

# The Corporation of the Township of Whitewater Region

## By-law Number 17-01-920

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### **Employment By-Law for Township Officers and Staff for the Corporation of the Township of Whitewater Region**

**Whereas,** the Council of the Township of Whitewater Region deems it expedient and necessary to employ Municipal Officers and Staff under and subject to the provisions of a by-law; and

**Whereas,** the Municipal Act, 2001 S.O. 2001 c.25 as amended empowers Council to pass such a by-law regulating the appointment, duties and remuneration of such Officers and Staff;

**Now therefore 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 Corporate Policies and Procedures Manual D#2 updated November 16, 2016.

## **ARTICLE 3 - OTHER ALLOWANCES**

### **1. Mileage Allowance**

For the occasional use of cars authorized by the employee's supervisor, municipal officers and staff shall receive \$0.54 per kilometre for the first 5,000 kilometres driven and \$0.48 per kilometre after that. This section of By-Law shall effective upon passing thereof.

### **2. 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: \$12 – Breakfast, \$13 – Lunch, \$20 – Supper;

\$75 per day when outside the County of Renfrew

\$14 – Breakfast, \$21 – Lunch, \$40 – 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;

### **3. 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:

Full-Time - \$200.00 per annum

## **ARTICLE 4 - EMPLOYEE RELATIONS COMMITTEES**

There shall be annual review of this by-law 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  
(effective January 1, 2017).

#### **ARTICLE 6 – ADMINISTRATIVE DUTIES**

Schedule "B"            Organizational Chart

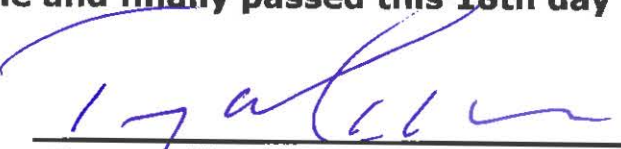
#### **ARTICLE 7 - ADJUSTMENT DATE**


The next adjustment date shall be January 1, 2018 or earlier as deemed appropriate by Council.

#### **ARTICLE 8 - 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 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/Clerk 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. All By-Laws or parts of By-Laws previously passed that are inconsistent with the provisions of By-Law 17-01-919 are hereby repealed.
6. That this by-law shall come into force and take effect upon being passed by Council.

**Read a first, second and third time and finally passed this 18th day of January, 2017.**

  
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**Terry Millar, Reeve**

  
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**Robert H.A. Tremblay, Clerk**

Schedule "A"  
To By-Law 17-01-919

**TOWNSHIP OF WHITEWATER REGION  
COMPENSATION GRID  
January 1, 2017**

**TABLE #1: Full-Time Positions**

GROUP	POSITION
10	Chief Administrative Officer/Clerk
9	Deputy Chief Administrative Officer/Treasurer
8	Manager of Transportation Services Manager of Environmental Services
7	Chief Building Official/Manager of Building & Property Services
6	Manager of Community Services/CEMC
5	Deputy Treasurer/Deputy Clerk
4	
3	Revenue Coordinator Team Assistant Community Development
2	Team Assistant Corporate Services Team Assistant Public Works Landfill Site Operator
1	

**TABLE #2: Six-Step Wage Grid System**

GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	\$100,430	\$103,443	\$106,544	\$109,742	\$113,035	\$116,425
9	\$80,919	\$83,346	\$85,845	\$88,423	\$91,074	\$93,807
8	\$76,249	\$78,536	\$80,892	\$83,319	\$85,819	\$88,393
7	\$70,152	\$72,257	\$74,424	\$76,658	\$78,960	\$81,329
6	\$63,517	\$65,421	\$67,385	\$69,409	\$71,490	\$73,634
5	\$58,225	\$59,971	\$61,773	\$63,623	\$65,534	\$67,498
4	\$52,932	\$54,517	\$56,154	\$57,839	\$59,573	\$61,361
3	\$47,639	\$49,066	\$50,539	\$52,054	\$53,616	\$55,227
2	\$40,079	\$41,281	\$42,523	\$43,796	\$45,110	\$46,465
1	\$34,352	\$35,383	\$36,443	\$37,537	\$38,663	\$39,823

**TABLE #3: Six-Step Part-Time Wage Grid System**

GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Fire Chief	\$14,531	\$15,981	\$17,437	\$17,874	\$18,318	\$18,775
Deputy Fire Chief	\$8,721	\$10,171	\$11,626	\$11,915	\$12,214	\$12,520

Schedule "B" By-law 17-01-920

Proposed Organizational Chart  
Township of Whitewater Region  
(January 2017)

