

Position Title	2026 Management Grid						
	Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2025	1	220,996	228,419	236,093	244,023	252,220	260,693
Chief Administrative Officer							
2025	2	168,160	173,809	179,648	185,682	191,920	198,367
Executive Director, Corporate Services							
Executive Director, Development and Infrastructure Services							
Executive Director, Community Safety & Wellbeing							
2025	3	143,870	148,702	153,698	158,861	164,197	169,713
Director, Community Growth							
Director, Community Safety							
Director, Engineering Services							
Director, Financial & Assessment Services							
Director, Legislative & Administrative Services							
Director, Operations Services							
Director, Parks & Active Living							
Director, People and Culture							
Director, Social Development							
Director, Strategic Services							
Director, Utilities							
Fire Chief							
2025	4	123,850	128,010	132,310	136,755	141,349	146,097
Deputy Fire Chief							
Capital Projects Engineer							
Manager, Assessment Services							
Manager, Capital Design & Delivery							
Manager, Civil Land Development Services & GIS							
Manager, Corporate Communications							
Manager, Financial Reporting							
Manager, Finance							
Manager, Human Resources							
Manager, Information Services							
Manager, Planning Services							
Manager, Safety Codes							
2025	5	115,203	119,073	123,073	127,207	131,480	135,897
Manager, Corporate Strategy							
Manager, Customer & Administrative Services							
Manager, Economic Development							
Manager, Facilities Management							
Manager, FCSS							
Manager, Health & Safety							
Manager, Legislative Services							
Manager, Municipal Enforcement							
Manager, Parks & Open Spaces							
Manager, RancheHouse Event Services							
Manager, Roads Services							
Manager, Utilities							
Manager, Solid Waste & Stormwater							
Program Manager, Cochrane Incubator							
Project Manager							