

**THE RURAL MUNICIPALITY OF WHITEMOUTH
BY-LAW NO. 555/11**

BEING A BY-LAW OF THE RURAL MUNICIPALITY OF WHITEMOUTH TO AMEND BY-LAW 507/08 BEING A BY-LAW TO PROVIDE FOR THE BENEFITS OF THE EMPLOYEES OF THE RURAL MUNICIPALITY OF WHITEMOUTH

WHEREAS Section 406(2) of The Municipal Act provides as follows:

- 406(2) Every municipality must, by by-law, establish or participate in a pension plan for its employees;
- 406(2.1) In addition to pension benefits, a municipality may provide other benefits for employees, their dependents or their survivors through the same or separate plans.

AND WHEREAS By-Law 507/08 provides for the benefits of the employees of The Rural Municipality of Whitemouth;

AND WHEREAS the Municipality wishes to amend By-law 507/08 as provided for in this By-law;

NOW THEREFORE BE IT AND IT IS HEREBY ENACTED as a By-Law of The Rural Municipality of Whitemouth, in Council duly assembled, as follows:

1. Following section 16.4 of Schedule A of By-Law 507/08 the following paragraphs be inserted:

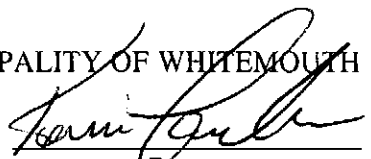
16.5 The Employer shall perform an annual review of the Employee's performance. The review shall take place every year during the first quarter of the year. Performance reviews shall be conducted in accordance with criteria developed between the Employer and Employee. The Employee shall be apprised of the results of the performance review and shall be given an opportunity to provide written comments to the Employer.

16.6 The CAO shall have flexible work time as agreed upon between the parties, in force from time to time.

2. By-law 550/10 be hereby rescinded.

PASSED AND ENACTED by The Rural Municipality of Whitemouth, in council duly assembled this 26 day of January A.D. 2011.

THE RURAL MUNICIPALITY OF WHITEMOUTH



Reeve



Chief Administrative Officer

Read a first time this 12th day of January A.D., 2011
Read a second time this 12th day of January A.D., 2011
Read a third time this 26th day of January A.D., 2011