

TOWN OF SACKVILLE
SALARY SCALES
CURRENT (SEPTEMBER 13/17)

MAYOR AND COUNCIL

MAYOR	\$13,817
DEPUTY MAYOR	\$8,179
COUNCILLOR	\$7,258

MANAGEMENT

CAO	\$96,367	TO	\$128,489
TREASURER	\$62,872	TO	\$83,829
ASSISTANT TREASURER	\$46,962	TO	\$62,616
CLERK	\$52,826	TO	\$70,434
ASSISTANT CLERK	\$42,777	TO	\$57,036
TOWN ENGINEER	\$82,969	TO	\$110,625
MANAGER OF PUBLIC WORKS	\$61,198	TO	\$81,597
MANAGER OF PARKS/FACILITIES	\$61,198	TO	\$81,597
SENIOR MANAGER CORP PROJECTS	\$62,872	TO	\$83,829
MANAGER TOURISM/BUS DEV'T	\$52,826	TO	\$70,434
MANAGER RECREATION PROGR.	\$52,826	TO	\$70,434
FIRE CHIEF	\$54,499	TO	\$72,666

*** Scales are 11 Steps which can take up to 11 years of employment to max out

UNION - 40 HOUR WORK WEEK

PUBLIC WORKS FOREMAN	\$53,215	TO	\$66,518
HEAVY EQUIPMENT II	\$49,088	TO	\$61,360
LICENSED MECHANIC	\$48,306	TO	\$60,382
UTILITY WORKER	\$46,625	TO	\$58,282
MUNICIPAL CUSTODIAN	\$44,995	TO	\$56,243
PUBLIC WORKS LABOURER	\$43,380	TO	\$54,226
CIVIC CENTRE LEAD HAND	\$40,552	TO	\$50,690
CIVIC CENTRE ATTENDANT	\$36,708	TO	\$45,885
BY-LAW ENFORCEMENT OFFICER	\$40,302	TO	\$50,378
PROGRAM COORDINATOR	\$34,595	TO	\$43,243

UNION - 35 HOUR WORK WEEK

ACCOUNTING CLERK	\$34,696	TO	\$43,371
SECRETARY	\$33,910	TO	\$42,388
ENGINEERING TECHNOLOGIST	\$40,244	TO	\$50,305

UNION – TEMPORARY WORKERS (HOURLY)

CROSSWALK GUARDS	\$11.00/HR	TO	\$12.44/HR
TOURISM WORKER	\$11.00/HR	TO	\$12.44/HR

*** Scales are 5 Steps which can take 5 years of employment to max out
*** 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 (2014-2016):

		<u>Average</u>
Public Works	\$82,942.62 (12 Employees)	\$6,911.88/employee
Civic Centre	\$11,969.78 (5 Employees)	\$2,393.96/employee
Clerical Technical	\$1,045.42 (8 Employees)	\$130.67/employee
By-law	\$1,510.52 (1 Employee)	\$1,510.52/employee
Programming	\$ 804.90 (1 Employee)	\$804.90/employee

	MANAGEMENT	UNION
OVERTIME	N/A	1.5 TIMES RATE OF PAY/HOUR WITH A MINIMUM 4 HOUR PAY IF CALLED BACK TO WORK.
TIME OFF IN LIEU	UP TO 7 DAYS PER YEAR	UP TO 15 DAYS PER YEAR FOR ALL EXCEPT CIVIC CENTRE WHICH IS UP TO 10 DAYS PER YEAR.
VEHICLE ALLOWANCES	SOME POSITIONS RECEIVE VEHICLE ALLOWANCES OF EITHER \$355 OR \$500 PER MONTH. 1 EMPLOYEE HAS A VEHICLE PROVIDED.	SOME POSITIONS RECEIVE A VEHICLE TO DRIVE. ALL EMPLOYEES AT PUBLIC WORK AND CIVIC CENTRE HAVE VEHICLES AVAILABLE FOR THEIR DAILY USE.
VACATION	1 YR SERVICE – 15 DAYS 8 YRS SERVICE – 20 DAYS 18 YRS SERVICE – 25 DAYS 25+ YRS SERVICE–30 DAYS	1 YR SERVICE – 15 DAYS 8 YRS SERVICE – 20 DAYS 18 YRS SERVICE – 25 DAYS 25+ YRS SERVICE–30 DAYS
SICK TIME	1.5 DAYS PER MONTH ACCUMULATED, PORTION PAID OUT AT RETIREMENT/SEVERANCE.	1.5 DAYS PER MONTH ACCUMULATED, PORTION PAID OUT AT RETIREMENT/SEVERANCE.
PENSION PLAN (DEFINCED CONTRIBUTION, NO GUARANTEE OF PENSION AMOUNT AT RETIREMENT, 6% OF SALARY MATCHED BY EMPLOYER.)	YES	YES – ALL FULL-TIME EMPLOYEES AND SOME PART TIME.
HEALTH PLAN (LIFE INSURANCE, PRESCRIPTION DRUGS, VISION, MEDICAL, TRAVEL & LTD.)	YES	YES – ALL FULL-TIME EMPLOYEES
CLOTHING/TOOL ALLOWANCES	N/A	PUBLIC WORK AND CIVIC CENTRE EMPLOYEES RECEIVE AN ANNUAL CLOTHING ALLOWANCE. MECHANICS RECEIVE AN ANNUAL TOOL ALLOWANCE.