



BY-LAW NUMBER XX-2024
OF
THE CORPORATION OF THE CITY OF STRATFORD

BEING a By-law to amend sections 4.2 and 4.3 of By-law 135-2017, as amended, to delegate Council's authority to the Chief Administrative Officer and the Director of Human Resources to adjust salaries in accordance with relevant policies and legislation, and to delegate Council's authority to the Chief Administrative Officer to approve termination of and execute termination of employees below the CAO or deputy CAO level.

WHEREAS Section 8(1) of the Municipal Act, 2001, S.O. 2001, c.25, as amended, ("the Municipal Act, 2001") provides that the powers of a municipality under this or any other Act, shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate and to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS Section 9 of the Municipal Act, 2001, provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS Section 10(1) of the Municipal Act, 2001, provides that a single-tier municipality may provide any service or thing that the municipality considers necessary or desirable for the public;

AND WHEREAS Section 23.1 and 23.2 of the Municipal Act, 2001, as amended, authorizes a municipality to delegate certain powers and duties;

AND WHEREAS the Council of The Corporation of the City of Stratford adopted Delegation of Powers and Duties Policy as required under section 270 of the Municipal Act, 2001, with respect to the delegation of Council's legislative and administrative authority;

WHEREAS the Council of The Corporation of the City of Stratford enacted By-law 135-2017 to delegate certain authority to certain officials and employees of The Corporation of the City of Stratford or to authorize certain routine administrative practices;

AND WHEREAS By-law 135-2017 is amended from time to time by Council as deemed appropriate;

AND WHEREAS the Council of The Corporation of the City of Stratford deems it necessary to amend section 4.2 of By-law 135-2017, as amended, to delegate certain authority to the Chief Administrative Officer and the Director of Human resources to include the authority to adjust salaries in accordance with all relevant policies and legislation;

AND WHEREAS the Council of The Corporation of the City of Stratford deems it necessary to amend section 4.3 of By-law 135-2017, as amended, to delegate certain

authority to the Chief Administrative Officer to approve the termination of City employees below the CAO or deputy CAO level, if applicable, including authority to execute termination agreements and to amend the delegation restriction to "In the Opinion of legal council where the costs associated with the termination are \$250,000 or below, not including any costs normally incurred as a result of a resignation or retirement.";

NOW THEREFORE BE IT ENACTED by Council of The Corporation of the City of Stratford as follows:

1. That the Council of The Corporation of the City of Stratford hereby delegates Council's authority to the Chief Administrative Officer and the Director of Human Resources to adjust salaries in accordance with all relevant policies and legislation;
2. That the Council of The Corporation of the City of Stratford hereby delegates Council's authority to the Chief Administrative Officer to approve the termination of City employees below the CAO or deputy CAO (if applicable) level, including authority to execute termination agreements and to amend the delegation restriction to "In the opinion of legal counsel where the costs associated with the termination are \$250,000 or below, not including any costs normally incurred as a result of a resignation or retirement".
3. That Schedule "A" of By-law 135-2017, be amended in this regard by amending sections 4.2 and 4.3 in Schedule "A" attached hereto.
4. All other provisions of By-law 135-2017, as amended, shall remain in force and effect.
5. This By-law shall come into force upon its final passage.

Read a FIRST, SECOND and THIRD time and

FINALLY PASSED this 23rd day of September, 2024.

Mayor – Martin Ritsma

Clerk – Tatiana Dafoe

THIS IS SCHEDULE "A" to By-law XX-2024

Adopted this 23rd day of September, 2024

**Amending Schedule "A"
To By-law 135-2017, as amended**

NUMBER	DELEGATED AUTHORITY	DELEGATE	SOURCE OF POWER OR DUTY	DELEGATION RESTRICTIONS	COMMUNICATION	Previously Delegated
4.2	<p>Authority to hire and promote employees, including authority to issue employment letters</p> <p>Authority to adjust salaries in accordance with relevant polices and legislation and subject to passage of a by-law by Council, where necessary</p>	<p>Chief Administrative Officer</p> <p>and</p> <p>Director of Human Resources</p>	<p>Municipal Act, 2001</p> <p>City Hiring Policies</p>	<p>Subject to administrative salary grid for administrative employees</p> <p>Human Resources must be consulted in all instances of hiring, termination and promotion.</p>	Not Applicable	Yes
4.3	<p>Authority to approve the termination of City employees below the CAO or deputy CAO (where applicable) level, including authority to execute termination agreements</p>	<p>Chief Administrative Officer</p>	<p>Municipal Act, 2001</p> <p>Policy H.1.19</p>	<p>In the opinion of legal counsel where the costs associated with the termination are \$250,000 or below, not including any costs normally incurred as a result of a resignation or retirement</p>	<p>Chief Administrative Officer to advise Council when termination of city employee has occurred.</p>	Yes