



# **The Municipal Corporation of the Town of Fort Erie**

**BY-LAW NO. 119-04**

---

**BEING A BY-LAW TO AMEND BY-LAW NO. 270-89  
(NON-UNION SALARY ADMINISTRATION PLAN)**

---

**WHEREAS** By-law No. 270-89, as amended provides for the Management and Supervisory Staff Personnel Policy with a view to organizational structure, prescribing duties, affixing remuneration and establishing performance criteria, and

**WHEREAS** Report No. CAO-22-04 was approved at the Council-in-Committee meeting of June 14, 2004 to receive same for information purposes and to direct the Chief Administrative Officer to proceed accordingly, and

**WHEREAS** it is deemed desirable to amend the Non-Union Salary Administration Plan for the Town of Fort Erie under By-law No. 270-89 by providing for a 3% economic increase for the year 2004 and a 3% economic increase for the year 2005;

**NOW THEREFORE** the Municipal Council of The Corporation of the Town of Fort Erie hereby enacts as follows:

1. **THAT** Schedule "A" to By-law No. 270-89, as amended lastly by By-law No. 130-2001, be and it is hereby further amended by:
  - (i) Adding Schedule "A-1" and Schedule "A-2" annexed hereto to this by-law which reflects a 3% increase from 2003 in the Non-Union Salary Administration Plan, effective January 1, 2004;
  - (ii) Adding Schedule "B-1" and Schedule "B-2" annexed hereto to this by-law which reflects a 3% increase from 2004 in the Non-Union Salary Administration Plan, effective January 1, 2005.
2. **THAT** pursuant to the provisions of Section 227 of the *Municipal Act, 2001*, the Clerk of the Town of Fort Erie is hereby authorized to effect any minor modifications or corrections of an administrative, numerical, grammatical, semantical or descriptive nature or kind to the by-law and schedule as may be deemed necessary after the passage of this by-law.

**READ A FIRST, SECOND AND THIRD TIME AND FINALLY PASSED THIS 21<sup>st</sup> DAY  
OF JUNE, 2004.**

  
\_\_\_\_\_  
**MAYOR**

  
\_\_\_\_\_  
**CLERK**

I, the Clerk, Carolyn J. Kett, of The Corporation of the Town of Fort Erie hereby certify the foregoing to be a true certified copy of By-law No. 119-04 of the said Town. Given under my hand and the seal of the said Corporation this  
day of \_\_\_\_\_, 200 .

Schedule "A-1" to Town of Fort Erie By-law No. 270-89  
as amended by By-law No. 119-04  
passed this 21st day of June 2004

TABLE ONE based on 1950 hours annually  
The Corporation of The Town of Fort Erie  
Management, Supervisory and Exempt Staff  
Amended Salary Grid (increase 3%)  
**(Effective January 1, 2004)**

Salary Level	Start	Step 1	Step 2	Step 3	Step 4	Step 5
*12	90,648	94,389	98,110	101,841	105,572	109,342
11	85,808	89,551	93,270	97,002	100,732	104,503
10	68,101	71,504	74,909	78,315	81,719	85,124
9	61,902	64,997	68,093	71,186	74,283	77,378
8	56,368	59,186	62,004	64,823	67,641	70,460
7	51,314	53,880	56,446	59,012	61,578	64,143
6	46,345	48,661	50,979	53,294	55,614	57,931
5	42,313	44,429	46,547	48,662	50,777	52,894
4	38,630	40,560	42,492	44,424	46,356	48,287
3	*	37,084	38,852	40,618	42,383	44,149
2	*	*	35,654	37,275	38,897	40,517
1	*	*	*	34,229	35,716	37,204

The blank salary steps in Levels 1, 2, and 3 have been eliminated because statutory pay equity and comparable wages within the bargaining unit make the categories competitively impractical.

\*Level 12 is the salary of level 11 with the monthly expense allowance included.

TABLE TWO based on 1950 hours annually  
The Corporation of The Town of Fort Erie  
Management, Supervisory and Exempt Staff  
Amended Salary Grid (increase 3%)  
Breakdown of Salary Levels into Step Increments  
(Effective January 1, 2004)

Sal. Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12
21	37,204	40,517	44,149	48,287	52,894	57,931	64,143	70,460	77,378	85,124	104,503	109,342
20	36,832	40,111	43,706	47,805	52,365	57,350	63,503	69,756	76,606	84,274		
19	36,460	39,705	43,267	47,321	51,834	56,772	62,861	69,051	75,832	83,422		
18	36,089	39,300	42,826	46,837	51,305	56,192	62,218	68,347	75,057	82,570		
17	35,716	38,897	42,383	46,356	50,777	55,614	61,578	67,641	74,283	81,719	100,732	105,572
16	35,343	38,491	41,942	45,874	50,249	55,033	60,937	66,937	73,510	80,868		
15	34,973	38,085	41,501	45,391	49,718	54,454	60,295	66,232	72,736	80,017		
14	34,601	37,680	41,059	44,906	49,191	53,875	59,652	65,529	71,962	79,166		
13	34,229	37,275	40,618	44,424	48,662	53,294	59,012	64,823	71,186	78,315	97,002	101,841
12		36,871	40,175	43,941	48,132	52,715	58,371	64,119	70,415	77,464		
11		36,465	39,735	43,459	47,605	52,138	57,729	63,414	69,641	76,612		
10		36,060	39,292	42,975	47,075	51,558	57,088	62,709	68,867	75,762		
9		35,654	38,852	42,492	46,547	50,979	56,446	62,004	68,093	74,909	93,270	98,110
8		-	38,409	42,010	46,015	50,399	55,805	61,300	67,320	74,057		
7		-	37,969	41,528	45,488	49,820	55,164	60,595	66,545	73,206		
6		-	37,527	41,044	44,960	49,240	54,522	59,891	65,771	72,355		
5		-	37,084	40,560	44,429	48,661	53,880	59,186	64,997	71,504	89,551	94,389
4		-	-	40,078	43,902	48,083	53,240	58,481	64,226	70,653		
3		-	-	39,596	43,372	47,503	52,598	57,777	63,451	69,802		
2		-	-	39,112	42,843	46,924	51,956	57,072	62,677	68,951		
Start		-	-	38,630	42,313	46,345	51,314	56,368	61,902	68,101	85,808	90,648

Construction/Works Supervisor work 2080 hours annually. Salaries adjusted at 2080/1950  
Levels 11 and 12 only have 5 steps, no breakdown of step increments

**Other Supervisory and Exempt:**

Classification	Start	Mid	Top
School Crossing Guard (hourly)			\$ 10.32
Pool Supervisor (hourly)			\$ 14.48
Committee of Adjustment (member-chair)(per meeting)		\$ 57.37	\$ 70.56



Schedule "B-1" to Town of Fort Erie By-law No. 270-89  
as amended by By-law No. 119-04  
passed this 21st day of June 2004

TABLE ONE based on 1950 hours annually  
The Corporation of The Town of Fort Erie  
Management, Supervisory and Exempt Staff  
Amended Salary Grid (increase 3%)  
**(Effective January 1, 2005)**

Salary Level	Start	Step 1	Step 2	Step 3	Step 4	Step 5
*12	93,367	97,221	101,053	104,896	108,739	112,622
11	88,382	92,238	96,068	99,912	103,754	107,638
10	70,144	73,649	77,156	80,664	84,171	87,678
9	63,759	66,947	70,136	73,322	76,511	79,699
8	58,059	60,962	63,864	66,768	69,670	72,574
7	52,853	55,496	58,139	60,782	63,425	66,067
6	47,735	50,121	52,508	54,893	57,282	59,669
5	43,582	45,762	47,943	50,122	52,300	54,481
4	39,789	41,777	43,767	45,757	47,747	49,736
3	*	38,197	40,018	41,837	43,654	45,473
2	*	*	36,724	38,393	40,064	41,733
1	*	*	*	35,256	36,787	38,320

The blank salary steps in Levels 1, 2, and 3 have been eliminated because statutory pay equity and comparable wages within the bargaining unit make the categories competitively impractical.

\*Level 12 is the salary of level 11 with the monthly expense allowance included.

TABLE TWO based on 1950 hours annually  
The Corporation of The Town of Fort Erie  
Management, Supervisory and Exempt Staff  
Amended Salary Grid (increase 3%)  
Breakdown of Salary Levels into Step Increments  
(Effective January 1, 2005)

Sal. Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12
21	38,320	41,733	45,473	49,736	54,481	59,669	66,067	72,574	79,699	87,678	107,638	112,622
20	37,937	41,314	45,017	49,239	53,936	59,071	65,408	71,849	78,904	86,802		
19	37,554	40,896	44,565	48,741	53,389	58,475	64,747	71,123	78,107	85,925		
18	37,172	40,479	44,111	48,242	52,844	57,878	64,085	70,397	77,309	85,047		
17	36,787	40,064	43,654	47,747	52,300	57,282	63,425	69,670	76,511	84,171	103,754	108,739
16	36,403	39,646	43,200	47,250	51,756	56,684	62,765	68,945	75,715	83,294		
15	36,022	39,228	42,746	46,753	51,210	56,088	62,104	68,219	74,918	82,418		
14	35,639	38,810	42,291	46,253	50,667	55,491	61,442	67,495	74,121	81,541		
13	35,256	38,393	41,837	45,757	50,122	54,893	60,782	66,768	73,322	80,664	99,912	104,896
12		37,977	41,380	45,259	49,576	54,296	60,122	66,043	72,527	79,788		
11		37,559	40,927	44,763	49,033	53,702	59,461	65,316	71,730	78,910		
10		37,142	40,471	44,264	48,487	53,105	58,801	64,590	70,933	78,035		
9		36,724	40,018	43,767	47,943	52,508	58,139	63,864	70,136	77,156	96,068	101,053
8		-	39,561	43,270	47,395	51,911	57,479	63,139	69,340	76,279		
7		-	39,108	42,774	46,853	51,315	56,819	62,413	68,541	75,402		
6		-	38,653	42,275	46,309	50,717	56,158	61,688	67,744	74,526		
5		-	38,197	41,777	45,762	50,121	55,496	60,962	66,947	73,649	92,238	97,221
4		-	-	41,280	45,219	49,525	54,837	60,235	66,153	72,773		
3		-	-	40,784	44,673	48,928	54,176	59,510	65,355	71,896		
2		-	-	40,285	44,128	48,332	53,515	58,784	64,557	71,020		
Start		-	-	39,789	43,582	47,735	52,853	58,059	63,759	70,144	88,382	93,367

Construction/Works Supervisor work 2080 hours annually. Salaries adjusted at 2080/1950  
Levels 11 and 12 only have 5 steps, no breakdown of step increments

**Other Supervisory and Exempt:**

Classification	Start	Mid	Top
School Crossing Guard (hourly)			\$ 10.63
Pool Supervisor (hourly)			\$ 14.91
Committee of Adjustment (member-chair)(per meeting)	\$ 59.09		\$ 72.68