

CRD EXEMPT SALARY PAY PLAN
CONSULTANT PROPOSED RATES: JANUARY 1, 2018

	Pay Level	Position	Job Rate	
	A1		\$ 59,800	Annual
	A2		\$ 66,500	Annual
	A3	Executive Assistant (IWS) Human Resources Advisor Manager, Executive Administration/Exec. Assistant (CAO/Board Chair)	\$ 73,800	Annual
	A4		\$ 82,000	Annual
	P1		\$ 84,800	Annual
	L1	Manager, Facilities & Operations Manager, JdFEA Parks and Recreation Manager, Program Services (SEAPARC)	\$ 96,200	Annual
	P2	Manager, Legislative Services (Deputy Corporate Officer) Manager, Administrative Services (PRC) Manager, Arts Development		
	L2	Manager, Bus. Analysis & Land Systems Manager, ERM Policy and Planning Manager, Facilities Manager, Operations (CRD Parks) Manager, Program Services (PRC) Manager, Saanich Peninsula & Gulf Island Operations Manager, Salt Spring Island Parks and Recreation Manager, Solid Waste Operations Manager, System Maintenance Manager, Visitor Services & Community Development Manager, Water System Operations Manager, Water Treatment & Operations Manager, Watershed Protection Operations Manager, Wildfire, Security & Emergency Response	\$ 113,000	Annual
	P3	Manager, Communication Services Manager, Corporate Fleet Manager, EA Fire and Emergency Programs Manager, Information Services Manager, Integrated Waste Management Planning Manager, Water Quality Laboratory Manager, Website & Multimedia Development		

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	Pay Level	Position	Job Rate	
	L5	Senior Manager, Environmental Protection	\$ 150,900	<i>Annual</i>
		Senior Manager, Environmental Resource Mgt		
		Senior Manager, Facilities Mgmt & Engineering		
		Senior Manager, Financial Services		
		Senior Manager, Information Technology & GIS		
		Senior Manager, Infrastructure Engineering		
		Senior Manager, Infrastructure Operations		
		Senior Manager, Regional & Strategic Planning		
		Senior Manager, Regional Housing		
		Senior Manager, Regional Parks		
		Senior Manager, Watershed Protection		
	L6b	Senior Manager, Human Res. & Corporate Safety	\$ 167,300	<i>Annual</i>
	L6cs	General Manager, Corporate Services (Corporate Officer)	\$ 187,000	<i>Annual</i>
	L6a	General Manager, Integrated Water Services	\$ 203,000	<i>Annual</i>
		General Manager, Parks & Environmental Services		
		General Manager, Planning & Protective Services		
	L6x	Chief Financial Officer	\$ 231,900	<i>Annual</i>
	L7	Chief Administrative Officer	\$ 276,500	<i>Annual</i>