

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 89-98

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 Schedule "A" to this By-Law, which schedule shall be deemed to be incorporated in and form part of this By-Law, and all by-weekly salary to be computed at the rate of one-twenty-sixth of the amounts set out in Schedule "A".
2. (a) An employee whose current salary rate falls within the specified range established under this By-Law shall be placed at the pay step closest to his/her present salary that provides a pay increase.

(b) An employee whose current salary exceeds the maximum salary specified for his/her position shall be "red-circled" i.e. the employee's salary shall not be increased until the range is greater than the employee's salary.
3. (a) 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.

(b) An employee transferred or promoted to a position in a higher salary range shall be placed at the first step in the new range that provides for an immediate increase of at least 5%.

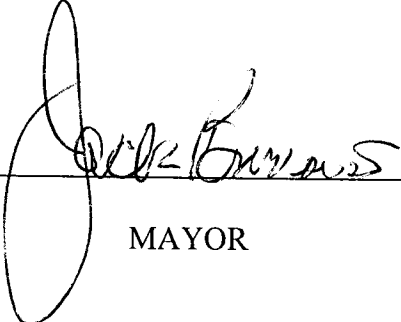
(c) An employee temporarily transferred or promoted to a position in a higher salary range shall continue to receive his/her current salary for up to four months, unless otherwise authorized, after which he/she shall be placed at the first step in the salary range of the new position that provides for an immediate increase of at least 5%. On return to his/her regular position, the employee shall be placed at the appropriate step assuming he/she had not been temporarily transferred or promoted.
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" for the position held by such employee until the maximum salary 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, group health benefits, 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., 1998.
7. By-Law No. 108-95 of the Corporation of the City of North Bay is hereby repealed.

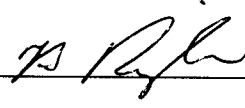
READ A FIRST TIME IN OPEN COUNCIL THE 13TH DAY OF JULY 1998.

READ A SECOND TIME IN OPEN COUNCIL THE 13TH DAY OF JULY 1998.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 13TH DAY OF JULY 1998.



MAYOR



DEPUTY CITY CLERK

SCHEDULE "A" TO BY-LAW NO. 89-98

OF THE CORPORATION OF THE CITY OF NORTH BAY

Effective January 01, 1998

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
1		24,735	26,918	29,100	31,283	33,465
2	Secretary - Human Resources Mayor's Secretary	27,209	29,609	32,010	34,411	36,812
3	Law Clerk Operations Manager - Ontario Works Employment & Training Coordinator	32,650	35,531	38,412	41,293	44,174
4	Economic Development Officer Asst. to Chief Administrative Officer Chief Plans Examiner Waste Management Coordinator Site Supervisor/Marina Manager Parks Foreman Database Specialist Deputy Tax Collector Roads Supervisor Zoning Administrator Purchasing Coordinator Transit Supervisor Office Manager (Transportation & Works) Sewer & Water Supervisor Traffic & Buildings Supervisor Facility Supervisor	35,915	39,084	42,253	45,422	48,591
5	Network Specialist Maintenance Supervisor Design & Approvals Manager Safety Coordinator Accounting Supervisor Recreation Coordinator Construction Services Manager Sr. Planner - Research & Special Projects Pumphouse Supervisor Sr. Planner - Current Operations	39,507	42,993	46,479	49,964	53,450
6	Tourism Assistant Operation Manager - Arenas Deputy Fire Chief Income Maintenance Supervisor Deputy City Clerk Manager of Budgets	41,482	45,142	48,802	52,463	56,123
7	Chief Building Official Manager Revenue/Tax Collector Manager Environmental Services Transit Manager Sewer Water Superintendent Manager Information Systems Roads & Traffic Superintendent	45,630	49,656	53,683	57,709	61,735
8	Manager Planning Services Manager Accounting/Deputy Treasurer Manager Economic Development Manager Tourism & Recreation Manager Parks & Facilities	50,193	54,622	59,051	63,480	67,909

(2)

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
9	City Clerk	55,213	60,084	64,956	69,828	74,699
10	Fire Chief	57,973	63,089	68,204	73,319	78,434
11	Director of Social Services Director of Human Resources Director of Transportation & Works	60,872	66,243	71,614	76,985	82,356
12	Director of Financial Services Director of Planning & Economic Development City Engineer City Solicitor	64,524	70,218	75,911	81,604	87,298