

City of Fredericton  
2026 Non-Bargaining / Management Salary Scale  
(As of December 21, 2025)

Grade Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Bi-weekly (80% - 100%)	\$55,326.15 - \$69,157.69	\$57,815.83 - \$72,269.79	\$60,417.54 - \$75,521.93	\$63,136.33 - \$78,920.41	\$65,977.47 - \$82,471.83	\$68,946.45 - \$86,183.06
No Position	No Position	Administrative Officer Executive Assistant Administrative Assistant	Administrative Officer Executive Assistant Administrative Assistant	No Position	Coordinator Dispatcher - Transit Paralegal Tech Support Specialist Digital Marketing Assistant Technician Technologist Safety Inspector Engineering Technician	
Grade Step	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Bi-weekly (80% - 100%)	\$72,738.51 - \$90,923.13	\$76,739.12 - \$95,923.91	\$80,959.78 - \$101,199.72	\$85,412.56 - \$106,765.70	\$90,537.32 - \$113,171.65	\$95,969.56 - \$119,961.95
Coordinator Engineering Technician GIS Technician Engineer Plumbing Inspector Building Inspector Safety Inspector Tech Support Specialist	Building Inspector By-law Enforcement Officer Communications & Marketing Officer Community Inclusion Liason Coordinator Engineering Technician Foreman Heritage Officer HR Advisor Plumbing Inspector Public Information Officer Recreation Officer Analyst Office Administrator Specialist Cultural Development Officer Corporate Communications Officer	Building Inspector Community Inclusion Liason Engineer Parks & Open Space Architect Planner Procurement Officer Accountant Recreation Officer Analyst Environmental Strategist Public Information Officer Communications & Marketing Officer HR Advisor Specialist Cultural Development Officer Mechanical Engineer Corporate Communications Officer	Engineer Planner Mechanical Engineer Analyst Electronic Records & Information Specialist Accountant Specialist Senior Marketing Officer Team Lead Senior Building Inspector Supervisor Project Supervisor Environmental Strategist	Assistant City Clerk Assistant Manager Engineer Planner Senior Business Application Architect Accountant Specialist Senior Systems Architect Project Supervisor	Senior Engineer Senior Systems Architect Specialist Senior Business Application Architect Senior Planner	
Grade Step	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
Bi-weekly (80% - 100%)	\$102,207.58 - \$127,759.47	\$108,851.07 - \$136,063.84	\$115,926.39 - \$144,907.99	\$123,461.61 - \$154,327.01	\$132,103.92 - \$165,129.90	\$141,351.19 - \$176,688.89
Manager Senior Planner	Inspector - Police Assistant Deputy Chief Manager Assistant City Treasurer Staff Solicitor	Manager	Staff Solicitor	Assistant Director City Clerk Deputy Fire Chief Deputy Police Chief Managing Director	No Position	
Grade Step	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
Bi-weekly (80% - 100%)	\$151,952.53 - \$189,940.66	\$163,348.97 - \$204,186.21	\$175,600.14 - \$219,500.18	\$188,770.16 - \$235,962.69	\$202,927.92 - \$253,659.90	\$218,147.51 - \$272,684.39
No Position	City Solicitor City Treasurer Director Fire Chief Police Chief	No Position	Deputy Chief Administrative Officer	No Position	Chief Administrative Officer	