

**CORPORATION OF  
THE TOWNSHIP OF WHITEWATER REGION**

**BY-LAW # 11-08-499**

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**EMPLOYMENT BY-LAW #18 FOR TOWNSHIP OFFICERS AND STAFF**

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**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 11-05-489;

**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).

Major Restorative/Dentures also included – 50/50 co-insurance to a maximum of two thousand dollars (\$2,000) annually per insured.

The Dental premiums shall 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 dollars (\$200). Coverage is for full-time employees and/or their dependents (\$200 total – not per person).

**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, 2011:

Full-Time - \$200.00 per annum,  
Part-Time - \$100.00 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, 2012 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 11-05-489 is hereby repealed.

READ a first, second and finally passed on the third reading this 10<sup>th</sup> Day of August, 2011

MAYOR

SAO/CLERK

**TOWNSHIP OF WHITEWATER REGION  
COMPENSATION GRID  
January 1, 2011**

**TABLE #1:**

GROUP	POSITION
10	Chief Administrative Officer/Clerk
9	Deputy Chief Administrative Officer/Treasurer
8	Public Works Manager, Environmental Services Manager
7	Chief Building Official/Bylaw Enforcement Officer
6	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	\$87,122	\$89,736	\$92,427	\$95,201	\$98,056	\$102,086
9	Deputy Chief Administrative Officer/Treasurer	\$70,197	\$72,302	\$74,471	\$76,707	\$79,007	\$81,377
8	Public Works Manager, Environmental Services Manager	\$66,146	\$68,130	\$70,174	\$72,279	\$74,448	\$76,681
7	Chief Building Official/Bylaw Enforcement Officer	\$60,857	\$62,682	\$64,562	\$66,500	\$68,497	\$70,552
6	Deputy Treasurer	\$55,100	\$56,752	\$58,456	\$60,211	\$62,017	\$63,877
5	Plant Operator	\$50,509	\$52,024	\$53,586	\$55,193	\$56,850	\$58,554
4		\$45,917	\$47,294	\$48,713	\$50,175	\$51,679	\$53,231
3	Accounting Technician Accounts Receivable Clerk	\$41,326	\$42,565	\$43,842	\$45,157	\$46,512	\$47,909
2	Secretary/Receptionist Landfill Site Operator Public Works Assistant	\$34,769	\$35,811	\$36,887	\$37,994	\$39,133	\$40,308
1		\$29,800	\$30,695	\$31,615	\$32,563	\$33,540	\$34,547

**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	\$12,606	\$13,864	\$15,126	\$15,505	\$15,890	\$16,287
Deputy Fire Chief	\$7,565	\$8,823	\$10,084	\$10,337	\$10,596	\$10,861