

CORPORATION OF THE CITY OF CLARENCE-ROCKLAND

BY-LAW 2019-39

BEING A BY-LAW TO ESTABLISH THE WORKING CONDITIONS, BENEFITS AND SALARY SCALES FOR DEPARTMENTAL HEADS AND NON-UNIONIZED EMPLOYEES OF THE CORPORATION OF THE CITY OF CLARENCE-ROCKLAND.

NOW THEREFORE be it enacted by the Municipal Council of the Corporation of the City of Clarence-Rockland, that:

1. The job classification structure of the Department Heads and non-unionized employees be as follows:

Class 1. Human Resources Administrative Assistant

Class 2. Executive Administrative Assistant

Class 3. Daycare Supervisor
Deputy Clerk
Information Technology Analyst
Pay Analyst
Tax Analyst/Collector

Class 4. Communication Officer
Senior HR Generalist

Class 5. Chief Building Official
Manager of Daycare Services
Manager of Engineering and Operations
Manager of Information Technology
Manager of Recreation Facilities
Manager of Supply and Process

Class 6. Clerk
Deputy Treasurer
Manager of By-law Services
Manager of Capital Projects
Manager of Community Relations
Manager of Development
Manager of Environment and Water

Class 7. Deputy Fire Chief
Manager of Human Resources
Economic Dev. Officer.

Class 8. Chief Information Officer

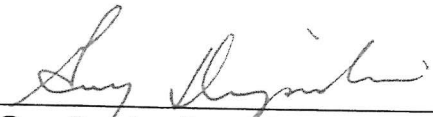
Director of Community Services
Treasurer

Class 9. Director of Protective Services/Fire Chief
Director of Infrastructure and Planning

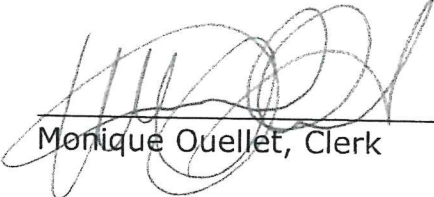
Class 10. Chief Administrative Officer

2. That the working conditions, salary scales and benefits for non-unionized employees outlined in Schedule "A" hereto attached and forming part of this By-Law are hereby approved.
3. That By-law no. 2017-13 be and is hereby repealed.
4. That this By-law be deemed to have taken effect on April 1, 2019.

READ A FIRST, SECOND AND THIRD TIME AND PASSED IN OPEN COUNCIL THIS 15th DAY OF APRIL, 2019.



Guy Desjardins, Mayor



Monique Ouellet, Clerk

Non-union Salary scale

April 1st, 2019								
C lass	Level							
	1	2	3	4	5	6	7	8
6	\$86,691	\$89,787	\$92,883	\$95,979	\$99,075	\$102,172	\$105,268	\$108,364
5	\$79,772	\$82,621	\$85,470	\$88,319	\$91,168	\$94,017	\$96,866	\$99,715
4	\$70,411	\$72,926	\$75,440	\$77,955	\$80,470	\$82,984	\$85,499	\$88,014
3	\$61,457	\$63,652	\$65,847	\$68,042	\$70,237	\$72,431	\$74,626	\$76,821
2	\$53,724	\$55,643	\$57,561	\$59,480	\$61,399	\$63,318	\$65,236	\$67,155
1	\$47,105	\$48,787	\$50,469	\$52,152	\$53,834	\$55,516	\$57,199	\$58,881

Class	Min	Mid	Max
	80%	100%	110%
10	\$142,450	\$178,063	\$195,869
9	\$121,286	\$151,608	\$166,768
8	\$106,227	\$132,784	\$146,062
7	\$95,238	\$119,048	\$130,952

Non-union Salary scale

2020								
Class	Level							
	1	2	3	4	5	6	7	8
6	\$88,208	\$91,358	\$94,509	\$97,659	\$100,809	\$103,960	\$107,110	\$110,260
5	\$81,168	\$84,067	\$86,966	\$89,865	\$92,763	\$95,662	\$98,561	\$101,460
4	\$71,643	\$74,202	\$76,761	\$79,319	\$81,878	\$84,437	\$86,995	\$89,554
3	\$62,532	\$64,766	\$66,999	\$69,232	\$71,466	\$73,699	\$75,932	\$78,166
2	\$54,664	\$56,616	\$58,569	\$60,521	\$62,473	\$64,426	\$66,378	\$68,330
1	\$47,929	\$49,641	\$51,353	\$53,064	\$54,776	\$56,488	\$58,200	\$59,911

Class	Min	Mid	Max
	80%	100%	110%
10	\$144,943	\$181,179	\$199,296
9	\$123,409	\$154,261	\$169,687
8	\$108,086	\$135,107	\$148,618
7	\$96,905	\$121,131	\$133,244