

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:

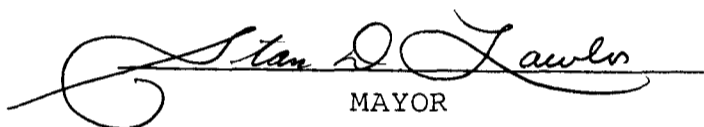
1. Subject to the provisions of Clauses 2 and 3 of this by-law, the salaries of officers, professional employees and other employees of The Corporation of the City of North Bay not covered by Union Agreement are hereby established in accordance with Schedules "A" and "B" to this by-law, which schedules 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 amounts 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.

  
MAYOR

  
CITY CLERK



<u>SALARY</u> <u>GRADE</u>	<u>POSITION</u>	<u>PAY STEPS</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
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  Traffic Control Technician Assistant to Economic Development	26,925	28,125	29,325	30,500	31,700
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		
1	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

<u>POSITION</u>	<u>SALARY</u>
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