THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 72-87

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" and "B" to this by-law, which schedules shall be deemed to be incorporated in and form part of this by-law, and all bi-weekly salary to be computed at the rate of one-twenty-sixth of the ammounts set out in Schedules "A" and "B".
- 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 Schedule "B", the salary shall be as set out in that schedule, notwithstanding that there is the same position and salary set out in Schedule "A".
- 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 and appointed on or after January 1, 1984, 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 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" for the position held by such employee until the maximum salary for the position shall have been reached.
 - 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 between the 30th day of June, 1983, and the 31st day of December, 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" for the position held by such employee until the maximum salary for the position shall have been reached.
- 6. Notwithstanding the salaries shown in Schedule "A" to this by-law, those employees in salary grades one to six, inclusive, (1 6), shall receive, on 1 January 1987, a salary increase of 4.25% over that which they were being paid on 31 December 1986.
- 7. Subject to the right of Council to withhold or refuse an increase for cause, each employee included in salary grades one to six, inclusive, (1 6), on his anniversary date, shall be positioned in the revised salary schedule at the first pay step providing an increase to the salary being paid on 1 April 1987.

- 8. 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.
- 9. This by-law shall be retroactive to and shall take effect from the 1st day of January , A.D., 1987.
- 10. By-law No. 151-85 of The Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 27TH DAY OF APRIL, 1987.

READ A SECOND TIME IN OPEN COUNCIL THE 25TH DAY OF MAY , 1987.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 25TH DAY OF MAY , 1987.

Stan D Lawlon

CITY CLERK

SCHEDULE "A" TO BY-LAW NO. 72-87

OF THE CORPORATION OF THE CITY OF NORTH BAY

PAY STEPS

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ALARY RADE	POSITION	1	2	3_	4	5
21	Chief Administrative Officer	64,500	68,575	72,625	76,700	80,750
20		61,425	65,250	69,050	72,875	76,675
19		58,050	61,675	65,325	68,950	72,575
18	City Treasurer Solicitor	54,875	58,300	61,750	65,175	68,600
17		51,775	54,975	58,200	61,400	64,600
16	City Engineer Director of Parks & Recreation City Clerk	48,500	51,550	54,575	57,625	60,650
15	Deputy City Engineer Fire Chief Director Social Services Personnel Officer	46,100	48,550	51,000	53,425	55 , 875
14	Chief Building Inspector City Planner Operations Manager Arenas Manager Director Economic Development Deputy City Treasurer	42,925	45,200	47,475	49,725	52,000
13	Deputy Fire Chief	39,850	41,925	44,000	46,050	48,125
12	Assistant Recreation Director Parks Supervisor Tax Collector Tourism Officer Chief Accountant Transit Manager	37,025	38,975	40,950	42,900	44,850
11	Deputy Chief Building Inspector Purchasing Agent E.D.P. Supervisor Deputy Welfare Administrator Deputy City Clerk	34,175	35,975	37,775	39,550	41,350
10	Engineering Assistant (Const.) Zoning Administrator Pumphouse Supervisor Planner II Deputy Tax Collector	32,475	33,925	35,375	36,825	38,275
9	Roads Foreman Safety Officer Sewer & Water Foreman Traffic Analyst Engineering Assistant (Design) Engineering Assistant (Admin.) Equipment Foreman Recreation Program Specialist Parks Foreman Property Officer Maintenance Supervisor Facilities Manager	30,300	31,675	33,050	34,400	35 , 775

<i></i>		PAY STEPS				
SALARY GRADE	POSITION	1	2	3	4	_5_
8	Transit Foreman Accounting Supervisor Arenas Foreman Office Manager - Social Services Planner I	28,500	29,775	31,075	32,350	33,625
7	Assistant to Chief Administra- tive Officer Assistant Roads Foreman Assistant Sewer & Water Foreman	26,925	28,125	29,325	30,500	31,700
	Traffic Control Technician Assistant to Economic Developmen	t				
6	Public Works Clerk	25,425	27,675	29,900		
5	Assistant Maintenance Superv.	24,300	26,125	27,950		
4		22,925	24,600	26,250		
3	Legal Secretary Personnel Secretary Mayor's Secretary	21,800	23,500	25,200		
2	Legal Assistant	20,800	22,325	23,850		
l	Janitor	19,750	21,250	22,725		

SCHEDULE "B" TO BY-LAW NO. 72-87

OF THE CORPORATION OF THE CITY OF NORTH BAY

Effective January 1, 1987

POSITION	SALARY
City Clerk	\$ 68,575.00
City Engineer	62,400.00
Arenas Manager	52,400.00
Deputy City Clerk	45,100.00
E.D.P. Supervisor	44,250.00
Engineering Assistant (Construction)	38,350.00
Engineering Assistant (Design)	40,875.00
Zoning Administrator	38,400.00
Planner II	38,400.00
Arenas Assistant Manager	38,400.00
Engineering Assistant (Administration)	38,400.00
Office Manager - Social Services	34,700.00
Safety Officer	43,900.00
Transit Foreman	34,800.00
Facilities Manager	36,825.00