

Salary GRID - 2025 + general wage adjustment (COLA) of					3.00%
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	39.45	40.63	41.85	43.11
Journeyman Carpenter - Foreman	12	39.45	40.63	41.85	43.11
Client Services Supervisor	12	39.45	40.63	41.85	43.11
Operations Foreman	12	39.45	40.63	41.85	43.11
Parks Foreman	12	39.45	40.63	41.85	43.11
Recreation Foreman	12	39.45	40.63	41.85	43.11
Utility Foreman	12	39.45	40.63	41.85	43.11
Arborist	11	37.79	38.92	40.09	41.29
Engineering Technologist	11	37.79	38.92	40.09	41.29
Safety Advisor	11	37.79	38.92	40.09	41.29
Community Peace Officer	10	35.56	36.63	37.73	38.86
Mechanic Labourer	10	35.56	36.63	37.73	38.86
Utilities Lead Hand	9	32.18	33.15	34.14	35.16
Bylaw Enforcement Officer	9	32.18	33.15	34.14	35.16
Community Services Coordinator	9	32.18	33.15	34.14	35.16
Corporate Services Coordinator	9	32.18	33.15	34.14	35.16
Public Works Lead Hand	9	32.18	33.15	34.14	35.16
RCMP Coordinator	9	32.18	33.15	34.14	35.16
Parks Lead Hand	8	30.15	31.06	31.99	32.95
Recreation Lead Hand	8	30.15	31.06	31.99	32.95
Utility Operator	7	29.79	30.68	31.60	32.55
Public Works Operator	6	29.29	30.17	31.07	32.00
Pool Manager	6	29.29	30.17	31.07	32.00
Corporate Clerk	5	28.16	29.01	29.88	30.78
Parks & Recreation Operator	4	28.02	28.86	29.73	30.62
Parks Operator	4	28.02	28.86	29.73	30.62
Recreation Operator	4	28.02	28.86	29.73	30.62
Public Works Labourer	4	28.02	28.86	29.73	30.62
Customer Service Representative	3	25.05	25.81	26.58	27.38
Pool Shift Supervisor - Seasonal	2	20.76	21.38	22.02	22.68
Recreation Centre Attendant - Part Time / Casual	2	20.76	21.38	22.02	22.68
Recreation Centre Cashier - Part Time / Casual	2	20.76	21.38	22.02	22.68
Utility Labourer - Seasonal	2	20.76	21.38	22.02	22.68
Labourer - Seasonal	1	18.25	18.80	19.36	19.94
Lifeguards - Seasonal	1	18.25	18.80	19.36	19.94

Salary GRID - 2026 + general wage adjustment (COLA) of					3.00%
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	40.63	41.85	43.11	44.40
Journeyman Carpenter - Foreman	12	40.63	41.85	43.11	44.40
Client Services Supervisor	12	40.63	41.85	43.11	44.40
Operations Foreman	12	40.63	41.85	43.11	44.40
Parks Foreman	12	40.63	41.85	43.11	44.40
Recreation Foreman	12	40.63	41.85	43.11	44.40
Utility Foreman	12	40.63	41.85	43.11	44.40
Arborist	11	38.92	40.09	41.29	42.53
Engineering Technologist	11	38.92	40.09	41.29	42.53
Safety Advisor	11	38.92	40.09	41.29	42.53
Community Peace Officer	10	36.63	37.73	38.86	40.03
Mechanic Labourer	10	36.63	37.73	38.86	40.03
		-	-	-	-
Utilities Lead Hand	9	33.15	34.14	35.16	36.22
Bylaw Enforcement Officer	9	33.15	34.14	35.16	36.22
Community Services Coordinator	9	33.15	34.14	35.16	36.22
Corporate Services Coordinator	9	33.15	34.14	35.16	36.22
Public Works Lead Hand	9	33.15	34.14	35.16	36.22
RCMP Coordinator	9	33.15	34.14	35.16	36.22
		-	-	-	-
Parks Lead Hand	8	31.06	31.99	32.95	33.94
Recreation Lead Hand	8	31.06	31.99	32.95	33.94
		-	-	-	-
Utility Operator	7	30.68	31.60	32.55	33.52
		-	-	-	-
Public Works Operator	6	30.17	31.07	32.00	32.96
Pool Manager	6	30.17	31.07	32.00	32.96
		-	-	-	-
Corporate Clerk	5	29.01	29.88	30.78	31.70
		-	-	-	-
Parks & Recreation Operator	4	28.86	29.73	30.62	31.54
Parks Operator	4	28.86	29.73	30.62	31.54
Recreation Operator	4	28.86	29.73	30.62	31.54
Public Works Labourer	4	28.86	29.73	30.62	31.54
		-	-	-	-
Customer Service Representative	3	25.81	26.58	27.38	28.20
		-	-	-	-
Pool Shift Supervisor - Seasonal	2	21.38	22.02	22.68	23.36
Recreation Centre Attendant - Part Time / Casual	2	21.38	22.02	22.68	23.36
Recreation Centre Cashier - Part Time / Casual	2	21.38	22.02	22.68	23.36
Utility Labourer - Seasonal	2	21.38	22.02	22.68	23.36
		-	-	-	-
Labourer - Seasonal	1	18.80	19.36	19.94	20.54
Lifeguards - Seasonal	1	18.80	19.36	19.94	20.54

Salary GRID - 2027 + general wage adjustment (COLA) of					3.00%
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	41.85	43.11	44.40	45.73
Journeyman Carpenter - Foreman	12	41.85	43.11	44.40	45.73
Client Services Supervisor	12	41.85	43.11	44.40	45.73
Operations Foreman	12	41.85	43.11	44.40	45.73
Parks Foreman	12	41.85	43.11	44.40	45.73
Recreation Foreman	12	41.85	43.11	44.40	45.73
Utility Foreman	12	41.85	43.11	44.40	45.73
		-	-	-	-
Arborist	11	40.09	41.29	42.53	43.81
Engineering Technologist	11	40.09	41.29	42.53	43.81
Safety Advisor	11	40.09	41.29	42.53	43.81
		-	-	-	-
Community Peace Officer	10	37.73	38.86	40.03	41.23
Mechanic Labourer	10	37.73	38.86	40.03	41.23
		-	-	-	-
Utilities Lead Hand	9	34.14	35.16	36.22	37.31
Bylaw Enforcement Officer	9	34.14	35.16	36.22	37.31
Community Services Coordinator	9	34.14	35.16	36.22	37.31
Corporate Services Coordinator	9	34.14	35.16	36.22	37.31
Public Works Lead Hand	9	34.14	35.16	36.22	37.31
RCMP Coordinator	9	34.14	35.16	36.22	37.31
		-	-	-	-
Parks Lead Hand	8	31.99	32.95	33.94	34.96
Recreation Lead Hand	8	31.99	32.95	33.94	34.96
		-	-	-	-
Utility Operator	7	31.60	32.55	33.52	34.53
		-	-	-	-
Public Works Operator	6	31.07	32.00	32.96	33.95
Pool Manager	6	31.07	32.00	32.96	33.95
		-	-	-	-
Corporate Clerk	5	29.88	30.78	31.70	32.65
		-	-	-	-
Parks & Recreation Operator	4	29.73	30.62	31.54	32.49
Parks Operator	4	29.73	30.62	31.54	32.49
Recreation Operator	4	29.73	30.62	31.54	32.49
Public Works Labourer	4	29.73	30.62	31.54	32.49
		-	-	-	-
Customer Service Representative	3	26.58	27.38	28.20	29.04
		-	-	-	-
Pool Shift Supervisor - Seasonal	2	22.02	22.68	23.36	24.06
Recreation Centre Attendant - Part Time / Casual	2	22.02	22.68	23.36	24.06
Recreation Centre Cashier - Part Time / Casual	2	22.02	22.68	23.36	24.06
Utility Labourer - Seasonal	2	22.02	22.68	23.36	24.06
		-	-	-	-
Labourer - Seasonal	1	19.36	19.94	20.54	21.16
Lifeguards - Seasonal	1	19.36	19.94	20.54	21.16

Salary GRID - 2028 + general wage adjustment (COLA) of					3.00%
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	43.11	44.40	45.73	47.10
Journeyman Carpenter - Foreman	12	43.11	44.40	45.73	47.10
Client Services Supervisor	12	43.11	44.40	45.73	47.10
Operations Foreman	12	43.11	44.40	45.73	47.10
Parks Foreman	12	43.11	44.40	45.73	47.10
Recreation Foreman	12	43.11	44.40	45.73	47.10
Utility Foreman	12	43.11	44.40	45.73	47.10
		-	-	-	-
Arborist	11	41.29	42.53	43.81	45.12
Engineering Technologist	11	41.29	42.53	43.81	45.12
Safety Advisor	11	41.29	42.53	43.81	45.12
		-	-	-	-
Community Peace Officer	10	38.86	40.03	41.23	42.47
Mechanic Labourer	10	38.86	40.03	41.23	42.47
		-	-	-	-
Utilities Lead Hand	9	35.16	36.22	37.31	38.42
Bylaw Enforcement Officer	9	35.16	36.22	37.31	38.42
Community Services Coordinator	9	35.16	36.22	37.31	38.42
Corporate Services Coordinator	9	35.16	36.22	37.31	38.42
Public Works Lead Hand	9	35.16	36.22	37.31	38.42
RCMP Coordinator	9	35.16	36.22	37.31	38.42
		-	-	-	-
Parks Lead Hand	8	32.95	33.94	34.96	36.01
Recreation Lead Hand	8	32.95	33.94	34.96	36.01
		-	-	-	-
Utility Operator	7	32.55	33.52	34.53	35.57
		-	-	-	-
Public Works Operator	6	32.00	32.96	33.95	34.97
Pool Manager	6	32.00	32.96	33.95	34.97
		-	-	-	-
Corporate Clerk	5	30.78	31.70	32.65	33.63
		-	-	-	-
Parks & Recreation Operator	4	30.62	31.54	32.49	33.46
Parks Operator	4	30.62	31.54	32.49	33.46
Recreation Operator	4	30.62	31.54	32.49	33.46
Public Works Labourer	4	30.62	31.54	32.49	33.46
		-	-	-	-
Customer Service Representative	3	27.38	28.20	29.04	29.92
		-	-	-	-
Pool Shift Supervisor - Seasonal	2	22.68	23.36	24.06	24.78
Recreation Centre Attendant - Part Time / Casual	2	22.68	23.36	24.06	24.78
Recreation Centre Cashier - Part Time / Casual	2	22.68	23.36	24.06	24.78
Utility Labourer - Seasonal	2	22.68	23.36	24.06	24.78
		-	-	-	-
Labourer - Seasonal	1	19.94	20.54	21.16	21.79
Lifeguards - Seasonal	1	19.94	20.54	21.16	21.79