Position	Division	Step	Oct 1 2024	Oct 1 2025	Oct 1 2026		Oct 1 2027	
			Hrly Rate	Hrly Rate	Hrly Rate		Hrly Rate	
GRADE 1 (General Minimum Wage, as determined by Employme	nt Standards Act, as amended)							
Aquatic Assistant Lifeguard	Community Development & Partnerships	1	\$17.20	TBD	TBD		TBD	
Recreation Camp Counsellor	Community Development & Partnerships							
*Min. 16 years of age, enrolled in high school and returning to school	ool on full time basis, standardized tasks typically							
under guidance or supervision								
GRADE 2 (General Minimum Wage, as determined by Employme	nt Standards Act, as amended, plus 10%)							
Aquatic Instructor Lifeguard	Community Development & Partnerships	1	\$18.92	TBD	TBD		TBD	
Recreation Camp Lead	Community Development & Partnerships							
Inclusion Counsellor	Community Development & Partnerships							
Museum Assistant	Community Development & Partnerships							
Museum Student Grant Position	Community Development & Partnerships							
Summer Maintenance	Grandview Lodge							
*Enrolled in post-secondary and returning to school on full time ba	sis, regulated tasks, may contribute to projects, limited							
independent work, generally under guidance or supervision								
GRADE 3 (General Minimum Wage, as determined by Employme	nt Standards Act, as amended, plus 35%)							
Content Developer/Videographer Intern	Community Development & Partnerships	1	\$23.22	TBD	TBD		TBD	
Museum Educator	Community Development & Partnerships							
Student Information Systems	Innovation & Technology Services							
*Enrolled in post-secondary and returning to school on full time ba					1			
requires a specific skills set or involves significant responsibility for	others							

Position	Division	HRS/ Week	Step	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate
				March 9 2024		Jan 1 2025		Jan 1 2026		Jan 1 2027	
GRADE 4				*based on 1820 hours		*based on 1820 hours	3.50%	*based on 1820 hours	3.00%	*based on 1820 hours	3.00%
Nursing Clerk	Grandview Lodge	35	1	\$42,042	\$23.10	\$43,498	\$23.90	\$44,827	\$24.63	\$46,155	\$25.36
			2	\$43,716	\$24.02	\$45,245	\$24.86	\$46,610	\$25.61	\$47,993	\$26.37
			3	\$45,464	\$24.98	\$47,047	\$25.85	\$48,467	\$26.63	\$49,904	\$27.42
			4	\$47,284	\$25.98	\$48,922	\$26.88	\$50,396	\$27.69	\$51,906	\$28.52
			5	\$49,176	\$27.02	\$50,887	\$27.96	\$52,416	\$28.80	\$53,981	\$29.66
			6	\$51,142	\$28.10	\$52,926	\$29.08	\$54,509	\$29.95	\$56,147	\$30.85
				·		·		-			
GRADE 5											
	To the second	0.5		***	207.04		***		***		000.04
Resident Services Clerk	Grandview Lodge	35	1	\$49,759	\$27.34	\$51,506	\$28.30	\$53,035	\$29.14	\$54,618	\$30.01
			2	\$51,743	\$28.43	\$53,563	\$29.43	\$55,164	\$30.31	\$56,802	\$31.21
			3	\$53,817	\$29.57	\$55,710	\$30.61	\$57,366	\$31.52	\$59,077	\$32.46
			4	\$55,965	\$30.75	\$57,931	\$31.83	\$59,660	\$32.78	\$61,443	\$33.76
			5	\$58,204	\$31.98	\$60,242	\$33.10	\$62,044	\$34.09	\$63,900	\$35.11
			6	\$60,533	\$33.26	\$62,644	\$34.42	\$64,519	\$35.45	\$66,448	\$36.51
GRADE 6											
Accounts Clerk	Grandview Lodge	24	1	\$58.022	\$31.88	\$60.060	\$60,060 \$33.00 \$62,462 \$34.32 \$64,956 \$35.69 \$67,558 \$37.12 \$70,252 \$38.60	\$61,844 \$64.319	\$33.98 \$35.34 \$36.75	\$66,248 \$68,905 \$71,653 \$74,511	\$35.00 \$36.40 \$37.86 \$39.37 \$40.94 \$42.58
Administrative Assistant	Building & Municipal Enforcement	35	2	\$60,333	\$33.15	.15 \$62,462 .48 \$64,956					
Administrative Assistant	Community Development & Partnerships	35	3	\$62,754	\$34.48			\$66,885			
Administrative Assistant	Economic Development & Tourism	21	4	\$65,265	\$35.86			\$69,560 \$72,345	\$38.22		
Administrative Assistant	Emergency Services	35	5	\$67,868	\$37.29	\$70,252			\$39.75		
Administrative Assistant	Environmental Operations	35	6	\$70.580	\$38.78	\$73,055	\$40.14				
Administrative Assistant	Facilities, Parks, Cemeteries & Forestry Operations	35	·	ψ7 0,300	\$30.70	Ψ7 0,000	\$40.14				ψ - 2.50
Administrative Assistant	Financial & Data Services	35									
Administrative Assistant	Human Resources	35									
Administrative Assistant	Legal and Support Services	14									
		35									
Administrative Assistant	Roads Operations										
Administrative Assistant, Administration	Grandview Lodge	35									
Administrative Assistant, Leadership	Grandview Lodge	35									
Administrative Assistant	Planning & Development	35									
Business Services Assistant	Engineering & Capital Works	35									
xecutive Assistant	Mayor & Council	35									
Recreation Programmer	Grandview Lodge	35									
Scheduler	Grandview Lodge	35									
Social Service Worker	Grandview Lodge	35									
GRADE 7											
Coordinator, Customer Experience and Communic	ations Customer Experience and Communications	35	1	\$63,445	\$34.86	\$65,666	\$36.08	\$67,613	\$37.15	\$69,670	\$38.28
Coordinator, Fleet Training & Safety	Fleet Operations	35	2	\$65,975	\$36.25	\$68,286	\$37.52	\$70,325	\$38.64	\$72,454	\$39.81
Procurement Advisor	Legal & Support Services	35	3	\$68,614	\$37.70	\$71,016	\$39.02	\$73,146	\$40.19	\$75,348	\$41.40
Service Desk Analyst	Innovation & Technology Services	35	4	\$71,362	\$39.21	\$73,856	\$40.58	\$76,076	\$41.80	\$78,369	\$43.06
Specialist, Compensation	Human Resources	35	5	\$74,220	\$40.78	\$76,804	\$42.20	\$79,115	\$43.47	\$81,500	\$44.78
Specialist, Recruitment	Human Resources	35	6	\$77,186	\$42.41	\$79,880	\$43.89	\$82,282	\$45.21	\$84,757	\$46.57
Specialist, Training and Development	Human Resources	35	-	1,	1	1 7.2,200	Ţ O	, 	Ţ - .		Ţ .

Position	Division		Step	Annual Salary	Hrly Rate						
				March 9 2024		Jan 1 2025		Jan 1 2026		Jan 1 2027	
GRADE 8				*based on 1820 hours		*based on 1820 hours	,	based on 1820 hours		*based on 1820 hours	
Administrative Coordinator	Community & Development Services	35	1	\$70,689	\$38.84	\$73,164	\$40.20	\$75,366	\$41.41	\$77,623	\$42.65
Administrative Coordinator	Corporate & Social Services	35	2	\$73,510	\$40.39	\$76,094	\$41.81	\$78,387	\$43.07	\$80,735	\$44.36
Administrative Coordinator	Engineering & Capital Works	35	3	\$76,458	\$42.01	\$79,134	\$43.48	\$81,518	\$44.79	\$83,957	\$46.13
Administrative Coordinator	Financial & Data Services	35	4	\$79,516	\$43.69	\$82,300	\$45.22	\$84,776	\$46.58	\$87,305	\$47.97
Administrative Coordinator Claims and Risk Specialist	Public Works Operations	35 35	5 6	\$82,701 \$86.013	\$45.44 \$47.26	\$85,595 \$89,016	\$47.03 \$48.91	\$88,161 \$91,692	\$48.44 \$50.38	\$90,800 \$94,440	\$49.89 \$51.89
	Legal & Support Services	35	6	\$00,013	\$47.20	\$69,016	\$40.9 I	\$91,09Z	\$50.36	\$94,44U	φ51.0 5
Community Partnerships Liaison	Community Development & Partnerships										
Coordinator, Council Services	Clerks	35									
Coordinator, Emergency Management/Fire Education Coordinator, Fire Safety and Training	Emergency Services	35 35									
Coordinator, Fire Salety and Training Coordinator, HR Planning & Analysis	Emergency Services Human Resources	35									
Coordinator, HRMS / Benefits	Human Resources	35									
Coordinator, Information and Privacy	Clerks	35									
Coordinator, Payroll Services	Human Resources	35									
DBA & Solutions Analyst	Innovation & Technology Services	35									
Employee Wellness Representative	Human Resources	35									
Financial Analyst	Finance	35									
GIS & Solutions Analyst	Innovation & Technology Services	35									
Health and Safety Representative	Human Resources	35									
IPAC Coordinator	Grandview Lodge	35									
Museum Curator	Community Development & Partnerships	35									
Network and Technology Analyst Property Coordinator	Innovation & Technology Services Legal & Support Services	35 35									
Senior Service Desk Analyst	Innovation & Technology Services	35									
Solutions Analyst	Innovation & Technology Services	35									
GRADE 9	Innovation a recimiology convices	00									
Project Manager, Asset Management	Facilities Capital & Asset Management	35	1	\$83,247	\$45.74	\$86,159	\$47.34	\$88,761	\$48.77	\$91,419	\$50.23
Project Manager Continuous Improvement/Executive	Chief Administrative Officer	35	2	***		***	242.00	***		***	
Assistant to CAO				\$86,577	\$47.57	\$89,599	\$49.23	\$92,310	\$50.72	\$95,077	\$52.24
Project Manager Business Analyst (PMBA)	Innovation & Technology Services	35	3	\$90,035	\$49.47	\$93,184	\$51.20	\$96,005	\$52.75	\$98,881	\$54.33
SCADA Coordinator Senior Community Partnerships Liaison	Engineering Services	35 35	4 5	\$93,639 \$97,388	\$51.45 \$53.51	\$96,915 \$100,792	\$53.25 \$55.38	\$99,845 \$103,831	\$54.86 \$57.05	\$102,830 \$106,943	\$56.50 \$58.76
Senior Community Partnerships Liaison Senior Financial Analyst	Community Development & Partnerships Finance	35	6	\$101.283	\$55.65	\$100,792	\$55.36 \$57.60	\$103,631	\$57.05 \$59.33	\$106,943	\$56.76 \$61.11
Senior Network Technology Analyst	Innovation & Technology Services	35	0	\$101,203	\$55.65	\$104,632	\$57.60	\$107,961	\$59.55	\$111,220	φ01.11
Senior Procurement Advisor	Legal & Support Services	35									
Supervisor, Dietary, Housekeeping, Laundry	Grandview Lodge	35									
Supervisor, Dietary Services	Grandview Lodge	35									
Supervisor, Heritage and Culture	Community Development & Partnerships	35									
Supervisor, Community Programs & Events	Community Development & Partnerships	35									
Supervisor, Programs & Support	Grandview Lodge	35									
GRADE 10	1										
	I			*****							
Project Manager, Business Retention & Expansion	Economic Development & Tourism	35	1	\$94,931	\$52.16	\$98,244	\$53.98	\$101,228	\$55.62	\$104,250	\$57.28
Project Manager, Facilities Infrastructure	Facilities Capital & Asset Management	35	2	\$98,735	\$54.25	\$102,175	\$56.14	\$105,269	\$57.84	\$108,417	\$59.57
Project Manager, Forestry	Facilities, Parks, Cemeteries & Forestry Operations	35	3	\$102,684	\$56.42	\$106,270	\$58.39	\$109,473 \$113.859	\$60.15	\$112,749	\$61.95 \$64.43
Project Manager, Municipal Drains	Engineering Services	35 35	4 5	\$106,798 \$111,075	\$58.68 \$61.03	\$110,529 \$114,951	\$60.73 \$63.16	\$113,859 \$118,409	\$62.56 \$65.06	\$117,263 \$121,958	\$64.43 \$67.01
Project Manager, Municipal Infrastructure Project Manager, W&WW Capital Projects	Engineering Services Water & Wastewater Engineering	35	6	\$111,075	\$63.47	\$114,951	\$65.69	\$110,409	\$67.66	\$121,956	\$69.69
Project Manager, W&WW Capital Projects Project Manager, W&WW Infrastructure	Water & Wastewater Engineering Water & Wastewater Engineering	35	0	\$115,515	\$63.47	\$119,556	\$65.69	\$123,141	φ01.00	\$120,030	Ф 09.09
Supervisor, Business Solutions GIS & Data	Innovation & Technology Services	35									
Supervisor, Community Paramedic Program	Emergency Services	35									
	, ,										
Supervisor, Customer Experience and Communications	Customer Experience & Communications	35									
Supervisor, Employee Wellness & Development	Human Resources	35									
Supervisor, Environmental Operations	Environmental Operations	35									
Supervisor, Facilities, Parks, Cemeteries & Forestry											
Operations	Facilities, Parks, Cemeteries & Forestry Operations	35									
Supervisor, Facility Operations	Grandview Lodge	35									
Supervisor, Fleet	Fleet Operations	35									
Supervisor, Infrastructure, Cloud & Security	Innovation & Technology Services	35									
Supervisor, Roads Operations	Roads Operations	35									
Supervisor, W&WW Operations	Environmental Operations	35									
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Position	Division		Step	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate
				March 9 2024 *based on 1820 hours		Jan 1 2025 *based on 1820 hours		Jan 1 2026 *based on 1820 hours		Jan 1 2027 based on 1820 hours	
GRADE 11		$\overline{}$		"based on 1820 hours		based on 1820 nours		based on 1820 hours	1	based on 1820 nours	
Associate Director of Nursing	Grandview Lodge	35	1	\$101.720	\$55.89	\$105,305	\$57.86	\$108.454	\$59.59	\$111.712	\$61.38
Supervisor, Accounting Services	Finance	35	2	\$105,797	\$58.13	\$109,509	\$60.17	\$112.785	\$61.97	\$116,189	\$63.84
Supervisor, Budgets & Financial Reporting	Finance	35	3	\$110.037	\$60.46	\$113,896	\$62.58	\$117.299	\$64.45	\$120,830	\$66.39
Supervisor, Building and Municipal Enforcement	Building & Municipal Enforcement	35	4	\$114,442	\$62.88	\$118,446	\$65.08	\$121,995	\$67.03	\$125,671	\$69.05
Supervisor, Labour Relations and Employment Law	Human Resources	35	5	\$119,010	\$65.39	\$123,178	\$67.68	\$126,872	\$69.71	\$130,694	\$71.81
Supervisor, Planning & Development	Planning & Development	35	6	\$123,778	\$68.01	\$128,110	\$70.39	\$131,950	\$72.50	\$135,918	\$74.68
Supervisor, Risk Management & Legal Services	Legal & Support Services	35		, ,			·	. ,			
Supervisor, Taxation and Revenue	Finance	35									1
GRADE 12											
			_								
Deputy Chief, Fire Services	Emergency Services	35	1	\$112,367	\$61.74	\$116,298	\$63.90	\$119,792	\$65.82	\$123,396	\$67.80
Deputy Chief, Paramedic Services	Emergency Services	35	2	\$116,862	\$64.21	\$120,957	\$66.46	\$124,579	\$68.45	\$128,328	\$70.51
Director of Nursing	Grandview Lodge	35	3	\$121,540	\$66.78	\$125,798	\$69.12	\$129,566	\$71.19	\$133,461	\$73.33
			4	\$126,399	\$69.45	\$130,822	\$71.88	\$134,753	\$74.04	\$138,793	\$76.26
			5	\$131,459	\$72.23	\$136,063	\$74.76	\$140,140	\$77.00	\$144,344	\$79.31
			6	\$136,718	\$75.12	\$141,505	\$77.75	\$145,746	\$80.08	\$150,114	\$82.48
ODADE 40											
GRADE 13					ı						
Clerk/Manager	Clerks	35	1	\$123,050	\$67.61	\$127,327	\$69.96	\$131,149	\$72.06	\$135,080	\$74.22
Manager	Building & Municipal Enforcement	35	2	\$127,964	\$70.31	\$132,423	\$72.76	\$136,391	\$74.94	\$140,486	\$77.19 \$80.28
Manager	Community Development & Partnerships	35	3	\$133,078	\$73.12		\$75.67		\$77.94	\$146,110	
Manager	Customer Experience & Communications	35	4	\$138,393	\$76.04	\$143,234	\$78.70	\$147,529	\$81.06	\$151,952	\$83.49
Manager	Economic Development & Tourism	35	5	\$143,926	\$79.08	\$148,967	\$81.85	\$153,426	\$84.30	\$158,031	\$86.83
Ivialiagei	Leonomic Development & Tourism	- 55	6	\$149,677	\$82.24	\$154,918	\$85.12	\$159,559	\$87.67	\$164,346	\$90.30
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GRADE 14		_			•						
Manager	Engineering Services	35	1	\$130,803	\$71.87	\$135,372	\$74.38	\$139,430	\$76.61	\$143,616	\$78.91
Manager	Environmental Operations	35	2	\$136,027	\$74.74	\$140,777	\$77.35	\$144,999	\$79.67	\$149,367	\$82.07
Manager	Facilities Capital & Asset Management	35	3	\$141,469	\$77.73	\$146,401	\$80.44	\$150,805	\$82.86	\$155,337	\$85.35
Manager	Facilities, Parks, Cemeteries & Forestry Operations	35	4	\$147,129	\$80.84	\$152,261	\$83.66	\$156,829	\$86.17	\$161,543	\$88.76
Manager	Fleet & Equipment Operations	35	5	\$153,007	\$84.07	\$158,358 \$164,692	\$87.01 \$90.49	\$163,108 \$169,624			\$92.31 \$96.00
Manager	Human Resources	35	6	\$159,123	\$87.43						
Manager	Legal & Support Services	35									
Manager	Planning & Development	35									
Manager	Roads Operations	35									
Manager	Water and Wastewater Engineering & Compliance	35									
Treasurer	Finance	35									
GRADE 15											
Administrator	Grandview Lodge	35	1	\$145,818	\$80.12	\$150,896	\$82.91	\$155,446	\$85.41	\$160,087	\$87.96
Chief Information Officer	Innovation & Technology Services	35	2	\$145,818 \$151,642	\$80.12	\$150,896	\$82.91 \$86.23	\$155,446 \$161.671	\$85.41 \$88.83	\$160,087 \$166.494	\$87.96 \$91.48
Manager & Fire Chief	Emergency Services	35	3	\$151,642	\$86.65	\$163,218	\$89.68	\$168,132	\$92.38	\$173.155	\$95.14 \$95.14
Manager & Fire Chief	Emergency Services	33	4	\$164,018	\$90.12	\$163,216	\$93.27	\$174.847	\$96.07	\$173,133	\$98.95
			5		\$93.72	\$176,540	\$97.00	. ,.	\$99.91	\$187,296	
			6	\$170,570 \$177,395	\$93.72	\$176,540	\$100.88	\$181,836 \$189,116	\$103.91	\$107,296	\$102.91 \$107.03
			0	\$177,395	\$91.41	\$103,002	\$100.00	\$109,110	\$103.91	\$194,795	\$107.03
GRADE 16					L						
General Manager	Community and Development Services	35	1	\$163,363	\$89.76	\$169,060	\$92.89	\$174,138	\$95.68	\$179,379	\$98.56
General Manager	Corporate & Social Services	35	2	\$169,897	\$93.35	\$175,830	\$96.61	\$181,108	\$99.51	\$186,550	\$102.50
General Manager	Engineering & Capital Works	35	3	\$176,686	\$97.08	\$182,855	\$100.47	\$188,334	\$103.48	\$194,012	\$106.60
General Manager	Financial & Data Services	35	4	\$183,747	\$100.96	\$190,172	\$104.49	\$195,868	\$107.62	\$201,765	\$110.86
General Manager	Public Works Operations	35	5	\$191,100	\$105.00	\$197,779	\$108.67	\$203,713	\$111.93	\$209,828	\$115.29
			6	\$198,744	\$109.20	\$205,696	\$113.02	\$211,866	\$116.41	\$218,218	\$119.90
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Position	Division	Step	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate
			March 9 2024		Jan 1 2025		Jan 1 2026		Jan 1 2027	
GRADE 17			*based on 1820 hours	*based on 1820 hou		rs *based on 1820 hour.		's *based on 1820 hours		
Currently no positions in this grade		1 2 3 4 5	\$182,983 \$190,299 \$197,907 \$205,824 \$214,050 \$222,604	\$100.54 \$104.56 \$108.74 \$113.09 \$117.61 \$122.31	\$189,371 \$196,942 \$204,823 \$213,013 \$221,530 \$230,394	\$104.05 \$108.21 \$112.54 \$117.04 \$121.72 \$126.59	\$202,857 \$210,974 \$219,401 \$228,173	\$107.17 \$111.46 \$115.92 \$120.55 \$125.37 \$130.39	\$200,892 \$208,918 \$217,272 \$225,971 \$235,017 \$244,426	\$110.38 \$114.79 \$119.38 \$124.16 \$129.13 \$134.30
GRADE 18				1						
Chief Administrative Officer	CAO's Office 35	1 2 3 4 5 6	\$209,828 \$218,218 \$226,954 \$236,036 \$245,482 \$255,310	\$115.29 \$119.90 \$124.70 \$129.69 \$134.88 \$140.28	\$217,217 \$225,898 \$234,926 \$244,317 \$254,090 \$264,246	\$119.35 \$124.12 \$129.08 \$134.24 \$139.61 \$145.19	\$232,669 \$241,969 \$251,651 \$261,716	\$122.93 \$127.84 \$132.95 \$138.27 \$143.80 \$149.55	\$230,430 \$239,639 \$249,231 \$259,204 \$269,578 \$280,353	\$126.61 \$131.67 \$136.94 \$142.42 \$148.12 \$154.04
	Various			\$1.900		\$2.250		\$2.250		\$2.250