

**THE CORPORATION OF THE
MUNICIPALITY OF TEMAGAMI**

BY-LAW NO. 14-1206

Being a by-law to amend By-law 13-1157, a by-law to adopt a Performance Management Policy for the Municipality of Temagami.

WHEREAS under Section 8. (1) of the Municipal Act, 2001, S.O., 2001, c.25, as amended, (the Municipal Act) 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 Council of the Corporation of the Municipality of Temagami passed By-law 13-1157 on the 12th day of December 2013 to adopt a Performance Management Policy and passed resolution 14-349 on the 17th day of July 2014 to consider a by-law to amend said policy;

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

That Subsection 3.1 - Cost of Living Increases, of By-law 13-1157 is hereby amended as follows:

1. The first sentence in subsection 3.1.1- Annual Determination, which reads: "COLA shall be done annually for all staff (both Management and Non-Management Positions), separate from merit increases." shall be amended to read: "COLA shall be done annually for all staff other than summer students (both Management and Non-Management Positions), separate from merit increases. Summer student wages shall be tied to the Ontario Minimum Wage and are not subject to annual COLA increases."
2. That the Clerk of the Municipality of Temagami is hereby authorized to make minor modifications or corrections of a grammatical or typographical nature to this 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.
3. This bylaw shall come into force and take effect upon final passing thereof.

TAKEN AS READ A FIRST time on this 7th day of August 2014.

READ A SECOND AND THIRD time and finally passed this 7th day of August 2014.

Mayor

Clerk