

**THE CORPORATION OF
THE TOWNSHIP OF BONNECHERE VALLEY
BY-LAW NO. 2017-018
BEING A BY-LAW TO GOVERN
EMPLOYMENT OF TOWNSHIP
OFFICERS AND STAFF**

WHEREAS the Council of the Corporation of the Township of Bonnechere Valley deems it advisable to employ Township Officers and Staff under and subject to the provisions of a by-law;

AND WHEREAS the Ontario Municipal Act empowers Council to pass such a by-law regulating the appointment, duties and remuneration of such Officers and Staff;

NOW THEREFORE the Council of the Corporation of the Township of Bonnechere Valley enacts as follows:

ARTICLE 1 - INSURANCE AND HEALTH BENEFITS

Full-Time Employees

- 1. Pension**
The Employer will provide OMERS.
- 2. Life Insurance**
A Basic Group Life Insurance coverage of 1.5 times the employees annual salary, plus an additional 1.5 times annual salary in Accidental Death or Dismemberment benefits will be provided. The premiums shall be shared 20% by the employee and 80% by the employer.
- 3. Extended Health Care**
An Extended Health Care Plan (no deductible on prescribed drugs) will be provided. The premiums shall be shared 20% by the employee and 80% by the employer.
- 4. Long-Term Disability**
The premiums shall be shared 20% by the employee and 80% by the employer for Long-Term Disability.
- 5. Dental Insurance**
A Dental Plan equivalent to Blue Cross Dental Plan No. 9 will be provided (Prior Year O.D.A. Fee Schedule). The premiums will be shared 20% by the employee and 80% by the employer.
- 6. Optional Life Insurance**
Employees may participate in an Optional Life Insurance Program within the terms and conditions of the policy, provided the employee assumes full responsibility for the premiums.

ARTICLE 2 - PAID HOLIDAYS

Eleven paid holidays shall be provided. Specific days are outlined in the Human Resources Policies and Procedures Manual.

ARTICLE 3 - OTHER ALLOWANCES

- 1. Car Allowance**

For the occasional use of cars authorized by the employee's supervisor, employees will receive the approved mileage per kilometre rate.

2. Safety Footwear Allowance

Employees who are required by nature of their job to wear safety footwear on a regular daily basis shall be provided the following annual allowance:

- Effective January 1, 2017 - \$250.00 per annum
- Effective January 1, 2018 - \$250.00 per annum
- Effective January 1, 2019 - \$275.00 per annum
- Effective January 1, 2020 - \$300.00 per annum

3. Vision Care

Employees and eligible dependents may be reimbursed for prescription eyewear to a maximum of \$300 per two (2) calendar years. As of January 1, 2020 this maximum will increase to \$350 per two (2) calendar years.

ARTICLE 4 - RATES OF PAY

Schedule "A" - Salary Grid and Classifications

ARTICLE 5 - ADJUSTMENT DATE

The wage adjustment date shall be in January of each year or earlier as deemed appropriate.

ARTICLE 6 - ENFORCEMENT AND GENERAL

1. Matters pertaining to working conditions and employment are also set out in the Human Resources Policies and Procedures Manual. The manual should be referred to for additional information about the employment conditions contained in this by-law.
2. Any other amendments to this by-law shall be recommended by the appropriate Committee to Council in the form of a replacement by-law.
3. The Chief Administrative Officer shall be responsible for the administration of this by-law and will be accountable to the Council for its enforcement.
4. This by-law shall not be interpreted to contradict or violate any statute or regulation of the Province of Ontario.
4. By-Law 2009-080 is hereby repealed.
6. This By-law shall come into force and be effective as of January 1, 2017.

READ A FIRST & SECOND TIME THIS 18TH DAY OF APRIL 2017

READ A THIRD TIME AND PASSED THIS 18TH DAY OF APRIL 2017

Jennifer Murphy, Mayor

Bryan Martin, CAO

Schedule "A"