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

Pay Level	Position	Jol	b Rate	
Λ.4		Φ.	50.000	A
A1		\$	59,800	Annual
A2		\$	66,500	Annual
<u> </u>		Ť		
А3	Executive Assistant (IWS)	\$	73,800	Annual
	Human Resources Advisor			
	Manager, Executive Administration/Exec. Assistant (CAO/Boa	ard Cl	hair)	
Λ 1		æ	92 000	Annual
A4		\$	82,000	Annual
P1		\$	84,800	Annual
		Ť	.,	
		Ì		
L1	Manager, Facilities & Operations	\$	96,200	Annual
	Manager, JdFEA Parks and Recreation			
	Manager, Program Services (SEAPARC)			
P2	Manager, Legislative Services (Deputy Corporate Officer)			
	Manager, Administrative Services (PRC)			
	Manager, Arts Development			
L2	Manager, Bus.Analysis & Land Systems	¢ 1	13,000	Annual
LZ	Manager, ERM Policy and Planning	ΨΙ	13,000	Alliluai
	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			
P3	Manager, Communication Services			
	Manager, Communication Services Manager, Corporate Fleet			
	Manager, EA Fire and Emergency Programs			
	Manager, Information Services			
	Manager, Integrated Waste Management Planning			
	Manager, Water Quality Laboratory	1		
	Manager, Website & Multimedia Development			
	·			

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

Pay Level	Position	Job Rate	
	1 Ostron		
L3	Manager, Building Inspection	\$ 122,800	Annual
	Manager, Bylaw Enforcement & Animal Care	ψ 122,000	7 ii ii i i i i i i i i i i i i i i i i
	Manager, Financial Planning & Performance		
	Manager, Financial Systems and Disbursements		
	Manager, Local Area Planning		
	Manager, Operations (CRHC)		
	Manager, SEAPARC Recreation		
P4	Manager, Aboriginal Initiatives		
	Manager, Asset Management		
	Manager, Business Information Systems		
	Manager, Engineering - SSI		
	Manager, Finance and Capital		
	Manager, Housing Planning, Policies & Programs		
	Manager, Human Resources		
	Manager, Human Resources & Org.Dev.		
	Manager, Legal Services (Bylaws and Contracts)		
	Manager, Occupational Health and Safety		
	Manager, Resource Planning		
	Manager, Risk and Insurance		
	Manager, Technical Services		
	Manager, Water Quality		
	,		
P5	Manager, Capital Projects	\$ 130,000	Annual
	Manager, Environmental Engineering		
	Manager, Planning, Resource Mgt & Development		
	Manager, Project Engineering		
	Manager, Real Estate Services		
	Manager, Wastewater Engineering and Planning		
	Manager, Water Distribution Engineering and Planning		
	Manager, Water Supply Engineering and Planning		
	Senior Manager, Health Capital Planning and Strategies		
L4	Manager, Enterprise Resource Planning	\$ 133,500	Annual
	Senior Manager, Corporate Communications		
	Senior Manager, Customer & Technical Services		
	Senior Manager, Panorama Recreation		
	Senior Manager, Protective Services		
	Senior Manager, SSI Administration		

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

Pay			
Level	Position	Job Rate	
L5	Senior Manager, Environmental Protection	\$ 150,900	Annual
	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	Annual
L6cs	General Manager, Corporate Services (Corporate Officer)	\$ 187,000	Annual
L6a	General Manager, Integrated Water Services	\$ 203,000	Annual
	General Manager, Parks & Environmental Services		
	General Manager, Planning & Protective Services		
L6x	Chief Financial Officer	\$ 231,900	Annual
		1	
L7	Chief Administrative Officer	\$ 276,500	Annual

EandOE

3