



**SALARY SCHEDULE JANUARY 1, 2022 (1.5% increase)**

|       |         | STEP    |         |         |         |         |
|-------|---------|---------|---------|---------|---------|---------|
|       |         | 1       | 2       | 3       | 4       | 5       |
| CLASS | 1       | 46,020  | 46,716  | 47,443  | 48,171  | 49,124  |
|       | 2       | 49,565  | 50,389  | 51,212  | 52,033  | 52,854  |
|       | 3       | 53,102  | 54,213  | 55,323  | 56,434  | 57,542  |
|       | 4       | 59,412  | 60,984  | 62,558  | 64,128  | 65,703  |
|       | 5A      | 66,333  | 68,578  | 70,821  | 73,061  | 75,299  |
|       | 5B      | 69,537  | 71,888  | 74,239  | 76,587  | 78,934  |
|       | 6       | 73,507  | 76,019  | 78,531  | 81,043  | 83,554  |
|       | 7       | 80,746  | 83,962  | 87,176  | 90,392  | 93,868  |
|       | 8       | 94,664  | 98,435  | 102,201 | 105,971 | 109,743 |
|       | 9       | 125,526 | 129,363 | 131,531 | 134,753 | 137,827 |
| 10    | 138,478 | 142,199 | 146,015 | 150,055 | 153,923 |         |

**SALARY SCHEDULE JANUARY 1, 2023 (1.5% increase)**

|       |         | STEP    |         |         |         |         |
|-------|---------|---------|---------|---------|---------|---------|
|       |         | 1       | 2       | 3       | 4       | 5       |
| CLASS | 1       | 46,710  | 47,416  | 48,155  | 48,893  | 49,861  |
|       | 2       | 50,308  | 51,145  | 51,980  | 52,813  | 53,647  |
|       | 3       | 53,898  | 55,026  | 56,153  | 57,280  | 58,405  |
|       | 4       | 60,303  | 61,898  | 63,496  | 65,089  | 66,689  |
|       | 5A      | 67,328  | 69,606  | 71,883  | 74,157  | 76,429  |
|       | 5B      | 70,580  | 72,967  | 75,353  | 77,736  | 80,118  |
|       | 6       | 74,609  | 77,160  | 79,709  | 82,259  | 84,807  |
|       | 7       | 81,957  | 85,221  | 88,484  | 91,748  | 95,276  |
|       | 8       | 96,084  | 99,912  | 103,734 | 107,561 | 111,389 |
|       | 9       | 127,409 | 131,303 | 133,504 | 136,774 | 139,894 |
| 10    | 140,556 | 144,332 | 148,205 | 152,306 | 156,232 |         |

**SALARY SCHEDULE JANUARY 1, 2024 (1.5% increase)**

|       |         | STEP    |         |         |         |         |
|-------|---------|---------|---------|---------|---------|---------|
|       |         | 1       | 2       | 3       | 4       | 5       |
| CLASS | 1       | 47,411  | 48,128  | 48,877  | 49,627  | 50,609  |
|       | 2       | 51,063  | 51,912  | 52,760  | 53,606  | 54,451  |
|       | 3       | 54,707  | 55,852  | 56,995  | 58,139  | 59,281  |
|       | 4       | 61,207  | 62,827  | 64,449  | 66,066  | 67,689  |
|       | 5A      | 68,338  | 70,650  | 72,962  | 75,269  | 77,575  |
|       | 5B      | 71,638  | 74,061  | 76,483  | 78,902  | 81,320  |
|       | 6       | 75,728  | 78,317  | 80,904  | 83,493  | 86,079  |
|       | 7       | 83,187  | 86,500  | 89,811  | 93,124  | 96,705  |
|       | 8       | 97,525  | 101,411 | 105,290 | 109,174 | 113,060 |
|       | 9       | 129,320 | 133,273 | 135,507 | 138,826 | 141,992 |
| 10    | 142,664 | 146,497 | 150,428 | 154,590 | 158,576 |         |

**SALARY SCHEDULE JANUARY 1, 2025 (2% increase)**

|       |         | STEP    |         |         |         |         |
|-------|---------|---------|---------|---------|---------|---------|
|       |         | 1       | 2       | 3       | 4       | 5       |
| CLASS | 1       | 48,359  | 49,090  | 49,855  | 50,619  | 51,621  |
|       | 2       | 52,084  | 52,950  | 53,815  | 54,678  | 55,540  |
|       | 3       | 55,801  | 56,969  | 58,135  | 59,302  | 60,466  |
|       | 4       | 62,432  | 64,083  | 65,738  | 67,387  | 69,043  |
|       | 5A      | 69,705  | 72,063  | 74,421  | 76,774  | 79,127  |
|       | 5B      | 73,071  | 75,543  | 78,013  | 80,480  | 82,946  |
|       | 6       | 77,243  | 79,883  | 82,522  | 85,163  | 87,801  |
|       | 7       | 84,850  | 88,230  | 91,608  | 94,987  | 98,639  |
|       | 8       | 99,475  | 103,439 | 107,396 | 111,358 | 115,321 |
|       | 9       | 131,907 | 135,938 | 138,217 | 141,602 | 144,832 |
| 10    | 145,517 | 149,427 | 153,436 | 157,682 | 161,747 |         |



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## Job Classifications

| Unionized                               |              |
|---|--------------|
| Title                                   | Class / rate |
| Construction Inspector                  | 4            |
| Engineering Administrative Assistant    | 3            |
| Accounting Clerk/Asset Mgmt.            | 3            |
| Taxation Clerk                          | 3            |
| Fire Inspector                          | 3            |
| Mun. Enforcement Officer (MEO)          | 3            |
| Mun. Enforcement/Animal Control         | 3            |
| OH & S Officer                          | 3            |
| Procurement Clerk                       | 3            |
| Planning/GIS Technician                 | 3            |
| Asst. Construction Inspector            | 3            |
| Building Inspector                      | 3            |
| Accounts Payable Clerk                  | 2            |
| Community Services Administrative Asst. | 2            |
| Executive Secretary-Mayor               | 2            |
| Administrative/Receivable Clerk         | 2            |
| IT System Administrator                 | 2            |
| Receptionist/Cashier                    | 2            |
| Public Liason Officer                   | 2            |
| Corporate Services Clerk                | 2            |
| Junior Building/Engineering Inspector   | 2            |
| Capital OH&S Officer                    | 2            |



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## Job Classifications

| Non-unionized                          |              |
|--|--------------|
| Title                                  | Class / rate |
| Chief Administrative Officer           | 10           |
| Director of Public Works & Development | 9            |
| Director of Corporate Services         | 9            |
| Manager of Development                 | 8            |
| Director of Community Services         | 8            |
| Manager of Public Works                | 7            |
| Fire Chief                             | 7            |
| Manager of Finance                     | 7            |
| Manager of Human Resources             | 6            |
| Supervisor - Public Works              | 5B           |
| Supervisor - Water & Sewer             | 5B           |
| Supervisor – Parks                     | 5B           |
| Manager of Leisure Services            | 5A           |
| Manager of Economic Development        | 5A           |
| Economic Development Officer           | 5A           |
| Human Resources Officer                | 5A           |
| Deputy Town Clerk                      | 5A           |
| Communications Officer                 | 5A           |
| Chief Municipal Enforcement Officer    | 4            |
| Leisure Services Officer               | 4            |
| Executive Secretary - CAO              | 3            |
| Security and Events Supervisor         | 2            |

| Council Stipend |        |        |        |        |
|-----------------|--------|--------|--------|--------|
| Title           | 2022   | 2023   | 2024   | 2025   |
| Mayor           | 48,271 | 48,995 | 49,730 | 50,725 |
| Deputy Mayor    | 32,912 | 33,406 | 33,907 | 34,585 |
| Councillor (5)  | 27,647 | 28,061 | 28,482 | 29,052 |



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## Job Classifications

| Unionized                             |       |       |       |       |
|---------------------------------------|-------|-------|-------|-------|
| Title                                 | 2022  | 2023  | 2024  | 2025  |
| Chief Mechanic                        | 31.34 | 31.79 | 32.26 | 32.88 |
| Mechanic 1                            | 30.34 | 30.79 | 31.26 | 31.88 |
| Electrician                           | 29.70 | 30.14 | 30.60 | 31.21 |
| Equipment Operator 1                  | 28.56 | 28.99 | 29.43 | 30.01 |
| High Pressure Sewer/Vacuum Trk.       | 28.56 | 28.99 | 29.43 | 30.01 |
| Water & Sewer Maintenance Personnel   | 28.56 | 28.99 | 29.43 | 30.01 |
| Equipment Operator 2                  | 28.29 | 28.71 | 29.14 | 29.73 |
| Winter Shift Worker                   | 28.29 | 28.71 | 29.14 | 29.73 |
| Garbage Operator                      | 28.22 | 28.64 | 29.07 | 29.65 |
| Water & Sewer Main. Helper            | 28.18 | 28.60 | 29.03 | 29.61 |
| Sign Maintenance Personnel            | 27.93 | 28.35 | 28.78 | 29.35 |
| Sweeper Operator                      | 27.93 | 28.35 | 28.78 | 29.35 |
| Truck Driver 1                        | 27.93 | 28.35 | 28.78 | 29.35 |
| Utility Man                           | 27.93 | 28.35 | 28.78 | 29.35 |
| Parks & Rec. Main Personnel           | 27.78 | 28.20 | 28.62 | 29.19 |
| Truck Driver 2                        | 27.63 | 28.04 | 28.46 | 29.03 |
| Landscape Gardener, Parks/Rec.        | 27.31 | 27.72 | 28.14 | 28.70 |
| Parks and Rec. Personnel              | 26.99 | 27.39 | 27.80 | 28.36 |
| Fire Hall Dispatch                    | 26.99 | 27.39 | 27.80 | 28.36 |
| Ticket Seller                         | 21.15 | 21.47 | 21.79 | 22.23 |
| *Water Treatment Operator - Level I   | 28.56 | 28.56 | 28.56 | 28.56 |
| *Water Treatment Operator Level II    | 29.11 | 29.11 | 29.11 | 29.11 |
| *Water Treatment Operator - Level III | 29.66 | 29.66 | 29.66 | 29.66 |
| *Water Treatment Operator Level IV    | 30.25 | 30.25 | 30.25 | 30.25 |

*\*covered under a separate collective agreement which has not been finalized*