



Report to Council

To: Mayor and Council Members
From: Judy Everett
Date: May 20, 2026
Subject: Amended 2026 Salary Grid Effective June 1, 2026

Recommendation:

That Council amend By-Law #2026-0017 to include Schedule 'B' which includes updated salary and hourly rates effective June 1, 2026.

Background:

Results from a Compensation Review and Pay Equity Review were presented to Council in the Fall of 2025.

Analysis:

Staff have been working with the consultant to clarify some of the findings. The Job Evaluation Tool (JET) was applied to new Job Descriptions as well as to any required current Job Descriptions. Council received a report on the findings, together with related estimated costs to implement the changes.

A new salary grid (Schedule 'B' of the amended By-Law 2026-0017) was prepared and will take effect on June 1, 2026.

Changes to the Salary Grid are:

1. Bands which previously did not indicate dollars are now completed with applicable dollars in each step of the band.



Township of North Kawartha

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2. After the JET was applied to the newly created Parks & Recreation Supervisor Job Description and the Financial Analyst/IT Supervisor Job Description, these positions were placed on Band 11.
3. The Deputy Treasurer position was moved from Band 9 to Band 10 re JET evaluation.
4. The Roads Foreperson title was changed to Public Works Foreperson.
5. The IT Support Technician was added to the grid as Band 8 per the JET.
6. The Secretary-Receptionist title was changed to Customer Service Representative.
7. The Parks & Recreation Attendant-Labourer position was moved from Band 6 to Band 7 due to the JET evaluation.
8. The Parks & Recreation Administration Assistant was added to the grid as Band 7.
9. Public Works Summer Labourer position was added to the grid as Band 6.

Financial Implications:

Approximately \$50,000 to be funded from General Reserves.

Strategic and/or Other Plans:

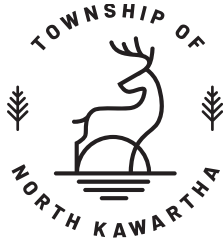
Governance – Maintain a strong, accountable, Municipal Government

- Maintain policies and processes that enable effective governance
- Provide effective, clear and transparent Township communication

Environment – Protect the human environment

In Consultation With:

Alana Solman, Chief Administrative Officer



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Attachment:

By-Law Amending By-Law 2026-0017 to include Schedule 'B'

Schedule 'B'

By-Law #2026-0017 passed on February 17, 2026