

THE CORPORATION OF THE
MUNICIPALITY OF ARRAN-ELDERSLIE

BY-LAW NO. 70 - 2013

**BEING A BY-LAW TO AMEND THE MUNICIPAL CODE - GENERAL
GOVERNMENT – OFFICERS: LONG TERM SERVICE AWARD POLICY**

WHEREAS Council of the Corporation of the Municipality of Arran-Elderslie hereby deem it expedient to amend the Municipal Code to establish a policy of long term services awards for the Municipality;

NOW THEREFORE The Corporation of the Municipality of Arran-Elderslie hereby enacts as follows:

1. That the Municipal Code – Schedule A – General Government – Officers: Long Term Service Awards be amended by the deletion of Section 1 regarding the Long Term Service Awards and replaced with the following:

“1. That the following long-term service award policy is hereby adopted:

LONG-TERM SERVICE AWARD POLICY

Coverage All permanent employees

Policy Statement

The Municipality will recognize and reward all long-term employees for their years of service and contribution to the Municipality.

Recognition of service shall be given to employees readying 5, 15 and 25 years of service.

Costs associated with service recognition will be the responsibility of the respective department’s budget.

The employee(s) will receive an appropriate Municipal memento and/or gift as outlined below in recognition of the years of service.

The date used to calculate service for the purpose of this policy will be the date of permanent hire with the Municipality.

Service Recognition Awards

5 years - Certificate of Achievement

15 years - Certificate of Achievement, and
have three options to select from, with a value of up to \$ 125.00:

- Plaque with Municipal Crest and Plate
- Gift Certificate
- Clock

25 years - Certificate of Achievement, and
have three options to select from, with a value of up to \$ 250.00:

- Clock
- Gift Certificate
- Watch

Retirement - Gift based on a value of \$15.00 per year of service

Retiring Employees

1. Employees must have worked for the Municipality for a minimum of twenty (20) years.
 2. The retirement give will be presented to the employees by the Mayor and Members of Council.
 3. If an employee is eligible for a service recognition award the same year as the time of retirement, he/she will be presented with the recognition award plus a retirement gift, as outlined above.
 4. Costs associated with the recognition of retirement will be the responsibility of the respective department's budget."
2. THAT this By-law shall come into force and take effect upon receiving the final passing thereof.

READ a FIRST and SECOND time this 25th day of November, 2013.

READ a THIRD time and finally passed this 25th day of November, 2013.

Paul Eagleson, Mayor

Peggy Rouse, Clerk