

**MUNICIPALITY OF MORRIS-TURNBERRY**

**BY-LAW NUMBER 13-2010**

**A BY-LAW TO AMEND THE PAY RANGE GRID FOR THE YEAR 2010 FOR  
THE MUNICIPALITY OF MORRIS-TURNBERRY**

**WHEREAS**, Section 283 (1) of the Municipal Act, S.O. 2001, c. 25, states  
"A municipality may pay any part of the remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board";

**WHEREAS** Section 283 (2) of the Municipal Act, SO 2001 c.25 states " Despite any Act, a municipality may only pay the expenses of the members of its council or of a local board of the municipality and of the officers and employees of the municipality or local board if the expenses are of those persons in their capacity as members, officers or employees and if  
a) the expenses are actually incurred; or  
b) the expenses are, in lieu of the expenses actually incurred, a reasonable estimate, in the opinion of the council or local board, of the actual expenses that would be incurred";

**AND WHEREAS** the Council of this Municipality has procured pay ranges for the year 2009 for each position of the Municipality; and further that steps in the pay grid have been selected for each employee;

**THEREFORE** the Council of the Municipality of Morris-Turnberry enacts as follows:

- 1/ That the Pay Range Grid schedule for the year 2010 be hereby adopted, as shown on the attached Schedule "A" and are hereby effective as of January 1, 2009;
- 2/ That the expense policy for employees for the year 2010 be hereby adopted, as shown on the attached Schedule "B" and are hereby effective as of January 1, 2010;
- 3/ That the remuneration to be paid to the 'other appointed officials' for the year 2010 be hereby adopted as shown on Schedule 'C' and are hereby effective as of January 1, 2010;
- 4/ That the individual steps for each employee have been approved by motion in a Closed to the Public session of Council, under the Freedom of Information Act;
- 5/ That this by-law comes into force on the final passing thereof and supercedes all former by-laws enacted under the Authority of this Act;

Read a first, second, third and final time this 2<sup>nd</sup> day of March , 2010.

  
Mayor- Dorothy Kelly

  
Clerk- Nancy Michie



**Schedule 'B' of By-law No. 13-2010**

**EMPLOYEE EXPENSE POLICY:**

**To be effective January 1,2010**

**1. Meeting Allowance: ( for meetings held after work hours)**

This section applies to Administrator Clerk -Treasurer and the Public Works Coordinator, Chief Building Official and the Fire Safety Officer

<b>Any meeting less than 2 hours</b>	<b>\$68.03</b>
<b>Any meeting from 2-4 hours</b>	<b>113.38</b>
<b>Any meeting greater than 4 hours</b>	<b>170.08</b>

**2. Mileage Policy:**

A travel allowance be paid on per Kilometer basis equal to the official non-taxable Canada Customs & Revenue Agency rate for kilometers below 5,000 in a year.

**The rate for 2009 is \$.52 per kilometer  
And over 5000 km at the rate of \$.46**

Mileage will be paid for travel which is required for the duties of the municipality;

**3. Convention Policy:**

The Municipality will support conventions attended by the Administrator Clerk-Treasurer, Public Works Coordinator and Chief Building Official and Fire Safety Officer, with remuneration to be paid as follows:

**For all Officials attending Conferences:**

1/ Convention Expenses:

- ◆ Room expenses
- ◆ Meal expenses after submitting receipts
- ◆ Registration

2/ Mileage and or travel expenses

3/ Banquet tickets for the employee

4/ Spousal registration will be paid by the municipality and reimbursed by the employee

**4. Pay Period:**

The Employees will be paid on a bi-weekly basis

**Schedule 'C' of By-law No. 13-2010**

**Remuneration of Other Appointed Officials**

**To be effective January 1,2010**

**1. Livestock Evaluators:  
As appointed**

**Fenceviewers:  
As appointed**

**Poundkeepers:  
As appointed**

**Drainage Personnel for Beaver Removal  
As appointed by the Drainage Superintendent**

**Remuneration shall be paid at the rate of \$17.51 per hour plus the  
municipal mileage rate.**

**Animal Control Officer – Bob Trick \$19.86 per hour  
pursuant to 2004 contract**

Position Title	Hourly Rate Step 9 (top)	Hours in std	Benefits ExcludWork Weel								
			Step 1 Hire	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 Top
Salary Only			80.00%	82.75%	85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%
1 Adm Clerk-Treas	\$90,472.98	40.0	72378.38	74866.39	76902.03	79163.86	81425.68	83687.51	85949.33	88211.16	90472.98
2 Director of Public Works	\$81,099.15	40.0	64879.32	67109.55	68934.28	70961.76	72989.24	75016.71	77044.19	79071.67	81099.15
3 Public Works Coordinator	\$67,407.66	40.0	53926.13	55779.84	57296.51	58981.70	60666.89	62352.09	64037.28	65722.47	67407.66
4 CBO	\$34.21	N/A Hrlly	27.37	28.31	29.08	29.93	30.79	31.64	32.50	33.35	34.21
5 Building Official/ Drainage Superintendent	\$34.21	37.5	27.37	28.31	29.08	29.93	30.79	31.64	32.50	33.35	34.21
6 Foreman	\$24.49	N/A Hrlly	19.59	20.27	20.82	21.43	22.04	22.65	23.27	23.88	\$24.49
Pager Pay											
\$27.00 per day for weekdays and \$40.00 per day for weekends and Stat Holidays											
7 Rural Roads Operator	\$21.47	N/A Hrlly	17.18	17.77	18.25	18.79	19.32	19.86	20.40	20.93	\$21.47
Pager Pay											
\$27.00 per day for weekdays and \$40.00 /day for weekends and Stat holidays											

Position Title	Hourly Rate Step 9 (top)	Hours in std	Step 1 Hire	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9 Top	Benefits Exclud/Work Week	
												Salary Only	80.00%
8 Accts Payable Clerk	\$22.37	N/A Hrly	17.90	18.51	19.01	19.57	20.13	20.69	21.25	21.81	\$22.37		
9 Tax Clerk	\$22.37	N/A Hrly	17.90	18.51	19.01	19.57	20.13	20.69	21.25	21.81	\$22.37		
10 File Clerk/ Adm Assistant	\$19.21	N/A Hrly	15.37	15.90	16.33	16.81	17.29	17.77	18.25	18.73	\$19.21		
11 Landfill Attendant	\$15.94	N/A Hrly	12.75	13.19	13.55	13.95	14.35	14.74	15.14	15.54	\$15.94		
12 Deputy Treasurer	\$27.33	N/A Hrly	21.86	22.62	23.23	23.91	24.60	25.28	25.96	26.65	\$27.33		
13 Community Fire Safety Officer	\$25.00	16.0	20.24	20.94	21.51	22.14	22.77	23.40	24.04	24.67	25.30		