

# THE CORPORATION OF THE TOWN OF WASAGA BEACH

## BY-LAW 2024-54

A By-law to establish a wage grid and ladder chart for non-union employees  
(Value Group 1 – 14)

**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 at its meeting June 13, 2024 approved all recommendations in Report # 2024/06/13-01 - Compensation Review for Management/Non-Union Employees and Members of Council;

**AND WHEREAS** Council is desirous of establishing the 55th percentile of the comparator group as the benchmark for establishing the new wage grid;

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

1. That Schedule "A" – Ladder Chart for Non-Union Employees – Value Groups 1 – 14 – attached hereto forms part of this by-law, effective January 1, 2024.
2. That Schedule "B" – Wage Grid for Non-Union Employees – Value Groups 1 – 14 attached hereto forms part of this by-law effective January 1, 2024.
3. That Cost of Living increases be applied in accordance with the annual approved budget.
4. That staff are directed to conduct compensation market reviews for Management/Non-Union Staff every four years.
5. That By-law 2019-27 and any other By-laws establishing a wage grid and ladder chart for non-union employees be repealed.

6. 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.
7. 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 27<sup>th</sup> DAY OF JUNE, 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

**Schedule "A"  
to By-law 2024-54**

**LADDER CHART (VG 1-14)**

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

**Schedule "A"  
to By-law 2024-54**

<b><u>Value Group</u></b>	<b><u>Job Title</u></b>
7	Budget/Financial Analyst Building & Development Inspector Deputy Clerk & Cemetery Custodian Economic Development Officer Engineering Technologist Foreman – Facilities Foreman – Parks Foreman – Roads Foreman – Water/Sewer GIS Coordinator Human Resources Advisor – Health & Safety Human Resources Advisor – Payroll & Benefits Information Systems Specialist Planner I Project Coordinator
6	Application Navigator Adult Services Coordinator Asset Management Coordinator Customer Service Coordinator Engineering Technician Executive Assistant to Mayor, Council, CAO and Clerk Family Services Coordinator Human Resources Coordinator Payroll & Benefits Coordinator 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 Assistant / Business Licensing Archives Coordinator Animal Control/Municipal Law Enforcement Officer Business Licensing Coordinator Communications & Creative Services Coordinator Computer Support Specialist Economic Development Coordinator Grant Specialist & Treasury Assistant Municipal Law Enforcement/Property Standards Officer Revenue Clerk – Tax Revenue Clerk – Utilities

**Schedule "A"  
to By-law 2024-54**

<b><u>Value Group</u></b>	<b><u>Job Title</u></b>
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 Community Relations Assistant Customer Service Programmer 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
2B	Customer Service Associate Engineering Intern Recreation Program Assistant Summer / Contract By-law Officer
1A	Beachfront Ambassador 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

**Schedule "B"  
to By-law 2024-54**

**Town of Wasaga Beach**

**Management/Non-Union Hourly Wage Grid**

Similar Value Group	Step 1	Step 2	Step 3	Step 4	Job Rate Step 5
14	120.17	125.17	130.39	135.82	141.48
13	90.76	94.54	98.48	102.59	106.86
12	76.74	79.94	83.27	86.74	90.35
11	71.15	74.11	77.20	80.42	83.77
10	64.37	67.05	69.85	72.76	75.79
9	59.91	62.41	65.01	67.72	70.54
8	54.69	56.88	59.15	61.52	63.98
7	48.16	50.16	52.25	54.43	56.70
6	41.63	43.36	45.17	47.05	49.01
5	36.05	37.56	39.12	40.75	42.45
4	33.36	34.75	36.20	37.71	39.28
3	29.51	30.74	32.02	33.35	34.74
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	16.55	17.11	17.39		