

Haldimand County Library Board

Salary Schedule

Updated September 2020

		1.75%	1834	1.75%	1827	1.90%	1820	1.90%	1820
Position	Step	Jan-20		Jan-21		Jan-22		Jan-23	
		Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate
		@ 35 Hrs/Wk		@ 35 Hrs/Wk		@ 35 Hrs/Wk		@ 35 Hrs/Wk	
GRADE 1									
Library Assistant	Start Rate 0 mths.	\$39,521	\$21.549	\$40,213	\$22.010	\$40,976	\$22.514	\$41,756	\$22.943
	12 mths.	\$41,102	\$22.411	\$41,821	\$22.891	\$42,615	\$23.415	\$43,426	\$23.860
	24 mths.	\$42,746	\$23.308	\$43,494	\$23.806	\$44,320	\$24.352	\$45,163	\$24.815
	Job Rate 36 mths.	\$44,456	\$24.240	\$45,234	\$24.759	\$46,093	\$25.326	\$46,969	\$25.807
GRADE 2									
Currently no positions in this grade	Start Rate 0 mths.	\$45,818	\$24.983	\$46,620	\$25.517	\$47,506	\$26.102	\$48,408	\$26.598
	12 mths.	\$47,651	\$25.982	\$48,485	\$26.538	\$49,406	\$27.146	\$50,344	\$27.662
	24 mths.	\$49,557	\$27.021	\$50,424	\$27.599	\$51,382	\$28.232	\$52,358	\$28.768
	Job Rate 36 mths.	\$51,539	\$28.102	\$52,441	\$28.703	\$53,437	\$29.361	\$54,452	\$29.919
GRADE 3									
Senior Library Assistant	Start Rate 0 mths.	\$49,942	\$27.231	\$50,816	\$27.814	\$51,783	\$28.452	\$52,766	\$28.992
Library Assistant II - Childrens' Services	12 mths.	\$51,940	\$28.321	\$52,849	\$28.927	\$53,854	\$29.590	\$54,877	\$30.152
Library Assistant II - Cataloguing Technician	24 mths.	\$54,018	\$29.454	\$54,963	\$30.084	\$56,008	\$30.774	\$57,072	\$31.358
	Job Rate 36 mths.	\$56,179	\$30.632	\$57,162	\$31.287	\$58,248	\$32.004	\$59,355	\$32.613
GRADE 4									
Community Outreach / Inreach Coordinator	Start Rate 0 mths.	\$54,437	\$29.682	\$55,390	\$30.317	\$56,442	\$31.012	\$57,514	\$31.601
	12 mths.	\$56,614	\$30.869	\$57,606	\$31.530	\$58,700	\$32.253	\$59,815	\$32.865
	24 mths.	\$58,879	\$32.104	\$59,910	\$32.791	\$61,048	\$33.543	\$62,208	\$34.180
	Job Rate 36 mths.	\$61,234	\$33.388	\$62,306	\$34.103	\$63,490	\$34.885	\$64,696	\$35.547
GRADE 5									
Currently no positions in this Grade	Start Rate 0 mths.	\$63,498	\$34.623	\$64,610	\$35.364	\$65,838	\$36.175	\$67,088	\$36.862
	12 mths.	\$66,038	\$36.008	\$67,194	\$36.778	\$68,471	\$37.621	\$69,772	\$38.336
	24 mths.	\$68,680	\$37.448	\$69,882	\$38.250	\$71,210	\$39.126	\$72,563	\$39.870
	Job Rate 36 mths.	\$71,427	\$38.946	\$72,677	\$39.779	\$74,058	\$40.691	\$75,465	\$41.464
GRADE 6									
Branch Coordinator	Start Rate 0 mths.	\$67,945	\$37.047	\$69,136	\$37.841	\$70,449	\$38.708	\$71,788	\$39.444
	12 mths.	\$70,663	\$38.529	\$71,901	\$39.355	\$73,267	\$40.257	\$74,660	\$41.022
	24 mths.	\$73,490	\$40.071	\$74,777	\$40.929	\$76,198	\$41.867	\$77,646	\$42.663
	Job Rate 36 mths.	\$76,430	\$41.674	\$77,768	\$42.566	\$79,246	\$43.542	\$80,752	\$44.369
GRADE 7									
Currently no positions in this Grade	Start Rate 0 mths.	\$77,457	\$42.234	\$78,812	\$43.137	\$80,310	\$44.126	\$81,836	\$44.965
	12 mths.	\$80,555	\$43.923	\$81,964	\$44.863	\$83,522	\$45.891	\$85,109	\$46.763
	24 mths.	\$83,777	\$45.680	\$85,243	\$46.657	\$86,863	\$47.727	\$88,513	\$48.634
	Job Rate 36 mths.	\$87,128	\$47.507	\$88,653	\$48.524	\$90,337	\$49.636	\$92,053	\$50.579
GRADE 8									
Currently no positions in this Grade	Start Rate 0 mths.	\$82,879	\$45.190	\$84,330	\$46.158	\$85,931	\$47.215	\$87,564	\$48.112
	12 mths.	\$86,194	\$46.998	\$87,703	\$48.004	\$89,368	\$49.103	\$91,067	\$50.037
	24 mths.	\$89,642	\$48.878	\$91,211	\$49.924	\$92,943	\$51.068	\$94,710	\$52.038
	Job Rate 36 mths.	\$93,228	\$50.833	\$94,859	\$51.921	\$96,661	\$53.110	\$98,498	\$54.120
GRADE 9									
Currently no positions in this Grade	Start Rate 0 mths.	\$88,682	\$48.354	\$90,234	\$49.389	\$91,949	\$50.521	\$93,695	\$51.481
	12 mths.	\$92,229	\$50.288	\$93,843	\$51.365	\$95,627	\$52.542	\$97,443	\$53.540
	24 mths.	\$95,918	\$52.300	\$97,597	\$53.419	\$99,452	\$54.644	\$101,341	\$55.682
	Job Rate 36 mths.	\$99,755	\$54.392	\$101,501	\$55.556	\$103,430	\$56.830	\$105,395	\$57.909
GRADE 10									
Currently no positions in this Grade	Start Rate 0 mths.	\$101,095	\$55.123	\$102,865	\$56.303	\$104,819	\$57.593	\$106,811	\$58.687
	12 mths.	\$105,139	\$57.328	\$106,980	\$58.555	\$109,012	\$59.897	\$111,083	\$61.035
	24 mths.	\$109,345	\$59.621	\$111,259	\$60.897	\$113,372	\$62.292	\$115,526	\$63.476
	Job Rate 36 mths.	\$113,719	\$62.006	\$115,709	\$63.333	\$117,907	\$64.784	\$120,147	\$66.015
GRADE 11									
Chief Executive Officer	Start Rate 0 mths.	\$108,171	\$58.981	\$110,063	\$60.242	\$112,155	\$61.624	\$114,287	\$62.795
	12 mths.	\$112,498	\$61.340	\$114,466	\$62.652	\$116,641	\$64.088	\$118,858	\$65.307
	24 mths.	\$116,998	\$63.794	\$119,045	\$65.159	\$121,307	\$66.652	\$123,612	\$67.919
	Job Rate 36 mths.	\$121,678	\$66.346	\$123,807	\$67.765	\$126,159	\$69.318	\$128,556	\$70.635



Student Rates	Minimum Hiring Criteria	Effective January 1, 2020	Effective October 1, 2020	Effective October 1, 2021	Effective October 1, 2022	Effective October 1, 2023
Page 1	Student 14 years of age to 17 years of age & enrolled in school on a full-time basis	Provincial Student Minimum Wage \$ 13.15	Provincial Student Minimum Wage \$ 13.40	Provincial Student Minimum Wage TBD	Provincial Student Minimum Wage TBD	Provincial Student Minimum Wage TBD
Page 2	Student 18 years of age or older & enrolled in school on a full-time basis	Provincial Minimum Wage \$ 14.00	Provincial Minimum Wage \$ 14.25	Provincial Minimum Wage TBD	Provincial Minimum Wage TBD	Provincial Minimum Wage TBD
CAP Students	Per Grant Funding Requirements	Rate to be Determined by Grant TBD	Rate to be Determined by Grant TBD	Rate to be Determined by Grant TBD	Rate to be Determined by Grant TBD	Rate to be Determined by Grant TBD
* Position contingent on grant funding recieved						