

Township of North Huron
2019 Salary Grid

Similar Value Group	McD Job Code	Job Title (listed in alphabetical order within Similar Value Group)	Hours Annual	2019 PROPOSED SALARY RANGES - HOURLY \$ (2018 PROPOSED SALARY RANGES + 2.2%)					Job Rate Step 5 100%	Band Spread Diff %
				Step 1 80%	Step 2 85%	Step 3 90%	Step 4 95%	Step 5 100%		
13	1	CAO/Deputy Clerk	1,950	\$113,841	\$120,939	\$128,057	\$135,174	\$142,292		
			hourly	\$58.38	\$62.02	\$65.67	\$69.32	\$72.97	14%	
12			hourly	\$51.22	\$54.43	\$57.63	\$60.83	\$64.03	16%	
11	6	Director of Public Works	2,080	\$91,645	\$97,386	\$103,106	\$108,846	\$114,566		
			hourly	\$44.06	\$46.82	\$49.57	\$52.33	\$55.08	6%	
10	3	Director of Finance/Treasurer	1,950	\$81,237	\$86,327	\$91,397	\$96,486	\$101,556		
	5	Director of Fire & Emergency Services	1,950	\$81,237	\$86,327	\$91,397	\$96,486	\$101,556		
	4	Director of Recreation & Community Services	1,950	\$81,237	\$86,327	\$91,397	\$96,486	\$101,556		
			hourly	\$41.66	\$44.27	\$46.87	\$49.48	\$52.08	7%	
9	56	Clerk/H&S Coordinator	1,950	\$76,031	\$80,789	\$85,547	\$90,285	\$95,043		
			hourly	\$38.99	\$41.43	\$43.87	\$46.30	\$48.74	6%	
8	9	Manager of Child Care Services	1,950	\$71,975	\$76,479	\$80,984	\$85,469	\$89,973		
	8	Public Works Operations Supervisor	2,080	\$76,773	\$81,578	\$86,382	\$91,166	\$95,971		
			hourly	\$36.91	\$39.22	\$41.53	\$43.83	\$46.14	25%	
7	51	Building Inspector	1,950	\$57,389	\$60,977	\$64,565	\$68,153	\$71,741		
	12	Deputy Treasurer/Payroll Clerk	1,950	\$57,389	\$60,977	\$64,565	\$68,153	\$71,741		
	11	Facility Manager - Blythe & Wingham	2,080	\$61,214	\$65,042	\$68,869	\$72,696	\$76,523		
	15	Principal of ESTC	1,950	\$57,389	\$60,977	\$64,565	\$68,153	\$71,741		
			hourly	\$29.43	\$31.27	\$33.11	\$34.95	\$36.79	18%	
6	24	Aquatics Supervisor	1,950	\$48,731	\$51,773	\$54,834	\$57,876	\$60,918		
	53	EarlyON Facilitator (PT)	varies	\$24.99	\$26.55	\$28.12	\$29.68	\$31.24		
	19	Fire Prevention Officer (PT)	416	\$10,396	\$11,045	\$11,698	\$12,347	\$12,996		
	25	Fitness Supervisor	1,950	\$48,731	\$51,773	\$54,834	\$57,876	\$60,918		
	17	Lead Hand (Roads & PW)	2,080	\$51,979	\$55,224	\$58,490	\$61,734	\$64,979		
	43	Lead Hand Cemetery / Roads Operator	2,080	\$51,979	\$55,224	\$58,490	\$61,734	\$64,979		
	57	Parks & Properties Lead Hand	2,080	\$51,979	\$55,224	\$58,490	\$61,734	\$64,979		
	26	Recreation Supervisor	1,950	\$48,731	\$51,773	\$54,834	\$57,876	\$60,918		
			hourly	\$24.99	\$26.55	\$28.12	\$29.68	\$31.24	15%	
5	20	Administrative Assistant	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	16	Administrative Assistant Public Works	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	30	Assistant to CAO	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	22	Early Childhood Educator	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	54	Recreation Admin. Assistant	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	34	Recreation Clerical & Marketing Assistant	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
	28	Recreation Operator 2	2,080	\$45,219	\$48,027	\$50,856	\$53,685	\$56,514		
	39	Roads & Landfill Operator	2,080	\$45,219	\$48,027	\$50,856	\$53,685	\$56,514		
	27	Roads Operator	2,080	\$45,219	\$48,027	\$50,856	\$53,685	\$56,514		
	21	Treasury Assistant	1,950	\$42,393	\$45,026	\$47,678	\$50,330	\$52,982		
			hourly	\$21.74	\$23.09	\$24.45	\$25.81	\$27.17	40%	

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4	31	Child Care Clerical Assistant (PT)	1,040		\$17,118	\$18,127	\$19,136	\$20,145		
	23	Early Childhood Educator (PT)	varies		\$16.46	\$17.43	\$18.40	\$19.37		
	32	Food Service Person	1,482		\$24,394	\$25,831	\$27,269	\$28,706		
	36	General Labourer	2,080		\$34,237	\$36,254	\$38,272	\$40,290		
	38	Landfill Attendant (PT)	1,144		\$18,830	\$19,940	\$21,050	\$22,159		
	29	Recreation Operator 1 (PT)	1,032		\$16,987	\$17,988	\$18,989	\$19,990		
	37	Wingham Airport Operator (PT)	832		\$13,695	\$14,502	\$15,309	\$16,116		
			hourly		\$16.46	\$17.43	\$18.40	\$19.37	21%	
3	58	Cleaning Attendant (PT)	varies			\$15.00	\$15.50	\$16.00		
	33	Fitness Instructor (PT)	780			\$11,700	\$12,090	\$12,480		
	46	Head Instructor Lifeguard (PT)	varies			\$15.00	\$15.50	\$16.00		
	35	Recreation Clerical Assistant (PT)	1,040			\$15,600	\$16,120	\$16,640		
	45	Senior Instructor Lifeguard (PT)	varies			\$15.00	\$15.50	\$16.00		
	49	Summer Day Camp Supervisor (PT)	varies			\$15.00	\$15.50	\$16.00		
			hourly			\$15.00	\$15.50	\$16.00	7%	
2	42	Concession Supervisor (PT)	varies			\$14.00	\$14.50	\$15.00		
	52	Early Childhood Educator Assistant (PT)	varies			\$14.00	\$14.50	\$15.00		
	47	Instructor Lifeguard (PT)	varies			\$14.00	\$14.50	\$15.00		
	48	Recreation Facility Attendant (PT)	varies			\$14.00	\$14.50	\$15.00		
									7%	
1	44	Assistant Instructor Lifeguard (PT)	varies					\$14.00		
	55	Crossing Guard (PT)	varies					\$14.00		

no increase applied for 2019

Notes:

1. The 2019 proposed salary ranges are based on the 2018 proposed salary ranges plus 2.2% increase, **except for Similar Value Groups 1 to 3 for part-time jobs.**
2. **The part-time 2019 proposed salary ranges for Similar Value Groups 1 to 3 have been established to reflect minimum wage and relativity to the pay rates of the adjacent pay bands.**
3. For Similar Value Groups 4 to 14, there is a 5% differential between the pay rates (based on a % of step 5/job rate).
4. For Similar Value Groups 1 to 3 (part-time jobs), there is a \$0.50 differential between the pay rates.
5. **The 2019 salary grid has not been tested for pay equity compliance (in 2017, Similar Value Groups 1 and 4 were compared by the PV method).**