

Haldimand County  
 Non-Union Employee  
 Salary Schedule

Position	Division	Step	Oct 1 2024 Hrly Rate	Oct 1 2025 Hrly Rate	Oct 1 2026 Hrly Rate	Oct 1 2027 Hrly Rate
<b>GRADE 1 (General Minimum Wage, as determined by Employment Standards Act, as amended)</b>						
Aquatic Assistant Lifeguard	Community Development & Partnerships	1	\$17.20	TBD	TBD	TBD
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						
<b>GRADE 2 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 10%)</b>						
Aquatic Instructor Lifeguard	Community Development & Partnerships	1	\$18.92	TBD	TBD	TBD
Recreation Camp Lead	Community Development & Partnerships					
Inclusion Counsellor	Community Development & Partnerships					
Museum Assistant	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						
<b>GRADE 3 (General Minimum Wage, as determined by Employment Standards Act, as amended, plus 35%)</b>						
Content Developer/Videographer Intern	Community Development & Partnerships	1	\$23.22	TBD	TBD	TBD
Museum Educator	Community Development & Partnerships					
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 March 9 2024	Hrly Rate	Annual Salary Jan 1 2025	Hrly Rate	Annual Salary Jan 1 2026	Hrly Rate	Annual Salary Jan 1 2027	Hrly Rate
<b>GRADE 11</b>										
			*based on 1820 hours		*based on 1820 hours		*based on 1820 hours		*based on 1820 hours	
Associate Director of Nursing	Grandview Lodge	35	\$101,720	\$55.89	\$105,305	\$57.86	\$108,454	\$59.59	\$111,712	\$61.38
Supervisor, Accounting Services	Finance	35	\$105,797	\$58.13	\$109,509	\$60.17	\$112,785	\$61.97	\$116,189	\$63.84
Supervisor, Budgets & Financial Reporting	Finance	35	\$110,037	\$60.46	\$113,896	\$62.58	\$117,299	\$64.45	\$120,830	\$66.39
Supervisor, Building and Municipal Enforcement	Building & Municipal Enforcement	35	\$114,442	\$62.88	\$118,446	\$65.08	\$121,995	\$67.03	\$125,671	\$69.05
Supervisor, Labour Relations and Employment Law	Human Resources	35	\$119,010	\$65.39	\$123,178	\$67.68	\$126,872	\$69.71	\$130,694	\$71.81
Supervisor, Planning & Development	Planning & Development	35	\$123,778	\$68.01	\$128,110	\$70.39	\$131,950	\$72.50	\$135,918	\$74.68
Supervisor, Risk Management & Legal Services	Legal & Support Services	35								
Supervisor, Taxation and Revenue	Finance	35								
<b>GRADE 12</b>										
Deputy Chief, Fire Services	Emergency Services	35	\$112,367	\$61.74	\$116,298	\$63.90	\$119,792	\$65.82	\$123,396	\$67.80
Deputy Chief, Paramedic Services	Emergency Services	35	\$116,862	\$64.21	\$120,957	\$66.46	\$124,579	\$68.45	\$128,328	\$70.51
Director of Nursing	Grandview Lodge	35	\$121,540	\$66.78	\$125,798	\$69.12	\$129,566	\$71.19	\$133,461	\$73.33
			\$126,399	\$69.45	\$130,822	\$71.88	\$134,753	\$74.04	\$138,793	\$76.26
			\$131,459	\$72.23	\$136,063	\$74.76	\$140,140	\$77.00	\$144,344	\$79.31
			\$136,718	\$75.12	\$141,505	\$77.75	\$145,746	\$80.08	\$150,114	\$82.48
<b>GRADE 13</b>										
Clerk/Manager	Clerks	35	\$123,050	\$67.61	\$127,327	\$69.96	\$131,149	\$72.06	\$135,080	\$74.22
Manager	Building & Municipal Enforcement	35	\$127,964	\$70.31	\$132,423	\$72.76	\$136,391	\$74.94	\$140,486	\$77.19
Manager	Community Development & Partnerships	35	\$133,078	\$73.12	\$137,719	\$75.67	\$141,851	\$77.94	\$146,110	\$80.28
Manager	Customer Experience & Communications	35	\$138,393	\$76.04	\$143,234	\$78.70	\$147,529	\$81.06	\$151,952	\$83.49
Manager	Economic Development & Tourism	35	\$143,926	\$79.08	\$148,967	\$81.85	\$153,426	\$84.30	\$158,031	\$86.83
			\$149,677	\$82.24	\$154,918	\$85.12	\$159,559	\$87.67	\$164,346	\$90.30
<b>GRADE 14</b>										
Manager	Engineering Services	35	\$130,803	\$71.87	\$135,372	\$74.38	\$139,430	\$76.61	\$143,616	\$78.91
Manager	Environmental Operations	35	\$136,027	\$74.74	\$140,777	\$77.35	\$144,999	\$79.67	\$149,367	\$82.07
Manager	Facilities Capital & Asset Management	35	\$141,469	\$77.73	\$146,401	\$80.44	\$150,805	\$82.86	\$155,337	\$85.35
Manager	Facilities, Parks, Cemeteries & Forestry Operations	35	\$147,129	\$80.84	\$152,261	\$83.66	\$156,829	\$86.17	\$161,543	\$88.76
Manager	Fleet & Equipment Operations	35	\$153,007	\$84.07	\$158,358	\$87.01	\$163,108	\$89.62	\$168,004	\$92.31
Manager	Human Resources	35	\$159,123	\$87.43	\$164,692	\$90.49	\$169,624	\$93.20	\$174,720	\$96.00
Manager	Legal & Support Services	35								
Manager	Planning & Development	35								
Manager	Roads Operations	35								
Manager	Water and Wastewater Engineering & Compliance	35								
Treasurer	Finance	35								
<b>GRADE 15</b>										
Administrator	Grandview Lodge	35	\$145,818	\$80.12	\$150,896	\$82.91	\$155,446	\$85.41	\$160,087	\$87.96
Chief Information Officer	Innovation & Technology Services	35	\$151,642	\$83.32	\$156,939	\$86.23	\$161,671	\$88.83	\$166,494	\$91.48
Manager & Fire Chief	Emergency Services	35	\$157,703	\$86.65	\$163,218	\$89.68	\$168,132	\$92.38	\$173,155	\$95.14
			\$164,018	\$90.12	\$169,751	\$93.27	\$174,847	\$96.07	\$180,089	\$98.95
			\$170,570	\$93.72	\$176,540	\$97.00	\$181,836	\$99.91	\$187,296	\$102.91
			\$177,395	\$97.47	\$183,602	\$100.88	\$189,116	\$103.91	\$194,795	\$107.03
<b>GRADE 16</b>										
General Manager	Community and Development Services	35	\$163,363	\$89.76	\$169,060	\$92.89	\$174,138	\$95.68	\$179,379	\$98.56
General Manager	Corporate & Social Services	35	\$169,897	\$93.35	\$175,830	\$96.61	\$181,108	\$99.51	\$186,550	\$102.50
General Manager	Engineering & Capital Works	35	\$176,686	\$97.08	\$182,855	\$100.47	\$188,334	\$103.48	\$194,012	\$106.60
General Manager	Financial & Data Services	35	\$183,747	\$100.96	\$190,172	\$104.49	\$195,868	\$107.62	\$201,765	\$110.86
General Manager	Public Works Operations	35	\$191,100	\$105.00	\$197,779	\$108.67	\$203,713	\$111.93	\$209,828	\$115.29
			\$198,744	\$109.20	\$205,696	\$113.02	\$211,866	\$116.41	\$218,218	\$119.90

Position	Division	Step	Annual Salary March 9 2024	Hrly Rate	Annual Salary Jan 1 2025	Hrly Rate	Annual Salary Jan 1 2026	Hrly Rate	Annual Salary Jan 1 2027	Hrly Rate	
<b>GRADE 17</b>			*based on 1820 hours		*based on 1820 hours		*based on 1820 hours		*based on 1820 hours		
<i>Currently no positions in this grade</i>			1	\$182,983	\$100.54	\$189,371	\$104.05	\$195,049	\$107.17	\$200,892	\$110.38
			2	\$190,299	\$104.56	\$196,942	\$108.21	\$202,857	\$111.46	\$208,918	\$114.79
			3	\$197,907	\$108.74	\$204,823	\$112.54	\$210,974	\$115.92	\$217,272	\$119.38
			4	\$205,824	\$113.09	\$213,013	\$117.04	\$219,401	\$120.55	\$225,971	\$124.16
			5	\$214,050	\$117.61	\$221,530	\$121.72	\$228,173	\$125.37	\$235,017	\$129.13
			6	\$222,604	\$122.31	\$230,394	\$126.59	\$237,310	\$130.39	\$244,426	\$134.30
<b>GRADE 18</b>											
Chief Administrative Officer	CAO's Office	35	1	\$209,828	\$115.29	\$217,217	\$119.35	\$223,733	\$122.93	\$230,430	\$126.61
			2	\$218,218	\$119.90	\$225,898	\$124.12	\$232,669	\$127.84	\$239,639	\$131.67
			3	\$226,954	\$124.70	\$234,926	\$129.08	\$241,969	\$132.95	\$249,231	\$136.94
			4	\$236,036	\$129.69	\$244,317	\$134.24	\$251,651	\$138.27	\$259,204	\$142.42
			5	\$245,482	\$134.88	\$254,090	\$139.61	\$261,716	\$143.80	\$269,578	\$148.12
			6	\$255,310	\$140.28	\$264,246	\$145.19	\$272,181	\$149.55	\$280,353	\$154.04
<b>On Call</b>							May 18 2024				
Rate for Designated Positions	Various			\$1.900		\$2.250		\$2.250		\$2.250	