

Bill No. 348  
2021

By-law No. CPOL.-156( )-\_\_\_

A by-law to amend By-law No. CPOL.-156-408, as amended, being “Mayor – Contracted Staff”, to add clarifying language about benefits.

WHEREAS section 5(3) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides a municipality with the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority;

AND WHEREAS the Municipal Council of The Corporation of the City of London wishes to amend By-law No. CPOL.-156-408, as amended, being “Mayor – Contracted Staff”, to add clarifying language about benefits;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. By-law No. CPOL.-156-408, as amended, being “Mayor – Contracted Staff”, is hereby amended by deleting Schedule “A” to the By-law in its entirety and by replacing it with the attached new Schedule “A”.
2. This by-law shall come into force and effect on the date it is passed.

PASSED in Open Council on August 10, 2021.

Ed Holder  
Mayor

Catharine Saunders  
City Clerk

First Reading – August 10, 2021  
Second Reading – August 10, 2021  
Third Reading – August 10, 2021

## Schedule “A”



**London**  
CANADA

### Mayor – Contracted Staff

**Policy Name:** Mayor – Contracted Staff

**Legislative History:** Enacted September 19, 2017 (By-law No. CPOL.-156-408); Amended July 24, 2018 (By-law No. CPOL.-156(a)-385); Amended August 10, 2021 (By-law No. CPOL.-\_\_\_\_)

**Last Review Date:** August 10, 2021

**Service Area Lead:** Manager, Recruitment and HR Advisory Services

#### 1. Policy Statement

- 1.1. This policy ensures a consistent approach is applied to the recruitment process when hiring contracted staff within the Mayor’s Office.

#### 2. Definitions

Not applicable.

#### 3. Applicability

- 3.1. The policy applies to the Office of the Mayor and potential contracted employees whose services may be retained.

#### 4. The Policy

- 4.1 The Mayor is authorized to retain the services of contracted employees for periods not to exceed the current term of the Mayor, subject to the following:
  - a) The selection of the contracted employees will be at the discretion of the Mayor or designate.
  - b) Subject to the eligibility requirements of the applicable plans, the employees shall be entitled to participate in the City’s Extended Health Benefits only (the “Benefit Plans”), in accordance with the terms of the Benefit Plans and applicable policies for management employees as amended from time to time. The employees shall not be entitled to participate in any other benefits provided by the City, including but not limited to any life insurance, short term disability and long term disability plans.
  - c) The compensation of the contracted employees will be accommodated within the approved budget of the Mayor’s office.