

Type of Decision									
Meeting Date	Friday, December 10, 2010				Report Date	Wednesday, December 8, 2010			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	x	Information Only			Type of Meeting	X	Open		Closed

REPORT TITLE
Treasurer Trainee Pay Scale Report 10/12/10/1207

RECOMMENDATION: That Council adopt the following resolution ensuring equity is salary for employees in new/training positions.

WHEREAS the salary set for the Treasurer Trainee position is unfair and inequitable;
AND WHEREAS paying a higher salary commensurate with responsibility, experience and education will help to attract and retain employees;
THEREFORE BE IT RESOLVED THAT the Council of the United Townships of Head, Clara & Maria do hereby agree to place the successful candidate for the Treasurer Trainee position at the first step of the level that falls below that of the Treasurer on the Salary Grid;
FURTHER THAT once the Trainee successfully completes the required education they advance upon the lower level until the Treasurer has retired or the individual has completed all required education at which point they will move to a corresponding step on the Treasurer level of the grid.

BACKGROUND/EXECUTIVE SUMMARY: Upon review of the salary to be paid to the candidate for the Trainee position it was determined that the lowest level of the pay grid was neither fair nor equitable. If we expect the person to be able to do the Treasurer's job and to begin on the job training for that position upon hire, we are obligated to pay that person a wage that is higher than that which we pay our Office Assistant or Hall Caretaker.

This suggested option is similar to what occurred when I was hired as Clerk. Once training was completed, I advanced to the Clerk's level but was hired at the level below.

FINANCIAL CONSIDERATIONS/BUDGET IMPACT: Will affect the salary portion of the budget for 2011 but has been planned for as we had expected Tracy to be at a higher level by that time.

Others Consulted: Mr. Bob Young

Approved and Recommended by the Clerk	
Melinda Reith, Municipal Clerk	<i>Melinda Reith</i>