

**Pelham**  
**2021 Salary Grid (P55)**

Similar Value Group	Job Code	Job Title	Hours of Work	2021 Job Rate Annual	2021 Job Rate \$P.HR	2021 Proposed Salary Grid/4% Steps				
						Step 1 4%	Step 2 4%	Step 3 4%	Step 4 4%	Step 5 (Job Rate) \$P.HR
15	1	CAO	2,080	\$186,982	\$89.90	\$168,792	\$175,544	\$182,566	\$189,868	\$197,463
14						\$149,821	\$155,814	\$162,046	\$168,528	\$175,269
13	2	Director - Corporate Service/ Treasurer	2,080	\$146,187	\$70.28	\$130,848	\$136,082	\$141,526	\$147,187	\$153,074
13	3	Director - Fire Services/Fire Chief	2,080	\$146,187	\$70.28					
13	4	Director - RCW	2,080	\$146,187	\$70.28					
13	5	Director - Planning	2,080	\$146,187	\$70.28					
13	6	Director - Public Works	2,080	\$146,187	\$70.28					
13	7	Town Solicitor	2,080	\$146,187	\$70.28					
12	8	Town Clerk	2,080	\$134,672	\$64.75	\$115,782	\$120,414	\$125,230	\$130,239	\$135,449
11	9	Chief Building Official	2,080	\$114,875	\$55.23	\$105,177	\$109,384	\$113,759	\$118,310	\$123,042
11	10	Manager, Engineering	2,080	\$114,875	\$55.23					
11	11	Manager, IT	2,080	\$114,875	\$55.23					
11	12	Manager, Public Works	2,080	\$114,875	\$55.23					
11	13	Manager, Financial Services/Deputy Treasurer	2,080	\$106,365	\$51.14					
10	57	Human Resources Manager (proposed)	2,080			\$94,323	\$98,095	\$102,019	\$106,100	\$110,344
9	14	Deputy Clerk	1,820	\$96,556	\$53.05	\$80,199	\$83,407	\$86,743	\$90,213	\$93,821
9	15	Senior Planner	1,820	\$96,556	\$53.05					
9	20	Deputy Chief Building Official	1,820	\$96,556	\$53.05					
9	21	Training Officer	1,820	\$96,556	\$53.05					
9	22	Fire Prevention Officer	1,820	\$96,556	\$53.05					
9	24	Communications Specialist	1,820	\$91,191	\$50.10					
8	16	Supervisor, Beautification	2,080	\$96,556	\$46.42	\$73,835	\$76,789	\$79,860	\$83,055	\$86,377
8	17	Supervisor, Water/Wastewater	2,080	\$96,556	\$46.42					
8	18	Supervisor, Roads	2,080	\$96,556	\$46.42					
8	19	Supervisor, Recreational Programs and Facilities	2,080	\$96,556	\$46.42					
8	55	Policy Planner	1,820	\$91,191	\$50.10					
7	25	Building Inspector	1,820	\$84,436	\$46.39	\$70,335	\$73,148	\$76,074	\$79,117	\$82,282
7	29	Fixed Asset Accountant	1,820	\$78,182	\$42.96					
7	30	Planner	1,820	\$78,182	\$42.96					
6	31	Purchasing Coordinator	1,820	\$78,182	\$42.96	\$66,830	\$69,504	\$72,284	\$75,175	\$78,182

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6	32	Senior By-law Enforcement Officer	1,820	\$78,182	\$42.96					
6	34	IT Support Technician	1,820	\$78,182	\$42.96					
6	27	Recreation Facilities Coordinator	1,820	\$84,436	\$46.39					
6	23	HR/Health and Safety Coordinator	1,820	\$91,191	\$50.10					
6	35	Active Living Programmer	1,820	\$78,182	\$42.96					
5	26	Senior Facility Operator	2,080	\$84,436	\$40.59	\$58,854	\$61,208	\$63,657	\$66,203	\$68,851
5	28	Executive Assistant to the CAO/Mayor	1,820	\$78,182	\$42.96	\$67,261	\$69,952	\$72,750	\$75,660	\$78,686
5	36	Asset Management Analyst	1,820	\$72,391	\$39.78					
5	37	By-law Enforcement Officer	1,820	\$72,391	\$39.78					
5	38	Water Billing Clerk	1,820	\$72,391	\$39.78					
5	39	Taxation Clerk	1,820	\$72,391	\$39.78					
5	40	Programmer - Festivals & Events	1,820	\$72,391	\$39.78					
5	43	Legislative and Committee Coordinator	1,820	\$67,029	\$36.83					
5	47	Payroll Clerk/Staff Accountant	1,820	\$67,029	\$36.83					
5	41	Programmer - Culture & Community Enhancement	1,820	\$72,391	\$39.78					
4	42	Accounts Payable Clerk	1,820	\$67,029	\$36.83	\$54,187	\$56,354	\$58,609	\$60,953	\$63,391
4	46	Building Intake Technician	1,820	\$67,029	\$36.83	\$61,927	\$64,404	\$66,980	\$69,660	\$72,446
4	33	Facility Operator	2,080	\$78,182	\$37.59					
3	49	Admin - Fire and By-law Services	1,820	\$62,063	\$34.10	\$50,881	\$52,916	\$55,032	\$57,234	\$59,523
3	50	Admin - Community Planning and Development	1,820	\$62,063	\$34.10					
3	44	Admin - Corporate Services	1,820	\$67,029	\$36.83					
3	45	Admin - Recreation Culture and Wellness	1,820	\$67,029	\$36.83					
3	54	Revenue Analyst	1,820	\$62,063	\$34.10					
3	51	Facility Rental Associate	1,820	\$62,063	\$34.10					
2	52	Cashier/AR	1,820	\$57,098	\$31.37	\$45,194	\$47,002	\$48,882	\$50,838	\$52,871