,980	\$94,895
Senior Claims Adjuster	\$76,725	\$114,222
Senior Commercial Leasing Agent	\$92,674	\$124,033
Senior Consultant	\$88,343	\$118,082
Senior Coordinator	\$77,064	\$103,029
Senior Coordinator Landscape Construction Approvals	\$92,674	\$124,033
Senior Corporate Consultant (Pay Level A2)	\$115,627	\$144,534
Senior Corporate Consultant (Pay Level F)	\$96,522	\$147,834
Senior Corporate Liaison	\$133,008	\$166,260
Senior Corporate Liaison Utility Review	\$159,610	\$199,512
Senior Corporate Research Analyst	\$76,725	\$114,222

Position title	Minimum annual base rate	Maximum/Target annual base rate
Senior Corrosion Technician	\$91,541	\$122,346
Senior Curator	\$70,980	\$94,895
Senior Data Analysis Technician	\$84,102	\$112,440
Senior Data Analytics Auditor	\$104,938	\$131,172
Senior Data Analytics Strategist	\$92,674	\$124,033
Senior Data Collection Technician	\$80,098	\$107,052
Senior Development Consultant (Pay Level 12)	\$88,343	\$118,082
Senior Development Consultant (Pay Level E)	\$85,135	\$128,548
Senior Development Inspector	\$92,674	\$124,033
Senior Development Manager CH	\$133,008	\$166,260
Senior Development Technologist	\$84,102	\$112,440
Senior Digital Developer	\$80,098	\$107,052
Senior Digital Measurement Analyst	\$84,102	\$112,440
Senior Eligibility Liaison	\$84,102	\$112,440
Senior Emergency Communications Dispatcher*	\$104,231	\$125,078
Senior Emergency Communications Officer*	\$96,515	\$115,818
Senior Engineering Technologist	\$88,343	\$118,082
Senior Enterprise Architect	\$96,522	\$147,834
Senior Executive Advisor	\$125,909	\$157,386
Senior Exemption Specialist	\$88,343	\$118,082
Senior Facilities Planner	\$85,135	\$128,548
Senior Financial Accountant	\$75,512	\$101,028
Senior Firefighter	\$134,163	\$134,163
Senior Geospatial Analyst	\$84,102	\$112,440
Senior Geospatial Technician Cartography	\$84,102	\$112,440
Senior Geospatial Technician Drafting	\$84,102	\$112,440
Senior Graphic Designer	\$80,098	\$107,052
Senior Human Resources Associate	\$80,098	\$107,052
Senior Infrastructure Strategist	\$92,674	\$124,033
Senior Innovation Designer	\$92,674	\$124,033
Senior Intergovernmental Relations Consultant	\$96,522	\$147,834
Senior Interior Designer	\$84,102	\$112,440
Senior Investment Analyst	\$88,343	\$118,082

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Senior Laboratory Technician	\$80,098	\$107,052
Senior Land Inventory Specialist	\$84,102	\$112,440
Senior Leader Cash Management	\$133,008	\$166,260
Senior Leader Construction Operations	\$151,858	\$189,822
Senior Leader Corporate Finance	\$151,123	\$188,904
Senior Leader Fleet Maintenance	\$159,610	\$199,512
Senior Leader Learning and Development	\$133,008	\$166,260
Senior Leader PMP Wheel Truing Attendant	\$80,912	\$90,563
Senior Leader Rail Systems	\$182,213	\$227,766
Senior Leader Signals Operations	\$159,610	\$199,512
Senior Leader Streetlight and Electrical	\$182,213	\$227,766
Senior Leader Traffic Engineering	\$182,213	\$227,766
Senior Leader Traffic Management	\$182,213	\$227,766
Senior Leader Traffic Operations	\$159,610	\$199,512
Senior Leader Transit Design	\$159,610	\$199,512
Senior Legislative Specialist	\$84,102	\$112,440
Senior Local Improvement Administrator	\$80,098	\$107,052
Senior Manager Information Technology Operations and Risk	\$191,515	\$239,394
Senior Manager Operational Excellence	\$191,515	\$239,394
Senior Meter Services Coordinator	\$75,512	\$101,028
Senior Microbiologist	\$97,406	\$130,185
Senior Mobility Policy Planner	\$88,343	\$118,082
Senior Network Administrator	\$88,343	\$118,082
Senior Operator	\$87,300	\$96,745
Senior PARIS Administrator	\$75,512	\$101,028
Senior Pavement and Material Engineer	\$151,858	\$189,822
Senior Planner	\$102,157	\$136,664
Senior Planner Mobility and Public Space	\$88,343	\$118,082
Senior Planning and Policy Strategist	\$92,674	\$124,033
Senior Planning Liaison	\$88,343	\$118,082
Senior Planning Services Technician	\$80,098	\$107,052
Senior Planning Technician	\$84,102	\$112,440
Senior Planning Technician 2	\$88,343	\$118,082

Position title	Minimum annual base rate	Maximum/Target annual base rate
Senior Policy Analyst	\$92,674	\$124,033
Senior Project Architect	\$125,909	\$157,386
Senior Property Research Specialist	\$75,512	\$101,028
Senior Public Space Policy Planner	\$88,343	\$118,082
Senior Recruitment Specialist*	\$70,980	\$108,451
Senior Regulatory Analyst	\$96,522	\$147,834
Senior Research Data Design Analyst	\$84,102	\$112,440
Senior Risk Analyst	\$84,102	\$112,440
Senior Risk Strategist	\$96,522	\$147,834
Senior Safety Codes Officer	\$97,406	\$130,185
Senior Safety Codes Officer Electrical	\$148,782	\$148,782
Senior Sales Agent	\$92,674	\$124,033
Senior Scheduler	\$91,229	\$114,036
Senior Security Systems Administrator	\$80,098	\$107,052
Senior Service Performance Research Analyst	\$88,343	\$118,082
Senior Signals Electrician/Technician Journeyperson	\$125,840	\$125,840
Senior Site Manager CH	\$80,098	\$107,052
Senior Soccer Centre Attendant	\$72,816	\$80,641
Senior Storekeeper	\$81,286	\$100,339
Senior Strategic Policy Advisor	\$88,343	\$118,082
Senior Surface Improvement Inspector	\$96,117	\$128,502
Senior Systems Administrator	\$80,098	\$107,052
Senior Systems Analyst	\$92,674	\$124,033
Senior Technical Advisor	\$96,522	\$147,834
Senior Technical Analyst	\$92,674	\$140,049
Senior Technician	\$80,098	\$107,052
Senior Traffic Engineering Technician	\$88,343	\$118,082
Senior Transit Design Technician	\$84,102	\$112,440
Senior Transit Planner	\$104,938	\$131,172
Senior Transportation Planning Technician	\$88,343	\$118,082
Senior Tribunal Clerk	\$75,512	\$101,028
Senior User Experience Architect	\$84,102	\$112,440
Senior Utilities Technologist	\$88,343	\$118,082

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Senior Vehicle for Hire Representative	\$75,512	\$101,028
Senior Water Management Development Coordinator	\$105,914	\$141,752
Senior Water Policy Planner	\$92,674	\$124,033
Senior Water Quality Monitoring Technician	\$88,343	\$118,082
Senior Water Resources Planner	\$92,674	\$124,033
Senior Watershed Biologist	\$102,157	\$136,664
Senior Works Inspector	\$80,098	\$107,052
Septic Dump Station Attendant	\$62,521	\$69,239
Sergeant*	\$88,343	\$134,950
Service Advisor	\$80,974	\$108,202
Service Contract and Warranty Specialist	\$75,512	\$101,028
Service Delivery Booking Advisor	\$70,980	\$94,895
Service Delivery Consultant	\$85,135	\$128,548
Service Performance Research Analyst	\$80,098	\$107,052
Service Quality Lead	\$115,627	\$144,534
Shipper Receiver	\$76,648	\$84,885
Shop Labourer	\$73,611	\$73,611
Shop Lead	\$137,072	\$137,072
Shop Technician	\$92,747	\$103,813
Shop Worker	\$72,816	\$80,641
Sign Manufacturer (Pay Level 2)	\$68,982	\$76,471
Sign Manufacturer (Pay Level 3)	\$72,816	\$80,641
Signals Construction Leader	\$151,858	\$189,822
Signals Electrician/Technician Journeyperson	\$116,522	\$116,522
Signals Engineering Leader	\$151,858	\$189,822
Site Manager CH	\$70,980	\$94,895
Small Equipment Storeperson	\$71,490	\$95,618
Small Motor Mechanic	\$79,692	\$88,327
Soccer Centre Attendant	\$68,982	\$76,471
Social Programs Specialist	\$75,512	\$101,028
Social Support Worker	\$80,098	\$107,052
Social Worker	\$84,102	\$112,440
Software Developer	\$75,512	\$101,028

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Special Projects Leader	\$96,522	\$147,834
Specifications Officer	\$157,976	\$157,976
Sports Coordinator	\$84,102	\$112,440
Staffing Liaison Coordinator	\$67,647	\$100,837
Storeperson	\$67,163	\$89,773
Storeworker CH	\$72,816	\$80,641
Storeworker*	\$71,656	\$88,462
Storm Pond Operator	\$72,816	\$80,641
Stormwater Pollution Prevention Specialist	\$88,343	\$118,082
Strategic Business Services Program Manager	\$133,008	\$166,260
Strategic Legislative Analyst	\$76,725	\$114,222
Strategic Relationship Coordinator	\$88,343	\$118,082
Strategy and Governance Lead	\$133,008	\$166,260
Strategy Consultant	\$85,135	\$128,548
Strategy Liaison	\$80,098	\$107,052
Streetlight Asset Management Specialist	\$84,102	\$112,440
Streetlight Design Coordinator	\$115,627	\$144,534
Streetlight Design Leader	\$151,858	\$189,822
Streetlight Design Technician	\$88,343	\$118,082
Streetlight Maintenance Coordinator	\$115,627	\$144,534
Student at Law	\$100,205	\$125,256
Superintendent Commercial Collection	\$115,627	\$144,534
Superintendent Programs	\$115,627	\$144,534
Superintendent Residential Collection	\$115,627	\$144,534
Supervisor Ability Management	\$115,627	\$144,534
Supervisor Calgro Operations	\$115,627	\$144,534
Supervisor Contract Management Accountability	\$104,938	\$131,172
Supervisor Control Systems	\$115,627	\$144,534
Supervisor Court Operations Support	\$100,531	\$125,664
Supervisor Customer Service and Communications Liaison	\$115,627	\$144,534
Supervisor Disposal Processing	\$100,531	\$125,664
Supervisor Lift Stations	\$115,627	\$144,534
Supervisor Mobility and Partnership	\$104,938	\$131,172

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

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Supervisor Operational Liaison	\$115,627	\$144,534
Supervisor Parks Programs	\$115,627	\$144,534
Supervisor Photo Enforcement	\$100,531	\$125,664
Supervisor Sales Special Programs	\$100,531	\$125,664
Supervisor Service Counter	\$100,531	\$125,664
Supervisor Utility Line Assignment	\$115,627	\$144,534
Supervisor Volunteers and Bookings	\$115,627	\$144,534
Supervisor Web and Digital Projects	\$115,627	\$144,534
Supervisor Web Digital Development	\$115,627	\$144,534
Supplier Support Advisor	\$62,553	\$83,665
Supply Chain Planner	\$88,343	\$118,082
Surface Improvements Inspector	\$91,541	\$122,346
Survey Coordinator	\$88,343	\$118,082
Survey Drafting Specialist	\$75,512	\$101,028
Survey Vehicle Equipment Coordinator	\$70,980	\$94,895
Surveyor	\$84,102	\$112,440
Surveyor Assistant	\$66,612	\$89,125
Sustainability Consultant	\$85,135	\$128,548
Swamper to Equipment Operator Loader	\$68,982	\$76,471
Swim and Lifesaving Instructor Trainer	\$72,816	\$80,641
Swim Instructor	\$72,816	\$80,641
Systems Administrator 1	\$75,512	\$101,028
Systems Administrator 2	\$88,343	\$133,333
Systems Administrator 3	\$85,135	\$128,548
Systems Control Coordinator	\$100,963	\$134,950
Systems Control Technician	\$96,117	\$128,502
Systems Electrical Control Technician	\$125,840	\$125,840
Systems Enhancement Lead	\$115,627	\$144,534
Tangible Capital Assets Finance Analyst	\$76,725	\$114,222
Tangible Capital Assets Financial Policy Consultant	\$85,135	\$128,548
Tangible Capital Assets Reporting Lead	\$115,627	\$144,534
Tangible Capital Assets Strategic Business Analyst	\$80,098	\$107,052
Team Coordinator (Pay Level M2)	\$133,008	\$166,260

Position title	Minimum annual base rate	Maximum/Target annual base rate
Team Coordinator (Pay Level M2E)	\$151,858	\$189,822
Team Lead Accounts Payable	\$115,627	\$144,534
Team Lead Administration	\$91,229	\$114,036
Team Lead Analytics	\$133,008	\$166,260
Team Lead Arts and Culture Development	\$133,008	\$166,260
Team Lead Booking and Registration	\$100,531	\$125,664
Team Lead Business Continuity and Emergency Management	\$104,938	\$131,172
Team Lead Business Enabling Services	\$133,008	\$166,260
Team Lead Business Intelligence and Data Governance	\$115,627	\$144,534
Team Lead Business Intelligence and Program Management CH	\$115,627	\$144,534
Team Lead Business Performance Meter	\$104,938	\$131,172
Team Lead Business Planning and Performance	\$115,627	\$144,534
Team Lead Business Support	\$115,627	\$144,534
Team Lead Business Systems	\$115,627	\$144,534
Team Lead Business Technology	\$115,627	\$144,534
Team Lead Capital Inspections	\$105,914	\$141,752
Team Lead Cash Processing	\$91,229	\$114,036
Team Lead Cathodic Protection	\$100,963	\$134,950
Team Lead Citizen Programs	\$115,627	\$144,534
Team Lead Climate Adapt Integration	\$115,627	\$144,534
Team Lead Close Protection and Intelligence	\$133,008	\$166,260
Team Lead Communication Funding Strategies	\$133,008	\$166,260
Team Lead Communications Wellbeing Partners	\$133,008	\$166,260
Team Lead Community Research Projects	\$133,008	\$166,260
Team Lead Community Social Development	\$133,008	\$166,260
Team Lead Continuous Improvement	\$125,909	\$157,386
Team Lead Contract Governance	\$125,909	\$157,386
Team Lead Contract Management and Accountability	\$115,627	\$144,534
Team Lead Corporate Priority	\$125,909	\$157,386
Team Lead Cross Connection Control	\$115,627	\$144,534
Team Lead Customer Service (Pay Level 10)	\$80,098	\$107,052
Team Lead Customer Service (Pay Level A1)	\$100,531	\$125,664
Team Lead Customer Service (Pay Level A2)	\$115,627	\$144,534

Position title	Minimum annual base rate	Maximum/Target annual base rate
Team Lead Customer Service (Pay Level M1)	\$115,627	\$144,534
Team Lead Customer Relations and Agreements	\$133,008	\$166,260
Team Lead Cyber Security	\$133,008	\$166,260
Team Lead Data Strategies	\$133,008	\$166,260
Team Lead Demographics and Evaluation	\$133,008	\$166,260
Team Lead Design and Construction	\$115,627	\$144,534
Team Lead Dispatch	\$115,627	\$144,534
Team Lead Document and Records	\$115,627	\$144,534
Team Lead Employee Development	\$115,627	\$144,534
Team Lead Employee Risk Management and Education	\$133,008	\$166,260
Team Lead Employee Support	\$133,008	\$166,260
Team Lead Employment Services	\$115,627	\$144,534
Team Lead Environmental Strategy	\$115,627	\$144,534
Team Lead Equipment and Personal Protective Equipment	\$100,531	\$125,664
Team Lead Facility Maintenance	\$115,627	\$144,534
Team Lead Facility Projects	\$104,938	\$131,172
Team Lead Fair Entry	\$115,627	\$144,534
Team Lead Festival and Event Planning	\$133,008	\$166,260
Team Lead Field Operations	\$115,627	\$144,534
Team Lead Film Permits and Services	\$100,531	\$125,664
Team Lead Fuel Management Services	\$115,627	\$144,534
Team Lead Homelessness and Downtown Initiatives	\$133,008	\$166,260
Team Lead Housing Supports CH	\$115,627	\$144,534
Team Lead Indigenous Relations	\$133,008	\$166,260
Team Lead Industrial Monitoring	\$115,627	\$144,534
Team Lead Information Management	\$115,627	\$144,534
Team Lead Innovation Partnerships and Impact	\$115,627	\$144,534
Team Lead Integration Planning	\$115,627	\$144,534
Team Lead Investigations	\$133,008	\$166,260
Team Lead Justice Partnerships	\$115,627	\$144,534
Team Lead Key Accounts	\$115,627	\$144,534
Team Lead Laboratory Instrumentation	\$115,627	\$144,534
Team Lead Laboratory Operations	\$115,627	\$144,534

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Team Lead Landfill Gas Operations	\$125,909	\$157,386
Team Lead Legislative Services	\$115,627	\$144,534
Team Lead Logistics	\$115,627	\$144,534
Team Lead Maintenance Operations	\$115,627	\$144,534
Team Lead Maintenance Planning	\$144,595	\$180,744
Team Lead Microbiology	\$115,627	\$144,534
Team Lead Neighbourhood Partnership Coordinator	\$133,008	\$166,260
Team Lead Operational Assurance	\$115,627	\$144,534
Team Lead Operations	\$133,008	\$166,260
Team Lead Operations Engineer	\$144,595	\$180,744
Team Lead Operations Strategy and Performance	\$125,909	\$157,386
Team Lead Operations Support	\$115,627	\$144,534
Team Lead Partner Capital Projects	\$133,008	\$166,260
Team Lead Payments	\$75,512	\$101,028
Team Lead Performance	\$125,909	\$157,386
Team Lead Performance Analytics	\$115,627	\$144,534
Team Lead Performance Improvement	\$115,627	\$144,534
Team Lead Physical Security Risk Management	\$133,008	\$166,260
Team Lead Process Engineering	\$144,595	\$180,744
Team Lead Project Controls	\$115,627	\$144,534
Team Lead Project Management	\$115,627	\$144,534
Team Lead Public Art	\$133,008	\$166,260
Team Lead Records and Info Management Services	\$100,531	\$125,664
Team Lead Recreation Facilities	\$115,627	\$144,534
Team Lead Recreation Programs	\$115,627	\$144,534
Team Lead Recreation Services Delivery Workforce	\$115,627	\$144,534
Team Lead Recreation Technology Project	\$115,627	\$144,534
Team Lead Rent Supplement CH	\$115,627	\$144,534
Team Lead Repair and Maintenance	\$144,595	\$180,744
Team Lead Security Systems	\$133,008	\$166,260
Team Lead Seniors Services Home Maintenance	\$115,627	\$144,534
Team Lead Service Improvements	\$115,627	\$144,534
Team Lead Service Scheduling	\$115,627	\$144,534

Position title	Minimum annual base rate	Maximum/ Target annual base rate
Team Lead Service Scheduling Calgary Transit Access	\$115,627	\$144,534
Team Lead Service Strategy	\$125,909	\$157,386
Team Lead Servicing and Improvement	\$115,627	\$144,534
Team Lead Social Programs	\$115,627	\$144,534
Team Lead Special Projects CH	\$115,627	\$144,534
Team Lead Specialized Transit Analytics	\$91,229	\$114,036
Team Lead Sport Partners	\$133,008	\$166,260
Team Lead Strategic Data Services	\$133,008	\$166,260
Team Lead Strategic Planning and Employee Development	\$133,008	\$166,260
Team Lead Strategy	\$125,909	\$157,386
Team Lead Strategy and Service	\$115,627	\$144,534
Team Lead Technical Security	\$133,008	\$166,260
Team Lead Technical Training	\$115,627	\$144,534
Team Lead Training and Compliance	\$115,627	\$144,534
Team Lead Transit Analytics	\$115,627	\$144,534
Team Lead Transit Operations Centre	\$115,627	\$144,534
Team Lead Systems and Data Assets	\$133,008	\$166,260
Team Lead Vehicles and Equipment	\$91,229	\$114,036
Team Lead Warehousing	\$115,627	\$144,534
Team Lead Water Facilities	\$115,627	\$144,534
Team Lead Water Quality Monitoring	\$115,627	\$144,534
Team Lead Watershed Resiliency	\$115,627	\$144,534
Team Lead Youth Employment	\$115,627	\$144,534
Team Leader Corporate Accounts Receivable	\$80,098	\$107,052
Team Leader Corporate Billing	\$80,098	\$107,052
Team Leader Corporate Cash Payments	\$91,229	\$114,036
Team Leader Corporate Credit and Collections	\$84,102	\$112,440
Team Leader Fleet	\$115,627	\$144,534
Team Leader Manufacturing	\$133,008	\$166,260
Team Leader Space Planning and Project Delivery	\$104,938	\$131,172
Technical Advisor	\$83,866	\$112,185
Technical Analyst	\$75,512	\$101,028
Technical Assistant	\$97,635	\$109,283

Position title	Minimum annual base rate	Maximum/Target annual base rate
Technical Coordinator	\$105,914	\$141,752
Technical Lead Planner	\$133,008	\$166,260
Technical Services Coordinator CH	\$115,627	\$144,534
Technical Services Officer	\$157,976	\$157,976
Technical Teams Coordinator	\$173,035	\$173,035
Technical Writer (Pay Level 8)	\$70,980	\$94,895
Technical Writer (Pay Level 9)	\$75,512	\$101,028
Technical Writer (Pay Level 10)	\$80,098	\$107,052
Technology Coordinator CH	\$115,627	\$144,534
Telecommunications Specialist	\$70,980	\$94,895
Telecommunications Technologist (Pay Level 10)	\$80,098	\$107,052
Telecommunications Technologist (Pay Level 11)	\$84,102	\$112,440
Telephone Services and Dispatch Operator	\$67,915	\$90,837
Tem Lead Technology Systems and Improvement	\$115,627	\$144,534
Temporary Employment Services Agency Coordinator	\$100,531	\$125,664
Tire Repair Person	\$73,403	\$82,181
Tire Repair Person Lead Hand	\$80,912	\$90,563
Trace Analyst	\$80,098	\$107,052
Track Maintainer	\$75,920	\$85,134
Trackman	\$70,990	\$79,435
Trade Support Foreman	\$76,669	\$94,661
Trades Foreman	\$115,627	\$144,534
Traffic Collision Analyst Technician	\$84,102	\$112,440
Traffic Control and Parking Coordinator	\$115,627	\$144,534
Traffic Control and Parking Engineering Coordinator	\$144,595	\$180,744
Traffic Control and Parking Lead	\$151,858	\$189,822
Traffic Engineering Technician 1*	\$70,980	\$108,451
Traffic Engineering Technician 2	\$84,102	\$112,440
Traffic Leader Technical Service Delivery	\$125,909	\$157,386
Traffic Management Centre Coordinator	\$144,595	\$180,744
Traffic Operations Supervisor	\$115,627	\$144,534
Traffic Technician (Pay Level 8)	\$70,980	\$94,895
Traffic Technician (Pay Level 10)	\$80,098	\$107,052

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Training Lead	\$100,531	\$125,664
Training Officer	\$83,886	\$92,976
Training Specialist (Pay Level 7)	\$66,430	\$88,834
Training Specialist (Pay Level 8)	\$70,980	\$94,895
Training Specialist (Pay Level 9)*	\$75,512	\$115,461
Training Specialist (Pay Level 10)	\$80,098	\$107,052
Training Specialist (Pay Level 11)	\$84,102	\$112,440
Training Specialist (Pay Level 12)	\$88,343	\$118,082
Transit Operations Supervisor	\$88,088	\$117,754
Transit Operator Trainee	\$61,620	\$61,620
Transit Operator*	\$52,572	\$82,154
Transit Planner	\$84,102	\$112,440
Transit Planning Technician	\$70,980	\$94,895
Transit Scheduler	\$75,348	\$100,792
Transit Training Officer	\$79,898	\$106,798
Transportation Education Planner Specialist	\$80,098	\$107,052
Transportation Planner	\$85,135	\$128,548
Treasury Operations Lead	\$92,674	\$124,033
Tribunal Coordinator	\$115,627	\$144,534
Truck and Transport Apprentice	\$71,032	\$109,616
Truck and Transport Mechanic Journey person 1	\$97,635	\$115,378
Truck and Transport Mechanic Journey person 2	\$102,523	\$121,139
Truck Driver Aerial	\$72,816	\$80,641
Truck Driver Move	\$72,816	\$80,641
Truck Driver Tandem (Pay Level 1)	\$62,521	\$69,239
Truck Driver Tandem (Pay Level 2)	\$68,982	\$76,471
United Way Employee Program Lead	\$88,343	\$118,082
Urban Forestry Field Coordinator	\$80,098	\$107,052
Urban Forestry Lead	\$133,008	\$166,260
Urban Forestry Planning and Strategy Supervisor	\$115,627	\$144,534
Urban Forestry Superintendent	\$115,627	\$144,534
Urban Forestry Technician	\$84,102	\$112,440
Urban Forestry Technician Supervisor	\$115,627	\$144,534

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

Position title	Minimum annual base rate	Maximum/Target annual base rate
Urban Strategy Lead	\$96,522	\$147,834
User Experience Architect	\$80,098	\$107,052
Utilities Call Centre Coordinator	\$84,102	\$112,440
Utilities Planning Specialist	\$80,098	\$107,052
Utility Damage Prevention Coordinator	\$79,692	\$88,327
Utility Inspector	\$91,541	\$122,346
Utility Specialists Coordinator	\$151,858	\$189,822
Utility Worker	\$68,982	\$76,471
Valuation Specialist	\$92,674	\$124,033
Vehicle-for-Hire Licensing Representative	\$66,612	\$89,125
Veterinarian	\$125,909	\$157,386
Veterinary Assistant	\$72,816	\$80,641
Vice President Business Strategy CH	\$159,610	\$199,512
Vice President Chief Finance and Risk Officer CH	\$159,610	\$199,512
Vice President Customer Experience CH	\$159,610	\$199,512
Vice President Real Estate and Portfolio Management CH	\$159,610	\$199,512
Video Analyst	\$67,647	\$100,837
Video Design Specialist	\$80,098	\$107,052
Video Operator Mainline	\$72,816	\$80,641
Vocational Rehabilitation Analyst	\$80,098	\$107,052
Vocational Rehabilitation Consultant	\$88,343	\$118,082
Volunteer Coordinator	\$75,512	\$101,028
Waste and Recycling Educator	\$70,980	\$94,895
Waste Diversion Specialist	\$88,343	\$118,082
Waste Officer	\$88,343	\$118,082
Water Educator	\$62,553	\$83,665
Water Facilities Worker	\$72,816	\$80,641
Water Management Control Coordinator	\$100,963	\$134,950
Water Management Development Coordinator	\$91,541	\$122,346
Water Management Lead	\$133,008	\$166,260
Water Management Superintendent	\$115,627	\$144,534
Water Management Technician	\$80,098	\$107,052
Water Quality Monitoring Technician	\$75,512	\$101,028

Position title	Minimum annual base rate	Maximum/Target annual base rate
Water Resources Planner	\$84,102	\$112,440
Waterjet Operator	\$76,648	\$84,885
Web Designer	\$70,853	\$94,676
Welder Journeyperson*	\$97,635	\$109,283
Wellness Medical Administrator	\$70,980	\$94,895
Whistleblower Program Investigator	\$104,938	\$131,172
Whistleblower Program Manager	\$133,008	\$166,260
Workforce Consultant (Pay Level 11)	\$84,102	\$112,440
Workforce Consultant (Pay Level 12)	\$88,343	\$118,082
Workforce Learning Coordinator	\$80,098	\$107,052
Workforce Management Lead (Pay Level M2)	\$133,008	\$166,260
Workforce Management Lead (Pay Level U4)	\$91,229	\$114,036
Workforce Planning Analyst	\$76,725	\$114,222
Working Foreman/Lead Hand	\$132,142	\$132,142
Workplace Wellbeing Coordinator	\$70,980	\$94,895
Workspace Designer	\$75,512	\$101,028
Yard Custodian Lead Hand	\$83,886	\$92,976
Youth Employment Counsellor	\$75,512	\$101,028
Zone Superintendent	\$115,627	\$144,534
Zookeeper 1	\$72,613	\$80,496
Zookeeper 2	\$76,648	\$84,885

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

Pensions

City of Calgary Pension Plans

Local Authorities Pension Plan (LAPP)

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

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

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

LAPP 2026 contribution rates

Members' rate up to YMPE	6.52% of annual earnings
Members' rate over YMPE	9.32% of annual earnings
Employers' rate up to YMPE	7.52% of annual earnings
Employers' rate over YMPE	10.32% of annual earnings
2026 YMPE	\$74,600
2026 Income Tax Act Salary Cap	\$218,991

For more information: www.lapp.ca

Supplementary Pension Plan (SPP)

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

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

SPP 2026 contribution rates

Members' rate	1.94% of annual earnings
City rate	2.37% of annual earnings
2026 Income Tax Act Salary Cap	\$196,611

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 2026 contribution rates

Members' rate	2.29% of annual earnings
City rate	2.79% of annual earnings
2026 Income Tax Act Salary Cap	\$218,991

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 2026 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health Level 1	No Contributions	\$4,200/year as per Jan 1, 2026	No Contributions	\$4,200/year as per Jan 1, 2026
Extended Health Level 2	\$8.20 biweekly	\$108.30 biweekly	\$16.40 biweekly	\$216.60 biweekly
Dental Level 1	No contributions	\$1,400/year as per Jan 1, 2026	No contributions	\$1,400/year as per Jan 1, 2026
Dental Level 2	\$3.20 biweekly	\$33.10 biweekly	\$6.40 biweekly	\$66.20 biweekly
Dental Level 3	\$18.60 biweekly	\$33.10 biweekly	\$37.20 biweekly	\$66.20 biweekly
Wellness Account	No contributions	\$900/year	No contributions	\$900/year
	Employee		City	
Life Insurance	No contributions		2 times annual salary x 0.05954/\$1000 biweekly	
Optional Life Insurance	100% employee paid (rates)		No contributions	
Optional Critical Illness	100% employee paid (rates)		No contributions	
Sickness and Accident	No contributions		City paid at 90% of salary (to a maximum duration of 119 days)	
Long Term Disability	1.80% of biweekly salary as of Jan 1, 2026		No contributions	

For more information: calgary.ca/benefits

Calgary Firefighters Benefit Plan

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

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

Firefighter 2026 contribution rates

	Single coverage		Family coverage	
	Employee	City	Employee	City
Extended Health	\$25.36 biweekly	\$59.16 biweekly	\$61.99 biweekly	\$144.65 biweekly
Dental	\$6.05 biweekly	\$24.18 biweekly	\$18.18 biweekly	\$72.70 biweekly
	Employee		City	
Life Insurance Level 1	No contributions		2 times annual salary x 0.04062/\$1,000 biweekly	
Life Insurance Level 2	Optional annual salary at a rate of 0.01354/\$1,000 biweekly		2 times annual salary x 0.02708/\$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	1.687% of biweekly salary		No contributions	

For more information: calgary.ca/benefits

Perquisites

Flexible Spending Account

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

Career Band/Level	Annual Credit Amount
Exempt Level P4, P4Eng, P4Law, P5, P5Eng, P5Law, M2, M2Eng, M2Law	\$1,000
Exempt Level M3, M3Eng, M3Law, M4, M4Eng, M4Law	\$2,000
Director, General Manager, Chief Operating Officer and Chief Administrative Officer	\$3,000

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 and Chief Operating Officer	\$7,150
Chief Administrative Officer	\$9,400

Corporate Management Team may choose a flat rate car allowance of \$1,040.00 or a per kilometer reimbursement. All other City employees are eligible for per kilometer reimbursement when they use their personal vehicles to conduct City business. Reimbursement rates are based on Canada Revenue Agency published guidelines.

For more information, please refer to [Car Allowance](#).

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 \$2,550.

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 \$2,500.