

**THE CORPORATION OF THE CITY OF NORTH BAY**

**BY-LAW NO. 108-95**

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:

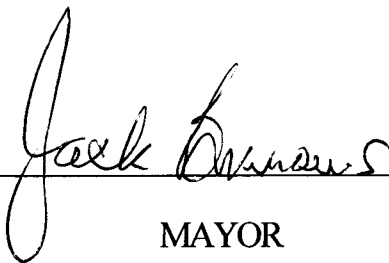
1. (a) Subject to the provisions of Clauses 2 and 3 of this By-Law, the salaries of officers, professional employees and other employees of the Corporation of the City of North Bay not covered by Union Agreement are hereby established in accordance with Schedules "A" and "B" to this By-Law, which schedules 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".
  - (b) Pursuant to Clause 4(b) of the Non-Bargaining Unit Plan implementing the Social Contract Sectoral Framework Agreement between the Government of Ontario, the Municipal Bargaining Agents and Municipal Employees dated July 19, 1993, each employee covered by this By-Law may be required to forfeit the equivalent of up to three (3) days unpaid leaves-of-absence during 1995 and up to one (1) day during 1996.
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 a different salary range set out in Schedule "A".
4. (a) 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.
  - (b) Salary increments shall be payable pursuant to the provisions of Clause 4 (a) of this By-Law to any employee whose base annual salary is less than \$30,000.
  - (c) For those employees whose base annual salary exceeds \$30,000, increments shall only be payable if employees provide savings in a manner satisfactory to the Council and in an amount equivalent to the value of increments to be paid such employees during the term of this By-Law.
  - (d) Upon expiration of the Social Contract Act, those employees who were otherwise eligible to receive increments during the term of the Plan shall be advanced without retroactivity to the appropriate level in this By-Law consistent with their length of service in the position.
  - (e) Increments shall not be paid to any employee hired after June 13, 1993. However, upon termination of the Social Contract Act such employee shall be advanced without retroactivity to the appropriate level in the Salary By-Law consistent with their length of service in the position.

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. 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 and fifty Dollars (\$250.00) 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., 1995.
8. By-Law No. 150-92 of the Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 17TH DAY OF JULY, 1995.

READ A SECOND TIME IN OPEN COUNCIL THE 28TH DAY OF AUGUST, 1995.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS  
28TH DAY OF AUGUST, 1995.

  
MAYOR

  
DEPUTY CITY CLERK

**SCHEDULE "A" TO BY-LAW NO.**

**(Effective January 1, 1995)**

**OF THE CORPORATION OF THE CITY OF NORTH BAY**

<u>SALARY</u> <u>GRADE</u>	<u>POSITION</u>					
21	Chief Administrative Officer	81,625	86,775	91,950	97,075	102,225
20		77,950	82,800	87,625	92,500	97,300
19		73,650	78,250	82,850	87,475	92,075
18	Director of Financial Services/ City Treasurer Solicitor	69,650	74,000	78,325	82,700	87,025
17		65,725	69,750	73,825	77,900	81,950
16	Director of Tourism, Parks & Recreation City Clerk Director of Planning & Development Director of Transportation & Works Director of Engineering & Environmental Services	61,550	65,425	69,275	73,125	76,975
15	Fire Chief Director of Social Services Director of Human Resources	58,450	61,550	64,700	67,775	70,900
14		54,500	57,350	60,250	63,125	66,000
13.5	Deputy Fire Chief	56,450	58,225	59,975	61,750	63,525
13	Engineering Manager (vacant) Manager of Accounting/Deputy Treasurer Manager-Environmental Services Manager-Tourism & Recreation Chief Building Official Manager - Parks & Facilities Manager of Economic Development	50,575	53,200	55,825	58,425	61,050

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(Effective January 1, 1995)**

**OF THE CORPORATION OF THE CITY OF NORTH BAY**

<u>SALARY GRADE</u>	<u>POSITION</u>					
12	Assistant Parks Director Manager of Revenues/ Tax Collector Transit Manager Manager of Information Systems Project Engineer (vacant) Manager of Planning Services	46,950	49,450	51,950	54,425	56,925
11	Purchasing Agent Manager Parking & Licensing & Deputy City Clerk Sewer & Water Superintendent Roads & Traffic Superintendent Operations Manager - Arenas Vehicle & Equipment Superintendent (vacant) Manager of Budgets Income Maintenance Supervisor	43,350	45,625	47,925	50,150	52,450
10	Engineering Assistant (Construction) Pumphouse Supervisor Deputy Tax Collector Engineering Assistant (Design) Senior Planner - Research & Special Projects Senior Planner - Current Operations Waste Management Co-ordinator Chief Plans Examiner	41,225	43,075	44,900	46,750	48,575
9	Safety Co-ordinator/Risk Manager Traffic Supervisor Vehicle & Equipment Supervisor Recreation Program Specialist Parks Supervisor Property & Collections Officer Building Maintenance Supervisor (vacant) Economic Development Officer Sewer & Water Supervisor Roads Supervisor Programmer/Analyst - Main Frame Operations Programmer/Analyst - Micro Operations Tourism Assistant Employment Supervisor/Office Manager - Social Services	38,425	40,200	41,925	43,625	45,400

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<u>SALARY</u>						
<u>GRADE</u>	<u>POSITION</u>					
8	Project Accountant/ Accounting Supervisor Arenas Supervisor Planner I Public Works Office Supervisor Employment & Training Co-ordinator Transit Supervisor - Scheduling Transit Supervisor - Training Zoning Administrator Site Supervisor	36,150	37,800	39,425	41,025	42,650
7	Assistant to Chief Administrative Officer Traffic Technician	34,175	35,700	37,200	38,700	40,250
6				32,275	35,125	37,925
5	Assistant Building Maintenance Supervisor Law Clerk			30,825	33,150	35,450
4	Mayor's Secretary			29,100	31,175	33,275
3	Legal Secretary Human Resources Secretary			27,700	29,800	31,925
2				26,425	28,325	30,250
1	Custodian			25,050	26,960	28,800

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

JANUARY 1, 1995

Engineering Assistant (Design)	51,850
Transit Supervisor - Scheduling	44,125
Manager - Parking & Licensing & Deputy City Clerk	56,150
Director of Engineering & Environmental Services	87,025
Manager of Economic Development	66,000