

### Exempt/Management Salary Ranges

Job Title	Minimum Annual	Maximum Annual
Action Bus & Support Services Supervisor	\$87,843	\$109,804
Assistant Deputy Chief	\$127,194	\$158,993
Associate City Solicitor	\$130,152	\$162,690
Biodiversity Svs Supv	\$96,558	\$120,698
Business Development & Partner Supports Supervisor	\$100,275	\$125,344
Business Excellence Manager	\$143,733	\$179,666
Business Intelligence & Performance Supports Supervisor	\$96,558	\$120,698
Capital Projects Engineer	\$117,088	\$146,360
Capstone Project Manager	\$118,834	\$148,543
Chief Financial Officer	\$143,733	\$179,666
Chief Information Officer - ITS Manager	\$143,733	\$179,666
City Assessor	\$130,152	\$162,690
City Clerk	\$118,834	\$148,543
City Solicitor	\$143,733	\$179,666
Collicutt Supervisor	\$96,558	\$120,698
Commun. Develop. Plan Coord.	\$87,843	\$109,804
Community Development Coordinator	\$87,843	\$109,804
Community Development Superintendent	\$108,415	\$135,518
Controller - Property Taxation	\$108,415	\$135,518
Controller - Revenue & Collection	\$108,415	\$135,518
Corporate Communications Manager	\$130,152	\$162,690
Corporate Communications Supervisor	\$96,558	\$120,698
Corporate Controller	\$108,415	\$135,518
Corporate Lead - Procurement & Risk	\$108,297	\$135,372
Corporate Marketing Supervisor	\$87,843	\$109,804
CSV Accounting & Financial Supports Supervisor	\$87,843	\$109,804
CSV Accounting & Financial Supports Supervisor	\$87,843	\$109,804
CSV Process Optimization Administrative Support Supervisor	\$87,843	\$109,804
Cybersecurity Lead	\$100,275	\$125,344
Deputy Chief - Emergency Services	\$140,939	\$176,174
Deputy City Assessor	\$113,939	\$142,424
Deputy City Clerk	\$92,842	\$116,053
Development & Transportation Engineer	\$117,088	\$146,360
Development Engineer	\$117,088	\$146,360

Development Systems Supervisor	\$108,415	\$135,518
Director of Enterprise Strategy	\$118,834	\$148,543
Distribution Engineer	\$108,926	\$136,157
Division Controller	\$108,415	\$135,518
Divisional Strategist	\$108,415	\$135,518
El&P General Foreman	\$124,341	\$155,427
Electrical Distribution Engineer (pending title Δ to PLANNING ENG.)	\$108,926	\$136,157
Electrical Distribution Supervisor	\$124,677	\$155,846
Emergency Management Coordinator	\$118,834	\$148,543
Emergency Services Manager	\$153,794	\$192,243
Emergency Services Office Supervisor	\$76,724	\$95,905
Engineering Administrative & Accounting Supervisor	\$87,843	\$109,804
Engineering Planning Supt	\$108,297	\$135,372
Engineering Services Manager	\$153,794	\$192,243
	\$76,863	\$98,825
	\$76,863	\$98,825
Environment & Utilities Engineer	\$117,088	\$146,360
Environmental Planning Engineer 1	\$94,871	\$118,588
Environmental Planning Engineer 2	\$100,270	\$125,337
Environmental Planning Supt	\$117,088	\$146,360
Environmt Construct/Maint Supt	\$100,275	\$125,344
Facilities & Asset Management Superintendent	\$108,415	\$135,518
Facilities Management Supervisor	\$92,842	\$116,053
Fleet Superintendent	\$108,415	\$135,518
Garage Supervisor	\$87,843	\$109,804
General Manager	\$179,459	\$224,323
GIS Supervisor	\$100,275	\$125,344
GM Executive Assistant	\$67,766	\$84,708
Government Relations Strategist - Deputy Chief Of Staff	\$108,415	\$135,518
Horticulture, Sports Fields, and Cemetery Services Supv	\$87,843	\$109,804
HR Generalist	\$87,843	\$109,804
HR Senior Admin Assistant	\$59,345	\$74,181
HR Specialist - Corporate Diversity & Inclusion	\$87,843	\$109,804
HR Specialist - Total Compensation	\$87,843	\$109,804
HR Specialist - Training/Develop	\$87,843	\$109,804
HR Systems Coordinator	\$87,843	\$109,804
HR Team Lead - Talent & Consulting	\$118,834	\$148,543

HR Team Lead - Total Compensation	\$108,415	\$135,518
HR Team Lead - Wellness Safety and Security	\$100,275	\$125,344
HR Team Leader - Systems, Payroll & Administration	\$92,842	\$116,053
Human Resources Associate	\$67,766	\$84,708
Human Resources Consultant	\$92,842	\$116,053
Human Resources Manager	\$130,152	\$162,690
Information Management Services Supervisor	\$100,275	\$125,344
Infrastructure and Waskasoo Park Supervisor	\$92,842	\$116,053
Inspections & Licensing Mgr	\$130,152	\$162,690
IT Projects, Planning and Control Supervisor	\$108,415	\$135,518
Junior Project Engineer	\$87,843	\$109,804
Labour Relations Coordinator	\$100,275	\$125,344
Land & Economic Development Manager	\$130,152	\$162,690
Legislative Services Manager	\$130,152	\$162,690
Major Projects Planner	\$108,415	\$135,518
Municipal Engineer	\$94,871	\$118,588
Municipal Policing Services Manager	\$130,152	\$162,690
Municipal Policing Superintendent	\$108,415	\$135,518
Neighbourhood Community Development Coordinator	\$87,843	\$109,804
Operations Coordinator	\$87,843	\$109,804
Operations Supervisor Revenue & Collections	\$87,843	\$109,804
Parking & Licensing Spvr	\$100,275	\$125,344
Parks & Public Works Manager	\$153,794	\$192,243
Parks Superintendent	\$108,415	\$135,518
Permits & Inspections Spvr	\$113,835	\$142,294
Planning Manager	\$130,152	\$162,690
Production Systems Supervisor	\$108,415	\$135,518
Program Coordinator	\$87,843	\$109,804
Project Advisor - Change Management	\$87,843	\$109,804
Project Manager - Engineer	\$94,871	\$118,588
Public Works Bridge Engineer	\$94,871	\$118,588
Public Works Engineer	\$94,871	\$118,588
Recreation Facilities Supervisor	\$96,558	\$120,698
Recreation Superintendent	\$118,834	\$148,543
Regulatory Analyst	\$102,777	\$128,471
Research, Policy & Council Administration Specialist	\$76,724	\$95,905

Revenue and Assessment Manager	\$140,564	\$175,705
Roads Superintendent	\$100,275	\$125,344
Roads Supervisor	\$87,843	\$109,804
Safe & Healthy Communities Manager	\$143,733	\$179,666
Senior Engineer - Planning - EL&P	\$124,677	\$155,846
Senior Executive Assistant	\$71,832	\$89,791
Senior Superintendent - Electrical Utility	\$147,604	\$184,505
Senior Superintendent - Water Utility	\$128,341	\$160,426
Service Management Supervisor	\$100,275	\$125,344
Social Policy Integration & Outcomes Coordinator	\$87,843	\$109,804
Social Wellness Integration Supports Superintendent	\$108,415	\$135,518
Sport & Recreation Coordinator	\$92,842	\$116,053
Strategic Change & Engagement Advisor	\$100,275	\$125,344
Strategic Insights & Evaluation Specialist	\$100,275	\$125,344
Traffic Engineer	\$117,088	\$146,360
Traffic Infrastructure Design Lead	\$94,871	\$118,588
Traffic Operations Engineer	\$94,871	\$118,588
Transit & Fleet Manager	\$143,733	\$179,666
Transit Operations Supervisor	\$76,724	\$95,905
Transit Senior Operations Supv Conventional	\$87,843	\$109,804
Transit Supt Conventional Serv	\$100,275	\$125,344
Transit Training Officer	\$87,843	\$109,804
Transportation Design Engineer	\$94,871	\$118,588
Transportation Planning Engineer	\$94,871	\$118,588
Treatment Plant Supervisor	\$100,270	\$125,337
Utilities Manager	\$168,245	\$210,306
Utility Specialist	\$124,678	\$155,847
Utility Support Engineer	\$108,926	\$136,157
Waste Management Superintendent	\$108,297	\$135,372
Wastewater Superintendent	\$117,088	\$146,360
Wastewater Trmt Plant Supervsr	\$92,842	\$116,053
Water Superintendent	\$117,088	\$146,360