

Agreed-Upon Procedures Report on Proposed Salary GRID Increases

To the Mayor Jack Van Rijn, Councillor Jacen Abrey and Councillor Jason Beekman
Council subcommittee for the Town of Coaldale:

Purpose of this Agreed-Upon Procedures Report and Restriction on Use and Distribution

Our report is solely for the purpose of assisting Council subcommittee in determining the actual percentage increase in wages being proposed under the Employer comprehensive offer #3 dated June 16, 2025 and may not be suitable for other purposes. This report is intended solely for Council subcommittee and should not be used by, or distributed to, any other parties.

Responsibilities of the Engaging Party and Responsible Party

Council subcommittee has acknowledged that the agreed-upon procedures are appropriate for the purpose of the engagement. The Town of Coaldale Corporate Services Department, as identified by Council subcommittee, is responsible for the subject matter on which the agreed-upon procedures are performed.

Practitioner's Responsibilities

We have conducted the agreed-upon procedures engagement in accordance with the Canadian Standard on Related Services (CSRS) 4400, *Agreed-Upon Procedures Engagements*. An agreed-upon procedures engagement involves our performing the procedures that have been specifically agreed with Council subcommittee, and reporting the findings, which are the factual results of the agreed-upon procedures performed. We make no representation regarding the appropriateness of the agreed-upon procedures.

This agreed-upon procedures engagement is not an assurance engagement. Accordingly, we do not express an opinion or an assurance conclusion.

Had we performed additional procedures, other matters might have come to our attention that would have been reported.

Professional Ethics and Quality Management

We have complied with the independence and ethical requirements in the Rules of Professional Conduct.

Our firm applies Canadian Standard on Quality Management (CSQM) 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a comprehensive system of quality management including documented policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Procedures and Findings

We have performed the procedures described below, which were agreed upon with Council subcommittee in the terms of engagement dated September 19, 2025. Please see Appendix A for further explanation of the subject matter.

Procedures	Findings
1. Compare the December 31, 2024 base line wage to the anticipated wage for the same individual as of December 31, 2028 after considering advances through classification listing as a result of years of service, but assuming that the individuals will remain in the same GRID.	Based on our calculations change in salary on an individual basis ranged from 12.60% to 37.66% with the simple average change calculated at 23.13%
2. Compare the December 31, 2024 base line wage to the anticipated wage for the same GRID and classification level at December 31, 2028, assuming that people would not move through the classification levels.	Based on our calculations change in salary based solely on the proposed schedule changes and with no change in classification levels ranged from 11.64% to 29.75% with the simple average change calculated at 18.65%
3. Compare the December 31, 2024 base line wage to the new base salary GRID for December 31, 2024 after proposed market adjustments.	Based on our calculations change in salary between the December 31, 2024 Market adjusted chart and the December 31, 2024 existing wage chart ranged from 0.16% to 16.41% with the simple average change calculated at 6.45%
4. Compare the December 31, 2024 updated GRID schedule that takes into account various market adjustments to the final proposed GRID schedule as at December 31, 2028	Based on our calculations change in salary between the December 31, 2024 Market adjusted chart and the December 31, 2028 proposed schedule is 11.46% for all GRID classifications.
5. Compare the December 31, 2024 base line wage for the same individual as of December 31, 2028 after considering advances through the classification listings as a result of years or service but using the AUPE proposed GRID schedule	Based on our calculations change in salary on an individual basis ranged would range from 17.46% to 47.18% with the simple average change calculated at 30.49%.
6. Compare the December 31, 2024 base line wage to the anticipated wage for the same GRID and classification level at December 31, 2028 per the AUPE proposed GRID, assuming that people would not move through the classification levels.	Based on our calculations change in salary based solely on the proposed schedule changes and with no change in classification levels ranged from 14.45% to 38.28% with the simple average change calculated at 25.97%
7. Compare the December 31, 2024 base salary for seasonal employees under Salary GRID 2 classification level 1 and 2 to the new proposed GRID as of December 31, 2028	Based on our calculation the change in salary GRID 2 classification 1 was 10.28% and classification 2 was 11.30%

Lethbridge, Alberta

September 22, 2025

MNP LLP

Chartered Professional Accountants

Appendix A – General Comments and assumptions

The Corporate Services Department for the Town of Coaldale provided us with a preliminary schedule that listed 39 people who are considered to be full time equivalents. This report detailed the individuals current 2024 GRID level, classification, and hourly salary as per the prior union contract, as well as the expected GRID level and classification that the individual is expected to fall into under the new proposed settlement offer.

Included in this chart are six individuals who were not employees as of December 31, 2024, but have been hired in 2025. These individuals have been included in our calculations as if they had been employees of the Town as of December 31, 2024, and in the same GRID level and classification as they were hired into.

The above noted chart was used for the purpose of reference to a 2024 baseline for our calculations. We have not audited or reviewed this individual base line information with respect to the individuals, their GRID or classification level and have accepted this information as provided by the Corporate Services Department as factual. We did however compare the specified GRID levels and classification identified to the prior contract and found that the hourly rate presented was accurate.

The calculations and findings referred to in this report are determined based solely on the proposed changes to the hourly GRID and Classification schedule and does not take into account any other factors that may be included in the contract such as sick-leave, shift premiums, RRSP matching contributions, medical or other benefits that may have changed in the contract have not been considered.

Salary GRID - Base after Market Adjustments - <i>without any general wage increases being applied to this grid</i>					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	13	40.72	41.95	43.20	44.50
Journeyman Carpenter - Foreman	13	40.72	41.95	43.20	44.50
Client Services Supervisor	12	38.89	40.06	41.26	42.50
Operations Foreman	12	38.89	40.06	41.26	42.50
Parks Foreman	12	38.89	40.06	41.26	42.50
Recreation Foreman	12	38.89	40.06	41.26	42.50
Utility Foreman	12	38.89	40.06	41.26	42.50
Arborist	11	37.06	38.18	39.32	40.50
Community Peace Officer	11	37.06	38.18	39.32	40.50
Engineering Technologist	11	37.06	38.18	39.32	40.50
Safety Advisor	11	37.06	38.18	39.32	40.50
Mechanic Labourer	10	34.78	35.82	36.89	38.50
Utilities Lead Hand	9	34.78	35.82	36.89	38.00
Bylaw Enforcement Officer	8	32.03	32.99	33.98	35.00
Community Services Coordinator	8	32.03	32.99	33.98	35.00
Corporate Services Coordinator	8	32.03	32.99	33.98	35.00
Parks Lead Hand	8	32.03	32.99	33.98	35.00
Public Works Lead Hand	8	32.03	32.99	33.98	35.00
RCMP Coordinator	8	32.03	32.99	33.98	35.00
Recreation Lead Hand	8	32.03	32.99	33.98	35.00
Utility Operator	7	30.66	31.58	32.52	33.50
Parks & Recreation Operator	6	28.83	29.69	30.58	31.50
Parks Operator	6	28.83	29.69	30.58	31.50
Public Works Operator	6	28.83	29.69	30.58	31.50
Recreation Operator	6	28.83	29.69	30.58	31.50
Corporate Clerk	5	27.45	28.28	29.13	30.00
Public Works Labourer	5	27.45	28.28	29.13	30.00
Pool Manager	4	25.62	26.39	27.18	28.00
Customer Service Representative	3	24.25	24.98	25.73	26.50
Pool Shift Supervisor - Seasonal	2	20.50	21.12	21.75	22.40
Recreation Centre Attendant - Part Time	2	20.50	21.12	21.75	22.40
Recreation Centre Cashier - Part Time / t	2	20.50	21.12	21.75	22.40
Utility Labourer - Seasonal	2	20.50	21.12	21.75	22.40
Labourer - Seasonal	1	18.50	19.06	19.63	20.22
Lifeguards - Seasonal	1	18.50	19.06	19.63	20.22

Salary GRID - 2025 + general wage adjustment of 2.5% applied to grid					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	13	41.74	42.99	44.28	45.61
Journeyman Carpenter -Foreman	13	41.74	42.99	44.28	45.61
Client Services Supervisor	12	39.87	41.06	42.29	43.56
Operations Foreman	12	39.87	41.06	42.29	43.56
Parks Foreman	12	39.87	41.06	42.29	43.56
Recreation Foreman	12	39.87	41.06	42.29	43.56
Utility Foreman	12	39.87	41.06	42.29	43.56
Arborist	11	37.99	39.13	40.30	41.51
Community Peace Officer	11	37.99	39.13	40.30	41.51
Engineering Technologist	11	37.99	39.13	40.30	41.51
Safety Advisor	11	37.99	39.13	40.30	41.51
Mechanic Labourer	10	35.64	36.71	37.82	39.46
Utilities Lead Hand	9	35.64	36.71	37.82	38.95
Bylaw Enforcement Officer	8	32.83	33.82	34.83	35.88
Community Services Coordinator	8	32.83	33.82	34.83	35.88
Corporate Services Coordinator	8	32.83	33.82	34.83	35.88
Parks Lead Hand	8	32.83	33.82	34.83	35.88
Public Works Lead Hand	8	32.83	33.82	34.83	35.88
RCMP Coordinator	8	32.83	33.82	34.83	35.88
Recreation Lead Hand	8	32.83	33.82	34.83	35.88
Utility Operator	7	31.42	32.37	33.34	34.34
Parks & Recreation Operator	6	29.55	30.43	31.35	32.29
Parks Operator	6	29.55	30.43	31.35	32.29
Public Works Operator	6	29.55	30.43	31.35	32.29
Recreation Operator	6	29.55	30.43	31.35	32.29
Corporate Clerk	5	28.14	28.98	29.85	30.75
Public Works Labourer	5	28.14	28.98	29.85	30.75
Pool Manager	4	26.26	27.05	27.86	28.70
Customer Service Representative	3	24.86	25.60	26.37	27.16
Pool Shift Supervisor - Seasonal	2	21.01	21.64	22.29	22.96
Recreation Centre Attendant - Part Time	2	21.01	21.64	22.29	22.96
Recreation Centre Cashier - Part Time /	2	21.01	21.64	22.29	22.96
Utility Labourer - Seasonal	2	21.01	21.64	22.29	22.96
Labourer - Seasonal	1	18.96	19.53	20.12	20.72
Lifeguards - Seasonal	1	18.96	19.53	20.12	20.72

Salary GRID - 2026 + general wage adjustment of 2.75%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	13	42.89	44.18	45.50	46.87
Journeyman Carpenter - Foreman	13	42.89	44.18	45.50	46.87
Client Services Supervisor	12	40.96	42.19	43.46	44.76
Operations Foreman	12	40.96	42.19	43.46	44.76
Parks Foreman	12	40.96	42.19	43.46	44.76
Recreation Foreman	12	40.96	42.19	43.46	44.76
Utility Foreman	12	40.96	42.19	43.46	44.76
Arborist	11	39.03	40.21	41.41	42.65
Community Peace Officer	11	39.03	40.21	41.41	42.65
Engineering Technologist	11	39.03	40.21	41.41	42.65
Safety Advisor	11	39.03	40.21	41.41	42.65
Mechanic Labourer	10	36.62	37.72	38.86	40.55
Utilities Lead Hand	9	36.62	37.72	38.86	40.02
Bylaw Enforcement Officer	8	33.73	34.75	35.79	36.86
Community Services Coordinator	8	33.73	34.75	35.79	36.86
Corporate Services Coordinator	8	33.73	34.75	35.79	36.86
Parks Lead Hand	8	33.73	34.75	35.79	36.86
Public Works Lead Hand	8	33.73	34.75	35.79	36.86
RCMP Coordinator	8	33.73	34.75	35.79	36.86
Recreation Lead Hand	8	33.73	34.75	35.79	36.86
Utility Operator	7	32.29	33.26	34.25	35.28
Parks & Recreation Operator	6	30.36	31.27	32.21	33.18
Parks Operator	6	30.36	31.27	32.21	33.18
Public Works Operator	6	30.36	31.27	32.21	33.18
Recreation Operator	6	30.36	31.27	32.21	33.18
Corporate Clerk	5	28.91	29.78	30.68	31.60
Public Works Labourer	5	28.91	29.78	30.68	31.60
Pool Manager	4	26.99	27.80	28.63	29.49
Customer Service Representative	3	25.54	26.31	27.10	27.91
Pool Shift Supervisor - Seasonal	2	21.59	22.24	22.91	23.59
Recreation Centre Attendant - Part Time	2	21.59	22.24	22.91	23.59
Recreation Centre Cashier - Part Time / I	2	21.59	22.24	22.91	23.59
Utility Labourer - Seasonal	2	21.59	22.24	22.91	23.59
Labourer - Seasonal	1	19.48	20.07	20.67	21.29
Lifeguards - Seasonal	1	19.48	20.07	20.67	21.29

Appendix B - Town offer GRID Page 4

Salary GRID - 2027 + general wage adjustment of 2.75%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	13	44.07	45.39	46.75	48.16
Journeyman Carpenter -Foreman	13	44.07	45.39	46.75	48.16
Client Services Supervisor	12	42.09	43.35	44.65	45.99
Operations Foreman	12	42.09	43.35	44.65	45.99
Parks Foreman	12	42.09	43.35	44.65	45.99
Recreation Foreman	12	42.09	43.35	44.65	45.99
Utility Foreman	12	42.09	43.35	44.65	45.99
Arborist	11	40.11	41.31	42.55	43.83
Community Peace Officer	11	40.11	41.31	42.55	43.83
Engineering Technologist	11	40.11	41.31	42.55	43.83
Safety Advisor	11	40.11	41.31	42.55	43.83
Mechanic Labourer	10	37.63	38.76	39.92	41.66
Utilities Lead Hand	9	37.63	38.76	39.92	41.12
Bylaw Enforcement Officer	8	34.66	35.70	36.77	37.88
Community Services Coordinator	8	34.66	35.70	36.77	37.88
Corporate Services Coordinator	8	34.66	35.70	36.77	37.88
Parks Lead Hand	8	34.66	35.70	36.77	37.88
Public Works Lead Hand	8	34.66	35.70	36.77	37.88
RCMP Coordinator	8	34.66	35.70	36.77	37.88
Recreation Lead Hand	8	34.66	35.70	36.77	37.88
Utility Operator	7	33.18	34.17	35.20	36.25
Parks & Recreation Operator	6	31.20	32.13	33.09	34.09
Parks Operator	6	31.20	32.13	33.09	34.09
Public Works Operator	6	31.20	32.13	33.09	34.09
Recreation Operator	6	31.20	32.13	33.09	34.09
Corporate Clerk	5	29.71	30.60	31.52	32.46
Public Works Labourer	5	29.71	30.60	31.52	32.46
Pool Manager	4	27.73	28.56	29.42	30.30
Customer Service Representative	3	26.24	27.03	27.84	28.68
Pool Shift Supervisor - Seasonal	2	22.18	22.85	23.54	24.24
Recreation Centre Attendant - Part Time	2	22.18	22.85	23.54	24.24
Recreation Centre Cashier - Part Time /	2	22.18	22.85	23.54	24.24
Utility Labourer - Seasonal	2	22.18	22.85	23.54	24.24
Labourer - Seasonal	1	20.02	20.62	21.24	21.88
Lifeguards - Seasonal	1	20.02	20.62	21.24	21.88

Salary GRID - 2028 + general wage adjustment of 3.00%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	13	45.39	46.75	48.16	49.60
Journeyman Carpenter - Foreman	13	45.39	46.75	48.16	49.60
Client Services Supervisor	12	43.35	44.65	45.99	47.37
Operations Foreman	12	43.35	44.65	45.99	47.37
Parks Foreman	12	43.35	44.65	45.99	47.37
Recreation Foreman	12	43.35	44.65	45.99	47.37
Utility Foreman	12	43.35	44.65	45.99	47.37
Arborist	11	41.31	42.55	43.83	45.14
Community Peace Officer	11	41.31	42.55	43.83	45.14
Engineering Technologist	11	41.31	42.55	43.83	45.14
Safety Advisor	11	41.31	42.55	43.83	45.14
Mechanic Labourer	10	38.76	39.92	41.12	42.91
Utilities Lead Hand	9	38.76	39.92	41.12	42.36
Bylaw Enforcement Officer	8	35.70	36.77	37.88	39.01
Community Services Coordinator	8	35.70	36.77	37.88	39.01
Corporate Services Coordinator	8	35.70	36.77	37.88	39.01
Parks Lead Hand	8	35.70	36.77	37.88	39.01
Public Works Lead Hand	8	35.70	36.77	37.88	39.01
RCMP Coordinator	8	35.70	36.77	37.88	39.01
Recreation Lead Hand	8	35.70	36.77	37.88	39.01
Utility Operator	7	34.17	35.20	36.25	37.34
Parks & Recreation Operator	6	32.13	33.09	34.09	35.11
Parks Operator	6	32.13	33.09	34.09	35.11
Public Works Operator	6	32.13	33.09	34.09	35.11
Recreation Operator	6	32.13	33.09	34.09	35.11
Corporate Clerk	5	30.60	31.52	32.46	33.44
Public Works Labourer	5	30.60	31.52	32.46	33.44
Pool Manager	4	28.56	29.42	30.30	31.21
Customer Service Representative	3	27.03	27.84	28.68	29.54
Pool Shift Supervisor - Seasonal	2	22.85	23.54	24.24	24.97
Recreation Centre Attendant - Part Time	2	22.85	23.54	24.24	24.97
Recreation Centre Cashier - Part Time / (2	22.85	23.54	24.24	24.97
Utility Labourer - Seasonal	2	22.85	23.54	24.24	24.97
Labourer - Seasonal	1	20.62	21.24	21.88	22.53
Lifeguards - Seasonal	1	20.62	21.24	21.88	22.53

Salary GRID - Base after Market Adjustments - <i>without any general wage increases being applied to this grid</i>					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	41.91	43.16	44.46	45.79
Journeyman Carpenter - Foreman	12	41.91	43.16	44.46	45.79
Client Services Supervisor	11	40.70	41.92	43.18	44.47
Operations Foreman	11	40.70	41.92	43.18	44.47
Parks Foreman	11	40.70	41.92	43.18	44.47
Recreation Foreman	11	40.70	41.92	43.18	44.47
Utility Foreman	11	40.70	41.92	43.18	44.47
Arborist	10	38.96	40.13	41.33	42.57
Community Peace Officer	10	38.96	40.13	41.33	42.57
Engineering Technologist	10	38.96	40.13	41.33	42.57
Safety Advisor	10	38.96	40.13	41.33	42.57
Mechanic(*remove Labourer)	10	38.96	40.13	41.33	42.57
RCMP Coordinator	9	35.81	36.89	37.99	39.13
Utilities Lead Hand	9	35.81	36.89	37.99	39.13
Bylaw Enforcement Officer	9	35.81	36.89	37.99	39.13
Community Services Coordinator	9	35.81	36.89	37.99	39.13
Corporate Services Coordinator	9	35.81	36.89	37.99	39.13
Parks Lead Hand	8	32.93	33.92	34.93	35.98
Public Works Lead Hand	8	32.93	33.92	34.93	35.98
Recreation Lead Hand	8	32.93	33.92	34.93	35.98
Utility Operator	7	31.42	32.37	33.34	34.34
Public Works Operator	6	31.10	32.03	32.99	33.98
Pool Manager	6	31.10	32.03	32.99	33.98
Parks & Recreation Operator	5	30.18	31.09	32.02	32.98
Parks Operator	5	30.18	31.09	32.02	32.98
Recreation Operator	5	30.18	31.09	32.02	32.98
Corporate Clerk	5	30.18	31.09	32.02	32.98
Public Works Labourer	4	28.14	28.98	29.85	30.75
Customer Service Representative	3	24.86	25.60	26.37	27.16
Pool Shift Supervisor - Seasonal	2	22.72	23.40	24.10	24.82
Recreation Centre Attendant - Part Time / Casual	2	22.72	23.40	24.10	24.82
Recreation Centre Cashier - Part Time / Casual	2	22.72	23.40	24.10	24.82
Utility Labourer - Seasonal	2	22.72	23.40	24.10	24.82
Labourer - Seasonal	1	19.16	19.73	20.32	20.93
Lifeguards - Seasonal	1	19.16	19.73	20.32	20.93

Salary GRID - 2025 + general wage adjustment of 2.5% applied to grid					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	42.96	44.24	45.57	46.93
Journeyman Carpenter - Foreman	12	42.96	44.24	45.57	46.93
Client Services Supervisor	11	41.72	42.97	44.26	45.58
Operations Foreman	11	41.72	42.97	44.26	45.58
Parks Foreman	11	41.72	42.97	44.26	45.58
Recreation Foreman	11	41.72	42.97	44.26	45.58
Utility Foreman	11	41.72	42.97	44.26	45.58
Arborist	10	39.93	41.13	42.36	43.63
Community Peace Officer	10	39.93	41.13	42.36	43.63
Engineering Technologist	10	39.93	41.13	42.36	43.63
Safety Advisor	10	39.93	41.13	42.36	43.63
Mechanic(*remove Labourer)	10	39.93	41.13	42.36	43.63
RCMP Coordinator	9	36.71	37.81	38.94	40.11
Utilities Lead Hand	9	36.71	37.81	38.94	40.11
Bylaw Enforcement Officer	9	36.71	37.81	38.94	40.11
Community Services Coordinator	9	36.71	37.81	38.94	40.11
Corporate Services Coordinator	9	36.71	37.81	38.94	40.11
Parks Lead Hand	8	33.75	34.77	35.80	36.88
Public Works Lead Hand	8	33.75	34.77	35.80	36.88
Recreation Lead Hand	8	33.75	34.77	35.80	36.88
Utility Operator	7	32.21	33.18	34.17	35.20
Public Works Operator	6	31.88	32.83	33.81	34.83
Pool Manager	6	31.88	32.83	33.81	34.83
Parks & Recreation Operator	5	30.93	31.87	32.82	33.80
Parks Operator	5	30.93	31.87	32.82	33.80
Recreation Operator	5	30.93	31.87	32.82	33.80
Corporate Clerk	5	30.93	31.87	32.82	33.80
Public Works Labourer	4	28.84	29.70	30.60	31.52
Customer Service Representative	3	25.48	26.24	27.03	27.84
Pool Shift Supervisor - Seasonal	2	23.29	23.99	24.70	25.44
Recreation Centre Attendant - Part Time / Casual	2	23.29	23.99	24.70	25.44
Recreation Centre Cashier - Part Time / Casual	2	23.29	23.99	24.70	25.44
Utility Labourer - Seasonal	2	23.29	23.99	24.70	25.44
Labourer - Seasonal	1	19.64	20.22	20.83	21.45
Lifeguards - Seasonal	1	19.64	20.22	20.83	21.45

Salary GRID - 2026 + general wage adjustment of 2.75%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	44.14	45.46	46.82	48.23
Journeyman Carpenter - Foreman	12	44.14	45.46	46.82	48.23
Client Services Supervisor	11	42.86	44.15	45.47	46.84
Operations Foreman	11	42.86	44.15	45.47	46.84
Parks Foreman	11	42.86	44.15	45.47	46.84
Recreation Foreman	11	42.86	44.15	45.47	46.84
Utility Foreman	11	42.86	44.15	45.47	46.84
Arborist	10	41.03	42.26	43.53	44.83
Community Peace Officer	10	41.03	42.26	43.53	44.83
Engineering Technologist	10	41.03	42.26	43.53	44.83
Safety Advisor	10	41.03	42.26	43.53	44.83
Mechanic(*remove Labourer)	10	41.03	42.26	43.53	44.83
RCMP Coordinator	9	37.71	38.85	40.01	41.21
Utilities Lead Hand	9	37.71	38.85	40.01	41.21
Bylaw Enforcement Officer	9	37.71	38.85	40.01	41.21
Community Services Coordinator	9	37.71	38.85	40.01	41.21
Corporate Services Coordinator	9	37.71	38.85	40.01	41.21
Parks Lead Hand	8	34.68	35.72	36.79	37.89
Public Works Lead Hand	8	34.68	35.72	36.79	37.89
Recreation Lead Hand	8	34.68	35.72	36.79	37.89
Utility Operator	7	33.09	34.09	35.11	36.17
Public Works Operator	6	32.75	33.73	34.74	35.79
Pool Manager	6	32.75	33.73	34.74	35.79
Parks & Recreation Operator	5	31.79	32.74	33.72	34.73
Parks Operator	5	31.79	32.74	33.72	34.73
Recreation Operator	5	31.79	32.74	33.72	34.73
Corporate Clerk	5	31.79	32.74	33.72	34.73
Public Works Labourer	4	29.64	30.52	31.44	32.39
Customer Service Representative	3	26.18	26.96	27.77	28.60
Pool Shift Supervisor - Seasonal	2	23.93	24.64	25.38	26.14
Recreation Centre Attendant - Part Time / Casual	2	23.93	24.64	25.38	26.14
Recreation Centre Cashier - Part Time / Casual	2	23.93	24.64	25.38	26.14
Utility Labourer - Seasonal	2	23.93	24.64	25.38	26.14
Labourer - Seasonal	1	20.18	20.78	21.40	22.04
Lifeguards - Seasonal	1	20.18	20.78	21.40	22.04

Salary GRID - 2027 + general wage adjustment of 2.75%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	45.35	46.71	48.11	49.55
Journeyman Carpenter - Foreman	12	45.35	46.71	48.11	49.55
Client Services Supervisor	11	44.04	45.36	46.72	48.12
Operations Foreman	11	44.04	45.36	46.72	48.12
Parks Foreman	11	44.04	45.36	46.72	48.12
Recreation Foreman	11	44.04	45.36	46.72	48.12
Utility Foreman	11	44.04	45.36	46.72	48.12
Arborist	10	42.16	43.43	44.73	46.07
Community Peace Officer	10	42.16	43.43	44.73	46.07
Engineering Technologist	10	42.16	43.43	44.73	46.07
Safety Advisor	10	42.16	43.43	44.73	46.07
Mechanic(*remove Labourer)	10	42.16	43.43	44.73	46.07
RCMP Coordinator	9	38.75	39.92	41.11	42.34
Utilities Lead Hand	9	38.75	39.92	41.11	42.34
Bylaw Enforcement Officer	9	38.75	39.92	41.11	42.34
Community Services Coordinator	9	38.75	39.92	41.11	42.34
Corporate Services Coordinator	9	38.75	39.92	41.11	42.34
Parks Lead Hand	8	35.64	36.71	37.80	38.94
Public Works Lead Hand	8	35.64	36.71	37.80	38.94
Recreation Lead Hand	8	35.64	36.71	37.80	38.94
Utility Operator	7	34.00	35.03	36.08	37.16
Public Works Operator	6	33.65	34.66	35.70	36.77
Pool Manager	6	33.65	34.66	35.70	36.77
Parks & Recreation Operator	5	32.66	33.64	34.65	35.69
Parks Operator	5	32.66	33.64	34.65	35.69
Recreation Operator	5	32.66	33.64	34.65	35.69
Corporate Clerk	5	32.66	33.64	34.65	35.69
Public Works Labourer	4	30.45	31.36	32.30	33.28
Customer Service Representative	3	26.90	27.70	28.54	29.39
Pool Shift Supervisor - Seasonal	2	24.59	25.32	26.08	26.86
Recreation Centre Attendant - Part Time / Casual	2	24.59	25.32	26.08	26.86
Recreation Centre Cashier - Part Time / Casual	2	24.59	25.32	26.08	26.86
Utility Labourer - Seasonal	2	24.59	25.32	26.08	26.86
Labourer - Seasonal	1	20.73	21.35	21.99	22.65
Lifeguards - Seasonal	1	20.73	21.35	21.99	22.65

Salary GRID - 2028 + general wage adjustment of 3.00%					
	Level	1	2	3	4
Heavy Duty Mechanic - Foreman	12	46.71	48.11	49.56	51.04
Journeyman Carpenter - Foreman	12	46.71	48.11	49.56	51.04
Client Services Supervisor	11	45.36	46.72	48.12	49.57
Operations Foreman	11	45.36	46.72	48.12	49.57
Parks Foreman	11	45.36	46.72	48.12	49.57
Recreation Foreman	11	45.36	46.72	48.12	49.57
Utility Foreman	11	45.36	46.72	48.12	49.57
Arborist	10	43.43	44.73	46.07	47.45
Community Peace Officer	10	43.43	44.73	46.07	47.45
Engineering Technologist	10	43.43	44.73	46.07	47.45
Safety Advisor	10	43.43	44.73	46.07	47.45
Mechanic(*remove Labourer)	10	43.43	44.73	46.07	47.45
RCMP Coordinator	9	39.91	41.12	42.34	43.61
Utilities Lead Hand	9	39.91	41.12	42.34	43.61
Bylaw Enforcement Officer	9	39.91	41.12	42.34	43.61
Community Services Coordinator	9	39.91	41.12	42.34	43.61
Corporate Services Coordinator	9	39.91	41.12	42.34	43.61
Parks Lead Hand	8	36.70	37.81	38.93	40.10
Public Works Lead Hand	8	36.70	37.81	38.93	40.10
Recreation Lead Hand	8	36.70	37.81	38.93	40.10
Utility Operator	7	35.02	36.08	37.16	38.28
Public Works Operator	6	34.66	35.70	36.77	37.87
Pool Manager	6	34.66	35.70	36.77	37.87
Parks & Recreation Operator	5	33.64	34.65	35.69	36.76
Parks Operator	5	33.64	34.65	35.69	36.76
Recreation Operator	5	33.64	34.65	35.69	36.76
Corporate Clerk	5	33.64	34.65	35.69	36.76
Public Works Labourer	4	31.37	32.30	33.27	34.27
Customer Service Representative	3	27.71	28.53	29.39	30.27
Pool Shift Supervisor - Seasonal	2	25.32	26.08	26.86	27.66
Recreation Centre Attendant - Part Time / Casual	2	25.32	26.08	26.86	27.66
Recreation Centre Cashier - Part Time / Casual	2	25.32	26.08	26.86	27.66
Utility Labourer - Seasonal	2	25.32	26.08	26.86	27.66
Labourer - Seasonal	1	21.36	21.99	22.65	23.33
Lifeguards - Seasonal	1	21.36	21.99	22.65	23.33

LEGEND	
	Information provided to MNP by the Town of Coaldale (TOC)
	Information from TOC and AUPE proposed grids
	MNP Procedures
RED FONT	Staff who were hired in 2025