MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NUMBER 38-2011

A BY-LAW TO ADD A POSITION AND PAY RANGE GRID FOR THE MUNICIPALITY OF MORRIS-TURNBERRY

WHEREAS, Section 228 (2) of the Municipal Act, S.O. 2001, c. 25, states: “A municipality may appoint deputy clerks who have all the powers and duties of the clerk under this Act and any other Act”;

AND 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”;

AND 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 the Municipality of Morris-Turnberry, is desirous to add a position namely, ‘Deputy Clerk’ and the pay range grid, for the year 2011, for that position is attached; and further that step in the pay range grid be selected for the employee filling that position;

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

1/ That the ‘Deputy Clerk’ position be added to the employee positions for the Municipality of Morris-Turnberry; and the Pay Range Grid schedule for the year 2011, as shown on Schedule ‘A’, attached as part of this by-law, be hereby adopted and is hereby effective, on the passage of this by-law;

3/ That this by-law comes into force on the final passing thereof and supersedes all former by-laws enacted under the Authority of this Act;

Read a first, second, third and final time this 19th day of July, 2011.

Mayor- Paul Gowing

Clerk- Nancy Michie
<table>
<thead>
<tr>
<th>Position Title</th>
<th>Hourly Rate</th>
<th>Hours in step</th>
<th>Benefits Excl. Work Week</th>
<th>Step 8 (top)</th>
<th>Step 7</th>
<th>Step 6</th>
<th>Step 5</th>
<th>Step 4</th>
<th>Step 3</th>
<th>Step 2</th>
<th>Step 1</th>
<th>Hire</th>
<th>Salary Only</th>
<th>Dep't Goal</th>
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</thead>
<tbody>
<tr>
<td>Deputy Clerk</td>
<td>$28.42</td>
<td>80.00%</td>
<td>62.50%</td>
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<td>37.5</td>
<td>$38.42</td>
<td>$40.00</td>
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