

**CORPORATION OF
THE TOWNSHIP OF WHITEWATER REGION**

BY-LAW # 10-01-416

EMPLOYMENT BY-LAW #16 FOR TOWNSHIP OFFICERS AND STAFF

WHEREAS the Council of the Township of Whitewater Region deems it advisable to employ Municipal Officers and Staff under and subject to the provisions of a by-law;

AND WHERE AS the Ontario Municipal Act empowers Council to pass such a by-law regulating the appointment, duties and remuneration of such Officers and Staff;

AND WHEREAS the Council of the Township of Whitewater Region deems it appropriate to repeal Bylaw 09-01-366;

NOW THEREFORE the Council of the Corporation of the Township of Whitewater Region enacts as follows:

ARTICLE 1 - INSURANCE AND HEALTH BENEFITS

PART A - Full-Time Employees

1. **Life Insurance**
The Employer shall pay 100% of the premiums for Basic Group Life Insurance coverage of 2 times the employees annual salary, plus an additional 2 times annual salary in Accidental Death or Dismemberment benefits.
2. **Extended Health Care**
An Extended Health Care Plan will be provided. The premiums shall be shared 20% by the employee and 80% by the employer.
3. **Semi-Private Hospital**
The premiums shall be shared 20% by the employee and 80% by the employer for Semi-Private Hospital Coverage.
4. **Dental Insurance**
A standard Dental Plan will be provided (O.D.A. Fee Schedule in effect on the treatment date). The premiums will be shared 20% by the employee and 80% by the employer.
5. **Optional Life Insurance**
Employees may participate in an Optional Life Insurance Program within the terms and conditions of the policy, provided the employee assumes full responsibility for the premiums.
6. **Pension**
The Employer will provide OMERS to all full time employees consistent to the terms and condition of pension program.
7. **Long-Term Disability**
Long-Term Disability premium shall be shared 20% by the employee and 80% by the employer.
8. **Vision**
The maximum coverage in any 24 month period shall be two hundred and dollars (\$200). Coverage is for full-time employees only.

9. **Early Retirement**

The Employer shall contribute 75% of premiums for an Early Retirement Benefit Plan (EHC and Dental only) up to age 65 if they qualify in accordance with OMERS Guidelines. The Plan includes a \$25,000 cap for Claims.

ARTICLE 2 - PAID HOLIDAYS

Thirteen paid holidays shall be provided. Specific days are outlined in the Human Resources Policies and Procedures Manual.

ARTICLE 3 - OTHER ALLOWANCES

1. **Mileage Allowance**

For the occasional use of cars authorized by the employee's supervisor, employees will receive \$0.45 per kilometre.

2. **Car Allowance**

That a car allowance of \$75.00 per month be paid to the Chief Administrative Officer for the use of their personal vehicle when travelling within the County of Renfrew.

3. **Meals Gratuities and Incidentals Expenses**

When on municipal business authorized by Council outside of the Township of Whitewater Region, municipal officers and staff shall be entitled to receive the following expense allowances:

i) Costs actually incurred for accommodation and parking (receipts required)

ii) Costs for meals to a maximum of:

\$45.00 per day when within the County of Renfrew:
\$8 – Breakfast, \$12 – Lunch, \$25 – Supper;

\$65 per day when outside the County of Renfrew
\$12 – Breakfast, \$18 – Lunch, \$35 – Supper.

No receipts will be required. When the meals are provided by the event, the reimbursement for that specific meal is not eligible.

iii) Registration Fees (where applicable);

iv) Use of Public Transportation for municipal business;

4. **Safety Footwear Allowance**

Employees who are required by nature of their job to wear safety footwear on a regular daily basis shall be provided the following annual allowance: Effective January 1, 2009:

Full-Time - \$150.00 per annum,
Part-Time -\$75.00 per annum

ARTICLE 4 - EMPLOYEE RELATIONS COMMITTEES

There shall be annual review of this bylaw by the employees and council representatives who may meet for the purpose of reviewing the current Employment By-Laws and recommending changes.

Proposals for the following year may be submitted in writing to the Chief Administrative Officer provided such proposals are submitted within sixty (60) days prior to the next adjustment date as established by Council, at which time the proposals shall be placed before the appropriate Committee for consideration. The Committee may meet with the Employee Relations Committee to discuss the proposals.

The recommendations of the Committee to amend this by-law require the approval of Council.

ARTICLE 5 - RATES OF PAY

Schedule "A": - Non-Union Salary Grid and Classifications.

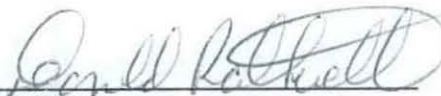
ARTICLE 6 - ADJUSTMENT DATE


The next adjustment date shall be January 1, 2011 or earlier as deemed appropriate by Council.

ARTICLE 7 - ENFORCEMENT AND GENERAL

1. Matters pertaining to working conditions and employment are also set out in the Human Resources Policies and Procedures Manual. The manual should be referred to for additional information about the employment conditions contained in this by-law.
2. Any other amendments to this by-law shall be recommended by the appropriate Committee to Council in the form of a replacement by-law.
3. In conjunction with the provisions of the Chief Administrative Officer's By-Law, the Chief Administrative Officer shall be responsible for the administration of this by-law and will be accountable to the Council for its enforcement.
4. This by-law shall not be interpreted to contradict or violate any statute or regulation of the Province of Ontario.
5. Bylaw 09-01-366 is hereby repealed.

READ a first, second and finally passed on the third reading this 20th
Day of January, 2010


MAYOR


CAO/ CLERK

**TOWNSHIP OF WHITEWATER REGION
COMPENSATION GRID
January 1, 2010**

TABLE #1:

GROUP	POSITION
9	Chief Administrative Officer/Clerk
8	Public Works Supervisor, Plant Manager
7	Deputy Chief Administrative Officer/Treasurer, Chief Building Official/Bylaw Enforcement Officer
6	Landfill Site Operations Manager, Deputy Treasurer
5	Plant Operator
4	
3	Accounting Technician, Accounts Receivable Clerk
2	Secretary/Receptionist, Landfill Site Operator, Public Works Assistant
1	

TABLE #2: SIX STEP WAGE GRID SYSTEM

GROUP	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	Chief Administrative Officer/Clerk	\$84,997	\$87,547	\$90,173	\$92,879	\$95,664	\$99,590
9	Deputy Chief Administrative Officer/Treasurer	\$68,485	\$70,539	\$72,655	\$74,836	\$77,080	\$79,390
8	Public Works Supervisor, Plant Manager	\$64,533	\$66,468	\$68,462	\$70,516	\$72,632	\$74,810
7	Chief Building Official/Bylaw Enforcement Officer	\$59,373	\$61,153	\$62,987	\$64,878	\$66,826	\$68,830
6	Landfill Site Operations Manager, Deputy Treasurer	\$53,756	\$55,368	\$57,030	\$58,742	\$60,504	\$62,310
5	Plant Operator	\$49,277	\$50,755	\$52,279	\$53,847	\$55,463	\$57,120
4		\$44,797	\$46,140	\$47,525	\$48,951	\$50,419	\$51,930
3	Accounting Technician Accounts Receivable Clerk	\$40,318	\$41,527	\$42,773	\$44,056	\$45,378	\$46,740
2	Secretary/Receptionist Landfill Site Operator Public Works Assistant	\$33,921	\$34,938	\$35,987	\$37,067	\$38,179	\$39,320
1		\$29,073	\$29,946	\$30,844	\$31,769	\$32,722	\$33,700

TABLE #3: SIX STEP PART TIME WAGE GRID SYSTEM

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Manager of Fire Services	\$12,299	\$13,526	\$14,757	\$15,127	\$15,502	\$15,890
Deputy Fire Chief	\$ 7,380	\$ 8,608	\$ 9,838	\$10,085	\$10,338	\$10,590

	PRESENT	PRESENT	3.75%	DIFFERENCE	COLA INC.	DIFFERENCE	3.50%	COLA INC.	DIFFERENCE
	STEP	SALARY	INCREASE*	(Col D - Col C)	GRID STEP UP**	(Col F - Col C)	INCREASE*	GRID STEP UP**	(Col I - Col C)
Dean	3	\$87,124	\$90,391	\$3,267	\$93,103	\$5,979	\$90,173	\$92,879	\$5,755
Annette	2	\$68,154	\$70,710	\$2,556	\$72,830	\$4,676	\$70,539	\$72,655	\$4,501
Hal	6	\$72,281	\$74,992	\$2,711	\$74,992	\$2,711	\$74,811	\$74,811	\$2,530
Dave	6	\$72,281	\$74,992	\$2,711	\$74,992	\$2,711	\$74,811	\$74,811	\$2,530
Jacques	6	\$66,503	\$68,997	\$2,494	\$68,997	\$2,494	\$68,831	\$68,831	\$2,328
Marsha	2	\$53,496	\$55,502	\$2,006	\$57,167	\$3,671	\$55,368	\$57,030	\$3,534
Steve	5	\$58,458	\$60,650	\$2,192	\$62,470	\$4,012	\$60,504	\$62,319	\$3,861
Greg	6	\$55,194	\$57,264	\$2,070	\$57,264	\$2,070	\$57,126	\$57,126	\$1,932
Shane	6	\$55,194	\$57,264	\$2,070	\$57,264	\$2,070	\$57,126	\$57,126	\$1,932
Hope	3	\$41,327	\$42,877	\$1,550	\$44,162	\$2,835	\$42,773	\$44,056	\$2,729
Talie	4	\$42,566	\$44,162	\$1,596	\$45,487	\$2,921	\$44,056	\$45,378	\$2,812
Sandra	2	\$33,757	\$35,023	\$1,266	\$36,074	\$2,317	\$34,938	\$35,987	\$2,230
Megan	2	\$33,757	\$35,023	\$1,266	\$36,074	\$2,317	\$34,938	\$35,987	\$2,230
Ron	3	\$34,770	\$36,074	\$1,304	\$37,157	\$2,387	\$35,987	\$37,067	\$2,297
Wayne	6	\$15,353	\$15,929	\$576	\$15,929	\$576	\$15,890	\$15,890	\$537
Mike	6	\$10,238	\$10,622	\$384	\$10,622	\$384	\$10,596	\$10,596	\$358
TOTAL		\$800,453	\$830,472	\$30,019	\$844,584	\$44,131	\$828,467	\$842,549	\$42,096
*	Staying at 2009 Grid Step								
**	COLA Increase plus Grid Step increase if applicable								

Dean Sauriol

From: Annette Mantifel [amantifel@whitewaterregion.ca]
Sent: January 11, 2010 8:46 AM
To: 'Dean Sauriol'
Subject: FW: 2010 PayGrid
Attachments: ADMINGRID2010.DOC

From: Annette Mantifel [mailto:amantifel@whitewaterregion.ca]
Sent: January 10, 2010 1:06 PM
To: 'Dean Sauriol'
Subject: 2010 PayGrid

Dean,

The following is the pay increase for the union from 2007 to 2010:

2007	4%
2008	2.5%
2009	2.25%
2010	3.75% for a total of 12.50% over the four years

The following is the pay increase for the non-union staff starting in 2007:

Resolution 2007-765 4%
 Resolution 2008-956 2.5%
 Resolution 2008-1129 2.5%
 To equal the 12.50% over the four years – the 2010 pay increase should be 3.50%.

I know that Joey mentioned something about taking into account the affect of a pay increase on top of a pay increase but I have not factored this in – not sure that it what they intended or not?

I have attached the 2010 pay grid then based on an increase of 3.50%.

Annette Mantifel, AMCT
 Treasurer/Deputy CAO
 Township of Whitewater Region
 Phone: (613) 646-2282 ext. 25
 Fax: (613) 646-2283

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A pension that is indexed to inflation, as OMERS is, helps retirees keep pace with the rising cost of living.

OMERS determines the annual

2007 - 4.8
 8 - 2.5
 9 - 2.25
 10 - 3.25

result of the Ontario Ministry of Finance lowering the minimum provincial income tax rate, effective January 1, 2010. In fact, most Ontarians will be paying less provincial income tax (reported on the Ministry's website).

(CPP) uses the same method to calculate its annual increases.

OMERS inflation protection

Each January, OMERS pensions increase by 100% of the rise in the CPI, up to a maximum of 6%. If the CPI is greater than 6%, the excess is carried over for use in future years.

Annual statement of pension

In late December, as part of our

commitment to keep our members informed about their pensions, OMERS sends every retired member a detailed *Annual statement of pension* in the mail, showing their updated pension amount for 2010.

Note: this year the annual statements will be "greener" because we're printing on both sides of the paper.

Pension increases

- **If your pension started before January 2009:** you will receive the full increase of 0.37% in 2010.
- **If your pension started in January 2009 to November 2009, inclusive:** your 2010 increase is pro-rated to reflect the number of months you received a pension in 2009. For example, a pension that started in March 2009 would receive an increase of 0.28% (which is 9/12 of 0.37%).
- **If your pension started in December 2009:** you will not get an increase in 2010, but you will get a full increase in January 2011.

How CPI is measured

The CPI measures changes in the cost of living. It is based on the price of a fixed "basket" of goods and services that an average Canadian household would buy in a given month, such as food, shelter, clothing, transportation, and health-care expenses. For more about CPI, please visit www.statcan.gc.ca.



$$\frac{\text{CPI average 12 months (Nov 2008 to Oct 2009)}}{\text{CPI average 12 months (Nov 2007 to Oct 2008)}} - 1 \times 100 = \text{pension increase}$$

$$\frac{114.22}{113.80} - 1 \times 100 = 0.37\%$$

114.6 - 114.1
 114.9 - 114.5
 Some info re rate of inflation CPI

OMERS Pension incr. for 2010

Consumer Price Index by province, and for Whitehorse, Yellowknife and Iqaluit
(2002=100)

	Relative importance ¹	November 2008	November 2009	October 2008 to October 2009	November 2008 to November 2009
Unadjusted					
				% change	
Canada	100.00²	114.1	115.2	0.1	1.0
Newfoundland and Labrador	1.27	114.3	115.6	-0.4	1.1
Prince Edward Island	0.35	116.9	119.1	-0.8	1.9
Nova Scotia	2.56	115.0	117.0	-0.4	1.7
New Brunswick	1.97	112.6	115.1	0.5	2.2
Québec	21.05	112.4	114.3	0.5	1.7
Ontario	41.22	113.5	114.6	0.2	1.0
Manitoba	3.06	113.8	114.7	0.1	0.8
Saskatchewan	2.64	116.7	117.6	0.3	0.8
Alberta	11.43	121.6	122.6	0.1	0.8
British Columbia	14.29	112.3	112.4	-0.6	0.1
Whitehorse	0.06	114.6	113.9	-1.3	-0.6
Yellowknife	0.08	116.1	116.7	0.0	0.5
Iqaluit (Dec. 2002=100)	0.02	111.9	111.2	0.5	-0.6

1. 2005 CPI basket weights at April 2007 prices, Canada: Effective May 2007. Detailed weights are available under the Documentation section of survey 2301 (www.statcan.gc.ca/imdb-bmdi/index-eng.htm).

2. Figures may not add up to 100% due to rounding.

Consumer Price Index and major components
(2002=100)

	Relative importance ¹	September 2009	October 2009	November 2009	September to October 2009	October to November 2009
Seasonally adjusted						
					% change	
All-items	100.00²	114.4	114.9	115.6	0.4	0.6
Food	17.04	121.3	121.4	121.8	0.1	0.3
Shelter	26.62	120.9	121.2	121.3	0.2	0.1
Household operations and furnishings	11.10	107.7	108.0	108.6	0.3	0.6
Clothing and footwear	5.36	92.7	93.4	93.9	0.8	0.5
Transportation	19.88	113.6	113.4	115.4	-0.2	1.8
Health and personal care	4.73	113.6	113.0	113.3	-0.5	0.3
Recreation, education and reading	12.20	103.4	103.7	103.8	0.3	0.1
Alcoholic beverages and tobacco products	3.07	131.3	131.4	131.3	0.1	-0.1
Special aggregates						
All-items excluding food	82.96	113.5	113.5	114.0	0.0	0.4
All-items excluding food and energy	73.57	111.6	111.8	111.9	0.2	0.1
All-items excluding eight of the most volatile components	82.71	112.5	112.8	113.1	0.3	0.3
Core CPI ³	82.71	113.9	114.2	114.4	0.3	0.2

1. 2005 CPI basket weights at April 2007 prices, Canada: Effective May 2007. Detailed weights are available under the Documentation section of survey 2301 (www.statcan.gc.ca/imdb-bmdi/index-eng.htm).

2. Figures may not add up to 100% due to rounding.

3. The measure of Core Consumer Price Index (CPI) excludes from the all-items CPI the effect of changes in indirect taxes and eight of the most volatile components identified by the Bank of Canada: fruit, fruit preparations and nuts; vegetables and vegetable preparations; mortgage interest cost; natural gas; fuel oil and other fuel; gasoline; inter-city transportation; and tobacco products and smokers' supplies. For additional information on Core CPI, consult the Bank of Canada website (www.bankofcanada.ca/en/inflation/index.htm).

Dean Sauriol

From: Bruce Beakley [BBeakley@countyofrenfrew.on.ca]
Sent: January 6, 2010 9:54 AM
To: Dean Sauriol
Subject: Re: Wage increase

Dean, the trend for CUPE for 2010 seems to be 2% this is evidenced by the central hospital agreement with CUPE that sets increases as follows:

2009-2%

2010-2%

2011- 2%

2012-2%

The COR will also be recommending a 2% adjustment for non union staff, however this is subject to budget deliberations.

The CPI is at 1% see link

<http://www.statcan.gc.ca/start-debut-eng.html>

COR non union increases:

2007 - 3%

2008- 3%

2009 - 2.5%

Hope this helps

>>> "Dean Sauriol" <dsauriol@whitewaterregion.ca> 12/30/2009 1:08 PM >>>

Hi

We are just in the process of preparing information for our 2010 non union cola negotiations. Our union is in its last year of their CA are getting 3.75% which I think is steep. Could you tell me what the County is recommending or has accepted for 2010. Also if you could provide me with the increases for non union from 2007 onwards that would be helpful so I can compare

Thanks and happy new year

DEAN SAURIOL

CHIEF ADMINISTRATIVE OFFICER

Township of Whitewater Region

(613) 646 2282

Mayor 15 500 - ^{Sup} 16000

De Mayor 11 200 - 12000

Reede — - 10000

Councilor 9600 - 10000

+ Chairs \$1200

~~33470~~

93900

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