



## The Corporation of the Town of Fort Erie By-law 29-2025

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### Being a By-law to Amend By-law 54-2017 (Management, Supervisory and Exempt Employees Salary Administration Plan)

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**Whereas** By-law 54-2017 adopted the Management, Supervisory and Exempt Employees Salary Administration Plan for the years 2017 through 2020; and

**Whereas** By-law 122-2020 amended By-law 54-2017 to approve the Management, Supervisory and Exempt Employees Salary Administration Plan for the years 2021 through 2024; and

**Whereas** By-law 51-2024 amended By-law 54-2017, as amended, to update the Management, Supervisory and Exempt Employees Salary Administration Plan for the years 2021 through 2024; and

**Whereas** at the Regular Council meeting held on April 22, 2024, Council approved the Confidential Report CAO-05-2024 Management, Supervisory and Exempt Employees Salary Administration Plan in which Council approved a commitment to the Conference Board of Canada's Annual Compensation Planning Outlook which projects the average non-unionized salary increase; and

**Whereas** it is deemed desirable to further amend the Management, Supervisory and Exempt Employees Salary Administration Plan annually to reflect this commitment and ensure alignment with industry standards;

**Now, therefore,** the Municipal Council of The Corporation of the Town of Fort Erie enacts as follows:

1. **That** By-law 54-2017, as amended, to Adopt the Management, Supervisory and Exempt Employee Salary Administration Plan is further amended by deleting Schedule A and replacing it with Schedule A attached to and forming part of this By-law.
2. **That** in subsequent years, the Management, Supervisory, and Exempt Employee Salary Administration Plan shall be adjusted in accordance with the Conference Board of Canada's Annual Compensation Planning Outlook, which projects the average non-unionized salary increase, subject to annual budget approval.
3. **That** the Management, Supervisory and Exempt Employee Salary Administration Plan shall be reviewed by March 31, 2028, to align with industry standards.
4. **That** the Clerk of the Town is authorized to affect any minor modifications, corrections or omissions, solely of an administrative, numerical, grammatical, semantical or descriptive nature to this by-law or its schedules after the passage of this by-law.

Read a first, second and third time and finally passed this 31<sup>st</sup> day of March 2025.

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Mayor

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Clerk

## Schedule A to By-law 29-2025

2.50%

	<b>2024</b>		<b>2025</b>	
<b>Band</b>	<b>Min</b>	<b>Max</b>	<b>Min</b>	<b>Max</b>
13	230,047	276,056	235,798	282,957
12	161,606	193,927	165,646	198,775
11	128,983	154,779	132,208	158,648
10 (1950)	118,385	142,062	121,345	145,614
9 (1950)	109,911	131,894	112,659	135,191
8 (1950)	100,240	120,288	102,746	123,295
8 (2080)	106,923	128,308	109,596	131,516
7 (1950)	89,884	107,861	92,131	110,558
7 (2080)	95,872	115,047	98,269	117,923
6 (1950)	82,909	99,491	84,982	101,978
5 (1950)	78,345	94,014	80,304	96,364
5 (2080)	83,572	100,286	85,661	102,793
4 (1950)	69,222	83,066	70,953	85,143
3 (1950)	66,296	79,555	67,953	81,544
2 (hrly)	24.57	29.48	25.18	30.22
1 (hrly)	20.35	21.28	20.86	21.81

<b>Committee of Adjustment</b>	<b>2024</b>	<b>2025</b>
Chair (per meeting)	102.07	104.62
Member (per meeting)	82.96	85.03

<b>Volunteer Firefighters</b>	<b>2024</b>	<b>2025</b>
Officers (Annual)	4,898	5,020
District/Section Chief	4,098	4,200
Deputy District/Section Chief	3,279	3,361
Captain	2,114	2,167
Acting Captain	544	558
Response & Training (Hourly)		
Firefighter Rate 5	31.00	31.78
Firefighter Rate 4	27.90	28.60
Firefighter Rate 3	25.11	25.74
Firefighter Rate 2	22.60	23.17
Public Education	22.21	22.77
Recruit	19.99	20.49