CORPORATION OF THE MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW Number 39-2015

BEING A BY-LAW TO ADOPT ‘REVISED’ PERSONNEL REGULATIONS FOR OFFICERS AND EMPLOYEES

WHEREAS, Section 224 of the Municipal Act, 2001 as amended, states “It is the role of Council to (b) to develop and evaluate the policies and programs of the municipality”.

AND WHEREAS, Section 8 of the Municipality Act, 2001 states – Powers of a Natural Person “ A municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act”.

AND WHEREAS, the Council of the Municipality of Morris-Turnberry deems it necessary to amend the Personnel Regulation Policy;

THEREFORE, THE COUNCIL OF THE MUNICIPALITY OF MORRIS-TURNBERRY hereby enacts as follows:

1) That the amendments of the Personnel Regulations of the Municipality of Morris-Turnberry are hereby adopted and attached hereto as Schedule ‘A’;

2) That the Mayor and Clerk are hereby empowered to sign and execute all documents necessary to empower this by-law;

3) That this by-law comes into force on the final passing thereof and hereby repeals and supercedes all former by-laws enacted under the Authority of this Act.

Read a First, Second, Third and Final time this 2nd day of June, 2015

Mayor, Paul Gowing

Administrator Clerk-Treasurer,
Nancy Michie
20. EMPLOYEE BENEFITS

20-1 Application of Benefits

20-1-1 Regular employees

The benefits listed in section 20-2 apply only to regular full-time and such other employees as are authorized by Council. Part-time staff is defined in the definitions in the Group Benefit Plan.

20-1-2 Probationary, temporary and contract employees

.1 Temporary employees will receive only such benefits as are required by legislation, or as authorized by Council.
*amended September, 2005.

.2 Contract employees will receive such benefits as are provided in their contract.

20-2 Description of Group Benefits and Premium Payments

20-2-1 Group Benefits provided by municipal policy

Group health benefits will commence on the 1st day of the month following commencement of employment.
*amended September, 2005.

The municipality provides the following benefits for eligible employees, until the employee reaches the age of 65, with premium payments paid at 100% by the Municipality.
* amended April 17, 2007.

Extended Health Care
Vision Care
Group Life Insurance
Accidental Death & Dismemberment
Dental Plan
Long Term Disability Plan

New The benefits will be provided for employees after the age of 65, with the premium paid by the municipality. The total cost of the benefit will not exceed the premium paid, prior to the age 65.
* amended June 2, 2015

Extended Health Care
Dental Plan
Vision Care
Group Life Insurance- limited in value
20-2-2 O.M.E.R.S. Pension

Permanent employees will be required to contribute to the O.M.E.R.S. pension fund based on prescribed annual contributions. The Municipality will match the employee’s contribution.

The OMERS Pension fund is available for employees after the age of 65. *Added June 2, 2015.

20-2-3 Legislated Benefits

The municipality provides the following legislated benefits for eligible employees, with premium payments as stated:

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Municipality</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>EHT</td>
<td>100</td>
<td>0</td>
</tr>
<tr>
<td>Canada Pension Plan</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Employment Insurance</td>
<td>current</td>
<td>current</td>
</tr>
<tr>
<td>Workers’ Compensation</td>
<td>100</td>
<td>0</td>
</tr>
</tbody>
</table>

20-2-3-1 Pursuant to the guidelines of the WSIB Document Number 18-03-04, worker’s are entitled to WSIB coverage after age 65, however if a worker has loss of earnings due to an injury, they are entitled to benefits for only 2 years after the occurrence. A ‘non economic loss reassessment’ may be required. *added April 17, 2007.

20-3 Benefit Booklet

Full details of all benefits are available at the Clerk’s office.

20-4 Cost-sharing of Group Benefit Premiums While on Leave of Absence

(For a complete description of the policies applying to leaves of absence, see section 23.)

20-4-1 Continuation of Sick/Accident Plan Coverage (Leave with pay)

The Municipality’s payment of the employer’s share of premiums will continue for employees receiving pay through the municipality’s Long Term Disability Plan. The municipality will pay such premiums for the number of weeks specified in the Plan. The employee is responsible for their share each month as outlined at 20-2-1. After the expiry of this period, the employee may pay benefit premiums as set out in section 20-4-3 below.