

Salary Bands Compensation Model

Effective December 22, 2025

2026 Compensation Model

Salary Bands

Position	Band	Minimum	Midpoint	Maximum
	12	131.57	137.99	144.40
Chief Administrative Officer				
	11	102.05	107.02	112.00
Executive Director, Community Safety & Wellbeing				
Executive Director, Corporate Services				
Executive Director, Development and Infrastructure Services				
	10	85.56	89.73	93.90
Director, Community Growth				
Director, Community				
Director, Engineering Services				
Director, Financial & Information Technology 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				
	9	74.35	77.98	81.60
Deputy Fire Chief				
Manager, Assessment Services				
Manager, Capital Design & Delivery				
Manager, Corporate Communications				
Manager, Economic Development				
Manager, Human Resources				
Manager, Information Services				
Manager, Planning Services				
	8	69.97	73.38	76.79
Manager, Civil Land Development Services				
Manager, Corporate Strategy				
Manager, Finance				
Manager, Financial Reporting				
Manager, Health & Safety				
Manager, Legislative Services				
Manager, Municipal Enforcement				

Manager, Parks & Open Spaces				
Manager, Parks & Recreation Services				
Manager, Safety Codes				
Manager, Water and Wastewater				
	7	64.21	67.34	70.47
Manager, Customer & Administrative Services				
Manager, Facilities Management				
Manager, FCSS				
Manager, Fleet Services				
Manager, RancheHouse Event Services				
Manager, Roads				
Manager, Solid Waste & Stormwater				
	6	57.50	60.30	63.11
Administrator, Database				
Administrator, Network and Security				
Assessor, Senior				
Communications Advisor, Senior				
Housing Strategist				
Human Resources Business Partner				
Intergovernmental Relations Liaison, Senior				
Lead, Asset Management				
Lead, Transit Program				
Planner, Senior				
Program Manager				
Project Manager				
Safety Codes Officer, Senior				
Supervisor, Community Support Services				
Supervisor, Family and Community Development				
Supervisor, Geomatics Services				
Team Lead, Records & Information Management				
	5	52.36	54.91	57.47
Accountant, Senior				
Advisor, Benefits & Abilities				
Advisor, Communications				
Advisor, Grants & Strategic Funding				
Advisor, Health & Safety				
Advisor, HR Programs				
Advisor, Procurement				
Advisor, Public Engagement				
Advisor, Solid Waste & Stormwater Program				
Analyst, Financial				
Assessor				
Community Liaison, Diversity and Inclusion				

Community Liaison, Planning and Partnerships				
Field Inspector				
Planner II				
Project Coordinator, Utilities				
Safety Codes Officer				
Supervisor, Parks & Open Spaces				
Supervisor, Payroll				
Supervisor, Roads				
Technician, Geomatics				
Technologist II, Capital Projects				
Technologist II, Civil Land Development				
Technologist, Operations Services				
	4	48.19	50.53	52.88
Accountant				
Administrator, Learning and Development				
Analyst, Economic Development				
Community Peace Officer I				
Planner I				
Resource Worker, Community				
Resource Worker, Family				
Resource Worker, Rural				
Technician, Systems Application				
Technologist I, Civil Land Development				
	3	44.04	46.18	48.33
Administrator, Legislative Services				
Administrator, Payroll				
Administrator, Tax				
Assessor I				
Community Liaison, Older Adults				
Coordinator, Community Bookings & Permits				
Development Worker, Community				
Executive Assistant				
Permits & Plans Examiner				
Team Lead, Customer Service Representative				
Team Lead, RancheHouse Events Services				
Technician, Development				
Technician, Records				
Technician, Service Desk				
	2	37.76	39.60	41.44
Administrative Assistant, Office				
Administrative Assistant, Senior				
Administrator, Assessment				
Clerk, General				

Clerk, Records				
Family Support Worker				
	1	31.99	33.55	35.11
Childcare Worker				
Customer Service Representative I				
Event Centre Sales Associate				
RancheHouse Events Worker				