

# Haldimand County Library Board Salary Schedule

Updated Sept 25th, 2024

| Position   | Step   | Hrly Rate                      |                    |
|--|--|--------------------------------|--------------------|
| <b>Student Rates</b>   |  | <b>Minimum Hiring Criteria</b> |                    |
|  |  | <b>October 1, 2024</b>         |                    |
| <b>GRADE 1 (Minimum Wage, as determined by Employment Standards Act, as amended)</b>                   |  |                                |                    |
| Student Page 1<br><i>(Student Minimum Wage)</i>  | Student 14 years of age to 17 years of age and enrolled in school on a full-time basis | \$                             | 16.20              |
| Student Page 2<br><i>(General Minimum Wage)</i>  | Student 18 years of age or older and enrolled in school on a full-time basis           | \$                             | 17.20              |
| <b>GRADE 2 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 10%)</b> |  |                                |                    |
| <i>Currently no positions in this Grade</i>  |  | \$                             | 18.92              |
| <b>GRADE 3 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 35%)</b> |  |                                |                    |
| <i>Currently no positions in this Grade</i>  |  | \$                             | 23.22              |
| <b>Permanent Positions</b>   |  | <b>March 9, 2024</b>           |                    |
|  |  | <b>Annual Salary</b>           | <b>Hrly Rate</b>   |
|  |  | <i>*based on 1820 hours</i>    | <i>@ 35 Hrs/Wk</i> |
| <b>GRADE 4</b>   |  |                                |                    |
| Library Assistant  | <b>1</b>   | \$42,042                       | \$23.10            |
|  | <b>2</b>   | \$43,716                       | \$24.02            |
|  | <b>3</b>   | \$45,464                       | \$24.98            |
|  | <b>4</b>   | \$47,284                       | \$25.98            |
|  | <b>5</b>   | \$49,176                       | \$27.02            |
|  | <b>6</b>   | \$51,142                       | \$28.10            |

| Permanent Positions                           |   | March 9, 2024        |                  |
|---|---|----------------------|------------------|
| <b>GRADE 5</b>                                |   | <b>Annual Salary</b> | <b>Hrly Rate</b> |
| Library Assistant II - Cataloguing Technician | 1 | \$49,759             | \$27.34          |
| Library Assistant II - Childrens' Services    | 2 | \$51,743             | \$28.43          |
| Senior Library Assistant                      | 3 | \$53,817             | \$29.57          |
|   | 4 | \$55,965             | \$30.75          |
|   | 5 | \$58,204             | \$31.98          |
|   | 6 | \$60,533             | \$33.26          |
| <b>GRADE 6</b>                                |   |                      |                  |
| Currently no positions in this Grade          | 1 | \$58,022             | \$31.88          |
|   | 2 | \$60,333             | \$33.15          |
|   | 3 | \$62,754             | \$34.48          |
|   | 4 | \$65,265             | \$35.86          |
|   | 5 | \$67,868             | \$37.29          |
|   | 6 | \$70,580             | \$38.78          |
| <b>GRADE 7</b>                                |   |                      |                  |
| Community Outreach / Inreach Coordinator      | 1 | \$63,445             | \$34.86          |
|   | 2 | \$65,975             | \$36.25          |
|   | 3 | \$68,614             | \$37.70          |
|   | 4 | \$71,362             | \$39.21          |
|   | 5 | \$74,220             | \$40.78          |
|   | 6 | \$77,186             | \$42.41          |
| <b>GRADE 8</b>                                |   |                      |                  |
| Currently no positions in this Grade          | 1 | \$70,689             | \$38.84          |
|   | 2 | \$73,510             | \$40.39          |
|   | 3 | \$76,458             | \$42.01          |
|   | 4 | \$79,516             | \$43.69          |
|   | 5 | \$82,701             | \$45.44          |
|   | 6 | \$86,013             | \$47.26          |

| Permanent Positions                  |   | March 9, 2024        |                  |
|--------------------------------------|---|----------------------|------------------|
| <b>GRADE 9</b>                       |   | <b>Annual Salary</b> | <b>Hrly Rate</b> |
| Branch Supervisor                    | 1 | \$83,247             | \$45.74          |
|                                      | 2 | \$86,577             | \$47.57          |
|                                      | 3 | \$90,035             | \$49.47          |
|                                      | 4 | \$93,639             | \$51.45          |
|                                      | 5 | \$97,388             | \$53.51          |
|                                      | 6 | \$101,283            | \$55.65          |
| <b>GRADE 10</b>                      |   |                      |                  |
| Currently no positions in this Grade | 1 | \$94,931             | \$52.16          |
|                                      | 2 | \$98,735             | \$54.25          |
|                                      | 3 | \$102,684            | \$56.42          |
|                                      | 4 | \$106,798            | \$58.68          |
|                                      | 5 | \$111,075            | \$61.03          |
|                                      | 6 | \$115,515            | \$63.47          |
| <b>GRADE 11</b>                      |   |                      |                  |
| Currently no positions in this Grade | 1 | \$101,720            | \$55.89          |
|                                      | 2 | \$105,797            | \$58.13          |
|                                      | 3 | \$110,037            | \$60.46          |
|                                      | 4 | \$114,442            | \$62.88          |
|                                      | 5 | \$119,010            | \$65.39          |
|                                      | 6 | \$123,778            | \$68.01          |
| <b>GRADE 12</b>                      |   |                      |                  |
| Currently no positions in this Grade | 1 | \$112,367            | \$61.74          |
|                                      | 2 | \$116,862            | \$64.21          |
|                                      | 3 | \$121,540            | \$66.78          |
|                                      | 4 | \$126,399            | \$69.45          |
|                                      | 5 | \$131,459            | \$72.23          |
|                                      | 6 | \$136,718            | \$75.12          |

| Permanent Positions     |   | March 9, 2024 |           |
|-------------------------|---|---------------|-----------|
| GRADE 13                |   | Annual Salary | Hrly Rate |
| Chief Executive Officer | 1 | \$123,050     | \$67.61   |
|                         | 2 | \$127,964     | \$70.31   |
|                         | 3 | \$133,078     | \$73.12   |
|                         | 4 | \$138,393     | \$76.04   |
|                         | 5 | \$143,926     | \$79.08   |
|                         | 6 | \$149,677     | \$82.24   |