THE CORPORATION OF THE MUNICIPALITY OF TEMAGAMI

BY-LAW NO. 19-1470

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;

AND WHEREAS Council passed Resolution 19-318 on the 11th day of July 2019 to authorize and direct a change to Schedule G to include a 2.4% cost of living increase;

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 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 July, 2019.

READ A SECOND AND THIRD time and finally passed on this 25th day of July, 2019.

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Mayor

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Clerk

Schedule A - **SALARY SCHEDULE – APPENDIX G**

Salary Scale – Non Management Positions

Position Title	**Note**	**Step 1**	**Step 2**	**Step 3**	**Step 4**
Public Works Foreman		$22.88	$23.98	$25.23	$26.47
Equipment Operator		$21.30	$22.33	$23.46	$24.68
Equipment Operator with Level 1 Water & Sewer	1	$22.30	$23.33	$24.46	$25.68
Deputy Treasurer		$21.47	$22.57	$23.65	$24.74
Planning Technician		$21.47	$22.57	$23.65	$24.74
Planning Clerk (Assistant with Tech duties)		$20.58	$21.47	$22.57	$23.65
Planning Assistant		$19.67	$20.11	-	-
Office Assistant		$18.76	$19.67	$20.58	$21.47
Public Works Clerk		$18.76	$19.67	$20.58	$21.47
Cleaner		$16.69	$18.15	$19.06	$19.97
Casual Worker	2	$14.00	$14.67	$15.53	$16.37
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 $ 1.00 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:
   As of January 1, 2018: General (18 and older) $14.00; Student (under 18) $13.15.

Salary Scale – Management Positions

Position Title	**Minimum**	**Maximum**
Treasurer / Administrator	$99,226	$125,338
Public Works Superintendent	$57,499	$73,307
Municipal Clerk	$49,115	$65,981
Municipal Law Enforcement Officer and Chief Building Official	$47,917	$61,094
Facility Manager / Recreation Coordinator	$45,521	$61,094