



MUNICIPALITY OF TANTRAMAR  
SALARY SCALES  
CURRENT (JUNE 2025)

UNION - 40 HOUR WORK WEEK

|                            |          |    |          |
|----------------------------|----------|----|----------|
| PUBLIC WORKS FOREMAN       | \$69,676 | TO | \$77,418 |
| HEAVY EQUIPMENT II         | \$64,303 | TO | \$71,448 |
| LICENSED MECHANIC          | \$63,779 | TO | \$70,866 |
| UTILITY WORKER             | \$56,871 | TO | \$71,448 |
| MUNICIPAL CUSTODIAN        | \$58,968 | TO | \$65,520 |
| PUBLIC WORKS LABOURER      | \$56,871 | TO | \$63,190 |
| CIVIC CENTRE LEAD HAND     | \$58,856 | TO | \$65,395 |
| CIVIC CENTRE ATTENDANT     | \$53,839 | TO | \$59,821 |
| BY-LAW ENFORCEMENT OFFICER | \$54,924 | TO | \$61,027 |
| PROGRAM COORDINATOR        | \$51,274 | TO | \$56,971 |

UNION - 35 HOUR WORK WEEK

|                           |          |    |          |
|---------------------------|----------|----|----------|
| ACCOUNTING CLERK          | \$49,730 | TO | \$58,058 |
| SECRETARY/ADMIN ASSISTANT | \$47,207 | TO | \$52,452 |
| ENGINEERING TECHNOLOGIST  | \$52,744 | TO | \$58,604 |

UNION – TEMPORARY WORKERS (HOURLY)

|                  |            |    |            |
|------------------|------------|----|------------|
| CROSSWALK GUARDS | \$15.72/HR | TO | \$17.47/HR |
| TOURISM WORKER   | \$15.72/HR | TO | \$17.47/HR |

\*\*\* Scales are 2 Steps which max out after 2 years of employment.

\*\*\* Positions listed above are positions within the union contract that have employees in them.

\*\*\* Overtime Paid, over and above Regular Wages in a given year average as follows for the following work groups (2020-2022):

|                    |                            | <u>Average</u>      |
|--------------------|----------------------------|---------------------|
| Public Works       | \$81,123.56 (16 Employees) | \$5,070.22/employee |
| Civic Centre       | \$12,694.42 (5 Employees)  | \$2,538.88/employee |
| Clerical Technical | \$131.74 (6 Employees)     | \$21.96/employee    |
| By-law             | \$786.58 (1 Employee)      | \$786.58/employee   |
| Programming        | \$ 0.00 (1 Employee)       | \$0.00/employee     |

### MAYOR AND COUNCIL

|              |          |
|--------------|----------|
| MAYOR        | \$52,581 |
| DEPUTY MAYOR | \$31,548 |
| COUNCILLOR   | \$26,290 |

### MANAGEMENT

|  |           |    |           |
|--|-----------|----|-----------|
| CAO  | \$115,222 | TO | \$153,629 |
| DIRECTOR   | \$96,018  | TO | \$128,024 |
| <ul style="list-style-type: none"><li>Includes Director Engineering &amp; Public Works, Director of Active Living &amp; Culture, Director of Corporate &amp; Community Services, Director of Protective Services and Director of Financial Services (Treasurer).</li></ul> |           |    |           |
| MANAGER LEVEL 3  | \$73,860  | TO | \$98,480  |
| <ul style="list-style-type: none"><li>Includes Manager of Public Works, Sackville Department Full Time Fire Chief and Manager of Administrative Support (Clerk).</li></ul>   |           |    |           |
| MANAGER LEVEL 2  | \$67,148  | TO | \$89,531  |
| <ul style="list-style-type: none"><li>Includes Assistant Treasurer, Assistant Clerk, Manager of Active Living &amp; Culture and Manager of Tourism/Business Development.</li></ul>   |           |    |           |
| MANAGER LEVEL 1  | \$61,134  | TO | \$81,512  |
| <ul style="list-style-type: none"><li>Includes Manager of Compliance, Risk &amp; Safety and Communications Officer.</li></ul>  |           |    |           |

\*\*\* Management Scales have 11 steps in total and managers are allocated within the 11 steps.