MUNICIPALITY OF MORRIS-TURNBERRY

BY-LAW No. 74-2015

A BY-LAW TO ESTABLISH and APPROVE THE 2015 PAY ADMINISTRATION PROJECT 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, S.O. 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 a 2015 Pay Administration Project, which includes Pay Bands, effective for the year 2016 for each position of the Municipality; and a revised Pay Administration Policy.

AND WHEREAS, the Ontario’s Pay Equity Act, requires that all public sector employers achieve pay equity and continue to maintain discrimination-free wages into the future;

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

1/ That the 2015 Market Adjusted Pay Band schedule, be hereby adopted, as shown on the attached Schedule “A” and is hereby effective as of January 1, 2016;

2/ That the Morris-Turnberry Pay Administration Policy be hereby adopted, as shown on the attached Schedule “B” and is hereby effective as of January 1, 2016;

3/ That the Report, dated October 13, 2015, 2015 Pay Administration Project is hereby adopted, as shown on the attached Schedule “C”;

4/ That the Municipality of Morris-Turnberry has achieved Pay Equity, subject to the passing of the 2015 Market Adjusted Pay Band Schedule and that Morris-Turnberry is now maintaining pay equity;

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 17th day of November, 2015.

[Signatures]

Mayor- Paul Gowing
Clerk- Nancy Marhie