



Report to Council

To: Mayor and Council Members
From: Judy Everett, Treasurer
Date: December 9, 2024
Subject: 2025 Salaries and Wages By-Laws

Recommendation:

That Council adopt the 2025 Salary Grid By-Law, the 2025 Council and Committee Remuneration By-Law, and the 2025 Emergency Services Pay Rates By-Law.

Background:

By-Laws for the following year's Salary Grid, Council and Committee Remuneration, and the Emergency Services Pay Rates By-Laws are adopted annually, typically in December of each year.

Analysis:

As presented at the 2025 Draft Budget meeting held on December 11, 2024, a 3% increase in salaries, wages and remunerations are included in the 2025 draft budget. The applicable by-laws being adopted at the December 17th, 2024 Council meeting will enable staff to be prepared for the first 2025 payroll being processed near the beginning of January, 2025.

Financial Implications:

Dollars are included in the 2025 draft budget.

Strategic and/or Other Plans:

Governance – Maintain a strong, accountable, Municipal Government
Maintain policies and processes that enable effective governance
Provide effective, clear and transparent Township communication
Protect the human environment.



Township of North Kawartha

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In Consultation With:

Alana Solman, Chief Administrative Officer

Attachments:

2025 Salary Grid By-Law with Appendix A

2025 Council and Committee Remuneration By-Law

2025 Emergency Services Pay Rates By-Law with Appendix A