

Corporation of the City of Brockville


By-Law Number 49-99

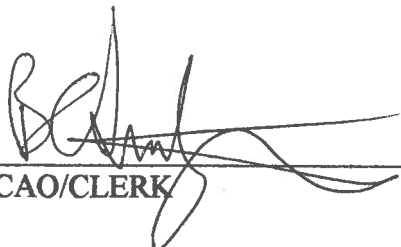
BY-LAW TO ESTABLISH AND FIX 1999 SALARY SCALES, INCLUDING CLASSIFICATIONS, FOR CERTAIN OFFICERS AND EMPLOYEES OF THE CORPORATION OF THE CITY OF BROCKVILLE.

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

1. THAT effective April 1, 1999, 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 THAT By-Law Number 62-98 is hereby rescinded.

GIVEN UNDER THE SEAL OF THE CORPORATION OF THE CITY OF BROCKVILLE
AND PASSED THIS 25th DAY OF May 1999.


MAYOR


CAO/CLERK

SCHEDULE "A" TO BY-LAW NUMBER ~~4~~¹-99

<u>CLASS</u>	<u>\$ START LEVEL</u>	<u>\$ TOP LEVEL</u>	<u>RANGE PROGRESSION</u>
35	\$59,215	\$70,843	
36	\$62,727	\$74,350	5 Years to
37	\$64,549	\$77,413	Top Level
38	\$67,065	\$77,413	
39	\$74,389	\$91,263	12 Month
40	\$78,148	\$99,116	Reviews

<u>POSITION:</u>	<u>1999 CLASS</u>
Director of Human Resources	35
Director of Planning	35
Fire Chief	36
Director of Finance	36
Director of Community Services	37
Director of Operations	38
Chief Administrative Officer/Clerk	40

SCHEDULE "B" TO BY-LAW NUMBER 49-99

SALARY GRADE	HOURLY RATE		
	START	MAX.	
	\$	\$	
3	7.63	11.04	Salary Grades 3 - 12 inclusive - 1 Year to TOP LEVEL - 6 month reviews
4	8.11	12.53	
5	8.63	12.93	
6	9.18	13.20	
7	9.75	13.63	
8	10.37	13.75	
9	11.04	14.64	
10	12.89	15.33	
11	13.13	16.77	
12	13.76	17.27	
13	13.99	17.57	Salary Grades 13 - 18 inclusive - 2 Years to TOP LEVEL - 6 month reviews
14	14.23	17.97	
15	14.66	19.28	
16	15.57	19.92	
17	15.86	20.34	
18	17.50	20.99	
19	19.53	23.07	
20	20.25	23.43	
21	21.09	24.24	
22	21.71	25.09	
23	23.44	26.18	Salary Grades 19 - 24 inclusive - 3 Years to TOP LEVEL - 6 month reviews
24	24.28	27.28	
25	25.39	28.43	
26	26.54	29.51	
28	28.05	35.46	
			Salary Grades 25 - 40 inclusive - 5 Years to TOP LEVEL -12 MONTH REVIEWS

Schedule "B" - continued - page 2

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>HOURS OF WORK</u>
3		
4	Clerk-Typist	(35)
5		
6	Cemetery Groundskeeper	(40)
7	Clerk/Dispatcher	(40)
8		
9	Secretary I	(35)
	Theatre Technician	(40)
10	Secretary II	(35)
11	Secretary II - Pollution Control Plant	(35)
	Secretary II - Clerk/Administration	(35)
	Foreman I - Landfill	(40)
	Payroll Inventory	(40)
12		
13	Secretary III	(35)
14		
15	Administrative Co-Ordinator	(35)
	Payroll Accountant	(35)
	Cemetery Superintendent	(40)
	Network Technician	(40)
16	Financial Administrative Analyst	(40)
	Laboratory Technician	(40)

Schedule "B" - continued - page 3

<u>SALARY GRADE</u>	<u>POSITION</u>	<u>HOURS OF WORK</u>
17	Employee Relations Co-Ordinator	(35)
	Museum Director	(35)
	General Accountant	(35)
	Foreman II -Pollution Control Plant	(40)
	-Public Works	(40)
	-Parks/Facilities	(40)
18	Foreman III	(40)
	Supervisor I -Arenas	(40)
	-Transit/Solid Waste	(40)
19	Systems Technician	(40)
	Administrator Recreation & Cultural Programs	(40)
20		
21	Chief Building Official	(37.5)
	Planner	(35)
	Deputy City Clerk	(35)
	Supervisor III -Fleet	(40)
	-Parks/Facilities	(40)
22	Chief Accountant - Capital	(35)
	Engineering Associate	(40)
	Supervisor IV -Public Works	(40)
	-Pollution Control Plant	(40)
23	Supervisor V - Information Systems	(40)
24	Municipal Engineer	(40)
25	Economic Development Officer	(40)
26		
27		
28	Deputy Fire Chief	(37.5)

NOTES:

- (a) Grades 3 to 12 1 year to maximum
6 month reviews
- (b) Grades 13 to 18 2 years to maximum
6 month reviews
- Grades 19 to 24 3 years to maximum
6 month reviews
- Grades 25 to 40 5 years to maximum
12 month reviews
- (c) Recording Secretary Council Meeting \$57.85/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 19, when relieving in positions of a higher salary grade for more than five (5) consecutive working days, will receive a higher rate of pay within the salary range of the higher position or a minimum 5% above their current rate whichever is greater.
- (f) Employees in positions in Salary Grades 20 to 39, 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.

1999

SCHEDULE "C" - HOURLY RATES

CITY OF BROCKVILLE

CASUAL/PART-TIME & SUMMER EMPLOYEES - ALL DEPARTMENTS

NON-UNION

<u>WATERFRONT:</u>	Age 16	Age 17
	<u>And Under</u>	<u>And Over</u>
National Lifeguard	\$ 7.55	\$ 7.80
Supervisor		8.16

<u>NOTE:</u>
<u>Ontario Minimum Wage:</u>
1999 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	\$ 7.91
2nd year	9.33
3rd year & beyond	10.76

** year of formal education completed
Beyond Secondary School level

Skating	- Pro	\$ 10.90	- \$ 28.65
	- Non Pro	7.09	- 12.75
Arena/Marina Attendant - Bartender/Supervisor		7.91	- 10.98
Rink Rats/Ticket Taker/Seller	- Under 18	6.40	
(Minimum Wage)	- Over 18	6.85	
Ticket Taker/Cashier		6.40	- 7.45
Clerk-Typist		7.79	- 12.04
Stenographer/Secretary/Specialized Clerk		8.64	- 13.22
General Labour/Maintenance/Janitorial		9.44	- 12.24
Part Time Bus Driver (casual)		12.75	- 13.26
Summer Student (general)		7.55	- 8.16