

THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 12-1071

Being a by-law to amend bylaw 09-887, being a bylaw to establish Human Resources Policies and Procedures for the Municipality of Temagami

WHEREAS under Section 8.1 of the Municipal Act, 2001, S.O., 2001, c.25, as amended, the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate and to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS the Municipal Act, 2001, S.O., 2001, c.25, part VI, Section 270, as amended, states that a municipality shall adopt policies with respect to the hiring of employees;

AND WHEREAS Council passed Bylaw 09-887 on the 10th day of December, 2009; and amended schedule G by amending By-law 11-1013;

AND WHEREAS Council passed Bylaw 12-1063 on the 17th day of May 2012 to adopt the estimates of all sums required during the year 2012, which included a 2% increase for staff salaries;

AND WHEREAS the Municipal Council of the Corporation of the Municipality of Temagami deems it advisable to amend Appendix G of Schedule A of Bylaw 09-887, being a bylaw to establish Human Resources Policies and Procedures, to reflect changes in the 2012 annual budget;

NOW THEREFORE the Council of the Corporation of the Municipality of Temagami hereby enacts as follows:

1. That the SALARY SCHEDULE – APPENDIX G of the Human Resources Policy adopted by Bylaw 09-887 and amended by By-law 11-1013, be replaced by the SALARY SCHEDULE – APPENDIX G of the Human Resources Policy attached hereto as “Schedule A” and forming part of this by-law.
2. That this By-law shall take effect for the pay period ending on the 7th day of July, 2012.
3. That the Clerk of the Municipality of Temagami is hereby authorized to make minor modifications or corrections of a grammatical or typographical nature to the by-law and schedule, after the passage of this by-law, where such modifications or corrections do not alter the intent of the by-law.

BE TAKEN AS READ A FIRST time on this 28th day of June, 2012.

READ A SECOND AND THIRD time and finally passed on this 28th day of June, 2012.

Mayor

Clerk

26. SALARY SCHEDULE – APPENDIX G

Salary Scale – Non Management Positions

Position Title	Step 1	Step 2	Step 3	Step 4
Public Works Foreman	\$20.08	\$21.04	\$22.13	\$23.22
Equipment Operator	\$18.67	\$19.59	\$20.57	\$21.65
Administrative Assistant - Reception	\$16.45	\$17.25	\$18.04	\$18.84
Public Works Administration	\$16.45	\$17.25	\$18.04	\$18.84
Accounts Payable/Accounts Receivable/ Taxes/911/Cemetery	\$16.45	\$17.25	\$18.04	\$18.84
Equipment operator with level 1 water/sewer	\$19.67	\$20.59	\$21.57	\$22.65
Cleaner	\$14.64	\$15.92	\$16.72	\$17.51
Casual Worker	\$12.25	\$13.00	\$13.75	\$14.50
Summer Student (<i>18 Years and older</i>)	\$10.25	\$10.75	\$11.25	\$11.75
Summer Student (<i>Under 18 yrs of Age</i>)	\$9.60	\$10.10	\$10.60	\$11.10

Public Works Employees can earn \$ 0.25 per hour (in addition to regular rate) for successful completion of Grinder Pump, OIT and Level 1 Water & Sewer courses.

Casual worker and summer student steps are based on consecutive years of service with the municipality and merit. i.e. A casual worker in his second year of service would receive the wage indicated in step 2 of the applicable Salary scale if his performance warrants.

Salary Scale – Management Positions

Position Title	Minimum	Maximum
CAO	\$67,918	\$86,593
Clerk	\$43,509	\$58,450
Treasurer	\$43,509	\$58,450
Public Works Superintendent	\$50,938	\$64,941
Arena Manager / Recreation Coordinator	\$40,326	\$54,121
Municipal Planner	\$40,326	\$56,286
Municipal Law Enforcement Officer and Chief Building Official	\$42,448	\$54,121