

ADDITIONAL CONTRACT CLAUSES FOR CONSIDERATION

1. The Municipality shall pay the cost of an annual Community Club membership for the CAO.
2. The base salary for the CAO shall be \$_____ per annum for the year _____, and shall remain in effect from January 1st, _____ through to and including December 31st, _____. The base salary for the following years shall be as follows:

January 1, _____ - December 31st, _____, \$_____ per annum
 January 1, _____ - December 31st, _____, \$_____ per annum
 January 1, _____ - December 31st, _____, \$_____ per annum
 January 1, _____ - December 31st, _____, \$_____ per annum

Effective January 1st, _____, it is agreed and understood that the base salary that comes into effect January 1st of each year shall be increased by the annual Cost of Living Allocation for the _____ region for the past year.

In addition to the base salary, the CAO may be awarded bonuses based on the accomplishment of specific goals as set out by Council from time to time.

3. **WHEREAS** the Council of the Municipality of _____ (hereinafter referred to as "the Council") recognizes the need for the development of a harmonious relationship between the Council and the CAO.

AND WHEREAS the Council believes that the climate of understanding and leadership will lead to stable administration of the municipality and is best achieved by a written agreement (the "Agreement").

4. CAO _____ undertakes and agrees not to commence any employment for or with any other person during the term of this Agreement.

Notwithstanding the foregoing, CAO _____ may accept part-time engagements to teach, speak, write or consult and keep all fees and honoraria therefrom, provided that he has received prior written approval from the Municipal Council.

These part-time engagements shall only be performed on CAO _____ time off and shall not be done so as to place CAO _____ in a conflict-of-interest with his duties and responsibilities as CAO.

5. In the event of regionalization or amalgamation whereby suitable employment with the new governing body is not made available to the Manager, compensation of two (2) months service for each year employed by _____ will be paid to the manager and that upon such payment, the Manager will have no further claims against _____ for such termination.