

| <b>Non-Union Pay Ranges Effective October 1, 2014</b>   |                       |
|---|-----------------------|
| <b>Grade and Level</b>  | <b>Range</b>          |
| EX3<br>DCAO   | \$212,000 - \$265,000 |
| EX2<br>Director Finance and ICT (CFO), Director Legal and Risk Insurance (City Solicitor), Chief of Police  | \$184,000 - \$230,000 |
| EX1<br>Director Parks and Rec, Director Planning and Development, Director Operations Support, Director Fire and Emergency Services, Director Human Resources, Director TPW, Director Halifax Transit | \$155,000 - \$206,000 |
| M4  | \$100,000 - \$135,500 |
| M3  | \$74,000 - \$105,000  |
| M2  | \$66,000 - \$86,000   |
| M1  | \$55,000 - \$74,200   |
| P3  | \$88,000 - \$110,000  |
| P2  | \$65,000 - \$95,500   |
| P1  | \$55,000 - \$77,000   |
| A3  | \$45,000 - \$64,000   |
| A2  | \$40,000 - \$55,000   |
| A1  | \$33,000 - \$49,000   |
| EM4   | \$108,000 - \$142,000 |
| EM3   | \$91,000 - \$111,000  |
| EM2   | \$73,500 - \$90,500   |
| EM1   | \$56,500 - \$77,500   |
| EP3   | \$93,500 - \$117,000  |
| EP1/2   | \$66,000 - \$100,000  |
| PSM4 (Police/Fire)  | \$132,500 - \$161,500 |
| PSM3 (Police)   | \$117,500 - \$145,000 |
| PSM2 (Police/Fire)  | \$106,000 - \$130,500 |
| PSM1 (Fire)   | \$81,000 - \$103,000  |
| S3  | \$88,500 - \$130,000  |
| S2  | \$77,500 - \$122,000  |
| S1  | \$60,000 - \$88,500   |