

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

**By-Law No. 2021-16**

**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. 2021-35 at its meeting held on Tuesday, January 26, 2021, authorizing that Salary By-Law No. 2008-104 be amended to reflect the increment levels for 2020, 2021, 2022, 2023 and 2024.

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 9<sup>th</sup> day of February, 2021.

Read a Second Time in Open Council this 9<sup>th</sup> day of February, 2021.

Read a Third Time in Open Council and Enacted and Passed this 9<sup>th</sup> day of February, 2021.

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Mayor Allan McDonald

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City Clerk Karen McIsaac

**This is Schedule "A" to By-Law No. 2021-16  
of The Corporation of the City of North Bay**

**Effective January 1, 2020**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$173,401	\$184,247	\$195,061	\$205,907	\$216,743
12	\$151,602	\$161,066	\$170,551	\$180,015	\$189,489
11	\$140,447	\$149,231	\$157,993	\$166,776	\$175,549
10	\$127,581	\$135,556	\$143,520	\$151,506	\$159,492
9	\$116,650	\$123,955	\$131,228	\$138,523	\$145,807
8	\$106,750	\$113,449	\$120,105	\$126,783	\$133,450
7	\$94,532	\$100,433	\$106,346	\$112,226	\$118,149
6	\$84,239	\$89,481	\$94,745	\$100,019	\$105,272
5	\$76,061	\$80,804	\$85,557	\$90,310	\$95,064
4	\$68,001	\$72,265	\$76,497	\$80,740	\$84,994
3	\$59,845	\$63,567	\$67,321	\$71,042	\$74,785
2	\$54,848	\$58,272	\$61,685	\$65,120	\$68,533
1	\$49,020	\$52,094	\$55,135	\$58,229	\$61,260

**Effective January 1, 2021**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$176,348	\$187,379	\$198,377	\$209,408	\$220,427
12	\$154,179	\$163,804	\$173,450	\$183,075	\$192,710
11	\$142,835	\$151,768	\$160,678	\$169,611	\$178,533
10	\$129,750	\$137,860	\$145,960	\$154,082	\$162,203
9	\$118,633	\$126,062	\$133,459	\$140,878	\$148,285
8	\$108,564	\$115,377	\$122,147	\$128,939	\$135,719
7	\$96,139	\$102,141	\$108,154	\$114,134	\$120,157
6	\$85,671	\$91,002	\$96,355	\$101,719	\$107,061
5	\$77,354	\$82,178	\$87,012	\$91,846	\$96,680
4	\$69,157	\$73,494	\$77,798	\$82,112	\$86,438
3	\$60,863	\$64,648	\$68,465	\$72,250	\$76,057
2	\$55,780	\$59,262	\$62,734	\$66,227	\$69,698
1	\$49,854	\$52,979	\$56,072	\$59,219	\$62,301

**Effective January 1, 2022**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$179,293	\$190,508	\$201,690	\$212,905	\$224,108
12	\$156,754	\$166,539	\$176,347	\$186,132	\$195,929
11	\$145,220	\$154,302	\$163,362	\$172,444	\$181,514
10	\$131,916	\$140,163	\$148,398	\$156,655	\$164,912
9	\$120,614	\$128,167	\$135,688	\$143,230	\$150,762
8	\$110,378	\$117,304	\$124,187	\$131,092	\$137,986
7	\$97,744	\$103,847	\$109,960	\$116,040	\$122,164
6	\$87,101	\$92,522	\$97,964	\$103,418	\$108,849
5	\$78,646	\$83,550	\$88,465	\$93,379	\$98,294
4	\$70,312	\$74,721	\$79,097	\$83,484	\$87,882
3	\$61,879	\$65,727	\$69,609	\$73,457	\$77,327
2	\$56,712	\$60,252	\$63,781	\$67,333	\$70,862
1	\$50,686	\$53,864	\$57,008	\$60,208	\$63,341

**This is Schedule "A" to By-Law No. 2021-16  
of The Corporation of the City of North Bay**

**Effective January 1, 2023**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$182,037	\$193,423	\$204,776	\$216,162	\$227,537
12	\$159,152	\$169,087	\$179,045	\$188,980	\$198,926
11	\$147,442	\$156,663	\$165,861	\$175,082	\$184,291
10	\$133,935	\$142,307	\$150,668	\$159,052	\$167,435
9	\$122,459	\$130,128	\$137,764	\$145,422	\$153,068
8	\$112,066	\$119,099	\$126,087	\$133,098	\$140,097
7	\$99,240	\$105,435	\$111,642	\$117,815	\$124,033
6	\$88,434	\$93,937	\$99,463	\$105,000	\$110,515
5	\$79,850	\$84,828	\$89,818	\$94,808	\$99,798
4	\$71,388	\$75,864	\$80,307	\$84,761	\$89,227
3	\$62,826	\$66,733	\$70,674	\$74,581	\$78,510
2	\$57,579	\$61,174	\$64,757	\$68,363	\$71,946
1	\$51,462	\$54,688	\$57,881	\$61,129	\$64,311

**Effective January 1, 2024**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
13	\$185,259	\$196,846	\$208,400	\$219,988	\$231,565
12	\$161,969	\$172,080	\$182,214	\$192,325	\$202,447
11	\$150,052	\$159,436	\$168,797	\$178,181	\$187,553
10	\$136,305	\$144,826	\$153,335	\$161,867	\$170,399
9	\$124,627	\$132,431	\$140,202	\$147,996	\$155,778
8	\$114,050	\$121,207	\$128,319	\$135,453	\$142,577
7	\$100,996	\$107,302	\$113,618	\$119,901	\$126,229
6	\$89,999	\$95,600	\$101,224	\$106,859	\$112,471
5	\$81,263	\$86,330	\$91,408	\$96,486	\$101,564
4	\$72,652	\$77,207	\$81,729	\$86,262	\$90,806
3	\$63,938	\$67,914	\$71,924	\$75,901	\$79,900
2	\$58,598	\$62,257	\$65,903	\$69,573	\$73,220
1	\$52,373	\$55,656	\$58,905	\$62,211	\$65,449

**This is Schedule "B" to By-Law No. 2021-16  
of The Corporation of the City of North Bay**

**Information Services**

**Effective January 1, 2020**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$72,489	\$77,008	\$81,548	\$86,068	\$90,608
3	\$67,140	\$71,351	\$75,551	\$79,751	\$83,930
2	\$65,747	\$69,851	\$73,967	\$78,071	\$82,176
1	\$60,451	\$64,226	\$68,001	\$71,776	\$75,562

**Effective January 1, 2021**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$73,721	\$78,317	\$82,935	\$87,531	\$92,148
3	\$68,281	\$72,564	\$76,835	\$81,107	\$85,357
2	\$66,865	\$71,039	\$75,224	\$79,398	\$83,573
1	\$61,479	\$65,318	\$69,157	\$72,996	\$76,846

**Effective January 1, 2022**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$74,952	\$79,625	\$84,320	\$88,992	\$93,687
3	\$69,422	\$73,776	\$78,119	\$82,462	\$86,783
2	\$67,981	\$72,225	\$76,480	\$80,724	\$84,968
1	\$62,506	\$66,409	\$70,312	\$74,215	\$78,130

**Effective January 1, 2023**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$76,099	\$80,843	\$85,610	\$90,354	\$95,121
3	\$70,484	\$74,904	\$79,314	\$83,723	\$88,110
2	\$69,021	\$73,330	\$77,650	\$81,959	\$86,268
1	\$63,462	\$67,425	\$71,388	\$75,351	\$79,325

**Effective January 1, 2024**

<b>GRADE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
4	\$77,446	\$82,274	\$87,125	\$91,953	\$96,804
3	\$71,731	\$76,230	\$80,718	\$85,205	\$89,670
2	\$70,243	\$74,628	\$79,025	\$83,410	\$87,795
1	\$64,585	\$68,619	\$72,652	\$76,685	\$80,729