

FoodShare Pay Grid: Effective June 28 2021

Updated: May 2021

Band	Name	Functions	Salary at start (\$)	Salary at end (\$)	Hourly rate at start	Hourly rate at end
1	Assistants, Warehouse Helper	General help in areas such as warehouse and gardens with no supervisory function. Implement tasks closely supervised.	\$46,800.00	\$51,000.00	\$24.00	\$26.15
2	Facilitators, Educators, Animators	Facilitates or delivers a project, prepares reports or implement tasks closely supervised. May supervises program participants or volunteers, as part of a team or in close collaboration with supervisor.	\$52,981.00	\$55,900.00	\$27.17	\$28.67
2	Drivers 1 (cargo truck/small vehicle)	Do deliveries using FoodShare's small vehicles/cargo vans.	\$52,981.00	\$55,900.00	\$27.17	\$28.67
3	Driver 2 (large truck)	Do deliveries using FoodShare's large trucks.	\$56,000.00	\$59,320.00	\$28.72	\$30.42
3	Coordinators	Coordinates one or more projects semi-autonomously, supervises volunteers, staff or program participants, prepares reports, may do fundraising, responsible for measurable outcomes and some aspects of program planning.	\$56,000.00	\$59,320.00	\$28.72	\$30.42
4	Senior Coordinators	Coordinates one or more projects autonomously, supervises staff, volunteers and program participants, prepares reports, coordinates budgets of more than \$50,000, represents FoodShare publicly, fundraises and coordinates program planning.	\$61,250.00	\$64,225.00	\$31.41	\$32.94
5	Managers	Manages a program of several projects, supervises staff, develops reports, responsible for program planning, evaluation, measurable outcomes, an ongoing and consistent budget of \$749,999 or less, fundraising, with the support of senior manager/director. Participates in Management Committee.	\$66,500.00	\$73,000.00	\$34.10	\$37.44
5a	Executive Assistant	Provides administrative support to the Executive Director and Board of Directors	\$66,500.00	\$73,000.00	\$34.10	\$37.44

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6	Senior Managers	Manages several programs or a program of several projects, responsible for program development, evaluation, measurable outcomes, staff supervision, an ongoing and consistent budget of \$750,000 or more, fundraising, yearly reports. In the case of the Financial Manager, is responsible for the finances and annual budget of the organization. Participates in Management Committee.	\$74,000.00	\$83,000.00	\$37.95	\$42.56
7	Directors	Directs several programs, responsible for program expansion, evaluation, staff supervision, budgets, fundraising, reports. Represents FoodShare to the media, politicians, funders, and with the other Director(s) is responsible for the organization when the E.D. is away. Participates in the Management Committee and the Senior Leadership team.	\$84,000.00	\$93,000.00	\$43.08	\$47.69
8	Senior Director	The Senior Director is responsible for overseeing the day-to-day operations necessary to ensure that FoodShare achieves its objectives. This role also contributes to organizational effectiveness, a culture of entrepreneurship and innovation by providing strategic leadership of FoodShare's facility, human resources program, social enterprise portfolio, kitchen operations, volunteers and IT.	\$94,000.00	\$103,000.00	\$48.21	\$52.82
9	Executive Director	Leads FoodShare by implementing strategic goals, managing the annual budget, fundraising targets, program expansion, human resources, physical plant operations, accountable to the Board of Directors to ensure sound financial and legal management, vision and mission implementation, positive public and media relations.	\$104,000.00	\$124,000.00	\$53.33	\$63.59

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Notes:

- Every 2 years as per FoodShare's Human Resources Policy and if funds permit, a 3% cost of living increase will be provided to all staff in January of the applicable year.
- Employees are eligible for the 3% increase until they get to the end of their band.
- Staff at the end of the band will be paid an amount equal to the 3% in lieu of a salary increase
- The pay grid will be reviewed every 3 years
- The ratio of the lowest paid worker to the highest paid worker (based on hourly wage) cannot exceed 1:3