

**The Corporation of the City of North Bay**

**By-Law No. 2025-48**

**A By-Law to Amend By-Law No. 2008-104  
(Being a By-Law to Establish a Schedule of Salaries)**

Whereas pursuant Part VI of the *Municipal Act, 2001*, as amended, the Council of The Corporation of the City of North Bay may pass a by-law for fixing the remuneration of officers and employees of The Corporation;

And Whereas Council passed Resolution No. 2025-190 at its meeting held on Tuesday, the 20<sup>th</sup> day of May, 2025, authorizing that Salary By-Law No. 2008-104, be amended to reflect the increment levels for 2025, 2026, 2027, and 2028.

Now Therefore The Council of The Corporation of The City of North Bay Hereby Enacts as Follows:

1. Schedule "A" to By-Law No. 2008-104, as amended, is hereby deleted and the following Schedule "A" is inserted in lieu thereof.
2. Schedule "B" to By-Law No. 2008-104, is hereby deleted and the following Schedule "B" is inserted in lieu thereof.
3. This By-Law shall come into force and effect upon passing.

Read a first Time in Open Council this 20<sup>th</sup> day of May, 2025.

Read a Second Time in Open Council this 20<sup>th</sup> day of May, 2025.

Read a Third Time in Open Council and Enacted and Passed this 20<sup>th</sup> day of May, 2025

---

Mayor Peter Chirico

---

City Clerk Karen McIsaac

**This is Schedule "A" to By-Law No. 2025-48  
of The Corporation of the City of North Bay**

**Effective January 1, 2025**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$194,522	\$206,688	\$218,820	\$230,987	\$243,143
12	\$170,067	\$180,684	\$191,325	\$201,941	\$212,569
11	\$157,555	\$167,408	\$177,237	\$187,090	\$196,931
10	\$143,120	\$152,067	\$161,002	\$169,960	\$178,919
9	\$130,858	\$139,053	\$147,212	\$155,396	\$163,567
8	\$119,753	\$127,267	\$134,735	\$142,226	\$149,706
7	\$106,046	\$112,667	\$119,299	\$125,896	\$132,540
6	\$94,499	\$100,380	\$106,285	\$112,202	\$118,095
5	\$85,326	\$90,647	\$95,978	\$101,310	\$106,642
4	\$76,285	\$81,067	\$85,815	\$90,575	\$95,346
3	\$67,135	\$71,310	\$75,520	\$79,696	\$83,895
2	\$61,528	\$65,370	\$69,198	\$73,052	\$76,881
1	\$54,992	\$58,439	\$61,850	\$65,322	\$68,721

**Effective January 1, 2026**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$202,303	\$214,956	\$227,573	\$240,227	\$252,869
12	\$176,870	\$187,911	\$198,978	\$210,019	\$221,072
11	\$163,857	\$174,104	\$184,326	\$194,574	\$204,808
10	\$148,845	\$158,150	\$167,442	\$176,759	\$186,076
9	\$136,093	\$144,615	\$153,101	\$161,612	\$170,110
8	\$124,543	\$132,358	\$140,124	\$147,915	\$155,694
7	\$110,288	\$117,174	\$124,071	\$130,932	\$137,842
6	\$98,279	\$104,395	\$110,537	\$116,690	\$122,818
5	\$88,739	\$94,272	\$99,818	\$105,363	\$110,908
4	\$79,336	\$84,310	\$89,248	\$94,198	\$99,160
3	\$69,820	\$74,162	\$78,541	\$82,884	\$87,251
2	\$63,989	\$67,985	\$71,966	\$75,974	\$79,956
1	\$57,191	\$60,776	\$64,324	\$67,934	\$71,470

**Effective January 1, 2027**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$209,383	\$222,479	\$235,538	\$248,635	\$261,719
12	\$183,061	\$194,488	\$205,942	\$217,370	\$228,810
11	\$169,592	\$180,198	\$190,778	\$201,384	\$211,976
10	\$154,055	\$163,685	\$173,302	\$182,945	\$192,588
9	\$140,856	\$149,676	\$158,459	\$167,268	\$176,063
8	\$128,902	\$136,991	\$145,029	\$153,092	\$161,143
7	\$114,148	\$121,275	\$128,413	\$135,515	\$142,667
6	\$101,719	\$108,049	\$114,405	\$120,774	\$127,117
5	\$91,845	\$97,572	\$103,311	\$109,050	\$114,790
4	\$82,113	\$87,261	\$92,372	\$97,495	\$102,631
3	\$72,264	\$76,758	\$81,290	\$85,785	\$90,305
2	\$66,229	\$70,364	\$74,485	\$78,633	\$82,755
1	\$59,193	\$62,904	\$66,576	\$70,312	\$73,972

**Effective January 1, 2028**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$216,712	\$230,266	\$243,782	\$257,337	\$270,880
12	\$189,468	\$201,295	\$213,150	\$224,977	\$236,818
11	\$175,527	\$186,505	\$197,455	\$208,432	\$219,395
10	\$159,447	\$169,414	\$179,368	\$189,348	\$199,329
9	\$145,786	\$154,915	\$164,005	\$173,122	\$182,226
8	\$133,413	\$141,785	\$150,105	\$158,450	\$166,783
7	\$118,143	\$125,519	\$132,908	\$140,258	\$147,660
6	\$105,279	\$111,831	\$118,410	\$125,001	\$131,566
5	\$95,060	\$100,987	\$106,927	\$112,867	\$118,807
4	\$84,987	\$90,315	\$95,605	\$100,907	\$106,223
3	\$74,793	\$79,444	\$84,135	\$88,787	\$93,465
2	\$68,547	\$72,827	\$77,092	\$81,385	\$85,651
1	\$61,265	\$65,105	\$68,906	\$72,773	\$76,561

**This is Schedule "B" to By-Law No. 2025-48  
of The Corporation of the City of North Bay**

**Information Services**

**Effective January 1, 2025**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$81,318	\$86,388	\$91,481	\$96,551	\$101,644
3	\$75,318	\$80,042	\$84,754	\$89,465	\$94,154
2	\$73,755	\$78,359	\$82,976	\$87,581	\$92,185
1	\$67,814	\$72,050	\$76,285	\$80,519	\$84,765

**Effective January 1, 2026**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$84,571	\$89,843	\$95,141	\$100,413	\$105,710
3	\$78,330	\$83,243	\$88,144	\$93,044	\$97,920
2	\$76,705	\$81,494	\$86,295	\$91,084	\$95,872
1	\$70,527	\$74,932	\$79,336	\$83,740	\$88,156

**Effective January 1, 2027**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$87,531	\$92,988	\$98,470	\$103,927	\$109,410
3	\$81,072	\$86,157	\$91,229	\$96,300	\$101,347
2	\$79,390	\$84,346	\$89,316	\$94,272	\$99,228
1	\$72,995	\$77,555	\$82,113	\$86,671	\$91,242

**Effective January 1, 2028**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$90,595	\$96,242	\$101,917	\$107,565	\$113,239
3	\$83,909	\$89,172	\$94,422	\$99,671	\$104,894
2	\$82,169	\$87,298	\$92,442	\$97,571	\$102,701
1	\$75,550	\$80,269	\$84,987	\$89,704	\$94,435