CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NO. 111-2019

Being a by-law to establish the pay range grid for the year 2020 for employees of the Municipality of Morris-Turnberry.

WHEREAS Section 283 (1) of the Municipal Act, S.O. 2001, c. 25, provides that 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;

AND WHEREAS Section 283 (2) of the Municipal Act, SO 2001 c.25 provides that 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 deems it appropriate to pass a by-law to establish rates of remuneration to employees of the municipality;

AND WHEREAS the Council of the Municipality of Morris-Turnberry approved by Motion C87-2019 an increase of 1.7% to be applied to the 2019 rates to establish the 2020 rates.

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry enacts as follows:

1. That the Pay Range Grid for the year 2020 attached hereto as Schedule ‘A’ and forming part of this by-law be adopted;

2. That the employee expense policy attached hereto as Schedule ‘B’ and forming part of this by-law be adopted;

3. That upon coming into force and effect this by-law shall supersede by-law 3-2019 and all previous by-laws or resolutions and parts of by-laws or resolutions inconsistent with the provisions of this by-law regarding the pay grid and employee expense policy for the Municipality of Morris-Turnberry

4. That this by-law shall come into force and effect on January 1, 2020.

Read a FIRST and SECOND time this 17th day of December 2019

Read a THIRD time and FINALLY PASSED this 17th day of December 2019

[Signatures]

Mayor, Jamie Heller

Clerk, Trevor Hallam
<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Band</th>
<th>Notes</th>
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<tr>
<td>1</td>
<td>0.00 - 1.00</td>
<td>100%</td>
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<tr>
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<td>0.00 - 1.25</td>
<td>65%</td>
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<tr>
<td></td>
<td>1.25 - 1.50</td>
<td>60%</td>
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<tr>
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<td>3.75 - 4.00</td>
<td>10%</td>
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- **Base Rate:** $10,000 per annum
- **Step Increases:** $2,000 annually
- **Maximum Salary:** $40,000 per annum

**Notes:**
- **100% Step:** Full pay with no step increases.
- **Rate of Step Increases:** 100%, 95%, 90%, 85%, 80%, 75%, 70%, 65%, 60%, 55%, 50%, 45%, 40%, 35%, 30%, 25%, 20%, 15%, 10%, 5%, 0%.

**Position Number:**
- **Schedule A:** By-law 11-2019
- **2020 Pay Band:** Municipality of North Tunbridge

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**Schedule A - By-law 11-2019**

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**2020 Pay Band Increase Effective:** 1.01.19
EMPLOYEE EXPENSE POLICY:

The payment of any amounts contained herein shall be in accordance with the Personnel Policy for the Municipality of Morris-Turnberry

1. Allowance for meetings held outside of regular working hours
   a. Any meeting less than 2 hours $79.11
   b. Any meeting from 2-4 hours $131.82
   c. Any meeting greater than 4 hours $197.75

2. Mileage
    Mileage will be paid for travel which is required for the duties of the Municipality at a rate of:
    a. 58¢ per kilometre for the first 5,000 kilometres driven
    b. 52¢ per kilometre driven after that

3. Conference Attendance
    The following expenses are eligible for reimbursement where receipts are provided:
    a. Accommodation
    b. Meals
    c. Registration*
    d. Travel (Mileage and/or other)*
    e. Banquet Ticket *

*Where expenses incurred for the companion of an employee attending a conference, the employee will reimburse the Municipality in full.

4. Pay Period
    Employees will be paid on a bi-weekly basis.