

**CORPORATION OF THE TOWNSHIP OF KILLALOE, HAGARTY AND RICHARDS**

**BY-LAW NO. 41 - 2025**

**Being a By-Law to Appoint Municipal Officers and Set Salaries and Benefits for Township Employees.**

**BE IT ENACTED** a by-law for the Corporation of the Township of Killaloe, Hagarty and Richards, that the following named persons be and are hereby appointed to offices as herein specified in the Township of Killaloe, Hagarty and Richards for the year 2025;

CAO/Clerk-Treasurer	Tammy Gorgerat
Deputy CAO/Clerk-Treasurer	Sharlene Lapenskie
Office Assistant	Nathan Yandernoll
Works Superintendent	Dean Holly
Deputy Works Superintendent/Grader Operator	Kevin Kuehl
Waste Management Coordinator	Daren Schutt
Waste Site Attendant	Robert Nichols
CBO/By-Law Enforcement Officer	Tyler Mask
Building/Planning Assistant	Kim Schroeder
Facilities/Asset Manager	Dale Thompson
Community Development Coordinator	Colton Charbonneau

DEFINITIONS: Benefits shall be defined as follows:

- a) Inclusion in the health plan coverage provided by the Township of Killaloe, Hagarty and Richards;
- b) Twelve (12) days paid leave per calendar year;
- c) Inclusion in OMERS Registered Retirement Savings Plan;
- d) Paid vacation as per the Municipal Human Resources & Personnel Policy;
- e) Current mileage rate, as set by Council from time to time for travel expenses, when using personal vehicle for approved municipal purposes;
- f) Work clothing/boot allowance for eligible employees; and
- g) Overtime as per the Municipal Human Resources & Personnel Policy.

**AND IT IS HEREBY ENACTED THAT** all remuneration, benefits, and allowances paid to Township staff during the 2025 calendar year are hereby confirmed and validated, and shall be deemed to have been duly authorized as of the dates on which such payments were made, retroactive to January 1, 2025.

**AND IT IS HEREBY FURTHER ENACTED THAT** Council and all Township Employees shall be paid as per Schedule "A" as determined by Council from time to time:

This by-law shall replace By-law 24-2024 and shall remain in force until repealed by resolution or passing of a new by-law.

READ A FIRST, SECOND and THIRD TIME and FINALLY PASSED THIS 21st DAY OF October, 2025.

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Mayor – Dave Mayville

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CAO/Clerk-Treasurer – Tammy Gorgerat

**Schedule "A"**  
**To By – Law No. 41 – 2025**

1. CAO/Clerk-Treasurer	\$113,300 – \$133,900 per year, plus benefits
2. CAO/Deputy Clerk-Treasurer	\$63,860 – \$72,100 per year, plus benefits
3. Office Assistant	\$42,230 – \$48,410 per year, plus benefits
4. Community Development Coordinator	\$47,380 – \$61,800 per year, plus benefits
5. Works Superintendent	\$113,300 – \$133,900 per year, plus benefits
6. Deputy Works Superintendent	\$29.87 – \$33.99 per hour, plus benefits
7. Grader Operator	\$24.72 – \$29.87 per hour, plus benefits
8. Truck Driver/Equipment Operator	\$22.66 – \$29.87 per hour, plus benefits
9. Labourers (Full-time)	\$21.63 – \$27.81 per hour, plus benefits
10. Labourers (Part-time)	\$17.51 – \$23.69 per hour
11. Public Works/Waste Management Attendant	\$22.66 – \$29.87 per hour, plus benefits
12. CBO/By-Officer/Septic Inspector	\$37.08 – \$47.38 per hour, plus benefits
13. Planning/Building Assistant	\$26.78 – 31.93 per hour, plus benefits
14. Facilities/Asset Manager	\$26.78 – \$33.99 per hour, plus benefits
15. Fence Viewers	\$17.60 – \$23.69 per hour, plus \$0.72/km approved travel expense for the first 5,000 km driven and \$0.66/km driven after that
16. Waste Management Coordinator	\$22.66 – \$30.90 per hour, plus benefits
17. Waste Site Attendant	\$20.60 – \$27.81 per hour, plus benefits
18. Fire Department	\$20.60 – \$36.05 per hour, plus \$0.72/km approved travel expense for the first 5,000 km driven and \$0.66/km driven after that