

City of Lethbridge

2024 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, 2024 (unless otherwise stated)
- The exempt group reflects positions filled by employees who are presently active or on an approved leave as of May 2024
 - 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	\$159,245.86
Councilor	\$64,708.83

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)

*AGREEMENT EXPIRED

Title	1/1/2019	1/1/2020	1/1/2021	1/1/2022
Airport Heavy Duty Mechanic	\$40.61	\$41.22	\$41.84	\$42.68
Airport Electrician	\$40.61	\$41.22	\$41.84	\$42.68
Airport Supervisor – Surface Structures	\$35.35	\$35.88	\$36.42	\$37.15
Airfield Maintenance Specialist 1	\$28.68	\$29.11	\$29.55	\$30.14
Airfield Maintenance Specialist 2	\$30.49	\$30.95	\$31.41	\$32.04
Airfield Maintenance Specialist 3	\$31.52	\$31.99	\$32.47	\$33.12
Airfield Maintenance Specialist 4	\$31.99	\$32.47	\$32.96	\$33.62
Amenity Services Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Amenity Services Leadhand	\$35.30	\$35.83	\$36.37	\$37.10
Amenity Services Technician	\$31.25	\$31.72	\$32.20	\$32.84
Apprentice Partsman	Rate is a % of the Partsman as per clause 34.05			
Aquatics Maintenance Tech	\$35.30	\$35.83	\$36.37	\$37.10
Arborist	\$33.62	\$34.12	\$34.63	\$35.32
Arborist Trainee - Japanese Gardens	\$29.81	\$30.26	\$30.71	\$31.32
Arena Caretaker	\$27.69	\$28.11	\$28.53	\$29.10
Arena Cashier	\$25.11	\$25.49	\$25.87	\$26.39
Arena Rec Operator	\$35.30	\$35.83	\$36.37	\$37.10
Asphalt Recycler Operator	\$27.69	\$28.11	\$28.53	\$29.10
Automotive Mechanic	\$40.43	\$41.04	\$41.66	\$42.49
Building Operations Foreman	\$33.62	\$34.12	\$34.63	\$35.32
By-Law Enforcement Officer	\$31.25	\$31.72	\$32.20	\$32.84
Bylaw Officer (Multi-Disciplinary)	\$33.62	\$34.12	\$34.63	\$35.32
Caretaker - Feature Parks	\$27.69	\$28.11	\$28.53	\$29.10
Caretaker II (ENMAX)	\$27.69	\$28.11	\$28.53	\$29.10
Caretaker II (LRPS)	\$27.69	\$28.11	\$28.53	\$29.10
Caretaker III (City Hall)	\$27.69	\$28.11	\$28.53	\$29.10
Caretaker III (Fritz)	\$28.35	\$28.78	\$29.21	\$29.79
Caretaker III (Yates)	\$27.69	\$28.11	\$28.53	\$29.10
Carpenter	\$41.83	\$42.46	\$43.10	\$43.96
Cemetery Leadhand	\$35.30	\$35.83	\$36.37	\$37.10
Cemetery Machine Operator I	\$25.72	\$26.11	\$26.50	\$27.03
Cemetery Maintenance Worker	\$25.72	\$26.11	\$26.50	\$27.03
Certified Arborist	\$35.30	\$35.83	\$36.37	\$37.10
Chef - ENMAX Centre	\$37.95	\$38.52	\$39.10	\$39.88
Community Program Coordinator	\$37.95	\$38.52	\$39.10	\$39.88
Concession Coordinator	\$37.95	\$38.52	\$39.10	\$39.88
Concession Operator I	\$27.69	\$28.11	\$28.53	\$29.10
Concession Operator II	\$31.25	\$31.72	\$32.20	\$32.84
Concession Supervisor	\$33.62	\$34.12	\$34.63	\$35.32
Crack Sealing Foreman	\$35.30	\$35.83	\$36.37	\$37.10
Customer Serviceman I (Wastewater-Sewers)	\$27.69	\$28.11	\$28.53	\$29.10

Customer Serviceman II (Wastewater)	\$29.81	\$30.26	\$30.71	\$31.32
Customer Serviceman III	\$35.30	\$35.83	\$36.37	\$37.10
Emergency Valve Operator	\$31.25	\$31.72	\$32.20	\$32.84
ENMAX - Lounge and Catering Coordinator	\$31.25	\$31.72	\$32.20	\$32.84
ENMAX Centre Operations Foremen	\$39.83	\$40.43	\$41.04	\$41.86
ENMAX Centre Security Supervisor	\$33.62	\$34.12	\$34.63	\$35.32
ENMAX Centre Suite Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
ENMAX Events and Maintenance Operator	\$37.95	\$38.52	\$39.10	\$39.88
ENMAX Security Coordinator	\$29.81	\$30.26	\$30.71	\$31.32
Facility Services Asset Inspector	\$41.83	\$42.46	\$43.10	\$43.96
Facility Services Worker	\$29.81	\$30.26	\$30.71	\$31.32
Field Risk and Safety Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Fleet Partsroom Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Fleet Quality Assurance Tech	\$33.62	\$34.12	\$34.63	\$35.32
Fleet Services Leadhand	\$44.59	\$45.26	\$45.94	\$46.86
Fleet Warranty / Parts Specialist	\$37.95	\$38.52	\$39.10	\$39.88
Flusher/Eductor Foreman	\$33.62	\$34.12	\$34.63	\$35.32
Food and Beverage supervisor	\$33.62	\$34.12	\$34.63	\$35.32
Foreman - Parks Maintenance/Special Events	\$39.83	\$40.43	\$41.04	\$41.86
Foreman - Transportation / Utility Crew	\$39.83	\$40.43	\$41.04	\$41.86
Foreman (Urban Forestry)	\$46.03	\$46.72	\$47.42	\$48.37
Foreman (Water Works Construction)	\$41.83	\$42.46	\$43.10	\$43.96
Foreman I - Dryland Mowing	\$37.95	\$38.52	\$39.10	\$39.88
Foreman I - Night Sweeping Crew	\$28.35	\$28.78	\$29.21	\$29.79
Foreman I - Patching Crew	\$28.35	\$28.78	\$29.21	\$29.79
Foreman I - Pavement Marking	\$29.81	\$30.26	\$30.71	\$31.32
Foreman I - Paving Crew	\$33.62	\$34.12	\$34.63	\$35.32
Foreman I - Pesticide Crew	\$37.95	\$38.52	\$39.10	\$39.88
Foreman I - Utility	\$29.81	\$30.26	\$30.71	\$31.32
Foreman I (Water & Wastewater)	\$35.30	\$35.83	\$36.37	\$37.10
Foreman II - Turf Maintenance	\$37.95	\$38.52	\$39.10	\$39.88
Foreman II (Parks Maintenance/Sports field)	\$39.83	\$40.43	\$41.04	\$41.86
Foreman II (Spring Clean-up)	\$33.62	\$34.12	\$34.63	\$35.32
Foreman III (Cemetery)	\$37.95	\$38.52	\$39.10	\$39.88
Foreman III (Irrigation)	\$41.83	\$42.46	\$43.10	\$43.96
Foreman III (Parks Construction)	\$39.83	\$40.43	\$41.04	\$41.86
Foreman III (Parks Maintenance)	\$39.83	\$40.43	\$41.04	\$41.86
Foreman III (Streets & Traffic) - Paving Crew	\$39.83	\$40.43	\$41.04	\$41.86
Foreman III (Streets & Traffic) - Utility Crew	\$39.83	\$40.43	\$41.04	\$41.86
Foreman III (Streets/Roads) - Patching Crew	\$39.83	\$40.43	\$41.04	\$41.86
Foreman III (Water & Wastewater)	\$41.83	\$42.46	\$43.10	\$43.96
Foreman III (Waterworks Construction)	\$39.83	\$40.43	\$41.04	\$41.86
Garbage Truck Driver I Parks Maintenance	\$25.72	\$26.11	\$26.50	\$27.03
Garbage Truck Driver I Weed Control	\$27.69	\$28.11	\$28.53	\$29.10
Garbage Truck Driver IV	\$29.81	\$30.26	\$30.71	\$31.32
Gardener I	\$31.25	\$31.72	\$32.20	\$32.84
Grader Operator	\$33.62	\$34.12	\$34.63	\$35.32
Graffiti Removal Foreman	\$35.30	\$35.83	\$36.37	\$37.10

Graffiti Removal Workers	\$25.72	\$26.11	\$26.50	\$27.03
Groundsman Assistant/Special Events	\$31.25	\$31.72	\$32.20	\$32.84
Heavy Duty Mechanic Apprentice	Rate is a % of the Mechanic as per clause 34.05			
Heavy Duty Mechanic	\$40.43	\$41.04	\$41.66	\$42.49
HSNC - Educational Program Assistant	\$27.69	\$28.11	\$28.53	\$29.10
Helen Schuler Nature Centre Facility Attendant	\$25.72	\$26.11	\$26.50	\$27.03
HSNC Facility Rental Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
HSNC Program Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
HSNC Senior Program leader	\$33.62	\$34.12	\$34.63	\$35.32
HVAC and Controls Technician	\$46.93	\$47.63	\$48.34	\$49.31
Ice Marshall	\$25.11	\$25.49	\$25.87	\$26.39
Integrated Pest Management Tech	\$33.62	\$34.12	\$34.63	\$35.32
Irrigation Maintenance Technician	\$35.30	\$35.83	\$36.37	\$37.10
Kitchen Operator	\$27.69	\$28.11	\$28.53	\$29.10
Labourer - Night Watering	\$27.69	\$28.11	\$28.53	\$29.10
Labourer I - Hired after 1/1/2019	\$20.50	\$20.50	\$20.50	\$20.50
Labourer I (ENMAX) - Existing Labourer	\$25.11	\$25.49	\$25.87	\$26.39
Labourer II - Existing Labourer	\$25.11	\$25.49	\$25.87	\$26.39
Labourer II - Hired after 1/1/2019	\$20.50	\$20.50	\$20.50	\$20.50
Labourer/WWTP Operator in Training	\$25.11	\$25.49	\$25.87	\$26.39
Leisure Services Maintenance Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
LRPS Facilities Coordinator	\$37.95	\$38.52	\$39.10	\$39.88
Machine Operator I Small Flail &/or Turf Maintenance	\$25.72	\$26.11	\$26.50	\$27.03
Machine Operator II - Patching Crew	\$25.72	\$26.11	\$26.50	\$27.03
Machine Operator II - Traffic Signs/Crosswalk Painting	\$25.72	\$26.11	\$26.50	\$27.03
Machine Operator III (Bobcat/carge Flail &/or Turf Maintenance)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator III (Cemetery)	\$29.81	\$30.26	\$30.71	\$31.32
Machine Operator III (Packer/roller)	\$25.72	\$26.11	\$26.50	\$27.03
Machine Operator III (Skid Steer Loader)	\$25.72	\$26.11	\$26.50	\$27.03
Machine Operator III (Skipline Operator)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator III (Street Sweeper Operator)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator IV (Flusher/Eductor)	\$29.81	\$30.26	\$30.71	\$31.32
Machine Operator IV (Roller - Paving Crew)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator V (Paver Operator)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator V (Screed Operator)	\$27.69	\$28.11	\$28.53	\$29.10
Machine Operator V (water & Wastewater)	\$29.81	\$30.26	\$30.71	\$31.32
Mechanical Systems Tradesman (Plmg)	\$39.83	\$40.43	\$41.04	\$41.86
Millwright	\$37.95	\$38.52	\$39.10	\$39.88
Mosquito Technician	\$35.30	\$35.83	\$36.37	\$37.10
Nature Program Leader	\$29.81	\$30.26	\$30.71	\$31.32
Nikka Yuko Japanese Garden Foreman	\$37.95	\$38.52	\$39.10	\$39.88
Nikka Yuko Japanese Garden Maintenance Worker	\$25.72	\$26.11	\$26.50	\$27.03

Operator II – Wastewater Treatment	\$35.21	\$35.74	\$36.28	\$37.01
Parking and Traffic Technician	\$35.30	\$35.83	\$36.37	\$37.10
Parking Meter Technician	\$27.69	\$28.11	\$28.53	\$29.10
Parks and Sports field Maintenance (Machine Op I)	\$27.69	\$28.11	\$28.53	\$29.10
Parks Asset Management Specialist	\$35.30	\$35.83	\$36.37	\$37.10
Parks Construction Machine Operator I	\$25.72	\$26.11	\$26.50	\$27.03
Parks Construction Skid Steer Loader (Machine Op III)	\$27.69	\$28.11	\$28.53	\$29.10
Parks Operations Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Parks Snow Removal (Machine Operator III)	\$27.69	\$28.11	\$28.53	\$29.10
Parks Utility Worker I (Irrigation)	\$29.81	\$30.26	\$30.71	\$31.32
Partsman	\$37.95	\$38.52	\$39.10	\$39.88
Pesticide Applicator - Mosquito Control	\$25.72	\$26.11	\$26.50	\$27.03
Pesticide Applicator (no license)	\$25.72	\$26.11	\$26.50	\$27.03
Pesticide Applicator Licensed	\$31.25	\$31.72	\$32.20	\$32.84
Pipelayer	\$28.35	\$28.78	\$29.21	\$29.79
Police Maintenance Worker	\$28.35	\$28.78	\$29.21	\$29.79
Purchasing/Supply Agent	\$33.62	\$34.12	\$34.63	\$35.32
Senior Bylaw Enforcement Officer	\$41.83	\$42.46	\$43.10	\$43.96
Senior Surveyor	\$35.30	\$35.83	\$36.37	\$37.10
Service Truck (Containers Maintenance)	\$29.81	\$30.26	\$30.71	\$31.32
Sewer Maintenance Worker I	\$27.69	\$28.11	\$28.53	\$29.10
Sewer Maintenance Worker II	\$31.25	\$31.72	\$32.20	\$32.84
Shrub Crew Foreman	\$37.95	\$38.52	\$39.10	\$39.88
Shrub Crew Leadhand	\$28.35	\$28.78	\$29.21	\$29.79
Sign Technician	\$33.62	\$34.12	\$34.63	\$35.32
Small Tool Technician	\$28.35	\$28.78	\$29.21	\$29.79
Snow Removal Foreman	\$37.95	\$38.52	\$39.10	\$39.88
Snow Removal Machine Operator I	\$25.72	\$26.11	\$26.50	\$27.03
Snowstorm Watch	\$29.81	\$30.26	\$30.71	\$31.32
Special Projects and Volunteer Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
Spring Night Street Sweeping Foreman	\$39.83	\$40.43	\$41.04	\$41.86
Streets Equipment Operator I	\$27.69	\$28.11	\$28.53	\$29.10
Streets Equipment Operator I	\$27.69	\$28.11	\$28.53	\$29.10
Streets Equipment Operator III	\$31.25	\$31.72	\$32.20	\$32.84
Suite/Catering/Lounge Operator - ENMAX	\$27.69	\$28.11	\$28.53	\$29.10
Surveyor & Rail Inspector	\$37.95	\$38.52	\$39.10	\$39.88
Theater Technician	\$31.25	\$31.72	\$32.20	\$32.84
Theatre Support Technician	\$35.30	\$35.83	\$36.37	\$37.10
Traffic and Sign Coordinator	\$37.95	\$38.52	\$39.10	\$39.88
Transportation Operations Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Truck Driver I - Parks	\$25.11	\$25.49	\$25.87	\$26.39
Truck Driver I - Patching Crew	\$25.72	\$26.11	\$26.50	\$27.03
Truck Driver II - Flusher Truck	\$25.72	\$26.11	\$26.50	\$27.03
Truck Driver II - Patching Crew	\$25.72	\$26.11	\$26.50	\$27.03
Truck Driver III	\$28.35	\$28.78	\$29.21	\$29.79
Urban Construction Coordinator	\$48.85	\$49.58	\$50.32	\$51.33

Urban Forestry Technician	\$37.95	\$38.52	\$39.10	\$39.88
Utility Worker I - Amenity Services	\$27.69	\$28.11	\$28.53	\$29.10
Utility Worker I - Paving Crew	\$25.72	\$26.11	\$26.50	\$27.03
Utility Worker I - Traffic Signs	\$25.72	\$26.11	\$26.50	\$27.03
Utility Worker I Water & Waste Water	\$27.69	\$28.11	\$28.53	\$29.10
Utility Worker I Streets	\$27.69	\$28.11	\$28.53	\$29.10
Utility Worker II - Amenity Services	\$27.69	\$28.11	\$28.53	\$29.10
Utility Worker II (Amenity Services)	\$28.35	\$28.78	\$29.21	\$29.79
Utility Worker II (Fleet Services)	\$28.35	\$28.78	\$29.21	\$29.79
Utility Worker II (Inventory)	\$31.25	\$31.72	\$32.20	\$32.84
Utility Worker II (Irrigation)	\$31.25	\$31.72	\$32.20	\$32.84
Utility Worker II (TempTraffic Sign)	\$31.25	\$31.72	\$32.20	\$32.84
Utility Worker II (Traffic Signs)	\$27.69	\$28.11	\$28.53	\$29.10
Utility Worker II (Water Works)	\$28.35	\$28.78	\$29.21	\$29.79
Vehicle/Equipment Trainer	\$31.25	\$31.72	\$32.20	\$32.84
Video Inspection Technician	\$29.81	\$30.26	\$30.71	\$31.32
W&WW Workflow and Process Tech	\$35.30	\$35.83	\$36.37	\$37.10
Warehouse Attendant	\$28.35	\$28.78	\$29.21	\$29.79
Warehouse/Inventory Supervisor	\$33.62	\$34.12	\$34.63	\$35.32
Waste & Recycling Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Waste & Recycling Foreman	\$39.83	\$40.43	\$41.04	\$41.86
Waste & Recycling Planner	\$33.62	\$34.12	\$34.63	\$35.32
W&R and MRF Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
W&R Centre Load Inspection Tech	\$31.25	\$31.72	\$32.20	\$32.84
W&R Contract Inspector	\$37.95	\$38.52	\$39.10	\$39.88
Wastewater Treatment Lab Tech Assistant	\$27.69	\$28.11	\$28.53	\$29.10
Wastewater Collection Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Water Distribution Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Water Distribution Foreman	\$33.62	\$34.12	\$34.63	\$35.32
Water Metershop Ops Supervisor	\$46.03	\$46.72	\$47.42	\$48.37
Water Truck Driver II	\$25.72	\$26.11	\$26.50	\$27.03
Welder Fabricator (Machinist)	\$40.43	\$41.04	\$41.66	\$42.49
WWTP Laboratory Technician	\$31.25	\$31.72	\$32.20	\$32.84
WWTP Operator Level I	\$29.81	\$30.26	\$30.71	\$31.32
WWTP Operator/Lab Analyst	\$35.30	\$35.83	\$36.37	\$37.10
WWTP Process Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Yard Waste Site Attendant	\$25.72	\$26.11	\$26.50	\$27.03

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

*AGREEMENT EXPIRED

Title	1/1/2019	1/1/2020	1/1/2021	1/1/2022
311 Business Advisor	\$37.95	\$38.52	\$39.10	\$39.88
311 Customer Service Advisor	\$37.95	\$38.52	\$39.10	\$39.88
311 Customer Service Specialist	\$31.25	\$31.72	\$32.20	\$32.84
A/R Assistant - Finance	\$29.81	\$30.26	\$30.71	\$31.32
Account Clerk II (Community Services)	\$28.35	\$28.78	\$29.21	\$29.79
Account Clerk II (Infrastructure)	\$28.35	\$28.78	\$29.21	\$29.79
Account Clerk III (ENMAX Center)	\$33.62	\$34.12	\$34.63	\$35.32

Account Clerk III (Finance)	\$33.62	\$34.12	\$34.63	\$35.32
Account Clerk III (Infrastructure)	\$37.95	\$38.52	\$39.10	\$39.88
Account Clerk IV (Assessment)	\$35.30	\$35.83	\$36.37	\$37.10
Accounting Technician (Finance)	\$33.62	\$34.12	\$34.63	\$35.32
Accounts Payable Tech	\$33.62	\$34.12	\$34.63	\$35.32
Accreditation Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Administrative Assistant (Community Development)	\$29.81	\$30.26	\$30.71	\$31.32
Administrative Analyst (LPS)	\$37.95	\$38.52	\$39.10	\$39.88
AM/FM System Administrator	\$55.83	\$56.67	\$57.52	\$58.67
Appraiser In Training	\$31.25	\$31.72	\$32.20	\$32.84
Assessment Review Board Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
Archival Analyst	\$28.35	\$28.78	\$29.21	\$29.79
Archives Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Archivist/Records Analyst	\$41.83	\$42.46	\$43.10	\$43.96
Assessor I	\$42.78	\$43.42	\$44.07	\$44.95
Assessor II	\$49.52	\$50.26	\$51.01	\$52.03
Asset Management Analyst - Systems	\$35.30	\$35.83	\$36.37	\$37.10
Asset Management Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Asset Management Business Analyst	\$37.95	\$38.52	\$39.10	\$39.88
Asset Management Planner	\$41.83	\$42.46	\$43.10	\$43.96
Building Inspections & Development Services Clerk	\$29.81	\$30.26	\$30.71	\$31.32
Business Waste Diversion Coordinator	\$46.03	\$46.72	\$47.42	\$48.37
Case Management Analyst	\$31.25	\$31.72	\$32.20	\$32.84
Cemetery Office Administrator	\$33.62	\$34.12	\$34.63	\$35.32
Census & Election Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
CIS Admin Support	\$33.62	\$34.12	\$34.63	\$35.32
Clerk II (ENMAX)	\$27.69	\$28.11	\$28.53	\$29.10
Clerk III (ERC)	\$28.35	\$28.78	\$29.21	\$29.79
Clerk III (Public Operations)	\$29.81	\$30.26	\$30.71	\$31.32
Clerk III (Tenders)	\$29.81	\$30.26	\$30.71	\$31.32
Clerk IV (CID Technician)	\$33.62	\$34.12	\$34.63	\$35.32
Clerk IV (Electric Operations)	\$27.69	\$28.11	\$28.53	\$29.10
Clerk Typist II (Helen Schuler)	\$25.72	\$26.11	\$26.50	\$27.03
Clerk Typist III (Business License)	\$29.81	\$30.26	\$30.71	\$31.32
Clerk Typist III (Bylaw Clerk)	\$28.35	\$28.78	\$29.21	\$29.79
Clerk Typist III (Cemetery)	\$31.25	\$31.72	\$32.20	\$32.84
Clerk-Typist II - Relief	\$25.72	\$26.11	\$26.50	\$27.03
Climate Adaptation & Environmental Sustainability Specialist	\$37.95	\$38.52	\$39.10	\$39.88
Comm and Social Devel. Event and Grant Support	\$39.83	\$40.43	\$41.04	\$41.86
Comm Serv Grant and Agreement Technician	\$35.30	\$35.83	\$36.37	\$37.10
Community Planner I	\$37.95	\$38.52	\$39.10	\$39.88
Community Services Assistant	\$28.35	\$28.78	\$29.21	\$29.79
Community Services Records and Information Coordinator	\$33.62	\$34.12	\$34.63	\$35.32

Corporate Account Support	\$28.35	\$28.78	\$29.21	\$29.79
Corporate Land Administrator	\$46.03	\$46.72	\$47.42	\$48.37
Corporate Mail Room Coordinator	\$25.72	\$26.11	\$26.50	\$27.03
Corporate Records Centre Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Corporate Services Accounting Tech	\$33.62	\$34.12	\$34.63	\$35.32
Corporate Services Buyer	\$35.30	\$35.83	\$36.37	\$37.10
Council Committee Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Courier	\$28.35	\$28.78	\$29.21	\$29.79
CPIC Technician	\$33.62	\$34.12	\$34.63	\$35.32
Crime Analyst	\$41.83	\$42.46	\$43.10	\$43.96
Criminal Intelligence Analyst	\$41.83	\$42.46	\$43.10	\$43.96
CSD Outcome and Reporting Support	\$31.25	\$31.72	\$32.20	\$32.84
CSD Project Assistant	\$33.62	\$34.12	\$34.63	\$35.32
Customer Account Cashier	\$28.35	\$28.78	\$29.21	\$29.79
Customer Acct Clerk II (Assessment)	\$31.25	\$31.72	\$32.20	\$32.84
Customer Acct Clerk II (EMS Assistant)	\$28.35	\$28.78	\$29.21	\$29.79
Database Administrator II	\$50.62	\$51.38	\$52.15	\$53.19
Database Analyst	\$45.54	\$46.22	\$46.91	\$47.85
Development Compliance Officer	\$39.83	\$40.43	\$41.04	\$41.86
Development Officer I	\$45.28	\$45.96	\$46.65	\$47.58
Development Officer II	\$54.89	\$55.71	\$56.55	\$57.68
Development Permit Tech	\$37.95	\$38.52	\$39.10	\$39.88
Development Services Assistant	\$31.25	\$31.72	\$32.20	\$32.84
Display Artist (Galt Museum)	\$35.30	\$35.83	\$36.37	\$37.10
Display Artist (Helen Schuler)	\$33.62	\$34.12	\$34.63	\$35.32
Elec AM/FM Programmer Technologist	\$37.95	\$38.52	\$39.10	\$39.88
Electric Accounting Support	\$37.95	\$38.52	\$39.10	\$39.88
Electric Distribution Project Coordinator	\$48.20	\$48.92	\$49.65	\$50.64
Electric GIS & Asset Systems Analyst	\$50.79	\$51.55	\$52.32	\$53.37
Electric Metering Clerk	\$28.35	\$28.78	\$29.21	\$29.79
Electric Support Clerk	\$27.69	\$28.11	\$28.53	\$29.10
Electric Transmission Technologist	\$48.20	\$48.92	\$49.65	\$50.64
EMS Operations Admin Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Engineering Assistant - Transportation Technologist	\$33.62	\$34.12	\$34.63	\$35.32
ENMAX Centre Events Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
ENMAX Centre Sales Representative	\$35.30	\$35.83	\$36.37	\$37.10
Facility Services Admin Support Clerk	\$31.25	\$31.72	\$32.20	\$32.84
Facility Services Technician	\$29.81	\$30.26	\$30.71	\$31.32
FDM Systems Administrator	\$39.83	\$40.43	\$41.04	\$41.86
Finance Tech (Benefits)	\$35.30	\$35.83	\$36.37	\$37.10
Finance Technician	\$37.95	\$38.52	\$39.10	\$39.88
Finance Technician (Asset Management Analyst)	\$35.30	\$35.83	\$36.37	\$37.10
Fire & EMS Finance and Admin Assistant	\$33.62	\$34.12	\$34.63	\$35.32
Fire and EMS Admin Support	\$29.81	\$30.26	\$30.71	\$31.32
Fire Sr. Systems Business Analyst	\$45.26	\$45.94	\$46.63	\$47.56
Fleet Admin Support	\$25.72	\$26.11	\$26.50	\$27.03

Fleet Administration Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Fleet Analyst	\$37.95	\$38.52	\$39.10	\$39.88
Fleet Customer Service Representative	\$27.69	\$28.11	\$28.53	\$29.10
Fleet Equipment Specialist	\$35.30	\$35.83	\$36.37	\$37.10
Forensic Identification Technician	\$33.62	\$34.12	\$34.63	\$35.32
Fort Whoop-Up Site Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Galt Facility Rental Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Galt Museum Admin Assistant	\$27.69	\$28.11	\$28.53	\$29.10
GeoSpatial Systems Technologist	\$37.95	\$38.52	\$39.10	\$39.88
GIS Technologist - Planning and Development	\$37.95	\$38.52	\$39.10	\$39.88
GIS/Web Developer	\$52.33	\$53.11	\$53.91	\$54.99
GST Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
Housing First Coordinator	\$51.14	\$51.91	\$52.69	\$53.74
HR Admin and Data Support	\$31.25	\$31.72	\$32.20	\$32.84
HR Project Assistant	\$28.35	\$28.78	\$29.21	\$29.79
Infrastructure Construction and Survey Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
Infrastructure Engineering Student Level	\$29.81	\$30.26	\$30.71	\$31.32
Inspector – Safety Codes Officer Entry Level	\$39.76	\$40.36	\$40.97	\$41.79
Inspector – Safety Codes officer I	\$43.92	\$44.58	\$45.25	\$46.16
Inspector – Safety Codes Officer II	\$47.50	\$48.21	\$48.93	\$49.91
Inspector – Safety Codes Officer III	\$51.63	\$52.40	\$53.19	\$54.25
Insurance and Claims Analyst	\$41.83	\$42.46	\$43.10	\$43.96
IT Business Analyst	\$41.83	\$42.46	\$43.10	\$43.96
IT Business Technology Coordinator	\$55.21	\$56.04	\$56.88	\$58.02
IT Customer Support Technician	\$35.30	\$35.83	\$36.37	\$37.10
IT Infrastructure Coordinator	\$55.21	\$56.04	\$56.88	\$58.02
IT Project Manager	\$54.54	\$55.36	\$56.19	\$57.31
IT Service Coordinator	\$55.21	\$56.04	\$56.88	\$58.02
Junior Electrical Technologist	\$37.95	\$38.52	\$39.10	\$39.88
Land Development Project Administrator	\$46.03	\$46.72	\$47.42	\$48.37
Land Development Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Land Sales Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Legislative Meeting and Project Support Technician	\$29.81	\$30.26	\$30.71	\$31.32
Legislative Services Assistant	\$31.25	\$31.72	\$32.20	\$32.84
Liaison and Support Services Specialist	\$39.83	\$40.43	\$41.04	\$41.86
LPS Civilian Fingerprint Tech	\$27.69	\$28.11	\$28.53	\$29.10
LPS HR Administrative Assistant	\$31.25	\$31.72	\$32.20	\$32.84
LPS Training Unit Admin Assistant	\$31.25	\$31.72	\$32.20	\$32.84
LPS - IT Service Desk Support Technician I	\$35.30	\$35.83	\$36.37	\$37.10
LPS Alternative Reporting Technician	\$33.62	\$34.12	\$34.63	\$35.32
LPS Finance Technician	\$37.95	\$38.52	\$39.10	\$39.88
LPS Network Support Technician	\$37.95	\$38.52	\$39.10	\$39.88
LPS Policy Analyst	\$33.62	\$34.12	\$34.63	\$35.32
LPS Senior System Analyst	\$55.21	\$56.04	\$56.88	\$58.02
LPS Systems Administrator	\$48.32	\$49.04	\$49.78	\$50.78
Marketing & Communications Officer	\$33.62	\$34.12	\$34.63	\$35.32

Materials and Services Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Museum Attendant	\$25.72	\$26.11	\$26.50	\$27.03
Museum Collection Technician	\$37.95	\$38.52	\$39.10	\$39.88
Museum Curator	\$41.83	\$42.46	\$43.10	\$43.96
Museum Program Administrator	\$35.30	\$35.83	\$36.37	\$37.10
Native Interpreter (Galt Museum)	\$25.72	\$26.11	\$26.50	\$27.03
Neighborhood Support Coordinator	\$37.95	\$38.52	\$39.10	\$39.88
Network Support Technician I	\$37.95	\$38.52	\$39.10	\$39.88
Network Systems Admin (Corporate)	\$48.32	\$49.04	\$49.78	\$50.78
Parking Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Parks Infrastructure Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
Parks Natural Resource Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
Parks Project Management Tech	\$31.25	\$31.72	\$32.20	\$32.84
Payroll Technician	\$31.25	\$31.72	\$32.20	\$32.84
Permit Technician	\$37.95	\$38.52	\$39.10	\$39.88
Photo Radar Enforcement Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Planner II	\$48.32	\$49.04	\$49.78	\$50.78
Planner/Scheduler	\$41.83	\$42.46	\$43.10	\$43.96
Planning and Development Office and Accounting Support	\$33.62	\$34.12	\$34.63	\$35.32
Planning and Development Tech - Level I	\$29.81	\$30.26	\$30.71	\$31.32
Planning and Development Tech - Level II	\$37.95	\$38.52	\$39.10	\$39.88
Planning and Development Tech - Level III	\$39.83	\$40.43	\$41.04	\$41.86
Police Administrative Support	\$33.62	\$34.12	\$34.63	\$35.32
Police Exhibits Technician	\$35.30	\$35.83	\$36.37	\$37.10
Police Information Specialist	\$35.30	\$35.83	\$36.37	\$37.10
Police Quartermaster Stores Clerk	\$35.30	\$35.83	\$36.37	\$37.10
Police Records Management Quality Assurance Clerk	\$35.30	\$35.83	\$36.37	\$37.10
Property Services Bus. Support Coordinator	\$48.99	\$49.72	\$50.47	\$51.48
Property Services System Analyst	\$45.31	\$45.99	\$46.68	\$47.61
Pub Ops Accounting Support	\$35.30	\$35.83	\$36.37	\$37.10
Public Operations Training Programmer	\$29.81	\$30.26	\$30.71	\$31.32
Rec and Culture Customer Service Administrator	\$35.30	\$35.83	\$36.37	\$37.10
Records and Information Analyst	\$39.83	\$40.43	\$41.04	\$41.86
Records Clerk - Clerk II	\$29.81	\$30.26	\$30.71	\$31.32
Records Management Supervisor (FOIP)	\$37.95	\$38.52	\$39.10	\$39.88
Records technician	\$28.35	\$28.78	\$29.21	\$29.79
Recreation and Culture Facility Programmer	\$35.30	\$35.83	\$36.37	\$37.10
Recreation and Culture Technician	\$35.30	\$35.83	\$36.37	\$37.10
Revenue Collection Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
Right of Way Coordinator	\$39.83	\$40.43	\$41.04	\$41.86
Safety Administrative Clerk	\$29.81	\$30.26	\$30.71	\$31.32
Senior Accounting Tech (Finance)	\$35.30	\$35.83	\$36.37	\$37.10
Senior Electrical Technologist	\$56.87	\$57.72	\$58.59	\$59.76
Senior Finance Tech (Community Services)	\$37.95	\$38.52	\$39.10	\$39.88
Senior Project Administrator	\$48.35	\$49.08	\$49.82	\$50.82

Senior Safety Codes officer	\$55.80	\$56.64	\$57.49	\$58.64
Senior Secretarial Assistant	\$31.25	\$31.72	\$32.20	\$32.84
Senior Secretarial Assistant (Fire HQ)	\$31.25	\$31.72	\$32.20	\$32.84
Senior Time and Labour Tech	\$35.30	\$35.83	\$36.37	\$37.10
Sewer & Water Technologist	\$41.83	\$42.46	\$43.10	\$43.96
Special Events/Volunteer Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Sr. Electric Transmission tech	\$50.18	\$50.93	\$51.69	\$52.72
Storm Pond Operations Tech	\$37.95	\$38.52	\$39.10	\$39.88
Subdivision Planner I	\$37.95	\$38.52	\$39.10	\$39.88
Support Services Coordinator	\$51.14	\$51.91	\$52.69	\$53.74
Systems Analyst I	\$37.95	\$38.52	\$39.10	\$39.88
Systems Analyst II	\$45.54	\$46.22	\$46.91	\$47.85
Systems Analyst III	\$52.58	\$53.37	\$54.17	\$55.25
Technical Documents Coordinator (Electric)	\$29.81	\$30.26	\$30.71	\$31.32
Telecommunication Technician	\$46.03	\$46.72	\$47.42	\$48.37
Tempest Land Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Tempest Tech	\$33.62	\$34.12	\$34.63	\$35.32
Ticket Centre Coordinator	\$35.30	\$35.83	\$36.37	\$37.10
Ticket Centre Customer Service Coordinator	\$33.62	\$34.12	\$34.63	\$35.32
Ticket Centre Liaison	\$25.72	\$26.11	\$26.50	\$27.03
Ticket Centre New Media Design tech	\$35.30	\$35.83	\$36.37	\$37.10
Ticket Centre Technician	\$33.62	\$34.12	\$34.63	\$35.32
Time & Labour Technician	\$33.62	\$34.12	\$34.63	\$35.32
Traffic Technician	\$39.83	\$40.43	\$41.04	\$41.86
Training and Development Assistant	\$25.72	\$26.11	\$26.50	\$27.03
Transit Admin Clerk	\$29.81	\$30.26	\$30.71	\$31.32
Transit Admin Support Clerk	\$31.25	\$31.72	\$32.20	\$32.84
Transit Customer Service and Admin Support	\$28.35	\$28.78	\$29.21	\$29.79
Transit Data Analyst	\$33.62	\$34.12	\$34.63	\$35.32
Transit GIS & Applications Specialist	\$37.95	\$38.52	\$39.10	\$39.88
Treatment Plant Administrative Assistant	\$29.81	\$30.26	\$30.71	\$31.32
Urban Construction Inspector	\$39.83	\$40.43	\$41.04	\$41.86
Utility Accounts Collector	\$33.62	\$34.12	\$34.63	\$35.32
Utility Analyst	\$39.83	\$40.43	\$41.04	\$41.86
Utility Customer Care & Collections Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
Utility Customer Service Representative	\$31.25	\$31.72	\$32.20	\$32.84
Utility Customer Service Technician	\$39.83	\$40.43	\$41.04	\$41.86
Utility Project Technician Electric	\$39.83	\$40.43	\$41.04	\$41.86
Utility Services Systems Administrator	\$55.83	\$56.67	\$57.52	\$58.67
Utility Systems Programmer-Analyst	\$41.83	\$42.46	\$43.10	\$43.96
Utility Systems Specialist	\$50.79	\$51.55	\$52.32	\$53.37
Valuation Coordinator	\$46.16	\$46.85	\$47.55	\$48.50
Victim Services Admin assistant	\$31.25	\$31.72	\$32.20	\$32.84
Victim Services File Admin	\$28.35	\$28.78	\$29.21	\$29.79
Visitor Services Coordinator (Galt)	\$33.62	\$34.12	\$34.63	\$35.32
Waste & Recycling Technician	\$35.30	\$35.83	\$36.37	\$37.10
W&R Comm Initiatives & Education Specialist	\$39.83	\$40.43	\$41.04	\$41.86

W&R Technologist	\$37.95	\$38.52	\$39.10	\$39.88
Waste Diversion Technician	\$31.25	\$31.72	\$32.20	\$32.84
Water & Wastewater Analyst	\$37.95	\$38.52	\$39.10	\$39.88
W&WW Construction Coordinator	\$41.83	\$42.46	\$43.10	\$43.96
W&WW GIS/CMMS Technologist	\$37.95	\$38.52	\$39.10	\$39.88
W&WW Project Technologist	\$37.95	\$38.52	\$39.10	\$39.88
W&WW Communications & Outreach Specialist	\$37.95	\$38.52	\$39.10	\$39.88
Wastewater Treatment Plant Planner/Scheduler/Purchaser	\$39.83	\$40.43	\$41.04	\$41.86

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 Trg 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 & Trg 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
<i>Start Rate (2080 hours)</i>	\$29.50	\$30.31	\$31.07	\$31.92
Autobody Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
<i>Start Rate (2080 hours)</i>	\$39.38	\$40.46	\$41.47	\$42.62
Bus Cleaner	\$25.80	\$26.51	\$27.17	\$27.92
<i>Start Rate (2080 hours)</i>	\$23.22	\$23.86	\$24.45	\$25.13
Heavy Duty Mechanic	\$43.76	\$44.96	\$46.08	\$47.35
<i>Start Rate (2080 hours)</i>	\$39.38	\$40.46	\$41.47	\$42.62
Lube/Tech Welder	\$43.76	\$44.96	\$46.08	\$47.35
<i>Start Rate (2080 hours)</i>	\$39.38	\$40.46	\$41.47	\$42.62
Maintenance Coordinator	\$50.36	\$51.74	\$53.03	\$54.49
<i>Start Rate (2080 hours)</i>	\$45.32	\$46.57	\$47.73	\$49.04

Planner / Scheduler	\$45.39	\$46.64	\$47.81	\$49.12
<i>Start Rate (2080 hours)</i>	\$40.85	\$41.98	\$43.03	\$44.21
Relief Maintenance Coordinator	\$50.36	\$51.74	\$53.03	\$54.49
<i>Start Rate (2080 hours)</i>	\$45.32	\$46.57	\$47.73	\$49.04
Maintenance Leadhand				
	<i>Acting role paid at 110% of employee's classification</i>			
Journeyman Partsman	\$41.06	\$42.19	\$43.24	\$44.43
<i>Start Rate (2080 hours)</i>	\$36.95	\$37.97	\$38.92	\$39.99
Serviceperson	\$30.56	\$31.40	\$32.19	\$33.08
<i>Start Rate (2080 hours)</i>	\$27.50	\$28.26	\$28.97	\$29.77
Transit Utility and Maintenance				
Support	\$31.48	\$32.35	\$33.16	\$34.07
<i>Start Rate (2080 hours)</i>	\$28.33	\$29.12	\$29.84	\$30.66
Service Person Leadhand	\$35.92	\$36.91	\$37.83	\$38.87
<i>Start Rate (2080 hours)</i>	\$32.33	\$33.22	\$34.05	\$34.98

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

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 EMPLOYEES (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 /	\$19.08	\$19.37	\$19.66	\$20.05
Circulation Assistant /	\$20.71	\$21.02	\$21.34	\$21.77
Information Technology	\$21.32	\$21.64	\$21.96	\$22.40
Assistant - Casual	\$21.93	\$22.26	\$22.59	\$23.04
	\$22.52	\$22.86	\$23.20	\$23.66
	\$18.73	\$19.01	\$19.30	\$19.69
	\$19.20	\$19.49	\$19.78	\$20.18
Rhyme Time Assistant	\$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) *AGREEMENT EXPIRED

Title	1/1/2018	1/1/2019	1/1/2020	1/1/2021	1/1/2022
Admin. Relief – Distribution Foreman + 5%	\$67.33	\$68.00	\$69.02	\$70.06	\$71.46
Admin. Relief – Substation Leadhand II + 5%	\$64.53	\$65.17	\$66.15	\$67.14	\$68.48
Distribution Construction & Maintenance Foreman	\$64.53	\$65.17	\$66.15	\$67.14	\$68.48
Electrical System Control Coordinator	\$64.53	\$65.17	\$66.15	\$67.14	\$68.48
Trades Trainer/SCO & Safety Coordinator	\$64.53	\$65.17	\$66.15	\$67.14	\$68.48
Live Line Specialist	\$61.72	\$62.34	\$63.27	\$64.22	\$65.51
Senior Information System & Communication Technologist	\$61.72	\$62.34	\$63.27	\$64.22	\$65.51
Electric Distribution Inspector/SCO	\$61.72	\$62.34	\$63.27	\$64.22	\$65.51
Electrical System Control Operator II	\$61.72	\$62.34	\$63.27	\$64.22	\$65.51
Leadhand II	\$61.72	\$62.34	\$63.27	\$64.22	\$65.51
Electric Distribution Inspector	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Trades Trainer & Safety Coordinator	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Leadhand I	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Cable Locator Specialist	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Information System & Communication Technologist	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Distribution Systems Patroller	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Electrical System Control Operator I	\$58.92	\$59.50	\$60.40	\$61.30	\$62.53
Information System & Communication Technologist (Junior)	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55
Electrical System Control Operator Trainee	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55
Electric Metering Technician	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55
Power Line Technician	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55

Electric Substation Technician	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55
Cable Locator	\$56.11	\$56.67	\$57.52	\$58.38	\$59.55
Maintenance Electrical Apprentice					
Apprentice 4th Year	\$50.50	\$51.00	\$51.77	\$52.54	\$53.60
Apprentice 3rd Year	\$44.89	\$45.34	\$46.02	\$46.70	\$47.64
Apprentice 2nd Year	\$39.28	\$39.67	\$40.26	\$40.87	\$41.69
Apprentice 1st Year	\$33.67	\$34.00	\$34.51	\$35.03	\$35.73
Vehicle and Equipment Trainer	\$44.33	\$44.77	\$45.44	\$46.12	\$47.04
Electric System Groundman	\$42.64	\$43.07	\$43.72	\$44.37	\$45.26
Labourer					
Job rate after 1040 hours	\$26.37	\$26.63	\$27.03	\$27.44	\$27.99
Start rate	\$25.87	\$26.13	\$26.52	\$26.92	\$27.46
Labourer (New Hire)	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50
Electrical Safety Codes Officers					
Senior Electrical Safety Codes Officer	\$54.57	\$55.12	\$55.95	\$56.79	\$57.93
Electrical Safety Codes Officer III	\$50.51	\$51.02	\$51.79	\$52.57	\$53.62
Electrical Safety Codes Officer II	\$46.45	\$46.91	\$47.61	\$48.32	\$49.29
Electrical Safety Codes Officer I	\$42.93	\$43.36	\$44.01	\$44.67	\$45.56
Electrical Safety Codes Officer in Training	\$38.90	\$39.29	\$39.88	\$40.48	\$41.29
Instrumentation Technician	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
WWTP Electrician	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
Senior Facilities Electrician	\$50.71	\$51.22	\$51.99	\$52.77	\$53.83
Facilities Electrician	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
Senior Traffic Electrician	\$53.44	\$53.97	\$54.78	\$55.60	\$56.71
Traffic Electrician/Technician					
Traffic Electrician/Technician Level 3	\$49.48	\$49.97	\$50.72	\$51.48	\$52.51
Traffic Electrician/Technician Level 2	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
Traffic Electrician/Technician Level 1	\$47.20	\$47.67	\$48.39	\$49.12	\$50.10
Journeyman Electrician	\$46.07	\$46.53	\$47.23	\$47.94	\$48.90
Groundman - Traffic	\$35.03	\$35.38	\$35.91	\$36.45	\$37.18
Radio Systems Coordinator	\$50.71	\$51.22	\$51.99	\$52.77	\$53.83
Radio Systems Technician	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
Waste and Recycling Maintenance Tech	\$48.39	\$48.87	\$49.60	\$50.34	\$51.35
Journeyman rate for WWTP, Facilities, Traffic, Radio Systems	\$46.07	\$46.53	\$47.23	\$47.94	\$48.90
Business Unit Electrician Apprentice					
Apprentice 4th Year	\$41.46	\$41.88	\$42.51	\$43.15	\$44.01
Apprentice 3rd Year	\$36.86	\$37.22	\$37.78	\$38.35	\$39.12
Apprentice 2nd Year	\$32.25	\$32.57	\$33.06	\$33.56	\$34.23
Apprentice 1st Year	\$27.64	\$27.92	\$28.34	\$28.76	\$29.34
Admin. Relief = Senior Rate + 5% (not to exceed Manager's rate)	\$53.23	\$53.76	\$54.57	\$55.39	\$56.50

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)

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 POSITIONS DISCLOSURE LIST (37.5 HOURS PER WEEK)

Title	Minimum Base Salary	Maximum Base Salary
Admin Assist to Police	\$64,565	\$80,691
Airport Admin Support	\$57,837	\$73,613
Airport Manager	\$107,952	\$137,339
Airport Operations Manager	\$95,316	\$121,271
Assessment & Taxation Manager	\$159,237	\$199,056
Assessment Valuation Manager	\$93,854	\$134,886
Benefits Analyst	\$80,691	\$102,570
Benefits Coordinator	\$80,691	\$102,570
Building Inspections Manager	\$127,394	\$159,237
Business Integration Manager	\$93,854	\$117,293
Capital & Operating Budget Supervisor	\$109,181	\$136,481
Case Management Specialist	\$80,691	\$102,570
CFO and Treasurer	\$199,056	\$286,121
Chief of Fire/EMS	\$159,237	\$199,056
Chief of Police	\$220,000	\$244,000
City Clerk	\$159,237	\$199,056
City Manager	\$281,687	\$326,401
Communications and Engagement Manager	\$109,181	\$136,481
Communications Strategist	\$80,691	\$102,570
Community Arts & Culture Manager	\$93,854	\$117,293
Community Services Financial & Admin Manager	\$109,181	\$156,953

Compliance and Control Manager	\$93,854	\$162,218
Continuous Improvement Specialist	\$93,854	\$117,293
Contract Management Specialist	\$109,181	\$136,481
Controller - Corporate Finance	\$127,394	\$183,123
Corporate Services Financial&Admin Manager	\$109,181	\$156,953
Corporate Communications Team Lead	\$93,854	\$117,293
Council Community Relations Advisor	\$64,565	\$92,795
Councillors' Assistant	\$64,565	\$80,691
Crossing Leisure Centre Manager	\$80,691	\$102,570
CSD Operations Manager	\$93,854	\$117,293
Customer Services Manager	\$93,854	\$117,293
Deputy Chief of Comm & Strategy	\$127,394	\$183,123
Deputy Chief of Operations	\$127,394	\$183,123
Deputy Chief of Police	\$180,353	\$216,000
Deputy Chief of Safety, Health & Wellness	\$127,394	\$183,123
Deputy Chief of Training	\$127,394	\$159,237
Deputy City Clerk	\$109,181	\$136,481
Development Manager	\$109,181	\$136,481
Director of Community Services	\$199,056	\$248,801
Director of Corporate Services	\$199,056	\$248,801
Director of Infrastructure Services	\$199,056	\$248,801
Director of Legal Services&Solicitor	\$199,056	\$248,801
Director of People & Partner Services	\$199,056	\$248,801
Disability Manager	\$93,854	\$117,293
EA Director of Community Services	\$64,565	\$80,691
EA Director of Corporate Services	\$64,565	\$80,691
EA Director of P&P Services	\$64,565	\$80,691
Electric Data Systems Engineer	\$93,854	\$117,293
Electric Distribution Engineer	\$93,854	\$134,886
Electric Distribution Manager	\$127,394	\$183,123
Electric Ops Distribution Manager	\$93,854	\$166,218
Emergency Planning Administrator	\$93,854	\$117,293
Emergency Services IT Manager	\$109,181	\$136,481
Energy Conservation Engineer	\$93,854	\$117,293
ENMAX Business Development Manager	\$93,854	\$117,293
Enterprise Risk Management Administrator	\$93,854	\$117,293
Environmental Manager	\$127,394	\$159,237
Events Manager	\$93,854	\$117,293
Exec Assistant to the Chief of Police	\$80,691	\$102,570
Facilities Engineer	\$93,854	\$117,293
Facilities Maintenance Manager	\$109,181	\$136,481
Facilities Planning & Project Manager	\$127,394	\$159,237
Facilities Project Manager	\$93,854	\$117,293
Facilities Project Manager	\$109,181	\$136,481
Financial Planning & Budget Manager	\$127,394	\$159,237
Financial Process & Admin Manager	\$127,394	\$159,237
Financial Processes Supervisor	\$109,181	\$136,481
Financial Reporting Supervisor	\$109,181	\$136,481

Fleet Cust Service & Support Manager	\$80,691	\$102,570
Galt Museum Operations Manager	\$80,691	\$102,570
GM - Electric Utility	\$159,237	\$199,056
GM - ENMAX Centre	\$159,237	\$199,056
GM of Community Social Development	\$159,237	\$199,056
GM of Customer Service and Corporate Performance	\$159,237	\$199,056
GM of Facility Services	\$159,237	\$199,056
GM of Fleet Services	\$159,237	\$199,056
GM of Opportunity Lethbridge	\$159,237	\$199,056
GM of Parks	\$159,237	\$199,056
GM of Planning and Design	\$159,237	\$199,056
GM of Recreation & Culture	\$159,237	\$199,056
GM of Regulatory Services	\$159,237	\$199,056
GM of Transportation	\$159,237	\$228,914
GM of Waste and Environment	\$159,237	\$199,056
GM Water, Wastewater & Storm Water Services	\$159,237	\$199,056
Government Relations Manager	\$109,181	\$136,481
HSNC Manager	\$80,691	\$102,570
Indigenous Relations Advisor	\$93,854	\$117,293
Information Manager	\$109,181	\$136,481
Infrastructure Finance & Admin Manager	\$109,181	\$156,953
Infrastructure Services Program Administrator	\$80,691	\$102,570
Inquiry Resolution Administrator	\$80,691	\$102,570
Inventory Management Supervisor	\$80,691	\$102,570
IT Business Technology Manager	\$127,394	\$159,237
IT Operations Manager	\$127,394	\$159,237
IT Security Manager	\$109,181	\$136,481
IT Strategy & Planning Manager	\$108,284	\$159,237
Jr P&C Business Partner	\$80,691	\$102,570
Labour Relations Manager	\$127,394	\$159,237
Land Development Manager	\$109,181	\$136,481
Legal Assistant	\$80,691	\$102,570
Legal Assistant/FOIP Admin	\$80,691	\$102,570
Legislative Services Manager	\$93,854	\$117,293
Library CEO	\$143,754	\$172,497
Library Maintenance & Facility Service Manager	\$78,312	\$93,971
Library: Executive Assistant	\$64,565	\$77,435
Long Term Financial Planner	\$80,691	\$102,570
LPS Analytics Manager	\$127,394	\$159,237
LPS Communications Strategist	\$80,691	\$102,570
LPS Financial Services Section Manager	\$127,394	\$159,237
LPS HR Coordinator	\$80,691	\$102,570
LPS Human Resources Manager	\$109,181	\$136,481
LPS Human Resources Technician	\$64,565	\$80,691
LPS IT Manager	\$127,394	\$159,237
LPS Program Manager	\$80,691	\$102,570

LPS Records Manager	\$109,181	\$136,481
LPS Solicitor	\$127,394	\$159,237
LPS Strategic Communications Manager	\$109,181	\$136,481
LPS Wellness Coordinator	\$93,854	\$117,293
Manager Corporate Strategic Initiative	\$127,394	\$159,237
Manager of Innovation and Planning	\$93,854	\$117,293
Manager: Library Branch Services	\$90,032	\$108,050
Manager: Library Children's Services	\$90,032	\$108,050
Manager: Library Community & Economic Advancement	\$90,032	\$108,050
Manager: Library Customer Services	\$90,032	\$108,050
Manager: Library Info Services	\$78,312	\$93,971
Manager: Library Information Services	\$90,032	\$108,050
Manager: Library Information Technology	\$90,032	\$108,050
Manager: Library Strategic Comms	\$78,312	\$93,971
Marketing Coordinator	\$80,691	\$102,570
OHS Manager	\$93,854	\$134,886
P&C Strategic Initiatives Coord	\$93,854	\$117,293
Parks Development Manager	\$93,854	\$117,293
Parks Development Manager	\$93,854	\$117,293
Parks Operations Manager	\$93,854	\$134,886
Parks Planning Manager	\$93,854	\$117,293
Partner Services Manager	\$127,394	\$159,237
Payroll Supervisor	\$93,854	\$117,293
People Services Manager	\$127,394	\$159,237
Planning Manager	\$127,394	\$159,237
Program Administrator - Corporate Performance	\$64,565	\$80,691
Project Engineer/Designer	\$93,854	\$117,293
Project Planning Lead	\$93,854	\$117,293
Property Manager	\$109,181	\$136,481
Property Tax Manager	\$93,854	\$117,293
PSCC Operations Manager	\$93,854	\$141,492
Psychological Safety Administrator	\$93,854	\$117,293
Purchasing Supervisor	\$80,691	\$102,570
Rates and Regulatory Manager	\$127,394	\$183,123
Recreation Facility Operations Manager	\$93,854	\$117,293
Recreation Services Manager	\$93,854	\$117,293
Reporting & Admin Supervisor	\$93,854	\$117,293
Return to Work Coordinator	\$80,691	\$102,570
Risk & Controls Analyst	\$93,854	\$117,293
Risk and Controls Manager	\$127,394	\$159,237
Road Infrastructure Manager	\$127,394	\$159,237
Safety, Health & Wellness Manager	\$127,394	\$159,237
Security Supervisor	\$93,854	\$117,293
Senior Community Planner	\$93,854	\$117,293
Senior Executive Assistant to City Manager	\$80,691	\$102,570
Senior Manager: Library Corporate Services	\$108,069	\$129,675

Senior Manager: Library Public Services	\$108,069	\$129,675
Senior Subdivision Planner	\$93,854	\$117,293
Signals & Streetlights Operations Manager	\$93,854	\$137,670
Solicitor	\$108,284	\$183,123
Sr Manager Digital Transformation	\$159,237	\$199,056
Sr. P&C Business Partner	\$109,181	\$136,481
Sr. P&C Business Partner - Compensation	\$109,181	\$136,481
Substation/Metering Manager	\$93,854	\$166,218
Supply Chain Manager	\$127,394	\$159,237
Sustainability Engineer	\$80,691	\$102,570
Talent & Sys Development Manager	\$127,394	\$159,237
Talent Acquisition Partner	\$80,691	\$102,570
Talent Development Partner	\$80,691	\$102,570
Tangible Capital Asset Supervisor	\$109,181	\$156,953
Team Lead - Business Partners	\$109,181	\$156,953
Time & Labour Coordinator	\$80,691	\$102,570
Traffic Engineering & Transportation Planning Manager	\$127,394	\$159,237
Traffic Safety Engineer	\$93,854	\$117,293
Traffic Signal Operations Engineer	\$93,854	\$117,293
Transit Asset Manager	\$93,854	\$117,293
Transit On Street Supervisor	\$80,691	\$102,570
Transit Service Delivery Supervisor	\$80,691	\$102,570
Transmission Manager	\$127,394	\$183,123
Transportation Engineer	\$93,854	\$117,293
Transportation Operations Manager	\$93,854	\$134,886
Urban Construction Manager	\$127,394	\$159,237
Urban Revitalization Manager	\$93,854	\$117,293
Waste & Recycling Ops Manager	\$93,854	\$134,886
Waste and Recycling Engineer	\$93,854	\$117,293
Waste Utility Processing Manager	\$127,394	\$159,237
Wastewater Treatment Plant Manager	\$109,181	\$136,481
Watch Manager	\$80,691	\$102,570
Water & Wastewater Engineer	\$109,181	\$136,481
Water & Wastewater Ops Manager	\$93,854	\$134,886
Water & Wastewater Planning Engineer	\$109,181	\$136,481
Water Treatment Plant Manager	\$109,181	\$136,481
Workplace Injury & Claims Specialist	\$80,691	\$102,570
Workplace Safety Specialist	\$80,691	\$102,570

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 2022 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

2024 YMPE \$68,500

2024 Income Tax Act Salary Cap \$201,050

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 2022 Contribution Rates

Employees' rate 2.42% of annual earnings

City rate 2.96% of annual earnings

2022 Salary Cap \$180,500

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 2022 Contribution Rates

Members' rate 13.45% of annual earnings

Employers' rate 14.55% of annual earnings

2022 Income Tax Act Salary Cap \$201,050

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	\$1,266.96
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 option. 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 of 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.

MATCHING RRSP

Non-permanent staff in ATU have the option to contribute to a matching RRSP, where the employee contributes 2.5% of their earnings and the City matches their contribution.

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