

Non Union Payscale - Expires March 31, 2027

Salary Plan	Group	Step	Hourly Rates						70 hours bi-weekly					Annualized 70 hours bi-weekly				
			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	1	1	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	1	2	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	1	3	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NOTE: No Employee shall be paid less than minimum wage per ESA.																		
NONU	2	1	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	2	2	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	2	3	17.21	17.73		18.26	18.81	19.37	1,204.70	1,241.10	1,278.20	1,316.70	1,355.90	31,442.67	32,392.71	33,361.02	34,365.87	35,388.99
NONU	3	1	16.98	17.49		18.01	18.55	19.11	1,188.60	1,224.30	1,260.70	1,298.50	1,337.70	31,022.46	31,954.23	32,904.27	33,890.85	34,913.97
NONU	3	2	17.39	17.91		18.45	19.00	19.57	1,217.30	1,253.70	1,291.50	1,330.00	1,369.90	31,771.53	32,721.57	33,708.15	34,713.00	35,754.39
NONU	3	3	18.08	18.62		19.18	19.76	20.35	1,265.60	1,303.40	1,342.60	1,383.20	1,424.50	33,032.16	34,018.74	35,041.86	36,101.52	37,179.45
NONU	4	1	17.05	17.56		18.09	18.63	19.19	1,193.50	1,229.20	1,266.30	1,304.10	1,343.30	31,150.35	32,082.12	33,050.43	34,037.01	35,060.13
NONU	4	2	17.74	18.27		18.82	19.38	19.96	1,241.80	1,278.90	1,317.40	1,356.60	1,397.20	32,410.98	33,379.29	34,384.14	35,407.26	36,466.92
NONU	4	3	18.45	19.00		19.57	20.16	20.76	1,291.50	1,330.00	1,369.90	1,411.20	1,453.20	33,708.15	34,713.00	35,754.39	36,832.32	37,928.52
NONU	4	4	19.19	19.77		20.36	20.97	21.60	1,343.30	1,383.90	1,425.20	1,467.90	1,512.00	35,060.13	36,119.79	37,197.72	38,312.19	39,463.20
NONU	4	5	19.95	20.55		21.17	21.81	22.46	1,396.50	1,438.50	1,481.90	1,526.70	1,572.20	36,448.65	37,544.85	38,677.59	39,846.87	41,034.42
NONU	5	1	21.70	22.35		23.02	23.71	24.42	1,519.00	1,564.50	1,611.40	1,659.70	1,709.40	39,645.90	40,833.45	42,057.54	43,318.17	44,615.34
NONU	5	2	22.60	23.28		23.98	24.70	25.44	1,582.00	1,629.60	1,678.60	1,729.00	1,780.80	41,290.20	42,532.56	43,811.46	45,126.90	46,478.88
NONU	5	3	23.55	24.26		24.99	25.74	26.51	1,648.50	1,698.20	1,749.30	1,801.80	1,855.70	43,025.85	44,323.02	45,656.73	47,026.98	48,433.77
NONU	5	4	24.52	25.26		26.02	26.80	27.60	1,716.40	1,768.20	1,821.40	1,876.00	1,932.00	44,798.04	46,150.02	47,538.54	48,963.60	50,425.20
NONU	5	5	25.56	26.33		27.12	27.93	28.77	1,789.20	1,843.10	1,898.40	1,955.10	2,013.90	46,698.12	48,104.91	49,548.24	51,028.11	52,562.79
NONU	6	1	27.09	27.90		28.74	29.60	30.49	1,896.30	1,953.00	2,011.80	2,072.00	2,134.30	49,493.43	50,973.30	52,507.98	54,079.20	55,705.23
NONU	6	2	28.24	29.09		29.96	30.86	31.79	1,976.80	2,036.30	2,097.20	2,160.20	2,225.30	51,594.48	53,147.43	54,736.92	56,381.22	58,080.33
NONU	6	3	29.41	30.29		31.20	32.14	33.10	2,058.70	2,120.30	2,184.00	2,249.80	2,317.00	53,732.07	55,339.83	57,002.40	58,719.78	60,473.70
NONU	6	4	30.63	31.55		32.50	33.48	34.48	2,144.10	2,208.50	2,275.00	2,343.60	2,413.60	55,961.01	57,641.85	59,377.50	61,167.96	62,994.96
NONU	6	5	31.92	32.88		33.87	34.89	35.94	2,234.40	2,301.60	2,370.90	2,442.30	2,515.80	58,317.84	60,071.76	61,880.49	63,744.03	65,662.38
NONU	7	1	28.74	29.60		30.49	31.40	32.34	2,011.80	2,072.00	2,134.30	2,198.00	2,263.80	52,507.98	54,079.20	55,705.23	57,367.80	59,085.18
NONU	7	2	30.00	30.90		31.83	32.78	33.76	2,100.00	2,163.00	2,228.10	2,294.60	2,363.20	54,810.00	56,454.30	58,153.41	59,889.06	61,679.52
NONU	7	3	31.20	32.14		33.10	34.09	35.11	2,184.00	2,249.80	2,317.00	2,386.30	2,457.70	57,002.40	58,719.78	60,473.70	62,282.43	64,145.97
NONU	7	4	32.50	33.48		34.48	35.51	36.58	2,275.00	2,343.60	2,413.60	2,485.70	2,560.60	59,377.50	61,167.96	62,994.96	64,876.77	66,831.66
NONU	7	5	33.85	34.87		35.92	37.00	38.11	2,369.50	2,440.90	2,514.40	2,590.00	2,667.70	61,843.95	63,707.49	65,625.84	67,599.00	69,626.97
NONU	8	1	31.56	32.51		33.49	34.49	35.52	2,209.20	2,275.70	2,344.30	2,414.30	2,486.40	57,660.12	59,395.77	61,186.23	63,013.23	64,895.04
NONU	8	2	32.87	33.86		34.88	35.93	37.01	2,300.90	2,370.20	2,441.60	2,515.10	2,590.70	60,053.49	61,862.22	63,725.76	65,644.11	67,617.27
NONU	8	3	34.26	35.29		36.35	37.44	38.56	2,398.20	2,470.30	2,544.50	2,620.80	2,699.20	62,593.02	64,474.83	66,411.45	68,402.88	70,449.12
NONU	8	4	35.70	36.77		37.87	39.01	40.18	2,499.00	2,573.90	2,650.90	2,730.70	2,812.60	65,223.90	67,178.79	69,188.49	71,271.27	73,408.86
NONU	8	5	37.16	38.27		39.42	40.60	41.82	2,601.20	2,678.90	2,759.40	2,842.00	2,927.40	67,891.32	69,919.29	72,020.34	74,176.20	76,405.14
NONU	9	1	34.67	35.71		36.78	37.88	39.02	2,426.90	2,499.70	2,574.60	2,651.60	2,731.40	63,342.09	65,242.17	67,197.06	69,206.76	71,289.54
NONU	9	2	36.13	37.21		38.33	39.48	40.66	2,529.10	2,604.70	2,683.10	2,763.60	2,846.20	66,009.51	67,982.67	70,028.91	72,129.96	74,285.82
NONU	9	3	37.60	38.73		39.89	41.09	42.32	2,632.00	2,711.10	2,792.30	2,876.30	2,962.40	68,695.20	70,759.71	72,879.03	75,071.43	77,318.64
NONU	9	4	39.19	40.37		41.58	42.83	44.11	2,743.30	2,825.90	2,910.60	2,998.10	3,087.70	71,600.13	73,755.99	75,966.66	78,250.41	80,588.97
NONU	9	5	40.84	42.07		43.33	44.63	45.97	2,858.80	2,944.90	3,033.10	3,124.10	3,217.90	74,614.68	76,861.89	79,163.91	81,539.01	83,987.19

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			Hourly Rates						70 hours bi-weekly					Annualized 70 hours bi-weekly				
Salary Plan	Group	Step	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	10	1	38.08	39.22		40.40	41.61	42.86	2,665.60	2,745.40	2,828.00	2,912.70	3,000.20	69,572.16	71,654.94	73,810.80	76,021.47	78,305.22
NONU	10	2	39.66	40.85		42.08	43.34	44.64	2,776.20	2,859.50	2,945.60	3,033.80	3,124.80	72,458.82	74,632.95	76,880.16	79,182.18	81,557.28
NONU	10	3	41.30	42.54		43.82	45.13	46.48	2,891.00	2,977.80	3,067.40	3,159.10	3,253.60	75,455.10	77,720.58	80,059.14	82,452.51	84,918.96
NONU	10	4	43.06	44.35		45.68	47.05	48.46	3,014.20	3,104.50	3,197.60	3,293.50	3,392.20	78,670.62	81,027.45	83,457.36	85,960.35	88,536.42
NONU	10	5	44.81	46.15		47.53	48.96	50.43	3,136.70	3,230.50	3,327.10	3,427.20	3,530.10	81,867.87	84,316.05	86,837.31	89,449.92	92,135.61
NONU	11	1	41.81	43.06		44.35	45.68	47.05	2,926.70	3,014.20	3,104.50	3,197.60	3,293.50	76,386.87	78,670.62	81,027.45	83,457.36	85,960.35
NONU	11	2	43.55	44.86		46.21	47.60	49.03	3,048.50	3,140.20	3,234.70	3,332.00	3,432.10	79,565.85	81,959.22	84,425.67	86,965.20	89,577.81
NONU	11	3	45.33	46.69		48.09	49.53	51.02	3,173.10	3,268.30	3,366.30	3,467.10	3,571.40	82,817.91	85,302.63	87,860.43	90,491.31	93,213.54
NONU	11	4	47.25	48.67		50.13	51.63	53.18	3,307.50	3,406.90	3,509.10	3,614.10	3,722.60	86,325.75	88,920.09	91,587.51	94,328.01	97,159.86
NONU	11	5	49.21	50.69		52.21	53.78	55.39	3,444.70	3,548.30	3,654.70	3,764.60	3,877.30	89,906.67	92,610.63	95,387.67	98,256.06	101,197.53
NONU	12	1	47.14	48.55		50.01	51.51	53.06	3,299.80	3,398.50	3,500.70	3,605.70	3,714.20	86,124.78	88,700.85	91,368.27	94,108.77	96,940.62
NONU	12	2	49.09	50.56		52.08	53.64	55.25	3,436.30	3,539.20	3,645.60	3,754.80	3,867.50	89,687.43	92,373.12	95,150.16	98,000.28	100,941.75
NONU	12	3	51.15	52.68		54.26	55.89	57.57	3,580.50	3,687.60	3,798.20	3,912.30	4,029.90	93,451.05	96,246.36	99,133.02	102,111.03	105,180.39
NONU	12	4	53.28	54.88		56.53	58.23	59.98	3,729.60	3,841.60	3,957.10	4,076.10	4,198.60	97,342.56	100,265.76	103,280.31	106,386.21	109,583.46
NONU	12	5	55.49	57.15		58.86	60.63	62.45	3,884.30	4,000.50	4,120.20	4,244.10	4,371.50	101,380.23	104,413.05	107,537.22	110,771.01	114,096.15
NONU	13	1	51.86	53.42		55.02	56.67	58.37	3,630.20	3,739.40	3,851.40	3,966.90	4,085.90	94,748.22	97,598.34	100,521.54	103,536.09	106,641.99
NONU	13	2	54.02	55.64		57.31	59.03	60.80	3,781.40	3,894.80	4,011.70	4,132.10	4,256.00	98,694.54	101,654.28	104,705.37	107,847.81	111,081.60
NONU	13	3	56.24	57.93		59.67	61.46	63.30	3,936.80	4,055.10	4,176.90	4,302.20	4,431.00	102,750.48	105,838.11	109,017.09	112,287.42	115,649.10
NONU	13	4	58.59	60.35		62.16	64.02	65.94	4,101.30	4,224.50	4,351.20	4,481.40	4,615.80	107,043.93	110,259.45	113,566.32	116,964.54	120,472.38
NONU	13	5	61.05	62.88		64.77	66.71	68.71	4,273.50	4,401.60	4,533.90	4,669.70	4,809.70	111,538.35	114,881.76	118,334.79	121,879.17	125,533.17
NONU	14	1	57.08	58.79		60.55	62.37	64.24	3,995.60	4,115.30	4,238.50	4,365.90	4,496.80	104,285.16	107,409.33	110,624.85	113,949.99	117,366.48
NONU	14	2	59.43	61.21		63.05	64.94	66.89	4,160.10	4,284.70	4,413.50	4,545.80	4,682.30	108,578.61	111,830.67	115,192.35	118,645.38	122,208.03
NONU	14	3	61.93	63.79		65.70	67.67	69.70	4,335.10	4,465.30	4,599.00	4,736.90	4,879.00	113,146.11	116,544.33	120,033.90	123,633.09	127,341.90
NONU	14	4	64.48	66.41		68.40	70.45	72.56	4,513.60	4,648.70	4,788.00	4,931.50	5,079.20	117,804.96	121,331.07	124,966.80	128,712.15	132,567.12
NONU	14	5	67.15	69.16		71.23	73.37	75.57	4,700.50	4,841.20	4,986.10	5,135.90	5,289.90	122,683.05	126,355.32	130,137.21	134,046.99	138,066.39
Salary Plan	Group	Step	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	15	1	62.76	64.64	68.52	70.58	72.70	74.88	4,393.20	4,796.40	4,940.60	5,089.00	5,241.60	114,662.52	125,186.04	128,949.66	132,822.90	136,805.76
NONU	15	2	65.36	67.32	71.36	73.50	75.71	77.98	4,575.20	4,995.20	5,145.00	5,299.70	5,458.60	119,412.72	130,374.72	134,284.50	138,322.17	142,469.46
NONU	15	3	68.06	70.10	74.31	76.54	78.84	81.21	4,764.20	5,201.70	5,357.80	5,518.80	5,684.70	124,345.62	135,764.37	139,838.58	144,040.68	148,370.67
NONU	15	4	70.94	73.07	77.45	79.77	82.16	84.62	4,965.80	5,421.50	5,583.90	5,751.20	5,923.40	129,607.38	141,501.15	145,739.79	150,106.32	154,600.74
NONU	15	5	73.86	76.08	80.64	83.06	85.55	88.12	5,170.20	5,644.80	5,814.20	5,988.50	6,168.40	134,942.22	147,329.28	151,750.62	156,299.85	160,995.24
NONU	16	1	69.01	71.08	76.77	79.07	81.44	83.88	4,830.70	5,373.90	5,534.90	5,700.80	5,871.60	126,081.27	140,258.79	144,460.89	148,790.88	153,248.76
NONU	16	2	71.92	74.08	80.01	82.41	84.88	87.43	5,034.40	5,600.70	5,768.70	5,941.60	6,120.10	131,397.84	146,178.27	150,563.07	155,075.76	159,734.61
NONU	16	3	74.85	77.10	83.27	85.77	88.34	90.99	5,239.50	5,828.90	6,003.90	6,183.80	6,369.30	136,750.95	152,134.29	156,701.79	161,397.18	166,238.73
NONU	16	4	77.99	80.33	86.76	89.36	92.04	94.80	5,459.30	6,073.20	6,255.20	6,442.80	6,636.00	142,487.73	158,510.52	163,260.72	168,157.08	173,199.60
NONU	16	5	81.27	83.71	90.41	93.12	95.91	98.79	5,688.90	6,328.70	6,518.40	6,713.70	6,915.30	148,480.29	165,179.07	170,130.24	175,227.57	180,489.33

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			31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-23 Market Adjustment	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI	31-Mar-23 prior GWI	01-Apr-23 3.0% GWI	01-Apr-24 3.0% GWI	01-Apr-25 3.0% GWI	01-Apr-26 3.0% GWI
NONU	17	1	73.95	76.17	82.26	84.73	87.27	89.89	5,176.50	5,758.20	5,931.10	6,108.90	6,292.30	135,106.65	150,289.02	154,801.71	159,442.29	164,229.03
NONU	17	2	77.01	79.32	85.67	88.24	90.89	93.62	5,390.70	5,996.90	6,176.80	6,362.30	6,553.40	140,697.27	156,519.09	161,214.48	166,056.03	171,043.74
NONU	17	3	80.26	82.67	89.28	91.96	94.72	97.56	5,618.20	6,249.60	6,437.20	6,630.40	6,829.20	146,635.02	163,114.56	168,010.92	173,053.44	178,242.12
NONU	17	4	83.58	86.09	92.98	95.77	98.64	101.60	5,850.60	6,508.60	6,703.90	6,904.80	7,112.00	152,700.66	169,874.46	174,971.79	180,215.28	185,623.20
NONU	17	5	87.07	89.68	96.85	99.76	102.75	105.83	6,094.90	6,779.50	6,983.20	7,192.50	7,408.10	159,076.89	176,944.95	182,261.52	187,724.25	193,351.41
NONU	18	1	81.62	84.07	90.80	93.52	96.33	99.22	5,713.40	6,356.00	6,546.40	6,743.10	6,945.40	149,119.74	165,891.60	170,861.04	175,994.91	181,274.94
NONU	18	2	85.06	87.61	94.62	97.46	100.38	103.39	5,954.20	6,623.40	6,822.20	7,026.60	7,237.30	155,404.62	172,870.74	178,059.42	183,394.26	188,893.53
NONU	18	3	88.58	91.24	98.54	101.50	104.55	107.69	6,200.60	6,897.80	7,105.00	7,318.50	7,538.30	161,835.66	180,032.58	185,440.50	191,012.85	196,749.63
NONU	18	4	92.28	95.05	102.65	105.73	108.90	112.17	6,459.60	7,185.50	7,401.10	7,623.00	7,851.90	168,595.56	187,541.55	193,168.71	198,960.30	204,934.59
NONU	18	5	96.13	99.01	106.93	110.14	113.44	116.84	6,729.10	7,485.10	7,709.80	7,940.80	8,178.80	175,629.51	195,361.11	201,225.78	207,254.88	213,466.68

NON-UNION GROUP SCHEDULE

Salary Group	Position Title
1	Outdoor Rink Staff
1	Service and Program Staff
2	Junior Arena Maintenanceperson
2	School Crossing Guard
2	Specialty Services and Program Staff
3	Land Reclamation Worker (Service Canada Funded)
4	Lead, Services and Programs
4	Mayor's Office Intern
4	Program Instructure
4	Ski Patrol Leader (Seasonal)
5	Election Assistant (Contract)
5	Leisure Program Supervisor
5	Public Relations Assistant
5	Reception/Scheduling Clerk
5	Ski Hill Program Supervisor
5	Specialty Youth Program Instructor
6	Administrative Assistant - iCARE Project (Special Project)
6	Human Resources - Administrative Assistant
6	Human Resources Assistant - Administrative Support
6	Human Resources Assistant - Recruitment
6	Land Reclamation Crew Leader
6	Purchasing and Administration Clerk (Pioneer Manor)
6	Receptionist/Secretary-Council
6	Scheduling Clerk (Pioneer Manor)
6	Secretary Fire Services Administration (Contract)
6	Timekeeper/Administration Clerk
6	Ward Clerk
7	Administrative Assistant (Mayor)
7	Administrative Assistant, City Solicitor/City Clerk
7	Administrative Assistant, Deputy Chiefs of Paramedic Services
7	Administrative Assistant, Director of Assets and Fleet Services
7	Administrative Assistant, Director of Building Services/Chief Building Official
7	Administrative Assistant, Director of Communications and Community Engagement
7	Administrative Assistant, Director of Economic Development
7	Administrative Assistant, Director of Environmental Services
7	Administrative Assistant, Director of Housing Operations
7	Administrative Assistant, Director of Long Term Care Service
7	Administrative Assistant, Executive Director of Strategic Initiatives, Communications, and Citizens Services
7	Administrative Co-ordinator of Employee Records/Training
7	Administrative Support - Employee Records/Training
7	Co-ordinator of Children and Social Services Administration
7	Junior Scheduling Co-ordinator
7	Pass Permit Control Officer
8	Administrative Assistant, Deputy Fire Chiefs
8	Administrative Assistant, Director of Infrastructure Capital Plan

8 Administrative Assistant, Director of Linear Infrastructure Services
8 Administrative Assistant, Director of Water/Wastewater Services
8 Administrative Co-ordinator of Library Services
8 Co-ordinator of Planning Services Administration
8 Co-ordinator of Shared Administration Services
8 Employee Compensation Specialist
8 Junior Compensation Officer
8 Land Reclamation Foreperson
8 Scheduling Co-ordinator
8 Water/Wastewater Condition Assessment and Analytic Technical Co-ordinator

9 Accounts Administrator (Pioneer Manor)
9 Administrative Assistant, Director of Engineering Services
9 Co-ordinator of Events and Administration
9 Co-ordinator of Administrative Support and Labour Relations
9 Executive Co-ordinator, Chief Executive Officer of the Greater Sudbury Airport
9 Incubator Program Co-ordinator
9 Junior Rehabilitation and Claims Officer
9 Scheduling Co-ordinator (Pioneer Manor)
9 Transfer Service Co-ordinator

10 311 Customer Relations Co-ordinator
10 311 Training and Quality Assurance Co-ordinator
10 Accounting Supervisor
10 Animal Shelter Supervisor
10 Business Services Co-ordinator
10 Chaplain (Contract)
10 Community Paramedic Program Co-ordinator
10 Co-ordinator of Administrative Resources
10 Co-ordinator of Airport Operations
10 Co-ordinator of Infrastructure Capital Planning Administration
10 Co-ordinator of Intake and Resident Relations
10 Co-ordinator of Leisure Services Administration
10 Development and Wellness Facilitator
10 Executive Co-ordinator, Chief/General Manager of Community Safety
10 Executive Co-ordinator, General Manager of Growth and Infrastructure
10 Executive Co-ordinator, General Managers of Community Development and Corporate Services
10 Field Officer
10 HRMS Analyst
10 Manager, Permits and Approvals Initiative
10 Meter Shop Maintenance Officer
10 Monitoring and Compliance Officer
10 Ontario Works Trainer
10 Organizational Development Facilitator
10 Policy Analyst
10 Quality and Perform Initiatives Co-ordinator
10 Social Worker
10 Supervisor Airfield Operations/Trainer
10 Supervisor Land Reclamation
10 Talent Acquisition Specialist
10 Time and Activity/HRMS Admin

11 By-law Co-ordinator - Security
11 Clinical Dietitian
11 Communications and Stakeholder Relations Specialist

l1 Construction Co-ordinator
l1 Co-ordinator of Community Initiatives and Quality Assurance
l1 Co-ordinator of Public Services
l1 Co-ordinator of Quality Early Years Program
l1 Co-ordinator of Recreation and Leisure Programs
l1 Co-ordinator of Special Operations
l1 Co-ordinator of Volunteer and Support Services
l1 Distribution and Collection Maintenance Officer
l1 Driver Certification Instructure
l1 Executive Assistant to Councillors
l1 Executive Co-ordinator to the Chief Administrative Officer
l1 Food Services Supervisor
l1 Health and Safety Advisor
l1 Immigration Development Officer (Contract)
l1 Laundry/Housekeeping and Material Controls Supervisor
l1 Learn Design and Delivery Specialist
l1 Legislative Compliance Co-ordinator
l1 Maintenance Supervisor
l1 Major Events Development Officer
l1 Manager, Regulatory Compliance and Safety Management Systems
l1 Occupational Therapist
l1 Partnership and Outreach Co-ordinator
l1 Program Administrator Housing
l1 Property Manager
l1 Public Policy and Communications Co-ordinator
l1 Rehabilitation and Claims Officer
l1 Resident Assessment Instrument Co-ordinator
l1 Senior Budget Analyst
l1 Special Projects Co-ordinator
l1 Transit Operations Supervisor
l1 Water/Wastewater Maintenance Officer

l2 Active Transportation Co-ordinator
l2 Assistant Arena Manager
l2 Building Superintendent
l2 Business Development Officer
l2 Capital Projects Co-ordinator
l2 Citywide Foreperson
l2 Client Services Manager
l2 CMMS Co-ordinator
l2 Commander of Logistical Support
l2 Commander of Quality Improvement and Regulatory Compliance
l2 Community Initiatives Co-ordinator
l2 Compensation Officer
l2 Consent Official/Secretary-Treasurer Committee of Adjustment
l2 Co-ordinator of Finance
l2 Co-ordinator of Shelters/Homelessness
l2 Corporate Asset Management Co-ordinator
l2 Construction Services Co-ordinator
l2 ERP Co-ordinator
l2 Foreperson
l2 Health and Safety Officer
l2 Health and Safety Facilitator
l2 Indigenous Relations Specialist
l2 Innovation Co-ordinator

12 Issues and Data Management Officer
12 Maintenance Compliance Officer
12 Maintenance Supervisor
12 Manager, Administration Pioneer Manor
12 Manager, Airfield Operations/Deputy Fire Chief
12 Manager, By-Law and Animal Care and Control
12 Manager, Collection and Recycling
12 Manager, Passenger Experience and Customer Engagement
12 Manager, Physical Services
12 Manager, Solid Waste Support Services
12 Manager, Terminal Operations
12 Museums and Culture Experience Officer
12 Ontario Works Supervisor
12 Pension Benefits Co-ordinator
12 Physiotherapist
12 Purchasing Agent
12 Quality Management Systems and Training Co-ordinator
12 Recreation Co-ordinator
12 Rehabilitation and Claims Specialist
12 Road Patrol Supervisor
12 Roads Maintenance Officer/Foreperson
12 Special Projects Manager
12 Superintendent, Parks
12 Superintendent, Parks and Ski Hills
12 Supervisor of GOVA Plus and Driver Certification Program
12 Supervisor of Payroll
12 Supervisor of Transit Administration
12 Supervisor of Transit Assets and Services
12 Supervisor of Transit Services/Planner
12 Waste Collection Foreperson
12 Water Meter Compliance Officer

13 Assistant Deputy Chief
13 Climate Resilience Officer (Contract)
13 Commander of Community Health and Professional Standards
13 Commander of Paramedic Services
13 Co-ordinator of Accounting
13 Co-ordinator of Budgets
13 Co-ordinator of Housing Programs
13 Co-ordinator of Insurance and Risk Management
13 Co-ordinator of Specialized Services
13 Director, Marketing and Airport Development
13 Manager, Capital Planning and Construction
13 Manager, Cemetery Services
13 Manager, Citizen Service Centres
13 Manager, Community Initiatives and Partnerships
13 Manager, Corporate Security
13 Manager, Customer Service and 311
13 Manager, Library and Heritage Resources
13 Manager, Facilities Management
13 Manager, Food and Nutrition Services
13 Manager, Geographic Information Systems (GIS) Operations
13 Manager, Housing Stability and Homelessness
13 Manager, Maintenance Services
13 Manager, Revenue Services

- 13 Manager, Tenant Services
 - 13 Manager, Therapeutic and Support Services
 - 13 Manager, Transit Customer Experience and Planning
 - 13 Platoon Superintendent
 - 13 Project Lead - iCare Project
 - 13 Project Manager
 - 13 Program Lead Water/Wastewater Condition Assessment and Analytics
 - 13 Roads Operations Technical Co-ordinator
 - 13 Social Services Program Manager
 - 13 Superintendent of Horticulture
 - 13 Supervisor II Distribution and Collection
 - 13 Supervisor of Wastewater Treatment
 - 13 Supervisor of Water Treatment
 - 13 Water/Wastewater Legislative Compliance Support
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- 14 Audit Project Manager (Contract)
 - 14 Chief Procurement Officer
 - 14 Clinical Services Supervisor
 - 14 Commander, Community Paramedicine
 - 14 Director, Airport Operations Emergency Services, and Security
 - 14 Energy and Facilities Engineer
 - 14 Human Resources Business Partner
 - 14 Manager, Arenas
 - 14 Manager, Building Inspection Services
 - 14 Manager, Business Systems
 - 14 Manager, Children's Services
 - 14 Manager, Clerks Services/Deputy City Clerk
 - 14 Manager, Communications and Engagement
 - 14 Manager, Compensation and Benefits
 - 14 Manager, Compliance and Operational Support
 - 14 Manager, Construction Services
 - 14 Manager, Design Services
 - 14 Manager, Distribution and Collection
 - 14 Manager, Finance - Greater Sudbury Housing Operations
 - 14 Manager, Financial and Support Services
 - 14 Manager, Financial Planning and Budgeting
 - 14 Manager, Fleet
 - 14 Manager, Investment and Business Development
 - 14 Manager, Land Systems
 - 14 Manager, Organizational Development, Safety, Wellness and Rehabilitation
 - 14 Manager, Parks Services
 - 14 Manager, Plans Examination
 - 14 Manager, Project Services
 - 14 Manager, Real Estate
 - 14 Manager, Recreation
 - 14 Manager, Roads Operations
 - 14 Manager, Strategy, Innovation and Performance
 - 14 Manager, Technical Infrastructure Services
 - 14 Manager, Tourism and Culture
 - 14 Manager, Transit Operations
 - 14 Manager, Transportation and Innovation Support
 - 14 Manager, Waste Processing and Disposal
 - 14 Manager, Wastewater Treatment
 - 14 Manager, Water Treatment
 - 14 Operations Engineer

- 14 Project Engineer
 - 14 Project Manager - Cityworks Fleet
 - 14 Resident Care Co-ordinator
 - 14 Roads Engineer
 - 14 Roads Operations Engineer
 - 14 Senior Planner Development Approvals
 - 14 Senior Planner Strategic and Environmental Planning
 - 14 Senior Project Manager Facilities/Large Capital
 - 14 Subdivision/Site Plan Control Engineer
 - 14 Supervisor Development Engineering
 - 14 Water/Wastewater Process Engineer
 - 14 Water/Wastewater Projects Engineer
 - 14 Water/Wastewater Engineer
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- 15 Assistant City Solicitor
 - 15 Chief of Staff
 - 15 Drainage Engineer
 - 15 Manager, Accounting/Deputy Treasurer
 - 15 Manager, Development Approvals
 - 15 Manager, Housing Services
 - 15 Manager, Linear Infrastructure Technical Support Services
 - 15 Manager, Performance and Change
 - 15 Manager, Resident Care
 - 15 Manager, Strategic and Environmental Planning
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- 16 Deputy Chief of Paramedic Services
 - 16 Deputy City Solicitor
 - 16 Deputy Fire Chief
 - 16 Director, Assets and Fleet Services
 - 16 Director, Building Services/Chief Building Official
 - 16 Director, Communications and Community Engagement
 - 16 Director, Corporate Security and By-law Services
 - 16 Director, Data, Analytics and Change
 - 16 Director, Economic Development
 - 16 Director, Environmental Services
 - 16 Director, Housing Operations
 - 16 Director, Human Resources and Organizational Development
 - 16 Director, Information Technology
 - 16 Director, Transit Services
 - 16 Director, Water/Wastewater Treatment and Compliance
 - 16 Financial Consultant
 - 16 Project Director - Large Projects
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- 17 Director, Children and Social Services
 - 17 Director, Engineering Services
 - 17 Director, Finance/Chief Financial Officer
 - 17 Director, Infrastructure Capital Planning
 - 17 Director, Leisure Services
 - 17 Director, Linear Infrastructure Services
 - 17 Director, Long Term Care Services (Pioneer Manor)
 - 17 Director, Planning Services
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- 18 City Solicitor and Clerk