

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 85-73

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 Clause 2 of this by-law, the salaries and annual increments 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.
2. The starting salary for any person covered by this by-law shall be in 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. Subject to the provisions of Clause 4 of this by-law and subject to the right of the Council of the Corporation to withhold or refuse an increment for cause, the salary of each person covered by this by-law shall be increased annually on the 1st day of January by the amount of the annual increment set out in Schedules "A" and "B" for the position held by such person until the maximum salary for the position shall have been reached.
4. (a) Any person covered by this by-law who enters the employ of the Corporation after the 30th day of June in any year shall remain for the balance of that calendar year and all of the next calendar year at the same level or position in the salary schedule at which he or she is hired and shall not receive a salary increment until the 1st day of January next following the last mentioned calendar year.  
  
(b) Any person covered by this by-law who is transferred from one position of employment with the Corporation to another position of employment with the Corporation after the 30th day of June in any year shall remain for the balance of that calendar year and all of the next calendar year at the same level or position in the salary schedule at which he or she is placed upon being so transferred and shall not receive a salary increment until the 1st day of January next following the last mentioned calendar year.
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, medical welfare, 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. 1973.
7. By-law No. 69-71 of the Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THIS 27TH DAY OF AUGUST, 1973.

READ A SECOND TIME IN OPEN COUNCIL THIS 10TH DAY OF SEPTEMBER, 1973.

READ A THIRD TIME IN OPEN COUNCIL AND FINALLY ENACTED AND PASSED THIS 10TH DAY OF SEPTEMBER, 1973.

.....  
MAYOR

.....  
A. S. Austin  
CITY CLERK

## SCHEDULE "A"

		<u>YEAR</u>	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
1.	Administrator	1973	19,075.	1,505.	26,600.
		1974	20,400.	1,610.	28,450.
2.	Solicitor )				
	Director of Planning & )				
	Development )	1973	16,325.	1,505.	23,850.
	Treasurer )	1974	17,475.	1,610.	25,525.
	City Engineer )				
	City Clerk )				
3.	Deputy City Engineer	1973	13,400.	1,115.	18,975.
		1974	14,350.	1,190.	20,300.
4.	Assistant Engineer )				
	Director of Parks & Rec. )	1973	12,200.	1,115.	17,775.
	Arena Manager )	1974	13,050.	1,195.	19,025.
5.	Fire Chief	1973	14,430.	1,115.	17,775.
		1974	15,440.	1,195.	19,025.
6.	Personnel Officer )				
	Welfare Administrator )	1973	11,875.	915.	16,450.
	Deputy Clerk )	1974	12,700.	980.	17,600.
	Deputy Treasurer )				
7.	Tax Collector )				
	Water Commissioner )				
	Purchasing Agent )	1973	11,125.	750.	14,875.
	Industrial Commissioner )	1974	11,900.	805.	15,925.
	Assistant to the Treasurer )				
8.	Deputy Fire Chief	1973	12,625.	750.	14,875.
		1974	13,510.	805.	15,925.
9.	*Pumphouse Superintendent )				
	Chief Building Inspector )	1973	10,325.	685.	13,750.
	Deputy Welfare Administrator )	1974	11,050.	730.	14,700.
	Engineering Assistant )				
	*(Plus \$1,000. Living Allowance)				
10.	Zoning Administrator )				
	Assistant Planner I )				
	Deputy Tax & Water Comm. )	1973	9,825.	625.	12,950.
	Assistant Rec. Director )	1974	10,525.	665.	13,850.
	Deputy Chief Bldg. Inspector )				
	Assistant Arena Manager )				
	Purchasing & Store Asst. )				
11.	Office Manager Welfare )				
	Pollution Control Officer )	1973	9,375.	460.	11,675.
	Property Officer )	1974	10,025.	495.	12,500.
	Parts Supervisor )				
12.	Welfare Field Worker )				
	Building Inspector )	1973	8,000.	395.	9,975.
	Rec. Program Spec. )	1974	8,550.	425.	10,675.
	Assistant Recreationist )				
13.	Confidential Secretary )				
	Legal Stenographer )	1973	6,475.	330.	8,125.
	Personnel Secretary )	1974	6,925.	355.	8,700.

SCHEDULE "A" CONT'D.....

	<u>YEAR</u>	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
14. Treasury Clerk	1973	6,200.	220.	7,300.
	1974	6,625.	235.	7,800.
15. Clerk Stenographer	1973	5,975.	220.	7,075.
	1974	6,400.	235.	7,575.
16. Janitor (City Hall)	1973			8,950.
	1974			9,575.
17. Janitor (Highland Road)	1973			6,900.
	1974			7,375.

SCHEDULE "B"

		<u>YEAR</u>	<u>MINIMUM</u>	<u>ANNUAL INCREMENT</u>	<u>MAXIMUM</u>
1.	Superintendent of Works	1973	11,500.	655.	14,775.
		1974	12,300.	700.	15,800.
2.	Roads Foreman )	1973	10,075.	330.	11,725.
	Sewer and Water Foreman )	1974	10,775.	355.	12,550.
	Transit Foreman )				
3.	Equipment Foreman )				
	Chief Clerk of Works )				
	Parks Foreman )	1973	9,425.	325.	11,050.
	Arena Foreman )	1974	10,075.	350.	11,825.
	Instrument Man II )				
	Draftsman III )				
	Contract Inspector II )				
4.	Assistant Roads Foreman )	1973	9,000.	325.	10,625.
	Asst. Sewer & Water Foreman )	1974	9,625.	350.	11,375.
5.	Instrument Man I )				
	Draftsman II )	1973	8,950.	215.	10,025.
	Contract Inspector I )	1974	9,575.	230.	10,725.
	Traffic Analyst )				
6.	Survey Assistant III )				
	Draftsman I )	1973	7,625.	220.	8,725.
	Inspection Assistant II )	1974	8,150.	235.	9,325.
	Planning Technician )				
7.	Draftsman Tracer )	1973	6,810.	165.	7,305.
	Inspection Assistant I )	1974	7,275.	175.	7,800.
	Survey Assistant II )				
8.	Survey Assistant	1973			6,525.
		1974			6,975.