

2025 NON-UNION PAY RANGES

The following outlines the pay range minimum and maximums for Non-Union employees, effective April 1, 2025.

Pay Band	Minimum	Maximum
Non-Union		
NU 1	44,230	57,230
NU 2	47,760	61,810
NU 3	51,880	67,140
NU 4	56,770	73,470
NU 5	66,830	86,490
NU 6	72,370	93,650
NU 7	82,900	107,280
NU 8	89,570	115,920
NU 9	104,000	134,590
NU 10	128,850	157,480
NU 11	141,360	172,770
Engineering (roles requiring P.Eng.)		
ENG 1	70,700	80,000
ENG 2	89,960	116,420
ENG 3	113,430	131,340
ENG 4	122,500	141,850
Fleet Supervisors		
MT 1	89,240	102,260
MT 2	89,440	120,010

Pay Band	Minimum	Maximum
Fire Management		
FM 1	125,676	130,063
FM 2	146,921	153,162
FM 3	160,820	169,257
FM 4	177,723	185,220
Police Management		
PM 2	152,250	158,717
PM 3	166,653	175,396
PM 4	184,169	189,463
Solicitors		
S1	91,425	121,791
S2	127,501	150,387
S3	153,653	170,306
MS	178,821	190,722
GS	170,306	190,722
Executive		
EX 1	162,530	198,650
EX 2	198,160	242,220
EX 3	223,520	273,190
EX 4	257,970	315,300