

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

		HRS/ Week		9-Mar-24	
Position	Division		Step		Hrly Rate
GRADE 1 (General Minimum Wage, as determined by Employment Standards Act, as amended)					
Aquatic Assistant Lifeguard	Community Development & Partnerships		1		\$16.55
Recreation Camp Counsellor	Community Development & Partnerships				
*Min. 16 years of age, enrolled in high school and returning to school on full time basis, standardized tasks typically under guidance or supervision					
GRADE 2 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 10%)					
Aquatic Instructor Lifeguard	Community Development & Partnerships		1		\$18.21
Recreation Camp Lead	Community Development & Partnerships				
Inclusion Counsellor	Community Development & Partnerships				
Museum Student Grant Position	Community Development & Partnerships				
Summer Maintenance	Grandview Lodge				
*Enrolled in post-secondary and returning to school on full time basis, regulated tasks, may contribute to projects, limited independent work, generally under guidance or supervision					
GRADE 3 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 35%)					
Museum Educator	Community Development & Partnerships		1		\$22.34
Student Information Systems	Innovation & Technology Services				
*Enrolled in post-secondary and returning to school on full time basis, project work within a specialized area, works independently, requires a specific skills set or involves significant responsibility for others					

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 4				<i>*based on 1820 hours</i>	
Nursing Clerk	Grandview Lodge	35	1	\$42,042	\$23.10
			2	\$43,716	\$24.02
			3	\$45,464	\$24.98
			4	\$47,284	\$25.98
			5	\$49,176	\$27.02
			6	\$51,142	\$28.10
GRADE 5					
Resident Services Clerk	Grandview Lodge	35	1	\$49,759	\$27.34
			2	\$51,743	\$28.43
			3	\$53,817	\$29.57
			4	\$55,965	\$30.75
			5	\$58,204	\$31.98
			6	\$60,533	\$33.26
GRADE 6					
Accounts Clerk	Grandview Lodge	24	1	\$58,022	\$31.88
Administrative Assistant	Building & Municipal Enforcement	35	2	\$60,333	\$33.15
Administrative Assistant	Community Development & Partnerships	35	3	\$62,754	\$34.48
Administrative Assistant	Economic Development & Tourism	21	4	\$65,265	\$35.86
Administrative Assistant	Emergency Services	35	5	\$67,868	\$37.29
Administrative Assistant	Environmental Operations	35	6	\$70,580	\$38.78
Administrative Assistant	Facilities, Parks, Cemeteries & Forestry Operations	35			
Administrative Assistant	Human Resources	35			
Administrative Assistant	Legal and Support Services	14			
Administrative Assistant	Roads Operations	35			
Administrative Assistant, Administration	Grandview Lodge	35			
Administrative Assistant, Leadership	Grandview Lodge	35			
Administrative Assistant	Planning & Development	35			
Business Services Assistant	Engineering & Capital Works	35			
Executive Assistant	Mayor & Council	35			
Recreation Programmer	Grandview Lodge	35			
Scheduler	Grandview Lodge	35			
Social Service Worker	Grandview Lodge	35			

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 7					
Coordinator, Customer Experience and Communications	Customer Experience and Communications	35	1	\$63,445	\$34.86
Coordinator, Fleet Training & Safety	Fleet Operations	35	2	\$65,975	\$36.25
Service Desk Analyst	Innovation & Technology Services	35	3	\$68,614	\$37.70
Specialist, Compensation	Human Resources	35	4	\$71,362	\$39.21
Specialist, Recruitment	Human Resources	35	5	\$74,220	\$40.78
Specialist, Training and Development	Human Resources	35	6	\$77,186	\$42.41
GRADE 8					
Administrative Coordinator	Community & Development Services	35	1	\$70,689	\$38.84
Administrative Coordinator	Corporate & Social Services	35	2	\$73,510	\$40.39
Administrative Coordinator	Engineering & Capital Works	35	3	\$76,458	\$42.01
Administrative Coordinator	Financial & Data Services	35	4	\$79,516	\$43.69
Administrative Coordinator	Public Works Operations	35	5	\$82,701	\$45.44
Claims and Risk Specialist	Legal & Support Services	35	6	\$86,013	\$47.26
Community Partnerships Liaison	Community Development & Partnerships	35			
Coordinator, Council Services	Clerks	35			
Coordinator, Emergency Management/Fire Education	Emergency Services	35			
Coordinator, Fire Safety and Training	Emergency Services	35			
Coordinator, HR Planning & Analysis	Human Resources	35			
Coordinator, HRMS / Benefits	Human Resources	35			
Coordinator, Information and Privacy	Clerks	35			
Coordinator, Payroll Services	Human Resources	35			
DBA & Solutions Analyst	Innovation & Technology Services	35			
Employee Wellness Representative	Human Resources	35			
Financial Analyst	Finance	35			
Health and Safety Representative	Human Resources	35			
IPAC Coordinator	Grandview Lodge	35			
Museum Curator	Community Development & Partnerships	35			
Network and Technology Analyst	Innovation & Technology Services	35			
Property Coordinator	Legal & Support Services	35			
Procurement Advisor	Legal & Support Services	35			
Senior Service Desk Analyst	Innovation & Technology Services	35			
Solutions Analyst	Innovation & Technology Services	35			

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 9					
Project Manager, Asset Management	Facilities Capital & Asset Management	35			
Project Manager Continuous Improvement/Executive Assistant to CAO	Chief Administrative Officer	35	1	\$83,247	\$45.74
Project Manager Business Analyst (PMBA)	Innovation & Technology Services	35	2	\$86,577	\$47.57
SCADA Coordinator	Engineering Services	35	3	\$90,035	\$49.47
Senior Community Partnerships Liaison	Community Development & Partnerships	35	4	\$93,639	\$51.45
Senior Financial Analyst	Finance	35	5	\$97,388	\$53.51
Senior Network Technology Analyst	Innovation & Technology Services	35	6	\$101,283	\$55.65
Supervisor, Dietary, Housekeeping, Laundry	Grandview Lodge	35			
Supervisor, Dietary Services	Grandview Lodge	35			
Supervisor, Heritage and Culture	Community Development & Partnerships	35			
Supervisor, Community Programs & Events	Community Development & Partnerships	35			
Supervisor, Programs & Support	Grandview Lodge	35			
GRADE 10					
Project Manager, Facilities Infrastructure	Facilities Capital & Asset Management	35	1	\$94,931	\$52.16
Project Manager, Forestry	Facilities, Parks, Cemeteries & Forestry Operations	35	2	\$98,735	\$54.25
Project Manager, Municipal Drains	Engineering Services	35	3	\$102,684	\$56.42
Project Manager, Municipal Infrastructure	Engineering Services	35	4	\$106,798	\$58.68
Project Manager, W&WW Capital Projects	Water & Wastewater Engineering	35	5	\$111,075	\$61.03
Project Manager, W&WW Infrastructure	Water & Wastewater Engineering	35	6	\$115,515	\$63.47
Supervisor, Business Solutions GIS & Data	Innovation & Technology Services	35			
Supervisor, Community Paramedic Program	Emergency Services	35			
Supervisor, Customer Experience and Communications	Customer Experience & Communications	35			
Supervisor, Employee Wellness & Development	Human Resources	35			
Supervisor, Environmental Operations	Environmental Operations	35			
Supervisor, Facilities, Parks, Cemeteries & Forestry Operations	Facilities, Parks, Cemeteries & Forestry Operations	35			
Supervisor, Facility Operations	Grandview Lodge	35			
Supervisor, Fleet	Fleet Operations	35			
Supervisor, Infrastructure, Cloud & Security	Innovation & Technology Services	35			
Supervisor, Roads Operations	Roads Operations	35			
Supervisor, W&WW Operations	Environmental Operations	35			

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 11					
Associate Director of Nursing	Grandview Lodge	35	1	\$101,720	\$55.89
Supervisor, Accounting Services	Finance	35	2	\$105,797	\$58.13
Supervisor, Budgets & Financial Reporting	Finance	35	3	\$110,037	\$60.46
Supervisor, Building and Municipal Enforcement	Building & Municipal Enforcement	35	4	\$114,442	\$62.88
Supervisor, Labour Relations and Employment Law	Human Resources	35	5	\$119,010	\$65.39
Supervisor, Planning & Development	Planning & Development	35	6	\$123,778	\$68.01
Supervisor, Risk Management & Legal Services	Legal & Support Services	35			
Supervisor, Taxation and Revenue	Finance	35			
GRADE 12					
Deputy Chief, Fire Services	Emergency Services	35	1	\$112,367	\$61.74
Deputy Chief, Paramedic Services	Emergency Services	35	2	\$116,862	\$64.21
Director of Nursing	Grandview Lodge	35	3	\$121,540	\$66.78
			4	\$126,399	\$69.45
			5	\$131,459	\$72.23
			6	\$136,718	\$75.12
GRADE 13					
Clerk/Manager	Clerks	35	1	\$123,050	\$67.61
Manager	Building & Municipal Enforcement	35	2	\$127,964	\$70.31
Manager	Community Development & Partnerships	35	3	\$133,078	\$73.12
Manager	Customer Experience & Communications	35	4	\$138,393	\$76.04
Manager	Economic Development & Tourism	35	5	\$143,926	\$79.08
			6	\$149,677	\$82.24

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 14					
Manager	Engineering Services	35	1	\$130,803	\$71.87
Manager	Environmental Operations	35	2	\$136,027	\$74.74
Manager	Facilities Capital & Asset Management	35	3	\$141,469	\$77.73
Manager	Facilities, Parks, Cemeteries & Forestry Operations	35	4	\$147,129	\$80.84
Manager	Fleet & Equipment Operations	35	5	\$153,007	\$84.07
Manager	Human Resources	35	6	\$159,123	\$87.43
Manager	Legal & Support Services	35			
Manager	Planning & Development	35			
Manager	Roads Operations	35			
Manager	Water and Wastewater Engineering & Compliance	35			
Treasurer	Finance	35			
GRADE 15					
Administrator	Grandview Lodge	35	1	\$145,818	\$80.12
Chief Information Officer	Innovation & Technology Services	35	2	\$151,642	\$83.32
Manager & Fire Chief	Emergency Services	35	3	\$157,703	\$86.65
			4	\$164,018	\$90.12
			5	\$170,570	\$93.72
			6	\$177,395	\$97.47
GRADE 16					
General Manager	Community and Development Services	35	1	\$163,363	\$89.76
General Manager	Corporate & Social Services	35	2	\$169,897	\$93.35
General Manager	Engineering & Capital Works	35	3	\$176,686	\$97.08
General Manager	Financial & Data Services	35	4	\$183,747	\$100.96
General Manager	Public Works Operations	35	5	\$191,100	\$105.00
			6	\$198,744	\$109.20

Position	Division		Step	Annual Salary	Hrly Rate
GRADE 17					
<i>Currently no positions in this grade</i>					
			1	\$182,983	\$100.54
			2	\$190,299	\$104.56
			3	\$197,907	\$108.74
			4	\$205,824	\$113.09
			5	\$214,050	\$117.61
			6	\$222,604	\$122.31
GRADE 18					
Chief Administrative Officer	CAO's Office	35	1	\$209,828	\$115.29
			2	\$218,218	\$119.90
			3	\$226,954	\$124.70
			4	\$236,036	\$129.69
			5	\$245,482	\$134.88
			6	\$255,310	\$140.28
On Call					
Rate for Designated Positions	Various				\$1.900