

Town of Amherstburg (Non-Union)

Updated 2022 Market Analysis

						2022 MARKET SUMMARY - ANNUAL JOB RATE (_) = above market +_ = below market									
Similar Value Group	Job Code	Job Title	Hours Annual	2022 Job Rate Annual	2022 Job Rate \$P.HR	No. of Obs.	Market Median Annual	% Diff.	Market P60 Annual	% Diff.	Market P65 Annual	% Diff.	Market P70 Annual	% Diff.	
15	1	CAO	1,950	\$200,201	\$102.67	13	\$213,911	+6.8%	\$214,295	+7.0%	\$214,882	+7.3%	\$217,286	+8.5%	
14															
13	3	Director, Corporate Services/Chief Financi	1,950	\$153,009	\$78.47	14	\$172,079	+12.5%	\$173,909	+13.7%	\$178,355	+16.6%	\$180,419	+17.9%	
13	4	Director, Development Services	1,950	\$153,009	\$78.47	13	\$170,499	+11.4%	\$172,073	+12.5%	\$172,289	+12.6%	\$173,549	+13.4%	
13	2	Director, Infrastructure Services	1,950	\$153,009	\$78.47	14	\$170,739	+11.6%	\$172,109	+12.5%	\$173,459	+13.4%	\$173,963	+13.7%	
13	43	Director, Parks, Facilities, Recreation & C	1,950	\$153,009	\$78.47	12	\$166,104	+8.6%	\$170,285	+11.3%	\$171,197	+11.9%	\$172,055	+12.4%	
13	12	Director Legislative Services/Clerk	1,950	\$153,009	\$78.47	13	\$159,471	+4.2%	\$161,477	+5.5%	\$163,318	+6.7%	\$167,083	+9.2%	
12	5	Fire Chief	1,950	\$147,381	\$75.58	12	\$156,476	+6.2%	\$161,289	+9.4%	\$163,263	+10.8%	\$165,136	+12.0%	
11															
10	16	Deputy Fire Chief	1,950	\$122,686	\$62.92	11	\$123,107	+0.3%	\$128,794	+5.0%	\$133,696	+9.0%	\$135,772	+10.7%	
10	13	Manager Engineering	1,950	\$122,686	\$62.92	13	\$127,160	+3.6%	\$128,508	+4.7%	\$129,535	+5.6%	\$133,387	+8.7%	
10	10	Manager Financial Services/Deputy CFO	1,950	\$122,686	\$62.92	13	\$124,264	+1.3%	\$127,031	+3.5%	\$127,151	+3.6%	\$127,959	+4.3%	
10	7	Manager Human Resources	1,950	\$122,686	\$62.92	7	\$128,985	+5.1%	\$133,387	+8.7%	\$136,151	+11.0%	\$139,479	+13.7%	
10	6	Manager Information Technology	1,950	\$122,686	\$62.92	14	\$128,007	+4.3%	\$134,487	+9.6%	\$140,727	+14.7%	\$144,104	+17.5%	
10	11	Manager of Environmental Services	1,950	\$122,686	\$62.92	10	\$125,647	+2.4%	\$127,108	+3.6%	\$127,434	+3.9%	\$128,438	+4.7%	
10	8	Manager Planning Services	1,950	\$122,686	\$62.92	13	\$127,160	+3.6%	\$129,380	+5.5%	\$130,424	+6.3%	\$133,584	+8.9%	
10	9	Manager Roads and Fleet	1,950	\$122,686	\$62.92	13	\$127,035	+3.5%	\$127,890	+4.2%	\$129,084	+5.2%	\$129,775	+5.8%	
10	15	Chief Building Official	1,950	\$122,686	\$62.92	13	\$124,264	+1.3%	\$127,081	+3.6%	\$127,263	+3.7%	\$127,984	+4.3%	
9	14	Manager Municipal Facilities	1,950	\$112,852	\$57.87	11	\$117,128	+3.8%	\$118,192	+4.7%	\$118,795	+5.3%	\$119,499	+5.9%	
9	40	Deputy Chief Building Official	1,950	\$112,852	\$57.87	3	\$105,811	(6.2%)	\$107,289	(4.9%)	\$108,027	(4.3%)	\$108,766	(3.6%)	
9	22	Manager Parks & Naturalized Areas	1,950	\$100,076	\$51.32	12	\$106,757	+6.7%	\$108,696	+8.6%	\$109,737	+9.7%	\$110,984	+10.9%	
9	19	Manager Recreation and Cultural Services	1,950	\$100,076	\$51.32	11	\$101,089	+1.0%	\$107,276	+7.2%	\$108,948	+8.9%	\$111,189	+11.1%	
8	18	Drainage Superintendent/Engineering Coc	1,950	\$100,076	\$51.32	8	\$100,605	+0.5%	\$103,061	+3.0%	\$105,279	+5.2%	\$106,228	+6.1%	
8	53	Supervisor, Roads and Fleet	1,950	\$100,076	\$51.32	12	\$105,047	+5.0%	\$106,599	+6.5%	\$106,753	+6.7%	\$107,157	+7.1%	
8	55	Supervisor, Environmental Servcies	1,950	\$100,076	\$51.32	10	\$106,420	+6.3%	\$108,944	+8.9%	\$111,265	+11.2%	\$114,336	+14.2%	
8	20	Manager Licensing & Enforcement	1,950	\$100,076	\$51.32	4	\$109,799	+9.7%	\$112,804	+12.7%	\$113,225	+13.1%	\$113,645	+13.6%	

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<div> <div>Similar Value Group</div> <div>Job Code</div> <div>Job Title</div> <div>Hours Annual</div> <div>2022 Job Rate Annual</div> <div>2022 Job Rate \$P.HR</div> </div>						<div>2022 MARKET SUMMARY - ANNUAL JOB RATE</div> <div>(_) = above market +_ = below market</div>								
						No. of Obs.	Market Median Annual	% Diff.	Market P60 Annual	% Diff.	Market P65 Annual	% Diff.	Market P70 Annual	% Diff.
8	17	Manager Tourism & Culture	1,950	\$100,076	\$51.32	7	\$97,178	(2.9%)	\$104,250	+4.2%	\$106,158	+6.1%	\$106,439	+6.4%
8	23	Supervisor Accounting	1,950	\$100,076	\$51.32	10	\$96,395	(3.7%)	\$99,525	(0.6%)	\$101,768	+1.7%	\$104,256	+4.2%
8	21	Supervisor of Revenue	1,950	\$100,076	\$51.32	9	\$95,611	(4.5%)	\$97,178	(2.9%)	\$99,134	(0.9%)	\$101,089	+1.0%
7	27	Application & Network Analyst	1,950	\$91,182	\$46.76	8	\$91,766	+0.6%	\$92,793	+1.8%	\$93,068	+2.1%	\$95,184	+4.4%
7	25	Asst. Deputy Chief/Fire Prevention Officer	1,950	\$91,182	\$46.76	4	\$88,841	(2.6%)	\$92,045	+0.9%	\$92,248	+1.2%	\$92,451	+1.4%
7	67	Supervisor, Libro	1,950	\$91,182	\$46.76	5	\$92,045	+0.9%	\$92,532	+1.5%	\$92,775	+1.7%	\$96,370	+5.7%
7	24	Financial Planning Administrator	1,950	\$91,182	\$46.76	4	\$85,588	(6.1%)	\$85,908	(5.8%)	\$87,177	(4.4%)	\$88,445	(3.0%)
7	26	GIS Coordinator/Business Analyst	1,950	\$91,182	\$46.76	4	\$88,445	(3.0%)	\$90,982	(0.2%)	\$91,527	+0.4%	\$92,071	+1.0%
7	48	Planner	1,950	\$84,401	\$43.28	13	\$85,908	+1.8%	\$91,285	+8.2%	\$94,012	+11.4%	\$98,280	+16.4%
7	63	Heritage Planner	1,950	\$84,401	\$43.28	13	\$85,908	+1.8%	\$91,285	+8.2%	\$94,012	+11.4%	\$98,280	+16.4%
7	36	HR and Health and Safety Coordinator	1,950	\$91,182	\$46.76	11	\$93,160	+2.2%	\$96,201	+5.5%	\$97,931	+7.4%	\$100,852	+10.6%
6	28	Executive Assistant to the CAO and Mayo	1,950	\$84,401	\$43.28	14	\$78,561	(6.9%)	\$79,148	(6.2%)	\$79,666	(5.6%)	\$79,964	(5.3%)
6	45	Supervisor Recreaton Programs and Even	1,950	\$84,401	\$43.28	8	\$87,410	+3.6%	\$89,228	+5.7%	\$89,712	+6.3%	\$94,222	+11.6%
6	31	Deputy Clerk	1,950	\$84,401	\$43.28	5	\$93,160	+10.4%	\$94,631	+12.1%	\$95,366	+13.0%	\$95,924	+13.7%
5	30	Service & Support Technician	1,950	\$69,939	\$35.87	10	\$70,721	+1.1%	\$72,062	+3.0%	\$72,955	+4.3%	\$73,605	+5.2%
5	51	Policy and Committee Coordinator	1,950	\$68,568	\$35.87	7	\$75,900	+10.7%	\$76,342	+11.3%	\$76,622	+11.7%	\$76,962	+12.2%
5	66	Senior Financial Analyst	1,950	\$69,939	\$35.87									
5	59	Purchasing Coordinator	1,950	\$69,939	\$35.87	5	\$72,545	+3.7%	\$80,563	+15.2%	\$84,572	+20.9%	\$87,407	+25.0%
4	33	Fire Administrative Assistant	1,950	\$64,074	\$33.52	11	\$64,264	+0.3%	\$65,518	+2.3%	\$65,556	+2.3%	\$65,669	+2.5%
4	32	Tourism Coordinator	1,950	\$64,074	\$33.52	5	\$68,141	+6.3%	\$71,458	+11.5%	\$73,117	+14.1%	\$73,728	+15.1%
Overall Average % Diff								+3.0%		+5.6%		+7.0%		+8.7%

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Similar Value Group	Job Code	Job Title	Hours Annual	2022 Job Rate Annual	2022 Job Rate \$P.HR	No. of Obs.	Market Median \$P.HR	% Diff.	P60 \$P.HR	% Diff.	P65 \$P.HR	% Diff.	P70 \$P.HR	% Diff.	
15	1	CAO	1,950	\$200,201	\$102.67	13	\$116.37	+15.6%	\$117.58	+16.8%	\$117.67	+16.9%	\$117.83	+17.1%	
14															
13	3	Director, Corporate Services/Chief Financi	1,950	\$153,009	\$78.47	14	\$94.18	+20.0%	\$94.57	+20.5%	\$95.31	+21.5%	\$97.18	+23.8%	
13	4	Director, Development Services	1,950	\$153,009	\$78.47	13	\$93.68	+19.4%	\$94.55	+20.5%	\$94.67	+20.6%	\$95.35	+21.5%	
13	2	Director, Infrastructure Services	1,950	\$153,009	\$78.47	14	\$93.81	+19.5%	\$94.57	+20.5%	\$95.31	+21.5%	\$97.18	+23.8%	
13	43	Director, Parks, Facilities, Recreation & Ci	1,950	\$153,009	\$78.47	12	\$91.46	+16.6%	\$93.56	+19.2%	\$94.06	+19.9%	\$94.53	+20.5%	
13	12	Director Legislative Services/Clerk	1,950	\$153,009	\$78.47	13	\$87.62	+11.7%	\$88.72	+13.1%	\$89.48	+14.0%	\$89.75	+14.4%	
12	5	Fire Chief	1,950	\$147,381	\$75.58	12	\$88.25	+16.8%	\$89.64	+18.6%	\$90.24	+19.4%	\$90.74	+20.1%	
11															
10	16	Deputy Fire Chief	1,950	\$122,686	\$62.92	11	\$67.64	+7.5%	\$70.64	+12.3%	\$73.44	+16.7%	\$74.62	+18.6%	
10	13	Manager Engineering	1,950	\$122,686	\$62.92	13	\$69.80	+10.9%	\$70.61	+12.2%	\$71.17	+13.1%	\$73.29	+16.5%	
10	10	Manager Financial Services/Deputy CFO	1,950	\$122,686	\$62.92	13	\$67.98	+8.0%	\$68.89	+9.5%	\$69.80	+10.9%	\$69.80	+10.9%	
10	7	Manager Human Resources	1,950	\$122,686	\$62.92	7	\$70.87	+12.6%	\$73.29	+16.5%	\$74.81	+18.9%	\$76.64	+21.8%	
10	6	Manager Information Technology	1,950	\$122,686	\$62.92	14	\$70.34	+11.8%	\$73.89	+17.4%	\$77.33	+22.9%	\$79.18	+25.8%	
10	11	Manager of Environmental Services	1,950	\$122,686	\$62.92	10	\$67.96	+8.0%	\$69.13	+9.9%	\$69.72	+10.8%	\$69.77	+10.9%	
10	8	Manager Planning Services	1,950	\$122,686	\$62.92	13	\$69.80	+10.9%	\$71.09	+13.0%	\$71.66	+13.9%	\$73.39	+16.6%	
10	9	Manager Roads and Fleet	1,950	\$122,686	\$62.92	13	\$68.28	+8.5%	\$69.74	+10.8%	\$69.91	+11.1%	\$70.66	+12.3%	
10	15	Chief Building Official	1,950	\$122,686	\$62.92	13	\$68.28	+8.5%	\$69.74	+10.8%	\$69.86	+11.0%	\$70.30	+11.7%	
9	14	Manager Municipal Facilities	1,950	\$112,852	\$57.87	11	\$64.36	+11.2%	\$64.94	+12.2%	\$65.27	+12.8%	\$65.66	+13.5%	
9	40	Deputy Chief Building Official	1,950	\$112,852	\$57.87	3	\$58.14	+0.5%	\$58.95	+1.9%	\$59.36		\$59.76	+3.3%	
9	22	Manager Parks & Naturalized Areas	1,950	\$100,076	\$51.32	12	\$52.22	+1.7%	\$57.53	+12.1%	\$59.25	+15.4%	\$60.36	+17.6%	
9	19	Manager Recreation and Cultural Services	1,950	\$100,076	\$51.32	11	\$54.67	+6.5%	\$56.16	+9.4%	\$58.02	+13.1%	\$59.25	+15.5%	
8	18	Drainage Superintendent/Engineering Coc	1,950	\$100,076	\$51.32	8	\$55.28	+7.7%	\$56.62	+10.3%	\$57.84	+12.7%	\$58.37	+13.7%	
8	53	Supervisor, Roads and Fleet	1,950	\$100,076	\$51.32	12	\$51.18	(0.3%)	\$52.29	+1.9%	\$52.78	+2.9%	\$53.65	+4.5%	
8	55	Supervisor, Environmental Servcies	1,950	\$100,076	\$51.32	10	\$56.90	+10.9%	\$58.48	+14.0%	\$58.87	+14.7%	\$59.71	+16.4%	
8	20	Manager Licensing & Enforcement	1,950	\$100,076	\$51.32	4	\$58.76	+14.5%	\$61.98	+20.8%	\$62.21	+21.2%	\$62.44	+21.7%	

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						No. of Obs.	Market Median \$P.HR	% Diff.	P60 \$P.HR	% Diff.	P65 \$P.HR	% Diff.	P70 \$P.HR	% Diff.
Similar Value Group	Job Code	Job Title	Hours Annual	2022 Job Rate Annual	2022 Job Rate \$P.HR									
8	17	Manager Tourism & Culture	1,950	\$100,076	\$51.32	7	\$53.40	+4.1%	\$57.28	+11.6%	\$58.33	+13.7%	\$58.48	+14.0%
8	23	Supervisor Accounting	1,950	\$100,076	\$51.32	10	\$52.97	+3.2%	\$54.68	+6.6%	\$55.92	+9.0%	\$57.29	+11.6%
8	21	Supervisor of Revenue	1,950	\$100,076	\$51.32	9	\$52.53	+2.4%	\$53.40	+4.1%	\$54.47	+6.1%	\$55.54	+8.2%
7	27	Application & Network Analyst	1,950	\$91,182	\$46.76	8	\$50.42	+7.8%	\$50.99	+9.0%	\$51.14	+9.4%	\$52.30	+11.9%
7	25	Asst. Deputy Chief/Fire Prevention Officer	1,950	\$91,182	\$46.76	4	\$48.81	+4.4%	\$50.57	+8.2%	\$50.69	+8.4%	\$50.80	+8.6%
7	67	Supervisor, Libro	1,950	\$91,182	\$46.76	5	\$50.57	+8.2%	\$50.84	+8.7%	\$50.98	+9.0%	\$51.43	+10.0%
7	24	Financial Planning Administrator	1,950	\$91,182	\$46.76	4	\$47.03	+0.6%	\$47.20	+0.9%	\$47.90	+2.4%	\$48.60	+3.9%
7	26	GIS Coordinator/Business Analyst	1,950	\$91,182	\$46.76	4	\$48.60	+3.9%	\$49.99	+6.9%	\$50.29	+7.5%	\$50.59	+8.2%
7	48	Planner	1,950	\$84,401	\$43.28	13	\$47.20	+9.1%	\$50.16	+15.9%	\$51.32	+18.6%	\$51.34	+18.6%
7	63	Heritage Planner	1,950	\$84,401	\$43.28	13	\$47.20	+9.1%	\$50.16	+15.9%	\$51.32	+18.6%	\$51.34	+18.6%
7	36	HR and Health and Safety Coordinator	1,950	\$91,182	\$46.76	11	\$51.19	+9.5%	\$52.86	+13.0%	\$53.81	+15.1%	\$55.42	+18.5%
6	28	Executive Assistant to the CAO and Mayo	1,950	\$84,401	\$43.28	14	\$43.14	(0.3%)	\$43.49	+0.5%	\$43.78	+1.1%	\$43.94	+1.5%
6	45	Supervisor Recreaton Programs and Even	1,950	\$84,401	\$43.28	8	\$48.03	+11.0%	\$49.03	+13.3%	\$49.29	+13.9%	\$51.77	+19.6%
6	31	Deputy Clerk	1,950	\$84,401	\$43.28	5	\$51.19	+18.3%	\$51.99	+20.1%	\$52.40	+21.1%	\$52.70	+21.8%
5	30	Service & Support Technician	1,950	\$69,939	\$35.87	10	\$38.86	+8.3%	\$39.59	+10.4%	\$40.09	+11.8%	\$40.45	+12.8%
5	51	Policy and Committee Coordinator	1,950	\$68,568	\$35.87	7	\$41.70	+18.6%	\$41.95	+19.3%	\$42.10	+19.7%	\$42.29	+20.3%
5	66	Senior Financial Analyst	1,950	\$69,939	\$35.87									
5	59	Purchasing Coordinator	1,950	\$69,939	\$35.87	5	\$39.86	+11.1%	\$44.26	+23.4%	\$46.47	+29.5%	\$48.02	+33.9%
4	33	Fire Administrative Assistant	1,950	\$64,074	\$33.52	11	\$35.31	+8.7%	\$36.00	+10.8%	\$36.02	+10.9%	\$36.08	+11.1%
4	32	Tourism Coordinator	1,950	\$64,074	\$33.52	5	\$37.44	+15.2%	\$39.26	+20.8%	\$40.18	+23.7%	\$40.51	+24.7%
Overall Average % Diff								+9.6%		+12.6%		+14.4%		+15.6%