Pay Grid for employees of Lanark County Community Justice

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| --- | --- | --- | --- | --- | --- | --- |
| Position | Entry Salary | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| Executive Director | $25 per hour | $26 per hour | $27 per hour | $28 per hour | $29 per hour | $30 per hour |
| Program Coordinator  | $20 | $21 | $22 | $23 | $24 | $25 |
|  |  |  |  |  |  |  |

Years of Service prior to decision about movement between steps

* Step 1 to Step 2 2 years
* Step 2 to Step 3 2 years
* Step 3 to Step 4 2 years
* Step 4 to Step 5 3 years
* Step 5 to Step 6 3 years

Considerations affecting decision to move up the pay grid

* Availability of sustainable funds
* Number of years of Service
* Satisfactory Performance Reviews

Generally a new employee will be offered the entry level salary for the position. If the candidate offers more than the required qualifications, they may be offed the salary for Step 2 or 3.