

# **THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI**

**BY-LAW NO. 11-989**

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

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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 10<sup>th</sup> day of December, 2009;

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 to the Salary Schedule as recommended by the CAO;

**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 be replaced by the SALARY SCHEDULE - APPENDIX G of the Human Resources Policy attached to this bylaw as Schedule A.
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 10<sup>th</sup> day of March, 2011.

READ A SECOND AND THIRD time and finally passed on this 24<sup>th</sup> day of March, 2011.



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	\$ 19.30	\$ 20.23	\$ 21.27	\$ 22.31
Equipment Operator	\$ 17.94	\$ 18.83	\$ 19.77	\$ 20.81
Administrative Assistant - Reception	\$ 15.81	\$ 16.58	\$ 17.34	\$ 18.11
Public Works Administration	\$ 15.81	\$ 16.58	\$ 17.34	\$ 18.11
Accounts Payable/Accounts Receivable/ Taxes/911 /Cemetery	\$ 15.81	\$ 16.58	\$ 17.34	\$ 18.11
Equipment operator with level 1 water/sewer	\$ 18.95	\$ 19.83	\$ 20.77	\$ 21.81
Cleaner	\$ 14.07	\$ 15.30	\$ 16.07	\$ 16.83
Casual Worker	\$ 12.25	\$ 13.00	\$ 13.75	\$ 14.50
Summer Student (18 Years and older)	\$ 10.25	\$ 10.75	\$ 11.25	\$ 11.75
Summer Student (Under 18 yrs of Age)	\$ 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	\$ 65,280	\$ 83,230
Clerk	\$ 41,820	\$ 56,180
Treasurer	\$ 41,820	\$ 56,180
Public Works Superintendent	\$ 48,960	\$ 62,420
Arena Manager / Recreation Coordinator	\$ 38,760	\$ 52,020
Municipal Planner	\$ 38,760	\$ 54,100
Municipal Law Enforcement Officer and Chief Building Official	\$ 40,800	\$ 52,020