

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 85-77

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 Clause 2 of this by-law, the salaries and annual increments 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.
2. The starting salary for any person covered by this by-law shall be in 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. Subject to the Provisions of Clause 4 of this by-law and subject to the right of the Council of the Corporation to withhold or refuse an increment for cause, the salary of each person covered by this by-law shall be increased annually on the 1st day of January by the amount of the annual increment set out in Schedules "A" and "B" for the position held by such person until the maximum salary for the position shall have been reached.
4. (a) Any person covered by this by-law who enters the employ of the Corporation after the 30th day of June in any year shall remain for the balance of that calendar year and all of the next calendar year at the same level or position in the salary schedule at which he or she is hired and shall not receive a salary increment until the 1st day of January next following the last mentioned calendar year.

(b) Any person covered by this by-law who is transferred from one position of employment with the Corporation to another position of employment with the Corporation after the 30th day of June in any year shall remain for the balance of that calendar year and all of the next calendar year at the same level or position in the salary schedule at which he or she is placed upon being so transferred and shall not receive a salary increment until the 1st day of January next following the last mentioned calendar year.
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. 1977.
7. By-law No. 94-76 of the Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THIS 27th DAY OF JUNE, 1977.
READ A SECOND TIME IN OPEN COUNCIL THIS 11th DAY OF JULY 1977.
READ A THIRD TIME IN OPEN COUNCIL AND FINALLY ENACTED AND PASSED THIS 11th DAY OF JULY, 1977.

.....
MAYOR

.....
CITY CLERK

SCHEDULE "A"

| | <u>MINIMUM</u> | <u>ANNUAL INCREMENT</u> | <u>MAXIMUM</u> |
|---------------------------------|----------------|-----------------------------|----------------|
| 1. Administrator | 27,625. | 1,940. | 37,325. |
| 2. Director of Planning & Works | 25,425. | 2,000. | 35,425. |
| 3. Solicitor) | 23,825. | 2,020. | 33,925. |
| Treasurer) | | | |
| City Clerk) | | | |
| 4. City Engineer | 21,450. | 1,880. | 30,850. |
| 5. Deputy City Engineer | 19,550. | 1,595. | 27,525. |
| 6. Assistant Engineer) | 17,800. | 1,625. | 25,925. |
| Director of Parks & Rec.) | | | |
| Arena Manager) | | | |
| 7. Fire Chief | 21,025. | 1,635. | 25,925. |
| 8. Personnel Officer) | | | |
| Welfare Administrator) | | | |
| Deputy Clerk) | 17,300. | 1,340. | 24,000. |
| Deputy Treasurer) | | | |
| Operations Superintendent) | | | |
| 9. Tax Collector) | | | |
| Water Commissioner) | | | |
| Purchasing Agent) | | | |
| Director of Economic Dev.) | 16,350. | 1,110. | 21,900. |
| Assistant to Treasurer) | | | |
| Planner III) | | | |
| 10. Deputy Fire Chief | 18,570. | 1,110. | 21,900. |
| 11. Chief Building Inspector) | | | |
| Deputy Welfare Administrator) | | | |
| Engineering Assistant) | 15,200. | 1,000. | 20,200. |
| Engineering Assistant/Design) | | | |
| 12. Zoning Administrator) | | | |
| Planner II) | | | |
| Deputy Tax & Water Comm.) | | | |
| Asst. Recreation Director) | | | |
| Deputy Chief Building Insp.) | 14,450. | 915. | 19,025. |
| Asst. Arena Manager) | | | |
| Purchasing & Stores Asst.) | | | |
| Engineering Assistant/Admin.) | | | |
| Parks Supervisor) | | | |
| 13. Office Manager - Welfare) | | | |
| Pollution Control Officer) | | | |
| Property Officer) | 13,775. | 680. | 17,175. |
| Parts Supervisor) | | | |
| Planner I) | | | |
| 14. Welfare Field Worker) | | | |
| Building Inspector) | | | |
| Rec. Program Specialist) | 11,775. | 575. | 14,650. |
| Asst. Recreationist) | | | |
| Asst. to the Administrator) | | | |
| 15. Confidential Secretary) | | | |
| Legal Stenographer) | 9,450. | 485. | 11,875. |
| Personnel Secretary) | | | |
| 16. Treasury Clerk | 9,050. | 325. | 10,675. |
| 17. Clerk Stenographer | 8,750. | 320. | 10,350. |
| 18. Janitor (City Hall) | 12,150. | 310. | 13,075. |
| 19. Janitor (Highland Road) | | | 10,075. |

1977

SCHEDULE "B"

| | <u>MINIMUM</u> | <u>ANNUAL INCREMENT</u> | <u>MAXIMUM</u> |
|-------------------------------|----------------|-----------------------------|----------------|
| 1. Superintendent of Works | 17,000. | 940. | 21,700. |
| 2. Roads Foreman) | | | |
| Sewer & Water Foreman) | | | |
| Transit Foreman) | 14,825. | 480. | 17,225. |
| Pumphouse Supervisor) | | | |
| 3. Equipment Foreman) | | | |
| Chief Clerk of Works) | | | |
| Parks Foreman) | | | |
| Arena Foreman) | | | |
| Instrument Man II) | 13,825. | 485. | 16,250. |
| Draftsman III) | | | |
| Contract Inspector II) | | | |
| Traffic Analyst II) | | | |
| 4. Assistant Roads Foreman) | | | |
| Asst. Sewer & Water Foreman) | 13,225. | 480. | 15,625. |
| Assistant Transit Foreman) | | | |
| 5. Instrument Man I) | | | |
| Draftsman II) | 13,375. | 325. | 15,000. |
| Contract Inspector I) | | | |
| Traffic Analyst) | | | |
| 6. Survey Assistant III) | | | |
| Draftsman I) | 11,375. | 335. | 13,050. |
| Inspection Assistant II) | | | |
| Planning Technician) | | | |
| 7. Draftsman Tracer) | | | |
| Inspection Assistant I) | 10,180. | 240. | 10,900. |
| Survey Assistant II) | | | |
| 8. Survey Assistant | | | 9,750. |