

THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 15-1252

Being a by-law to amend Appendix "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, 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 14-1199; and passed Bylaw 13-1157 on the 12th day of December 2013 to adopt the Performance Management Policy which requires that Cost of Living Allowance (COLA) increases result in changes to Schedule G of the Employment Policy;

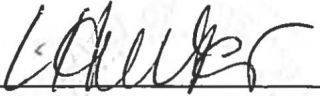
AND WHEREAS Council passed Resolution 15-075 on 29th day of January 2015 to authorize a COLA increase of 2.2% (two point two percent) for 2015, to be applied after the annual budget is passed; and passed Bylaw 15-1246 on the 4th day of June 2015 to adopt the estimates of all sums required during the year 2015, which included a 2.2% COLA increase for staff salaries and wages;

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

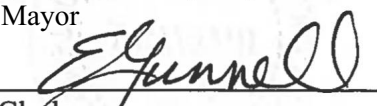
1. That the SALARY SCHEDULE - APPENDIX G of the Human Resources Policy adopted by Bylaw 09-887 and amended by By-law 14-1199, be replaced by the SALARY SCHEDULE - APPENDIX G of the Human Resources Policy attached hereto as "Schedule A" and forming part of this by-law.
2. That this bylaw shall come into 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 25th day of June, 2015.

READ A SECOND AND THIRD time and finally passed on this 25th day of June, 2015.



Mayor



Clerk

26. SALARY SCHEDULE - APPENDIX G

Salary Scale - Non Management Positions

Position Title	Note	Step 1	Step 2	Step 3	Step 4
Public Works Foreman		\$20.99	\$22.00	\$23.14	\$24.27
Equipment Operator with Level 1 Water & Sewer	1	\$20.53	\$21.49	\$22.51	\$23.64
Equipment Operator		\$19.53	\$20.49	\$21.51	\$22.64
Accounting Clerk		\$17.20	\$18.04	\$18.87	\$19.70
Administrative Assistant - Reception		\$17.20	\$18.04	\$18.87	\$19.70
Public Works Clerk		\$17.20	\$18.04	\$18.87	\$19.70
Cleaner		\$15.31	\$16.65	\$17.49	\$18.31
Casual Worker	2	\$12.68	\$13.46	\$14.24	\$15.01
Summer Student (18 years and older)	2, 3	minimum wage	min wage + \$0.50	min wage + \$1.00	min wage + \$1.50
Summer Student (under 18 years of age)	2, 3	minimum wage	min wage + \$0.50	min wage + \$1.00	min wage + \$1.50

Notes:

1. Public Works Employees can earn \$ 0.25 per hour (in addition to regular rate) for successful completion of Grinder Pump, Operator in Training (OIT) and Level 1 Water & Sewer courses.
2. Casual worker and summer student steps are based on consecutive years of service with the municipality and merit. In other words, 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.
3. Ontario Ministry of Labour (MOL) minimum wage (as published on the MOL website) is:
Jun 1 2014 to Sep 3 2015: General (18 and older) \$11.00; Student (under 18) \$10.30
As of October 1, 2015: General (18 and older) \$11.25; Student (under 18) \$10.55

Salary Scale - Management Positions

Position Title	Minimum	Maximum
Chief Administrative Officer	\$70,315	\$89,649
Public Works Superintendent	\$52,735	\$67,232
Municipal Clerk	\$45,045	\$60,513
Treasurer and Human Resources Manager	\$45,045	\$60,513
Municipal Law Enforcement Officer and Chief Building Official	\$43,946	\$56,031
Municipal Planner	\$41,749	\$58,272
Economic Development Officer	\$41,749	\$56,031
Facility Manager / Recreation Coordinator	\$41,749	\$56,031