

**Haldimand County
Non-Union Employee
Salary Schedule**

Position	Division	HRS / Week	Step	01-Jan-20		01-Jan-21		01-Jan-22		01-Jan-23		
				Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	
GRADE 1												
Unit Clerk, Nursing	Grandview Lodge	35	Start Rate 0 mths.	4%	\$39,521	\$21,549	\$40,213	\$22,010	\$40,976	\$22,514	\$41,756	\$22,943
			12 mths.	4%	\$41,102	\$22,411	\$41,821	\$22,891	\$42,615	\$23,415	\$43,426	\$23,860
			24 mths.	4%	\$42,746	\$23,308	\$43,494	\$23,806	\$44,320	\$24,352	\$45,163	\$24,815
			Job Rate 36 mths.	4%	\$44,456	\$24,240	\$45,234	\$24,759	\$46,093	\$25,326	\$46,969	\$25,807
GRADE 2												
Administrative Assistant, Nursing	Grandview Lodge	24	Start Rate 0 mths.	4%	\$45,818	\$24,983	\$46,620	\$25,517	\$47,506	\$26,102	\$48,408	\$26,598
Resident Services Clerk	Grandview Lodge	35	12 mths.	4%	\$47,651	\$25,982	\$48,485	\$26,538	\$49,406	\$27,146	\$50,344	\$27,662
			24 mths.	4%	\$49,557	\$27,021	\$50,424	\$27,599	\$51,382	\$28,232	\$52,358	\$28,768
			Job Rate 36 mths.	4%	\$51,539	\$28,102	\$52,441	\$28,703	\$53,437	\$29,361	\$54,452	\$29,919
GRADE 3												
Administrative Assistant	Building & Municipal Enforcement	35	Start Rate 0 mths.	4%	\$49,942	\$27,231	\$50,816	\$27,814	\$51,783	\$28,452	\$52,766	\$28,992
Administrative Assistant	Citizen & Legislative Services	35	12 mths.	4%	\$51,940	\$28,321	\$52,849	\$28,927	\$53,854	\$29,590	\$54,877	\$30,152
Administrative Assistant	Community Development & Partnerships	35	24 mths.	4%	\$54,018	\$29,454	\$54,963	\$30,084	\$56,008	\$30,774	\$57,072	\$31,358
Administrative Assistant	Emergency Services	35	Job Rate 36 mths.	4%	\$56,179	\$30,632	\$57,162	\$31,287	\$58,248	\$32,004	\$59,355	\$32,613
Administrative Assistant	Engineering Services	35										
Administrative Assistant	Environmental Operations	35										
Administrative Assistant	Roads Operations	35										
Administrative Assistant	Facilities, Parks, Cemeteries & Forestry Operations	35										
Administrative Assistant / Scheduler, Nursing	Grandview Lodge	35										
Administrative Assistant, Administration	Grandview Lodge	35										
Administrative Assistant	Human Resources	35										
Executive Assistant	Mayor & Council	35										
Administrative Assistant	Planning & Development	35										
Legal Services Assistant	Legal and Support Services	35										
GRADE 4												
Administrative Coordinator	Corporate & Social Services	35	Start Rate 0 mths.	4%	\$54,437	\$29,682	\$55,390	\$30,317	\$56,442	\$31,012	\$57,514	\$31,601
Administrative Coordinator	Community & Development Services	35	12 mths.	4%	\$56,614	\$30,869	\$57,606	\$31,530	\$58,700	\$32,253	\$59,815	\$32,865
Administrative Coordinator	Public Works Operations	35	24 mths.	4%	\$58,879	\$32,104	\$59,910	\$32,791	\$61,048	\$33,543	\$62,208	\$34,180
Administrative Coordinator	Engineering & Capital Works	35	Job Rate 36 mths.	4%	\$61,234	\$33,388	\$62,306	\$34,103	\$63,490	\$34,885	\$64,696	\$35,547
Administrative Coordinator	Financial & Data Services	35										
Accounts Clerk	Grandview Lodge	24										
Recreation Programmer	Grandview Lodge	35										
Service Representative	Human Resources	35										
Computer Technician	Information Systems	35										
GRADE 5												
Financial Analyst	Finance	35	Start Rate 0 mths.	4%	\$63,498	\$34,623	\$64,610	\$35,364	\$65,838	\$36,175	\$67,088	\$36,862
Coordinator, Fire Safety and Training	Emergency Services	35	12 mths.	4%	\$66,038	\$36,008	\$67,194	\$36,778	\$68,471	\$37,621	\$69,772	\$38,336
Coordinator, Tourism and Marketing (<i>position eliminated in 2011</i>)*	Economic Development & Tourism	35	24 mths.	4%	\$68,680	\$37,448	\$69,882	\$38,250	\$71,210	\$39,126	\$72,563	\$39,870
Employee Wellness Representative	Human Resources	35	Job Rate 36 mths.	4%	\$71,427	\$38,946	\$72,677	\$39,779	\$74,058	\$40,691	\$75,465	\$41,464

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GRADE 6												
Executive Assistant to the CAO & Corporate Communications Assistant	Chief Administrative Officer	35	Start Rate 0 mths.	4%	\$67,945	\$37.047	\$69,136	\$37.841	\$70,449	\$38.708	\$71,788	\$39.444
Museum Curator	Community Development & Partnerships	35	12 mths.	4%	\$70,663	\$38.529	\$71,901	\$39.355	\$73,267	\$40.257	\$74,660	\$41.022
Senior Financial Analyst	Finance	35	24 mths.	4%	\$73,490	\$40.071	\$74,777	\$40.929	\$76,198	\$41.867	\$77,646	\$42.663
Coordinator, Health & Safety*	Human Resources	35	Job Rate 36 mths.	4%	\$76,430	\$41.674	\$77,768	\$42.566	\$79,246	\$43.542	\$80,752	\$44.369
Coordinator, HRMS / Benefits	Human Resources	35										
Coordinator, Employment Services	Human Resources	35										
Coordinator, Payroll Services	Human Resources	35										
Desktop Support	Information Systems	35										
Database Administrator / Application Support	Information Systems	35										
Coordinator, Systems Support	Information Systems	35										
Network Support Analyst	Information Systems	35										
Developer / Software Analyst	Information Systems	35										
Asset Management Analyst	Facilities Capital & Asset Management	35										
Purchasing Coordinator	Legal & Support Services	35										
Coordinator, Emergency Management /Fire Education	Emergency Services	35										
Community Partnerships Liaison	Community Development & Partnerships	35										
GRADE 7												
Senior Community Partnerships Liaison	Community Development & Partnerships	35	Start Rate 0 mths.	4%	\$77,457	\$42.234	\$78,812	\$43.137	\$80,310	\$44.126	\$81,836	\$44.965
Supervisor, Community Programs & Events	Community Development & Partnerships	35	12 mths.	4%	\$80,555	\$43.923	\$81,964	\$44.863	\$83,522	\$45.891	\$85,109	\$46.763
Supervisor, Heritage and Culture	Community Development & Partnerships	35	24 mths.	4%	\$83,777	\$45.680	\$85,243	\$46.657	\$86,863	\$47.727	\$88,513	\$48.634
SCADA Coordinator	Engineering Services	35	Job Rate 36 mths.	4%	\$87,128	\$47.507	\$88,653	\$48.524	\$90,337	\$49.636	\$92,053	\$50.579
Supervisor, Dietary Services	Grandview Lodge	35										
Supervisor, Programs & Support	Grandview Lodge	35										
Property Coordinator	Legal & Support Services	35										
Assistant Director of Nursing	Grandview Lodge	35										
GRADE 8												
Supervisor	Building & Municipal Enforcement	35	Start Rate 0 mths.	4%	\$82,879	\$45.190	\$84,330	\$46.158	\$85,931	\$47.215	\$87,564	\$48.112
Deputy Clerk / POA Supervisor	Citizen & Legislative Services	35	12 mths.	4%	\$86,194	\$46.998	\$87,703	\$48.004	\$89,368	\$49.103	\$91,067	\$50.037
Deputy Chief, EMS	Emergency Services	35	24 mths.	4%	\$89,642	\$48.878	\$91,211	\$49.924	\$92,943	\$51.068	\$94,710	\$52.038
Deputy Chief, Fire Services	Emergency Services	35	Job Rate 36 mths.	4%	\$93,228	\$50.833	\$94,859	\$51.921	\$96,661	\$53.110	\$98,498	\$54.120
Project Manager, Forestry	Facilities, Parks, Cemeteries & Forestry Operations	35										
Project Manager, Municipal Infrastructure	Engineering Services	35										
Project Manager, Municipal Drains	Engineering Services	35										
Supervisor, W&WW Compliance	Environmental Operations	35										
Supervisor, W&WW Operations	Environmental Operations	35										
Supervisor, Facilities, Parks, Cemeteries & Forestry Operations	Facilities, Parks, Cemeteries & Forestry Operations	35										
Project Manager, Facilities Infrastructure	Facilities Capital & Asset Management	35										
Supervisor, Accounting Services	Finance	35										
Supervisor, Budgets & Financial Reporting	Finance	35										
Supervisor, Facility Operations*	Grandview Lodge	35										
Supervisor, Development Services	Planning & Development	35										
Supervisor	Roads Operations	35										
Supervisor, Fleet	Fleet Operations	35										
Supervisor, Risk Management & Legal Services	Legal & Support Services	35										
GRADE 9												
Director of Nursing	Grandview Lodge	35	Start Rate 0 mths.	4%	\$88,682	\$48.354	\$90,234	\$49.389	\$91,949	\$50.521	\$93,695	\$51.481
			12 mths.	4%	\$92,229	\$50.288	\$93,843	\$51.365	\$95,627	\$52.542	\$97,443	\$53.540
			24 mths.	4%	\$95,918	\$52.300	\$97,597	\$53.419	\$99,452	\$54.644	\$101,341	\$55.682
			Job Rate 36 mths.	4%	\$99,755	\$54.392	\$101,501	\$55.556	\$103,430	\$56.830	\$105,395	\$57.909

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GRADE 10												
			Start Rate 0 mths.	4%	\$101,095	\$55.123	\$102,865	\$56.303	\$104,819	\$57.593	\$106,811	\$58.687
Manager (position eliminated in 2007)*	Tourism	0	12 mths.	4%	\$105,139	\$57.328	\$106,980	\$58.555	\$109,012	\$59.897	\$111,083	\$61.035
			24 mths.	4%	\$109,345	\$59.621	\$111,259	\$60.897	\$113,372	\$62.292	\$115,526	\$63.476
			Job Rate 36 mths.	4%	\$113,719	\$62.006	\$115,709	\$63.333	\$117,907	\$64.784	\$120,147	\$66.015
GRADE 11												
Manager*	Building & Municipal Enforcement	35	Start Rate 0 mths.	4%	\$108,171	\$58.981	\$110,063	\$60.242	\$112,155	\$61.624	\$114,287	\$62.795
Manager / Clerk	Citizen & Legislative Services	35										
Manager	Community Development & Partnerships	35	12 mths.	4%	\$112,498	\$61.340	\$114,466	\$62.652	\$116,641	\$64.088	\$118,858	\$65.307
Manager	Economic Development & Tourism	35	24 mths.	4%	\$116,998	\$63.794	\$119,045	\$65.159	\$121,307	\$66.652	\$123,612	\$67.919
Administrator	Grandview Lodge	35	Job Rate 36 mths.	4%	\$121,678	\$66.346	\$123,807	\$67.765	\$126,159	\$69.318	\$128,556	\$70.635
Manager	Human Resources	35										
Manager	Information Systems	35										
Manager	Planning & Development	35										
Manager	Legal & Support Services	35										
GRADE 12												
Manager & Fire Chief	Emergency Services	35	Start Rate 0 mths.	4%	\$115,746	\$63.111	\$117,772	\$64.462	\$120,010	\$65.940	\$122,289	\$67.192
Manager	Engineering Services	35	12 mths.	4%	\$120,376	\$65.636	\$122,483	\$67.041	\$124,810	\$68.577	\$127,181	\$69.880
Manager	Environmental Operations	35	24 mths.	4%	\$125,191	\$68.261	\$127,382	\$69.722	\$129,802	\$71.320	\$132,268	\$72.675
Manager	Facilities, Parks, Cemeteries & Forestry Operations	35	Job Rate 36 mths.	4%	\$130,199	\$70.992	\$132,477	\$72.511	\$134,994	\$74.173	\$137,559	\$75.582
Treasurer	Finance	35										
Manager	Fleet Operations	35										
Manager*	Roads Operations	35										
Manager	Facilities Capital & Asset Management	35										
Manager	Water and Wastewater Engineering & Compliance	35										
GRADE 13												
Currently no positions in this grade			Start Rate 0 mths.	4%	\$123,848	\$67.529	\$126,015	\$68.974	\$128,410	\$70.555	\$130,849	\$71.895
			12 mths.	4%	\$128,802	\$70.230	\$131,056	\$71.733	\$133,546	\$73.377	\$136,083	\$74.771
			24 mths.	4%	\$133,954	\$73.039	\$136,298	\$74.602	\$138,888	\$76.312	\$141,526	\$77.762
			Job Rate 36 mths.	4%	\$139,312	\$75.961	\$141,750	\$77.586	\$144,443	\$79.364	\$147,187	\$80.872
GRADE 14												
General Manager	Corporate & Social Services	35	Start Rate 0 mths.	4%	\$141,186	\$76.983	\$143,656	\$78.629	\$146,385	\$80.431	\$149,166	\$81.959
General Manager	Engineering & Capital Works	35	12 mths.	4%	\$146,833	\$80.062	\$149,402	\$81.774	\$152,240	\$83.648	\$155,133	\$85.238
General Manager	Public Works Operations	35	24 mths.	4%	\$152,706	\$83.264	\$155,378	\$85.045	\$158,330	\$86.995	\$161,338	\$88.647
General Manager	Financial & Data Services	35	Job Rate 36 mths.	4%	\$158,814	\$86.594	\$161,593	\$88.447	\$164,663	\$90.474	\$167,792	\$92.193
General Manager	Community and Development Services	35										
GRADE 15												
Currently no positions in this grade		35	Start Rate 0 mths.	4%	\$151,069	\$82.371	\$153,713	\$84.134	\$156,633	\$86.062	\$159,610	\$87.698
			12 mths.	4%	\$157,112	\$85.666	\$159,862	\$87.500	\$162,898	\$89.504	\$165,994	\$91.205
			24 mths.	4%	\$163,396	\$89.093	\$166,256	\$90.999	\$169,414	\$93.085	\$172,634	\$94.854
			Job Rate 36 mths.	4%	\$169,932	\$92.656	\$172,906	\$94.639	\$176,191	\$96.808	\$179,539	\$98.648
GRADE 16												
Currently no positions in this grade			Start Rate 0 mths.	4%	\$161,644	\$88.137	\$164,472	\$90.023	\$167,597	\$92.086	\$170,782	\$93.836
			12 mths.	4%	\$168,110	\$91.663	\$171,051	\$93.624	\$174,301	\$95.770	\$177,613	\$97.590
			24 mths.	4%	\$174,834	\$95.329	\$177,893	\$97.369	\$181,273	\$99.601	\$184,717	\$101.493
			Job Rate 36 mths.	4%	\$181,827	\$99.142	\$185,009	\$101.264	\$188,524	\$103.585	\$192,106	\$105.553

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				Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	
GRADE 17												
Chief Administrative Officer	CAO's Office	35	Start Rate 0 mths.	4%	\$172,959	\$94.307	\$175,986	\$96.325	\$179,330	\$98.533	\$182,737	\$100.405
			12 mths.	4%	\$179,877	\$98.079	\$183,025	\$100.178	\$186,503	\$102.474	\$190,046	\$104.421
			24 mths.	4%	\$187,072	\$102.002	\$190,346	\$104.185	\$193,963	\$106.573	\$197,648	\$108.598
			Job Rate 36 mths.	4%	\$194,555	\$106.082	\$197,960	\$108.352	\$201,721	\$110.836	\$205,554	\$112.942
* Male Comparators for the purpose of Pay Equity												
On Call												
Rate for Designated Positions	various				\$1.750		\$1.800		\$1.850		\$1.900	