

The Corporation of the Township of North Kawartha

By-law 2026-000

Being a by-law of the Corporation of the Township of North Kawartha to amend Salary Grid by-Law 2026-0017

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 purpose 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 amended salary grid attached hereto as Schedule 'B';
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.

This by-law shall come into effect on the 1st day of June, 2026.

Read and Adopted in open Council on the 2nd day of June, 2026.

Carolyn Amyotte, Mayor

Kelly Picken, Clerk

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Township of North Kawartha
Amended 2026 Hourly Rates Effective June 1, 2026

3% COLA

	Title	Hours	Band	Band Range	Start Rate	Step 1	Step 2	Step 3	Step 4	Step 5
1	C.A.O.	40	16	1500-1599	\$67.42	\$72.45	\$74.45	\$76.47	\$78.48	\$80.43
2	Vacant	40	15	1400-1499	\$61.83	\$66.45	\$68.27	\$70.13	\$71.98	\$73.78
3	Vacant	40	14	1300-1399	\$56.23	\$60.44	\$62.10	\$63.79	\$65.47	\$67.13
4	Deputy CAO	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
5	Clerk	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
6	Fire Chief	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
7	Treasurer	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
8	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
9	Director of Parks & Recreation & Waste Management	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
10	Public Works Manager	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
11	Manager of Planning	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
12	Vacant	35	12	1100-1199	\$47.70	\$51.27	\$52.70	\$54.13	\$55.54	\$56.98
13	Parks & Recreation Supervisor	35	11	1000-1099	\$44.78	\$48.12	\$49.47	\$50.80	\$52.13	\$53.48
14	Financial Analyst/IT Supervisor	35	11	1000-1099	\$44.78	\$48.12	\$49.47	\$50.80	\$52.13	\$53.48
15	Deputy Treasurer	35	10	900-999	\$41.86	\$44.97	\$46.24	\$47.47	\$48.72	\$49.98
16	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	\$41.86	\$44.97	\$46.24	\$47.47	\$48.72	\$49.98
17	Deputy Clerk	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
18	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
19	Deputy Fire Chief/Training Officer	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
20	Junior Planner	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
21	CEO/Librarian	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
22	Public Works Foreperson	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
23	Economic Development Officer	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
24	Skating Coach	P/T	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
25	Gymnastics Coach	P/T	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
26	Finance Assistant/IT Coordinator	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
27	IT Support Technician	35	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
28	P & R Admin Assistant/Program Coordinator	35	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
29	Building & Planning Assistant/Secretary	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
30	Accounting Assistant	35	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
31	Equipment Operators	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
32	Road Patroller	40	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
33	Technical Services Manager	35	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
34	Technical Services and Programming Manager	35	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14

35	Fire Prevention Inspector	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
36	Secretary Receptionist	35	7	600-699	\$25.98	\$27.92	\$28.70	\$29.47	\$30.24	\$31.03
37	Parks & Recreation Administration Assistant	P/T	7	600-699	\$25.98	\$27.92	\$28.70	\$29.47	\$30.24	\$31.03
38	Parks & Recreation Attendant - Labourer	35	7	600-699	\$25.98	\$27.92	\$28.70	\$29.47	\$30.24	\$31.03
39	Transfer Station Site Attendants	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
40	Parks & Recreation Labourer	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
41	Programming Coordinator (Library)	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
42	Public Works Summer Labourer	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
43	Vacant	P/T	5	400-499	\$20.01	\$21.51	\$22.08	\$22.68	\$23.29	\$23.88
44	Swim Instructor	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
45	Arena Attendant - Snack Bar	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
46	Summer Sports Coordinator	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
47	Branch Librarian	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
48	Library Clerk	P/T	3	200-299	\$17.72	\$ 18.96	\$ 19.50	\$ 20.02	\$ 20.56	\$ 21.08
49	Circulation Assistant	P/T	3	200-299	\$17.72	\$ 18.96	\$ 19.50	\$ 20.02	\$ 20.56	\$ 21.08

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Township of North Kawartha
Amended 2026 Salary Grid Effective June 1, 2026

3% COLA

	Title	Hours	Band	Band Range	Start Rate	Step 1	Step 2	Step 3	Step 4	Step 5
1	C.A.O.	40	16	1500-1599	140,242	150,696	154,853	159,052	163,229	167,300
2	Vacant	40	15	1400-1499	128,606	138,216	142,002	145,870	149,718	153,462
3	Vacant	40	14	1300-1399	116,958	125,715	129,168	132,683	136,178	139,630
4	Deputy CAO	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
5	Clerk	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
6	Fire Chief	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
7	Treasurer	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
8	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
9	Director of Parks & Recreation & Waste Management	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
10	Public Works Manager	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
11	Manager of Planning	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
12	Vacant	35	12	1100-1199	86,814	93,311	95,914	98,517	101,083	103,704
13	Parks & Recreation Supervisor	35	11	1000-1098	81,500	87,578	90,035	92,456	94,877	97,334
14	Financial Analyst/IT Supervisor	35	11	1000-1099	81,500	87,578	90,035	92,456	94,877	97,334
15	Deputy Treasurer	35	10	900-999	76,184	81,845	84,151	86,400	88,669	90,956
16	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	87,067	93,537	96,172	98,743	101,336	103,949
17	Deputy Clerk	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
18	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
19	Deputy Fire Chief/Training Officer	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
20	Junior Planner	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
21	CEO/Librarian	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
22	Public Works Foreperson	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
23	Economic Development Officer	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
24	Finance Assistant/IT Coordinator	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
25	IT Support Technician	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
26	P & R Admin Assistant/Program Coordinator	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
27	Building & Planning Assistant/Secretary	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
28	Accounting Assistant	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
29	Equipment Operators	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
30	Technical Services Manager	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
31	Technical Services and Programming Manager	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
32	Fire Prevention Inspector	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
33	Customer Service Representative	35	7	600-699	47,277	50,820	52,226	53,632	55,038	56,482
34	Parks & Recreation Attendant - Labourer	35	7	600-699	47,277	50,820	52,226	53,632	55,038	56,482
35	Transfer Station Site Attendant	40	6	500-599	44,690	48,011	49,361	50,689	52,039	53,367