

Compensation Disclosure

In the interest of open and transparent governance, the City publishes information about compensation, pensions and benefits annually.

The City's wages and salaries are approved by Council as part of the annual budget cycle and are administered by Human Resources. Every two years the wage and salary rates are compared with a set of Council-approved municipalities to ensure we remain competitive and are able to attract and retain *Amazing* staff.

The City does not intend to lead the market but strives for pay that is responsive to the prevailing market and economic conditions.

37.50 hours per week	
CLASSIFICATION TITLE	Salary Range
Director	\$ 119,925 \$ 149,916
Assistant Director, Senior Manager	\$ 104,988 \$ 131,216
Manager	\$ 91,241 \$ 114,056
Level III Professional, Level III Technical	\$ 75,270 \$ 94,068
Level II Professional, Operational Supervisor, Level II Technical	\$ 67,685 \$ 84,611
Level III Administrative, Level III Clerical, Level III Operational, Level I Professional, Level I Technical, Level III Technical Support, Functional Coordinator	\$ 60,119 \$ 75,134
Level II Administrative, Level II Clerical, Level II Operational, Level II Technical Support	\$ 50,076 \$ 62,576
Level I Administrative, Level I Clerical, Level I Operational, Level I Technical Support	\$ 45,065 \$ 56,336
Labourer, Basic Data Entry, Entry level	\$ 40,541 \$ 50,661

40 hours per week	
CLASSIFICATION TITLE	Salary Range
Director	\$ 127,920 \$ 159,910
Assistant Director, Senior Manager	\$ 111,987 \$ 139,963
Manager	\$ 97,323 \$ 121,659
Level III Professional, Level III Technical	\$ 80,288 \$ 100,339
Level II Professional, Operational Supervisor, Level II Technical	\$ 72,197 \$ 90,251
Level III Administrative, Level III Clerical, Level III Operational, Level I Professional, Level I Technical, Level III Technical Support, Functional Coordinator	\$ 64,126 \$ 80,142
Level II Administrative, Level II Clerical, Level II Operational, Level II Technical Support	\$ 53,414 \$ 66,747
Level I Administrative, Level I Clerical, Level I Operational, Level I Technical Support	\$ 48,069 \$ 60,091
Labourer, Basic Data Entry, Entry level	\$ 43,243 \$ 54,038

Fire Services 42 Hours per week	
CLASSIFICATION TITLE	Hourly Range
Captain	\$ 46.79 \$ 58.49
Senior Firefighter	\$ 34.71 \$ 43.39
Firefighter	\$ 30.83 \$ 38.53

City Pension Plan

Local Authorities Pension Plan (LAPP) <https://www.lapp.ca>

The City is one of many public sector employers that participate in this pension plan. Both employees and the City contribute to the plan. Participation is mandatory for all permanent full-time and part-time employees that work more than 30 hours per week. LAPP is an integrated pension plan that is designed to work with CPP. CPP is paid up to the Yearly Maximum Pensionable Earnings (YMPE).

Contribution Rates:

Members rate up to YMPE	9.39% of annual pensionable earnings
Members rate over YMPE	13.84% of annual pensionable earnings
Employers rate up to YMPE	10.39% of annual pensionable earnings
Employers rate over YMPE	14.84% of annual pensionable earnings
2018 YMPE	\$55,900
2018 Income Tax Act Salary Cap	\$163,992

City Benefits Plan

Employee group benefits are provided to permanent full-time and part-time employees that work more than 30 hours per week. The Employee pays 100% of Long Term Disability and any optional benefit premiums. Extended Healthcare and Dentalcare premiums are shared between the Employee and the City (20% / 80%). Group benefits are also provided for Mayor and Council. The group benefits program is reviewed regularly for value of services.

Premiums:

	Single Coverage		Family Coverage	
	Employee (Monthly Premium)	City (Monthly Premium)	Employee (Monthly Premium)	City (Monthly Premium)
Extended Healthcare (Including Vision)	\$25.42	\$101.71	\$70.16	\$280.66
Dentalcare	\$14.01	\$56.05	\$36.19	\$144.78
	Employee (Monthly Premium)		City (Monthly Premium)	
Employee & Family Assistance Program (EFAP)	no contributions		\$4.00	
Life	no contributions		\$0.294 per \$1,000 of coverage	
Accidental Death & Dismemberment	no contributions		\$0.0270 per \$1,000 of coverage	
Long Term Disability	\$2.382 per \$100 of coverage		no contributions	
Optional Life	100%		no contributions	
Optional AD&D	100%		no contributions	
Optional Critical Illness	100%		no contributions	
Health Spending Account OR Wellness Benefit	no contributions		\$500 benefit per year	
Sickness and Short Term Disability	no contributions		100% of salary	