MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW NUMBER 14-2011

A BY-LAW TO ADOPT THE PAY RANGE GRID FOR THE YEAR 2011 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 2011 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 2011 be hereby adopted, as shown on the attached Schedule “A” and are hereby effective as of January 1, 2011;

2/ That the expense policy for employees for the year 2011 be hereby adopted, as shown on the attached Schedule “B” and are hereby effective as of January 1, 2011;

3/ That the remuneration to be paid to the ‘other appointed officials’ for the year 2011 be hereby adopted as shown on Schedule ‘C’ and are hereby effective as of January 1, 2011;

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 8th day of March, 2011.

Mayor- Paul Gowing

Clerk- Nancy Michie
| Position | Hourly Rate | Hours Worked | Weekly Hours | Monthly Hours | Total Pay | Time In S | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 | Step 23 | Step 24 | Step 25 | Step 26 | Step 27 | Step 28 | Step 29 | Step 30 | Step 31 | Step 32 | Step 33 | Step 34 | Step 35 | Step 36 | Step 37 | Step 38 | Step 39 | Step 40 | Step 41 | Step 42 | Step 43 | Step 44 | Step 45 | Step 46 | Step 47 | Step 48 | Step 49 | Step 50 | Step 51 | Step 52 | Step 53 | Step 54 | Step 55 | Step 56 | Step 57 | Step 58 | Step 59 | Step 60 | Step 61 | Step 62 | Step 63 | Step 64 | Step 65 | Step 66 | Step 67 | Step 68 | Step 69 | Step 70 | Step 71 | Step 72 | Step 73 | Step 74 | Step 75 | Step 76 | Step 77 | Step 78 | Step 79 | Step 80 | Step 81 | Step 82 | Step 83 | Step 84 | Step 85 | Step 86 | Step 87 | Step 88 | Step 89 | Step 90 | Step 91 | Step 92 | Step 93 | Step 94 | Step 95 | Step 96 | Step 97 | Step 98 | Step 99 | Step 100 |
Schedule ‘B’ of By-law No. 14-2011

EMPLOYEE EXPENSE POLICY:

To be effective January 1, 2011

1. **Meeting Allowance:** (for meetings held after work hours)
   - This section applies to Administrator Clerk-Treasurer (excludes two meetings per month) and the director of Public Works, Chief Building Official and the Community Fire Safety Officer
   - Any meeting less than 2 hours $68.03
   - Any meeting from 2-4 hours $113.38
   - Any meeting greater than 4 hours $170.08

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 2011 is $0.52 per kilometer**
   - **And over 5000 km at the rate of $0.46**

   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, Director of Public Works and Chief Building Official and Community 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. 14-2011

Remuneration of Other Appointed Officials

To be effective January 1, 2011

1. Livestock Evaluators:
   As appointed

   Fenceviewers:
   As appointed

   Poundkeepers:
   As appointed

   Remuneration shall be paid at the rate of $18.08 per hour plus the municipal mileage rate.

2. Drainage Personnel for Beaver Removal $18.00 per hour, plus the municipal mileage rate
   As appointed by the Drainage Superintendent

3. Animal Control Officer – $20.51 per hour
   pursuant to 2004 contract