

THE CORPORATION OF THE TOWNSHIP OF GREATER MADAWASKA
BY-LAW 66-2025

Being a By-Law to Provide for the Remuneration of
Employees of the Municipality

WHEREAS the Municipal Act 2001, S.O. 2001, c. 25, Section 5 states that the powers of a Municipality shall be exercised by its Council, and shall be exercised by By-Law;

AND WHEREAS the Municipal Act, 2001, S.O. 2001, c. 25 Section 9 gives the Municipality the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this Act;

AND WHEREAS the Pay Equity Act R.S.O. 1990, Chapter P.7 Section 4(1) as amended states that the purpose of the Pay Equity Act is to redress systemic gender discrimination in compensation for work performed by employees in female job classes;

AND WHEREAS Council believes that the remuneration for Employees and Officers should be set out in a By-Law;

NOW THEREFORE The Council of the Corporation of The Township of Greater Madawaska enacts as follows:

- 1) The appointed Officials and Employees of the Corporation shall hereby be paid remuneration, as set out on the attached Schedule 'A'.
- 2) Council members remuneration shall be increased effective January 01, 2026 by the 1.5% Cost of Living increase applied to Employees of the Corporation.
- 3) That this By-law shall come into force and take effect January 1, 2026.

READ a first and second time this 18th of December 2025.

READ a third time and passed this 18th of December 2025.

Rob Weir, Mayor

Robin Emon, Clerk

Schedule ‘A’
BY-LAW 66-2025

Township of Greater Madawaska Salary Grid 2026							
Pay Level	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		85%	88%	91%	94%	97%	100%
11	Chief Administrative Officer (CAO)	\$67.55	\$69.94	\$ 72.32	\$74.71	\$77.09	\$79.47
10	Treasurer/Deputy CAO	\$59.78	\$61.89	\$64.00	\$66.11	\$68.22	\$70.33
9	Mgr, Planning & Development	\$52.44	\$54.29	\$56.14	\$57.99	\$59.84	\$61.69
8	Facilities/Envmt Manager Fire Chief Public Works Supervisor Chief Building Official	\$46.41	\$48.05	\$49.68	\$51.32	\$52.96	\$54.60
7	Clerk	\$41.07	\$42.52	\$43.97	\$45.42	\$46.86	\$48.31
6	Mechanic Junior Planner	\$36.35	\$37.63	\$38.91	\$40.20	\$41.48	\$42.76
5	Chief Librarian Community Development Coordinator Finance and HR Administrator Program Coordinator (SALC)	\$32.17	\$33.30	\$34.44	\$35.57	\$36.71	\$37.84
4	District Fire Chief Machine Operator Operations Administrator	\$28.47	\$29.48	\$30.48	\$31.49	\$32.49	\$33.50
3	Finance and Reception Clerk Fire Captain Maintenance Repair	\$25.19	\$26.08	\$26.97	\$27.86	\$28.75	\$29.64
2	Firefighter/Lieutenant Facilities Attendant Library Assistant Transfer Site Attendant	\$22.30	\$23.08	\$23.87	\$24.66	\$25.45	\$26.23
1	To be determined						