



MUNICIPALITY OF **West Elgin**

The Corporation of The Municipality of West Elgin

By-Law 2020-29

A By-Law to Set Rates of Remuneration for Municipal Employees for the Calendar year of 2020.

Whereas Section 5 of the *Municipal Act, 2001*, S.O. 2001, c.25, as amended, provides that the powers of a municipality shall be exercised by by-law; and

Whereas Section 283(1) of the *Municipal Act* provides that a municipality may pay expenses of the officers and employees of the municipality; and

Whereas it is deemed desirable and expedient to set the remuneration and expenses for all persons employed by the Corporation of the Municipality of West Elgin;

Now Therefore the Council of the Corporation of the Municipality of West Elgin enacts as follows:

1. Remuneration for full time positions for the year 2020 will be as per Schedule "A".
2. Remuneration for part time positions for the year 2020 will be as per Schedule "B".
3. Remuneration for seasonal positions for the year 2020 will be as per Schedule "C".
4. Remuneration for West Elgin Fire Department positions for the year 2020 will be as per Schedule "D"
5. Employee benefits in addition to remuneration shall be paid as set forth in the human resources policies as amended from time to time.
6. Remuneration of any other person engaged by Council for specific purposes shall be fixed by resolution of Council.
7. An employee shall be paid 49.5 cents per kilometre for each kilometre he/she has traveled in their personal vehicle for work purposes. If employees travel together then mileage is paid only to the driver.

8. By-Law 2020-02 is hereby repealed.

Read a first, second and third and finally passed this 20th day of March 2020.

Duncan McPhail
Mayor

Jana Nethercott
Clerk

2020 Remuneration - Schedule A

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Full Time</u>					
Chief Administrative Officer / Treasurer	\$93,605.60	\$99,455.95	\$105,306.29	\$111,156.64	\$117,006.99
Manager, Operations and Community Services	\$84,245.04	\$89,510.36	\$94,775.61	\$100,040.98	\$105,306.29
Planner	\$63,447.49	\$67,412.95	\$71,378.42	\$75,343.89	\$79,309.36
Municipal Clerk	\$59,875.24	\$63,617.44	\$67,359.65	\$71,101.85	\$74,844.05
Senior Accounting Clerk	\$55,120.00	\$58,565.00	\$62,010.00	\$65,455.00	\$68,900.00
Accounting Clerk	\$45,536.40	\$48,375.60	\$51,233.00	\$54,072.20	\$56,911.40
Water/Payroll Clerk	\$42,042.00	\$44,662.80	\$47,301.80	\$49,922.60	\$52,543.40
Supervisor, Public Works	\$27.50	\$29.22	\$30.94	\$32.66	\$34.38
Supervisor, Parks and Recreation	\$27.50	\$29.22	\$30.94	\$32.66	\$34.38
Supervisor, Utilities	\$27.50	\$29.22	\$30.94	\$32.66	\$34.38
Public Works Operator	\$21.00	\$22.31	\$23.63	\$24.94	\$26.25
Parks and Recreation Operator	\$21.00	\$22.31	\$23.63	\$24.94	\$26.25
Utilities Operator	\$21.00	\$22.31	\$23.63	\$24.94	\$26.25
Service Ontario Clerk	\$21.00	\$22.31	\$23.63	\$24.94	\$26.25
Administrative/Records Management Assistant	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
Administrative Assistant - Operations and Comm Services	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80

2020 Remuneration - Schedule B

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Part Time</u>					
Part-Time Drainage Supt	\$21.00	\$22.31	\$23.62	\$24.94	\$26.25
Service Ontario Clerk	\$21.00	\$22.31	\$23.62	\$24.94	\$26.25
By-law Officer	\$21.00	\$22.31	\$23.62	\$24.94	\$26.25
Bus driver	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
Janitorial	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
Part-time office	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
Landfill Attendant	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
Meter Reader	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80

2020 Remuneration - Schedule C

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Seasonal</u>					
Supervisor - Life Guard	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
Assistant Supervisor - Life Guard	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00
Life Guard	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00
Seasonal Operator - Roads/Parks & Rec/Water	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00
Seasonal Operator - Winter Control	\$21.00	\$22.31	\$23.62	\$24.94	\$26.25
Winter Patrol - weekend rate					\$ 100.00
Port Glasgow Trailer Park Manager					\$ 30,510.00
Port Glasgow Trailer Park Assistant					\$ 15,255.00

2020 Remuneration - Schedule D

	<u>Annual</u>	<u>Daily</u>	<u>Hourly</u>
<u>West Elgin Fire Department</u>			
Chief	\$ 5,212.13		
Deputy Chief	\$ 3,648.49		
Chief & Deputy Chief meetings		\$ 104.24	\$ 26.06
Station Chief	\$ 2,606.06		
Captains/Officers	\$ 1,042.43		
Fire Fighting			\$ 26.06
Training officer - position under review	\$ 1,042.43		
Officers Meetings			\$ 26.06
Department Meeting			\$ 15.64
Training		\$ 104.24	\$ 26.06