

2021 NON-UNION PAY RANGES

The following outlines the pay range minimum and maximums for Non-Union employees, effective April 1, 2021.

| Grade and Level | Minimum | Maximum |
|--|-----------|-----------|
| Non-Union | | |
| NU 1 | \$40,000 | \$55,000 |
| NU 2 | \$43,200 | \$59,400 |
| NU 3 | \$46,700 | \$64,200 |
| NU 4 | \$51,300 | \$70,600 |
| NU 5 | \$60,200 | \$82,700 |
| NU 6 | \$65,500 | \$90,000 |
| NU 7 | \$75,000 | \$103,100 |
| NU 8 | \$81,000 | \$111,400 |
| NU 9 | \$93,600 | \$128,700 |
| NU 10 | \$107,900 | \$148,400 |
| NU 11 | \$117,500 | \$161,600 |
| Engineering & Technology Professional | | |
| EP1/2 | \$72,100 | \$108,200 |
| EP3 | \$98,900 | \$123,600 |
| Engineering & Technology Management | | |
| EM1 | \$60,800 | \$81,400 |
| EM2 | \$72,600 | \$94,300 |
| EM3 | \$95,800 | \$117,500 |
| EM4 | \$115,400 | \$155,600 |

| Grade and Level | Minimum | Maximum |
|---------------------------|-----------|-----------|
| Trades Supervisors | | |
| MT1 | \$72,100 | \$87,600 |
| Fire Management | | |
| PSM 2 | \$134,330 | \$143,930 |
| PSM 3 | \$151,130 | \$159,780 |
| PSM 4 | \$167,770 | \$176,250 |
| Police Management | | |
| PSM 2 | \$141,400 | \$148,070 |
| PSM 3 | \$155,470 | \$163,620 |
| PSM 4 | \$171,800 | \$176,750 |
| Solicitors | | |
| S1 | \$64,300 | \$94,900 |
| S2 | \$83,100 | \$130,800 |
| S3 | \$94,900 | \$153,000 |
| Directors | | |
| EX1 | \$175,200 | \$220,500 |
| EX2 | \$206,100 | \$246,200 |