

TOWN OF CALMAR COMMITTEE OF THE WHOLE MEETING TO BE HELD
IN PERSON & VIRTUALLY ON OCTOBER 11, 2022, COMMENCING
AT 5:30 PM
GoToMeeting
Public Access Code: 883-358-981

AGENDA

<u>CODE</u>	<u>ITEM</u>	<u>SOURCE</u>
	1.	Call to Order
	2.	Adoption of Agenda
	3.	Delegations – None
	4.	Unfinished Business – None
	5.	Bylaws or Policies a) Policy #2022-103 – Sponsorship Policy
	6.	New Business a) First Draft Budget – Legislative, FCSS, Planning, Economic Development
	8.	Closed Session – None
	9.	Adjournment



Town of Calmar

Request for Discussion (RFD)

Meeting:	Committee of the Whole
Meeting Date:	October 11, 2022
Originated By:	EDO McIntosh
Title:	Policy #2022-103 ,Sponsorship Policy
Approved By:	CAO Losier
Agenda Item Number:	5 A

BACKGROUND/PROPOSAL:

Administration has been approached by multiple businesses that are interested in sponsoring programs and events in 2022. This has identified a need for clear protocol on the solicitation, management, and execution of sponsorship and advertising to ensure that any sponsorship aligns **with the town’s vision, values, and strategic plan. This policy will guide the advertising within the sponsorship packages, naming rights, and would not reflect donations and gifts.**

In alignment with the **Town of Calmar’s identified value of Growth and Innovation**, the opportunity to partner with local and regional businesses ensures sustainable and forward-thinking approaches to revenue generation are imbedded in Administration practices.

DISCUSSION/OPTIONS/BENEFITS/DISADVANTAGES:

The draft policy attached has been provided for discussion and consideration for Council regarding the priorities and approaches to be taken for a source of community development and potential revenue opportunities for the Town of Calmar.

COSTS/SOURCE OF FUNDING (if applicable)

Advertising fees for promotional materials to announce these new opportunities for our businesses and residents. \$500.00



POLICY

POLICY No. 2022-103
TITLE: Sponsorship & Advertising

APPROVAL DATE: , 2022

DEPARTMENT: ECONOMIC DEVELOPMENT

REVISION DATE:

MAYOR: _____

CAO: _____

Policy Statement:

The Town of Calmar provides this policy as an authorized framework for soliciting and entering into Sponsorship Agreements with external party that support Town-owned facilities and event.

Purpose:

The purpose of this Policy is to establish a protocol that:

1. Provides employees of the Town of Calmar guidelines and procedures with respect to recruiting external sponsorship for Town-owned facilities and/or events.
2. To recognize and capture revenue potential associated with sponsorships.
3. **To protect the Town from risk and uphold the Town's stewardship role to safeguard Town assets and interests.**
4. Provides **opportunities to external parties to invest in Calmar's** community development while promoting their own business/association/corporation.

Definitions

- Assets– means Town-owned facilities and/or land that have potential financial or marketing value as described in the Asset Management Policy # 2020-062.
- Council – means the Council of the Town of Calmar elected pursuant to the Local Authorities Election Act, RSA 2000 c L-21.
- Exclusivity Agreement – means an agreement whereby the supplier has an exclusive right to occupy Town-owned land or to supply goods and/or services to the Town for the time period of the agreement.
- External Party - means an external corporation, organization, enterprise, association, or individual.
- Facility Naming Right– means the purchase of the exclusive right to name a Town-owned facility by an external party for a specific time period.

- Shared Sponsorship Agreement – means when more than one external party enters into an agreement with the Town of Calmar to share the sponsorship of cash or Value-In-Kind in return for exploitable commercial potential associated with any Town-initiated facilities and/or events. Any hierarchy within the shared sponsorship will be outlined in the agreement.
- Sponsor – means an external party that enters into a Sponsorship Agreement and pays cash or Value-In-Kind in return for exploitable commercial potential associated with any Town-initiated facilities and/or events
- Sponsorship Agreement – means a mutually beneficial, contractual agreement that reflects the business arrangement for the exchange of marketing benefits between the Town and an external party for a specified period of time.
- Town – means the municipal corporation of The Town of Calmar in the Province of Alberta.
- Town CAO – means the Chief Administrative Officer of the Town of Calmar.
- Town-Initiated Event – means an activity for the public organized by the Town and generally lasts less than one week.
- Town-Owned Facility – means a specific facility, amenity, or asset owned by the Town.
- Town Owned Land – means lands owned by the Town including road rights-of-way.
- Value-In-Kind – means sponsorship received in the form of goods and/or services rather than money.

Scope

This policy applies to all sponsorships received by the Town, solicited or unsolicited and to all Town departments.

This policy does not apply to:

- Independent foundations or registered charitable organizations that the Town may receive benefit from.
- Gifts or unsolicited donations to the Town.
- Funding obtained from other orders of government through formal grant programs
- Town sponsorship support of external projects where the Town provides funds to outside organizations
- Third parties who lease Town property or hold permits with the Town for activities or events (i.e. community associations).

Responsibilities

Council is responsible for approving any Facility Naming Rights sponsorship and any Exclusivity Agreement Sponsorship.

The Chief Administration Officer is responsible for implementing this policy and reporting to Council on sponsorship activities including revenues and expenses.

The Chief Administrative Officer, or designate, is authorized to enter into any Sponsorship Agreement.

Sponsorship Categories

1. Exclusivity Agreements: A mutually agreed arrangement between the Town and an external supplier, evidenced in writing, that provides exclusive use of Town property or supply of goods and/or services to the Town in exchange for money or value-in-kind.
2. Facility Naming Rights: An external party can enter into a contractual agreement with the Town whereby the external party contributes money and/or value-in-kind to the Town in return for exclusive naming rights to a Town-owned facility.
3. Other Facility Recognition: An external party can enter into a contractual agreement with the Town whereby the external party contributes money and/or value-in-kind to the Town in return for promotional benefits within a Town-owned facility.
4. Town-Initiated Event: The financial or value-in-kind support for Town organized activities. **The sponsor's name may be directly associated with the activity (i.e. "presenting" or "title" sponsorship) and the sponsor will be provided a variety of temporary marketing opportunities.**

Sponsorship Guidelines

Any Sponsorship Agreement will adhere to the criteria and guidelines of this sponsorship policy.

The Town may enter into any Sponsorship Agreement with an External Party when such partnerships are mutually beneficial in a manner that is compatible with the Town's **mission, values, and policies** and where there is a revenue opportunity for the Town, net of the cost of providing signage or other Sponsor recognition.

The length of term for any Sponsorship Agreement may be limited to an event or for a defined period of time. The term should consider the cost of providing signage and other Sponsor recognition and still provide an adequate financial return to the Town. Facility Naming Rights agreements will not be for a term less than 10 years.

The Town may offer the Sponsor the right to renew the Sponsorship Agreement subject to reaching satisfactory terms and conditions.

Sponsorship will not be solicited from businesses, organizations, or individuals who, in the sole discretion of the Town, are inappropriate partners of the municipality in that their products or business activities do not align with Town values.

Sponsorship will not result in, or be perceived to result in, any competitive advantage, benefit, or preferential treatment outside the Sponsorship Agreement.

The Town will not endorse the products, services, or ideas of any Sponsor and any Sponsor is prohibited from implying that their products, services, or ideas are sanctioned by the Town.

The Town will not relinquish to the Sponsor any aspect of the Town's right to manage, maintain, and control Town Assets or property.

Sponsorship recognition will not detract from the physical attributes, character, integrity, or safety of any Town-initiated Event, and/or any Town-owned Facility and respect the use of the Town logo and slogan.

Sponsorships will be sought and granted using broadly based, open processes.

Related Documents

Signing Authority Policy #2021-091

Asset Management Policy # 2020-062

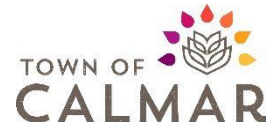
Appendix I - List of types and levels of sponsorship opportunities

Sponsorship Defined

Levels	Min / Max	Bang for Their Buck
Conferences		Summits / Trade Shows / Business Events / Workshops / Sports Training Events / etc.
Title	\$5,000.00	Below + Up to 10 free tickets / Opportunity to speak at the event /
Featured	\$2,500.00	Below + banner near the stage / reserved seating
Collaborating	\$1,500.00	Below + 2 additional free tickets / advertising at the tables
Contributing	\$1,000.00	Below + logo on signage at the event / logo on powerpoint between speakers
Supporter	\$500.00	2 Free Tickets/logo on marketing material
Partner (In-Kind)	Venue / Marketing	2 Free Tickets/logo on marketing material
Town Wide Events		Calmar Days / Sports Tournament /
Fun	\$1,000.00	Below + Preferred VIP seating at the parade / Honorary Parade Marshall
Amusement	\$750.00	Below + Free tickets to the Cabaret / Reserved seating at the games
Excitement	\$500.00	Below + Free swag Bag from the Town of Calmar / Logo on Sponsor sign at the event
Enjoyment	\$200.00	Free Entrance in parade / logo on marketing material
Smiles (In-Kind)	Marketing / Supplies	Free Entrance in parade / logo on marketing material
Smaller Events		Canada Day / Christmas in the Park / First Night / Pancake Breakfasts /
Grandparents	\$500.00	Below + reserved seating for 6 in the events VIP area.
In-Laws	\$250.00	Below + Free swag Bag (mug for hot chocolate, etc)
Siblings	\$100.00	Logo on marketing material / Logo on Sponsor sign at the event
Cousins (In-Kind)	Marketing / Supplies	Logo on marketing material / Logo on Sponsor sign at the event
Facility Naming		
Arena	\$200,000.00	Lump sum or \$20,000.00 per year for 10 years. First right of refusal at the end of the contract
Dressing Room (1 of4)	\$50,000.00	Lump sum or \$5,000.00 per year for 10 years. First right of refusal at the end of the contract
Concession Stand	\$50,000.00	Lump sum or \$5,000.00 per year for 10 years. First right of refusal at the end of the contract
Zamboni House	\$50,000.00	Lump sum or \$5,000.00 per year for 10 years. First right of refusal at the end of the contract
Program Centre	\$100,000.00	Lump sum or \$10,000.00 per year for 10 years. First right of refusal at the end of the contract

Sponsorship Defined

Levels	Min / Max	Bang for Their Buck
Parks Improvement		
Friends of the Park (1 of 5)	\$10,000.00	Lump sum or \$2000.00 per year for 5 years. For money towards upgrades to the parks, re-painting lines on the courts, beautification - Sponsor gets a plaque to keep and a name plate on the entrance to the park. An individual can be the lone friend of the park or a group or business can be the friend of the park. Council retains the control on what is done at the parks (ex: changing the BB court into a tennis court)
Arena Advertising		
1/2 board (3' x 4")	\$600.00	Per year / Minimum 10 years + Cost of the sign
Full Board (3 x 8')	\$1,000.00	Per year / Minimum 10 years + Cost of the sign
Wall Space - Large (4 x 8')	\$1,200.00	Per year / Minimum 10 years + Cost of the sign
Wall Space - Medium (2' x 6")	\$700.00	Per year / Minimum 10 years + Cost of the sign
Wall Space - Small (2' x 4')	\$500.00	Per year / Minimum 10 years + Cost of the sign
Digital Displays		Per year / Minimum 10 years + Cost of the sign
Discretionary Events / Advertising	TBD by Council	Any event or advertising idea that does not fall under the above categories can be brought to Council for approval.



Town of Calmar

Request for Discussion (RFD)

Meeting:	Committee of the Whole
Meeting Date:	October 11, 2022
Originated By:	CAO Losier
Title:	Draft Budget 2023 Info Package 1
Approved By:	CAO Losier
Agenda Item Number:	6 A

BACKGROUND/PROPOSAL:

Administration has been working at assembling draft budget information for several weeks. This first bundle contains information about 4 departments. These are:

- Legislative Services
- FCSS
- Planning
- Economic Development

The intent is to have a few departments presented which should make it easier to eventually cover the entire operational budget. The information contained should be considered preliminary as the draft budget will evolve until Council makes the final decision. The deliberation on the budget is anticipated in December of 2022, after the Town has conducted some public engagement on the budget.

DISCUSSION/OPTIONS/BENEFITS/DISADVANTAGES:

The benefit of the approach is that it will provide information to Council in package that can easily be digested. It will also provide opportunities to discuss the level of services. The disadvantage is that Council will not have a complete picture until we are done the first round of presentations.

COSTS/SOURCE OF FUNDING (if applicable)

N/A

Level of Service (LoS)



Department/Function: Corporate Services

The department primary roles are linked to the internal functions of the municipality and the interface with the public where the Town provides services directly to the residents (utilities). Internally, this department is overseeing activities related to Finance, Human Resources, Communication, and IT.

Resources allocated: There is 3.4 FTE's (Full time employment) associated with this department.

Primary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Prepare budget with CAO	Council/Community	1/year	
Facilitate audit		1/year	
Prepare, receive, and process payments for taxes, utilities, and other receivables	Community/Users	1/year Bi-monthly Daily	
Receive and manage general inquiries	Residents, stakeholders, and external parties	Daily	
Prepare trial balance and financial report	Council/Staff	Quarterly	
Update policies	Council/Staff	As needed	
Administer payroll, benefits and HR	Council/Staff	Twice per month/As required	
Promote events on social media	Council/Community	As needed	
Ensure the integrity of the network	Council/Staff/Community	Monthly and as needed	
Maintain Contracts and Agreements	Staff	Bi-monthly	
Prepare Agenda Packages & Minutes	Council/Staff/Community	As scheduled	
Grant Applications & Reporting		As required	
Facilitate Municipal Elections	Residents	As required	
Liaison with External Government Agencies (MA, CRA, Stats Can, WCB, etc.)		Monthly Annually As required	
Administration of Town Banking	Staff	Daily Monthly As required	

Level of Service (LoS)



Document Management/Records Retention		As required	
---------------------------------------	--	-------------	--

Secondary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Perform duties as Commissioner of Oaths	Clients	As needed	
Ensure that OHS requirements are met	Staff	Monthly	
Produce Calmar Chronicle	Community	Monthly	

CAO Signature

Level of Service (LoS)



Department/Function: Economic Development

The department oversees **the Town's** economic development strategies for business attraction, retention, and expansion.

Resources allocated: There is **1.2 FTE's (Full time employment)** associated with this department.

Primary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Prepare and carry out strategic initiatives (promotion/marketing)	Business community/Potential investors	Monthly	
Oversee the business community breakfast	Business community	/Quarterly	
Identify and promote government programs	Business communities	As needed	
Research, develop, and implement policies to support economic growth and/or diversification	Council/Business community	As needed	

Secondary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Compile economic data and demographic information	Business community, Council, Government, Other external parties	Annually	
Provide support to businesses in their grant application	Business community	As needed	

CAO Signature

Level of Service (LoS)



Department/Function: Family, Community, and Social Services

This department provides community members with information and referral services. It also coordinates social/cultural events and programming within the community.

Resources allocated: There is 0.6 FTE (Full time employment) associated with this department.

Primary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Provide info, support, and referrals services	Community members	As needed	Referrals are made to Leduc County and/or Province
Research and follow-up on local issues, needs, and trends	Council/Community	As needed	
Assist local families, children, youth adult and seniors	Community members	As needed	
Grant Applications		As required	
Organize FCSS Related Community Events (Christmas elves/volunteer appreciation/seniors week, etc.)	Community members	Annually	

Secondary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Produce Calmar Chronicle	Community	Monthly	
Promote volunteerism	Community	As needed	

CAO Signature

Level of Service (LoS)



Department/Function: Office of the CAO

The purpose of this office is to oversee the general functions of the municipality within the budget approved by Council. The function also includes meeting the Municipal Government Act requirements **and implementing the Town's Strategic Plan.**

Resources allocated: There is 0.6 FTE (Full time employment) associated with this department.

Primary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Ensuring that activities are conducted as per the Municipal Government Act	Council/Staff	Daily	
Effective management of activities as directed/guided by Council decisions	Staff	Daily	
Oversee financial matters and provide report/update to Council	Council/Staff	Daily/quarterly	
Build and maintain relationships	Council/Staff/Community/External parties	Daily	
Prepare, amend, maintain, and apply bylaws and policies	Council/Staff/Community	As needed	

Secondary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Conduct development officer and planner duties	Clients	As needed	This account for 0.2 FTE
Support economic development initiatives	Business community/ Staff	As needed	This account for 0.2 FTE

CAO Signature

Level of Service (LoS)



Department/Function: Planning and Development

This department provides the planning services for the Town. It oversees construction and development activities with the support of the private sector. Subdivision review, redistricting, and amendments to plans and/or the Land Use Bylaw are also done by this department.

Resources allocated: There is 0.6 FTE (Full time employment) associated with this department.

Primary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Process development and building permits	Clients	As needed	
Process subdivisions	Clients	As needed	
Process legal documents such as right of ways, leases, development agreement	Clients	As needed	
Oversee long range planning document	Community	As needed	
Answer general inquiries from residents, realtors, investors, developers	Client	As needed	

Secondary Responsibilities:

Activity/service	Targeted audience	Frequency	Other information
Update Land Use Bylaw	Community/ client	As needed	

CAO Signature



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
1-11-XX-XXX	LEGISLATIVE	0.00	#DIV/0!	0.00	0.00	0.00	
1-51-XX-XXX	FCSS	(47,500.00)	-11%	(42,500.00)	(42,000.00)	(42,000.00)	Rural Mental Health grant
1-61-XX-XXX	PLANNING	(78,000.00)	-37%	(49,250.00)	(49,750.00)	(54,750.00)	Anticipated decrease in permit revenue
1-62-XX-XXX	ECONOMIC DEVELOPMENT	(1,000.00)	200%	(3,000.00)	(3,500.00)	(4,000.00)	Sponsorship revenue
2-11-XX-XXX	LEGISLATIVE	312,200.00	-41%	183,864.00	184,364.00	186,864.00	Redistribution of payroll & expense adjustments
2-51-XX-XXX	FCSS	156,000.00	-28%	112,900.00	116,900.00	121,050.00	Redistribution of payroll & expense adjustments
2-61-XX-XXX	PLANNING	305,300.00	-24%	231,420.00	232,185.00	233,930.00	Redistribution of payroll & expense adjustments
2-62-XX-XXX	ECONOMIC DEVELOPMENT	362,500.00	-39%	222,590.00	201,735.00	206,800.00	Redistribution of payroll & expense adjustments



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
1-11-00-590	COUNCIL - Other General Revenue	0.00	#DIV/0!	0.00	0.00	0.00	No budgeted revenue
		<u>0.00</u>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
2-11-00-110	COUNCIL - Wages & Salaries	77,700.00	-100%	0.00	0.00	0.00	This percentage of administrative staff covering meeting preparation, bookings and event organization reallocated to Administration Reallocated to Administration
2-11-00-115	Overtime	2,400.00	-100%	0.00	0.00	0.00	
2-11-00-130	COUNCIL - Employer's Contributions	11,700.00	-100%	0.00	0.00	0.00	
2-11-00-136	COUNCIL - Workers' Compensation Board Fees	1,500.00	-100%	0.00	0.00	0.00	Reallocated to Administration
2-11-00-148	COUNCIL - Training & Development	1,600.00	0%	1,600.00	1,600.00	1,600.00	This budget line is for shared training sessions and not specific to individual Council members
2-11-00-215	COUNCIL - Freight & Postage	700.00	0%	700.00	700.00	700.00	The primary expense to this line item is based on a percentage of cost for filling the postage meter
2-11-00-217	COUNCIL - Telephone	7,200.00	0%	7,200.00	7,200.00	7,200.00	Council Land Line \$100 x 12 Months = \$ 1,200 Council Communication Allowance \$100 Per month \$ 6,000
2-11-00-220	COUNCIL - Advertising	4,600.00	-9%	4,200.00	4,300.00	4,400.00	Tax Assess. Mailout, , Ad-Regional Maple Leaf, Ad-Salute to Farmers, Sponsor Ad-Fire Dept, Sponsor Ad-Remembrance Day, Sponsor Ad-Holiday Season, Remembrance Day, Other Advertisements
2-11-00-222	COUNCIL - Memberships & Subscriptions	4,400.00	7%	4,700.00	4,700.00	4,700.00	Basic Membership fee \$2,755.29 2021 Chamber Membership \$263.10 2021-22 Membership \$649.36 Muni Govt Act-Carey Benson \$35.00 Queens Printer Subscription \$125.00 Prepaid Adjustments \$195.00 2022 Membership \$664.73
2-11-00-223	COUNCIL - Special Projects	20,000.00	-25%	15,000.00	15,000.00	15,000.00	5 year average not including org review/feasibility study/succession
2-11-00-224	COUNCIL - Other Projects	1,500.00	141%	3,614.00	3,614.00	3,614.00	\$1,500 Leduc & District Food Bank \$1,114 NSWA
2-11-00-231	COUNCIL - Audit Fees	1,800.00	-100%	0.00	0.00	0.00	\$1,000 Calmar Seniors Club
2-11-00-250	COUNCIL - Building Repairs & Maintenance	3,200.00	-69%	1,000.00	1,000.00	1,000.00	Allocation changed to be 100% Administration has been \$0 for last 5 years
2-11-00-270	COUNCIL - Insurance	3,100.00	0%	3,100.00	3,100.00	3,100.00	Council Chambers Insurance
2-11-00-510	COUNCIL - Printing & Stationery	3,500.00	-57%	1,500.00	1,500.00	1,500.00	Based on 5 year average
2-11-00-511	COUNCIL - Special Events Hosting	6,000.00	-33%	4,000.00	4,000.00	4,000.00	Regional Municipal Meetings, Collaboration & Networking based on 5 year average (+ interaction with eastern municipalities)
2-11-00-512	COUNCIL - Janitor Contract	1,400.00	-100%	0.00	0.00	0.00	Moved to Admin
2-11-00-520	COUNCIL - Equipment, Parts, Repairs & Maintenance	6,000.00	-83%	1,000.00	1,000.00	1,000.00	\$0 for previous 5 years, excluding new laptops in 2021
2-11-00-540	COUNCIL - Power	1,300.00	38%	1,800.00	2,000.00	2,200.00	Council Chambers allocation
2-11-00-541	COUNCIL - Natural Gas	700.00	43%	1,000.00	1,200.00	1,400.00	Council Chambers allocation
2-11-00-590	COUNCIL - Other General Expenses-Legislative	2,000.00	0%	2,000.00	2,000.00	4,000.00	Budget based on prior year expenses (adjusted in 2025 for election)
2-11-00-761	COUNCIL - Transfer to Reserves	0.00	#DIV/0!	0.00	0.00	0.00	Transfer to Election Reserve for Next Election
2-11-01-110	COUNCIL - Councillor Faulkner - Remuneration & Fee	18,600.00	0%	18,600.00	18,600.00	18,600.00	Monthly Remuneration 12 @ \$ 694.62 60 - 0-3 Hour Meetings @ \$ 75.00 32 - 3-5 Hour Meetings @ \$ 125.00 10 - 5 Hours or More Meetings @ \$ 175.00
2-11-01-130	COUNCIL - Councillor Faulkner - Benefits	4,300.00	-77%	1,000.00	1,000.00	1,000.00	Calculated at % of earnings (CPP & benefits @ \$14.95/month)
2-11-01-140	COUNCIL - Councillor Faulkner - Meals & Lodging	1,200.00	-100%	0.00	0.00	0.00	Out of Town Travel (combined with training) Conferences: AUMA, RMA etc.
2-11-01-148	COUNCIL - Councillor Faulkner - Training & Dev	2,500.00	48%	3,700.00	3,700.00	3,700.00	Training AB Emergency Management, Municipal Courses etc.

2-11-01-212	COUNCIL - Councillor Faulkner - Mileage	1,000.00	0%	1,000.00	1,000.00	1,000.00	Out of Town Travel Monthly Remuneration 12 @ \$ 694.62 Deputy Mayor 12 @ \$ 100.00 60 - 0-3 Hour Meetings @ \$ 75.00 32 - 3-5 Hour Meetings @ \$ 125.00
2-11-13-110	COUNCIL - Councillor Gardner - Remuneration & Fee	19,800.00	0%	19,800.00	19,800.00	19,800.00	10 - 5 Hours or More Meetings @ \$ 175.00
2-11-13-130	COUNCIL - Councillor Gardner - Benefits	4,600.00	-78%	1,000.00	1,000.00	1,000.00	Calculated at % of earnings (CPP & benefits @ \$14.95/month)
2-11-13-140	COUNCIL - Councillor Gardner - Meals & Lodging	1,200.00	-100%	0.00	0.00	0.00	Out of Town Travel (combined with training) Conferences: AUMA, RMA etc.
2-11-13-148	COUNCIL - Councillor Gardner - Training & Dev	2,500.00	48%	3,700.00	3,700.00	3,700.00	Training AB Emergency Management, Municipal Courses etc.
2-11-13-212	COUNCIL - Councillor Gardner - Mileage	1,000.00	0%	1,000.00	1,000.00	1,000.00	Out of Town Travel Monthly Remuneration 12 @ \$ 1,389.24 60 - 0-3 Hour Meetings @ \$ 75.00 32 - 3-5 Hour Meetings @ \$ 125.00
2-11-17-110	COUNCIL - Mayor Carnahan - Remuneration & Fees	27,000.00	0%	27,000.00	27,000.00	27,000.00	10 - 5 Hours or More Meetings @ \$ 175.00
2-11-17-130	COUNCIL - Mayor Carnahan - Benefits	6,300.00	-79%	1,350.00	1,350.00	1,350.00	Calculated at % of earnings (CPP & benefits @ \$14.95/month)
2-11-17-140	COUNCIL - Mayor Carnahan - Meals & Lodging	1,200.00	-100%	0.00	0.00	0.00	Out of Town Travel Conferences: AUMA, RMA etc.
2-11-17-148	COUNCIL - Mayor Carnahan - Training & Dev	2,500.00	48%	3,700.00	3,700.00	3,700.00	Training AB Emergency Management, Municipal Courses etc.
2-11-17-212	COUNCIL - Mayor Carnahan - Mileage	1,000.00	0%	1,000.00	1,000.00	1,000.00	Out of Town Travel Monthly Remuneration 12 @ \$ 694.62 60 - 0-3 Hour Meetings @ \$ 75.00 32 - 3-5 Hour Meetings @ \$ 125.00
2-11-18-110	COUNCIL - Councillor Benson - Remuneration & Fees	18,600.00	0%	18,600.00	18,600.00	18,600.00	10 - 5 Hours or More Meetings @ \$ 175.00
2-11-18-130	COUNCIL - Councillor Benson - Benefits	4,300.00	-77%	1,000.00	1,000.00	1,000.00	Calculated at % of earnings (CPP & benefits @ \$14.95/month)
2-11-18-140	COUNCIL - Councillor Benson - Meals & Lodging	1,200.00	-100%	0.00	0.00	0.00	Out of Town Travel (combined with training) Conferences: AUMA, RMA etc.
2-11-18-148	COUNCIL - Councillor Benson - Training & Dev	2,500.00	48%	3,700.00	3,700.00	3,700.00	Training AB Emergency Management, Municipal Courses etc.
2-11-18-212	COUNCIL - Councillor Benson - Mileage	1,000.00	0%	1,000.00	1,000.00	1,000.00	Out of Town Travel Monthly Remuneration 12 @ \$ 694.62 60 - 0-3 Hour Meetings @ \$ 75.00 32 - 3-5 Hour Meetings @ \$ 125.00
2-11-19-110	COUNCIL - Councillor McKeag - Remuneration & Fees	18,600.00	0%	18,600.00	18,600.00	18,600.00	10 - 5 Hours or More Meetings @ \$ 175.00
2-11-19-130	COUNCIL - Councillor McKeag - Benefits	4,300.00	-77%	1,000.00	1,000.00	1,000.00	Calculated at % of earnings (CPP & benefits @ \$14.95/month)
2-11-19-140	COUNCIL - Councillor McKeag - Meals & Lodging	1,200.00	-100%	0.00	0.00	0.00	Out of Town Travel (combined with training) Conferences: AUMA, RMA etc.
2-11-19-148	COUNCIL - Councillor McKeag - Training & Dev	2,500.00	48%	3,700.00	3,700.00	3,700.00	Training AB Emergency Management, Municipal Courses etc.
2-11-19-212	COUNCIL - Councillor McKeag - Mileage	1,000.00	0%	1,000.00	1,000.00	1,000.00	Out of Town Travel
		312,200.00		183,864.00	184,364.00	186,864.00	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
1-51-00-410	FAMILY SERV - Fees & Programs	(1,000.00)	-50%	(500.00)	(500.00)	(500.00)	Xmas Elves payroll deductions and other miscellaneous revenues for
1-51-00-590	FAMILY SERV - Other General Revenue	(1,000.00)	0%	(1,000.00)	(500.00)	(500.00)	Volunteer Alberta Grant
1-51-00-840	Provincial Grant	(4,500.00)	-100%	0.00	0.00	0.00	(was the rural mental health grant)
1-51-00-850	FAMILY SERV - Regional FCSS Grant	(37,500.00)	0%	(37,500.00)	(37,500.00)	(37,500.00)	Leduc County distribution (need to be reviewed for 2023)
1-51-01-590	FAMILY SERV - Christmas Elves Program Revenues	(3,500.00)	0%	(3,500.00)	(3,500.00)	(3,500.00)	Christmas elves charitable donations
		<u>(47,500.00)</u>		<u>(42,500.00)</u>	<u>(42,000.00)</u>	<u>(42,000.00)</u>	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
2-51-00-110	FAMILY SERV - Wages & Salaries	94,700.00	-36%	61,000.00	63,000.00	65,000.00	Per distribution Estimated overtime to be paid. Will be adjusted once the new programs/events are identified.
2-51-00-115	FAMILY SERV - Overtime	800.00	-38%	500.00	500.00	500.00	
2-51-00-130	FAMILY SERV - Employer Contributions	14,300.00	-37%	9,000.00	9,500.00	10,000.00	Percentage of salary allocated to this cost center
2-51-00-136	FAMILY SERV - Workers's Compensation Board Fees	1,800.00	-11%	1,600.00	1,600.00	1,600.00	4% of \$40k premium based on wage distribution
2-51-00-140	FAMILY SERV - Meals & Lodging	800.00	-100%	0.00	0.00	0.00	reallocated to training and development
2-51-00-148	FAMILY SERV - Training & Development	600.00	317%	2,500.00	2,500.00	2,500.00	Conferences, training etc (comnined with meals and lodging)
2-51-00-210	FAMILY SERV - Vehicle Allowance	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-51-00-212	FAMILY SERV - Mileage	500.00	0%	500.00	500.00	500.00	Conferences, training etc
2-51-00-215	FAMILY SERV - Freight & Postage	700.00	0%	700.00	750.00	800.00	Based on 5 year average
2-51-00-217	FAMILY SERV - Telephone	1,200.00	-38%	750.00	800.00	850.00	Based on 5 year average
2-51-00-220	FAMILY SERV - Advertising	2,000.00	5%	2,100.00	2,200.00	2,300.00	Departmental program promotional materials Awareness campaign National Volunteer Week, Seniors Week, Virtual Webinars Calmar Youth Council, Community Connections Event/Programming, Indigenous Awareness Event, Community Volunteer Income Tax
2-51-00-221	FAMILY SERV - Program Hosting Expense	10,000.00	-20%	8,000.00	8,400.00	9,000.00	Program, Rural Mental Health Program, Mental Health Week
2-51-00-222	FAMILY SERV - FCSS Municipal Cost Share Portion	13,800.00	0%	13,800.00	14,000.00	14,200.00	Town of Calmar 20% share of regional service
2-51-00-225	FAMILY SERV - Volunteer Recognition	3,000.00	-33%	2,000.00	2,200.00	2,300.00	Volunteer honorariums & volunteer recognition items
2-51-00-231	FAMILY SERV - Audit Fees	1,100.00	-100%	0.00	0.00	0.00	Allocation changed to be 100% through Admin Historically journal entries had been done to cr revenue and dr exp??
2-51-00-260	FAMILY SERV - Office Rental	1,300.00	-100%	0.00	0.00	0.00	2020 back
2-51-00-270	FAMILY SERV - Insurance	600.00	0%	600.00	700.00	800.00	Allocation distributed to this department
2-51-00-510	FAMILY SERV - Printing & Stationary	800.00	0%	800.00	800.00	800.00	Allocation distributed to this department
2-51-00-511	FAMILY SERV - Household & Miscellaneous Goods	300.00	0%	300.00	300.00	300.00	General supplies
2-51-00-513	FAMILY SERV - Contracted Services	0.00	#DIV/0!	0.00	0.00	0.00	
2-51-00-520	FAMILY SERV - Equipment Parts, Repairs & Main	400.00	0%	400.00	400.00	400.00	Office Equipment
2-51-00-540	FAMILY SERV - Power	600.00	67%	1,000.00	1,200.00	1,400.00	Allocation distributed to this department
2-51-00-541	FAMILY SERV - Natural Gas	700.00	57%	1,100.00	1,300.00	1,500.00	Allocation distributed to this department
2-51-00-590	FAMILY SERV - Other General Expenses	500.00	0%	500.00	500.00	500.00	
2-51-01-511	FAMILY SERV - Christmas Elves Prog. Donation Exp.	500.00	1050%	5,750.00	5,750.00	5,800.00	Christmas Elves expenses combined
2-51-01-512	FAMILY SERV - Christmas Elves Prog. Hosting Exp.	5,000.00	-100%	0.00	0.00	0.00	
		<u>156,000.00</u>		<u>112,900.00</u>	<u>116,900.00</u>	<u>121,050.00</u>	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
1-61-00-410	MUNI DEV - Service Fees	(7,000.00)	-21%	(5,500.00)	(6,000.00)	(6,000.00)	Tax Certificates Zoning Compliance Certificates Budget Dollars based on 2021 Actual Subdivision Fees are not known, small amount recognized in
1-61-00-411	MUNI DEV - Subdivision Fees	(2,000.00)	-63%	(750.00)	(750.00)	(750.00)	anticipation of some movement
1-61-00-510	MUNI DEV - Safety Codes Council	0.00	#DIV/0!	0.00	0.00	0.00	No Revenue Projected
1-61-00-520	MUNI DEV - Development Permits	(7,000.00)	-71%	(2,000.00)	(2,000.00)	(2,000.00)	Development Permits budget based on 2021 Actual
1-61-00-530	MUNI DEV - Building Permits	(60,000.00)	-33%	(40,000.00)	(40,000.00)	(45,000.00)	Building Permits revenue is based on 5 year average
1-61-00-590	MUNI DEV - Other General Revenue	(1,000.00)	0%	(1,000.00)	(1,000.00)	(1,000.00)	Construction Deposits Retained & Other Misc. Revenue
1-61-00-840	MUNI DEV - Conditional Grants - Provincial	0.00	#DIV/0!	0.00	0.00	0.00	No Grants are planned for this year
1-61-00-900	MUNI DEV - Off Site Levies	(1,000.00)	-100%	0.00	0.00	0.00	Offsite Levies are not known, small amount recognized in anticipation
1-61-00-920	MUNI DEV - Contributed from Reserves	0.00	#DIV/0!	0.00	0.00	0.00	of some movement \$0 revenue in previous 5 years
		<u>(78,000.00)</u>		<u>(49,250.00)</u>	<u>(49,750.00)</u>	<u>(54,750.00)</u>	No projects are planned for this year



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
2-61-00-110	MUNI DEV - Wages & Salaries	93,900.00	-5%	88,780.00	89,500.00	91,000.00	Per distribution
2-61-00-115	MUNI DEV - Overtime	800.00	-100%	0.00	0.00	0.00	no overtime budgeted
2-61-00-130	MUNI DEV - Employer Contributions	14,100.00	-5%	13,400.00	13,425.00	13,650.00	15% of salary allocated to this cost center
2-61-00-136	MUNI DEV - Workers' Compensation Board Fees	1,800.00	-11%	1,600.00	1,600.00	1,600.00	4% of \$40k premium based on wage distribution
2-61-00-140	MUNI DEV - Meals & Lodging	1,000.00	-100%	0.00	0.00	0.00	reallocated to training and development
2-61-00-148	MUNI DEV - Training & Development	1,000.00	150%	2,500.00	2,500.00	2,500.00	APPI/CIP
2-61-00-150	MUNI DEV - S.D.A.B. Meeting Fees	1,000.00	0%	1,000.00	1,000.00	1,000.00	To cover expenses if Subdivision is Appealed (look at County SDAB)
2-61-00-210	MUNI DEV - Vehicle Allowance	300.00	-100%	0.00	0.00	0.00	No budget is anticipated
2-61-00-215	MUNI DEV - Freight & Postage	1,500.00	0%	1,500.00	1,500.00	1,500.00	Based on 5 year average
2-61-00-217	MUNI DEV - Telephone	1,700.00	-29%	1,200.00	1,200.00	1,200.00	Based on 5 year average
2-61-00-220	MUNI DEV - Advertising	6,000.00	-47%	3,200.00	3,200.00	3,200.00	Subdivision, bylaws and open houses, based on 5 year average + (need to adopt advertising bylaw)
2-61-00-221	MUNI DEV - Title & Land Searches	1,500.00	-33%	1,000.00	1,000.00	1,000.00	Information gathering for developments based on 5 year average
2-61-00-222	MUNI DEV - Memberships & Subscriptions	800.00	63%	1,300.00	1,300.00	1,300.00	CPAA, CIP, APPI
2-61-00-223	MUNI DEV - Subdivision & Development Costs	2,500.00	-100%	0.00	0.00	0.00	Planning consultation (\$0 the last 5 years) Review Drawings and Consultation on Development
2-61-00-230	MUNI DEV - Engineering Fees	60,000.00	-33%	40,000.00	40,000.00	40,000.00	Inspections for FAC, CCC, sub. and dev. Review
2-61-00-231	MUNI DEV - Audit Fees	1,300.00	-100%	0.00	0.00	0.00	Allocation changed to 100% Administration
2-61-00-232	MUNI DEV - Inspection Fees	20,000.00	0%	20,000.00	20,000.00	20,000.00	Building, Electrical, Plumbing Inspections
2-61-00-233	MUNI DEV - Legal Fees	20,000.00	-25%	15,000.00	15,000.00	15,000.00	Consultation for agreements etc. (5 year av with \$0 in 2022)
2-61-00-234	MUNI DEV - Planning Fees	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-61-00-510	MUNI DEV - Printing & Stationary	1,000.00	-20%	800.00	800.00	800.00	Based on 5 year average
2-61-00-513	MUNI DEV - Contracted Services	75,000.00	-47%	40,000.00	40,000.00	40,000.00	GIS annual fee + planning support as needed
2-61-00-515	MUNI DEV - Other Contracted Services	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-61-00-520	MUNI DEV - Cost of Land Sold	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-61-00-540	MUNI DEV - Admin Power	100.00	40%	140.00	160.00	180.00	Allocation distributed to this department
2-61-00-761	MUNI DEV - Transfer to Reserves	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
		305,300.00		231,420.00	232,185.00	233,930.00	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
1-62-00-410	COMM SER - Promotional Revenue	(1,000.00)	-100%	0.00	0.00	0.00	No Revenue Projected
1-62-00-590	COMM SER - Other General Revenue	0.00	#DIV/0!	(3,000.00)	(3,500.00)	(4,000.00)	Pending Council's decision on sponsorship policy
1-62-00-840	COMM SER - Conditional Grant - Provincial	0.00	#DIV/0!	0.00	0.00	0.00	No Revenue Projected
1-62-00-920	Transfer From Reserves	0.00	#DIV/0!	0.00	0.00	0.00	No projects are planned for this year
		<u>(1,000.00)</u>		<u>(3,000.00)</u>	<u>(3,500.00)</u>	<u>(4,000.00)</u>	



Account Number	Account Description	2022 Budget	2022 - 2023 % Variation	2023 Budget	2024 Budget	2025 Budget	2023 Budget Comments
2-62-00-110	COMM SER - Wages & Salaries	86,000.00	37%	118,000.00	121,500.00	125,800.00	Per distribution
2-62-00-115	COMM SER - Overtime	1,200.00	96%	2,350.00	2,450.00	2,550.00	2% of Wages and Salaries used for calculation
2-62-00-130	COMM SER - Employer Contributions	12,900.00	37%	17,700.00	18,225.00	18,870.00	15% of salary allocated to this cost center
2-62-00-136	COMM SER - Workers' Compensation Board Fees	1,100.00	191%	3,200.00	3,200.00	3,200.00	8% of \$40k premium based on wage distribution
2-62-00-140	COMM SER - Meals & Lodging	500.00	-100%	0.00	0.00	0.00	reallocated to training and development
2-62-00-148	COMM SER - Training & Development	1,000.00	100%	2,000.00	2,000.00	2,000.00	EDAC Conference
2-62-00-210	COMM SER - Vehicle Allowance	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-62-00-212	COMM SER - Mileage	6,000.00	-67%	2,000.00	2,000.00	2,000.00	For business visit
2-62-00-215	COMM SER - Freight & Postage	200.00	250%	700.00	700.00	700.00	Based on 5 year average
2-62-00-217	COMM SER - Telephone	600.00	0%	600.00	600.00	600.00	\$50 x 12 months
2-62-00-220	COMM SER - Advertising	4,000.00	325%	17,000.00	17,000.00	17,000.00	2 x \$2,500 promo video \$10,000 bag project \$2,000 swag Executive Pulse - Biz Database - Alliance membership EDA
2-62-00-222	COMM SER - Memberships & Subscriptions	1,000.00	350%	4,500.00	4,500.00	4,500.00	EDAC \$2,000 swag for Council/admin to give to businesses on their anniversary
2-62-00-223	COMM SER - Promotion & Research	154,500.00	-98%	3,200.00	3,200.00	3,200.00	\$1,200 donuts/pizza/sweets/swag for business visits
2-62-00-231	COMM SER - Audit Fees	900.00	-100%	0.00	0.00	0.00	Allocation changed to be 100% Administration
2-62-00-510	COMM SER - Printing & Stationary	900.00	0%	900.00	900.00	900.00	Based on 5 year average Committee meeting hosting New business welcome
2-62-00-511	COMM SER - Miscellaneous	600.00	0%	600.00	600.00	600.00	Way finding signage
2-62-00-513	COMM SER - Contracted Services	6,000.00	-22%	4,700.00	4,700.00	4,700.00	4 x \$1100 for business breakfast program + \$300 for advertising
2-62-00-540	COMM SER - Power	100.00	40%	140.00	160.00	180.00	Allocation distributed to this department
2-62-00-761	COMM SER - Transfer to Reserves	0.00	#DIV/0!	0.00	0.00	0.00	No budget is anticipated
2-62-00-900	Grants to Others	85,000.00	-47%	45,000.00	20,000.00	20,000.00	3 year DIG program expires in 2023 (opportunity for new program in 2024-25)
		362,500.00		222,590.00	201,735.00	206,800.00	

Compilation

Salary Grid

Thursday, October 6, 2022

POSTION	# EE's	FTE Annual Hours Each	\$ 1	\$ 2	\$ 3	\$ 4	\$ 5	\$ 6
2021 Base								
Director of Corporate Services	1	1820	\$ 108,785	\$ 112,185	\$ 116,741	\$ 121,339	\$ 126,800	\$ 129,183
			\$ 59.77	\$ 61.64	\$ 64.14	\$ 66.67	\$ 69.67	\$ 70.98
Director of Public Works	1	1820	\$ 108,785	\$ 112,185	\$ 116,741	\$ 121,339	\$ 126,800	\$ 129,183
			\$ 59.77	\$ 61.64	\$ 64.14	\$ 66.67	\$ 69.67	\$ 70.98
Municipal Secretary (vacant)	0	1820	\$ 90,709	\$ 93,701	\$ 97,449	\$ 101,348	\$ 105,907	\$ 108,652
			\$ 49.84	\$ 51.48	\$ 53.54	\$ 55.69	\$ 58.19	\$ 59.70
Public Works Foreman/Mechanic	1	2080	\$ 78,632	\$ 81,224	\$ 84,473	\$ 87,853	\$ 91,806	\$ 94,185
			\$ 37.80	\$ 39.05	\$ 40.61	\$ 42.24	\$ 44.14	\$ 45.28
Public Works Lead Hand	1	2080	\$ 73,193	\$ 75,931	\$ 79,135	\$ 82,525	\$ 86,479	\$ 88,858
			\$ 35.19	\$ 36.51	\$ 38.05	\$ 39.68	\$ 41.58	\$ 42.72
Arena/Parks Lead Hand	1	2080	\$ 71,084	\$ 72,629	\$ 74,174	\$ 75,720	\$ 77,265	\$ 78,810
			\$ 34.17	\$ 34.92	\$ 35.66	\$ 36.40	\$ 37.15	\$ 37.89
Bylaw Officers (vacant)	0	2080	\$ 50,003	\$ 55,607	\$ 61,210	\$ 66,814	\$ 72,417	\$ 78,021
			\$ 24.04	\$ 26.73	\$ 29.43	\$ 32.12	\$ 34.82	\$ 37.51
Peace Officers	1	2080	\$ 66,065	\$ 68,238	\$ 71,674	\$ 75,456	\$ 80,801	\$ 83,088
			\$ 31.76	\$ 32.81	\$ 34.46	\$ 36.28	\$ 38.85	\$ 39.95
Community Development Coordinator	1	1820	\$ 58,680	\$ 60,388	\$ 62,837	\$ 65,315	\$ 68,527	\$ 70,286
			\$ 32.24	\$ 33.18	\$ 34.53	\$ 35.89	\$ 37.65	\$ 38.62
Community Services Manager	0	1820	\$ 65,695	\$ 67,666	\$ 70,571	\$ 73,394	\$ 76,701	\$ 80,149
			\$ 36.10	\$ 37.18	\$ 38.78	\$ 40.33	\$ 42.14	\$ 44.04
Economic Dev. Officer	0.5	1820	\$ 62,825	\$ 64,896	\$ 67,491	\$ 70,191	\$ 73,398	\$ 75,252
			\$ 34.52	\$ 35.66	\$ 37.08	\$ 38.57	\$ 40.33	\$ 41.35

Development Officer	0	1820	\$ 62,825	\$ 64,896	\$ 67,491	\$ 70,191	\$ 73,398	\$ 75,252
			\$ 34.52	\$ 35.66	\$ 37.08	\$ 38.57	\$ 40.33	\$ 41.35
Utility Operator II	0	2080	\$ 68,708	\$ 70,972	\$ 73,811	\$ 76,764	\$ 80,218	\$ 82,225
			\$ 33.03	\$ 34.12	\$ 35.49	\$ 36.91	\$ 38.57	\$ 39.53
Operator II/Arena Operator II Equipment Operator Utility Operator I	3	2080	\$ 62,825	\$ 64,896	\$ 67,491	\$ 70,191	\$ 73,398	\$ 75,252
			\$ 30.20	\$ 31.20	\$ 32.45	\$ 33.75	\$ 35.29	\$ 36.18
Operator I/Arena Operator I	1	2080	\$ 58,680	\$ 60,388	\$ 62,837	\$ 65,315	\$ 68,527	\$ 70,286
			\$ 28.21	\$ 29.03	\$ 30.21	\$ 31.40	\$ 32.95	\$ 33.79
Labourer (vacant)	0	2080	\$ 53,628	\$ 55,395	\$ 57,610	\$ 59,915	\$ 62,611	\$ 64,235
			\$ 25.78	\$ 26.63	\$ 27.70	\$ 28.81	\$ 30.10	\$ 30.88
Corporate Services Manager (HR)	1	1820	\$ 65,695	\$ 67,666	\$ 70,571	\$ 73,394	\$ 76,701	\$ 80,149
			\$ 36.10	\$ 37.18	\$ 38.78	\$ 40.33	\$ 42.14	\$ 44.04
Clerk 2	1	1820	\$ 53,628	\$ 55,395	\$ 57,610	\$ 59,915	\$ 62,611	\$ 64,235
			\$ 29.47	\$ 30.44	\$ 31.65	\$ 32.92	\$ 34.40	\$ 35.29
Clerk 1	1	1820	\$ 44,690	\$ 46,163	\$ 48,008	\$ 49,930	\$ 52,176	\$ 53,529
			\$ 24.55	\$ 25.36	\$ 26.38	\$ 27.43	\$ 28.67	\$ 29.41
Casual&PT - PW/Arena/Parks/Getaway	10	4060	\$ 36,997	\$ 38,215	\$ 39,745	\$ 41,333	\$ 43,195	\$ 44,314
			\$ 23.01	\$ 23.77	\$ 24.72	\$ 25.70	\$ 26.86	\$ 27.56
Custodian	0	1040	\$ 22,588	\$ 26,337	\$ 30,086	\$ 33,835	\$ 37,584	\$ 41,333
			\$ 21.72	\$ 25.32	\$ 28.93	\$ 32.53	\$ 36.14	\$ 39.74

Calmar 2023

Pay Level	Hrs/Year	Salary Min				Salary Mid				Salary Max	Hourly Min	Hourly Max
1	1820	\$39,603.20	\$40,751.69	\$41,933.49	\$43,149.56	\$44,590.00	\$45,883.11	\$47,213.72	\$48,582.92	\$49,576.80	\$21.76	\$27.24
1	2080	\$39,603.20	\$40,751.69	\$41,933.49	\$43,149.56	\$44,595.20	\$45,888.46	\$47,219.23	\$48,588.58	\$49,587.20	\$19.04	\$23.84
2	1820	\$45,900.40	\$47,231.51	\$48,601.23	\$50,010.66	\$51,651.60	\$53,149.50	\$54,690.83	\$56,276.87	\$57,402.80	\$25.22	\$31.54
2	2080	\$45,884.80	\$47,215.46	\$48,584.71	\$49,993.66	\$51,646.40	\$53,144.15	\$54,685.33	\$56,271.20	\$57,408.00	\$22.06	\$27.60
3	1820	\$53,162.20	\$54,703.90	\$56,290.32	\$57,922.74	\$59,777.90	\$61,511.46	\$63,295.29	\$65,130.85	\$66,393.60	\$29.21	\$36.48
3	2080	\$53,144.00	\$54,685.18	\$56,271.05	\$57,902.91	\$59,779.20	\$61,512.80	\$63,296.67	\$65,132.27	\$66,414.40	\$25.55	\$31.93
4	1820	\$61,425.00	\$63,206.33	\$65,039.31	\$66,925.45	\$69,132.70	\$71,137.55	\$73,200.54	\$75,323.35	\$76,840.40	\$33.75	\$42.22
4	2080	\$61,401.60	\$63,182.25	\$65,014.53	\$66,899.95	\$69,128.80	\$71,133.54	\$73,196.41	\$75,319.10	\$76,856.00	\$29.52	\$36.95
5	1820	\$71,143.80	\$73,206.97	\$75,329.97	\$77,514.54	\$80,052.70	\$82,374.23	\$84,763.08	\$87,221.21	\$88,961.60	\$39.09	\$48.88
5	2080	\$71,136.00	\$73,198.94	\$75,321.71	\$77,506.04	\$80,038.40	\$82,359.51	\$84,747.94	\$87,205.63	\$88,940.80	\$34.20	\$42.76
6	1820	\$82,682.60	\$85,080.40	\$87,547.73	\$90,086.61	\$93,002.00	\$95,699.06	\$98,474.33	\$101,330.09	\$103,321.40	\$45.43	\$56.77
6	2080	\$82,617.60	\$85,013.51	\$87,478.90	\$90,015.79	\$92,965.60	\$95,661.60	\$98,435.79	\$101,290.43	\$103,313.60	\$39.72	\$49.67
7	1820	\$101,738.00	\$104,688.40	\$107,724.37	\$110,848.37	\$114,459.80	\$117,779.13	\$121,194.73	\$124,709.38	\$127,181.60	\$55.90	\$69.88
7	2080	\$101,753.60	\$104,704.45	\$107,740.88	\$110,865.37	\$114,452.00	\$117,771.11	\$121,186.47	\$124,700.88	\$127,150.40	\$48.92	\$61.13
8	1820	\$125,343.40	\$128,978.36	\$132,718.73	\$136,567.57	\$140,949.90	\$145,037.45	\$149,243.53	\$153,571.60	\$156,556.40	\$68.87	\$86.02
9	1820	\$154,281.40	\$158,755.56	\$163,359.47	\$168,096.90	\$173,546.10	\$178,578.94	\$183,757.73	\$189,086.70	\$192,810.80	\$84.77	\$105.94