

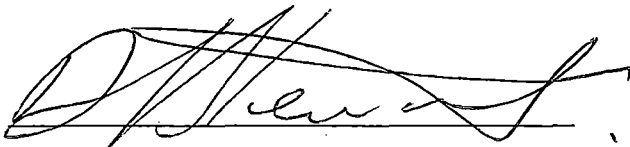
CORPORATION OF THE VILLAGE OF COBDEN

BY-LAW # 1993-14

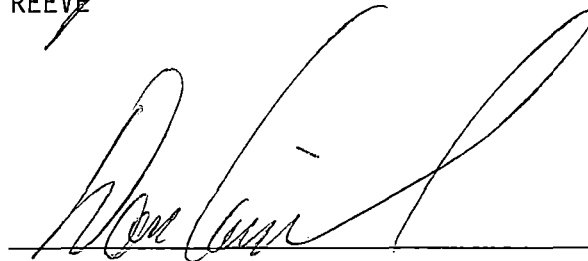
The Council of the Corporation of the Village of Cobden in accordance with provisions Bill 48 of the Social Contract Act and the Municipal Sectoral agreement, hereby enact as follows:

1. That By-law 1993-14 enacts the attached Plan as the non-bargaining unit plan of the Village of Cobden.
2. That this By-law be posted, so that all employees be in a position to view it.
3. This By-law shall come into force and take effect on the day of final passing thereof subject to the provisions of Bill 48:

READ a first, second and passed on the third reading this 23rd day
of July 1993.



REEVE



CLERK-TREASURER

PLAN
CORPORATION OF THE VILLAGE OF COBDEN

Being a Plan to implement the provisions of Bill 48, The Social Contract Act and the municipal Sector Agreement.

And whereas none of the employees of the Corporation are represented by a bargaining agent, and whereas there are no other agents or groups, this Plan is for all employees of the Corporation.

FINANCIAL REVIEW

We have been advised by the Provincial Government that the unconditional grants of the Municipality are being reduced by \$15820.00 less 20% because of the recently passed sectoral agreement between AMO and the province of Ontario. We therefore, can now assume that our unconditional grants will now be reduced by \$12656.00 and we have been further advised that the amount in 1993 will be \$9492.00 with the remaining \$3164.00 to be collected in 1996.

The amount was based on the 1991 Financial Information Return of the Municipality and assume 14% of employees earned \$30,000. or less. The actual figures for the employees municipality are as follows:

Item	1991	1992	1993
Employee Full Time	6	7	7
Employee Part Time	2	1	1
Employee 30+	2	3	3
Employee 30-	6	5	5
Council	5	5	5

FORECAST

It has been a long standing practice of the Village of Cobden to award their employees with an annual salary increase which would match inflation. Therefore, we would suggest to the best of our ability that 2% would be an appropriate factor to be used for the years 94, 95 and until March 96. If a wage freeze was instituted, we would then save \$6000.00 a year.

ISSUES AFFECTING FUTURE MUNICIPAL DECISIONS

1. Due to the existing size of the Municipal workforce there is no desire to initiate layoffs, therefore no need to access the job security fund.
2. With respect to an overall decrease in pay the Village has a very limited salary spread between the highest paid employee and the lowest paid. The maximum salary paid in the Village of Cobden is \$39000.00.
3. All things remaining equal there are no expectations that there will need to be any staff increases.
4. The Village currently does not have any type of Salary Grid for its employees.
5. The Council of the Village of Cobden voluntarily will freeze their honoraria through to March 1996.

POTENTIAL AREAS FOR SAVINGS THAT WERE CONSIDERED

- Freeze Salaries \$6000.00 (2% increase)
- Freeze Merits N/A
- Overtime Rates \$3000.00 (Set Limit)
- Up to 12 days Non Paid Leave \$2500.00 (3days) Christmas Break
- Reduce benefit package all Staff
-Compensation for unused sick days N/A

OTHER METHODS UNDER LAW

- Decrease Reserves As Required

THE PLAN OF SAVING 1993 THROUGH MARCH 1996

Item	1993	1994	1995	1996 (Jan.-March)
Wage Freeze - all Employees	N/A	\$6000.	\$6000.	\$1500.
Overtime -(Set Limit)	\$2000.	\$3000.	\$3000.	\$1664.
Christmas Break -3 days all Employees	\$2500.	\$2500.	\$2500.	N/A
Reserves	\$4992.	\$1156.	\$1156.	N/A
TOTAL	\$9492.	\$12656.	\$12656.	\$3164.

NOTE: This Plan will be posted as of July 26, 1993.