

**THE MUNICIPAL CORPORATION OF NORTH ALGONA WILBERFORCE
TOWNSHIP**

BY-LAW No. 2022 – 21

**Being a By-Law regulating the remuneration
of Township Officers and Staff**


WHEREAS Section 9 of the Municipal Act, S.O. 2001, c.25 provides that the municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS the Council of the Corporation of North Algona Wilberforce Township deem it advisable to pass a By-law regulating the remuneration of Township Officers and Staff;

NOW THEREFORE the Council of the Corporation of North Algona Wilberforce Township enacts as follows:

1. That the remuneration for employees of the Corporation of North Algona Wilberforce Township shall be as set out in Schedule "A" and Schedule "B" attached and forming part of this By-law.
2. That the remuneration for employees shall increase annually as a result of an annual Cost of Living Adjustment (COLA) based on the Consumer Price Index for Ontario through Statistics Canada and this adjustment shall be effective January 1 of each year.
3. All amendments to this By-law shall be presented in the form of a replacement By-Law.
4. This By-law shall not be interpreted to contradict or to violate any statute or regulation of the Province of Ontario
5. That any By-laws or parts of By-laws contrary or inconsistent with this By-law is hereby repealed.
6. That this By-law shall come into force and be effective January 1, 2022.

READ A FIRST AND SECOND TIME THIS 5th DAY OF APRIL 2022.


MAYOR


CLERK

READ A THIRD TIME AND FINALLY PASSED THIS 5th DAY OF APRIL 2022.


MAYOR


CLERK

North Algona Wilberforce
2022 Salary Grid

Group	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
10	CAO - 1950 hrs.	\$ 100,327.50	\$ 103,330.50	\$ 106,450.50	\$ 109,629.00	\$ 112,924.50	\$ 116,317.50
9	Clerk-Treasurer - 1950 hrs.	\$ 79,599.00	\$ 82,075.50	\$ 84,591.00	\$ 87,204.00	\$ 89,914.50	\$ 92,683.50
8	Public Works Coordinator - 2080 hrs. Public Works Superintendent - 2080 hrs.	\$ 71,385.60	\$ 73,444.80	\$ 75,587.20	\$ 77,792.00	\$ 80,038.40	\$ 82,368.00
7	Chief Building Official Deputy Clerk - 1950 hrs Deputy Treasurer - 1950 hrs	\$ 63,102.00	\$ 64,993.50	\$ 66,943.50	\$ 68,952.00	\$ 71,019.00	\$ 73,164.00
6	Public Works Lead Hand - 2080 hrs.	\$ 51,604.80	\$ 53,144.00	\$ 54,745.60	\$ 56,388.80	\$ 58,073.60	\$ 59,841.60
5	Special Project Coordinator - 1950 hrs	\$ 47,989.50	\$ 49,432.50	\$ 50,914.50	\$ 52,435.50	\$ 54,015.00	\$ 55,633.50
4	Heavy Equipment Operator - 2080 hrs.	\$ 43,929.60	\$ 45,156.80	\$ 46,446.40	\$ 47,777.60	\$ 49,171.20	\$ 50,564.80
3	Administrative assistant - 1950 hrs.	\$ 36,231.00	\$ 37,323.00	\$ 38,434.50	\$ 39,585.00	\$ 40,774.50	\$ 42,003.00
2	Transfer Site Attendant - PT Transfer Site Tractor Operator - PT Labourer - Public Works - PT	\$ 34,798.40	\$ 35,838.40	\$ 36,940.80	\$ 38,043.20	\$ 39,187.20	\$ 40,372.80
1	Transfer Site Assistant - PT General Laborer - 2080 hrs. Office Staff - 1950 hrs.	\$ 33,342.40 \$ 31,258.50	\$ 34,340.80 \$ 32,194.50	\$ 35,360.00 \$ 33,150.00	\$ 36,420.80 \$ 34,144.50	\$ 37,523.20 \$ 35,178.00	\$ 38,646.40 \$ 36,231.00

Group	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
10	CAO - 1950 hrs.	\$ 51.45	\$ 52.99	\$ 54.59	\$ 56.22	\$ 57.91	\$ 59.65
9	Clerk-Treasurer - 1950 hrs.	\$ 40.82	\$ 42.09	\$ 43.38	\$ 44.72	\$ 46.11	\$ 47.53
8	Public Works Coordinator - 2080 hrs Public Works Superintendent - 2080 hrs.	\$ 34.32	\$ 35.31	\$ 36.34	\$ 37.40	\$ 38.48	\$ 39.60
7	Chief Building Official Deputy Treasurer Deputy Clerk	\$ 32.36	\$ 33.33	\$ 34.33	\$ 35.36	\$ 36.42	\$ 37.52
6	Public Works Lead Hand - 2080 hrs.	\$ 24.81	\$ 25.55	\$ 26.32	\$ 27.11	\$ 27.92	\$ 28.77
5	Special Project Coordinator	\$ 24.61	\$ 25.35	\$ 26.11	\$ 26.89	\$ 27.70	\$ 28.53
4	Heavy Equipment Operator 8 hrs./day	\$ 21.12	\$ 21.71	\$ 22.33	\$ 22.97	\$ 23.64	\$ 24.31
3	Administrative Assistant 7.5 hrs./day	\$ 18.58	\$ 19.14	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54
2	Transfer Site Attendant - PT Transfer Site Tractor Operator - PT Labourer - Public Works	\$ 16.73	\$ 17.23	\$ 17.76	\$ 18.29	\$ 18.84	\$ 19.41
1	Transfer Site Assistant - PT General Laborer 8 hrs./day Office Staff 7.5 hrs./day	\$ 16.03	\$ 16.51	\$ 17.00	\$ 17.51	\$ 18.04	\$ 18.58

Notes:
1) Over time will be paid or banked at 1.5 the regular hourly wage, earned when the employees exceed their regular hours worked per day and / or the employee is called in to work on their scheduled vacation days, and/or when required by applicable laws.

SCHEDULE "B"

ADDITIONAL CLASSIFICATIONS AND RATES
Effective: January 1, 2022

Classification	Department	Rate
Skilled Worker Premium	Public Works	\$1.00
Livestock Evaluator	By-Law	\$22.34
By-Law Enforcement - PT	By-Law	\$22.34
Fire Chief	Fire	\$34.32
Station Chief	Fire	\$26.32
Captain	Fire	\$24.31
Fire Prevention Officer	Fire	\$24.31
Fire Fighter	Fire	\$22.34

Notes:

- 1) Volunteer Fire Fighters are paid the following standby rates per year, paid quarterly
- Chief

Station Chief

Captain

Secretary

Fire Prevention

Fire Fighter
- \$2,000

\$800

\$400

\$450

\$400

\$300
- 2) Summer Students will earn the applicable minimum wage
- 3) CEMC position \ will be paid \$ 600 standby rate per month.