

Non Union Salary Ranges Effective January 1, 2017

Department	Position	Job Grade	Salary Minimum	Salary Maximum
Community Services	Commissioner - Community Services	12	180,886	217,151
Corporate Services	Commissioner - Corporate Services			
Planning, Building & Development	Commissioner - Community Development			
Clerk's	Town Clerk	11	160,076	193,220
Legal	Town Solicitor			
Building	Director, Building Services	10	141,319	169,651
CAO's Office	Director, Internal Audit			
Strategy, Policy and Communication	Director, Strategy, Policy & Communications			
Development Engineering	Director, Development Engineering			
Economic Development	Director, Economic Development			
Engineering and Construction	Director, Engineering & Construction			
Environmental Policy	Director, Environmental Policy			
Facilities and Construction Mgmt	Director, Facilities and Construction Mgmt			
Financial Operations	Deputy Treasurer and Director, Financial Operations			
Financial Policy and Planning	Deputy Treasurer and Director, Financial Planning			
Fire	Fire Chief			
Human Resources	Director, Human Resources			
Information Systems	Director, Information Systems			
Municipal Enforcement	Director, Municipal Enforcement			
Parks & Open Space	Director, Parks & Open Space			
Planning	Director, Planning Services			
Recreation and Culture	Director, Recreation and Culture			
Roads and Works	Director, Roads & Works Operations			
Oakville Transit	Director, Transit Services			
Clerk's	Senior Manager, Legislative Services	9	124,457	149,409
Engineering and Construction	Senior Manager, Transportation Planning and Engineering			
Fire	Deputy Fire Chief, Operations			
Fire	Deputy Fire Chief, Prevention & Training			
Fire	Deputy Fire Chief, Support Services			
Human Resources	Labour and Employee Relations Manager			
Legal	Assistant Solicitor (General Services)			
Parks and Open Space	Senior Manager, Parks Operations			
Planning	Senior Manager, Current Planning and Heritage			
Recreation and Culture	Senior Manager, Recreation Planning and Development			
Recreation and Culture	Senior Manager, Recreation Operations			
Recreation and Culture	Senior Manager, Cultural Services			
Roads and Works	Senior Manager, Works Operations			
Building	Manager, Building Inspections	8	110,032	132,091
Building	Manager, Zoning and Committee of Adjustment			

Non Union Salary Ranges Effective January 1, 2017

Department	Position	Job Grade	Salary Minimum	Salary Maximum
Building	Manager, Mechanical Inspections			
Building	Manager, Plan and Code Review			
Facilities and Construction Mgmt	Manager, Capital Projects			
Facilities and Construction Mgmt	Manager, Facilities Operations			
Development Engineering	Manager, Development and Environmental Engineering			
Development Engineering	Manager, Permits and Inspections			
Engineering and Construction	Manager, Design & Construction			
Engineering and Construction	Manager, Infrastructure Planning			
Financial Policy and Planning	Manager, Financial Planning and Policy			
Financial Policy and Planning	Manager, Development Financing & Investment			
Financial Policy and Planning	Manager, Purchasing & Risk Management			
Financial Operations	Manager, Payroll & Benefits			
Financial Operations	Manager, Revenue & Taxation			
Financial Operations	Manager, Accounting Operations			
Financial Operations	Manager, Asset Management			
Human Resources	Manager, HR Advisory Services			
Information Systems	Manager, Application Support			
Information Systems	Manager, Projects and Development			
Information Systems	Manager, Systems and Telecom Services			
Information Systems	Manager, Client Services			
Legal	Realty Services Manager			
Municipal Enforcement	Manager, Parking Strategy and Business Operations			
Parks & Open Space	Manager, Forestry Services			
Parks & Open Space	Manager, Parks Planning & Development			
Planning	Manager, Urban Design			
Planning	Manager, Policy Planning and Heritage			
Planning	Manager, Planning			
Recreation and Culture	Manager, Support Services			
Recreation and Culture	Manager, Performing Arts			
Recreation and Culture	Manager, Sixteen Mile Sports Complex			
Recreation and Culture	Manager, Iroquois Ridge Facilities			
Recreation and Culture	Manager, River Oaks Facilities			
Recreation and Culture	Manager, Community Centres (Southern Arenas)			
Recreation and Culture	Manager, Glen Abbey Facilities			
Recreation and Culture	Manager, QEP Cultural and Community Facilities			
Roads and Works	Manager, Fleet Operations			
Roads and Works	Manager, Traffic Operations			
ServiceOakville	Manager, Service Innovation			
Strategic Business Support	Manager, Strategic Business Support			
Oakville Transit	Manager, Transit Operations			

Non Union Salary Ranges Effective January 1, 2017

Department	Position	Job Grade	Salary Minimum	Salary Maximum
Oakville Transit	Manager, Planning & Accessible Services			
Oakville Transit	Manager, Fleet & Maintenance			
Clerk's	Manager, Council and Committee	7	96,900	116,327
Communications	Manager, Corporate Communications			
Facilities and Construction Mgmt	Senior Supervisor, Capital Projects			
Human Resources	Senior HR Consultant, Total Rewards			
Human Resources	Organizational Development Consultant			
Human Resources	Senior Coordinator, Health & Safety			
Information Systems	Supervisor, Application Support			
Information Systems	Supervisor, Solutions Development			
Parks and Open Space	Senior Supervisor, Parks Operations			
Recreation and Culture	Manager, Seniors Services			
Roads and Works	Senior Supervisor, Works&Contract Services			
Strategic Business Support	Supervisor, Spatial Solutions			
Municipal Enforcement	Supervisor, By-law Services	6	85,334	102,441
Strategy, Policy and Communications	Supervisor, Strategic Initiatives			
Communications	Web Coordinator			
Development Engineering	Supervisor, Permits and Inspections			
Engineering and Construction	Supervisor, Surveys & Drafting			
Facilities and Construction Management	Supervisor, Facilities Operations			
Facilities and Construction Management	Project Manager, Capital Projects			
Financial Operations	Supervisor, Accounting & CIS Integrity			
Financial Policy and Planning	Senior Financial & Policy Analyst			
Financial Policy and Planning	Senior Financial Analyst			
Financial Policy and Planning	Risk Management Coord-Adjuster			
Human Resources	HR Consultant			
Information Systems	Supervisor, Telecom Services			
Information Systems	Project Manager			
Information Systems	Senior Business Analyst			
Legal	Town Prosecutor			
Parks & Open Space	Supervisor, Horticulture			
Parks & Open Space	Supervisor, Urban Forestry			
Parks & Open Space	Supervisor, Forest Health			

Non Union Salary Ranges Effective January 1, 2017

Department	Position	Job Grade	Salary Minimum	Salary Maximum
Parks & Open Space	Supervisor, Turf Maintenance			
Parks & Open Space	Supervisor, Sportsfields & IPM			
Parks & Open Space	Supervisor, Construction & Technical Services			
Parks & Open Space	Supervisor, Cemeteries and Environmental Services			
Parks & Open Space	Supervisor, Harbours			
Parks & Open Space	Supervisor, Forest Protection			
Recreation and Culture	Supervisor, Museum			
Recreation and Culture	Supervisor, Support Services			
Recreation and Culture	Supervisor, Operations			
Recreation and Culture	Supervisor, Technical Services			
Recreation and Culture	Program Supervisor, Culture			
Recreation and Culture	Supervisor, Leagues and Sports			
Recreation and Culture	Supervisor, Recreation Programs			
Recreation and Culture	Event Program Supervisor			
Recreation and Culture	Program Supervisor			
Roads and Works	Supervisor, Works Operations			
Roads and Works	Supervisor, Shop			
Roads and Works	Supervisor, Stores			
Roads and Works	Fleet Driver Trainer			
Roads and Works	Supervisor, Traffic Operations			
Strategic Business Support	Business Process Analyst			
Oakville Transit	Fleet Driver Trainer			
Oakville Transit	Supervisor, Transit Inventory			
Oakville Transit	Supervisor, Maintenance			
Oakville Transit	Supervisor, Transit Services			
Clerk's	Record & Freedom of Information Officer	5	75,295	90,391
Clerk's	Election/Special Projects Coordinator			
Communications	Creative Services Advisor			
Communications	Senior Communications Adviser			
Financial Operations	Supervisor, Tax (Billing)			
Financial Operations	Supervisor, Payroll			
Financial Operations	Supervisor, Tax (Collection)			
HR	HR Disability Claims Coordinator			
Municipal Enforcement	Supervisor, Parking Control			
Recreation and Culture	Supervisor, Marketing			
ServiceOakville	Supervisor, ServiceOakville			
CAO's Office	Administrative Assistant - CAO	4	66,484	79,812
Clerk's	Supervisor, Corporate Print Mail Services			
Communications	Web and Social Media Advisor			

Non Union Salary Ranges Effective January 1, 2017

Department	Position	Job Grade	Salary Minimum	Salary Maximum
Municipal Enforcement	Supervisor, Parking Administration			
Financial Operations	Payroll and Benefits Analyst			
Human Resources	Human Resources Data Analyst			
Legal	Law Clerk			
Recreation and Culture	Recreation Coordinator, Seniors			
Roads and Works	Supervisor, Office Services			
Roads and Works	Supervisor, Crossing Guards			
Oakville Transit	Control Centre Supervisor			
Oakville Transit	Supervisor, Administrative Services			
Human Resources	HR Associate	3	62,115	74,569
Human Resources	HR Associate - Disability			
Human Resources	HR Associate - Learning and Development			
Building	Administrative Assistant, Building Services	2	53,531	64,263
Clerk's	Administrative Assistant, Clerk's			
Community Services	Administrative Assistant, Community Services			
Corporate Services	Administrative Assistant, Corporate Services			
Engineering and Construction	Administrative Assistant, Engineering and Construction			
Facilities and Construction Management	Administrative Assistant, Facilities and Construction			
Financial Policy and Planning	Administrative Assistant, Finance			
Fire	Administrative Assistant, Fire Management			
Information Systems	Administrative Assistant & Training Coordinator - IS			
Legal	Administrative Assistant to the Town Solicitor			
Planning	Administrative Assistant, Planning and Development Services			
Community Development	Administrative Assistant, Community Development			
CAO's Office	Customer Service Assistant	1	45,406	54,508