

TOWNSHIP OF HORTON

BY-LAW NUMBER 2022-30

EMPLOYMENT BY-LAW FOR TOWNSHIP OFFICERS AND EMPLOYEES

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 III (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.

4. This By-law shall come into force and be effective upon the passing thereof, except where otherwise noted.
5. By-law 2022-11 shall be rescinded in its entirety.

READ a first and second time this 7th day of June 2022.

READ a third time and passed this 7th day of June 2022.

MAYOR David M. Bennett

CAO/CLERK Hope Dillabough

Township of Horton Staff Salary Grid and Classifications

Schedule "A" to By-law 2022-11

Effective: January 1, 2022

2022 Salary Grid						
Pay Level	Job Title	Step A	Step B	Step C	Step D	Step E
7	CAO/Clerk (35 hours)	\$ 109,120	\$ 112,840	\$ 116,560	\$ 120,280	\$124,000
6	Vacant (35 hours)	\$ 98,208	\$ 101,556	\$ 104,904	\$ 108,252	\$111,600
5	Public Works Manager (35 hours)	\$ 88,387	\$ 91,400	\$ 94,414	\$ 97,427	\$100,440
4	Treasurer (35 hours)	\$ 79,548	\$ 82,260	\$ 84,972	\$ 87,684	\$90,396
3	Public Works Supervisor (40 hours)	\$ 64,434	\$ 66,631	\$ 68,828	\$ 71,024	\$73,221
2	Community Liaison Officer (based on 35 hours)	\$ 51,768	\$ 53,533	\$ 55,297	\$ 57,062	\$58,827
2	Executive Assistant (35 hours)	\$ 51,768	\$ 53,533	\$ 55,297	\$ 57,062	\$58,827
2	Driver/Operator (40 hours)	\$ 51,768	\$ 53,533	\$ 55,297	\$ 57,062	\$58,827
1	Landfill Attendant/Labourer (40 hours)	\$ 42,527	\$ 43,977	\$ 45,426	\$ 46,876	\$48,326
1	Receptionist /Clerk (35 hours)	\$ 42,527	\$ 43,977	\$ 45,426	\$ 46,876	\$48,326
1	Caretaker (based on 35 hours)	\$ 42,527	\$ 43,977	\$ 45,426	\$ 46,876	\$48,326