

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 150-92

BEING A BY-LAW TO ESTABLISH A SCHEDULE OF SALARIES FOR CERTAIN OFFICERS AND OTHER EMPLOYEES OF THE CORPORATION OF THE CITY OF NORTH BAY.

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY HEREBY ENACTS AS FOLLOWS:

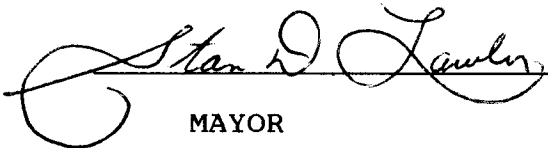
- 1.(a) Subject to the provisions of Clauses 2 and 3 of this By-Law, the salaries of officers, professional employees and other employees of The Corporation of The City of North Bay not covered by Union Agreement are hereby established in accordance with Schedules "A" and "B" to this By-Law, which schedules shall be deemed to be incorporated in and form part of this By-Law, and all bi-weekly salary to be computed at the rate of one-twenty-sixth of the amounts set out in Schedules "A" and "B".
 - (b) Notwithstanding the provisions of Clause 1(a) and 3 to this By-Law, the payment of wages to employees during the 1992 calendar year shall be made on the following basis:
 - (i) each employee will be required to take five (5) days unpaid leave of absence;
 - (i) each employee will continue to receive his/her regular pay cheque each pay period, including the period of unpaid leave of absence. However, such payments will be at the employee's 1991 salary rate;
 - (ii) increments due in 1992 will be payable as scheduled but based on the 1991 increment rate;
 - (iii) in consideration of the foregoing; Council confirms that during the term of this By-Law there will be no lay-off of any staff member included herein.
 - (c) Each employee will be required to take five (5) days unpaid leave of absence.
2. The starting salary for any employee covered by this By-Law shall be at the discretion of the Council of the said Corporation, and in determining such starting salary the Council may make an allowance for experience or special qualifications.
3. For those employees set out in Schedule "B" the salary shall be as set out in that schedule, notwithstanding that there is the same position and salary set out in Schedule "A".
4. Subject to the right of Council to withhold or refuse an increase for cause, the salary of each employee covered in this By-Law shall be increased annually on the employee's anniversary to the next pay step set out in Schedule "A" for the position held by such employee until the maximum salary for the position shall have been reached.
- 5.(a) All persons covered by this By-Law shall be entitled to receive all benefits to which employee members of the Canadian Union of Public Employees, Local 122 are entitled with respect to pension, long service pay, medical welfare, sick leave, vacation and leave-of-absence.
 - (b) Notwithstanding the provisions of Clause 1(b) to this Agreement, Life Insurance and Long Term Disability coverage shall be based on the employees 1992 salary rate as set out in Schedule "A" or "B" hereto, whichever is applicable.

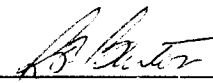
6. The annual salary of the Chief Administrative Officer shall be increased annually equivalent to the percentage increase in the Consumer Price Index (All Canada) for the preceding calendar year. The Chief Administrative Officer shall be paid two hundred dollars (\$200.00) monthly as reimbursement for estimated expenses associated with providing his personal vehicle for in-town business use. Such allowance to be paid directly to the Chief Administrative Officer.
7. This By-Law shall be retroactive to and shall take effect from the 1st day of January, A.D., 1992.
8. By-Law No. 141-91 of The Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 6TH DAY OF JULY 1992.

READ A SECOND TIME IN OPEN COUNCIL THE 6TH DAY OF JULY 1992.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 6TH DAY OF JULY 1992.


MAYOR


CITY CLERK

SCHEDULE "A" TO BY-LAW NO. 150-92
OF THE CORPORATION OF THE CITY OF NORTH BAY

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
21	Jan. 1/92	Chief Administrative Officer	81,625	86,775	91,950	97,075	102,225
20	Jan. 1/92		77,950	82,800	87,625	92,500	97,300
19	Jan. 1/92		73,650	78,250	82,850	87,475	92,075
18	Jan. 1/92	Director of Financial Services/ City Treasurer Solicitor	69,650	74,000	78,325	82,700	87,025
17	Jan. 1/92		65,725	69,750	73,825	77,900	81,950
16	Jan. 1/92	Director of Parks & Recreation City Clerk Director of Planning & Development Director of Transportation & Works Director of Engineering & Environmental Services	61,550	65,425	69,275	73,125	76,975
15	Jan. 1/92	Fire Chief Director of Social Services Director of Human Resources	58,450	61,550	64,700	67,775	70,900
14	Jan. 1/92	Chief Building Inspector Operations Manager, Public Works Manager of Economic Development	54,500	57,350	60,250	63,125	66,000
13.5	Jan. 1/92	Deputy Fire Chief	56,450	58,225	59,975	61,750	63,525
13	Jan. 1/92	Engineering Manager Manager of Accounting/ Deputy Treasurer Manager - Environmental Services	50,575	53,200	55,825	58,425	61,050
12	Jan. 1/92	Assistant Recreation Director Assistant Parks Director Manager of Revenues/ Tax Collector Tourism Officer Transit Manager Manager of Information Systems Project Engineer City Planner	46,950	49,450	51,950	54,425	56,925

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11	Jan. 1/92	Deputy Chief Building Inspector Purchasing Agent Deputy Welfare Administrator Deputy City Clerk Manager Parking & Licensing Sewer & Water Superintendent Roads & Traffic Superintendent Operations Manager - Arenas Vehicle & Equipment Superintendent Planning & Development Engineer Manager of Budgets Income Maintenance Supervisor	43,350	45,625	47,925	50,150	52,450
10	Jan. 1/92	Engineering Assistant (Standards) Pumphouse Supervisor Deputy Tax Collector Engineering Assistant (Design) Manager Housing & Special Projects Waste Management Coordinator	41,225	43,075	44,900	46,750	48,575
9	Jan. 1/92	Safety Co-ordinator/Risk Manager Traffic Supervisor Engineering Assistant (Administration) Vehicle & Equipment Supervisor Recreation Program Specialist Parks Foreman Property & Collections Officer Maintenance Supervisor Economic Development Officer Opportunity Planning Supervisor Sewer & Water Supervisor Roads Supervisor Programmer/Analyst - Main Frame Operations Programmer/Analyst - Micro Operations Office Manager, Social Services	38,425	40,200	41,925	43,625	45,400
8	Jan. 1/92	Project Accountant Accounting Supervisor Arenas Foreman Planner I Public Works Office Supervisor Employment & Training Coordinator Transit Supervisor - Scheduling Transit Supervisor - Training Program Supervisor - Social Services	36,150	37,800	39,425	41,025	42,650
7	Jan. 1/92	Assistant to Chief Administrative Officer Traffic Technician Facility Supervisor Zoning Administrator	34,175	35,700	37,200	38,700	40,250
6	Jan. 1/92		32,275	35,125	37,925		

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5	Jan. 1/92	Assistant Main- tenance Supervisor Law Clerk	30,825	33,150	35,450
4	Jan. 1/92	Mayor's Secretary	29,100	31,175	33,275
3	Jan. 1/92	Legal Secretary Human Resources Secretary	27,700	29,800	31,925
2	Jan. 1/92		26,425	28,325	30,250
1	Jan. 1/92	Custodian	25,050	26,960	28,800

SCHEDULE "B" TO BY-LAW NO. 150-92
OF THE CORPORATION OF THE CITY OF NORTH BAY

JANUARY 1, 1992

City Clerk	87,025
Deputy City Clerk	57,250
Engineering Assistant (Design)	51,850
Engineering Assistant (Administration)	48,725
Transit Supervisor - Scheduling	44,125
Manager - Parking & Licensing	56,150
Director of Engineering & Environmental Services	87,025