

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

**BY-LAW NO. 2012-131**

**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. 2012-298 at its meeting held on Monday, April 30, 2012, authorizing that Salary By-Law No. 2008-104 be amended to reflect the increment levels for 2013, 2014, 2015 and 2016.

**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 be effective as of January 1, 2013.

READ A FIRST TIME IN OPEN COUNCIL THIS 14<sup>TH</sup> DAY OF MAY, 2012.

READ A SECOND TIME IN OPEN COUNCIL THIS 14<sup>TH</sup> DAY OF MAY, 2012.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 14<sup>TH</sup> DAY OF MAY, 2012.

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\_\_\_\_\_  
MAYOR ALLAN McDONALD

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DEPUTY CLERK KAREN McISAAC

**THIS IS SCHEDULE "A" TO BY-LAW NO. 2012-131 OF THE CORPORATION OF THE CITY OF NORTH BAY**

| <b>EFFECTIVE JANUARY 1, 2013</b> |               |               |               |               |               |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>                     | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 13                               | \$153,650     | \$163,260     | \$172,850     | \$182,460     | \$192,060     |
| 12                               | \$134,330     | \$142,720     | \$151,120     | \$159,510     | \$167,910     |
| 11                               | \$124,460     | \$132,230     | \$140,000     | \$147,780     | \$155,550     |
| 10                               | \$113,040     | \$120,110     | \$127,170     | \$134,250     | \$141,320     |
| 9                                | \$103,360     | \$109,830     | \$116,280     | \$122,740     | \$129,200     |
| 8                                | \$94,590      | \$100,510     | \$106,420     | \$112,340     | \$118,240     |
| 7                                | \$83,760      | \$88,990      | \$94,220      | \$99,450      | \$104,690     |
| 6                                | \$74,630      | \$79,290      | \$83,950      | \$88,620      | \$93,270      |
| 5                                | \$67,390      | \$71,590      | \$75,810      | \$80,010      | \$84,230      |
| 4                                | \$60,250      | \$64,020      | \$67,770      | \$71,540      | \$75,310      |
| 3                                | \$53,010      | \$56,320      | \$59,640      | \$62,950      | \$66,260      |
| 2                                | \$48,580      | \$51,620      | \$54,650      | \$57,690      | \$60,720      |
| 1                                | \$43,430      | \$46,140      | \$48,850      | \$51,580      | \$54,280      |

| <b>EFFECTIVE JANUARY 1, 2014</b> |               |               |               |               |               |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>                     | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 13                               | \$156,730     | \$166,530     | \$176,310     | \$186,110     | \$195,910     |
| 12                               | \$137,020     | \$145,580     | \$154,150     | \$162,710     | \$171,270     |
| 11                               | \$126,950     | \$134,880     | \$142,800     | \$150,740     | \$158,670     |
| 10                               | \$115,310     | \$122,520     | \$129,720     | \$136,940     | \$144,150     |
| 9                                | \$105,430     | \$112,030     | \$118,610     | \$125,200     | \$131,790     |
| 8                                | \$96,490      | \$102,530     | \$108,550     | \$114,590     | \$120,610     |
| 7                                | \$85,440      | \$90,770      | \$96,110      | \$101,440     | \$106,790     |
| 6                                | \$76,130      | \$80,880      | \$85,630      | \$90,400      | \$95,140      |
| 5                                | \$68,740      | \$73,030      | \$77,330      | \$81,620      | \$85,920      |
| 4                                | \$61,460      | \$65,310      | \$69,130      | \$72,980      | \$76,820      |
| 3                                | \$54,080      | \$57,450      | \$60,840      | \$64,210      | \$67,590      |
| 2                                | \$49,560      | \$52,660      | \$55,750      | \$58,850      | \$61,940      |
| 1                                | \$44,300      | \$47,070      | \$49,830      | \$52,620      | \$55,370      |

**THIS IS SCHEDULE "A" TO BY-LAW NO. 2012-131 OF THE CORPORATION OF THE CITY OF NORTH BAY**

| <b>EFFECTIVE JANUARY 1, 2015</b> |               |               |               |               |               |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>                     | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 13                               | \$159,870     | \$169,870     | \$179,840     | \$189,840     | \$199,830     |
| 12                               | \$139,770     | \$148,500     | \$157,240     | \$165,970     | \$174,700     |
| 11                               | \$129,490     | \$137,580     | \$145,660     | \$153,760     | \$161,850     |
| 10                               | \$117,620     | \$124,980     | \$132,320     | \$139,680     | \$147,040     |
| 9                                | \$107,540     | \$114,280     | \$120,990     | \$127,710     | \$134,430     |
| 8                                | \$98,420      | \$104,590     | \$110,730     | \$116,890     | \$123,030     |
| 7                                | \$87,150      | \$92,590      | \$98,040      | \$103,470     | \$108,930     |
| 6                                | \$77,660      | \$82,500      | \$87,350      | \$92,210      | \$97,050      |
| 5                                | \$70,120      | \$74,500      | \$78,880      | \$83,260      | \$87,640      |
| 4                                | \$62,690      | \$66,620      | \$70,520      | \$74,440      | \$78,360      |
| 3                                | \$55,170      | \$58,600      | \$62,060      | \$65,500      | \$68,950      |
| 2                                | \$50,560      | \$53,720      | \$56,870      | \$60,030      | \$63,180      |
| 1                                | \$45,190      | \$48,020      | \$50,830      | \$53,680      | \$56,480      |

| <b>EFFECTIVE JANUARY 1, 2016</b> |               |               |               |               |               |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>                     | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 13                               | \$163,070     | \$173,270     | \$183,440     | \$193,640     | \$203,830     |
| 12                               | \$142,570     | \$151,470     | \$160,390     | \$169,290     | \$178,200     |
| 11                               | \$132,080     | \$140,340     | \$148,580     | \$156,840     | \$165,090     |
| 10                               | \$119,980     | \$127,480     | \$134,970     | \$142,480     | \$149,990     |
| 9                                | \$109,700     | \$116,570     | \$123,410     | \$130,270     | \$137,120     |
| 8                                | \$100,390     | \$106,690     | \$112,950     | \$119,230     | \$125,500     |
| 7                                | \$88,900      | \$94,450      | \$100,010     | \$105,540     | \$111,110     |
| 6                                | \$79,220      | \$84,150      | \$89,100      | \$94,060      | \$99,000      |
| 5                                | \$71,530      | \$75,990      | \$80,460      | \$84,930      | \$89,400      |
| 4                                | \$63,950      | \$67,960      | \$71,940      | \$75,930      | \$79,930      |
| 3                                | \$56,280      | \$59,780      | \$63,310      | \$66,810      | \$70,330      |
| 2                                | \$51,580      | \$54,800      | \$58,010      | \$61,240      | \$64,450      |
| 1                                | \$46,100      | \$48,990      | \$51,850      | \$54,760      | \$57,610      |

**THIS IS SCHEDULE "B" TO BY-LAW NO. 2012-131 OF THE CORPORATION OF THE CITY OF NORTH BAY**

| <b>INFORMATION SERVICES – EFFECTIVE JANUARY 1, 2013</b> |               |               |               |               |               |
|---|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>  | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 5   | \$64,220      | \$68,230      | \$72,250      | \$76,260      | \$80,280      |
| 4   | \$64,220      | \$68,230      | \$72,250      | \$76,260      | \$80,280      |
| 3   | \$59,490      | \$63,220      | \$66,940      | \$70,650      | \$74,370      |
| 2   | \$58,250      | \$61,890      | \$65,530      | \$69,170      | \$72,810      |
| 1   | \$53,550      | \$56,900      | \$60,250      | \$63,590      | \$66,950      |

| <b>INFORMATION SERVICES – EFFECTIVE JANUARY 1, 2014</b> |               |               |               |               |               |
|---|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>  | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 5   | \$65,510      | \$69,600      | \$73,700      | \$77,790      | \$81,890      |
| 4   | \$65,510      | \$69,600      | \$73,700      | \$77,790      | \$81,890      |
| 3   | \$60,680      | \$64,490      | \$68,280      | \$72,070      | \$75,860      |
| 2   | \$59,420      | \$63,130      | \$66,850      | \$70,560      | \$74,270      |
| 1   | \$54,630      | \$58,040      | \$61,460      | \$64,870      | \$68,290      |

| <b>INFORMATION SERVICES – EFFECTIVE JANUARY 1, 2015</b> |               |               |               |               |               |
|---|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>  | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 5   | \$66,830      | \$71,000      | \$75,180      | \$79,350      | \$83,530      |
| 4   | \$66,830      | \$71,000      | \$75,180      | \$79,350      | \$83,530      |
| 3   | \$61,900      | \$65,780      | \$69,650      | \$73,520      | \$77,380      |
| 2   | \$60,610      | \$64,400      | \$68,190      | \$71,980      | \$75,760      |
| 1   | \$55,730      | \$59,210      | \$62,690      | \$66,170      | \$69,660      |

| <b>INFORMATION SERVICES – EFFECTIVE JANUARY 1, 2016</b> |               |               |               |               |               |
|---|---------------|---------------|---------------|---------------|---------------|
| <b>GRADE</b>  | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
| 5   | \$68,170      | \$72,420      | \$76,690      | \$80,940      | \$85,210      |
| 4   | \$68,170      | \$72,420      | \$76,690      | \$80,940      | \$85,210      |
| 3   | \$63,140      | \$67,100      | \$71,050      | \$75,000      | \$78,930      |
| 2   | \$61,830      | \$65,690      | \$69,560      | \$73,420      | \$77,280      |
| 1   | \$56,850      | \$60,400      | \$63,950      | \$67,500      | \$71,060      |