2020 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 People Operations. 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.

1950 Annual Hours	
CLASSIFICATION	**Salary Range**
Director	**$145,743.00 to $182,188.50**
Senior Manager	**$121,933.50 to $152,412.00**
Manager	**$97,539.00 to $121,914.00**
Team Lead, Senior Technical	**$78,234.00 to $97,792.50**
Coordinator, Professional, Technical	**$70,375.50 to $87,964.50**
Operational Technician, Administrator	**$62,497.50 to $78,117.00**
Operator, Programmer, Clerk	**$52,045.50 to $65,052.00**
Operational and Administrative Support	**$46,839.00 to $58,558.50**
Supports, Entry Level	**$40,735.50 to $50,914.50**

2080 Annual Hour	
CLASSIFICATION	**Salary Range**
Manager	**$104,041.60 to $130,041.60**
Team Lead, Senior Technical	**$83,449.60 to $104,312.00**
Coordinator, Professional, Technical	**$75,067.20 to $93,828.80**
Operational Technician, Administrator	**$66,664.00 to $83,324.80**
Operator, Programmer, Clerk	**$55,515.20 to $69,388.80**
Operational and Administrative Support	**$49,961.60 to $62,462.40**
Supports, Entry Level	**$43,451.20 to $54,308.80**

Fire Services (2184 Annual Hours)	
CLASSIFICATION	**Salary**
Captain	**$116,035.00**
Senior Firefighter	**$97,469.40**
1st Class Firefighter	**$92,828.00**
2nd Class Firefighter	**$83,545.20**
3rd Class Firefighter	**$78,903.80**
4th Class Firefighter	**$74,262.40**
Probationary Firefighter	**$69,621.00**

City Pension Plan

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

The City is one of over 420 employers participating in LAPP in three sectors, Municipalities, Health and Education. Both the 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.

Contribution Rates:

Members rate up to YMPE	8.39% of annual pensionable earnings
Members rate over YMPE	12.84% of annual pensionable earnings
Employers rate up to YMPE	9.39% of annual pensionable earnings
Employers rate over YMPE	13.84% of annual pensionable earnings
2020 YMPE	$58,700.00
2020 Annual Salary Cap	$172,221.00

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.

	Single Coverage		**Family Coverage**	
	Employee *(Monthly Premium)*	**City** *(Monthly Premium)*	**Employee** *(Monthly Premium)*	**City** *(Monthly Premium)*
Healthcare (includes Vision & Travel Assistance)	$24.72	$98.85	$68.15	$272.54
Dentalcare	$12.47	$49.88	$32.21	$128.85
	Employee *(Monthly Premium)*		**City** *(Monthly Premium)*	
Health & Wellness Benefit			$500 Benefit per employee per year	
Life Insurance			$0.24 per $1,000 of coverage	
Accidental Death & Dismemberment (AD&D)			$0.04 per $1,000 of coverage	
Long-Term Disability	$2.34 per $100 of benefit			
Employee & Family Assistant Program (EFAP)			$4.00 per employee	
Wello *(Virtual Healthcare)*			$5.50 per employee	
Optional Life Insurance	100%			
Optional AD&D Insurance	100%			
Optional Critical Illness Insurance	100%			
Sickness & Short-Term Disability			100% of salary	