

**Township of North Huron**  
**2018 Proposed Salary Grid**

Similar Value Group	McD Job Code	Job Title  (listed in alphabetical order within Similar Value Group)	Hours Annual	2018 PROPOSED SALARY RANGES - HOURLY \$ (2017 PROPOSED SALARY RANGES + 1.5%)					Job Rate Step 5 100%	Band Spread Diff %
				Step 1 80%	Step 2 85%	Step 3 90%	Step 4 95%			
13	1	CAO/Deputy Clerk	1,950	\$111,384	\$118,346	\$125,307	\$132,269	\$139,230		
			hourly	\$57.12	\$60.69	\$64.26	\$67.83	\$71.40	14%	
12			hourly	\$50.12	\$53.25	\$56.39	\$59.52	\$62.65	16%	
11	6	Director of Public Works	2,080	\$89,673	\$95,278	\$100,882	\$106,487	\$112,091		
			hourly	\$43.11	\$45.81	\$48.50	\$51.20	\$53.89	6%	
10	3	Director of Finance/Treasurer	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
	5	Director of Fire & Emergency Services	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
	4	Director of Recreation & Facilities	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
			hourly	\$40.77	\$43.32	\$45.86	\$48.41	\$50.96	7%	
9	7	Clerk/Manager of IT	1,950	\$74,396	\$79,046	\$83,696	\$88,346	\$92,996		
			hourly	\$38.15	\$40.54	\$42.92	\$45.31	\$47.69	6%	
8	9	Manager of Child Care Services	1,950	\$70,434	\$74,836	\$79,238	\$83,640	\$88,043		
	8	Public Works Operations Supervisor	2,080	\$75,130	\$79,825	\$84,521	\$89,216	\$93,912		
			hourly	\$36.12	\$38.38	\$40.64	\$42.89	\$45.15	25%	
7	51	Building Inspector	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
	12	Deputy Treasurer/Payroll Clerk	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
	11	Facility Manager - Blythe & Wingham	2,080	\$59,904	\$63,648	\$67,392	\$71,136	\$74,880		
	15	Principal of ESTC	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
			hourly	\$28.80	\$30.60	\$32.40	\$34.20	\$36.00	18%	
6	24	Aquatics Supervisor	1,950	\$47,689	\$50,670	\$53,650	\$56,631	\$59,612		
	19	Fire Prevention Officer (PT)	416	\$10,174	\$10,810	\$11,445	\$12,081	\$12,717		
	25	Fitness Supervisor	1,950	\$47,689	\$50,670	\$53,650	\$56,631	\$59,612		
	17	Lead Hand (Roads & PW)	2,080	\$50,868	\$54,048	\$57,227	\$60,406	\$63,586		
	43	Lead Hand Cemetery / Roads Operator	2,080	\$50,868	\$54,048	\$57,227	\$60,406	\$63,586		
			hourly	\$24.46	\$25.98	\$27.51	\$29.04	\$30.57	15%	
5	20	Administrative Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	16	Administrative Assistant Public Works	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	30	Assistant to CAO	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	22	Early Childhood Educator	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	26	Rec. Admin. Assistant/Programmer	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	34	Recreation Clerical & Marketing Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	28	Recreation Operator 2	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	39	Roads & Landfill Operator	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	27	Roads Operator	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	21	Treasury Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
			hourly	\$21.27	\$22.60	\$23.93	\$25.26	\$26.59	40%	
4	31	Child Care Clerical Assistant (PT)	1,040		\$16,752	\$17,737	\$18,723	\$19,708		
	23	Early Childhood Educator (PT)	varies		\$16.11	\$17.06	\$18.00	\$18.95		
	32	Food Service Person	1,482		\$23,871	\$25,276	\$26,680	\$28,084		
	36	General Labourer	2,080		\$33,504	\$35,474	\$37,445	\$39,416		
	38	Landfill Attendant (PT)	1,144		\$18,427	\$19,511	\$20,595	\$21,679		
	29	Recreation Operator 1 (PT)	1,032		\$16,623	\$17,601	\$18,579	\$19,556		
	37	Wingham Airport Operator (PT)	832		\$13,401	\$14,190	\$14,978	\$15,766		
			hourly		\$16.11	\$17.06	\$18.00	\$18.95	18%	

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				Step 1	Step 2	Step 3	Step 4			
				80%	85%	90%	95%			
3	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		
	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		

**Notes:**

1. The 2018 proposed salary ranges are based on the 2017 proposed salary ranges plus 1.5% increase, except for Similar Value Groups 1 to 3 for part-time jobs.
2. The part-time 2018 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. Where applicable, the student minimum wage is \$13.15 in 2018.