

**THE CORPORATION OF THE TOWN OF WASAGA BEACH**  
**BY-LAW 2024-04**

A By-law to establish an updated ladder chart for non-union employees  
(Value Group 1 – 14) effective January 1, 2024;  
and an updated wage chart effective January 1, 2024

**WHEREAS** Section 5 of the *Municipal Act*, 2001, states that the powers of the municipality shall be exercised by its council;

**AND WHEREAS** Section 8 of the *Municipal Act*, 2001, confers authority on municipalities to govern their affairs as they consider appropriate;

**AND WHEREAS** Section 9 the *Municipal Act*, 2001, provides a municipality 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** Council regularly evaluates non-union positions within the organization and is desirous of implementing changes to the non-union employee ladder chart for permanent full time, permanent part time and library staff that reflects the recommendations of the review;

**AND WHEREAS** Council is desirous of implementing the recommended cost of living adjustment to the wage grid for non-union employees;

**NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWN OF WASAGA BEACH HEREBY ENACTS AS FOLLOWS:**

1. That Appendix “A” – Ladder Chart for Non-Union Employees – Value Groups 1 – 14 – attached hereto forms part of this by-law.
2. That Appendix “B” – Wage Grid for Non-Union Employees – Value Groups 1 – 14 attached hereto forms part of this by-law.
3. That where the provisions of any other by-law, resolution or action of Council are inconsistent with the provisions of this by-law the provision of this by-law shall prevail.
4. That this By-Law shall come into force and effect on the final passage thereof.

**BY-LAW READ A FIRST, SECOND AND THIRD TIME AND FINALLY PASSED THIS 25<sup>th</sup> DAY OF JANUARY, 2024.**

**THE CORPORATION OF THE TOWN OF WASAGA BEACH**

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Brian Smith, Mayor

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Nicole Rubli, Director, Legislative Services & Clerk

APPENDIX "A"

**Updated 2024 NON-UNION POSITIONS LADDER CHART (VG 1-14)**

<b><u>Value Group</u></b>	<b><u>Job Title</u></b>
14	Chief Administrative Officer
13	Deputy Chief Administrative Officer General Manager, Corporate Services General Manager, Community Services General Manager, Development Services
12	Chief Financial Officer & Treasurer Director, Emergency Services and Fire Chief Director, Planning & Economic Initiatives Director, Public Works
11	Deputy Fire Chief Director, Building & Development Standards & CBO Director, Legislative Services & Clerk Director, Recreation, Events and Facilities
10	Director, Library Services and Chief Executive Officer Manager, Engineering Services Manager, Finance Manager, Operations Manager, Planning
9	Deputy Chief Building Officer Deputy Treasurer Director, Communications & Intergovernmental Affairs Director, Human Resources Manager, Facilities Manager, Fleet, Compliance and Purchasing Manager, Information & Technology Management Services Manager, Parks
8	Landscape Architect Manager, Building Maintenance (contract) Project Engineer/Project Engineering Technologist Senior Planner Special Projects Leader Supervisor, Recreation Services

## APPENDIX "A"

- 7
- Budget/Financial Analyst
  - Building & Development Inspector
  - Coordinator, Municipal Law Enforcement/Property Standards Officer
  - Deputy Clerk & Cemetery Custodian
  - Economic Development Officer
  - Engineering Technologist
  - Foreman – Facilities
  - Foreman – Parks
  - Foreman – Roads
  - Foreman – Water/Sewer
  - GIS Coordinator
  - Planner I
  - Project Coordinator
  - Senior Special Events Coordinator
- 6
- Application Navigator
  - Adult Services Coordinator
  - Customer Service Coordinator
  - Engineering Technician
  - Family Services Coordinator
  - Human Resources Coordinator
  - Human Resources/Health & Safety Coordinator
  - Information Systems Specialist
  - Junior Plans Examiner/Permit Clerk
  - Property Standards Enforcement/ Parking Officer
  - Public Services Coordinator
  - Records and Information Management Specialist
  - Secretary-Treasurer, Committee of Adjustment/Planning Navigator
  - Special Events Coordinator
  - Technical Services Coordinator
- 5
- Accounts Payable / Accounts Receivable Clerk
  - Active Living & Volunteer Programmer Administrative Business
  - Licensing Archives Coordinator
  - Animal Control/Municipal Law Enforcement Officer
  - Business Licensing Coordinator/Corporate Advisor to Council
  - Communications & Creative Services Coordinator
  - Coordinator/Corporate Advisor to Council
  - Computer Support Specialist
  - Economic Development Coordinator
  - Executive Assistant to Mayor, Council, CAO and Clerk
  - Grant Specialist & Treasury Assistant
  - Municipal Law Enforcement/Property Standards Officer
  - Payroll & Human Resources Representative
  - Revenue Clerk – Tax
  - Revenue Clerk – Utilities

APPENDIX "A"

- 4
  - Accounts Payable Assistant
  - Administrative Assistant – Building / Permit Clerk
  - Administrative Assistant – Fire
  - Administrative Assistant – Bylaw
  - Administrative Assistant – Planning
  - Administrative Assistant – Public Works – Accounts
  - Administrative Assistant – Public Works – Environment
  - Administrative Assistant – Public Works – Payroll
  - Asset Management Coordinator
  - Community Relations Assistant
  - Customer Service Programmer
  - Human Resources Associate
  - Junior Revenue Clerk
  - Library Technician - Cataloger
  - Municipal Law Enforcement Officer (seasonal)
  - Recreation Programmer
  - Special Events Programmer
  - Youth Programmer
  
- 3
  - After-Hours Clinic Manager
  - Customer Service Representative
  - Library Assistant 1 – Circulation
  - Makerspace Programmer
  - Recreation Customer Service Representative
  - Senior Recreation Program Instructor
  - Youth Assistant
  
- 2A
  - By-Law Supervisor
  - PW Student Supervisor
  - Recreation Program Instructor
  - Special Events Assistant Summer
  
- 2B
  - Customer Service Associate
  - Engineering Intern Recreation
  - Program Assistant
  - Summer / Contract By-law Officer
  
- 1A
  - Beachfront Ambassador
  - Bylaw Admin Assistant
  - Recreation Camp Counsellor
  - Senior Library Aide
  - Summer Departmental Assistant
  
- 1B
  - Junior Recreation Assistant
  - Labourer / Facility Attendant
  - Library Aide
  - Outdoor Rink Attendant
  
- 1C
  - Concession Attendant
  - Library Summer Program Assistant

APPENDIX "B"

**Town of Wasaga Beach**

**2024 Non-Union Wage Grid - Hourly Rates**

Similar Value Group	Step 1	Step 2	Step 3	Step 4	Job Rate Step 5
14	100.90	104.94	109.13	113.50	118.04
13	78.39	81.53	84.79	88.18	91.71
12	71.27	74.12	77.09	80.17	83.38
11	66.56	69.22	71.99	74.87	77.86
10	63.79	66.34	68.99	71.75	74.62
9	58.72	61.07	63.51	66.05	68.69
8	54.69	56.88	59.15	61.52	63.98
7	47.69	49.60	51.58	53.64	55.79
6	40.85	42.49	44.18	45.95	47.79
5	34.65	36.03	37.47	38.97	40.53
4	31.98	33.26	34.59	35.97	37.41
3	27.76	28.87	30.02	31.22	32.47
2A	20.02	20.57	21.11		
2B	18.95	19.49	20.02		
1A	17.87	18.41	18.95		
1B	17.68	17.97	18.27		
1C	Minimum Wage (16.55)	17.11	17.39		

**\*\*COLA added of 1.70% for 2024**