

# THE CORPORATION OF THE CITY OF NORTH BAY

## BY-LAW NO. 1999-26

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", "B" and "C" to this By-Law, which schedules shall be deemed to be incorporated in and form part of this By-Law. All bi-weekly salaries are to be computed at the rate of one-twenty-sixth of the amounts set out in Schedules "A", "B" and "C".
2. An employee whose current salary exceeds the maximum salary specified for his/her position shall be "red-circled" i.e. the employee's salary shall not be increased until the range is greater than the employee's salary.
3. (a) 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.  
(b) An employee transferred or promoted to a position in a higher salary range shall be placed at the first step in the new range that provides for an immediate increase of at least 5%.  
(c) An employee temporarily transferred or promoted to a position in a higher salary range shall continue to receive his/her current salary for up to four months, unless otherwise authorized, after which he/she shall be placed at the first step in the salary range of the new position that provides for an immediate increase of at least 5%. On return to his/her regular position, the employee shall be placed at the appropriate step assuming he/she had not been temporarily transferred or promoted.
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 Schedules "A", "B" or "C", as applicable, for the position held by such employee until the maximum salary 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, group health benefits, sick leave, vacation and leave-of-absence.
6. Effective January 01, 1999, Long Service Pay shall no longer be payable to persons covered by this By-Law. In lieu of Long Service Pay, eligible employees shall be entitled to receive equivalent time off with pay based on the following schedule:

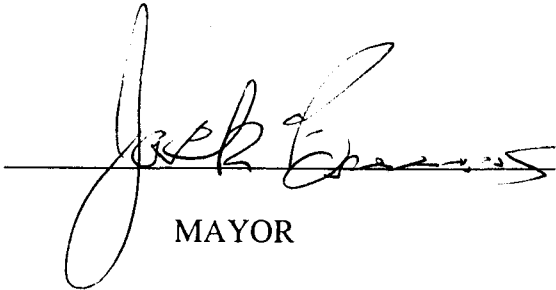
After 5 consecutive years of service.....\$150. per year  
After 10 consecutive years of service.....\$200. per year  
After 15 consecutive years of service.....\$250. per year  
After 20 consecutive years of service.....\$300. per year  
After 25 consecutive years of service.....\$350. per year

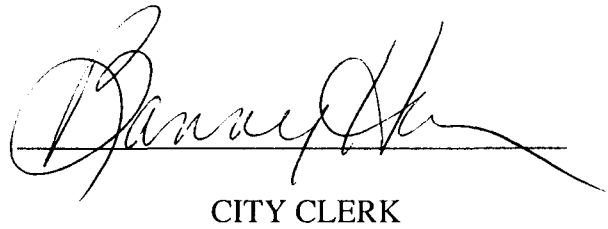
7. This By-Law shall be retroactive to and shall take effect from the 1<sup>st</sup> day of January, 1998.
8. By-Law No. 89 - 98 of the Corporation of the City of North Bay is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THE 22ND DAY OF FEBRUARY 1999.

READ A SECOND TIME IN OPEN COUNCIL THE 22ND DAY OF FEBRUARY 1999.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 22ND DAY OF FEBRUARY 1999.

  
MAYOR

  
CITY CLERK

**SCHEDULE "A" TO BY-LAW NO. 1999-26  
OF THE CORPORATION OF THE CITY OF NORTH BAY**

**Effective January 01, 1998**

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
1		25,230	27,456	29,682	31,909	34,134
2	Secretary - Human Resources Mayor's Secretary	27,753	30,201	32,650	35,099	37,548
3	Law Clerk Operations Manager - Ontario Works Employment & Training Coordinator	33,303	36,242	39,180	42,119	45,057
4	Economic Development Officer Asst. to Chief Administrative Officer Chief Plans Examiner Waste Management Coordinator Site Supervisor/Marina Manager Parks Foreman Database Specialist Deputy Tax Collector Roads Supervisor Zoning Administrator Purchasing Coordinator Transit Supervisor Office Manager (Public Works & Services) Sewer & Water Supervisor Traffic & Buildings Supervisor Facility Supervisor Computer Technician	36,633	39,866	43,098	46,330	49,563
5	Maintenance Supervisor Design & Approvals Manager Safety Coordinator/Risk Manager Accounting Supervisor Recreation Coordinator Construction Services Manager Sr. Planner - Research & Special Projects Sr. Planner - Current Operations	40,297	43,853	47,409	50,963	54,519
6	Tourism Assistant Income Maintenance Supervisor Operations Manager - Arenas Deputy Fire Chief Deputy City Clerk Manager of Budgets	42,312	46,045	49,778	53,512	57,245
7	Chief Building Official Manager Revenue/Tax Collector Manager Environmental Services Transit Manager Sewer & Water Superintendent Client Services Manager (IS) Operations Manager (IS) Roads & Traffic Superintendent	46,543	50,649	54,757	58,863	62,970
8	Manager Planning Services Manager Accounting/Deputy Treasurer Manager Economic Development Manager Tourism & Recreation Manager Parks & Facilities Assistant City Solicitor	51,197	55,714	60,232	64,750	69,267

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9	City Clerk	56,317	61,286	66,255	71,225	76,193
10	Fire Chief	59,132	64,351	69,568	74,785	80,003
11	Director of Human Resources Director of Social Services Director of Public Works & Services	62,089	67,568	73,046	78,525	84,003
12	Director of Financial Services Director of Planning & Economic Development City Engineer City Solicitor	65,814	71,622	77,429	83,236	89,044
13		71,419	77,535	83,651	89,767	95,883
14		75,708	82,016	88,326	94,634	100,942
15		80,540	87,251	93,962	100,673	107,385
16		85,680	92,820	99,960	107,100	114,240

**SCHEDULE "B" TO BY-LAW NO. 1999-26  
OF THE CORPORATION OF THE CITY OF NORTH BAY**

**Effective January 01, 1999**

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
1		25,735	28,005	30,276	32,547	34,817
2	Secretary - Human Resources Mayor's Secretary	28,306	30,805	33,303	35,801	38,299
3	Law Clerk Operations Manager - Ontario Works* Employment & Training Coordinator	33,969	36,967	39,964	42,961	45,958
4	Economic Development Officer Asst. to Chief Administrative Officer Chief Plans Examiner Waste Management Coordinator Site Supervisor/Marina Manager Parks Foreman Database Specialist Deputy Tax Collector Roads Supervisor Zoning Administrator Purchasing Coordinator Transit Supervisor Office Manager (Public Works & Services) Sewer & Water Supervisor Traffic & Buildings Supervisor Facility Supervisor Computer Technician	37,366	40,663	43,960	47,257	50,554
5	Maintenance Supervisor Design & Approvals Manager Safety Coordinator/Risk Manager Accounting Supervisor Recreation Coordinator Construction Services Manager Sr. Planner - Research & Special Projects Sr. Planner - Current Operations	41,103	44,730	48,357	51,982	55,609
6	Tourism Assistant Income Maintenance Supervisor* Operations Manager - Arenas Deputy Fire Chief Income Maintenance Supervisor Deputy City Clerk Manager of Budgets	43,158	46,966	50,774	54,582	58,390
7	Chief Building Official Manager Revenue/Tax Collector Manager Environmental Services Transit Manager Sewer & Water Superintendent Client Services Manager (IS) Operations Manager (IS) Roads & Traffic Superintendent	47,474	51,662	55,852	60,040	64,229
8	Manager Planning Services Manager Accounting/Deputy Treasurer Manager Economic Development Manager Tourism & Recreation Manager Parks & Facilities Assistant City Solicitor	52,221	56,828	61,437	66,045	70,652

**SCHEDULE "B" TO BY-LAW NO. 1999-26  
OF THE CORPORATION OF THE CITY OF NORTH BAY**

**Effective January 01, 1999**

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
9	City Clerk	57,443	62,512	67,580	72,650	77,717
10	Fire Chief	60,315	65,638	70,959	76,281	81,603
11	Director of Human Resources Director of Social Services* Director of Public Works & Services	63,331	68,919	74,507	80,096	85,683
12	Director of Financial Services Director of Planning & Economic Development City Engineer City Solicitor	67,130	73,054	78,978	84,901	90,825
13		72,847	79,086	85,324	91,562	97,801
14		77,222	83,656	90,093	96,527	102,961
15		82,151	88,996	95,841	102,686	109,533
16		87,394	94,676	101,959	109,242	116,525

\* Applicable for the period January 01, 1999 to January 31, 1999 only.

**SCHEDULE "C" TO BY-LAW NO. 1999-26  
OF THE CORPORATION OF THE CITY OF NORTH BAY**

**Effective January 01, 2000**

<u>SALARY</u> <u>GRADE</u>	<u>POSITION</u>	<u>PAY</u> <u>STEP 1</u>	<u>PAY</u> <u>STEP 2</u>	<u>PAY</u> <u>STEP 3</u>	<u>PAY</u> <u>STEP 4</u>	<u>PAY</u> <u>STEP 5</u>
1		26,250	28,565	30,882	33,198	35,513
2	Secretary - Human Resources Mayor's Secretary	28,872	31,421	33,969	36,517	39,065
3	Law Clerk Employment & Training Coordinator	34,648	37,706	40,763	43,820	46,877
4	Economic Development Officer Asst. to Chief Administrative Officer Chief Plans Examiner Waste Management Coordinator Site Supervisor/Marina Manager Parks Foreman Database Specialist Deputy Tax Collector Roads Supervisor Zoning Administrator Purchasing Coordinator Transit Supervisor Office Manager (Public Works & Services) Sewer & Water Supervisor Traffic & Buildings Supervisor Facility Supervisor Computer Technician	38,113	41,476	44,839	48,202	51,565
5	Maintenance Supervisor Design & Approvals Manager Safety Coordinator/Risk Manager Accounting Supervisor Recreation Coordinator Construction Services Manager Sr. Planner - Research & Special Projects Sr. Planner - Current Operations	41,925	45,625	49,324	53,022	56,721
6	Tourism Assistant Operations Manager - Arenas Deputy Fire Chief Deputy City Clerk Manager of Budgets	44,021	47,905	51,789	55,674	59,558
7	Chief Building Official Manager Revenue/Tax Collector Manager Environmental Services Transit Manager Sewer & Water Superintendent Client Services Manager (IS) Operations Manager (IS) Roads & Traffic Superintendent	48,423	52,695	56,969	61,241	65,514
8	Manager Planning Services Manager Accounting/Deputy Treasurer Manager Economic Development Manager Tourism & Recreation Manager Parks & Facilities Assistant City Solicitor	53,265	57,965	62,666	67,366	72,065

**SCHEDULE "C" TO BY-LAW NO. 1999-26  
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**Effective January 01, 2000**

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>PAY STEP 1</u>	<u>PAY STEP 2</u>	<u>PAY STEP 3</u>	<u>PAY STEP 4</u>	<u>PAY STEP 5</u>
9	City Clerk	58,592	63,762	68,932	74,103	79,271
10	Fire Chief	61,521	66,951	72,378	77,807	83,235
11	Director of Human Resources Director of Public Works & Services	64,598	70,297	75,997	81,698	87,397
12	Director of Financial Services Director of Planning & Economic Development City Engineer City Solicitor	68,473	74,515	80,558	86,599	92,642
13		74,304	80,668	87,030	93,393	99,757
14		78,766	85,329	91,895	98,458	105,020
15		83,794	90,776	97,758	104,740	111,724
16		89,142	96,570	103,998	111,427	118,856