

THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 14-1199

Being a by-law to amend Schedule “G” of Bylaw 09-887, 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, being a bylaw to establish Human Resources Policies and Procedures, on the 10th day of December, 2009; and has subsequently amended schedule G as required, the most recent amendment by By-law 13-1141;

AND WHEREAS Council passed Bylaw 14-1190 on the 31st day of May 2014 to adopt the estimates of all sums required during the year 2014, which included a 1.3% COLA increase for staff salaries and wages, and Bylaw 13-1157 on the 12th day of December 2013 to adopt the Performance Management Policy which requires that COLA increases result in changes to Schedule G of the Employment Policy;

AND WHEREAS the Municipal Council of the Corporation of the Municipality of Temagami received staff Memo 2014-M-035 on the 26th day of June 2014 and deems it advisable to amend Appendix G of Schedule A of Bylaw 09-887 to reflect changes as per the above by-laws and changes to Ontario’s Minimum Wage Rate;

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 13-1141, 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 bylaw shall come into force and take effect upon final passing thereof.
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.

TAKEN AS READ A FIRST time on this 26th day of June, 2014.

READ A SECOND AND THIRD time and finally passed on this 26th day of June, 2014.

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	\$ 20.54	\$ 21.53	\$ 22.64	\$ 23.75
Equipment Operator	\$ 19.11	\$ 20.05	\$ 21.05	\$ 22.15
Administrative Assistant - Reception	\$ 16.83	\$ 17.65	\$ 18.46	\$ 19.28
Public Works Clerk	\$ 16.83	\$ 17.65	\$ 18.46	\$ 19.28
Accounting Clerk	\$ 16.83	\$ 17.65	\$ 18.46	\$ 19.28
Equipment operator with level 1 water/sewer	\$ 20.13	\$ 21.07	\$ 22.07	\$ 23.18
Cleaner	\$ 14.98	\$ 16.29	\$ 17.11	\$ 17.92
Casual Worker	\$ 12.41	\$ 13.17	\$ 13.93	\$ 14.69
Summer Student (18 Years and older)	\$ 11.00	\$ 11.50	\$ 12.00	\$ 12.50
Summer Student (Under 18 yrs of Age)	\$ 10.30	\$ 10.80	\$ 11.30	\$ 11.80

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
Chief Administrative Officer	\$ 68,801	\$ 87,719
Municipal Clerk	\$ 44,075	\$ 59,210
Treasurer and HR Manager	\$ 44,075	\$ 59,210
Public Works Superintendent	\$ 51,600	\$ 65,785
Facility Manager / Recreation Coordinator	\$ 40,850	\$ 54,825
Municipal Planner	\$ 40,850	\$ 57,018
Municipal Law Enforcement Officer and Chief Building Official	\$ 43,000	\$ 54,825
Economic Development Officer	\$ 40,850	\$ 54,825