

The Corporation of the Township of North Kawartha

By-law 2024-0000

Being a by-law of the Corporation of the Township of North Kawartha to adopt the Salary Grid for the Township of North Kawartha, and to repeal By-Law 2023-0086.

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 purposes of exercising its authority under this or any other Act;

And Whereas the Council of the Corporation of the Township of North Kawartha deem it advisable to adopt Position and Ranking Schedules for personnel administration purposes as required by Pay Equity;

Now Therefore the Council of the Corporation of the Township of North Kawartha enacts as follows:

1. That Council adopts the salary grid as attached as Schedule 'A';
2. That the salary grid be adjusted annually to reflect the Consumer Price Index for Ontario through Statistics Canada or adjusted according to resolution or By-Law of Council.
3. That Council adopt the following policy:
 - i) That new employees will be placed on the salary grid based on skills and previous related experience.
 - ii) Progression through the range shall be based on experience and performance. Reasons for failure to progress through the range should be identified as a consequence of individualized performance evaluation based on mutually understood and accepted performance criteria that are defined in advance of evaluation period.
4. That all previous by-laws adopting position and ranking schedules including By-Law #2023-0086 be repealed.
5. That this By-Law shall come into force and take effect on the 1st day of January, 2025.

Read and Adopted in open Council on the 17th day of December, 2024.

Carolyn Amyotte, Mayor

Connie Parent, Clerk