

THE CORPORATION OF THE CITY OF NORTH BAY

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. 2008-221 at its meeting held on March 17, 2008, 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 and B.
2. (a) Subject to the provisions of sections 2(b) and 3, the salaries of employees are hereby established in accordance with Schedules A and B.

(b) Where the actual salary of an employee exceed the rate established in accordance with the Job Evaluation Project in 2008, such employee will continue to receive any approved general wage increases for 2009 and 2010, and thereafter be red-circled until such time as the established rate catches up to the actual rate.
3. (a) Subject to sections 3(b) and 3(c), the starting salary for any new employee shall be a 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 be compensated consistent with the policies contained in Section 1 of the city of North Bay's corporate Administrative Policies and Procedures Manual.

(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 Schedule A or B 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 and B.

- (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) Employee's 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 and B 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, 2008.
 - (c) By-Law No. 2004-198 is hereby repealed.

READ A FIRST TIME IN OPEN COUNCIL THIS 31ST DAY OF MARCH, 2008.

READ A SECOND TIME IN OPEN COUNCIL THIS 31ST DAY OF MARCH, 2008.

READ A THIRD TIME IN OPEN COUNCIL AND ENACTED AND PASSED THIS 31ST DAY OF MARCH, 2008.

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MAYOR VIC FEDELI

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DEPUTY CLERK TERRY RINGLER

THIS IS SCHEDULE "A" TO BY-LAW NO. 2008-104 OF THE CORPORATION OF THE CITY OF NORTH BAY

GRADE	JANUARY 01/08				
15	135,920	144,400	152,900	161,400	169,900
14	110,080	118,700	125,000	131,300	137,600
13					
12					
11	100,000	106,250	112,500	118,750	125,000
10					
9					
8	83,680	89,000	94,200	99,400	104,600
7	74,080	79,100	83,600	88,100	92,600
6	66,000	70,200	74,300	78,400	82,500
5	59,600	63,325	67,050	70,775	74,500
4	53,280	56,850	60,100	63,350	66,600
3	46,880	49,825	52,750	55,675	58,600
2	42,960	46,200	48,700	51,200	53,700
1	38,400	41,250	43,500	45,750	48,000

THIS IS SCHEDULE "B" TO BY-LAW NO. 2008-104 OF THE CORPORATION OF THE CITY OF NORTH BAY

GRADE	JANUARY 01/08				
6	60,190	63,960	67,720	71,480	75,240
5	56,800	60,350	63,900	67,450	71,000
4	56,800	60,350	63,900	67,450	71,000
3	52,620	55,910	59,200	62,490	65,780
2	51,520	54,740	57,960	61,180	64,400
1	47,370	50,330	53,290	56,250	59,210