

The Corporation of the Township of North Kawartha

By-law 2026-0017

Being a by-law of the Corporation of the Township of North Kawartha to adopt the Amended Salary Grid for the Township of North Kawartha, and to repeal By-Law 2026-0005.

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 Amended 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 That all previous by-laws adopting position and ranking schedules including By-Law #2026-0005 be repealed.
5. That this By-Law shall come into force and take effect on the 1st day of January, 2026.

Read and Adopted in open Council on the 17th day of February, 2026.

Jim Whelan, Deputy Mayor

Connie Parent, Clerk

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Township of North Kawartha
Amended 2026 Hourly Rates

	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	Deputy CAO	40	13	1500-1599	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
3	Clerk	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
4	Fire Chief	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
5	Treasurer	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
6	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
7	Director of Parks & Recreation & Waste Management	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
8	Public Works Manager	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
9	Manager of Planning	40	13	1200-1299	\$50.63	\$54.43	\$55.93	\$57.45	\$58.96	\$60.48
10	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	\$41.86	\$44.97	\$46.24	\$47.47	\$48.72	\$49.98
11	Deputy Treasurer	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
12	Deputy Clerk	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
13	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
14	Deputy Fire Chief/Training Officer	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
15	Junior Planner	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
16	CEO/Librarian	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
17	Roads Foreperson	40	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
18	Economic Development Officer	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
19	Skating Coach	P/T	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
20	Gymnastics Coach	P/T	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
21	Finance Assistant/IT Coordinator	35	9	800-899	\$38.05	\$40.91	\$42.02	\$43.18	\$44.31	\$45.45
22	P & R Admin Assistant/Program Coordinator	35	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
23	Building & Planning Assistant/Secretary	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
24	Accounting Assistant	35	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
25	Equipment Operators	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
26	Road Patroller	40	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14

27	Technical Services Manager	35	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
28	Technical Services and Programming Manager	35	8	700-800	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
29	Fire Prevention Inspector	40	8	700-799	\$28.60	\$30.70	\$31.59	\$32.42	\$33.28	\$34.14
30	Secretary Receptionist	35	7	600-699	\$25.98	\$27.92	\$28.70	\$29.47	\$30.24	\$31.03
31	Parks & Recreation Attendant - Labourer	35	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
32	Transfer Station Site Attendants	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
33	Parks & Recreation Labourer	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
34	Programming Coordinator (Library)	P/T	6	500-599	\$21.49	\$23.08	\$23.73	\$24.37	\$25.02	\$25.66
35		P/T	5	400-499	\$20.01	\$21.51	\$22.08	\$22.68	\$23.29	\$23.88
36	Swim Instructor	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
37	Arena Attendant - Snack Bar	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
38	Summer Sports Coordinator	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
39	Branch Librarian	P/T	4	300-399	\$18.83	\$20.24	\$20.79	\$21.34	\$21.92	\$22.48
40	Library Clerk	P/T	3	200-299	\$17.72	\$ 18.96	\$ 19.50	\$ 20.02	\$ 20.56	\$ 21.08
41	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

	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	Deputy CAO	40	13	1500-1599	105,320	113,204	116,332	119,503	122,631	125,802
3	Clerk	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
4	Fire Chief	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
5	Treasurer	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
6	C.B.O/ByLaw Enforcement Officer	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
7	Director of Parks & Recreation & Waste Management	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
8	Public Works Manager	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
9	Manager of Planning	40	13	1200-1299	105,320	113,204	116,332	119,503	122,631	125,802
10	Deputy CBO/ByLaw Enforcement Officer	40	10	900-999	87,067	93,537	96,172	98,743	101,336	103,949
11	Deputy Treasurer	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
12	Deputy Clerk	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
13	Building Inspector/ByLaw Enforcement Officer	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
14	Deputy Fire Chief/Training Officer	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
15	Junior Planner	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
16	CEO/Librarian	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
17	Roads Foreperson	40	9	800-899	79,140	85,096	87,410	89,809	92,166	94,544
18	Economic Development Officer	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
19	Finance Assistant/IT Coordinator	35	9	800-899	69,248	74,459	76,484	78,583	80,645	82,726
20	P & R Admin Assistant/Program Coordinator	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
21	Building & Planning Assistant/Secretary	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
22	Accounting Assistant	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
23	Equipment Operators	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
24	Technical Services Manager	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
25	Technical Services and Programming Manager	35	8	700-799	52,058	55,882	57,494	59,012	60,568	62,143
26	Fire Prevention Inspector	40	8	700-799	59,494	63,865	65,707	67,443	69,221	71,021
27	Secretary Receptionist	35	7	600-699	47,277	50,820	52,226	53,632	55,038	56,482
28	Parks & Recreation Attendant - Labourer	35	6	500-599	39,104	42,010	43,191	44,353	45,534	46,696
29	Transfer Station Site Attendant	40	6	500-599	44,690	48,011	49,361	50,689	52,039	53,367