

THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 11-980

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 WHEREAS the Municipal Council of the Corporation of the Municipality of Temagami passed resolution 11-010 at the regular Council meeting on the 13th day of January 2011 to amend section 9.4 for clarity on matters pertaining to overtime rates;

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

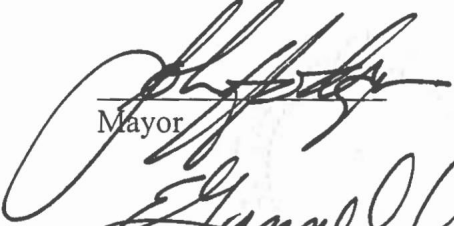
1. That section 9.4 of the Human Resources Policy adopted by Bylaw 09-887 be replaced with the following:

Section 9.4 "Overtime pay is earned after employees have worked the regularly scheduled number of hours (37.5 or 40) hours in a workweek. Each hour worked after that amount of hours will be paid at the overtime rate. An employee doesn't earn overtime pay on a daily basis by working more than a set number of hours a day. Overtime is calculated only on a weekly basis. Public and Municipal holiday hours (as per the Employment Policy and Procedure Manual), sick time and vacation time are considered regularly scheduled hours worked in determining the calculation of overtime hours. Banked hours used will not be considered regularly scheduled hours worked in determining the calculation of overtime hours. "

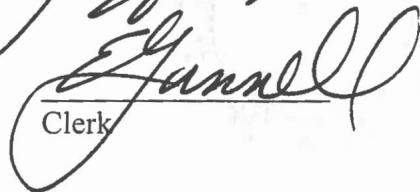
2. That the Clerk of the Municipality of Temagami is hereby authorized to make minor modifications or corrections of a grammatical or typographical nature to the by-law and schedule, after the passage of this by-law, where such modifications or corrections do not alter the intent of the by-law.

BE TAKEN AS READ A FIRST time on this 27th day of January, 2011.

READ A SECOND AND THIRD time and finally passed on this 27th day of January, 2011.



Mayor



Clerk