

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 163-79

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:

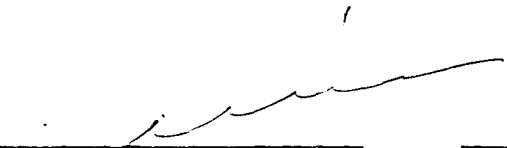
1. a) Subject to the provisions of Clause 2 of this by-law, the salaries and annual increments of officers, professional employees and other employees of the Corporation of the City of North Bay not covered by Union Agreement are hereby established in accordance with Schedules "A" and "B" to this by-law, which schedules shall be deemed to be incorporated in and form part of this by-law for the period January 1, 1979 to June 30, 1979.
- b) 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 "C" and "D" to this by-law, which schedules shall be deemed to be incorporated in and form part of this by-law for the period commencing July 1, 1979.
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 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", "B", "C" and "D" 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 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. a) The provisions of this by-law with the exception of Clause 1 (b), shall be retroactive to and shall take effect from the 1st day of January, A.D., 1979.
- b) The provisions of Clause 1 (a) of this by-law shall expire with the 30th day of June, A.D., 1979.
- c) The provisions of Clause 1 (b) shall be retroactive to and shall take effect from the 1st day of July, A.D., 1979.

7. By-law No. 54-78 of The Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THIS 27th DAY OF AUGUST, 1979.

READ A SECOND TIME IN OPEN COUNCIL THIS 4TH DAY OF SEPTEMBER, 1979.

AD A THIRD TIME IN OPEN COUNCIL AND FINALLY ENACTED AND PASSED THIS 4TH DAY OF SEPTEMBER, 1979.



MAYOR



CITY CLERK

1979
SCHEDULE "A"

EFFECTIVE JANUARY 1, 1979

	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
. Administrator	30,875	2,165	41,700
. Director of Planning & Works	28,400	2,240	39,600
. Solicitor)			
Treasurer)	26,600	2,260	37,900
City Clerk)			
. City Engineer	23,950	2,105	34,475
. Deputy City Engineer	21,825	1,785	30,750
. Assistant Engineer)			
Director of Parks & Recreation)	19,875	1,820	28,975
Arena Manager)			
. Fire Chief	23,475	1,835	28,975
. Personnel Officer)			
Welfare Administrator)			
Deputy Clerk)	19,325	1,500	26,825
Deputy Treasurer)			
Operations Superintendent)			
. Tax Collector)			
Water Commissioner)			
Purchasing Agent)	18,250	1,240	24,450
Director of Economic Development)			
Assistant to Treasurer)			
Planner III)			
0. Deputy Fire Chief	20,750	1,240	24,450
1. Chief Building Inspector)			
Deputy Welfare Administrator)			
Engineering Assistant)	16,975	1,120	22,575
Engineering Assistant/Design)			
2. Zoning Administrator)			
Planner II)			
Deputy Tax & Water Commissioner)			
Ass't. Recreation Director)			
Deputy Chief Building Inspector)	16,150	1,020	21,250
Ass't. Arena Manager)			
Purchasing & Stores Ass't.)			
Engineering Assistant/Admin.)			
Parks Supervisor)			
3. Office Manager - Welfare)			
Planner I)			
Property Officer)	15,400	755	19,175
Parts Supervisor)			
4. Accounting Supervisor)			
Welfare Field Worker)			
Building Inspector)	13,150	645	16,375
Ass't. to the Administrator)			
5. Confidential Secretary)			
Legal Stenographer)	10,550	545	13,275
Personnel Secretary)			
6. Treasury Clerk	10,125	360	11,925
7. Clerk Stenographer	9,775	355	11,550
8. Janitor			11,275

SCHEDULE "B"

EFFECTIVE JANUARY 1, 1979

	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
1. Superintendent of Works	19,000	1,050	24,250
2. Roads Foreman)			
Sewer & Water Foreman)			
Transit Foreman)	16,575	535	19,250
Warehouse Supervisor)			
3. Equipment Foreman)			
Chief Clerk of Works)			
Parks Foreman)			
Arena Foreman)			
Instrument Man II)	15,450	540	18,150
Draftsman III)			
Contract Inspector II)			
Traffic Analyst II)			
Building Supervisor)			
4. Assistant Roads Foreman)			
Assistant Sewer & Water Foreman)			
Assistant Transit Foreman)	14,800	535	17,475
Traffic Signal Technician)			
5. Instrument Man I)			
Draftsman II)			
Contract Inspector I)	14,950	360	16,750
Traffic Analyst)			
Pollution Control Officer)			
6. Survey Assistant III)			
Draftsman I)			
Inspection Assistant II)	12,725	370	14,575
Planning Technician)			
7. Draftsman Tracer)			
Inspection Assistant I)	11,375	275	12,200
Survey Assistant II)			
8. Survey Assistant			10,900

SCHEDULE "C"

EFFECTIVE JULY 1, 1979

	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
1. Administrator	32,050	2,245	43,275
2. Director of Planning & Works	29,475	2,320	41,075
3. Solicitor) Treasurer) City Clerk)	27,600	2,345	39,325
4. City Engineer	24,850	2,185	35,775
5. Deputy City Engineer	22,650	1,850	31,900
6. Assistant Engineer) Director of Parks & Recreation) Arena Manager)	20,625	1,885	30,050
7. Fire Chief	24,375	1,890	30,050
8. Personnel Officer) Welfare Administrator) Deputy Clerk) Deputy Treasurer) Operations Superintendent)	20,050	1,555	27,825
9. Tax Collector) Water Commissioner) Purchasing Agent) Director of Economic Development) Assistant to Treasurer) Planner III)	18,950	1,285	25,375
10. Deputy Fire Chief	21,525	1,285	25,375
11. Chief Building Inspector) Deputy Welfare Administrator) Engineering Assistant) Engineering Assistant/Design)	17,625	1,160	23,425
12. Zoning Administrator) Planner II) Deputy Tax & Water Commissioner) Ass't. Recreation Director) Deputy Chief Building Inspector) Ass't. Arena Manager) Purchasing & Stores Assistant) Engineering Assistant/Admin.) Parks Supervisor)	16,750	1,060	22,050
13. Office Manager - Welfare) Planner I) Property Officer) Parts Supervisor)	15,975	785	19,900
14. Accounting Supervisor) Welfare Field Worker) Building Inspector) Ass't. to Administrator)	13,650	670	17,000
15. Confidential Secretary) Legal Stenographer) Personnel Secretary)	10,950	565	13,775
16. Treasury Clerk	10,500	375	12,375
17. Clerk Stenographer	10,150	370	12,000
18. Janitor			11,700

1979
SCHEDULE "D"

EFFECTIVE JULY 1, 1979

	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
1. Superintendent of Works	19,725	1,085	25,150
2. Roads Foreman)			
Sewer & Water Foreman)			
Transit Foreman)	17,175	560	19,975
Pumphouse Supervisor)			
Equipment Foreman)			
Chief Clerk of Works)			
Parks Foreman)			
Arena Foreman)			
Instrument Man II)	16,025	560	18,825
Draftsman III)			
Contract Inspector II)			
Traffic Analyst II)			
Building Supervisor)			
4. Assistant Roads Foreman)			
Ass't. Sewer & Water Foreman)			
Assistant Transit Foreman)	15,350	555	18,125
Traffic Signal Technician)			
5. Instrument Man I)			
Draftsman II)			
Contract Inspector I)	15,500	375	17,375
Traffic Analyst)			
Pollution Control Officer)			
6. Survey Assistant III)			
Draftsman I)			
Inspection Assistant II)	13,200	385	15,125
Planning Technician)			
7. Draftsman Tracer)			
Inspection Assistant I)	11,800	283	12,650
Survey Assistant II)			
8. Survey Assistant			11,300