

TOWNSHIP OF HORTON

BY-LAW NUMBER 2023-07

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.

ARTICLE 2 - PAID HOLIDAYS – Full-Time and Part-Time Employees

Sixteen 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

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.

ARTICLE 5 - ADJUSTMENT DATE

The next adjustment date shall be January 1, 2024 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 2022-30 shall be rescinded in its entirety.

READ a first and second time this 24th day of January 2023.

READ a third time and passed this 24th day of January 2023.

MAYOR David M. Bennett

ACTING CLERK Nichole Dubeau

Township of Horton Staff Salary Grid and Classifications

Schedule "A" to By-law 2023-07

Effective: January 1, 2023

2023 Salary Grid						
Pay Level	Job Title	Step A	Step B	Step C	Step D	Step E
7	CAO/Clerk (35 hours)	\$ 114,641	\$ 118,549	\$ 122,457	\$ 126,367	\$130,274
6	Vacant (35 hours)	\$ 103,177	\$ 106,695	\$ 110,212	\$ 113,730	\$117,247
5	Public Works Manager (35 hours)	\$ 92,857	\$ 96,023	\$ 99,188	\$ 102,353	\$105,519
4	Treasurer (35 hours)	\$ 83,573	\$ 86,423	\$ 89,272	\$ 92,121	\$94,970
3	Public Works Supervisor (40 hours)	\$ 67,695	\$ 70,003	\$ 72,310	\$ 74,618	\$76,926
2	Community Liaison Officer (based on 35 hours)	\$ 54,387	\$ 56,241	\$ 58,095	\$ 59,949	\$61,804
2	Executive Assistant (35 hours)	\$ 54,387	\$ 56,241	\$ 58,095	\$ 59,949	\$61,804
2	Driver/Operator (40 hours)	\$ 54,387	\$ 56,241	\$ 58,095	\$ 59,949	\$61,804
1	Landfill Attendant/Labourer (40 hours) (Part-Time – 35 hours)	\$ 44,678	\$ 46,202	\$ 47,725	\$ 49,248	\$50,772
1	Receptionist /Clerk (35 hours)	\$ 44,678	\$ 46,202	\$ 47,725	\$ 49,248	\$50,772
1	Caretaker (based on 35 hours)	\$ 44,678	\$ 46,202	\$ 47,725	\$ 49,248	\$50,772

Township of Horton Fire Department Pay Grid

Schedule "B" to By-law 2023-07

Fire Department 2023 Pay Grid	
Position	Pay
Fire Chief	\$ 11,540 base year plus Firefighter hourly rate
Deputy Fire Chief	\$ 5,670 base year plus Firefighter hourly rate
Fire Captain	\$ 28.37 per hour
Firefighter	\$ 23.11 per hour

Community Emergency Management Coordinator 2023 Pay Grid	
Position	Pay
CEMC	\$4,880 base per year
CEMC (Alternate)	\$1,545 base per year

Effective: January 1, 2023