

City of Lethbridge

2022 Compensation Disclosure

List

CONTENTS

Background.....	3
Compensation Data	3
Elected Official Disclosure List	3
Union Positions Disclosure list.....	4
Canadian Union Of Public EMPLOYEES - Municipal Employees (40 hrs per week)	4
Canadian Union Of Public EMPLOYEES - Municipal Employees (37.5 hrs per week)	8
Amalgamated Transit Union – Transit (40 hours per week).....	14
Amalgamated Transit Union – Access-a-Ride (37.5 hrs per week).....	15
International Union of Operating Engineers (40 hrs per week)	16
Canadian Union of Public Employees – Library Employees (37.5 hrs per week).....	17
International Brotherhood of Electrical Workers (40 hrs per week).....	18
International Association of Fire Fighters (40 hrs per week).....	20
International Association of Fire Fighters (42 hrs per week).....	20
Lethbridge Police (40 hrs per week)	21
Exempt Positions Disclosure List (37.5 hours per week)	21
City of Lethbridge Pension Plan Information.....	26
Local Authorities Pension plan (LAPP)	26
APEX.....	26
MuniSerp	27
Special Forces Pension Plan (SFPP).....	27
City of Lethbridge Benefit Plan Information.....	27
Health and Dental Benefit	27
Flexible Spending Account.....	28
Disability Plan Coverage	28
Miscellaneous Perquisites	29
Parking	29
Employee and Family Assistance Program (EFAP).....	29
Matching RRSP.....	29
Employee Funded Benefits.....	29

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, 2022 (unless otherwise stated)
- The exempt group reflects positions filled by employees who are presently active or on an approved leave
 - o Incumbents salary falls between the minimum and maximum base salary noted for each position
 - o Exempt staff salary ranges have been frozen at 2019 levels. Normal movement within the ranges has been allowed for 2022
- 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	\$130,219.00
Councilor	\$53,349.00

Mayor and Council are eligible for benefits coverage with the exception of pension and short and long-term disability coverage. Mayor and Council opted for a 10% salary rollback from 2019 levels in 2021.

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	1/1/2019	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)

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	1/1/2019	1/1/2020	1/1/2021	1/1/2022
Dispatcher/Coordinator	\$39.50	\$40.09	\$40.69	\$41.50
<i>Start Rate (2080 hours)</i>	\$35.55	\$36.08	\$36.62	\$37.35
Relief Dispatcher	\$36.45	\$37.00	\$37.56	\$38.31
<i>Start Rate (2080 hours)</i>	\$32.81	\$33.30	\$33.80	\$34.48
Office Clerk Receptionist	\$22.48	\$22.82	\$23.16	\$23.62
<i>Start Rate (2080 hours)</i>	\$20.23	\$20.53	\$20.84	\$21.26
School Bus Ops and Training Coordinator	\$37.09	\$37.65	\$38.21	\$38.97
<i>Start Rate (2080 hours)</i>	\$33.38	\$33.88	\$34.39	\$35.08
Relief School Bus Coordinator	\$37.09	\$37.65	\$38.21	\$38.97
<i>Start Rate (2080 hours)</i>	\$33.38	\$33.88	\$34.39	\$35.08
Para Transit Ops & Training Coordinator	\$37.09	\$37.65	\$38.21	\$38.97
<i>Start Rate (2080 hours)</i>	\$33.38	\$33.88	\$34.39	\$35.08
Relief Para Transit Coordinator	\$37.09	\$37.65	\$38.21	\$38.97
<i>Start Rate (2080 hours)</i>	\$33.38	\$33.88	\$34.39	\$35.08
Transit Ops Coordinator	\$36.45	\$37.00	\$37.56	\$38.31
<i>Start Rate (2080 hours)</i>	\$32.81	\$33.30	\$33.80	\$34.48
Relief Transit Ops Coordinator	\$36.45	\$37.00	\$37.56	\$38.31
<i>Start Rate (2080 hours)</i>	\$32.81	\$33.30	\$33.80	\$34.48
Special Projects Operational Trainer	\$37.78	\$38.35	\$38.93	\$39.71
<i>Start Rate (2080 hours)</i>	\$34.01	\$34.52	\$35.04	\$35.74
Utility Person/Receptionist	\$27.93	\$28.35	\$28.78	\$29.36
<i>Start Rate (2080 hours)</i>	\$25.13	\$25.51	\$25.89	\$26.41
School Bus Operators	\$25.67	\$26.06	\$26.45	\$26.98
<i>Start Rate (12 Months)</i>	\$23.11	\$23.46	\$23.81	\$24.29
Transit Operator (Job Rate)	\$30.30	\$30.75	\$31.21	\$31.83
<i>Start Rate (2080 hours)</i>	\$27.27	\$27.68	\$28.10	\$28.66
Autobody Mechanic	\$40.43	\$41.04	\$41.66	\$42.49
<i>Start Rate (2080 hours)</i>	\$36.39	\$36.94	\$37.49	\$38.24
	\$23.84	\$24.20	\$24.56	\$25.05

Bus Cleaner					
	<i>Start Rate (2080 hours)</i>	\$21.45	\$21.77	\$22.10	\$22.54
Heavy Duty Mechanic		\$40.43	\$41.04	\$41.66	\$42.49
	<i>Start Rate (2080 hours)</i>	\$36.39	\$36.94	\$37.49	\$38.24
Lube/Tech Welder		\$40.43	\$41.04	\$41.66	\$42.49
	<i>Start Rate (2080 hours)</i>	\$36.39	\$36.94	\$37.49	\$38.24
Maintenance Coordinator		\$46.52	\$47.22	\$47.93	\$48.89
	<i>Start Rate (2080 hours)</i>	\$41.87	\$42.50	\$43.14	\$44.00
Planner / Scheduler		\$41.94	\$42.57	\$43.21	\$44.07
	<i>Start Rate (2080 hours)</i>	\$37.74	\$38.31	\$38.88	\$39.66
Relief Maintenance Coordinator		\$46.52	\$47.22	\$47.93	\$48.89
	<i>Start Rate (2080 hours)</i>	\$41.87	\$42.50	\$43.14	\$44.00
Maintenance Leadhand		<i>Acting role paid at 110% of employee's current classification</i>			
Journeyman Partsman		\$37.93	\$38.50	\$39.08	\$39.86
	<i>Start Rate (2080 hours)</i>	\$34.13	\$34.64	\$35.16	\$35.86
Serviceperson		\$28.24	\$28.66	\$29.09	\$29.67
	<i>Start Rate (2080 hours)</i>	\$25.42	\$25.80	\$26.19	\$26.71
Lube Tech Tire Person		\$29.08	\$29.52	\$29.96	\$30.56
	<i>Start Rate (2080 hours)</i>	\$26.17	\$26.56	\$26.96	\$27.50
Service Person Leadhand		\$33.18	\$33.68	\$34.19	\$34.87
	<i>Start Rate (2080 hours)</i>	\$29.86	\$30.31	\$30.76	\$31.38

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	1/1/2019	1/1/2020	1/1/2021	1/1/2022
Plant Operator				
Entry Level	\$29.29	\$29.73	\$30.18	\$30.78
Operator I	\$31.82	\$32.30	\$32.78	\$33.44
Operator II	\$35.31	\$35.84	\$36.38	\$37.11
Operator III	\$37.95	\$38.52	\$39.10	\$39.88
Operator IV	\$40.23	\$40.83	\$41.44	\$42.27
Tradesperson	\$37.03	\$37.59	\$38.15	\$38.91
Trade/Operator				
Trade/Operator I	\$38.69	\$39.27	\$39.86	\$40.66
Trade/Operator II	\$41.02	\$41.64	\$42.26	\$43.11
Trade/Operator III	\$43.51	\$44.16	\$44.82	\$45.72
Trade/Operator IV	\$45.10	\$45.78	\$46.47	\$47.40
Operator/Trade Apprentice				
Operator III/Apprentice				
1st year	\$38.92	\$39.50	\$40.09	\$40.89
2nd year	\$39.87	\$40.47	\$41.08	\$41.90
3rd year	\$40.84	\$41.45	\$42.07	\$42.91
4th year	\$41.80	\$42.43	\$43.07	\$43.93
Operator IV/Apprentice				
1st year	\$41.18	\$41.80	\$42.43	\$43.28
2nd year	\$42.14	\$42.77	\$43.41	\$44.28
3rd year	\$43.11	\$43.76	\$44.42	\$45.31
4th year	\$44.07	\$44.73	\$45.40	\$46.31
WTP Coordinator	\$53.49	\$54.29	\$55.10	\$56.20
Casual Labourer	\$20.50	\$20.50	\$20.50	\$20.50
Electric & Instrument Tech	\$49.17	\$49.91	\$50.66	\$51.67
E & I Apprentice				
1st year	\$38.69	\$39.27	\$39.86	\$40.66
2nd year	\$41.18	\$41.80	\$42.43	\$43.28
3rd year	\$43.65	\$44.30	\$44.96	\$45.86
4th year	\$46.14	\$46.83	\$47.53	\$48.48

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

	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)

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)*AGREEMENTS EXPIRED

Title	1/1/2018	1/1/2019	1/1/2020
Inspector Level I	\$79.53	\$81.12	\$81.12
Inspector Level II	\$76.17	\$77.70	\$77.70
Inspector Level III	\$72.82	\$74.27	\$74.27
Acting Inspector	\$69.25	\$70.65	\$72.07
Staff Sergeant	\$64.38	\$65.67	\$66.99
Sergeant	\$58.52	\$59.70	\$60.90
Senior Constable - Level 2	\$53.16	\$54.23	\$55.32
Senior Constable - Level 1	\$51.21	\$52.24	\$53.29
Constable 1st Class	\$48.77	\$49.75	\$50.75
Constable 2nd Class (12 months)	\$43.89	\$44.78	\$45.68
Constable 3rd Class (12 months)	\$39.02	\$39.80	\$40.60
Constable 4th Class (12 months)	\$34.14	\$34.83	\$35.53
Constable 5th Class (18 months)	\$31.70	\$32.34	\$32.99

EXEMPT POSITIONS DISCLOSURE LIST (37.5 HOURS PER WEEK, AIRPORT POSITIONS 35 HOURS PER WEEK)

Title	Minimum Base Salary	Maximum Base Salary
311 Business Integration Manager	\$88,472	\$110,565
311 Customer Service Manager	\$88,472	\$110,565
Admin Assist to Police	\$60,860	\$76,050
Airport Admin Support	\$50,894	\$64,751
Airport Manager	\$94,970	\$120,828
Airport Ops Manager	\$83,859	\$106,692
Assessment & Taxation Manager	\$150,092	\$187,629
Assessment Valuation Manager	\$88,472	\$127,150
ATB Centre Manager	\$77,318	\$96,681
Benefits Coordinator	\$77,318	\$96,681
Broadband Pilot - Project Lead	\$150,092	\$187,629
Building Inspections Manager	\$120,081	\$150,092
Business Technology Manager	\$120,081	\$150,092
Case Management Specialist	\$77,318	\$96,681
Chief of Fire & EMS	\$150,092	\$187,629
Chief of Police	\$200,000	\$225,000
Chief of Staff	\$120,081	\$150,092
City Clerk	\$120,081	\$172,605
City Manager	\$259,994	
City Solicitor	\$150,092	\$215,773
City Treasurer	\$150,092	\$187,629
Communications and Engagement Manager	\$102,921	\$128,642
Communications Strategist	\$77,318	\$96,681
Community Arts & Culture Manager	\$88,472	\$110,565

Community Services Financial & Admin Manager	\$102,921	\$147,938
Community Social Development Operations Manager	\$88,472	\$110,565
Compliance and Control Manager	\$88,472	\$127,150
Continuous Improvement Specialist	\$88,472	\$110,565
Controller, Corporate Finance	\$120,081	\$172,605
Corporate Communications Team Lead	\$88,472	\$110,565
Corporate Sustainability Manager	\$88,472	\$110,565
Councillors' Assistant	\$60,860	\$76,050
CWSS Manager	\$88,472	\$110,565
Deputy Chief of Operations	\$120,081	\$172,605
Deputy Chief of Operations	\$120,081	\$172,605
Deputy Chief of Police	\$170,000	\$190,000
Deputy Chief Training & Safety	\$120,081	\$172,605
Deputy City Clerk	\$88,472	\$110,565
Deputy Director of Community Services	\$150,092	\$215,773
Digital Communications Strategist	\$77,318	\$96,681
Director Community Services	\$187,629	\$234,507
Director of Customer, Corporate and Commercial Services	\$187,629	\$234,507
Director of Finance and Corporate Performance	\$187,629	\$234,507
Director of Infrastructure Services	\$187,629	\$234,507
EA to the City Manager	\$60,860	\$87,458
EA to the Director	\$60,860	\$76,050
EA to the Mayor	\$60,860	\$76,050
Electric Data Systems Engineer	\$88,472	\$110,565
Electric Distribution Engineer	\$88,472	\$127,150
Electric Distribution Manager	\$120,081	\$150,092
Electric Ops Distribution Manager	\$88,472	\$127,150
Electric Rate and Regulatory Manager	\$120,081	\$150,092
Emergency Preparedness Manager	\$88,472	\$110,565
Emergency Services IT Manager	\$102,921	\$128,642
ENMAX Business Development Manager	\$88,472	\$110,565
ENMAX Events Manager	\$88,472	\$110,565
Enterprise Risk Management Administrator	\$88,472	\$110,565
Exec Asst to Chief of Police	\$77,318	\$96,681
Facilities Engineer	\$88,472	\$110,565
Facilities Maintenance Manager	\$102,921	\$128,642
Facilities Plan & Project Manager	\$120,081	\$150,092
Facilities Project Manager	\$88,472	\$110,565
Facility Operations Manager	\$88,472	\$110,565
Financial & Admin Manager	\$102,921	\$147,938
Financial Planning & Budget Admin	\$77,318	\$96,681

Financial Planning & Budget Manager	\$120,081	\$150,092
Financial Processes Supervisor	\$102,921	\$128,642
Financial Reporting Supervisor	\$102,921	\$128,642
Fire&EMS Reporting & Admin Supervisor	\$88,472	\$110,565
Galt Museum CEO/Executive Director	\$88,472	\$110,565
Galt Museum Operations Manager	\$77,318	\$96,681
General Manager ENMAX Centre	\$120,081	\$172,605
GM Community Social Development	\$120,081	\$150,092
GM Electric Utility	\$150,092	\$187,629
GM Facility Services	\$150,092	\$187,629
GM Fleet Services	\$120,081	\$150,092
GM of Customer Service and 311	\$120,081	\$150,092
GM of IT Services & Digital Transformation	\$150,092	\$187,629
GM Opportunity Lethbridge	\$150,092	\$187,629
GM Parks	\$120,081	\$150,092
GM of People and Culture	\$150,092	\$187,629
GM Planning and Design	\$150,092	\$187,629
GM Recreation & Culture	\$150,092	\$187,629
GM Transportation	\$150,092	\$187,629
GM Water, Wastewater & Storm Water Services	\$150,092	\$187,629
GM Waste and Recycling Utility	\$120,081	\$150,092
Health and Wellness Manager	\$88,472	\$110,565
Health Management Specialist	\$77,318	\$96,681
Healthy Organization Advisor	\$102,921	\$128,642
Healthy Organization Manager	\$120,081	\$150,092
Healthy People Manager	\$120,081	\$150,092
HSNC Manager	\$77,318	\$96,681
Information Manager	\$88,472	\$110,565
Infrastructure Finance & Admin Manager	\$102,921	\$147,938
Intergovernmental & Advocacy Advisor	\$77,318	\$111,183
IT Operations Manager	\$120,081	\$150,092
IT Security Manager	\$102,921	\$128,642
IT Strategy & Planning Manager	\$120,081	\$150,092
Land Development Manager	\$102,921	\$128,642
Legal Assistant	\$77,318	\$96,681
Legislative Services Manager	\$77,318	\$96,681
Library CEO	\$135,506	\$162,591
Library Executive Assistant	\$60,860	\$72,989
Logistics Supervisor	\$77,318	\$96,681
LPS Finance and Admin Manager	\$120,081	\$150,092
LPS Human Resources Manager	\$102,921	\$128,642
LPS IT Manager	\$120,081	\$150,092
LPS Media Consultant	\$77,318	\$96,681
LPS Program Manager	\$77,318	\$96,681

LPS Records Manager	\$102,921	\$128,642
LPS Solicitor	\$120,081	\$150,092
LPS Strategic Communications Manager	\$77,318	\$96,681
LPS Watch Manager	\$77,318	\$96,681
Manager Corporate Strategic Initiatives	\$120,081	\$150,092
Manager of Transit Innovation and Planning	\$88,472	\$127,150
Manager, People and Culture Business Partners	\$120,081	\$150,092
Manager: Library Community & Economic Advancement	\$84,864	\$101,849
Manager: Library Branch Services	\$84,864	\$101,849
Manager: Library Business Development	\$73,808	\$88,589
Manager: Library Children's Services	\$84,864	\$101,849
Manager: Library Information Services	\$84,864	\$101,849
Manager: Library Information Technology	\$84,864	\$101,849
Manager: Library Maintenance & Facility Service	\$73,808	\$88,589
Manager: Library Marketing & Social Media	\$73,808	\$88,589
Opportunity Lethbridge Marketing Coordinator	\$77,318	\$96,681
Opportunity Lethbridge Project Planning Lead	\$88,472	\$110,565
Parks Development Manager	\$88,472	\$110,565
Parks Operations Manager	\$88,472	\$127,150
Parks Planning Manger	\$88,472	\$110,565
Payroll Coordinator	\$77,318	\$96,681
Payroll Supervisor	\$75,201	\$110,565
People and Culture Business Partner	\$102,921	\$128,642
People and Culture Business Partner - Compensation	\$102,921	\$128,642
People and Culture Business Partner - Junior	\$77,318	\$96,681
People and Culture Strategic Initiatives Coordinator	\$88,472	\$110,565
Planning Manager	\$120,081	\$150,092
Program Administrator	\$60,860	\$76,050
Project Engineer/Designer	\$88,472	\$110,565
Property Manager	\$102,921	\$128,642
Property Tax Manager	\$88,472	\$110,565
Purchasing Manager	\$102,921	\$128,642
Purchasing Supervisor	\$77,318	\$96,681
Recreation Services Manager	\$88,472	\$110,565
Regulatory Services Manager	\$120,081	\$150,092
Return to Work Coordinator	\$77,318	\$96,681

Risk and Controls Manager	\$102,921	\$128,642
Road Infrastructure Manager	\$120,081	\$150,092
Senior Community Planner	\$88,472	\$110,565
Senior Development Officer	\$102,921	\$128,642
Senior Electric Distribution Engineer	\$102,921	\$128,642
Senior Manager: Library Public Services	\$101,868	\$122,226
Senior Manager: Library Corporate Services	\$101,868	\$122,226
Senior Subdivision Planner	\$88,472	\$110,565
Signals & Streetlight Ops Manager	\$88,472	\$127,150
Solicitor	\$120,081	\$172,605
Substation/Metering Manager	\$88,472	\$127,150
Systems Innovation Manager	\$120,081	\$150,092
Talent Acquisition Partner	\$77,318	\$96,681
Talent Development Manager	\$120,081	\$150,092
Tangible Capital Asset Supervisor	\$102,921	\$128,642
Time & Labour Coordinator	\$77,318	\$96,681
Traffic Engineering & Transportation Planning Manager	\$120,081	\$150,092
Traffic Signal Operations Engineer	\$88,472	\$110,565
Transit Asset Manager	\$88,472	\$110,565
Transit Manager	\$150,092	\$187,629
Transit Service Delivery Supervisor	\$77,318	\$96,681
Transit Workforce Manager	\$88,472	\$110,565
Transmission Manager	\$120,081	\$150,092
Transportation Engineer	\$88,472	\$110,565
Transportation Operations Manager	\$88,472	\$127,150
Urban Construction Manager	\$120,081	\$150,092
Urban Revitalization Manager	\$88,472	\$127,150
W&WW Engineer	\$88,472	\$110,565
W&WW Planning Engineer	\$88,472	\$110,565
Waste & Recycling Centre Manager	\$88,472	\$110,565
Waste & Recycling Ops Manager	\$88,472	\$127,150
Waste Diversion Engineer	\$77,318	\$96,681
Water & Wastewater Engineer	\$88,472	\$110,565
Water & Wastewater Ops Manager	\$88,472	\$127,150
Water Treatment Plant Manager	\$102,921	\$128,642
Workplace Injury & Claims Spec	\$77,318	\$96,681
WWTP Manager	\$102,921	\$128,642

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 11.80% of annual earnings

Employers' up to YMPE 8.45% of annual earnings

Employers' rate over YMPE 12.80% of annual earnings

2022 YMPE \$64,900

2022 Income Tax Act Salary Cap \$190,470

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 2.61% of annual earnings

City rate 3.85% of annual earnings

2022 Salary Cap \$171,000

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 \$190,470

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	\$546.96
Family	\$1,253.04
DENTAL	
Single	\$543.60
Family	\$1,298.16

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 cash, 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	\$1,646.58
Police	\$1,600.00
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 4.24% 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