

2023 NON-UNION PAY RANGES

The following outlines the pay range minimum and maximums for Non-Union employees, effective April 1, 2023.

Pay Band	Minimum	Maximum
Non-Union		
NU 1	40,800	56,110
NU 2	44,070	60,590
NU 3	47,630	65,490
NU 4	52,380	72,020
NU 5	61,360	84,370
NU 6	66,770	91,810
NU 7	76,490	105,170
NU 8	82,640	113,640
NU 9	95,480	131,290
NU 10	110,090	151,380
Engineering (roles requiring P.Eng.)		
ENG 1	70,700	80,000
ENG 2	82,820	114,130
ENG 3	107,310	126,250
ENG 4	115,900	136,350
ENG 5	134,780	159,580
Trades Supervisors		
MT1	73,550	89,360

Pay Band	Minimum	Maximum
Fire Management		
FM 1	123,200	127,500
FM 2	143,920	148,280
FM 3	155,700	164,610
FM 4	172,850	181,570
Police Management		
PM 2	149,250	155,590
PM 3	163,370	171,940
PM 4	180,540	185,730
Solicitors		
S1	80,000	97,920
S2	98,940	133,620
S3	134,640	158,100
Executive		
EX 1	188,950	224,940
EX 2	210,240	251,150
EX 4	244,520	286,140