

THE CORPORATION OF THE TOWNSHIP OF GREATER MADAWASKA

BY-LAW 65-2024

Being a By-Law to Provide for the Remuneration of
Employees of the Municipality

WHEREAS the Municipal Act 2001, S.O. 2001, c. 25, Section 5 states that the powers of a Municipality shall be exercised by its Council, and shall be exercised by By-Law;

AND WHEREAS the Municipal Act, 2001, S.O. 2001, c. 25 Section 9 gives the Municipality the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this Act;

AND WHEREAS the Pay Equity Act R.S.O. 1990, Chapter P.7 Section 4(1) as amended states that the purpose of the Pay Equity Act is to redress systemic gender discrimination in compensation for work performed by employees in female job classes;

AND WHEREAS Council believes that the remuneration for Employees and Officers should be set out in a By-Law;

NOW THEREFORE The Council of the Corporation of The Township of Greater Madawaska enacts as follows:

1. The appointed Officials and Employees of the Corporation shall hereby be paid remuneration, as set out on the attached Schedule 'A'.
2. Council members remuneration shall be increased effective January 01, 2025 by the 2.5% Cost of Living increase applied to Employees of the Corporation.
3. That this By-law shall come into force and take effect January 1, 2025 and shall remain in force until repealed by Council.
4. That By-law 06-2024 is hereby repealed as of January 01, 2025.

READ a first and second time this 5th day of December, 2024

READ a third time and passed this 5th day of December, 2024

Rob Weir
Mayor

Robin Emon
Clerk

Schedule 'A'
By-Law 65-2024

Township of Greater Madawaska Salary Grid 2025							
Pay Level	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		85%	88%	91%	94%	97%	100%
12	Chief Administrative Officer (CAO)	\$ 119,190	\$ 123,396	\$ 127,603	\$ 131,810	\$ 136,016	\$ 140,223
11	Treasurer/Deputy CAO	\$ 107,177	\$ 110,960	\$ 114,742	\$ 118,525	\$ 122,308	\$ 126,090
10	Mgr, Planning & Development	\$ 98,323	\$ 101,793	\$ 105,264	\$ 108,734	\$ 112,204	\$ 115,674
9		\$ 90,457	\$ 93,649	\$ 96,842	\$ 100,034	\$ 103,227	\$ 106,420
8	Facilities/Envmt Manager Fire Chief Public Works Supervisor Chief Building Official	\$ 83,213	\$ 86,150	\$ 89,087	\$ 92,024	\$ 94,961	\$ 97,898
7	Mechanic Clerk	\$ 73,643	\$ 76,242	\$ 78,842	\$ 81,441	\$ 84,040	\$ 86,639
6	Deputy Fire Chief Junior Planner	\$ 65,175	\$ 67,475	\$ 69,775	\$ 72,076	\$ 74,376	\$ 76,676
5	Chief Librarian Community Development Coordinator District Fire Chief Finance and HR Administrator Machine Operator	\$ 57,679	\$ 59,715	\$ 61,751	\$ 63,787	\$ 65,822	\$ 67,858
4	Fire Captain Maintenance Repair Operations Administrator	\$ 51,047	\$ 52,849	\$ 54,651	\$ 56,452	\$ 58,254	\$ 60,056
3	Finance and Reception Clerk Firefighter/Lieutenant	\$ 45,176	\$ 46,771	\$ 48,365	\$ 49,959	\$ 51,554	\$ 53,148
2	Facilities Attendant Library Assistant Transfer Site Attendant	\$ 39,982	\$ 41,393	\$ 42,804	\$ 44,215	\$ 45,626	\$ 47,037
1	To be determined						