



**THE CORPORATION OF THE TOWNSHIP OF HORTON
COUNCIL MEETING – JANUARY 26TH, 2021 – 4:00 P.M.
VIA ZOOM**

[Click here to go to Horton's YouTube Page](#)

NOTE: This meeting will be sparsely attended, due to social distancing protocols that have been recommended by the federal and provincial governments. Members of Council and Staff will call in to the meeting and take part via video conference. Members of the Public, Media and other staff are requested not to attend. However, the meeting will be recorded with a replay stored on the Township's website for future viewing. Please contact the CAO/Clerk if you have any questions or require additional information.

1. CALL TO ORDER & ROLL CALL

2. DECLARATION OF PECUNIARY INTEREST

3. CONFIRMATION OF COUNCIL AGENDA

4. DELEGATIONS &/OR PUBLIC MEETINGS – NONE

5. MINUTES FROM PREVIOUS MEETINGS

5.1 January 12th, 2021 – Regular Council

PG.3

5.2 January 12th, 2021 – Public Meeting

PG.10

6. BUSINESS ARISING FROM MINUTES

7. COMMITTEE REPORTS:

7.1 GENERAL GOVERNMENT

▪ **CHAIR CAMPBELL**

7.1.1 2020 Financial Investment Statement

PG.11

7.1.2 OPP Billing Report – October – December 2020

PG.12

7.1.3 MLES Report Summary – October – December 2020

PG.17

7.1.4 Annual COLA Adjustment

PG.19

7.1.5 Annual COLA Adjustment – Fire & Emergency Services

PG.24

7.1.6 2020 Building Fees Report

PG.25

7.1.7 2020 Council Remuneration Expenses

PG.27

7.2 TRANSPORTATION AND ENVIRONMENTAL SERVICES COMMITTEE

▪ **CHAIR WEBSTER**

7.2.1 Award Tender PW 2020-08 – Slip in Water Tank

8. CORRESPONDENCE SUMMARY

8.1 INFORMATION CORRESPONDENCE

8.1.1 CAO/Clerk Information Memo

PG.29

8.2 ACTION CORRESPONDENCE – NONE

RETURN TO AGENDA

9. BY-LAWS

9.1 2021-10 Employment By-law

PG.30**10. NOTICE TO FILE MOTION FOR NEXT COUNCIL MEETING****11. COUNCIL/STAFF MEMBERS CONCERNS****12. MOTION FOR RECONSIDERATION (debate on motion to reconsider only)****13. RESOLUTIONS****14. IN CAMERA (Closed) SESSION (as required)**

14.1 Pursuant to Section 239(2) (c) of the Municipal Act,

A proposed or pending acquisition or disposition of land by the municipality or local board – Recreation

15. CONFIRMING BY-LAW 2021-11**PG.34****16. ADJOURNMENT**

THE CORPORATION OF THE TOWNSHIP OF HORTON

REGULAR COUNCIL MEETING
JANUARY 12TH, 2021

There was a Regular Meeting of Council held via Zoom on Tuesday January 12, 2021. Present were Mayor David Bennett, Deputy Mayor Glen Campbell, Councillor Doug Humphries, and Councillor Tom Webster. Staff present was Hope Dillabough and Nichole Dubeau, Admin/Planning Assistant-Recording Secretary.

1. CALL TO ORDER

Mayor Bennett called the meeting to order at 4:00 p.m. He performed roll call for council members.

Councillor Cleroux was present at 4:05 p.m.

	Present	Absent
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

2. DECLARATION OF PECUNIARY INTEREST

There was no declaration of pecuniary interest.

3. CONFIRMATION OF COUNCIL AGENDA

Moved by Councillor Webster

RESOLUTION NO. 2021-01

Seconded by Deputy Mayor Campbell

THAT Council adopt the Agenda for the January 12, 2021 Regular Council Meeting.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

4. DELEGATIONS &/or PUBLIC MEETINGS

4:00 p.m. Zoning By-law Amendment – Cassidy

5. MINUTES

5.1 December 15th, 2020 – Regular Council

5.2 December 15th, 2020 – Public Meeting

Moved by Councillor Humphries

RESOLUTION NO. 2021-02

Seconded by Deputy Mayor Campbell

THAT Council approve the following Minutes:

- December 15th, 2020 – Regular Council
- December 15th, 2020 – Public Meeting

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

RETURN TO AGENDA

6. BUSINESS ARISING FROM MINUTES

There was no business arising from the minutes.

7. COMMITTEE REPORTS:

7.1 PLANNING COMMITTEE

Public Advisory Members Lisa Branje, Bob Johnston, and Bob Cassidy were present.

7.1.1 Consent Application B59/20 – William & Darlene Berger Admin/Planning Assistant Nichole Dubeau reviewed the report.

7.1.2 December Building Report
Councillor Cleroux reviewed the report.

7.2 RECREATION COMMITTEE

7.2.1 Chair's Report – December 18th
Chair Humphries reviewed the report.

7.2.2 Outdoor Rink Discussion
Council members discussed and felt that due to the mild and uncooperative weather, as well as the Provincial announcement, Stay at Home and Lockdown order, it was in the best interest to close the outdoor rink for the season to keep everyone safe.

7.2.3 Casual Rink Attendant Position – 2020-2021 Season
CAO/Clerk Hope Dillabough reviewed the report. Council members were in agreeance to put the Rink Attendant wages for the season towards the Ladies Catering funds.

7.3 COMMUNITY COMMITTEES / COUNTY COUNCIL

7.3.1 Renfrew & Area Seniors Home Support
There was no update.

7.3.2 Community Safety & Wellbeing Plan Committee
There was no update.

7.3.3 Health Services Village
Mayor Bennett stated that Michael Donohue was the new Chair of the Committee.

7.3.4 Chamber of Commerce
There was no update.

7.3.5 County Council
Mayor Bennett stated that Debbie Robinson was acclaimed a seat in the Easter Ontario Wardens Caucus.

8. CORRESPONDENCE SUMMARY

8.1 INFORMATION CORRESPONDENCE

8.1.1 CAO/Clerk Information Memo
Discussion went around the table with information previously distributed. Council members congratulated Public Works Manager, Adam Knapp on his Roads Supervisor's certificate, as well as Treasurer, Nathalie Moore and CAO/Clerk, Hope Dillabough on their 15-year service award with the Renfrew County Clerks and Treasurers' Association.

8.2 ACTION CORRESPONDENCE

8.2.1 High Speed Internet Support

Council members reviewed. Mayor Bennett stated that there needs to be more financial support from the Federal and Provincial governments so companies can broaden their coverage in rural areas.

9. BYLAWS

- 9.1 2021-01 Borrowing By-law
- 9.2 2021-02 Interim Taxes 2021
- 9.3 2021-03 Appoint Auditor
- 9.4 2021-04 Livestock Valuer
- 9.5 2021-05 Zoning By-law Amendment – Cassidy
- 9.6 2021-06 Assumption of Lands – Thomson Road
- 9.7 2021-07 Assumption of Lands – Pinnacle Road
- 9.8 2021-08 Off-Road Vehicle By-law

Councillor Cleroux requested that By-Law 2021-05 be separated from all of the By-laws to be passed separately.

Moved by Councillor Webster

RESOLUTION NO. 2021-03

Seconded by Deputy Mayor Campbell

THAT Council enact the following By-Laws:

- 2021-01 Borrowing By-law
- 2021-02 Interim Taxes 2021
- 2021-03 Appoint Auditor
- 2021-04 Livestock Valuer
- 2021-06 Assumption of Lands – Thomson Road
- 2021-07 Assumption of Lands – Pinnacle Road
- 2021-08 Off-Road Vehicle By-law

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Councillor Humphries

RESOLUTION NO. 2021-04

Seconded by Councillor Webster

THAT Council enact the following By-Law:

- 2021-05 Zoning By-law Amendment – Cassidy

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Humphries	X	
Councillor Webster	X	

Councillor Cleroux declared pecuniary interest and did not vote.

Carried

10. NOTICE TO FILE MOTION FOR NEXT COUNCIL – NONE

RETURN TO AGENDA

11. COUNCIL/STAFF MEMBERS CONCERNS

Councillor Webster stated he encourages the Municipal Office to be closed to the public to keep staff safe during the lockdown. Mayor Bennett thanked staff for keeping up-to-date and informing council members on COVID-19 restrictions and updates.

12. MOTION FOR RECONSIDERATION – NONE

13. RESOLUTIONS

Moved by Deputy Mayor Campbell

RESOLUTION NO. 2021-05

Seconded by Councillor Humphries

THAT the Planning Committee and Council approve Consent B59/20, William & Darlene Berger, upon the following conditions being met:

- A Registered Plan of Survey;
- Applicant must enter into Consent Agreement with the Township;
- Lot Development fee of \$3824.00 be paid for each lot created;
- Favourable comments from Hydro One Networks Inc.;
- Favourable comments from TransCanada Pipelines;
- Favourable comments from the Ministry of Transportation;
- Favourable MDS1 calculations;
- Zoning by-law amendment for the severed lands to prohibit livestock.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Councillor Cleroux

RESOLUTION NO. 2021-06

Seconded by Councillor Humphries

THAT Council accept the December Building Report as information.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Councillor Humphries

RESOLUTION NO. 2021-07

Seconded by Councillor Webster

THAT Council accept the Recreation Committee Chair's Report for December 18th, 2020 as information.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

RETURN TO AGENDA

Moved by Deputy Mayor Campbell
Seconded by Councillor Humphries

RESOLUTION NO. 2021-08

THAT Council agree to close the Horton Outdoor Rink for the 2021 season.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Councillor Humphries
Seconded by Councillor Webster

RESOLUTION NO. 2021-09

THAT this recommendation further amends the scope of Resolution #2018-91 which states that any shortfalls from the 2018 Horton Festival Business Plan (Horton Hoedown) be paid from 2018 Working Fund Reserves, and that the funds would be returned to the Working Fund Reserves in 2019 through fundraising by the Recreation Committee;

AND THAT this recommendation further amends the scope of Resolution #2019-23 which states that any shortfalls from the 2019 Horton Hoedown Proposal be paid from the Recreation Building Reserves, and that the funds would be returned to the Recreation Building Reserve in 2020 through fundraising by the Horton Hoedown Committee;

AND THAT Resolution #2019-26 states that \$10,000.00 from the Ladies' Catering budget, be put toward the 2018 Hoedown Festival deficit and to be subsequently returned by fundraising by the Horton Hoedown Committee in 2020;

AND THAT Council previously agreed, by Resolution #2019-26 to not hire a Casual Rink Attendant for the 2019 season and the work was undertaken by Recreation Volunteers so that the wages would be put towards the Hoedown's 2018 incurred deficit;

AND FURTHER THAT there remains to be a deficit from 2018 to be funded as well as a balance owing of \$10,000.00 to the Ladies' Catering Group;

BE IT RESOLVED THAT Council agree to not hire a Casual Rink Attendant for the 2020-2021 season;

BE IT FURTHER RESOLVED THAT the 2020-2021 Casual Rink Attendant wages be put towards the amount owed back by the Hoedown Committee to the Horton Ladies' catering budget in 2020.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

RETURN TO AGENDA

Moved by Deputy Mayor Campbell
Seconded by Councillor Humphries

RESOLUTION NO. 2021-10

THAT Council accept the CAO/Clerk's Information Memo for January 12th, 2021.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Council Webster
Seconded by Councillor Humphries

RESOLUTION NO. 2021-11

THAT Council accept the Action Correspondence received from Jason Miller as information.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

14. IN CAMERA (Closed) SESSION – None

Moved by Council Webster
Seconded by Deputy Mayor Campbell

RESOLUTION NO. 2021-12

THAT Council went into a Closed Session Meeting at 5:16 p.m. to discuss the following items pursuant to Section 239(2) (c) and (e) of the Municipal Act;

- (c) A proposed or pending acquisition or disposition of land by the municipality or local board – Recreation
- (e) Litigation or potential litigation – Farrell's Landing

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

Moved by Council Webster
Seconded by Councillor Humphries

RESOLUTION NO. 2021-13

THAT Council came out of Closed (In-Camera) Session at 6:29 p.m. and discussed items pertaining to:

- A proposed or pending acquisition or disposition of land by the municipality or local board – Recreation
- Litigation or potential litigation – Farrell's Landing

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried

RETURN TO AGENDA

15. CONFIRMING BYLAWMoved by Councillor Webster**RESOLUTION NO. 2021-14**Seconded by Councillor Humphries**THAT** Council enact By-law 2020-09 – Confirming By-Law.

	Yea	Nay
Mayor Bennett	X	
Deputy Mayor Campbell	X	
Councillor Cleroux	X	
Councillor Humphries	X	
Councillor Webster	X	

Carried**16. ADJOURNMENT**

Mayor Bennett declared the meeting adjourned at 6:31 p.m.

MAYOR David M. Bennett

CAO/CLERK Hope Dillabough

THE CORPORATION OF THE TOWNSHIP OF HORTON

Public Meeting
Zoning Amendment
Robert Cassidy
January 12, 2021 at 4:00 p.m.

There was a Public Meeting held during the Regular Council Meeting on January 12th, 2021. Present was Mayor David Bennett, Deputy Mayor Glen Campbell, Councillor Tom Webster, and Councillor Doug Humphries. Staff present was Hope Dillabough, CAO/Clerk, and Nichole Dubeau, Admin/Planning Assistant-Recording Secretary.

Councillor Lane Cleroux sent his regrets

Public Advisory Members Lisa Branje, Bob Johnston, and Bob Cassidy were present.

1. CALL TO ORDER

Mayor David Bennett called the Public Meeting to Order at 4:01 pm.

2. DECLARATION OF PECUNIARY INTEREST

There was no declaration of pecuniary interest.

3. CAO/CLERK – PURPOSE OF AMENDMENT

CAO/Clerk Hope Dillabough stated that the purpose and effect of this amendment is to rezone the severed lands in Consent File No. B38/20 from Residential One (R1) to Limited Service Residential (LSR) so that the entire enlarged lot is in the same zone. All other provisions of the Zoning By-law shall apply.

4. CAO/CLERK'S REPORT ON NOTICE

i) Reading of Written Comments

CAO/Clerk Hope Dillabough reported that as required by the Planning Act, all property owners within 120 metres were notified of this meeting. Notice of this meeting was sent to seventeen (17) property owners within the 120-meter radius in addition to ten (10) Provincial and County Agencies. Out of those, no written comments were received by the prescribed deadline.

ii) PUBLIC PARTICIPATION

a) Questions from Public

There were no questions from the Public.

b) Comments in Support

There were no comments in support from the public.

c) Comments in Opposition

There were no comments in opposition from the public.

5. INFORMATION ON WHO IS ENTITLED TO APPEAL COUNCIL'S DECISION TO THE ONTARIO MUNICIPAL BOARD UNDER SECTIONS 34(11) AND (19) OF O.Reg 545/06.

The CAO/Clerk read out Sections 34(11) and 34(19) in their entirety.

6. COUNCIL MEMBERS COMMENTS

There were no comments.

7. CLOSE MEETING

Mayor Bennett closed the public meeting at 4:05 pm.

MAYOR David M. Bennett

CAO/Clerk Hope Dillabough

RETURN TO AGENDA



INVESTMENT SUMMARY FOR THE YEAR ENDING DECEMBER 31, 2020

INSTITUTION	INVESTMENT NUMBER	PURCHASE DATE	YIELD	MATURES	INITIAL INVESTMENT
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Investments From Previous Year

GIC/Term Deposit Holdings	TD	8018476-04	12/2/2019	1.75%	1/6/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-39	12/23/2019	1.75%	1/30/2020	\$ 400,000.00
GIC/Term Deposit Holdings	TD	8018476-02	12/30/2019	1.87%	2/28/2020	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-35	12/31/2019	2.00%	6/29/2020	\$ 417,739.01
Guaranteed Investment Certificate	TD	8018476-03	1/17/2017	1.35%	1/17/2020	\$ 3,728.10

2020 Purchases

GIC/Term Deposit Holdings	TD	8018476-04	1/6/2020	1.75%	2/5/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-03	1/17/2020	1.50%	1/18/2023	\$ 3,881.14
GIC/Term Deposit Holdings	TD	8018476-39	1/31/2020	1.75%	3/6/2020	\$ 400,000.00
GIC/Term Deposit Holdings	TD	8018476-04	2/5/2020	1.94%	4/9/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-02	2/28/2020	1.82%	4/28/2020	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-05	3/10/2020	1.25%	4/9/2020	\$ 800,000.00
GIC/Term Deposit Holdings	TD	8018476-04	4/9/2020	0.66%	6/8/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-05	4/9/2020	0.67%	7/9/2020	\$ 800,000.00
GIC/Term Deposit Holdings	TD	8018476-02	4/28/2020	0.68%	7/27/2020	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-04	6/8/2020	0.68%	9/8/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-35	6/29/2020	0.78%	12/29/2020	\$ 421,882.07
GIC/Term Deposit Holdings	TD	8018476-05	7/8/2020	0.67%	10/6/2020	\$ 500,000.00
GIC/Term Deposit Holdings	TD	8018476-02	7/27/2020	0.68%	10/26/2020	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-04	9/8/2020	0.64%	12/7/2020	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-05	10/6/2020	0.65%	1/5/2021	\$ 500,000.00
GIC/Term Deposit Holdings	TD	8018476-02	10/26/2020	0.61%	1/25/2021	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-04	12/7/2020	0.61%	3/8/2021	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-35	12/29/2020	0.66%	6/28/2021	\$ 423,531.92

Balance of Investment as at December 31, 2020

GIC/Term Deposit Holdings	TD	8018476-05	10/6/2020	0.65%	1/5/2021	\$ 500,000.00
GIC/Term Deposit Holdings	TD	8018476-02	10/26/2020	0.61%	1/25/2021	\$ 200,000.00
GIC/Term Deposit Holdings	TD	8018476-04	12/7/2020	0.61%	3/8/2021	\$ 250,000.00
GIC/Term Deposit Holdings	TD	8018476-35	12/29/2020	0.66%	6/28/2021	\$ 423,531.92

Treasurer's Declaration

I, Nathalie Moore, Treasurer for the Township of Horton hereby declare that all investments for the year 2020 were consistent with the Township policy J-11 and in accordance with the Municipal Act.

Dated at the Township of Horton this 31st day of December, 2020.

Nathalie Moore, Treasurer

RETURN TO AGENDA



Calls For Service (CFS) Billing Summary Report

Horton October to December - 2020

Billing Categories <i>(Billing categories below do not match traditional crime groupings)</i>		2020				2019			
		October to December	Year to Date	Time Standard	Year To Date Weighted Hours	October to December	Year to Date	Time Standard	Year To Date Weighted Hours
Violent Criminal Code	Sexual Interference	0	1	16.0	16.0	0	0		0.0
	Assault With Weapon or Causing Bodily Harm-Level 2	0	1	16.0	16.0	0	1	16.0	16.0
	Assault-Level 1	0	5	16.0	80.0	0	6	16.0	96.0
	Criminal Harassment	0	2	16.0	32.0	2	5	16.0	80.0
	Indecent/Harassing Communications	0	1	16.0	16.0	0	0		0.0
	Utter Threats -Master code	0	1	16.0	16.0	0	0		0.0
	Utter Threats to Person	0	0		0.0	0	6	16.0	96.0
	Total	0	11	16.0	176.0	2	18	16.0	288.0
Property Crime Violations	Break & Enter	0	4	6.5	26.0	0	2	6.5	13.0
	Unlawful in a dwelling house	0	1	6.5	6.5	0	0		0.0
	Theft Over - Construction Site	0	0		0.0	1	1	6.5	6.5
	Theft Over - Other Theft	0	0		0.0	0	1	6.5	6.5
	Theft of Motor Vehicle	1	1	6.5	6.5	2	3	6.5	19.5
	Theft of - Other Motor Vehicles	0	0		0.0	0	1	6.5	6.5
	Theft Under -master code	0	0		0.0	1	1	6.5	6.5
	Theft under - Trailers	0	1	6.5	6.5	0	0		0.0
	Theft under - Other Theft	0	1	6.5	6.5	2	3	6.5	19.5
	Theft FROM Motor Vehicle Under \$5,000	0	1	6.5	6.5	0	0		0.0
	Possession of Stolen Goods over \$5,000	0	0		0.0	0	1	6.5	6.5
	Fraud -Master code	1	2	6.5	13.0	0	0		0.0
	Fraud - False Pretence <= \$5,000	0	0		0.0	0	1	6.5	6.5
	Fraud - Account closed	0	1	6.5	6.5	0	0		0.0
	Fraud -Money/property/security > \$5,000	0	1	6.5	6.5	0	0		0.0
	Fraud -Money/property/security <= \$5,000	0	2	6.5	13.0	0	1	6.5	6.5
	Fraud - Other	0	3	6.5	19.5	1	2	6.5	13.0
	Personation with Intent (fraud)	0	1	6.5	6.5	0	0		0.0



Calls For Service (CFS) Billing Summary Report

Horton October to December - 2020

Billing Categories <i>(Billing categories below do not match traditional crime groupings)</i>		2020				2019			
		October to December	Year to Date	Time Standard	Year To Date Weighted Hours	October to December	Year to Date	Time Standard	Year To Date Weighted Hours
Property Crime Violations	Identity Fraud	0	1	6.5	6.5	0	1	6.5	6.5
	Mischief - master code	0	4	6.5	26.0	0	3	6.5	19.5
	Property Damage	0	1	6.5	6.5	0	2	6.5	13.0
	Total	2	25	6.5	162.5	7	23	6.5	149.5
Other Criminal Code Violations (Excluding traffic)	Offensive Weapons-Prohibited	0	1	7.8	7.8	0	0		0.0
	Offensive Weapons-Restricted	0	1	7.8	7.8	0	0		0.0
	Offensive Weapons-Other Offensive Weapons	0	0		0.0	0	1	7.8	7.8
	Bail Violations - Fail To Comply	0	2	7.8	15.6	0	0		0.0
	Breach of Probation	0	1	7.8	7.8	0	1	7.8	7.8
	Personate Peace Officer	0	0		0.0	0	1	7.8	7.8
	Total	0	5	7.8	39.0	0	3	7.8	23.4
Drug Possession	Possession Cocaine	0	1	6.5	6.5	0	0		0.0
	Total	0	1	6.5	6.5	0	0		0.0
Drugs	Trafficking Other Controlled Drugs and Substance Act	0	2	45.9	91.8	0	0		0.0
	Trafficking û Opioid (other than heroin)	0	1	45.9	45.9	0	0		0.0
	Cultivate, propagate or harvest cannabis by adult	0	0		0.0	1	2	45.9	91.8
	Total	0	3	45.9	137.7	1	2	45.9	91.8
Statutes & Acts	Landlord/Tenant	0	2	3.4	6.8	0	4	3.4	13.6
	Mental Health Act	1	4	3.4	13.6	2	9	3.4	30.6
	Mental Health Act - No contact with Police	0	0		0.0	0	1	3.4	3.4
	Mental Health Act - Attempt Suicide	0	1	3.4	3.4	0	1	3.4	3.4
	Mental Health Act û Threat of Suicide	0	3	3.4	10.2	0	0		0.0
	Mental Health Act - Voluntary Transport	0	0		0.0	0	3	3.4	10.2
	Mental Health Act - Placed on Form	0	2	3.4	6.8	0	2	3.4	6.8
	Trespass To Property Act	0	0		0.0	0	6	3.4	20.4
	Total	1	12	3.4	40.8	2	26	3.4	88.4
Operational	Animal -Master code	0	1	3.6	3.6	0	0		0.0



Calls For Service (CFS) Billing Summary Report

Horton October to December - 2020

Billing Categories <i>(Billing categories below do not match traditional crime groupings)</i>		2020				2019			
		October to December	Year to Date	Time Standard	Year To Date Weighted Hours	October to December	Year to Date	Time Standard	Year To Date Weighted Hours
Operational	Animal Bite	0	2	3.6	7.2	0	0		0.0
	Animal Stray	0	3	3.6	10.8	3	5	3.6	18.0
	Animal Injured	1	1	3.6	3.6	0	1	3.6	3.6
	Animal - Other	0	0		0.0	0	1	3.6	3.6
	Animal - Dog Owners Liability Act	0	0		0.0	1	1	3.6	3.6
	Domestic Disturbance	4	18	3.6	64.8	1	10	3.6	36.0
	Suspicious Person	1	14	3.6	50.4	3	12	3.6	43.2
	Phone -Nuisance - No Charges Laid	0	1	3.6	3.6	0	3	3.6	10.8
	Phone -Other - No Charges Laid	0	0		0.0	0	1	3.6	3.6
	Fire - Building	0	3	3.6	10.8	1	1	3.6	3.6
	Fire - Vehicle	2	5	3.6	18.0	2	3	3.6	10.8
	Insecure Condition - Master code	1	1	3.6	3.6	0	0		0.0
	Missing Person 12 & older	0	1	3.6	3.6	0	0		0.0
	Missing Person Located Under 12	0	0		0.0	0	1	3.6	3.6
	Noise Complaint - Master code	0	4	3.6	14.4	0	0		0.0
	Noise Complaint - Residence	0	0		0.0	0	4	3.6	14.4
	Noise Complaint - Others	0	0		0.0	0	1	3.6	3.6
	Accident - non-MVC - Master code	0	1	3.6	3.6	0	0		0.0
	Found Property - Master code	0	4	3.6	14.4	0	1	3.6	3.6
	Found-Personal Accessories	0	0		0.0	0	1	3.6	3.6
	Lost Property -Master code	0	1	3.6	3.6	0	1	3.6	3.6
	Lost-Personal Accessories	0	2	3.6	7.2	0	1	3.6	3.6
	Lost-Others	0	0		0.0	0	1	3.6	3.6
	Sudden Death - Suicide	0	0		0.0	0	1	3.6	3.6
	Sudden Death - Natural Causes	0	4	3.6	14.4	0	1	3.6	3.6
	Sudden Death - Others	1	2	3.6	7.2	0	1	3.6	3.6
	Suspicious Vehicle	2	7	3.6	25.2	0	5	3.6	18.0
	Trouble with Youth	1	3	3.6	10.8	0	1	3.6	3.6



Calls For Service (CFS) Billing Summary Report

Horton October to December - 2020

Billing Categories <i>(Billing categories below do not match traditional crime groupings)</i>		2020				2019			
		October to December	Year to Date	Time Standard	Year To Date Weighted Hours	October to December	Year to Date	Time Standard	Year To Date Weighted Hours
Operational	Unwanted Persons	0	3	3.6	10.8	0	0		0.0
	Neighbour Dispute	3	14	3.6	50.4	1	7	3.6	25.2
	Dogs By-Law	0	0		0.0	0	1	3.6	3.6
	Firearms (Discharge) By-Law	0	0		0.0	1	1	3.6	3.6
	Assist Public	1	14	3.6	50.4	1	14	3.6	50.4
	Distressed/Overdue Motorist	0	0		0.0	0	1	3.6	3.6
	Family Dispute	1	16	3.6	57.6	3	14	3.6	50.4
	Total	18	125	3.6	450.0	17	96	3.6	345.6
Operational2	False Alarm-Accidental Trip	0	0		0.0	0	2	1.3	2.6
	False Alarm-Malfunction	0	0		0.0	0	2	1.3	2.6
	False Alarm -Others	1	13	1.3	16.9	1	8	1.3	10.4
	Keep the Peace	2	5	1.3	6.5	2	6	1.3	7.8
	911 call / 911 hang up	0	10	1.3	13.0	8	56	1.3	72.8
	911 hang up - Pocket Dial	0	0		0.0	0	4	1.3	5.2
	911 call - Dropped Cell	1	3	1.3	3.9	20	41	1.3	53.3
	Total	4	31	1.3	40.3	31	119	1.3	154.7
Traffic	MVC - Personal Injury (MOTOR VEHICLE COLLISION)	0	1	3.4	3.4	0	1	3.4	3.4
	MVC - Prop. Dam. Non Reportable	4	10	3.4	34.0	7	18	3.4	61.2
	MVC - Prop. Dam. Reportable (MOTOR VEHICLE COLLISION)	10	28	3.4	95.2	14	30	3.4	102.0
	MVC - Prop. Dam. Failed to Remain (MOTOR VEHICLE COLLISION)	1	1	3.4	3.4	0	1	3.4	3.4
	Total	15	40	3.4	136.0	21	50	3.4	170.0
Total	40	253		1,188.8	81	337		1,311.4	

Note to Detachment Commanders:

- The content of each report is to be shared by the Detachment Commander only with the municipality for which it was generated. The municipality may treat this as a public document and distribute it as they wish.
- All data is sourced from the Niche RMS application. Included are 'reported' occurrences (actuals and unfounded occurrences) for 'billable' occurrences ONLY. Data is refreshed on a weekly basis.
- The Traffic category includes motor vehicle collision (MVC) occurrences entered into Niche (UCR code 8521). MVCs are NOT sourced from the eCRS application for this report.
- Only the primary violation is counted within an occurrence.



Calls For Service (CFS) Billing Summary Report

Horton October to December - 2020

- Time standards displayed are for the 2017 billing period.

Note to Municipalities:

- Data contained within this report is dynamic in nature and numbers will change over time as the Ontario Provincial Police continues to investigate and solve crime.
- This report is NOT to be used for crime trend analysis as not all occurrences are included.
- Data groupings within this report do not match traditional crime groupings seen in other public reports such as the OPP Police Services Board reports or Statistics Canada reporting.

Horton Twsp. - October 2020

#	Date	Complainant	Location	Status	Total Calls
1	04-Oct	Property Standards	Nadobny Lane	Resolved	1
2	05-Oct	Stray Dog	Burnstown Rd	Resolved	1
3	11-Oct	Stray Dog	Eady Rd	Resolved	1
4	15-Oct	Property Standards	Castleford Rd	Ongoing	1
5	22-Oct	Stray Dog	Pinnacle Rd	Resolved	1
6	26-Oct	Missing Dog	Goshen Rd	Resolved	1
7	27-Oct	Raccoon	Eady Rd	Resolved	1
8	29-Oct	Barking Dog	River Rd	Resolved	1
9	30-Oct	Stray Dog	Pucker St	Resolved	1
10	30-Oct	Dog at Large	Jamieson Ln	1st Warning	1
11	30-Oct	Parking Ticket		Resolved	1
TOTAL					11

Horton Twsp. - November 2020

#	Date	Complainant	Location	Status	Total Calls
1	01-Nov	Stray Dog	Whitton Rd	Resolved	1
2	05-Nov	Dog at Large	Humphries Rd	Resolved	1
3	17-Nov	Stray Dog	Castleford Rd	Resolved	1
4	18-Nov	Missing Dog	Burnstown Rd	Resolved	1
5	19-Nov	Property Standards	Burnstown Rd	Ongoing	1
6	20-Nov	Stray Dog	Eady Rd	Resolved	1
7	20-Nov	Missing Cat	Pinnacle Rd	Resolved	1
8	21-Nov	Dead Dog	Goshen Rd	Resolved	1
9	25-Nov	Raccoon	River Rd	Resolved	1
10	25-Nov	Fox	Castleford Rd	Resolved	1
11	27-Nov	Stray Dog	Jim Barr Rd	Resolved	1
12	27-Nov	Missing Dog	River Rd	Resolved	1
13	29-Nov	Property Standards	Burnstown Rd	Ongoing	1
14	30-Nov	Stray Dog	Lochwinnoch Rd	Resolved	1
Total					14

Horton Twsp. - December 2020

#	Date	Complainant	Location	Status	Total Calls
1	04-Dec	Missing Dog	Bruce St	Resolved	1
2	09-Dec	Stray Dog	Cotieville Rd	Resolved	1
3	13-Dec	Stray Dog	Garden of Eden	Resolved	1
4	16-Dec	Missing Dog	Jamieson St	Resolved	1
5	19-Dec	Stray Dog	Lime Kiln Rd	Resolved	1
6	20-Dec	Stray Dog	Nadobny Lane	Resolved	1
7	23-Dec	Missing Dog	Lisa Lane	Resolved	1
8	25-Dec	Missing Dog	Storyland Rd	Resolved	1
9	29-Dec	Missing Dog	Whitton Rd	Resolved	1
Total					9

RETURN TO AGENDA

Monthly Summary 2020									
2020	Animal	Parking	Prop. Stand.	Noise	Other	Pound	Total	Tickets	Charges
Jan	4						4	0	0
Feb	5						5	0	0
Mar	11						11	0	4
Apr	8						8	0	2
May	8	2			3	1	13	5	0
Jun	9	2	3				14	7	0
Jul	6	6	3				15	18	0
Aug	5	7	3		3		18	11	0
Sep	6	7	3	1	3		19	0	0
Oct	8	1	2				11	0	0
Nov	12	0	2	0			14	0	0
Dec	9						9	0	0
Total	91	25	16	1	9	1	141	41	6



Township of Horton COUNCIL / COMMITTEE REPORT

Title: COST OF LIVING ADJUSTMENT/EMPLOYMENT BY- LAW	Date:	January 26 th , 2021
	Council/Committee:	General Government
	Author:	Hope Dillabough
	Department:	Administration

RECOMMENDATIONS:

THAT the draft Employment By-law be forwarded to Council for their consideration and approval.

BACKGROUND:

Annually Council passes a bylaw to establish the Pension, Benefits, LTD, Employee Assistance Plan, Paid Holiday, Mileage, Footwear Allowance and the Rates of Pay.

In the past Council has adopted the Cost-of-Living increase as published by Statistics Canada which is 1.5% for December 2019 to December 2020. Copy of draft by-law attached as Appendix "A".

An addition to the by-law has been made to the draft to include a monthly stipend to the CAO/Clerk and Public Works Manager for use of their personal cell phones during work and non-work hours. Previous Managers had municipal issued cell phones that were paid in full by the Municipality. Staff does not wish to change their personal phones for municipal issued ones; however, compensation should be considered. Staff's recommendation is \$25.00/month. Currently, the only cell phones paid for by the municipality are those that belong to the Mayor and the Public Works Supervisor.

ALTERNATIVES:

Alternative #1: Status Quo

Council can pass the employment by-law for 2021 with no change. This is not recommended as the Township of Horton grid would end up being below the Renfrew County rural average which Council previously corrected in early 2015.

FINANCIAL IMPLICATIONS:

There are currently sufficient funds within the 2021 draft budget to cover an increase in salaries of 1.5% as well as the increase to stipend for personal cell phone use.

CONSULTATIONS: Canada Revenue Agency, Statistics Canada

ATTACHMENTS: DRAFT Employment By-Law

Author: 
signature

Other: _____
signature

Treasurer: 
signature

C.A.O.: 
Signature

RETURN TO AGENDA

DRAFT**TOWNSHIP OF HORTON****BY-LAW NUMBER 2021-XX****EMPLOYMENT BY-LAW FOR TOWNSHIP OFFICERS AND STAFF**

WHEREAS the Council of the Corporation of the Township of Horton 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 Horton enacts as follows:

ARTICLE 1 - INSURANCE AND HEALTH BENEFITS**PART A - Full-Time Employees**

1. **Pension**
The Ontario Municipal Employees Retirement System Pension Plan shall apply as per the OMERS Agreement.
2. **Life Insurance**
The Employer shall pay 100% of the premiums for Basic Group Life Insurance coverage and Accidental Death or Dismemberment, based on \$100,000.
3. **Extended Health Care**
The Employer shall pay 100% of the premiums for the Extended Health Care Plan, including a standard Employee Assistance Plan.
4. **Dental Plan**
The employer shall pay 100% of the standard dental plan Level II (prior year ODA schedule).
5. **Health Care Spending Account**
In addition to the Extended Health and the Dental Plan, full-time employees have access to an annual Health Care Spending Account. The Health Care Spending Account is set at \$750.00 annually. This is prorated for new employees.
6. **Optional Life Insurance/Optional Accidental Death & Dismemberment Insurance**
Employees may participate in an Optional Life Insurance Program and an Optional Accidental Death & Dismemberment Program within the terms and conditions of the policy, provided the employee assumes full responsibility for the premiums.
7. **Long Term Disability Insurance**
Employees shall pay 100% of the premiums of the Long-Term Disability Benefit.
8. **Employee Assistance Plan**
The Employer shall pay 100% of the premiums for the Employee Assistance Plan.

RETURN TO AGENDA

ARTICLE 2 - PAID HOLIDAYS

Fourteen paid holidays, which include three floating holidays, shall be provided. Specific days are outlined in the Corporate Policies and Procedures Manual.

ARTICLE 3 - OTHER ALLOWANCES

1. Mileage Allowance

For the use of cars authorized by the employee's supervisor, effective January 1, 2020 will receive \$0.59 per kilometre for the first 5000 kilometres per year and \$0.53 per kilometre for all kilometres over 5000 per year. The rate per kilometre is to be the same as the County of Renfrew rates and may change throughout the year if the County changes their rates.

2. Uniform and Safety Footwear Allowance

(a) Employees who are required by nature of their job to wear uniforms and/or safety footwear on a regular daily basis shall be provided the following *maximum* annual allowance:

Effective January 01, 2019:	Full-Time - \$250.00 per annum
	Part-Time - \$140.00 per annum

(b) Employees who are required by nature of their job to wear uniforms and/or safety footwear on an occasional basis will be provided with the above allowance once every three years.

3. Personal Cell Phone Use Allowance

For the use of personal cell phones for work purposes, during and outside of regular work hours, the CAO/Clerk and the Public Works Manager shall receive a monthly stipend of \$25.00 per month.

ARTICLE 4 - RATES OF PAY

The Summer Student, the Rink Attendant and any Casual Labourer rate of pay shall be the applicable minimum wage based on age. All other rates are in accordance with Schedule "A" - Salary Grid and Classification, hereto attached.

In addition to Schedule "A" the CAO/Clerk shall be paid a straight hourly rate of pay for each Special Council meeting, Committee meeting and Regular Council Meeting attended outside the normal office working hours of 35hr/wk.

ARTICLE 5 - ADJUSTMENT DATE

The next adjustment date shall be January 1, 2022 or earlier as deemed appropriate by Council.

ARTICLE 6 - ENFORCEMENT AND GENERAL

1. Matters pertaining to working conditions and employment are also set out in the Corporate Policy 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

General Government Committee to Council in the form of a replacement By-law.

3. This By-law shall not be interpreted to contradict or violate any statute or regulation of the Province of Ontario.
4. This By-law shall come into force and be effective upon the passing thereof, except where otherwise noted.
5. By-law 2020-12 shall be rescinded in its entirety

READ a first and second time this 26th, day of January 2021.

READ a third time and passed this 26th, day of January 2021.

MAYOR David M. Bennett

CAO/CLERK Hope Dillabough

Township of Horton Staff Salary Grid and Classifications

Schedule "A" to By-law 2021-xx

Effective: January 1, 2021

LEVEL	SALARY \$	POSITION
1	\$41,050 - \$46,202	Receptionist/Clerk Landfill Attendant/Labourer
2	\$43,942 - \$49,457	Community Liaison Officer, Driver/Operator, Administrative Assistant
3	\$48,694 - \$54,803	Administrative/Executive Assistant
4	\$59,330 - \$66,776	Deputy Clerk/Treasurer, Public Works Superintendent
5	\$70,411 - \$79,248	Public Works Manager
6	\$74,338 - \$83,668	Treasurer
7	\$90,557 - \$101,923	CAO/Clerk

RETURN TO AGENDA



Township of Horton
COUNCIL / COMMITTEE REPORT

Title: FIRE AND EMERGENCY MANAGEMENT COLA	Date:	January 26 th , 2021
	Council/Committee:	Council
	Author:	Hope Dillabough, CAO/Clerk
	Department:	General Government

RECOMMENDATIONS:

THAT the Fire Department staff receives a COLA increase of 1.5% effective January 1, 2021;

AND THAT in accordance with By-Law 2013-23 Paragraph 6, the Community Emergency Management Coordinator and Alternate remuneration be increased by COLA of 1.5% effective January 1st, 2021.

BACKGROUND:

In accordance with by-laws and past practice, annual salaries are to be adjusted by the annual Cost of Living Adjustment provided to non-union Staff effective January 1 of each year.

ALTERNATIVES: N/A

FINANCIAL IMPLICATIONS: This has been incorporated into the 2021 Budget.

CONSULTATIONS: N/A

Author:

signature

Other:

signature

Treasurer:

signature

C.A.O.:

signature

RETURN TO AGENDA



Township of Horton
COUNCIL / COMMITTEE REPORT

Title: 2020 BUILDING FEE REPORT	Date:	January 26, 2021
	Council/Committee:	Council
	Author:	Nathalie Moore Treasurer
	Department:	General Government

RECOMMENDATIONS:

THAT Council accepts the Building Fee Report for the year ending December 31, 2020 as presented.

BACKGROUND:

The Building Code Act, Chapter 23 requires that Council adopt a statement of fees annually. The 2020 Building Fee Report is attached as Appendix "A".

ALTERNATIVES: N/A

FINANCIAL IMPLICATIONS:

Council may wish to consider reviewing the administration costs of the Building Inspector during the annual budget deliberations.

CONSULTATIONS: N/A

Author:

Nathalie Moore

signature

Other:

signature

Treasurer:

Nathalie Moore

signature

C.A.O.:

[Handwritten Signature]

signature

RETURN TO AGENDA



2020 BUILDING FEE REPORT

(in accordance with Chapter 23 of the Building Code Act, S.O. 1992)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
REVENUES						
Building Permit Fees	45406.00	46618.00	45,576.00	39,991.00	48,625.30	62,074.00
Septic Permit Fees	10000.00	7660.00	9,060.00	7,460.00	13,200.00	12,500.00
Other Fees	1400.00	1900.00	2,700.00	5,900.00	2,500.00	6,050.00
Transfer from Reserves	5959.69	7259.67	13,465.69	14,307.62	991.51	0.00
Total Revenues:	62765.69	63437.67	70,801.69	67,658.62	65,316.81	80,624.00
EXPENDITURES						
Wages & Benefits	61071.79	60849.39	67,155.96	63,017.48	64,828.02	69,198.82
Mileage/Conference etc.	146.00	162.82	274.78	658.83	35.67	233.56
Office Supplies etc.	559.56	650.46	545.95	1,127.31	453.12	1,316.77
Building maintenance	988.34	1775.00	2,825.00	2,855.00	0.00	0.00
Transfer to Reserves	0.00	0.00	0.00	0.00	0.00	9,874.85
Total Expenditures:	62765.69	63437.67	70,801.69	67,658.62	65,316.81	80,624.00
Surplus/Deficit:	0.00	0.00	0.00	0.00	0.00	0.00



Township of Horton
COUNCIL / COMMITTEE REPORT

Title: 2020 COUNCIL REMUNERATION AND EXPENSES	Date:	January 26, 2021
	Council/Committee:	Council
	Author:	Nathalie Moore Treasurer
	Department:	General Government

RECOMMENDATIONS:

THAT Council accepts the Treasurer's Statement of Council Remuneration and Expense for the year ending December 31, 2020 as presented.

BACKGROUND:

The Municipal Act 2001, c. 25 Section 284 requires that Council adopt a statement of Council remuneration and expenses by March 31 each year for the previous year. The statement is attached as Appendix "A"

ALTERNATIVES: N/A

FINANCIAL IMPLICATIONS: N/A

CONSULTATIONS: N/A

Author: *Nathalie Moore*
signature

Other: _____
signature

Treasurer: *Nathalie Moore*
signature

C.A.O.: *[Signature]*
signature

RETURN TO AGENDA



2020 STATEMENT OF COUNCIL REMUNERATION AND EXPENSES

(costs are net of GST/HST rebate)

<u>MEMBERS OF COUNCIL</u>	<u>REMUNERATION</u>	<u>BENEFITS</u>	<u>CONFERENCE EXPENSES</u>	<u>TRAVEL EXPENSE</u>	<u>TOTAL</u>
BENNETT, Dave - Councillor/Mayor	24,990.00	6,587.94	0.00	0.00	31,577.94
CAMPBELL, Glen - Councillor/D Mayor	17,850.00	1,708.07	0.00	0.00	19,558.07
CLEROUX, Lane - Councillor	17,850.00	1,708.07	0.00	0.00	19,558.07
HUMPHRIES, Douglas - Councillor	17,850.00	1,378.07	696.57	894.94	20,819.58
WEBSTER, Tom - Councillor	17,850.00	1,708.07	0.00	0.00	19,558.07
	96,390.00	13,090.22	696.57	894.94	111,071.73

This statement is in accordance with the Municipal Act 2001, S.O. 2001, c. 25 Section 284 and Township By-Law 2018-53 plus annual COLA adjustments.

****Mayor's benefits of \$4,555.80 are self paid**

RETURN TO AGENDA



THE CORPORATION OF THE TOWNSHIP OF HORTON

Memo from the CAO/Clerk as of January 22nd, 2021.

INFORMATION provided **NOT** included in the
Regular Council meeting package of January 26th, 2021.

INFORMATION EMAILED

1. Ottawa Valley Business News – January 19
2. 2021 OGRA Conference
3. MNRF Short-term Extension Notice
4. Hydro One Notice of Commencement
5. Thank You Card
6. Calendar

RETURN TO AGENDA

TOWNSHIP OF HORTON

BY-LAW NUMBER 2021-10

EMPLOYMENT BY-LAW FOR TOWNSHIP OFFICERS AND STAFF

WHEREAS the Council of the Corporation of the Township of Horton 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 Horton enacts as follows:

ARTICLE 1 - INSURANCE AND HEALTH BENEFITS

PART A - Full-Time Employees

1. **Pension**
The Ontario Municipal Employees Retirement System Pension Plan shall apply as per the OMERS Agreement.
2. **Life Insurance**
The Employer shall pay 100% of the premiums for Basic Group Life Insurance coverage and Accidental Death or Dismemberment, based on \$100,000.
3. **Extended Health Care**
The Employer shall pay 100% of the premiums for the Extended Health Care Plan, including a standard Employee Assistance Plan.
4. **Dental Plan**
The employer shall pay 100% of the standard dental plan Level II (prior year ODA schedule).
5. **Health Care Spending Account**
In addition to the Extended Health and the Dental Plan, full-time employees have access to an annual Health Care Spending Account. The Health Care Spending Account is set at \$750.00 annually. This is prorated for new employees.
6. **Optional Life Insurance/Optional Accidental Death & Dismemberment Insurance**
Employees may participate in an Optional Life Insurance Program and an Optional Accidental Death & Dismemberment Program within the terms and conditions of the policy, provided the employee assumes full responsibility for the premiums.
7. **Long Term Disability Insurance**
Employees shall pay 100% of the premiums of the Long-Term Disability Benefit.
8. **Employee Assistance Plan**
The Employer shall pay 100% of the premiums for the Employee Assistance Plan.

ARTICLE 2 - PAID HOLIDAYS

Fourteen paid holidays, which include three floating holidays, shall be provided. Specific days are outlined in the Corporate Policies and Procedures Manual.

ARTICLE 3 - OTHER ALLOWANCES

1. Mileage Allowance

For the use of cars authorized by the employee's supervisor, effective January 1, 2020 will receive \$0.59 per kilometre for the first 5000 kilometres per year and \$0.53 per kilometre for all kilometres over 5000 per year. The rate per kilometre is to be the same as the County of Renfrew rates and may change throughout the year if the County changes their rates.

2. Uniform and Safety Footwear Allowance

(a) Employees who are required by nature of their job to wear uniforms and/or safety footwear on a regular daily basis shall be provided the following *maximum* annual allowance:

Effective January 01, 2019:	Full-Time - \$250.00 per annum
	Part-Time - \$140.00 per annum

(b) Employees who are required by nature of their job to wear uniforms and/or safety footwear on an occasional basis will be provided with the above allowance once every three years.

3. Personal Cell Phone Use Allowance

For the use of personal cell phones for work purposes, during and outside of regular work hours, the CAO/Clerk and the Public Works Manager shall receive a monthly stipend of \$25.00 per month.

ARTICLE 4 - RATES OF PAY

The Summer Student, the Rink Attendant and any Casual Labourer rate of pay shall be the applicable minimum wage based on age. All other rates are in accordance with Schedule "A" - Salary Grid and Classification, hereto attached.

In addition to Schedule "A" the CAO/Clerk shall be paid a straight hourly rate of pay for each Special Council meeting, Committee meeting and Regular Council Meeting attended outside the normal office working hours of 35hr/wk.

ARTICLE 5 - ADJUSTMENT DATE

The next adjustment date shall be January 1, 2022 or earlier as deemed appropriate by Council.

ARTICLE 6 - ENFORCEMENT AND GENERAL

1. Matters pertaining to working conditions and employment are also set out in the Corporate Policy 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

General Government Committee to Council in the form of a replacement By-law.

3. This By-law shall not be interpreted to contradict or violate any statute or regulation of the Province of Ontario.
4. This By-law shall come into force and be effective upon the passing thereof, except where otherwise noted.
5. By-law 2020-12 shall be rescinded in its entirety

READ a first and second time this 26th, day of January 2021.

READ a third time and passed this 26th, day of January 2021.

MAYOR David M. Bennett

CAO/CLERK Hope Dillabough

Township of Horton Staff Salary Grid and Classifications

Schedule "A" to By-law 2021-10

Effective: January 1, 2021

LEVEL	SALARY \$	POSITION
1	\$41,050 - \$46,202	Receptionist/Clerk Landfill Attendant/Labourer
2	\$43,942 - \$49,457	Community Liaison Officer, Driver/Operator, Administrative Assistant
3	\$48,694 - \$54,803	Administrative/Executive Assistant
4	\$59,330 - \$66,776	Deputy Clerk/Treasurer, Public Works Superintendent
5	\$70,411 - \$79,248	Public Works Manager
6	\$74,338 - \$83,668	Treasurer
7	\$90,557 - \$101,923	CAO/Clerk

RETURN TO AGENDA

CORPORATION OF THE TOWNSHIP OF HORTON**BY-LAW NO. 2021-11****A BY-LAW TO CONFIRM PROCEEDINGS OF
THE COUNCIL OF THE TOWNSHIP OF HORTON
AT THE REGULAR COUNCIL MEETING HELD JANUARY 26TH, 2021**

WHEREAS Subsection 5(1) of the Municipal Act, 2001, S.O. 2001, Chapter 25, as amended, provides that the powers of a municipal corporation are to be exercised by its Council;

AND WHEREAS Subsection 5(3) of the said Municipal Act provides that the powers of every Council are to be exercised by by-law;

AND WHEREAS it is deemed expedient and desirable that the proceedings of the Council of the Corporation of the Horton at this meeting be confirmed and adopted by by-law;

THEREFORE the Council of the Township of Horton enacts as follows:

1. That the actions of the Council at the meeting held on the 26th day of January, 2021 and in respect of each motion, resolution and other action passed and taken by the Council at its said meetings, is, except where the prior approval of the Ontario Municipal Board or other body is required, hereby adopted, ratified and confirmed as if all such proceedings were expressly embodied in this by-law.
2. That the Head of Council and proper officers of the Corporation of the Township of Horton are hereby authorized and directed to do all things necessary to give effect to the said action or to obtain appropriate approvals where required, except where otherwise provided, and to affix the Corporate Seal of the Corporation of the Township of Horton to all such documents.
3. That this By-Law shall come into force and take effect upon the passing thereof.

READ a first and second time this 26th day of January, 2021.

READ a third time and passed this 26th day of January, 2021.

MAYOR David M. Bennett

CAO/CLERK Hope Dillabough

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