

THE CORPORATION OF THE CITY OF NORTH BAY

BY-LAW NO. 2004 -198

**BEING A BY-LAW TO ESTABLISH
A SCHEDULE OF SALARIES**

WHEREAS, pursuant to 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. 2004- 818 at its meeting held November 15, 2004, recommending that a by-law be passed to establish certain non-union employee salary schedules;

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

1. In this By-law, the term "employee" means an employee of the Corporation of the City of North Bay not covered by a union agreement and occupying one of the positions set out in Schedules A, B, C, D or E.
- 2.(a) Subject to the provisions of sections 2(b) and 3, the salaries of employees are hereby established in accordance with Schedules A, B, C, D and E.
 - (b) When the actual salary of an employee at any time exceeds the maximum salary specified for that employee's position, that employee's actual salary shall be fixed and shall not be increased until the grade within which the position is identified provides for a salary higher than employee's actual salary.
- 3.(a) Subject to sections 3(b) and 3(c), the starting salary for any new employee shall be the minimum salary specified for the position.
 - (b) For positions in grade 8 or below, the starting salary for any new employee may be other than the minimum salary specified for the position, where, in the opinion of the Chief Administrative Officer, allowance should be made for experience, special qualifications or both.
 - (c) For positions in grade 9 or above, the starting salary for any new employee may be other than the minimum salary specified for the position, where, in the opinion of the Council, allowance should be made for experience, special qualifications or both.
4. An employee transferred or promoted to a position in a higher salary grade shall be placed at the first step in the new grade that provides for an immediate increase of at least 5%.
- 5.(a) An employee temporarily transferred or promoted to a position in a higher salary grade shall continue to receive his or her current salary for the first four months, unless otherwise authorized, after which the employee shall be placed in the higher salary grade at the first step that provides for an immediate increase of at least 5%.
 - (b) On return to his or her permanent position, the employee shall be placed in the lower salary grade at the appropriate step assuming he or she had not been temporarily transferred or promoted.

6. Subject to the right of Council to withhold or refuse an increase for cause, the salary of each employee shall be increased annually, on the employee's anniversary date, to the next salary step in Schedules A, B, C, D or E for the employee's position, until the maximum salary for the position shall have been reached.
- 7.(a) All salaries shall be paid bi-weekly, computed at the rate of one-twenty-sixth of the amounts set out in Schedules A, B, C, D, and E.
- (b) All employees shall be entitled to receive all benefits to which members of Canadian Union of Public Employees, Local 122, are entitled with respect to pension, group health benefits, sick leave, vacation and leave-of-absence.
- (c) Employees eligible for long service pay on December 31, 1998, shall be entitled to vacation with pay using the following entitlement:
- | | |
|---------------------------------------|-------|
| after 5 consecutive years of service | \$150 |
| after 10 consecutive years of service | \$200 |
| after 15 consecutive years of service | \$250 |
| after 20 consecutive years of service | \$300 |
| after 25 consecutive years of service | \$350 |
- (d) Employees not eligible for long service pay on December 31, 1998, and employees hired after December 31, 1998, shall not be entitled to purchase leave of absence under section 7(c).
- 8.(a) Schedules A, B, C, D and E shall be deemed to be incorporated into and form part of this By-Law.
- (b) This By-Law shall be retroactive to and shall take effect from January 1, 2004.
- (c) By-Law No. 2002-15 is hereby repealed.

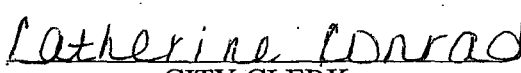
READ A FIRST TIME IN OPEN COUNCIL THIS 29th DAY OF NOVEMBER, 2004.

READ A SECOND TIME IN OPEN COUNCIL THIS 29th DAY OF NOVEMBER, 2004.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 29th DAY OF NOVEMBER, 2004.



 MAYOR



 CITY CLERK

**SCHEDULE 'A' TO BY-LAW NO. 2004-198
OF THE CORPORATION OF THE CITY OF NORTH BAY**

Effective January 1, 2004

<u>GRADE</u>	<u>POSITION</u>	<u>SALARY STEP 1</u>	<u>SALARY STEP 2</u>	<u>SALARY STEP 3</u>	<u>SALARY STEP 4</u>	<u>SALARY STEP 5</u>
1		29116	31684	34255	36824	39391
2	Human Resources Assistant Legal Secretary Secretary, Mayor and CAO	32025	34852	37678	40505	43331
3	Coordinator, Financial Reports Database Specialist Jr. Law Clerk Supervisor, Arenas	38431	41823	45214	48605	51995
4	Chief Plans Examiner Computer Technician Supervisor, Revenues and Taxation Development Planner Economic Development Officer – BRE Economic Development Officer – Tourism Engineering Design/Planning Tech. / Jr. Eng. Supervisor, Parks Network Specialist, Jr. POA Supervisor Policy Planner Sewer & Water Supervisor/Technician Supervisor, Facilities Supervisor, Eng. Services Supervisor, Roads Supervisor 2, Sewer and Water Supervisor, Traffic and Building Supervisor, Transit Zoning Administrator	42275	46005	49736	53465	57196
5	Coordinator, Recreation Coordinator, Waste Management Supervisor, Construction Services Manager, Purchasing Office Manager, Public Works and Services Network Specialist, Sr. Safety Coordinator / Risk Manager Senior Planner, Current Operations Senior Planner, Research and Special Projects Supervisor, Accounting Supervisor, Fleet Maintenance Supervisor, Human Resources Supervisor 1, Sewer and Water	46503	50607	54711	58812	62914
6	Database Specialist, Sr. Manager, Design and Approvals Manager, Business and Program Manager, Arenas & Facilities	48828	53136	57444	61754	66061
7	Manager, Budgets Manager, Revenues and Taxation Manager, Roads and Traffic Manager, Sewer and Water Manager, Transit	53710	58449	63189	67929	72668
8	Assistant City Solicitor Chief Building Official City Clerk Manager, Accounting / Deputy Treasurer	59082	64295	69509	74722	79934

Manager, Corporate Support and Services
 Manager, Economic Development
 Manager, Environmental Services
 Manager, Organization Development and Planning
 Manager, Planning Services
 Snr. Infrastructure / Special Projects Engineer

9	Director, I.S.	64990	70725	76459	82195	87927
10	Director, Parks, Recreation & Leisure Services	68239	74262	80281	86304	92324
11	Director, Human Resources	71652	77973	84295	90619	96941
12	Director, Public Works Director of Eng. / Env. Services	75950	82652	89355	96056	102758
13	Chief Financial Officer/City Treasurer Managing Director, Community Services City Engineer / Director of Eng/Env. Services	82418	89477	96534	103591	110650
14	Managing Director, Corp. Services/City Solicitor	87367	94647	101930	109209	116488
15	Chief Administrative Officer	92944	100689	108433	116178	123924
16		98876	107115	115354	123595	131835

**SCHEDULE 'B' TO BY-LAW NO. 2004-198
OF THE CORPORATION OF THE CITY OF NORTH BAY**

Effective January 1, 2005

<u>GRADE</u>	<u>POSITION</u>	<u>SALARY STEP 1</u>	<u>SALARY STEP 2</u>	<u>SALARY STEP 3</u>	<u>SALARY STEP 4</u>	<u>SALARY STEP 5</u>
1		29990	32634	35282	37928	40573
2	Human Resources Assistant Legal Secretary Secretary, Mayor and CAO	32986	35898	38809	41720	44631
3	Coordinator, Financial Reports Database Specialist Jr. Law Clerk Supervisor, Arenas	39584	43078	46570	50063	53555
4	Chief Plans Examiner Computer Technician Supervisor, Revenues and Taxation Development Planner Economic Development Officer – BRE Economic Development Officer – Tourism Engineering Design/Planning Tech. / Jr. Eng. Supervisor, Parks Network Specialist, Jr. POA Supervisor Policy Planner Sewer & Water Supervisor/Technician Supervisor, Facilities Supervisor, Eng. Services Supervisor, Roads Supervisor 2, Sewer and Water Supervisor, Traffic and Building Supervisor, Transit Zoning Administrator	43544	47385	51228	55069	58912
5	Coordinator, Recreation Coordinator, Waste Management Supervisor, Construction Services Manager, Purchasing Office Manager, Public Works and Services Network Specialist, Sr. Safety Coordinator / Risk Manager Senior Planner, Current Operations Senior Planner, Research and Special Projects Supervisor, Accounting Supervisor, Fleet Maintenance Supervisor, Human Resources Supervisor 1, Sewer and Water	47899	52125	56352	60576	64802
6	Database Specialist, Sr. Manager, Design and Approvals Manager, Business and Program Manager, Arenas & Facilities	50293	54730	59167	63606	68043
7	Manager, Budgets Manager, Revenues and Taxation Manager, Roads and Traffic Manager, Sewer and Water Manager, Transit	55322	60203	65085	69966	74848
8	Assistant City Solicitor Chief Building Official City Clerk Manager, Accounting / Deputy Treasurer	60854	66223	71594	76964	82332

Manager, Corporate Support and Services
 Manager, Economic Development
 Manager, Environmental Services
 Manager, Organization Development and Planning
 Manager, Planning Services
 Snr. Infrastructure / Special Projects Engineer

9	Director, I.S.	68948	75032	81115	87201	93282
10	Director, Parks, Recreation & Leisure Services	72394	78785	85170	91560	97947
11	Director, Human Resources	76016	82722	89429	96138	102844
12	Director, Public Works Director of Eng. / Env. Services	80576	87686	94796	101906	109016
13	Chief Financial Officer/City Treasurer Managing Director, Community Services City Engineer / Director of Eng/Env. Services	87437	94926	102413	109900	117388
14	Managing Director, Corp. Services/City Solicitor	92687	100411	108137	115860	123582
15	Chief Administrative Officer	98604	106821	115037	123253	131471
16		104897	113638	122379	131122	139864

**SCHEDULE 'C' TO BY-LAW NO. 2004 - 198
OF THE CORPORATION OF THE CITY OF NORTH BAY**

Effective January 1, 2006

<u>GRADE</u>	<u>POSITION</u>	<u>SALARY STEP 1</u>	<u>SALARY STEP 2</u>	<u>SALARY STEP 3</u>	<u>SALARY STEP 4</u>	<u>SALARY STEP 5</u>
1		30889	33613	36341	39066	41790
2	Human Resources Assistant Legal Secretary Secretary, Mayor and CAO	33975	36975	39973	42971	45970
3	Coordinator, Financial Reports Database Specialist Jr. Law Clerk Supervisor, Arenas	40772	44370	47967	51565	55162
4	Chief Plans Examiner Computer Technician Supervisor, Revenues and Taxation Development Planner Economic Development Officer – BRE Economic Development Officer – Tourism Engineering Design/Planning Tech. / Jr. Eng. Supervisor, Parks Network Specialist, Jr. POA Supervisor Policy Planner Sewer & Water Supervisor/Technician Supervisor, Facilities Supervisor, Eng. Services Supervisor, Roads Supervisor 2, Sewer and Water Supervisor, Traffic and Building Supervisor, Transit Zoning Administrator	44850	48807	52765	56721	60679
5	Coordinator, Recreation Coordinator, Waste Management Supervisor, Construction Services Manager, Purchasing Office Manager, Public Works and Services Network Specialist, Sr. Safety Coordinator / Risk Manager Senior Planner, Current Operations Senior Planner, Research and Special Projects Supervisor, Accounting Supervisor, Fleet Maintenance Supervisor, Human Resources Supervisor 1, Sewer and Water	49336	53689	58042	62394	66746
6	Database Specialist, Sr. Manager, Design and Approvals Manager, Business and Program Manager, Arenas & Facilities	51802	56372	60942	65514	70084
7	Manager, Budgets Manager, Revenues and Taxation Manager, Roads and Traffic Manager, Sewer and Water Manager, Transit	56981	62009	67038	72065	77093
8	Assistant City Solicitor Chief Building Official City Clerk Manager, Accounting / Deputy Treasurer	62680	68210	73742	79273	84802

	Manager, Corporate Support and Services					
	Manager, Economic Development					
	Manager, Organization Development and Planning					
	Manager, Planning Services					
	Snr. Infrastructure / Special Projects Engineer					
	Manager, Environmental Services					
9	Director, I.S.	66940	72847	78753	84661	90565
10	Director, Parks, Recreation & Leisure Services	70286	76490	82690	88893	95094
11	Director, Human Resources	73802	80312	86824	93338	99849
12	Director, Public Works	78229	85132	92035	98937	105841
	Director of Eng. / Env. Services					
13	Chief Financial Officer/City Treasurer	84890	92161	99430	106699	113969
	Managing Director, Community Services					
	City Engineer / Director of Eng/Env. Services					
14	Managing Director, Corp. Services/City Solicitor	89988	97486	104988	112485	119982
15	Chief Administrative Officer	95732	103709	111686	119663	127642
16		101842	110328	118814	127303	135790
		89909				
	Deputy Fire Chief					
	Fire Chief	106727				

Crossing Guards and Students

**SCHEDULE 'D' TO BY-LAW NO. 2004 - 198
OF THE CORPORATION OF THE CITY OF NORTH BAY**

Effective January 1, 2007

<u>GRADE</u>	<u>POSITION</u>	<u>SALARY STEP 1</u>	<u>SALARY STEP 2</u>	<u>SALARY STEP 3</u>	<u>SALARY STEP 4</u>	<u>SALARY STEP 5</u>
1		31816	34622	37431	40238	43044
2	Human Resources Assistant Legal Secretary Secretary, Mayor and CAO	34994	38084	41172	44261	47349
3	Coordinator, Financial Reports Database Specialist Jr. Law Clerk Supervisor, Arenas	41995	45701	49406	53112	56817
4	Chief Plans Examiner Computer Technician Supervisor, Revenues and Taxation Development Planner Economic Development Officer – BRE Economic Development Officer – Tourism Engineering Design/Planning Tech. / Jr. Eng. Supervisor, Parks Network Specialist, Jr. POA Supervisor Policy Planner Sewer & Water Supervisor/Technician Supervisor, Facilities Supervisor, Eng. Services Supervisor, Roads Supervisor 2, Sewer and Water Supervisor, Traffic and Building Supervisor, Transit Zoning Administrator	46195	50271	54347	58423	62500
5	Coordinator, Recreation Coordinator, Waste Management Supervisor, Construction Services Manager, Purchasing Office Manager, Public Works and Services Network Specialist, Sr. Safety Coordinator / Risk Manager Senior Planner, Current Operations Senior Planner, Research and Special Projects Supervisor, Accounting Supervisor, Fleet Maintenance Supervisor, Human Resources Supervisor 1, Sewer and Water	50816	55300	59784	64265	68748
6	Database Specialist, Sr. Manager, Design and Approvals Manager, Business and Program Manager, Arenas & Facilities	53356	58063	62771	67480	72187
7	Manager, Budgets Manager, Revenues and Taxation Manager, Roads and Traffic Manager, Sewer and Water Manager, Transit	58691	63869	69049	74227	79406
8	Assistant City Solicitor Chief Building Official City Clerk Manager, Accounting / Deputy Treasurer	64560	70257	75954	81651	87346

Manager, Corporate Support and Services
 Manager, Economic Development
 Manager, Environmental Services
 Manager, Organization Development and Planning
 Manager, Planning Services
 Snr. Infrastructure / Special Projects Engineer

9	Director, I.S.	71016	77283	83549	89817	96080
10	Director, Parks, Recreation & Leisure Services	74566	81148	87726	94306	100885
11	Director, Human Resources	78296	85203	92112	99022	105930
12	Director, Public Works Director of Eng. / Env. Services	82993	90316	97640	104963	112286
13	Chief Financial Officer/City Treasurer Managing Director, Community Services City Engineer / Director of Eng/Env. Services	90060	97774	105485	113197	120910
14	Managing Director, Corp. Services/City Solicitor	95468	103423	111381	119335	127289
15	Chief Administrative Officer	101563	110025	118488	126951	135416
16		108044	117047	126050	135055	144060

**SCHEDULE 'E' TO BY-LAW NO. 2004 - 198
OF THE CORPORATION OF THE CITY OF NORTH BAY**

Effective January 1, 2008

<u>GRADE</u>	<u>POSITION</u>	<u>SALARY STEP 1</u>	<u>SALARY STEP 2</u>	<u>SALARY STEP 3</u>	<u>SALARY STEP 4</u>	<u>SALARY STEP 5</u>
1		32770	35660	38554	41445	44335
2	Human Resources Assistant Legal Secretary Secretary, Mayor and CAO	36044	39226	42407	45588	48770
3	Coordinator, Financial Reports Database Specialist Jr. Law Clerk Supervisor, Arenas	43255	47072	50889	54705	58521
4	Chief Plans Examiner Computer Technician Supervisor, Revenues and Taxation Development Planner Economic Development Officer – BRE Economic Development Officer – Tourism Engineering Design/Planning Tech. / Jr. Eng. Supervisor, Parks Network Specialist, Jr. POA Supervisor Policy Planner Sewer & Water Supervisor/Technician Supervisor, Facilities Supervisor, Eng. Services Supervisor, Roads Supervisor 2, Sewer and Water Supervisor, Traffic and Building Supervisor, Transit Zoning Administrator	47581	51779	55978	60176	64374
5	Coordinator, Recreation Coordinator, Waste Management Supervisor, Construction Services Manager, Purchasing Office Manager, Public Works and Services Network Specialist, Sr. Safety Coordinator / Risk Manager Senior Planner, Current Operations Senior Planner, Research and Special Projects Supervisor, Accounting Supervisor, Fleet Maintenance Supervisor, Human Resources Supervisor 1, Sewer and Water	52340	56959	61577	66193	70811
6	Database Specialist, Sr. Manager, Design and Approvals Manager, Business and Program Manager, Arenas & Facilities	54957	59805	64654	69504	74352
7	Manager, Budgets Manager, Revenues and Taxation Manager, Roads and Traffic Manager, Sewer and Water Manager, Transit	60452	65785	71120	76454	81788
8	Assistant City Solicitor Chief Building Official City Clerk Manager, Accounting / Deputy Treasurer Manager, Corporate Support and Services	66497	72364	78232	84101	89967

Manager, Economic Development
 Manager, Environmental Services
 Manager, Organization Development and Planning
 Manager, Planning Services
 Snr. Infrastructure / Special Projects Engineer

9	Director, I.S.	73147	79602	86055	92511	98963
10	Director, Parks, Recreation & Leisure Services	76803	83583	90357	97136	103912
11	Director, Human Resources	80645	87759	94875	101993	109107
12	Director, Public Works Director of Eng. / Env. Services	85483	93026	100569	108112	115655
13	Chief Financial Officer/City Treasurer Managing Director, Community Services City Engineer / Director of Eng/Env. Services	92762	100707	108649	116593	124537
14	Managing Director, Corp. Services/City Solicitor	98332	106526	114723	122916	131108
15	Chief Administrative Officer	104609	113326	122043	130759	139478
16		111286	120559	129832	139107	148381