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Township of North Kawartha
2025 Hourly Rates

	Title	Hours	Band	Band Range	Start Rate	Step 1	Step 2	Step 3	Step 4	Step 5
1	C.A.O.	40	16	1500-1599	\$65.46	\$70.34	\$72.28	\$74.24	\$76.19	\$78.09
2	Clerk	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
3	Fire Chief	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
4	Treasurer	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
5	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
6	Director of Parks & Recreation & Waste Management	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
7	Public Works Manager	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
8	Manager of Planning	40	13	1200-1299	\$49.16	\$52.84	\$54.30	\$55.78	\$57.24	\$58.72
9	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	\$40.64	\$43.66	\$44.89	\$46.09	\$47.30	\$48.52
10	Deputy Treasurer	35	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
11	Deputy Clerk	35	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
12	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
13	Deputy Fire Chief/Training Officer	40	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
14	Junior Planner	40	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
15	CEO/Librarian	35	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
16	Roads Foreperson	40	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
17	Economic Development Officer	35	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
18	Skating Coach	P/T	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
19	Gymnastics Coach	P/T	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
20	Finance Assistant/IT Coordinator	35	9	800-899	\$36.94	\$39.72	\$40.80	\$41.92	\$43.02	\$44.13
21	P & R Admin Assistant/Program Coordinator	35	8	700-799	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
22	Building & Planning Assistant/Secretary	40	8	700-799	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
23	Accounting Assistant	35	8	700-799	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
24	Equipment Operators	40	8	700-799	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
25	Road Patroller	40	8	700-800	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
26	Technical Services and Programming Manager	35	8	700-800	\$27.77	\$29.81	\$30.67	\$31.48	\$32.31	\$33.15
27	Secretary Receptionist	35	7	600-699	\$25.22	\$27.11	\$27.86	\$28.61	\$29.36	\$30.13
28	Parks & Recreation Attendant - Labourer	35	6	500-599	\$20.86	\$22.41	\$23.04	\$23.66	\$24.29	\$24.91

29	Transfer Station Site Attendants	P/T	6	500-599	\$20.86	\$22.41	\$23.04	\$23.66	\$24.29	\$24.91
30	Parks & Recreation Labourer	P/T	6	500-599	\$20.86	\$22.41	\$23.04	\$23.66	\$24.29	\$24.91
31	Programming Coordinator (Library)	P/T	6	500-599	\$20.86	\$22.41	\$23.04	\$23.66	\$24.29	\$24.91
32		P/T	5	400-499	\$19.43	\$20.88	\$21.44	\$22.02	\$22.61	\$23.18
33	Swim Instructor	P/T	4	300-399	\$18.28	\$19.65	\$20.18	\$20.72	\$21.28	\$21.83
34	Arena Attendant - Snack Bar	P/T	4	300-399	\$18.28	\$19.65	\$20.18	\$20.72	\$21.28	\$21.83
35	Summer Sports Coordinator	P/T	4	300-399	\$18.28	\$19.65	\$20.18	\$20.72	\$21.28	\$21.83
35	Librarian/Library Assistant	P/T	4	300-399	\$18.28	\$19.65	\$20.18	\$20.72	\$21.28	\$21.83
36	Librarians Assistant & Summer Students	P/T	3	200-299	\$17.20	\$ 18.41	\$ 18.93	\$ 19.44	\$ 19.96	\$ 20.47

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Township of North Kawartha
2025 Salary

	Title	Hours	Band	Band Range	Start Rate	Step 1	Step 2	Step 3	Step 4	Step 5
1	C.A.O.	40	16	1500-1599	136,157	146,307	150,342	154,419	158,475	162,427
2	Clerk	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
3	Fire Chief	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
4	Treasurer	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
5	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
6	Director of Parks & Recreation & Waste Management	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
7	Public Works Manager	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
8	Manager of Planning	40	13	1200-1299	102,253	109,907	112,944	116,022	119,059	122,138
9	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	84,531	90,813	93,371	95,867	98,384	100,922
10	Deputy Treasurer	35	9	800-899	67,231	72,290	74,256	76,294	78,296	80,317
11	Deputy Clerk	35	9	800-899	67,231	72,290	74,256	76,294	78,296	80,317
12	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	76,835	82,618	84,864	87,194	89,482	91,790
13	Deputy Fire Chief/Training Officer	40	9	800-899	76,835	82,618	84,864	87,194	89,482	91,790
14	Junior Planner	40	9	800-899	76,835	82,618	84,864	87,194	89,482	91,790
15	CEO/Librarian	35	9	800-899	67,231	72,290	74,256	76,294	78,296	80,317
16	Roads Foreperson	40	9	800-899	76,835	82,618	84,864	87,194	89,482	91,790
17	Economic Development Officer	35	9	800-899	67,231	72,290	74,256	76,294	78,296	80,317
18	Finance Assistant/IT Coordinator	35	9	800-899	67,231	72,290	74,256	76,294	78,296	80,317
19	P & R Admin Assistant/Program Coordinator	35	8	700-799	50,541	54,254	55,819	57,294	58,804	60,333
20	Building & Planning Assistant/Secretary	40	8	700-799	57,762	62,005	63,794	65,478	67,205	68,952
21	Accounting Assistant	35	8	700-799	50,541	54,254	55,819	57,294	58,804	60,333
22	Equipment Operators	40	8	700-799	57,762	62,005	63,794	65,478	67,205	68,952
23	Technical Services and Programming Manager	35	8	700-799	50,541	54,254	55,819	57,294	58,804	60,333
24	Secretary Receptionist	35	7	600-699	45,900	49,340	50,705	52,070	53,435	54,837
25	Parks & Recreation Attendant - Labourer	35	6	500-599	37,965	40,786	41,933	43,061	44,208	45,336