

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 141-91

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.

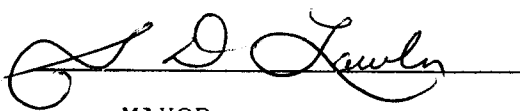
NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE CITY OF NORTH BAY HEREBY ENACTS AS FOLLOWS:

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, 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. 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. The annual salary of the Chief Administrative Officer shall be increased annually equivalent to the percentage increase in the Consumer Price Index (All Canada) for the preceding calendar year. The Chief Administrative Officer shall be paid two hundred dollars (\$200.00) monthly as reimbursement for estimated expenses associated with providing his personal vehicle for in-town business use. Such allowance to be paid directly to the Chief Administrative Officer.
7. This By-Law shall be retroactive to and shall take effect from the 1st day of January, A.D., 1991.
8. By-Law No. 136-90 of The Corporation of the City of North Bay is hereby repealed.

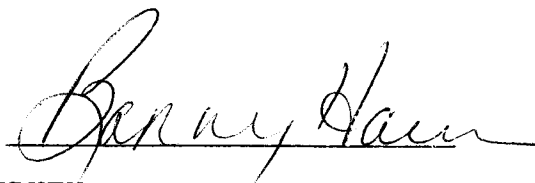
READ A FIRST TIME IN OPEN COUNCIL THE 8TH DAY OF JULY 1991.

READ A SECOND TIME IN OPEN COUNCIL THE 22ND DAY OF JULY 1991.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 22ND DAY OF JULY 1991.



MAYOR



DEPUTY CITY CLERK

SCHEDULE "A" TO BY-LAW NO.

OF THE CORPORATION OF THE CITY OF NORTH BAY

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
21	Jan. 1/91	Chief Administrative Officer	80,025	85,075	90,150	95,175	100,225
20	Jan. 1/91		76,425	81,175	85,900	90,675	95,400
19	Jan. 1/91		72,200	76,725	81,225	85,750	90,275
18	Jan. 1/91	Director of Financial Services/ City Treasurer Solicitor Director of Engineering & Works	68,275	72,550	76,800	81,075	85,325
17	Jan. 1/91		64,425	68,375	72,375	76,375	80,350
16	Jan. 1/91	Director of Parks & Recreation City Clerk Director of Planning & Development	60,350	64,150	67,925	71,700	75,475
15	Jan. 1/91	Fire Chief Director of Social Services Director of Human Resources	57,300	60,350	63,425	66,450	69,500
14	Jan. 1/91	Chief Building Inspector Public Works Manager Manager of Economic Development	53,425	56,225	59,075	61,875	64,700
13.5	Jan. 1/91	Deputy Fire Chief	55,350	57,075	58,800	60,550	62,275
13	Jan. 1/91	Engineering Manager Manager of Accounting/ Deputy Treasurer	49,575	52,150	54,725	57,275	59,850
12	Jan. 1/91	Assistant Recreation Director Assistant Parks Director Manager of Revenues/ Tax Collector Tourism Officer Transit Manager Manager of Information Systems Project Engineer City Planner	46,025	48,475	50,925	53,350	55,800

SCHEDULE "A" TO BY-LAW NO.
OF THE CORPORATION OF THE CITY OF NORTH BAY

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
11	Jan. 1/91	Deputy Chief Building Inspector Purchasing Agent Deputy Welfare Administrator Deputy City Clerk Manager Parking & Licensing Sewer & Water Superintendent Roads & Traffic Superintendent Operations Manager - Arenas Vehicle & Equipment Superintendent Planning & Development Engineer Manager of Budgets	42,500	44,725	46,975	49,175	51,425
10	Jan. 1/91	Engineering Assistant (Standards) Pumphouse Supervisor Deputy Tax Collector Engineering Assistant (Design) Manager Current Operations Income Maintenance Supervisor Manager Housing & Special Projects Waste Management Coordinator	40,425	42,225	44,025	45,825	47,625
9	Jan. 1/91	Safety Co-ordinator/Risk Manager Traffic Supervisor Engineering Assistant (Administration) Vehicle & Equipment Supervisor Recreation Program Specialist Parks Foreman Property & Collections Officer Maintenance Supervisor Economic Development Officer Opportunity Planning Supervisor Sewer & Water Supervisor Roads Supervisor Programmer/Analyst - Main Frame Operations Office Manager, Social Services	37,675	39,400	41,100	42,775	44,500
8	Jan. 1/91	Project Accountant Accounting Supervisor Arenas Foreman Planner I Public Works Office Supervisor Employment & Training Coordinator Transit Supervisor - Scheduling Transit Supervisor - Training Programmer/Analyst - Micro Operations Program Supervisor - Social Services	35,450	37,050	38,650	40,225	41,825
7	Jan. 1/91	Assistant to Chief Administrative Officer Traffic Technician Facility Supervisor	33,500	35,000	36,475	37,950	39,450
6	Jan. 1/91		31,650	34,425	37,175		

SCHEDULE "A" TO BY-LAW NO.

OF THE CORPORATION OF THE CITY OF NORTH BAY

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
5	Jan. 1/91	Assistant Main- tenance Supervisor	30,225	32,500	34,750
4	Jan. 1/91	Law Clerk Mayor's Secretary	28,525	30,575	32,625
3	Jan. 1/91	Legal Secretary Human Resources Secretary	27,150	29,225	31,300
2	Jan. 1/91		25,900	27,775	29,650
1	Jan. 1/91	Custodian	24,575	26,425	28,225

SCHEDULE "B" TO BY-LAW NO.
OF THE CORPORATION OF THE CITY OF NORTH BAY

JANUARY 1, 1991

City Clerk	85,300.
Deputy City Clerk	56,125.
Engineering Assistant (Design)	50,825.
Engineering Assistant (Administration)	47,775.
Transit Supervisor - Scheduling	43,250.
Manager - Parking & Licensing	55,050.
Project Engineer	69,500.
Assistant Roads Foreman	39,450.