

THE CORPORATION OF THE MUNICIPALITY OF EAST FERRIS

BY-LAW NO. 2023-37

BEING A BY-LAW TO ADOPT THE SALARY GRID FOR NON-UNION EMPLOYEES

WHEREAS Section 9 of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, 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 for the Corporation of the Municipality of East Ferris deems it advisable to adopt a Salary Grid for personnel administration purposes as required by Pay Equity;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE MUNICIPALITY OF EAST FERRIS HEREBY ENACTS AS FOLLOWS:

1. That Council adopts the salary grid for non-union personnel as attached as Schedule "A";
2. That the salary grid be adjusted annually to reflect the Consumer Price Index for Ontario as per the *Municipality of East Ferris Salary Administration Policy*;
3. That any new employee be placed on the salary grid in accordance with the *Municipality of East Ferris Salary Administration Policy*;
4. That progression through the salary grid steps be in accordance with the *Municipality of East Ferris Salary Administration Policy*;
5. That all previous by-laws adopting position and ranking schedules, and salary grids for non-union personnel be repealed.
6. That this by-law shall come into force and take effect on the 1st day of January, 2024.

READ A FIRST AND SECOND TIME this 12th day of September, 2023.

READ A THIRD TIME AND FINALLY PASSED this 12th day of September, 2023.

Mayor
Pauline Rochefort

Clerk
Kari Hanselman

THE CORPORATION OF THE MUNICIPALITY OF EAST FERRIS

SCHEDULE “A” TO BY-LAW 2023-37

BEING A BY-LAW TO ESTABLISH THE SALARY GRID FOR NON-UNION EMPLOYEES

Salary Grid - Effective January 1 st , 2024						
Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
I	\$160,078	\$168,082	\$176,086	\$184,090	\$192,094	\$200,098
H	\$119,770	\$125,758	\$131,747	\$137,735	\$143,724	\$149,712
G	\$91,326	\$95,893	\$100,459	\$105,025	\$109,592	\$114,158
F	\$79,447	\$83,420	\$87,392	\$91,364	\$95,337	\$99,309
E	\$69,054	\$72,506	\$75,959	\$79,412	\$82,864	\$86,317
D	\$62,867	\$66,011	\$69,154	\$72,297	\$75,441	\$78,584
C	\$51,236	\$53,798	\$56,360	\$58,921	\$61,483	\$64,045
B	\$42,326	\$44,443	\$46,559	\$48,675	\$50,792	\$52,908
A	\$33,418	\$35,088	\$36,759	\$38,430	\$40,101	\$41,772