

Corporation of the City of Brockville

By-Law Number 053 -2003

BY-LAW TO ESTABLISH AND FIX 2003 SALARY SCALES, INCLUDING CLASSIFICATIONS, FOR CERTAIN OFFICERS AND EMPLOYEES OF THE CORPORATION OF THE CITY OF BROCKVILLE.

The Council of the Corporation of the City of Brockville enacts as follows:

1. THAT effective April 1, 2003, unless otherwise noted, Officers and Non-Union employees of the Corporation of the City of Brockville shall be paid for the performance of their respective duties in accordance with the classifications annexed hereto as Schedule "A", "B" and "C" forming part of this By-Law.
2. The Chief Administrative Officer/Clerk has the authority to authorize reclassifications based on the City's Salary Administration Program.
3. THAT By-Law Number 51-2002 is hereby rescinded.

GIVEN UNDER THE SEAL OF THE CORPORATION OF THE CITY OF BROCKVILLE
AND PASSED THIS 10th DAY OF June 2003.





MAYOR



CAO/CLERK

SCHEDULE "A" TO BY-LAW NUMBER 053-2003

<u>SALARY GRADE</u>	APRIL 1, 2003		SEPTEMBER 1, 2003		<u>RANGE PROGRESSION</u>
	<u>HOURLY RATE START</u>	<u>MAX.</u>	<u>HOURLY RATE START</u>	<u>MAX.</u>	
35	\$66,130	\$78,839	\$66,791	\$79,627	5 Years to Top Level 12 Month Reviews
36	\$66,828	\$82,079	\$67,496	\$82,900	
37	\$67,085	\$83,857	\$67,756	\$84,696	
38	\$70,824	\$85,112	\$71,532	\$85,963	
39	\$74,504	\$89,086	\$75,249	\$89,977	
40	\$82,666	\$98,031	\$83,493	\$99,011	
41	\$97,717	\$124,950	\$98,694	\$126,200	

POSITION:

2003 CLASS

Director of Planning	35
Director of Human Resources	36
Fire Chief	37
Director of Finance	38
Director of Community Services	39
Director of Operations	40
Chief Administrative Officer/Clerk	41

SCHEDULE "B" TO BY-LAW NUMBER 053 -2003

SALARY GRADE	APRIL 1, 2003		SEPTEMBER 1, 2003		
	HOURLY RATE		HOURLY RATE		
	START	MAX.	START	MAX.	
	\$	\$	\$	\$	
3	8.34	12.07	8.42	12.19	Salary Grades 3 - 11 inclusive - 1 Year to TOP LEVEL - 6 MONTH reviews
4	8.86	13.70	8.95	13.84	
5	9.45	14.14	9.55	14.28	
6	10.04	14.43	10.14	14.58	
7	10.66	14.90	10.77	15.05	
8	11.34	15.04	11.45	15.19	
9	12.07	16.01	12.19	16.17	
10	14.10	16.99	14.24	17.16	
11	14.36	18.88	14.50	19.07	
12	15.05	19.22	15.20	19.41	Salary Grades 12 - 17 inclusive - 2 Years to TOP LEVEL - 6 month reviews
13	15.57	20.81	15.73	21.02	
14	16.04	21.06	16.20	21.27	
15	17.02	21.79	17.19	22.01	
16	17.35	22.25	17.52	22.47	
17	19.13	22.94	19.32	23.17	
18	21.36	25.22	21.57	25.47	
19	22.15	25.62	22.37	25.88	
20	23.06	26.51	23.29	26.78	
21	23.74	27.44	23.98	27.72	Salary Grades 18 - 23 inclusive - 3 Years to TOP LEVEL - 6 month reviews
22	25.63	28.62	25.89	28.91	
23	26.55	29.83	26.82	30.13	
24	27.76	31.08	28.04	31.39	
25	29.02	32.27	29.31	32.59	
26	30.15	33.52	30.45	33.86	
27	30.67	39.54	30.98	39.94	
28	32.00	39.73	32.32	40.13	

**Salary Grades
24 - 41
inclusive -
5 Years to
TOP LEVEL
-12 MONTH
REVIEWS**

Schedule "B" - continued - page 2

<u>SALARY</u> <u>GRADE</u>	<u>POSITION</u>	<u>HOURS</u> <u>OF WORK</u>
3		
4	Clerk-Typist	(35)
	Cemetery Groundskeeper I	(40)
5		
6	Cemetery Groundskeeper II	(40)
7		(40)
8	Museum Education Co-Ordinator	
9	Secretary I	(35)
	Theatre Technician	(40)
10	Secretary II	(35)
	Assistant Abatement/Laboratory Technician	(37.5)
11	Secretary II - Pollution Control Plant	(35)
	Secretary II - Clerk/Administration	(35)
	Dispatcher/Clerk	(40)
12	Secretary III	(35)
	Payroll/Inventory Clerk	(40)
13		
14	Administrative Co-Ordinator	(35)
	Accounting and Payroll Officer	(35)
	Cemetery Superintendent	(40)
	Network Technician	(40)
15	Laboratory Technician	(40)
16	Financial Analyst/Internal Auditor	(35)
	Employee Relations Co-Ordinator	(35)
	Executive Assistant to Mayor and CAO	(35)

Schedule "B" - continued - page 3

<u>SALARY</u>	<u>POSITION</u>	<u>HOURS</u>
<u>GRADE</u>		<u>OF WORK</u>
17	Foreman II -Public Works	(40)
	-Parks/Facilities	(40)
	-Water	(40)
	Supervisor I -Arenas	(40)
	Abatement/Laboratory Technician	(37.5)
18	Systems Analyst	(40)
	Administrator Recreation & Cultural Programs	(40)
	Financial Administrative Analyst	(40)
	Foreman - W.P.C.P./W.T.P.	(40)
19		
20	Chief Building Official	(37.5)
	Planner	(35)
	Deputy City Clerk	(40)
	Supervisor III -Parks/Facilities	(40)
	Chief Operator - Water Treatment Plant	(40)
21	Supervisor Capital & Treasury Services	(40)
	Supervisor of Accounting Services	(40)
	Supervisor of Revenues & Customer Services	(40)
	Museum Director	(35)
	Engineering Associate	(40)
	Supervisor IV -Pollution Control Plant	(40)
	-Fleet	(40)
	-Solid Waste and Transit	(40)
22	Supervisor V - Information Systems	(40)
23		
24	Economic Development Officer	(40)
25	Supervisor - Public Works	(40)
	Municipal Engineer	(40)
26	Supervisor Water & Wastewater Treatment	(40)
27		
28	Deputy Fire Chief	(37.5)

NOTES:

- (a) Grades 3 to 11 1 year to maximum
6 month reviews
- (b) Grades 12 to 17 2 years to maximum
6 month reviews
- Grades 18 to 23 3 years to maximum
6 month reviews
- Grades 24 to 41 5 years to maximum
12 month reviews
- (c) Recording Secretary Council Meeting \$60.36/meeting
- (d) Quoted hourly rates are to be converted to an annual salary by multiplying by 2,080 hours, 1,950 hours or 1,820 hours and the annual salary, or portion thereof, is delivered in bi-weekly pays within the calendar year.
- (e) Employee in positions of Salary Grades 3 to 18, when relieving in positions of a higher salary grade for more than three (3) consecutive working days, will receive a higher rate of pay within the salary range of the higher position or a minimum 10% above their current rate whichever is greater but not more than the maximum salary and not less than the starting salary for such other position.
- (f) Employees in positions in Salary Grades 19 to 40, when relieving in positions in a higher salary grade for more than three (3) consecutive weeks, will receive a higher rate of pay within the salary range of the higher position or a minimum of 10% above their current rate which ever is greater.

2003

SCHEDULE "C" - HOURLY RATES

CITY OF BROCKVILLE

CASUAL/PART-TIME & SUMMER EMPLOYEES - ALL DEPARTMENTS

NON-UNION

<u>WATERFRONT:</u>	Age 16 <u>And Under</u>	Age 17 <u>And Over</u>
National Lifeguard	\$8.04	\$8.16-\$8.77
Supervisor		\$8.51-\$9.96

NOTE:

Ontario Minimum Wage:

2003 General \$6.85
 Under 18 \$6.40

- All figures are maximum
- Paid ONLY for hours worked
- Cannot work more hours than immediate supervisor
 - Benefits - in accordance with the Employment Standards Act
 - C.A.O. has authority to increase any rate of up to 25 cents per hour

GENERAL:

Technician/Technologist and Administration

1st year \$ 9.96
2nd year & beyond 11.23

Rink Rats/Ticket Taker/Seller

Applicable Minimum Wage

Ticket Taker/Cashier

\$ 6.40 - \$ 7.76

Arena/Marina Attendant - Bartender/Supervisor

8.44 - 11.50

Skating - Pro

11.12 - 28.65

- Non Pro

7.23 - 12.75

Clerk-Typist

8.31 - 12.04

Stenographer/Secretary/Specialized Clerk

9.22 - 13.60

General Labour/Maintenance/Janitorial

9.66 - 12.52

Part Time Bus Driver (casual)

13.87 - 14.43

Summer Student (general)

8.16 - 8.77