

City of Lethbridge

2025 Compensation Disclosure List

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BACKGROUND

In the fall in 2019, City Council voted to create a compensation disclosure list on an annual basis. The information published includes the titles, salary ranges and information about pension and benefits provided.

To balance transparency with respecting the privacy of its employees, names and actual salaries are not published. There is no minimum threshold for salary disclosure.

COMPENSATION DATA

The list(s) included below were created using the following criteria:

- Rates are effective January 1, 2025 (unless otherwise stated)
- The exempt group reflects positions filled by employees who are presently active or on an approved leave as of April 2025
 - o Incumbents salary falls between the minimum and maximum base salary noted for each position
- The unionized rates are reflective of the rates in the appendix of each collective agreement and are updated when the collective agreement is updated
 - o Positions may be vacant, each position does not reflect an FTE
 - o There may be multiple incumbents in a single position
- Permanent (full-time and part-time) as well as temporary positions are listed
- Some salaries may include a premium, the premium is included in the listed salary
- Full time hours for all positions are 35, 37.5, 40 or 42 hours per week. Part-time positions are paid the equivalent hourly rate for each hour they work
- Benefits details and costs are applicable to all groups unless otherwise noted in the description
- This list is a point in time list and updated annually. Changes between updates aren't reflected until the next update. For unionized groups they are updated as the collective agreement is updated.

ELECTED OFFICIAL DISCLOSURE LIST

Mayor	\$165,340.18
Councilor	\$67,010.50

Mayor and Council are eligible for benefits coverage with the exception of pension and short and long-term disability coverage.

UNION POSITIONS DISCLOSURE LIST

Note: Unionized positions rates are noted as an hourly rate

CANADIAN UNION OF PUBLIC EMPLOYEES - MUNICIPAL EMPLOYEES (40 HRS PER WEEK)

Title	1/1/2023	1/1/2024	1/1/2025	1/1/2026
311 Utility Tagger	\$27.18	\$27.93	\$28.63	\$29.42
Airfield Maintenance Specialist Trainee	\$31.04	\$31.89	\$32.69	\$33.59
Airfield Maintenance Specialist I	\$33.00	\$33.91	\$34.76	\$35.72
Airfield Maintenance Specialist II	\$34.63	\$35.58	\$36.47	\$37.47
Airport Electrician	\$43.96	\$45.17	\$46.30	\$47.57
Airport HD Mechanic	\$43.96	\$45.17	\$46.30	\$47.57
Airport Operations Coordinator	\$42.75	\$43.93	\$45.03	\$46.27
Airport Supervisor - Surface Structures	\$38.26	\$39.31	\$40.29	\$41.40
Amenity Services Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Amenity services Leadhand	\$38.21	\$39.26	\$40.24	\$41.35
Amenity Services Technician	\$33.83	\$34.76	\$35.63	\$36.61
Apprentice Partsman	Rate is a % of the partsman as per clause 34.05			
Aquatics Maintenance Tech (Fritz)	\$38.21	\$39.26	\$40.24	\$41.35
Arborist	\$36.38	\$37.38	\$38.31	\$39.36
Arborist Trainee - Japanese Gardens	\$32.26	\$33.15	\$33.98	\$34.91
Arena Caretaker	\$29.97	\$30.79	\$31.56	\$32.43
Arena Cashier	\$27.18	\$27.93	\$28.63	\$29.42
Arena Rec Operator	\$38.21	\$39.26	\$40.24	\$41.35
Asphalt Recycler Operator	\$29.97	\$30.79	\$31.56	\$32.43
Automotive Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
Building Operations Foreman	\$36.38	\$37.38	\$38.31	\$39.36
By-Law Enforcement Officer	\$33.83	\$34.76	\$35.63	\$36.61
Bylaw Officer (Multi-Disciplinary)	\$36.38	\$37.38	\$38.31	\$39.36
Caretaker - Feature Parks	\$29.97	\$30.79	\$31.56	\$32.43
Caretaker II (Enmax)	\$29.97	\$30.79	\$31.56	\$32.43
Caretaker II (LPS)	\$29.97	\$30.79	\$31.56	\$32.43
Caretaker III (City Hall)	\$29.97	\$30.79	\$31.56	\$32.43
Caretaker III (Fritz)	\$30.68	\$31.52	\$32.31	\$33.20
Caretaker III (Yates)	\$29.97	\$30.79	\$31.56	\$32.43
Carpenter	\$45.28	\$46.53	\$47.69	\$49.00
Cemetery Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Cemetery Leadhand	\$38.21	\$39.26	\$40.24	\$41.35
Cemetery Machine Operator I	\$27.84	\$28.61	\$29.33	\$30.14
Cemetery Maintenance Worker	\$27.84	\$28.61	\$29.33	\$30.14
Certified Arborist	\$38.21	\$39.26	\$40.24	\$41.35
Chef - ENMAX Centre	\$41.08	\$42.21	\$43.27	\$44.46
Community Program Coordinator	\$41.08	\$42.21	\$43.27	\$44.46
Concession Coordinator	\$43.12	\$44.31	\$45.42	\$46.67

Concession Operator I	\$29.97	\$30.79	\$31.56	\$32.43
Concession Operator II	\$33.83	\$34.76	\$35.63	\$36.61
Crack Sealing Foreman	\$38.21	\$39.26	\$40.24	\$41.35
Customer Serviceman I (Waste H2O-Sewers)	\$29.97	\$30.79	\$31.56	\$32.43
Customer Serviceman II (Waste H2O)	\$32.26	\$33.15	\$33.98	\$34.91
Customer Serviceman III	\$38.21	\$39.26	\$40.24	\$41.35
ENMAX Centre Operations Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
Enmax Centre Security Supervisor	\$36.38	\$37.38	\$38.31	\$39.36
ENMAX Centre Suite Coordinator	\$38.21	\$39.26	\$40.24	\$41.35
ENMAX Events and Maintenance Operator	\$41.08	\$42.21	\$43.27	\$44.46
Facilities Operations & Controls Tech	\$45.28	\$46.53	\$47.69	\$49.00
Facility Planning Administrator	\$38.21	\$39.26	\$40.24	\$41.35
Facility Services Asset Inspector	\$45.28	\$46.53	\$47.69	\$49.00
Facility Services Worker	\$32.26	\$33.15	\$33.98	\$34.91
Fleet Quality Assurance Tech	\$36.38	\$37.38	\$38.31	\$39.36
Fleet Services Leadhand	\$48.27	\$49.60	\$50.84	\$52.24
Food and Beverage supervisor	\$36.38	\$37.38	\$38.31	\$39.36
Foreman - Parks Maintenance/Special Events	\$43.12	\$44.31	\$45.42	\$46.67
Foreman - Transportation / Utility Crew	\$43.12	\$44.31	\$45.42	\$46.67
Foreman (Urban Forestry)	\$49.82	\$51.19	\$52.47	\$53.91
Foreman (Water Works Construction)	\$45.28	\$46.53	\$47.69	\$49.00
Foreman I - Dryland Mowing	\$41.08	\$42.21	\$43.27	\$44.46
Foreman I - Night Sweeping Crew	\$30.68	\$31.52	\$32.31	\$33.20
Foreman I - Pavement Marking	\$32.26	\$33.15	\$33.98	\$34.91
Foreman I - Paving Crew	\$38.21	\$39.26	\$40.24	\$41.35
Foreman I - Pesticide Crew	\$41.08	\$42.21	\$43.27	\$44.46
Foreman I - Utility	\$32.26	\$33.15	\$33.98	\$34.91
Foreman I (Water & Waste Water)	\$38.21	\$39.26	\$40.24	\$41.35
Foreman II - Turf Maintenance	\$41.08	\$42.21	\$43.27	\$44.46
Foreman II (Parks Maintenance/Sportsfield)	\$43.12	\$44.31	\$45.42	\$46.67
Foreman II (Spring Clean-up)	\$36.38	\$37.38	\$38.31	\$39.36
Foreman III (Cemetery)	\$41.08	\$42.21	\$43.27	\$44.46
Foreman III (Irrigation)	\$45.28	\$46.53	\$47.69	\$49.00
Foreman III (Parks Construction)	\$43.12	\$44.31	\$45.42	\$46.67
Foreman III (Parks Maintenance)	\$43.12	\$44.31	\$45.42	\$46.67
Foreman III (Streets & Traffic) - Paving Crew	\$43.12	\$44.31	\$45.42	\$46.67
Foreman III (Streets & Traffic) - Utility Crew	\$43.12	\$44.31	\$45.42	\$46.67
Foreman III (Streets/Roads) - Patching Crew	\$43.12	\$44.31	\$45.42	\$46.67
Foreman III (Water & Waste Water)	\$45.28	\$46.53	\$47.69	\$49.00
Garbage Truck Driver I Parks Maintenance	\$27.84	\$28.61	\$29.33	\$30.14
Garbage Truck Driver I Weed Control	\$29.97	\$30.79	\$31.56	\$32.43
Garbage Truck Driver IV	\$33.83	\$34.76	\$35.63	\$36.61
Gardener I	\$33.83	\$34.76	\$35.63	\$36.61
Grader Operator	\$36.38	\$37.38	\$38.31	\$39.36
Graffiti Removal Foreman	\$38.21	\$39.26	\$40.24	\$41.35

Graffiti Removal Workers	\$27.84	\$28.61	\$29.33	\$30.14
Groundsman Assistant/Special Events	\$33.83	\$34.76	\$35.63	\$36.61
Heavy Duty Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
HSNC - Educational Program Assistant	\$29.97	\$30.79	\$31.56	\$32.43
HSNC Environmental Education Program Coord	\$36.38	\$37.38	\$38.31	\$39.36
HSNC Facility Attendant	\$27.84	\$28.61	\$29.33	\$30.14
HSNC Facility Rental Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
HSNC Program Coordinator	\$38.21	\$39.26	\$40.24	\$41.35
HSNC Senior Program leader	\$36.38	\$37.38	\$38.31	\$39.36
HVAC and Controls Technician	\$50.79	\$52.19	\$53.49	\$54.96
Ice Marshall	\$27.18	\$27.93	\$28.63	\$29.42
Integrated Pest Mgt Tech	\$36.38	\$37.38	\$38.31	\$39.36
Irrigation Maintenance Technician	\$38.21	\$39.26	\$40.24	\$41.35
Labourer - New Hire	\$21.12	\$21.70	\$23.00	\$23.63
Labourer - Night Watering	\$29.97	\$30.79	\$31.56	\$32.43
Labourer (ENMAX)- New Hire	\$21.12	\$21.70	\$23.00	\$23.63
Labourer I (Enmax) - Legacy	\$27.18	\$27.93	\$28.63	\$29.42
Labourer II Public Operations - Legacy	\$27.18	\$27.93	\$28.63	\$29.42
Labourer/WWTP Operator in Training	\$27.84	\$28.61	\$29.33	\$30.14
Leisure Services Maintenance Coord.	\$49.82	\$51.19	\$52.47	\$53.91
LPS Community Peace Officer	\$43.12	\$44.31	\$45.42	\$46.67
LPS CPO Sgt	\$49.82	\$51.19	\$52.47	\$53.91
LPS Facilities Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
LPS Fleet Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
Machine Operator I Small Flail &/or Turf Maintenance	\$27.84	\$28.61	\$29.33	\$30.14
Machine Operator II - Traffic Signs/Crosswalk Painting	\$27.84	\$28.61	\$29.33	\$30.14
Machine Operator III (Bobcat/carge Flail &/or Turf Maintenance)	\$29.97	\$30.79	\$31.56	\$32.43
Machine Operator III (Cemetery)	\$32.26	\$33.15	\$33.98	\$34.91
Machine Operator III (Packer/roller)	\$27.84	\$28.61	\$29.33	\$30.14
Machine Operator III (Skid Steer Loader)	\$27.84	\$28.61	\$29.33	\$30.14
Machine Operator III (Skipline Operator)	\$29.97	\$30.79	\$31.56	\$32.43
Machine Operator III (Street Sweeper Operator)	\$29.97	\$30.79	\$31.56	\$32.43
Machine Operator IV (Flusher/Eductor)	\$32.26	\$33.15	\$33.98	\$34.91
Machine Operator IV (Roller - Paving Crew)	\$29.97	\$30.79	\$31.56	\$32.43
Machine Operator V (Screed Operator)	\$29.97	\$30.79	\$31.56	\$32.43
Machine Operator V (W&WW)	\$32.26	\$33.15	\$33.98	\$34.91
Mechanical Systems Tradesman (Plmg)	\$50.79	\$52.19	\$53.49	\$54.96
Millwright	\$41.08	\$42.21	\$43.27	\$44.46
Mosquito Technician	\$38.21	\$39.26	\$40.24	\$41.35
Municipal Arboreal Pest Inspector	\$33.83	\$34.76	\$35.63	\$36.61
Nature Program Leader	\$32.26	\$33.15	\$33.98	\$34.91
Nikka Yuko Japanese Garden Foreman	\$41.08	\$42.21	\$43.27	\$44.46
Nikka Yuko Japanese Garden Maintenance Worker	\$27.84	\$28.61	\$29.33	\$30.14

Parking and Traffic Technician	\$38.21	\$39.26	\$40.24	\$41.35
Parking Enforcement officer	\$27.84	\$28.61	\$29.33	\$30.14
Parking Meter Technician	\$29.97	\$30.79	\$31.56	\$32.43
Parks and Sportsfield Maintenance (Machine Op I)	\$29.97	\$30.79	\$31.56	\$32.43
Parks Construction Machine Operator I	\$27.84	\$28.61	\$29.33	\$30.14
Parks Construction Skid Steer Loader (Machine Op III)	\$29.97	\$30.79	\$31.56	\$32.43
Parks Operations Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
Parks Snow Removal (Machine Operator III)	\$29.97	\$30.79	\$31.56	\$32.43
Parks Utility Worker I (Irrigation)	\$32.26	\$33.15	\$33.98	\$34.91
Partsman	\$41.08	\$42.21	\$43.27	\$44.46
Patching Lead	\$36.38	\$37.38	\$38.31	\$39.36
Patching Technician	\$27.84	\$28.61	\$29.33	\$30.14
Paving Crew Machine Operator	\$29.97	\$30.79	\$31.56	\$32.43
Pesticide Applicator - Mosquito Control	\$27.84	\$28.61	\$29.33	\$30.14
Pesticide Applicator (no license)	\$27.84	\$28.61	\$29.33	\$30.14
Pesticide Applicator Licensed	\$33.83	\$34.76	\$35.63	\$36.61
Pipelayer	\$30.68	\$31.52	\$32.31	\$33.20
Police Maintenance Worker	\$30.68	\$31.52	\$32.31	\$33.20
Purchasing/Supply Agent	\$36.38	\$37.38	\$38.31	\$39.36
Senior Bylaw Enforcement Officer	\$52.30	\$53.74	\$55.08	\$56.59
Senior Surveyor	\$38.21	\$39.26	\$40.24	\$41.35
Service Truck (Containers Maintenance)	\$32.26	\$33.15	\$33.98	\$34.91
Sewer Maintenance Worker I	\$29.97	\$30.79	\$31.56	\$32.43
Sewer Maintenance Worker II	\$33.83	\$34.76	\$35.63	\$36.61
Shrub Crew Foreman	\$41.08	\$42.21	\$43.27	\$44.46
Shrub Crew Leadhand	\$30.68	\$31.52	\$32.31	\$33.20
Sign Technician	\$36.38	\$37.38	\$38.31	\$39.36
Small Tool Technician	\$30.68	\$31.52	\$32.31	\$33.20
Snow Removal Foreman	\$41.08	\$42.21	\$43.27	\$44.46
Snow Removal Machine Operator I	\$27.84	\$28.61	\$29.33	\$30.14
Snowstorm Watch	\$33.83	\$34.76	\$35.63	\$36.61
Special Projects and Volunteer coord	\$38.21	\$39.26	\$40.24	\$41.35
Spring Night Street Sweeping Foreman	\$43.12	\$44.31	\$45.42	\$46.67
Streets Equipment Operator I	\$29.97	\$30.79	\$31.56	\$32.43
Streets Equipment Operator II	\$29.97	\$30.79	\$31.56	\$32.43
Streets Equipment Operator III	\$33.83	\$34.76	\$35.63	\$36.61
Surveyor & Rail Inspector	\$41.08	\$42.21	\$43.27	\$44.46
Terminal Agent (Airport)	\$22.66	\$23.28	\$23.86	\$24.52
Theater Technician	\$33.83	\$34.76	\$35.63	\$36.61
Theatre Operations Technician	\$38.21	\$39.26	\$40.24	\$41.35
Traffic and Sign Coordinator	\$41.08	\$42.21	\$43.27	\$44.46
Transportation Operations Coordinator	\$52.30	\$53.74	\$55.08	\$56.59
Truck Driver I - Parks	\$27.18	\$27.93	\$28.63	\$29.42
Truck Driver I - Patching Crew	\$27.84	\$28.61	\$29.33	\$30.14
Truck Driver II - Flusher Truck	\$27.84	\$28.61	\$29.33	\$30.14

Truck Driver II - Patching Crew	\$27.84	\$28.61	\$29.33	\$30.14
Truck Driver III and/or IV	\$30.68	\$31.52	\$32.31	\$33.20
Urban Forestry Technician	\$41.08	\$42.21	\$43.27	\$44.46
Utility Worker - Waste and Environment	\$27.84	\$28.61	\$29.33	\$30.14
Utility Worker I - Amenity Services	\$29.97	\$30.79	\$31.56	\$32.43
Utility Worker I - Paving Crew	\$27.84	\$28.61	\$29.33	\$30.14
Utility Worker I - Traffic Signs	\$27.84	\$28.61	\$29.33	\$30.14
Utility Worker I Water & WasteWater	\$29.97	\$30.79	\$31.56	\$32.43
Utility Worker I Streets	\$29.97	\$30.79	\$31.56	\$32.43
Utility Worker II - Amenity Services	\$29.97	\$30.79	\$31.56	\$32.43
Utility Worker II (Amenity Services)	\$30.68	\$31.52	\$32.31	\$33.20
Utility Worker II (Fleet Services)	\$30.68	\$31.52	\$32.31	\$33.20
Utility Worker II (Inventory)	\$33.83	\$34.76	\$35.63	\$36.61
Utility Worker II (Irrigation)	\$36.38	\$37.38	\$38.31	\$39.36
Utility Worker II (TempTraffic Sign)	\$33.83	\$34.76	\$35.63	\$36.61
Utility Worker II (Traffic Signs)	\$29.97	\$30.79	\$31.56	\$32.43
Utility Worker II (Water Works)	\$30.68	\$31.52	\$32.31	\$33.20
Vehicle/Equipment Trainer	\$33.83	\$34.76	\$35.63	\$36.61
W&R Centre Load Inspection Tech	\$33.83	\$34.76	\$35.63	\$36.61
W&R Contract Inspector	\$41.08	\$42.21	\$43.27	\$44.46
W&R Field Assistant Lead	\$30.68	\$31.52	\$32.31	\$33.20
W&WW Construction Foreman	\$38.21	\$39.26	\$40.24	\$41.35
W&WW Construction Materials Operator	\$29.97	\$30.79	\$31.56	\$32.43
W&WW Customer Serviceman I - Metershop	\$27.84	\$28.61	\$29.33	\$30.14
W&WW Office Analyst	\$41.08	\$42.21	\$43.27	\$44.46
W&WW Operations Foreman	\$43.12	\$44.31	\$45.42	\$46.67
W&WW Operations Lead Hand	\$36.38	\$37.38	\$38.31	\$39.36
Warehouse Attendant	\$30.68	\$31.52	\$32.31	\$33.20
Warehouse/Inventory Supervisor	\$36.38	\$37.38	\$38.31	\$39.36
Waste & Recycling Centre Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
Waste and Recycling Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
Waste and Recycling Foreman	\$43.12	\$44.31	\$45.42	\$46.67
Waste and Recycling Planner	\$36.38	\$37.38	\$38.31	\$39.36
Waste Water Treatment Lab Tech Assistant	\$29.97	\$30.79	\$31.56	\$32.43
Wastewater Service Technician	\$32.26	\$33.15	\$33.98	\$34.91
Water Distribution Operator	\$33.83	\$34.76	\$35.63	\$36.61
Water Truck Driver II	\$27.84	\$28.61	\$29.33	\$30.14
Welder Fabricator (Machinist)	\$43.76	\$44.96	\$46.08	\$47.35
WWTP Lab Lead	\$49.82	\$51.19	\$52.47	\$53.91
WWTP Laboratory Analyst	\$36.38	\$37.38	\$38.31	\$39.36
WWTP Maintenance Lead	\$51.12	\$52.53	\$53.84	\$55.32
WWTP Maintenance Technician	\$30.68	\$31.52	\$32.31	\$33.20
WWTP Operator Level I	\$36.17	\$37.16	\$38.09	\$39.14
WWTP Operator Level II	\$38.12	\$39.17	\$40.15	\$41.25
WWTP Operator Level III	\$40.98	\$42.11	\$43.16	\$44.35

WWTP Operator Level IIV	\$43.42	\$44.61	\$45.73	\$46.99
WWTP Operator/Lab Analyst	\$38.21	\$39.26	\$40.24	\$41.35
Yard Waste Site Attendant	\$27.84	\$28.61	\$29.33	\$30.14

CANADIAN UNION OF PUBLIC EMPLOYEES - MUNICIPAL EMPLOYEES (37.5 HRS PER WEEK)

Title	1/1/2023	1/1/2024	1/1/2025	1/1/2026
311 Business Advisor	\$41.08	\$42.21	\$43.27	\$44.46
311 Customer Service Coordinator	\$41.08	\$42.21	\$43.27	\$44.46
311 Customer Service Specialist	\$36.38	\$37.38	\$38.31	\$39.36
A/R Assistant - Finance	\$32.26	\$33.15	\$33.98	\$34.91
Account Clerk II (Comm Services)	\$30.68	\$31.52	\$32.31	\$33.20
Account Clerk II (Infrastructure)	\$30.68	\$31.52	\$32.31	\$33.20
Account Clerk III (Enmax Center)	\$36.38	\$37.38	\$38.31	\$39.36
Account Clerk III (Finance)	\$36.38	\$37.38	\$38.31	\$39.36
Account Clerk III (Infrastructure)	\$41.08	\$42.21	\$43.27	\$44.46
Account Clerk IV (Assessment)	\$38.21	\$39.26	\$40.24	\$41.35
Accounting Technician (Finance)	\$38.21	\$39.26	\$40.24	\$41.35
Accounts Payable Tech	\$36.38	\$37.38	\$38.31	\$39.36
Accreditation Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Administrative Analyst (LPS)	\$41.08	\$42.21	\$43.27	\$44.46
Administrative Assistant (Community Development)	\$32.26	\$33.15	\$33.98	\$34.91
AM/FM System Administrator	\$60.43	\$62.09	\$63.64	\$65.39
Appraiser I	\$46.30	\$47.57	\$48.76	\$50.10
Appraiser II	\$53.59	\$55.06	\$56.44	\$57.99
Appraiser III	\$62.68	\$64.40	\$66.01	\$67.83
ARB Coordinator	\$38.21	\$39.26	\$40.24	\$41.35
Archives Assistant	\$32.26	\$33.15	\$33.98	\$34.91
Archivist/Records Analyst	\$45.28	\$46.53	\$47.69	\$49.00
Assessment & Taxation Technician	\$33.83	\$34.76	\$35.63	\$36.61
Asset Management Analyst - Systems	\$38.21	\$39.26	\$40.24	\$41.35
Asset Management Coordinator	\$52.30	\$53.74	\$55.08	\$56.59
Asset Management GIS Technician	\$33.83	\$34.76	\$35.63	\$36.61
Asset Management Reporting Specialist	\$45.28	\$46.53	\$47.69	\$49.00
Asset Management Specialist	\$45.28	\$46.53	\$47.69	\$49.00
Asset Management Specialist I	\$38.21	\$39.26	\$40.24	\$41.35
Building Inspections & Development Services Clerk	\$32.26	\$33.15	\$33.98	\$34.91
Business Improvement Area Coord	\$45.28	\$46.53	\$47.69	\$49.00
Business Solutions Strategist	\$41.08	\$42.21	\$43.27	\$44.46
Business Systems Analyst I	\$41.08	\$42.21	\$43.27	\$44.46
Business Unit Coordinator (R&C)	\$38.21	\$39.26	\$40.24	\$41.35
Business Waste Diversion Coordinator	\$49.82	\$51.19	\$52.47	\$53.91

Case Management Analyst	\$33.83	\$34.76	\$35.63	\$36.61
Cashier and Treasury Coordinator	\$41.08	\$42.21	\$43.27	\$44.46
Cemetery Office Administrator	\$36.38	\$37.38	\$38.31	\$39.36
Census & Election Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
CIS Admin Support	\$36.38	\$37.38	\$38.31	\$39.36
Clerk II (Enmax)	\$29.97	\$30.79	\$31.56	\$32.43
Clerk III (ERC)	\$30.68	\$31.52	\$32.31	\$33.20
Clerk III (Public Operations)	\$36.38	\$37.38	\$38.31	\$39.36
Clerk III (Tenders)	\$32.26	\$33.15	\$33.98	\$34.91
Clerk IV (CID Technician)	\$36.38	\$37.38	\$38.31	\$39.36
Clerk IV (Electric Operations)	\$29.97	\$30.79	\$31.56	\$32.43
Clerk IV-Legislative Services Coord	\$38.21	\$39.26	\$40.24	\$41.35
Clerk Typist III (Business License)	\$32.26	\$33.15	\$33.98	\$34.91
Clerk Typist III (Bylaw Clerk)	\$30.68	\$31.52	\$32.31	\$33.20
Clerk Typist III (Cemetery)	\$33.83	\$34.76	\$35.63	\$36.61
Clerk-Typist II - Relief	\$27.84	\$28.61	\$29.33	\$30.14
Community Services Assistant	\$30.68	\$31.52	\$32.31	\$33.20
Community Services Records and Information Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Corporate Account Support	\$30.68	\$31.52	\$32.31	\$33.20
Corporate Grants Administrator	\$43.12	\$44.31	\$45.42	\$46.67
Corporate Land Administrator	\$49.82	\$51.19	\$52.47	\$53.91
Corporate Mail Room Coordinator	\$27.84	\$28.61	\$29.33	\$30.14
Corporate Records Centre Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Corporate Reporting Administrator	\$41.08	\$42.21	\$43.27	\$44.46
Corporate Services Accounting Tech	\$36.38	\$37.38	\$38.31	\$39.36
Corporate Services Buyer	\$38.21	\$39.26	\$40.24	\$41.35
Council Committee Assistant	\$32.26	\$33.15	\$33.98	\$34.91
CPIC Technician	\$36.38	\$37.38	\$38.31	\$39.36
Creative Industries and Cultural Planning Support	\$36.38	\$37.38	\$38.31	\$39.36
Creative Services Specialist	\$41.08	\$42.21	\$43.27	\$44.46
Crime Analyst	\$45.28	\$46.53	\$47.69	\$49.00
Criminal Intelligence Analyst	\$45.28	\$46.53	\$47.69	\$49.00
Criminal Intelligence Analyst (ALERT)	\$45.28	\$46.53	\$47.69	\$49.00
CSD Grant Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
CSD Grant Technician	\$36.38	\$37.38	\$38.31	\$39.36
CSD HIFIS Technician	\$33.83	\$34.76	\$35.63	\$36.61
CSD Integrated Coordinated Access Technician	\$36.38	\$37.38	\$38.31	\$39.36
CSD Outreach Specialist	\$41.08	\$42.21	\$43.27	\$44.46
CSD Safer Communities Case Manager	\$38.21	\$39.26	\$40.24	\$41.35
CSD Systems Operations Specialist	\$43.12	\$44.31	\$45.42	\$46.67
CSD Systems Performance Specialist	\$43.12	\$44.31	\$45.42	\$46.67
Customer Account Cashier	\$32.26	\$33.15	\$33.98	\$34.91
Customer Acct Clerk II (Assessment)	\$33.83	\$34.76	\$35.63	\$36.61
Customer Acct Clerk II (EMS Asst)	\$30.68	\$31.52	\$32.31	\$33.20

Customer Service & Collections Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Data Management and Printing Technician	\$41.08	\$42.21	\$43.27	\$44.46
Database Administrator II	\$54.79	\$56.30	\$57.71	\$59.30
Development Compliance Officer	\$43.12	\$44.31	\$45.42	\$46.67
Development Officer I	\$49.01	\$50.36	\$51.62	\$53.04
Development Officer II	\$59.41	\$61.04	\$62.57	\$64.29
Development Permit Tech	\$41.08	\$42.21	\$43.27	\$44.46
Development Services Assistant	\$33.83	\$34.76	\$35.63	\$36.61
Development Services System Analyst	\$47.09	\$48.38	\$49.59	\$50.95
Display Artist (Galt Museum)	\$38.21	\$39.26	\$40.24	\$41.35
Display Artist (HSCC)	\$36.38	\$37.38	\$38.31	\$39.36
Elec AM/FM Programmer Technologist	\$41.08	\$42.21	\$43.27	\$44.46
Electric Accounting Support	\$41.08	\$42.21	\$43.27	\$44.46
Electric Business Analyst	\$43.12	\$44.31	\$45.42	\$46.67
Electric Distribution Project Coordinator	\$52.16	\$53.59	\$54.93	\$56.44
Electric GIS & Asset Systems Analyst	\$54.97	\$56.48	\$57.89	\$59.48
Electric Metering Clerk	\$30.68	\$31.52	\$32.31	\$33.20
Electric Transmission Technologist	\$52.16	\$53.59	\$54.93	\$56.44
Emergency Services Systems Analyst II	\$49.29	\$50.65	\$51.92	\$53.35
EMS AR & Customer Services Specialist	\$36.38	\$37.38	\$38.31	\$39.36
Encampment Response Technician	\$36.38	\$37.38	\$38.31	\$39.36
Encampment Response Worker	\$30.68	\$31.52	\$32.31	\$33.20
Encampment Support specialist	\$43.12	\$44.31	\$45.42	\$46.67
Engineering Assistant - Transportation Technologist	\$36.38	\$37.38	\$38.31	\$39.36
ENMAX Centre Events Assistant	\$32.26	\$33.15	\$33.98	\$34.91
ENMAX Centre Events Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
ENMAX Centre Sales Representative	\$38.21	\$39.26	\$40.24	\$41.35
Facility Services Admin Support Clerk	\$33.83	\$34.76	\$35.63	\$36.61
Facility Services Technician	\$32.26	\$33.15	\$33.98	\$34.91
FDM Systems Administrator	\$43.12	\$44.31	\$45.42	\$46.67
Finance Technician	\$41.08	\$42.21	\$43.27	\$44.46
Financial Analyst	\$45.28	\$46.53	\$47.69	\$49.00
Fire & EMS Finance and Admin Assistant	\$36.38	\$37.38	\$38.31	\$39.36
Fire and EMS Admin Support	\$33.83	\$34.76	\$35.63	\$36.61
Fleet Asset & Projects Support Specialist	\$36.38	\$37.38	\$38.31	\$39.36
Fleet Customer Service Representative	\$30.68	\$31.52	\$32.31	\$33.20
Fleet Equipment Specialist	\$38.21	\$39.26	\$40.24	\$41.35
Fleet Operations Support Specialist	\$32.26	\$33.15	\$33.98	\$34.91
Fleet Procurement and Lease Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Fleet Project and Operations Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Fleet Rental and Lease Specialist	\$32.26	\$33.15	\$33.98	\$34.91
Fleet Scheduling and Customer Service Specialist	\$32.26	\$33.15	\$33.98	\$34.91
Fleet Senior Customer Service Specialist	\$36.38	\$37.38	\$38.31	\$39.36
Forensic Identification Technician	\$36.38	\$37.38	\$38.31	\$39.36
Fort Whoop-Up Site Coordinator	\$36.38	\$37.38	\$38.31	\$39.36

Galt Facility Rental Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Galt Museum Admin Assistant	\$29.97	\$30.79	\$31.56	\$32.43
Galt Resource Development & Volunteer Specialist	\$41.08	\$42.21	\$43.27	\$44.46
GeoSpatial Systems Technologist	\$41.08	\$42.21	\$43.27	\$44.46
GIS Technologist - Planning and Development	\$41.08	\$42.21	\$43.27	\$44.46
GST Coordinator	\$38.21	\$39.26	\$40.24	\$41.35
Housing Solutions Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
HR Admin and Data Support	\$33.83	\$34.76	\$35.63	\$36.61
HR Assistant	\$32.26	\$33.15	\$33.98	\$34.91
HR Project Assistant	\$30.68	\$31.52	\$32.31	\$33.20
HSNC Information and Marketing Specialist	\$33.83	\$34.76	\$35.63	\$36.61
Indigenous Relations Liaison	\$36.38	\$37.38	\$38.31	\$39.36
Indigenous Relations Specialist	\$43.12	\$44.31	\$45.42	\$46.67
Infrastructure Applications Analyst	\$43.12	\$44.31	\$45.42	\$46.67
Infrastructure Construction and Survey Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
Infrastructure Engineering Student Level II	\$32.26	\$33.15	\$33.98	\$34.91
Inspection Services Coordinator	\$60.40	\$62.06	\$63.61	\$65.36
Inspector - SCO III (All disciplines)	\$55.88	\$57.42	\$58.86	\$60.48
IT Business Analyst	\$45.28	\$46.53	\$47.69	\$49.00
IT Business Relationship Management Specialist	\$59.03	\$60.65	\$62.17	\$63.88
IT Business Technology Coordinator	\$59.76	\$61.40	\$62.94	\$64.67
IT Customer Support Technician	\$38.21	\$39.26	\$40.24	\$41.35
IT Infrastructure Coordinator	\$59.76	\$61.40	\$62.94	\$64.67
IT Project Manager	\$59.03	\$60.65	\$62.17	\$63.88
IT Service Coordinator	\$59.76	\$61.40	\$62.94	\$64.67
Junior Electrical Technologist	\$41.08	\$42.21	\$43.27	\$44.46
Land Dev Project Administrator	\$49.82	\$51.19	\$52.47	\$53.91
Land Development Assistant	\$32.26	\$33.15	\$33.98	\$34.91
Land Sales Assistant	\$32.26	\$33.15	\$33.98	\$34.91
Legislative Meeting and Project Support Technician	\$32.26	\$33.15	\$33.98	\$34.91
Legislative Services Assistant	\$33.83	\$34.76	\$35.63	\$36.61
Liaison and Support Services Specialist	\$43.12	\$44.31	\$45.42	\$46.67
LPS - IT Service Desk Support Technician I	\$38.21	\$39.26	\$40.24	\$41.35
LPS Access and Privacy Analyst	\$38.21	\$39.26	\$40.24	\$41.35
LPS Access and Privacy Coordinator	\$52.30	\$53.74	\$55.08	\$56.59
LPS Alternative Reporting Technician	\$36.38	\$37.38	\$38.31	\$39.36
LPS Assistant Quartermaster	\$33.83	\$34.76	\$35.63	\$36.61
LPS Civilian Fingerprint Tech	\$30.68	\$31.52	\$32.31	\$33.20
LPS Community Engagement Unit Support	\$27.84	\$28.61	\$29.33	\$30.14
LPS Crisis Support Worker	\$36.38	\$37.38	\$38.31	\$39.36
LPS Finance Technician	\$41.08	\$42.21	\$43.27	\$44.46
LPS Network Support Technician	\$41.08	\$42.21	\$43.27	\$44.46
LPS Policy Analyst	\$36.38	\$37.38	\$38.31	\$39.36
LPS Recruiting Unit Support	\$33.83	\$34.76	\$35.63	\$36.61
LPS Senior System Analyst	\$49.82	\$51.19	\$52.47	\$53.91

LPS Systems Administrator - CAD	\$49.82	\$51.19	\$52.47	\$53.91
LPS Systems Administrator - Network and Storage	\$49.82	\$51.19	\$52.47	\$53.91
LPS Systems Administrator - RMS	\$49.82	\$51.19	\$52.47	\$53.91
LPS Training Technician	\$36.38	\$37.38	\$38.31	\$39.36
Marketing & Communications Officer	\$38.21	\$39.26	\$40.24	\$41.35
Materials and Services Coordinator	\$45.28	\$46.53	\$47.69	\$49.00
Municipal Intern - Planning	\$32.26	\$33.15	\$33.98	\$34.91
Museum Attendant	\$27.84	\$28.61	\$29.33	\$30.14
Museum Collection Technician	\$41.08	\$42.21	\$43.27	\$44.46
Museum Curator	\$45.28	\$46.53	\$47.69	\$49.00
Museum Program Administrator	\$38.21	\$39.26	\$40.24	\$41.35
Native Interpreter	\$27.84	\$28.61	\$29.33	\$30.14
Network Systems Admin (Corporate)	\$49.82	\$51.19	\$52.47	\$53.91
Network Technician	\$43.12	\$44.31	\$45.42	\$46.67
Operations Analyst - Regulatory Services	\$43.12	\$44.31	\$45.42	\$46.67
P&C Program and Systems Innovation Specialist	\$33.83	\$34.76	\$35.63	\$36.61
P&C Programs and Systems Tech	\$38.21	\$39.26	\$40.24	\$41.35
Parking Administrator	\$32.26	\$33.15	\$33.98	\$34.91
Parking Coordinator	\$49.82	\$51.19	\$52.47	\$53.91
Parks and Cemeteries Technologist	\$36.38	\$37.38	\$38.31	\$39.36
Parks Community Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Parks Infrastructure Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
Parks Natural Resource Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
Parks Natural Resource Technician	\$30.68	\$31.52	\$32.31	\$33.20
Parks Planning Technician	\$38.21	\$39.26	\$40.24	\$41.35
Permit Technician	\$41.08	\$42.21	\$43.27	\$44.46
Planner II	\$52.30	\$53.74	\$55.08	\$56.59
Planner/Scheduler	\$45.28	\$46.53	\$47.69	\$49.00
Planning and Development Office and Accounting Support	\$36.38	\$37.38	\$38.31	\$39.36
Plans Examiner - Level III	\$49.82	\$51.19	\$52.47	\$53.91
Police Administrative Support	\$36.38	\$37.38	\$38.31	\$39.36
Police Exhibits Technician	\$41.08	\$42.21	\$43.27	\$44.46
Police Quartermaster Stores Clerk	\$38.21	\$39.26	\$40.24	\$41.35
Police Records Management Quality Assurance Clerk	\$38.21	\$39.26	\$40.24	\$41.35
Property and Addressing Technician	\$36.38	\$37.38	\$38.31	\$39.36
Pub Ops Accounting Support	\$38.21	\$39.26	\$40.24	\$41.35
Rec & Culture Administrative Support	\$32.26	\$33.15	\$33.98	\$34.91
Rec and Culture Customer Service Administrator	\$38.21	\$39.26	\$40.24	\$41.35
Records and Information Analyst	\$43.12	\$44.31	\$45.42	\$46.67
Records and Information Management Program Support	\$32.26	\$33.15	\$33.98	\$34.91
Records Management Supervisor (FOIP)	\$43.12	\$44.31	\$45.42	\$46.67
Recreation and Culture Facility Programmer	\$38.21	\$39.26	\$40.24	\$41.35
Right of Way Coordinator	\$43.12	\$44.31	\$45.42	\$46.67

Risk Advisor	\$52.30	\$53.74	\$55.08	\$56.59
Safer Communities Educator	\$38.21	\$39.26	\$40.24	\$41.35
Safer Communities Strategic Specialist	\$43.12	\$44.31	\$45.42	\$46.67
Safety Administrative Clerk	\$32.26	\$33.15	\$33.98	\$34.91
Senior Accounting Tech (Finance)	\$41.08	\$42.21	\$43.27	\$44.46
Senior Electrical Technologist	\$61.55	\$63.24	\$64.82	\$66.60
Senior Finance Tech (Comm Serv)	\$41.08	\$42.21	\$43.27	\$44.46
Senior Project Administrator	\$52.34	\$53.78	\$55.12	\$56.64
Senior Secretarial Assistant	\$33.83	\$34.76	\$35.63	\$36.61
Senior Secretarial Assistant (Fire HQ)	\$33.83	\$34.76	\$35.63	\$36.61
Senior Time and Labour Tech	\$38.21	\$39.26	\$40.24	\$41.35
Senior Utility Services Systems Admin	\$60.43	\$62.09	\$63.64	\$65.39
Specialized Traffic Enforcement Coordinator	\$38.21	\$39.26	\$40.24	\$41.35
Sr. Electric Transmission tech	\$54.30	\$55.79	\$57.18	\$58.75
Storm Pond Operations Tech	\$41.08	\$42.21	\$43.27	\$44.46
Sustainability Specialist	\$41.08	\$42.21	\$43.27	\$44.46
Systems Analyst I	\$41.08	\$42.21	\$43.27	\$44.46
Systems Analyst II	\$49.29	\$50.65	\$51.92	\$53.35
Systems Analyst III	\$56.91	\$58.48	\$59.94	\$61.59
Talent Development Assistant	\$33.83	\$34.76	\$35.63	\$36.61
Talent Systems Technician	\$36.38	\$37.38	\$38.31	\$39.36
Technical Documents Coordinator (Electric)	\$32.26	\$33.15	\$33.98	\$34.91
Ticket Centre Coordinator	\$43.12	\$44.31	\$45.42	\$46.67
Ticket Centre Customer Service Coordinator	\$36.38	\$37.38	\$38.31	\$39.36
Ticket Centre Liaison	\$27.84	\$28.61	\$29.33	\$30.14
Ticket Centre New Media Design tech	\$38.21	\$39.26	\$40.24	\$41.35
Ticket Centre technician	\$36.38	\$37.38	\$38.31	\$39.36
Time & Labour Technician	\$36.38	\$37.38	\$38.31	\$39.36
Traffic Technician	\$45.28	\$46.53	\$47.69	\$49.00
Training and Development Assistant	\$27.84	\$28.61	\$29.33	\$30.14
Transit Admin Clerk	\$32.26	\$33.15	\$33.98	\$34.91
Transit Admin Support Clerk	\$33.83	\$34.76	\$35.63	\$36.61
Transit Customer Service and Admin Support	\$30.68	\$31.52	\$32.31	\$33.20
Transit Planner	\$43.12	\$44.31	\$45.42	\$46.67
Transportation Technologist	\$41.08	\$42.21	\$43.27	\$44.46
Treatment Plant Administrative Assistant	\$32.26	\$33.15	\$33.98	\$34.91
Uniform Crime Reporting	\$38.21	\$39.26	\$40.24	\$41.35
Urban Construction Inspector	\$43.12	\$44.31	\$45.42	\$46.67
Urban Revitalization Administrator	\$38.21	\$39.26	\$40.24	\$41.35
Utility Accounts Collector	\$36.38	\$37.38	\$38.31	\$39.36
Utility Analyst	\$43.12	\$44.31	\$45.42	\$46.67
Utility Customer Service Representative	\$33.83	\$34.76	\$35.63	\$36.61
Utility Project Technician Electric	\$43.12	\$44.31	\$45.42	\$46.67
Utility Systems Programmer-Analyst	\$45.28	\$46.53	\$47.69	\$49.00
Utility Systems Specialist	\$54.97	\$56.48	\$57.89	\$59.48

Victim Services Admin assistant	\$33.83	\$34.76	\$35.63	\$36.61
Victim Services File Admin	\$30.68	\$31.52	\$32.31	\$33.20
Visitor Services Coordinator (Galt)	\$36.38	\$37.38	\$38.31	\$39.36
W&R Comm Initiatives & Education Specialist	\$43.12	\$44.31	\$45.42	\$46.67
W&R Communication and Outreach tech	\$38.21	\$39.26	\$40.24	\$41.35
W&R Systems Technician	\$38.21	\$39.26	\$40.24	\$41.35
W&R Technologist	\$41.08	\$42.21	\$43.27	\$44.46
W&WW GIS/CMMS Technologist	\$41.08	\$42.21	\$43.27	\$44.46
W&WW Operations Technologist	\$41.08	\$42.21	\$43.27	\$44.46
W&WW Project Technologist	\$41.08	\$42.21	\$43.27	\$44.46
Waste and Environment Process Analyst	\$38.21	\$39.26	\$40.24	\$41.35
Waste and Recycling Technician	\$38.21	\$39.26	\$40.24	\$41.35
Waste Reduction tech	\$33.83	\$34.76	\$35.63	\$36.61
Web Systems Analyst	\$56.64	\$58.20	\$59.66	\$61.30
WWTP Data Analyst	\$41.08	\$42.21	\$43.27	\$44.46
WWTP Planner/Scheduler/purchaser	\$43.12	\$44.31	\$45.42	\$46.67
WWW Analyst	\$41.08	\$42.21	\$43.27	\$44.46
WWW Communications & Outreach Specialist	\$41.08	\$42.21	\$43.27	\$44.46
Yates Theatre Coordinator	\$43.12	\$44.31	\$45.42	\$46.67

AMALGAMATED TRANSIT UNION – TRANSIT (40 HOURS PER WEEK)

Title	1/1/2023	1/1/2024	1/1/2025	1/1/2026
Dispatcher/Coordinator	\$42.75	\$43.93	\$45.03	\$46.27
<i>Start Rate (2080 hours)</i>	\$38.48	\$39.54	\$40.53	\$41.64
Relief Dispatcher	\$39.46	\$40.55	\$41.56	\$42.70
<i>Start Rate (2080 hours)</i>	\$35.51	\$36.50	\$37.40	\$38.43
Office Clerk Receptionist	\$24.33	\$25.00	\$25.63	\$26.33
<i>Start Rate (2080 hours)</i>	\$21.90	\$22.50	\$23.07	\$23.70
School Bus Ops and Training Coord	\$40.14	\$41.24	\$42.27	\$43.43
<i>Start Rate (2080 hours)</i>	\$36.13	\$37.12	\$38.04	\$39.09
Relief School Bus Coordinator	\$40.14	\$41.24	\$42.27	\$43.43
<i>Start Rate (2080 hours)</i>	\$36.13	\$37.12	\$38.04	\$39.09
Para Transit Ops & Training Coord	\$40.14	\$41.24	\$42.27	\$43.43
<i>Start Rate (2080 hours)</i>	\$36.13	\$37.12	\$38.04	\$39.09
Relief Para Transit Coordinator	\$40.14	\$41.24	\$42.27	\$43.43
<i>Start Rate (2080 hours)</i>	\$36.13	\$37.12	\$38.04	\$39.09
Transit Ops Coordinator	\$39.46	\$40.55	\$41.56	\$42.70
<i>Start Rate (2080 hours)</i>	\$35.51	\$36.50	\$37.40	\$38.43
Relief Transit Ops Coordinator	\$39.46	\$40.55	\$41.56	\$42.70
<i>Start Rate (2080 hours)</i>	\$35.51	\$36.50	\$37.40	\$38.43
Special Projects Operational Trainer	\$40.90	\$42.02	\$43.07	\$44.25
<i>Start Rate (2080 hours)</i>	\$36.81	\$37.82	\$38.76	\$39.83
Utility Person/Receptionist	\$30.24	\$31.07	\$31.85	\$32.73
<i>Start Rate (2080 hours)</i>	\$27.22	\$27.96	\$28.67	\$29.46
School Bus Operators	\$27.79	\$28.55	\$29.26	\$30.06
<i>Start Rate (12 Months)</i>	\$25.01	\$25.70	\$26.33	\$27.05

Transit Operator (Job Rate)	\$32.78	\$33.68	\$34.52	\$35.47
Start Rate (2080 hours)	\$29.50	\$30.31	\$31.07	\$31.92
Autobody Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
Start Rate (2080 hours)	\$39.38	\$40.46	\$41.47	\$42.62
Bus Cleaner	\$25.80	\$26.51	\$27.17	\$27.92
Start Rate (2080 hours)	\$23.22	\$23.86	\$24.45	\$25.13
Heavy Duty Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
Start Rate (2080 hours)	\$39.38	\$40.46	\$41.47	\$42.62
Lube/Tech Welder	\$43.76	\$44.96	\$46.08	\$47.35
Start Rate (2080 hours)	\$39.38	\$40.46	\$41.47	\$42.62
Maintenance Coordinator	\$50.36	\$51.74	\$53.03	\$54.49
Start Rate (2080 hours)	\$45.32	\$46.57	\$47.73	\$49.04
Planner / Scheduler	\$45.39	\$46.64	\$47.81	\$49.12
Start Rate (2080 hours)	\$40.85	\$41.98	\$43.03	\$44.21
Relief Maintenance Coordinator	\$50.36	\$51.74	\$53.03	\$54.49
Start Rate (2080 hours)	\$45.32	\$46.57	\$47.73	\$49.04
Maintenance Leadhand	Acting role paid at 110% of employee's classification			
Journeyman Partsman	\$41.06	\$42.19	\$43.24	\$44.43
Start Rate (2080 hours)	\$36.95	\$37.97	\$38.92	\$39.99
Serviceperson	\$30.56	\$31.40	\$32.19	\$33.08
Start Rate (2080 hours)	\$27.50	\$28.26	\$28.97	\$29.77
Transit Utility and Maintenance Support	\$31.48	\$32.35	\$33.16	\$34.07
Start Rate (2080 hours)	\$28.33	\$29.12	\$29.84	\$30.66
Service Person Leadhand	\$35.92	\$36.91	\$37.83	\$38.87
Start Rate (2080 hours)	\$32.33	\$33.22	\$34.05	\$34.98

AMALGAMATED TRANSIT UNION – ACCESS-A-RIDE (37.5 HRS PER WEEK)

*Agreement Expired

Title	1/1/2020	1/1/2021	1/1/2022	1/1/2023	1/1/2024
Operator					
Start Rate	\$27.68	\$27.68	\$27.68	\$28.10	\$28.66
Job Rate (1+Year)	\$30.75	\$30.75	\$30.75	\$31.21	\$31.83
Accessible Booking Agent					
Start Rate	\$28.81	\$28.81	\$28.81	\$29.24	\$29.82
Job Rate (1+Year)	\$32.00	\$32.00	\$32.00	\$32.48	\$33.13
Dispatcher					
Start Rate	\$28.81	\$28.81	\$28.81	\$29.24	\$29.82
Job Rate (1+Year)	\$32.00	\$32.00	\$32.00	\$32.48	\$33.13
Schedule Analyst					
Start Rate	\$28.81	\$28.81	\$28.81	\$29.24	\$29.82
Job Rate (1+Year)	\$32.00	\$32.00	\$32.00	\$32.48	\$33.13

INTERNATIONAL UNION OF OPERATING ENGINEERS (40 HRS PER WEEK)

Title	1/1/2023	1/1/2024	1/1/2025	1/1/2026
Plant Operator				
Entry Level	\$31.70	\$32.33	\$33.06	\$33.97
Operator I	\$34.44	\$35.13	\$35.92	\$36.91
Operator II	\$38.22	\$38.98	\$39.86	\$40.96
Operator III	\$41.08	\$41.90	\$42.84	\$44.02
Operator IV	\$43.54	\$44.41	\$45.41	\$46.66
Tradesperson	\$40.08	\$40.88	\$41.80	\$42.95
Trade/Operator				
Trade/Operator I	\$41.88	\$42.72	\$43.68	\$44.88
Trade/Operator II	\$44.40	\$45.29	\$46.31	\$47.58
Trade/Operator III	\$47.09	\$48.03	\$49.11	\$50.46
Trade/Operator IV	\$48.82	\$49.80	\$50.92	\$52.32
Operator/Trade Apprentice				
Operator III/Apprentice				
1st year	\$42.12	\$42.96	\$43.93	\$45.14
2nd year	\$43.16	\$44.02	\$45.01	\$46.25
3rd year	\$44.20	\$45.08	\$46.09	\$47.36
4th year	\$45.25	\$46.16	\$47.20	\$48.50
Operator IV/Apprentice				
1st year	\$44.58	\$45.47	\$46.49	\$47.77
2nd year	\$45.61	\$46.52	\$47.57	\$48.88
3rd year	\$46.67	\$47.60	\$48.67	\$50.01
4th year	\$47.70	\$48.65	\$49.74	\$51.11
WTP Coordinator	\$57.89	\$59.05	\$60.38	\$62.04
Casual Labourer	\$20.50	\$20.50	\$20.50	\$20.50
Electric & Instrument Tech	\$53.22	\$54.28	\$55.50	\$57.03
E & I Apprentice				
1st year	\$41.88	\$42.72	\$43.68	\$44.88
2nd year	\$44.58	\$45.47	\$46.49	\$47.77
3rd year	\$47.24	\$48.18	\$49.26	\$50.61
4th year	\$49.93	\$50.93	\$52.08	\$53.51

CANADIAN UNION OF PUBLIC EMPLOYEES – LIBRARY (37.5 HRS PER WEEK) *AGREEMENT EXPIRED

	1/1/2019	1/1/2020	1/1/2021	1/1/2022
Librarian	\$33.14	\$33.64	\$34.14	\$34.82
	\$34.42	\$34.94	\$35.46	\$36.17
	\$35.71	\$36.25	\$36.79	\$37.53
	\$36.99	\$37.54	\$38.10	\$38.86
	\$38.27	\$38.84	\$39.42	\$40.21
Adult Literacy and Learning Coordinator / Librarian - Casual	\$31.98	\$32.46	\$32.95	\$33.61
	\$32.77	\$33.26	\$33.76	\$34.44
	\$33.58	\$34.08	\$34.59	\$35.28
	\$34.37	\$34.89	\$35.41	\$36.12
	\$35.17	\$35.70	\$36.24	\$36.96
Bookmobile Coordinator / Communications Coordinator / Facility Services Coordinator / Information Technology Coordinator	\$30.63	\$31.09	\$31.56	\$32.19
	\$31.48	\$31.95	\$32.43	\$33.08
	\$32.28	\$32.76	\$33.25	\$33.92
	\$33.09	\$33.59	\$34.09	\$34.77
	\$33.95	\$34.46	\$34.98	\$35.68
Library Technician / Information Technology Assistant	\$26.81	\$27.21	\$27.62	\$28.17
	\$27.55	\$27.96	\$28.38	\$28.95
	\$28.31	\$28.73	\$29.16	\$29.74
	\$29.02	\$29.46	\$29.90	\$30.50
	\$29.82	\$30.27	\$30.72	\$31.33
Library Assistant	\$25.14	\$25.52	\$25.90	\$26.42
	\$25.78	\$26.17	\$26.56	\$27.09
	\$26.41	\$26.81	\$27.21	\$27.75
	\$27.03	\$27.44	\$27.85	\$28.41
	\$27.68	\$28.10	\$28.52	\$29.09
Administrative Support - Visual Arts Curator / Administrative Support	\$21.96	\$22.29	\$22.62	\$23.07
	\$23.30	\$23.65	\$24.00	\$24.48
	\$24.49	\$24.86	\$25.23	\$25.73
	\$25.72	\$26.11	\$26.50	\$27.03
	\$26.97	\$27.37	\$27.78	\$28.34
Facility Services Assistant / Customer Assistant / Rhyme Time Facilitator	\$21.35	\$21.67	\$22.00	\$22.44
	\$23.18	\$23.53	\$23.88	\$24.36
	\$23.96	\$24.32	\$24.68	\$25.17
	\$24.66	\$25.03	\$25.41	\$25.92
	\$25.25	\$25.63	\$26.01	\$26.53

Collections Assistant / Circulation Assistant / Information Technology Assistant - Casual	\$19.08	\$19.37	\$19.66	\$20.05
	\$20.71	\$21.02	\$21.34	\$21.77
	\$21.32	\$21.64	\$21.96	\$22.40
	\$21.93	\$22.26	\$22.59	\$23.04
	\$22.52	\$22.86	\$23.20	\$23.66
Rhyme Time Assistant	\$18.73	\$19.01	\$19.30	\$19.69
	\$19.20	\$19.49	\$19.78	\$20.18
	\$19.66	\$19.95	\$20.25	\$20.66
	\$20.14	\$20.44	\$20.75	\$21.17
	\$20.60	\$20.91	\$21.22	\$21.64
Page	\$15.15	\$15.38	\$15.61	\$15.92

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (40 HRS PER WEEK)

Title	1/1/2023	1/1/2024	1/1/2025
Admin. Relief – Distribution Coordinator + 5%	\$73.61	\$75.44	\$77.33
Admin. Relief – Substation Leadhand II + 5%	\$70.54	\$72.30	\$74.11
Distribution Coordinator	\$70.54	\$72.30	\$74.11
Electrical System Control Coordinator	\$70.54	\$72.30	\$74.11
Safety Coordinator / SCO II	\$70.54	\$72.30	\$74.11
Live Line Specialist	\$67.47	\$69.16	\$70.88
Safety Coordinator / SCO I	\$67.47	\$69.16	\$70.88
Senior Operational Systems and Communication Technologist	\$67.47	\$69.16	\$70.88
Electric Distribution Inspector/SCO	\$67.47	\$69.16	\$70.88
Electrical System Control Operator II	\$67.47	\$69.16	\$70.88
Leadhand II	\$67.47	\$69.16	\$70.88
Electric Distribution Inspector	\$64.41	\$66.01	\$67.66
Safety Coordinator	\$64.41	\$66.01	\$67.66
Leadhand I	\$64.41	\$66.01	\$67.66
Cable Locator Specialist	\$64.41	\$66.01	\$67.66
Operational Systems and Communications Technologist II	\$64.41	\$66.01	\$67.66
Electrical System Control Operator I	\$64.41	\$66.01	\$67.66
Operational Systems and Communications Technologist I	\$61.34	\$62.87	\$64.44
Electrical System Control Operator Trainee	\$61.34	\$62.87	\$64.44
Electric Metering Technician	\$61.34	\$62.87	\$64.44
Power Line Technician	\$61.34	\$62.87	\$64.44
Electric Substation Technician	\$61.34	\$62.87	\$64.44
Cable Locator	\$61.34	\$62.87	\$64.44
Maintenance Electrical Apprentice			

	Apprentice 4th Year	\$55.21	\$56.58	\$58.00
	Apprentice 3rd Year	\$49.07	\$50.30	\$51.55
	Apprentice 2nd Year	\$42.94	\$44.01	\$45.11
	Apprentice 1st Year	\$36.80	\$37.72	\$38.66
Electric System Groundman		\$46.62	\$47.78	\$48.97
Labourer				
	Job rate after 1040 hours	\$28.83	\$29.55	\$30.29
	Start rate	\$28.28	\$28.99	\$29.71
Labourer (New Hire)		\$21.12	\$21.65	\$22.19
Electrical Safety Codes Officers				
	Senior Electrical Safety Codes Officer	\$59.67	\$61.16	\$62.69
	Electrical Safety Codes Officer III	\$55.23	\$56.61	\$58.03
	Electrical Safety Codes Officer II	\$50.77	\$52.04	\$53.34
	Electrical Safety Codes Officer I	\$46.93	\$48.10	\$49.30
Electrical Safety Codes Officer in Training		\$42.53	\$43.59	\$44.68
Senior WWTP Systems Integrator		\$55.44	\$56.83	\$58.25
WWTP System Integrator		\$55.44	\$56.83	\$55.57
WWTP Electrician		\$52.89	\$54.21	\$55.57
Senior Facilities Electrician		\$55.44	\$56.83	\$58.25
Facilities Electrician		\$52.89	\$54.21	\$55.57
Senior Traffic Electrician		\$58.41	\$59.87	\$61.37
Traffic Electrician/Technician				
	Traffic Electrician/Technician Level 3	\$54.09	\$55.44	\$56.83
	Traffic Electrician/Technician Level 2	\$52.89	\$54.21	\$55.57
	Traffic Electrician/Technician Level 1	\$51.60	\$52.89	\$54.21
	Journeyman Electrician	\$50.37	\$51.63	\$52.92
Groundman - Traffic		\$38.30	\$39.26	\$40.24
Radio Systems Coordinator		\$55.44	\$56.83	\$58.25
Radio Systems Technician		\$52.89	\$54.21	\$55.57
Waste and Recycling Maintenance Tech		\$52.89	\$54.21	\$55.57
Gas and Controls Tech		\$52.89	\$54.21	\$55.57
Journeyman rate for WWTP, Facilities, Traffic, Radio Systems		\$50.37	\$51.63	\$52.92
Business Unit Electrician Apprentice				
	Apprentice 4th Year	\$45.33	\$46.46	\$47.62
	Apprentice 3rd Year	\$40.29	\$41.30	\$42.33
	Apprentice 2nd Year	\$35.26	\$36.14	\$37.04
	Apprentice 1st Year	\$30.22	\$30.98	\$31.75
Admin. Relief = Senior Rate + 5% (not to exceed Manager's rate)		\$58.20	\$59.66	\$61.15

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (40 HRS PER WEEK) *AGREEMENT EXPIRED

Title	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Chief Fire Marshall	\$67.13	\$68.47	\$69.84	\$71.24
Emergency Medical Operations Officer	\$68.57	\$69.94	\$71.34	\$72.76
Fire Training Officer	\$66.17	\$67.49	\$68.84	\$70.22
Medical Training Officer	\$66.17	\$67.49	\$68.84	\$70.22
Assistant Training Officer	\$63.77	\$65.05	\$66.35	\$67.68
Fire Prevention Officer III	\$59.46	\$60.65	\$61.86	\$63.10
Fire Prevention Officer II	\$54.18	\$55.27	\$56.37	\$57.50
Fire Prevention Officer I	\$52.26	\$53.31	\$54.38	\$55.46
Fire Prevention Officer Prob. (6 mos)	\$50.83	\$51.84	\$52.88	\$53.94
Senior Equipment Tech (after 15 Years)	\$59.46	\$60.65	\$61.86	\$63.10
Senior Equipment Tech (after 10 Years)	\$54.18	\$55.27	\$56.37	\$57.50
Senior Equipment Tech (after 8 Years)	\$49.39	\$50.38	\$51.38	\$52.41
Equipment Technician	\$47.95	\$48.91	\$49.89	\$50.88
PSCC QA Supervisor	\$56.58	\$57.71	\$58.87	\$60.04

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (42 HRS PER WEEK) *AGREEMENT EXPIRED

Title	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Platoon Chief	\$63.02	\$64.28	\$65.56	\$66.88
Captain	\$56.63	\$57.76	\$58.91	\$60.09
Lieutenant	\$51.60	\$52.63	\$53.69	\$54.76
Platoon EMS Trainers	\$51.60	\$52.63	\$53.69	\$54.76
Senior Firefighter Eligibility	\$48.41	\$49.37	\$50.36	\$51.37
Senior Firefighter (after 8 Years)	\$47.49	\$48.44	\$49.41	\$50.40
Firefighter				
- 4th Class (1 Year)	\$39.27	\$40.06	\$40.86	\$41.68
- 3rd Class (1.5 Years)	\$41.56	\$42.39	\$43.23	\$44.10
- 2nd Class (1.5 Years)	\$43.84	\$44.72	\$45.61	\$46.52
- 1st Class (after 4 Years)	\$45.67	\$46.58	\$47.51	\$48.46
PSCC Shift Supervisor	\$51.15	\$52.17	\$53.21	\$54.28
Public Safety Communications Specialist - Training	\$31.97	\$32.61	\$33.26	\$33.92
Public Safety Communications Specialist				
- 1st Year	\$31.97	\$32.61	\$33.26	\$33.92
- 2nd Year	\$39.27	\$40.06	\$40.86	\$41.68
- 3rd Year	\$41.56	\$42.39	\$43.23	\$44.10
- 4th Year	\$43.84	\$44.72	\$45.61	\$46.52
- 5th Year	\$45.67	\$46.58	\$47.51	\$48.46
- after 8th Year	\$47.04	\$47.98	\$48.94	\$49.91

LETHBRIDGE POLICE (40 HRS PER WEEK)

*Agreement Expired

Title	1/1/2021	1/1/2022	1/1/2023	1/1/2024
Inspector I	\$82.74	\$85.14	\$89.75	\$92.00
Inspector II	\$79.25	\$81.55	\$85.97	\$88.12
Inspector III	\$75.76	\$77.96	\$82.18	\$84.24
Acting Inspector	\$73.51	\$75.64	\$77.53	\$79.48
Staff Sergeant	\$68.34	\$70.32	\$72.07	\$73.88
Sergeant	\$62.12	\$63.92	\$65.52	\$67.16
Senior Constable - Level 2	\$56.43	\$58.06	\$59.51	\$61.01
Senior Constable - Level 1	\$54.36	\$55.93	\$57.33	\$58.77
Constable 1st Class	\$51.77	\$53.27	\$54.60	\$55.97
Constable 2nd Class (12 months)	\$46.59	\$47.94	\$49.14	\$50.37
Constable 3rd Class (12 months)	\$41.42	\$42.62	\$43.68	\$44.78
Constable 4th Class (12 months)	\$36.24	\$37.29	\$38.22	\$39.18
Constable 5th Class (18 months)	\$33.65	\$34.63	\$35.49	\$36.38

EXEMPT POSITION DISCLOSURE LIST(37.5 HOURS PER WEEK)

Title	Minimum Base Salary	Maximum Base Salary
311 Manager	\$131,215	\$164,014
Admin Assistant to the Police Inspectors	\$66,495	\$83,109
Advocacy & Corporate Initiatives Administrator	\$66,495	\$83,109
Airport Admin Support	\$59,573	\$75,816
Airport Manager	\$111,189	\$141,453
Airport Ops Manager	\$98,182	\$124,917
Assessment & Taxation Manager	\$164,014	\$205,023
Assessment Valuation Manager	\$96,661	\$138,922
Benefits Analyst	\$84,493	\$105,651
Benefits Coordinator	\$84,493	\$105,651
Building Inspections Manager	\$131,215	\$164,014
Business Integration Manager	\$96,661	\$120,802
Capital & Op Budget Supervisor	\$112,456	\$140,575
Case Management Specialist	\$84,493	\$105,651
CFO and Treasurer	\$205,023	\$294,709
Chief of Fire/EMS	\$164,014	\$205,023
Chief of Police	\$226,600	\$251,320
City Clerk	\$164,014	\$205,023
City Manager	\$281,687	\$326,401
Communications and Engagement Manager	\$112,456	\$140,575
Communications Strategist	\$84,493	\$105,651
Community Arts & Culture Manager	\$96,661	\$120,802
Community Services Financial & Admin Manager	\$112,456	\$161,661
Community Social Development Operations Manager	\$96,661	\$120,802

Compliance and Control Manager	\$96,661	\$138,922
Continuous Improvement Specialist	\$96,661	\$120,802
Controller - Corporate Finance	\$164,014	\$205,023
Corp Services Financial & Admin Manager	\$112,456	\$161,661
Corporate Communications Team Lead	\$96,661	\$120,802
Council & Gov't Relations Admin	\$84,493	\$105,651
Council Community Relations Advisor	\$66,495	\$95,575
Criminal and Strategic Analytics Manager	\$111,533	\$164,014
Crossing Leisure Centre Manager	\$84,493	\$105,651
Customer Services Manager	\$96,661	\$120,802
Cyber Security Analyst	\$84,493	\$105,651
Deputy Chief of Comm & Strategy	\$131,215	\$188,616
Deputy Chief of Operations	\$131,215	\$188,616
Deputy Chief of Police	\$185,764	\$222,480
Deputy Chief of Safety, Health & Wellness	\$131,215	\$188,616
Deputy Chief of Training	\$131,215	\$164,014
Deputy City Clerk	\$112,456	\$140,575
Development & Revitalization Strategist	\$96,661	\$120,802
Development Manager	\$112,456	\$140,575
Director Community Services	\$205,023	\$256,269
Director Corporate Services	\$205,023	\$256,269
Director Legal Services & Solicitor	\$205,023	\$256,269
Director of Infrastructure Services	\$205,023	\$256,269
Director People & Partner Serv	\$205,023	\$256,269
Disability Manager	\$96,661	\$120,802
EA Director of Community Services	\$66,495	\$83,109
EA to the Chief Financial Officer	\$66,495	\$83,109
Electric Data Systems Engineer	\$96,661	\$120,802
Electric Data Systems Manager	\$131,215	\$164,014
Electric Distribution Engineer	\$96,661	\$138,922
Electric Distribution Manager	\$131,215	\$188,616
Electric Ops Distribution Manager	\$96,661	\$138,922
Emergency Planning Administrator	\$96,661	\$120,802
Emergency Services IT Manager	\$112,456	\$140,575
Energy Conservation Engineer	\$96,661	\$120,802
Enterprise Risk Management Admin	\$96,661	\$120,802
Environmental Manager	\$131,215	\$164,014
Exec Assistant to the Chief of Police	\$84,493	\$105,651
Facilities Engineer	\$96,661	\$120,802
Facilities Maintenance Manager	\$112,456	\$140,575
Facilities Planning & Project Manager	\$131,215	\$164,014
Facilities Project Manager	\$96,661	\$120,802
Financial Planning & Budget Manager	\$131,215	\$164,014
Financial Process & Admin Manager	\$131,215	\$164,014
Financial Processes Supervisor	\$112,456	\$140,575
Financial Reporting Supervisor	\$112,456	\$140,575
Fleet Customer Service & Support Manager	\$84,493	\$105,651
Galt CEO/Executive Director	\$96,661	\$120,802
Galt Museum Operations Manager	\$84,493	\$105,651

GM - W&WW & Electric Utility	\$164,014	\$205,023
GM of Capital Planning & Engineering	\$164,014	\$205,023
GM of Community Social Development	\$164,014	\$205,023
GM of Cust Service & Corp Performance	\$164,014	\$205,023
GM of Facility Services	\$164,014	\$205,023
GM of Parks	\$164,014	\$205,023
GM of People & Culture	\$164,014	\$205,023
GM of Planning and Design	\$164,014	\$205,023
GM of Recreation & Culture	\$164,014	\$205,023
GM of Regulatory Services	\$164,014	\$205,023
GM of Risk and Controls	\$164,014	\$205,023
GM of Transportation & Transit	\$164,014	\$235,776
GM of Waste and Environment	\$164,014	\$205,023
GM-VL.com Arena	\$164,014	\$205,023
Government Relations Manager	\$112,456	\$140,575
HSNC Manager	\$84,493	\$105,651
Information Manager	\$112,456	\$140,575
Infra Education & Outreach Lead	\$96,661	\$120,802
Infrastructure Services Program Administrator	\$84,493	\$105,651
Inquiry Resolution Admin	\$84,493	\$105,651
Intermediate Sustainability Engineer	\$96,661	\$120,802
Internal Control Manager	\$112,456	\$140,575
Internal Controls Analyst	\$96,661	\$120,802
Inventory Management Supervisor	\$84,493	\$105,651
IT Business Technology Manager	\$131,215	\$164,014
IT Operations Manager	\$131,215	\$164,014
IT Strategy & Planning Manager	\$131,215	\$164,014
Legal Assistant	\$84,493	\$105,651
Legal Assistant/FOIP Admin	\$84,493	\$105,651
Legislative Services Manager	\$96,661	\$120,802
LFES Program Administrator	\$84,493	\$105,651
LFES Wellness Support Specialist	\$84,493	\$105,651
Library CEO	\$148,064	\$177,665
Library Executive Assistant	\$66,495	\$79,755
Library Maintenance & Facility Service	\$80,652	\$96,798
Long Term Financial Planner	\$84,493	\$105,651
LPS Communications Strategist	\$84,493	\$105,651
LPS Financial Services Section Manager	\$131,215	\$164,014
LPS HR Coordinator	\$84,493	\$105,651
LPS Human Resources Manager	\$112,456	\$140,575
LPS Human Resources Technician	\$66,495	\$83,109
LPS IT Manager	\$131,215	\$164,014
LPS Program Manager	\$84,493	\$105,651
LPS Records Manager	\$112,456	\$140,575
LPS Solicitor	\$131,215	\$164,014
LPS Strategic Communications Manager	\$112,456	\$140,575
LPS Watch Manager	\$84,493	\$105,651
LPS Wellness Coordinator	\$96,661	\$120,802
Manager of Innovation and Planning	\$96,661	\$120,802

Manager of Strategic Initiatives & Partnerships	\$131,215	\$164,014
Manager: Library Community & Economic Advancement	\$92,742	\$111,587
Manager: Library Branch Services	\$92,742	\$111,587
Manager: Library Children's Services	\$92,742	\$111,587
Manager: Library Customer Services	\$92,742	\$111,587
Manager: Library Information Services	\$92,742	\$111,587
Manager: Library IT	\$92,742	\$111,587
Manager: Library Strategic Comms	\$80,652	\$96,798
Marketing Coordinator	\$84,493	\$105,651
OHS Manager	\$96,661	\$138,922
Organizational Effectiveness Manager	\$131,215	\$164,014
P&C Internal Comms & Learning Specialist	\$84,493	\$105,651
P&C Systems Implementation Specialist	\$96,661	\$120,802
P&P Services Program Admin	\$84,493	\$105,651
Parks Development Manager	\$96,661	\$120,802
Parks Operations Manager	\$96,661	\$138,922
Parks Planning Manager	\$96,661	\$120,802
Payroll Supervisor	\$96,661	\$120,802
Planning Manager	\$131,215	\$164,014
Project Engineer/Designer	\$96,661	\$120,802
Project Planning Lead	\$96,661	\$120,802
Property Manager	\$112,456	\$140,575
Property Tax Manager	\$96,661	\$120,802
PSCC Operations Manager	\$96,661	\$138,922
Purchasing Supervisor	\$84,493	\$105,651
Rates and Regulatory Manager	\$131,215	\$188,616
Recreation Facility Ops Manager	\$96,661	\$120,802
Recreation Services Manager	\$96,661	\$120,802
Reporting & Admin Supervisor	\$96,661	\$120,802
Return to Work Coordinator	\$84,493	\$105,651
Risk Manager	\$112,456	\$140,575
Road Infrastructure Manager	\$131,215	\$164,014
Security Supervisor	\$96,661	\$120,802
Senior Community Planner	\$96,661	\$120,802
Senior Executive Assistant to City Manager	\$84,493	\$105,651
Senior Manager Digital Transformation	\$164,014	\$205,023
Senior Mgr: Library Corporate Services	\$111,306	\$133,575
Senior Mgr: Library Public Services	\$111,306	\$133,575
Senior P&C Business Partner	\$112,456	\$140,575
Senior Subdivision Planner	\$96,661	\$120,802
Signals & Streetlights Ops Manager	\$96,661	\$138,922
Solicitor	\$131,215	\$188,616
Substation/Metering Manager	\$96,661	\$138,922
Supply Chain Manager	\$131,215	\$164,014
Talent Development Partner	\$84,493	\$105,651
Tangible Capital Asset Supervisor	\$112,456	\$161,661
Time & Labour Coordinator	\$84,493	\$105,651
Traffic Engineering & Transportation Planning Manager	\$131,215	\$164,014
Traffic Safety Engineer	\$96,661	\$120,802

Traffic Signal Operations Engineer	\$96,661	\$120,802
Transit Asset Manager	\$96,661	\$120,802
Transit On Street Supervisor	\$84,493	\$105,651
Transit Operations Manager	\$96,661	\$120,802
Transit Service Delivery Supervisor	\$84,493	\$105,651
Transmission Manager	\$131,215	\$188,616
Transportation Engineer	\$96,661	\$120,802
Transportation Operations Manager	\$96,661	\$138,922
Urban Construction Manager	\$131,215	\$164,014
Urban Revitalization Manager	\$96,661	\$120,802
VL.com Business Development Manager	\$96,661	\$120,802
VL.com Client Services Manager	\$96,661	\$120,802
W&WW Planning Engineer	\$112,456	\$140,575
Waste & Recycling Ops Manager	\$96,661	\$138,922
Waste and Recycling Engineer	\$96,661	\$120,802
Waste Utility Processing Manager	\$131,215	\$164,014
Wastewater Treatment Plant Manager	\$112,456	\$140,575
Water & Wastewater Engineer	\$96,661	\$138,922
Water & Wastewater Ops Manager	\$96,661	\$138,922
Water Treatment Plant Manager	\$112,456	\$140,575
Wellness Manager	\$131,215	\$188,616
Workplace Injury & Claims Specialist	\$84,493	\$105,651
Workplace Safety Specialist	\$84,493	\$105,651

CITY OF LETHBRIDGE PENSION PLAN INFORMATION

The information on pension and benefits found below applies to the applicable employee groups, both exempt and unionized.

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. Non-permanent employees may be eligible to join the plan based on conditions set out within their respective collective agreement. LAPP provides a benefit of 1.4% of earnings up to the Yearly Maximum Pensionable Earnings (YMPE) and 2% 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 Board.

LAPP 2025 Contribution Rates

Members' rate up to YMPE 7.45% of annual earnings

Members' rate over YMPE 10.65% of annual earnings

Employers' up to YMPE 8.45% of annual earnings

Employers' rate over YMPE 11.65% of annual earnings

2025 YMPE \$71,300

2025 Income Tax Act Salary Cap \$209,223.5

For more information: <http://www.lapp.ca/>

APEX

The APEX supplementary pension plan is a multi-employer defined benefit pension plan administered by the Alberta Municipal Services Corporation (AMSC). All eligible City exempt employees have the option to join APEX. APEX enhances the LAPP benefit to a full 2% of all earnings up to the Income Tax Act Salary Cap.

The City and APEX plan members make contributions to the plan. Rates are reviewed annually and set by the APEX Board, on the advice of the Plan actuary.

APEX 2025 Contribution Rates

Employees' rate 2.42% of annual earnings

City rate 2.96% of annual earnings

2025 Salary Cap \$187,883.50

MUNISERP

The MUNISERP pension plan is a multi-employer defined benefit pension plan administered by AUMA (Alberta Urban Municipalities Association). All eligible City exempt employees in senior positions who have opted into MUNISERP are automatically enrolled in MUNISERP. MUNISERP provides benefit on earnings above the Income Tax Act maximum.

The City funds MUNISERP. No contributions are required from plan members.

SPECIAL FORCES PENSION PLAN (SFPP)

The Special Forces Pension Plan is a provincial, multi-employer, defined benefit pension plan provided to sworn members of the Lethbridge Police Service. 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. SFPP 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 members of the Lethbridge Police Service participate in the SFPP. Participation in the plan is mandatory for all full-time and part-time permanent employees. SFPP provides a benefit 2% of earnings up to the Income Tax Act Salary Cap for years of SFPP service.

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

SFPP 2025 Contribution Rates

Members' rate 13.20% of annual earnings

Employers' rate 14.30% of annual earnings

2025 Income Tax Act Salary Cap \$209,225.50

CITY OF LETHBRIDGE BENEFIT PLAN INFORMATION

Below are details on employer funded benefit programs, there are other programs available to employees but they are 100% employee funded.

HEALTH AND DENTAL BENEFIT

All eligible City employees are covered under a flexible benefits plan provided by Alberta Blue Cross. The City Partners with Alberta Blue Cross to provide comprehensive, cost effective health and dental benefits.

	Annual Core Benefit Premium
Health	
Single	\$555.12
Family	\$1,271.76
DENTAL	
Single	\$551.76
Family	\$1,317.6

FLEXIBLE SPENDING ACCOUNT

The Flexible Spending Account (FSA) is provided for all permanent employees. The employee is given cash equivalent credits based on the employee group that they belong too. The credits can be used to enhance benefits coverage, taken as reimbursement for non-taxable health expenses (as defined by Canada Revenue Agency), taken as a taxable spending account, or a combination of these three options. Annual credits are allotted as per the chart below:

Employee Group	Flex Credit Allocation
CUPE - Municipal Employees	\$1,952.04
Administration	\$3427.10 + .75% of salary
Electric	\$1,795.03
Council	\$3711.71 + .25% of salary
Fire	\$1,600.00
Library Administration	\$3427.10 + .75% of salary
Operating Engineers	\$1,746.58
Police	\$1,700.00
Transit	\$1,580.91
Access A Ride	\$1,435.33
CUPE - Library	\$1,566.53
CUPE - Library Permanent Part-time	\$1083.26
Senior Police Officers	\$2,242.74

DISABILITY PLAN COVERAGE

All Permanent, Permanent Part-time and select Non-Permanent (based on collective agreement provisions) employees are covered by the self-administered Short Term Disability (STD) and Long Term Disability (LTD) insurance programs. Based on supporting medical documentation, STD insurance provides coverage for illnesses up to six months in duration and LTD insurance coverage comes into effect for illnesses greater than six months. Combined coverage is provided at a cost of 6.36% of salary, which is done on a 75%/25% cost share basis between the City and the employees who are covered by the program.

MISCELLANEOUS PERQUISITES

PARKING

Parking is provided to Permanent employees at the going market rate for downtown parking stalls on a 50/50 cost share basis. Assigned parking stalls for Downtown employees cost \$72 per month, \$36 paid by the employee and \$36 paid by the City, as a taxable benefit.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

The EFAP provides confidential, professional counselling for a broad range of personal and family issues for City of Lethbridge Employees and their dependents. This benefit is paid for by the City at a cost of \$3 per month for single coverage and \$6 per month for family coverage.

EMPLOYEE FUNDED BENEFITS

City employees also have access to group rates on various insurance programs. Participation in these programs is optional and completely paid for by the employee. These insurance programs include:

- Life Insurance
- Accidental Death and Dismemberment Insurance
- Dependent Life Insurance