

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW 100-88

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.

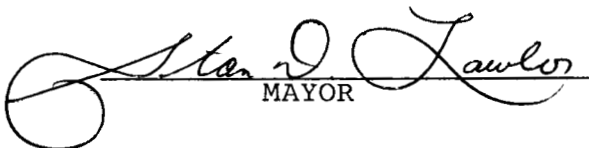
NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY HEREBY ENACTS AS FOLLOWS:

1. 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" "B" "C" and "D" to this By-Law, which schedules shall be deemed to be incorporated in and from 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" "B" "C" and "D".
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 Schedules "B" and "D" the salary shall be as set out in that schedule, notwithstanding that there is the same position and salary set out in Schedule "A" and "C".
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 date to the next pay step set out in Schedule "A" or "C" for the position held by such employee until the maximum salary for the position shall have been reached.
5. 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.
6. This By-Law shall be retroactive to and shall take effect from the 1st day of January, A.D., 1988.
7. By-Law No. 72-87 of The Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 2ND DAY OF AUGUST, 1988.

READ A SECOND TIME IN OPEN COUNCIL THE 6TH DAY OF SEPTEMBER, 1988.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 6TH DAY OF SEPTEMBER, 1988.


MAYOR


CITY CLERK

SCHEDULE "A" TO BY-LAW NO. 100-88

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. 1/88 July 1/88	Chief Administrative Officer	67,075 67,750	71,300 72,025	75,525 76,275	79,750 80,550	83,975 84,825
20	Jan. 1/88 July 1/88		63,875 64,525	67,850 68,525	71,800 72,525	75,775 76,525	79,750 80,550
19	Jan. 1/88 July 1/88		60,375 60,975	64,150 64,800	67,950 68,625	71,700 72,425	75,475 76,225
18	Jan. 1/88 July 1/88	City Treasurer Solicitor City Engineer	57,075 57,650	60,625 61,225	64,225 64,875	67,775 68,450	71,350 72,075
17	Jan. 1/88 July 1/88		53,850 54,400	57,175 57,750	60,525 61,125	63,850 64,500	67,175 67,850
16	Jan. 1/88 July 1/88	Director of Parks & Recreation City Clerk Director of Planning & Development	50,450 50,950	53,600 54,125	56,750 57,325	59,925 60,525	63,075 63,700
15	Jan. 1/88 July 1/88	Deputy City Engineer Fire Chief Director of Social Services Personnel Officer	47,950 48,425	50,500 51,000	53,050 53,575	55,550 56,100	58,100 58,675
14	Jan. 1/88 July 1/88	Chief Building Inspector Operations Manager Arenas Manager Manager of Economic Development Deputy City Treasurer	44,650 45,100	47,000 47,475	49,375 49,875	51,725 52,250	54,075 54,625
13	Jan. 1/88	Deputy Fire Chief	41,450 41,875	43,600 44,025	45,750 46,200	47,900 48,375	50,050 50,550
12	Jan. 1/88 July 1/88	Assist Recreation Director Parks Supervisor Tax Collector Tourism Officer Chief Accountant Transit Manager	38,500 38,875	40,525 40,925	42,600 43,025	44,625 45,075	46,650 47,125

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11	Jan. 1/88	Deputy Chief Building	35,550	37,425	39,300	41,125	43,000
	July 1/88	Inspector	35,900	37,800	39,700	41,525	43,425
		Purchasing Agent					
		E.D.P. Supervisor					
		Deputy Welfare -					
		Administrator					
		Deputy City Clerk					
		Manager-Parking & Licensing					
10	Jan. 1/88	Engineering Assistant	33,775	35,275	36,800	38,300	39,800
	July 1/88	(Const.)	34,125	35,625	37,175	38,675	40,200
		Zoning Administrator					
		Pumphouse Supervisor					
		Deputy Tax Collector					
		Engineering Assistant					
		(Design)					
		Planner II					
9	Jan. 1/88	Roads Foreman	31,500	32,950	34,375	35,775	37,200
	July 1/88	Safety Officer	31,825	33,275	34,725	36,125	37,575
		Sewer & Water Foreman					
		Traffic Analyst					
		Engineering Assistant					
		(Admin.)					
		Equipment Foreman					
		Recreation Program-					
		Specialist					
		Parks Foreman					
		Property Officer					
		Maintenance Supervisor					
		Facilities Manager					
		Economic Development Officer					
8	Jan. 1/88	Transit Foreman	29,650	30,975	32,325	33,650	34,975
	July 1/88	Accounting Supervisor	29,950	31,275	32,650	33,975	35,325
		Arenas Foreman					
		Office Manager-Social					
		Services					
		Planner I					
7	Jan. 1/88	Assistant to Chief-	28,000	29,250	30,500	31,725	32,975
	July 1/88	Administrative Officer	28,275	29,550	30,800	32,050	33,300
		Assistant Roads Foreman					
		Assistant Sewer & Water					
		Foreman					
		Traffic Control Technician					
6	Jan. 1/88	Public Works Clerk	26,450	28,775	31,100		
	July 1/88		26,725	29,075	31,400		
5	Jan. 1/88	Assistant Maintenance	25,275	27,175	29,075		
	July 1/88	Supervisor	25,525	27,450	29,375		

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OF THE CORPORATION OF THE CITY OF NORTH BAY

<u>SALARY</u> <u>GRADE</u>	<u>EFFECTIVE</u> <u>DATE</u>					
4	Jan. 1/88	Legal Clerk	23,850	25,575	27,300	
	July 1/88		24,100	25,825	27,575	
3	Jan. 1/88	Legal Secretary	22,675	24,450	26,200	
	July 1/88	Personnel Secretary	22,900	24,700	26,450	
		Mayor's Secretary				
2	Jan. 1/88		21,625	23,225	24,800	
	July 1/88		21,850	23,450	25,050	
1	Jan. 1/88	Janitor	20,550	22,100	23,625	
	July 1/88		20,750	22,325	23,850	

SCHEDULE "B" TO BY-LAW NO. 100-88
OF THE CORPORATION OF THE CITY OF NORTH BAY

	<u>JANUARY 1, 1988</u>	<u>JULY 1, 1988</u>
City Clerk	71,325.00	72,050.00
Arenas Manager	54,500.00	55,050.00
Deputy City Clerk	46,900.00	47,375.00
E.D.P. Supervisor	46,025.00	46,475.00
Engineering Assistant (Construction)	39,875.00	40,275.00
Engineering Assistant (Design)	42,500.00	42,925.00
Planner II	39,925.00	40,325.00
Engineering Assistant (Administration)	39,925.00	40,325.00
Office Manager-Social Services	36,100.00	36,450.00
Safety Officer	45,650.00	46,100.00
Transit Foreman	36,200.00	36,550.00
Facilities Manager	38,300.00	38,675.00
Manager-Parking & Licensing	46,050.00	46,500.00

SCHEDULE "C" TO BY-LAW NO. 100-88
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.	1/89	Chief Administrative Officer	70,450	74,900	79,325	83,775	88,225
	July	1/89		71,150	75,650	80,125	80,925	89,100
20	Jan.	1/89		67,100	71,275	75,425	79,575	83,775
	July	1/89		67,775	72,000	76,175	80,375	84,625
19	Jan.	1/89		63,425	67,400	71,375	75,325	79,275
	July	1/89		64,050	68,075	72,100	76,075	80,075
18	Jan.	1/89	City Treasurer Solicitor City Engineer	59,950	63,675	67,475	71,200	74,950
	July	1/89		60,550	64,300	68,150	71,900	75,700
17	Jan.	1/89		56,575	60,050	63,575	67,075	70,575
	July	1/89		57,150	60,650	64,200	67,750	71,275
16	Jan.	1/89	Director of Parks & Recreation City Clerk Director of Planning & Development	53,000	56,300	59,625	62,950	66,250
	July	1/89		53,525	56,875	60,225	63,575	66,925
15	Jan.	1/89	Deputy City Engineer Fire Chief Director of Social Services Personnel Officer	50,350	53,050	55,725	58,350	61,025
	July	1/89		50,850	53,575	56,275	58,925	61,625
14	Jan.	1/89	Chief Building Inspector Operations Manager Arenas Manager Manager of Economic Development Deputy City Treasurer	46,900	49,375	51,875	54,350	56,800
	July	1/89		47,375	49,875	52,400	54,900	57,375
13	Jan.	1/89	Deputy Fire Chief	43,550	45,775	48,050	50,300	52,575
	July	1/89		43,975	46,225	48,525	50,800	53,100
12	Jan.	1/89	Assistant Recreation Director Parks Supervisor Tax Collector Tourism Officer Chief Accountant Transit Manager	40,425	42,550	44,750	46,875	49,000
	July	1/89		40,825	42,975	45,200	47,350	49,500

SCHEDULE "C" TO BY-LAW NO. 100-88

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>
11	Jan. 1/89	Deputy Chief Building Inspector	37,325	39,300	41,300	43,175	45,150
	July 1/89	Purchasing Agent E.D.P. Supervisor Deputy Welfare-Administrator Deputy City Clerk Manager-Parking & Licensing	37,700	39,700	41,725	43,600	45,600
10	Jan. 1/89	Engineering Assistant (Const.)	35,500	37,050	38,650	40,225	41,800
	July 1/89	Zoning Administrator Pumphouse Supervisor Deputy Tax Collector Engineering Assistant (Design) Planner II	35,850	37,425	39,025	40,625	42,225
9	Jan. 1/89	Roads Foreman	33,100	34,600	36,125	37,575	39,075
	July 1/89	Safety Officer Sewer & Water Foreman Traffic Analyst Engineering Assistant (Admin.) Equipment Foreman Recreation Program-Specialist Parks Foreman Property Officer Maintenance Supervisor Facilities Manager Economic Development Officer	33,425	34,950	36,475	37,950	39,475
8	Jan. 1/89	Transit Foreman	31,150	32,525	33,950	35,325	36,750
	July 1/89	Accounting Supervisor Arenas Foreman Office Manager-Social Services Planner I	31,450	32,850	34,300	35,675	37,125
7	Jan. 1/89	Assistant to Chief-Administrative Officer	29,400	30,725	32,025	33,325	34,625
	July 1/89	Assistant Roads Foreman Assistant Sewer & Water Foreman Traffic Control Technician	29,700	31,025	32,350	33,650	34,975
6	Jan. 1/89	Public Works Clerk	27,800	30,250	32,650		
	July 1/89		28,075	30,550	32,975		

SCHEDULE "D" TO BY-LAW NO. 100-88

OF THE CORPORATION OF THE CITY OF NORTH BAY

	<u>JANUARY 1, 1989</u>	<u>JULY 1, 1989</u>
City Clerk	74,925.00	75,675.00
Arenas Manager	57,250.00	57,825.00
Deputy City Clerk	49,275.00	49,775.00
E.D.P. Supervisor	48,325.00	48,800.00
Engineering Assistant (Construction)	41,875.00	42,300.00
Engineering Assistant (Design)	44,650.00	45,100.00
Planner II	41,950.00	42,375.00
Engineering Assistant (Administration)	41,950.00	42,375.00
Office Manager-Social Services	37,900.00	38,275.00
Safety Officer	47,950.00	48,425.00
Transit Foreman	38,000.00	38,375.00
Facilities Manager	40,225.00	40,625.00
Manager-Parking & Licensing	48,350.00	48,825.00

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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>
5	Jan. 1/89	Assistant Maintenance	26,550	28,550	30,550
	July 1/89	Supervisor	26,825	28,825	30,850
4	Jan. 1/89	Legal Clerk	25,050	26,850	28,675
	July 1/89		25,300	27,125	28,950
3	Jan. 1/89	Legal Secretary	23,825	25,700	27,500
	July 1/89	Personnel Secretary	24,075	25,950	27,775
		Mayor's Secretary			
2	Jan. 1/89		22,725	24,400	26,050
	July 1/89		22,950	24,650	26,300
1	Jan. 1/89	Janitor	21,757	23,250	24,800
			21,800	23,475	25,050