

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 151-85

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 form part of this by-law, and all such by-weekly salary to be computed at the rate of one-twenty-sixth of the annual salary as set out in the applicable schedule.
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 Schedules "A" and "C".
4. Subject to the provisions of Clause 5 of this by-law and subject to the right of Council to withhold or refuse an increase for cause, the salary of each employee covered in this by-law and appointed after January 1, 1984, 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.a) Subject to the right of Council to refuse or withhold an increase for cause, the salary of any employee covered by this by-law and appointed on or before the 30th day of June, 1983 shall be increased annually on the 1st day of January in each year thereafter 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.b) Subject to the right of Council to refuse or withhold an increase for cause, the salary of any employee covered by this by-law and appointed after the 30th day of June, 1983, shall be increased on the 1st day of January, 1985 and on the 1st day of January in each year thereafter to the next Pay Step set out in Schedule "A" and "C" for the position held by such employee until the maximum salary for the position shall have been reached.
6. 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.
7. This by-law shall be retroactive to and shall take effect from the 1st day of January, A.D., 1985.
8. By-law No. 76-84 of The Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 28TH DAY OF OCTOBER, 1985.

READ A SECOND TIME IN OPEN COUNCIL THE 25th DAY OF NOVEMBER, 1985.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 25TH DAY OF NOVEMBER, 1985.


MAYOR


CITY CLERK

| SALARY RADE | POSITION | PAY STEPS | | | | |
|----------------|---|-----------|--------|--------|--------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 8 | Transit Foreman Building Inspector Accounting Supervisor Arenas Foreman Parts Supervisor Office Manager - Social Services Planner I | 26,225 | 27,475 | 28,525 | 29,775 | 30,925 |
| 7 | Assistant Roads Foreman Assistant Sewer & Water Foreman Foreman Traffic Control Technician | 24,775 | 25,925 | 26,950 | 28,100 | 29,150 |
| 6 | Public Works Clerk | 23,400 | 24,450 | 25,500 | 26,550 | 27,500 |
| 5 | Assistant to Chief Administrative Officer Assistant Maintenance Supervisor | 22,350 | 23,300 | 24,025 | 24,875 | 25,700 |
| 4 | | 21,100 | 21,850 | 22,575 | 23,400 | 24,150 |
| 3 | Legal Secretary Personnel Secretary Mayor's Secretary | 20,050 | 20,900 | 21,625 | 22,350 | 23,200 |
| 2 | | 19,125 | 19,850 | 20,475 | 21,325 | 21,950 |
| 1 | Janitor | 18,175 | 18,925 | 19,550 | 20,175 | 20,900 |

SCHEDULE "A" TO BY-LAW NO. 151-85
OF THE CORPORATION OF THE CITY OF NORTH BAY

EFFECTIVE JANUARY 1, 1985

| SALARY GRADE | POSITION | PAY STEPS | | | | |
|-----------------|--|-----------|--------|--------|--------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 21 | Chief Administrative Officer | 59,350 | 63,125 | 66,775 | 70,550 | 74,300 |
| 20 | | 56,525 | 59,975 | 63,525 | 67,100 | 70,550 |
| 19 | | 53,400 | 56,850 | 60,100 | 63,525 | 66,775 |
| 18 | City Treasurer Solicitor | 50,475 | 53,600 | 56,850 | 59,975 | 63,125 |
| 17 | | 47,650 | 50,575 | 53,500 | 56,525 | 59,450 |
| 16 | City Engineer Director of Parks & Recreation City Clerk | 44,625 | 47,550 | 50,275 | 53,075 | 55,800 |
| 15 | Deputy City Engineer Fire Chief Director Social Services Personnel Officer | 42,425 | 44,725 | 46,925 | 49,225 | 51,425 |
| 14 | Chief Building Inspector Operations Manager Arenas Manager Director Economic Development Deputy City Treasurer | 39,500 | 41,600 | 43,675 | 45,775 | 47,850 |
| 13 | Planner III | 36,675 | 38,675 | 40,450 | 42,425 | 44,300 |
| 12 | Deputy Fire Chief Assistant Recreation Director Parks Supervisor Tax Collector Tourism Officer Chief Accountant Transit Manager | 34,075 | 35,850 | 37,625 | 39,500 | 41,275 |
| 11 | Deputy Chief Building Inspector Purchasing Agent E.D.P. Supervisor Deputy Welfare Administrator Deputy City Clerk | 31,450 | 33,125 | 34,800 | 36,475 | 38,050 |
| 10 | Engineering Assistant (Standards) Zoning Administrator Pumphouse Supervisor Planner II | 29,875 | 31,150 | 32,500 | 33,750 | 35,225 |
| 9 | Roads Foreman Safety Officer Sewer & Water Foreman Traffic Analyst Engineering Assistant (Design) Engineering Assistant (Admin.) Equipment Foreman Recreation Program Specialist Deputy Tax Collector Parks Foreman Arenas Assistant Manager Property Officer Maintenance Supervisor Facilities Manager | 27,900 | 29,150 | 30,400 | 31,550 | 32,925 |

SCHEDULE "B" TO BY-LAW NO. 151-85
OF THE CORPORATION OF THE CITY OF NORTH BAY

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EFFECTIVE JANUARY 1, 1985

| POSITION | SALARY |
|---|-----------|
| City Clerk | \$ 63,100 |
| City Engineer | 57,400 |
| Arenas Manager | 48,225 |
| Deputy City Clerk | 41,475 |
| E.D.P. Supervisor | 40,725 |
| Engineering Assistant (Standards) | 35,275 |
| Engineering Assistant (Design) | 37,600 |
| Zoning Administrator | 35,325 |
| Planner II | 35,325 |
| Arenas Assistant Manager | 35,325 |
| Engineering Assistant (Admin.) | 35,325 |
| Office Manager - Social Services | 31,925 |
| Assistant to Chief Administrative Officer | 27,275 |
| Safety Officer | 40,375 |
| Transit Foreman | 32,025 |
| Facilities Manager | 35,325 |

SCHEDULE "C" TO BY-LAW NO. 151-85
OF THE CORPORATION OF THE CITY OF NORTH BAY

EFFECTIVE JANUARY 1, 1986

| ALARY RADE | POSITION | PAY STEPS | | | | |
|---------------|--|-----------|--------|--------|--------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 21 | Chief Administrative Officer | 61,875 | 65,800 | 69,625 | 73,550 | 77,450 |
| 20 | | 58,925 | 62,525 | 66,225 | 69,950 | 73,550 |
| 19 | | 55,675 | 59,275 | 62,650 | 66,225 | 69,625 |
| 18 | City Treasurer Solicitor | 52,625 | 55,875 | 59,275 | 62,525 | 65,800 |
| 17 | | 49,675 | 52,725 | 55,775 | 58,925 | 61,975 |
| 16 | City Engineer Director of Parks & Recreation City Clerk | 46,525 | 49,575 | 52,400 | 55,325 | 58,175 |
| 15 | Deputy City Engineer Fire Chief Director Social Services Personnel Officer | 44,225 | 46,625 | 48,925 | 51,325 | 53,600 |
| 14 | Chief Building Inspector Operations Manager Arenas Manager Director Economic Development Deputy City Treasurer | 41,175 | 43,375 | 45,525 | 47,725 | 49,875 |
| 13 | Planner III | 38,225 | 40,325 | 42,175 | 44,225 | 46,175 |
| 12 | Deputy Fire Chief Assistant Recreation Director Parks Supervisor Tax Collector Tourism Officer Chief Accountant Transit Manager | 35,525 | 37,375 | 39,225 | 41,175 | 43,025 |
| 11 | Deputy Chief Building Inspector Purchasing Agent E.D.P. Supervisor Deputy Welfare Administrator Deputy City Clerk | 32,775 | 34,525 | 36,275 | 38,025 | 39,675 |
| 10 | Engineering Assistant (Standards Zoning Administrator Pumphouse Supervisor Planner II | 31,150 | 32,475 | 33,875 | 35,175 | 36,725 |
| 9 | Roads Foreman Safety Officer Sewer & Water Foreman Traffic Analyst Engineering Assistant (Design) Engineering Assistant (Admin.) Equipment Foreman Recreation Program Specialist Deputy Tax Collector Parks Foreman Arenas Assistant Manager Property Officer Maintenance Supervisor Facilities Manager | 29,075 | 30,400 | 31,700 | 32,900 | 34,325 |

| SALARY GRADE | POSITION | PAY STEPS | | | | |
|-----------------|---|-----------|--------|--------|--------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 8 | Transit Foreman Building Inspector Accounting Supervisor Arenas Foreman Parts Supervisor Office Manager - Social Services Planner I | 27,350 | 28,650 | 29,725 | 31,050 | 32,250 |
| 7 | Assistant Roads Foreman Assistant Sewer & Water Foreman Foreman Traffic Control Technician | 25,825 | 27,025 | 28,100 | 29,300 | 30,400 |
| 6 | Public Works Clerk | 24,400 | 25,500 | 26,575 | 27,675 | 28,675 |
| 5 | Assistant to Chief Administrative Officer Assistant Maintenance Supervisor | 23,300 | 24,300 | 25,050 | 25,925 | 26,800 |
| 4 | | 22,000 | 22,775 | 23,525 | 24,400 | 25,175 |
| 3 | Legal Secretary Personnel Secretary Mayor's Secretary | 20,900 | 21,800 | 22,550 | 23,300 | 24,175 |
| 2 | | 19,950 | 20,700 | 21,350 | 22,225 | 22,875 |
| 1 | Janitor | 18,950 | 19,725 | 20,375 | 21,025 | 21,800 |

SCHEDULE "D" TO BY-LAW NO. 151-85
OF THE CORPORATION OF THE CITY OF NORTH BAY

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EFFECTIVE JANUARY 1, 1986

| POSITION | SALARY |
|---|-----------|
| City Clerk | \$ 65,775 |
| City Engineer | 59,850 |
| Arenas Manager | 50,275 |
| Deputy City Clerk | 43,250 |
| E.D.P. Supervisor | 42,450 |
| Engineering Assistant (Standards) | 36,775 |
| Engineering Assistant (Design) | 39,200 |
| Zoning Administrator | 36,825 |
| Planner II | 36,825 |
| Arenas Assistant Manager | 36,825 |
| Engineering Assistant (Admin.) | 36,825 |
| Office Manager - Social Services | 33,275 |
| Assistant to Chief Administrative Officer | 28,425 |
| Safety Officer | 42,100 |
| Transit Foreman | 33,375 |
| Facilities Manager | 35,325 |