

Type of Decision									
Meeting Date	Friday, February 5, 2016				Report Date	Monday, February 1, 2016			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed

## Employee Remuneration - Report #05/02/16/1105

### **Subject:**

Review of employee pay scale/grid.

### **RECOMMENDATION:**

The clerk was directed to add this issue to a Committee of the Whole meeting. Council will need to determine who and how the review will occur, if necessary.

Council in Committee of the Whole is to make recommendations to Council which Council will eventually vote on at a later meeting. Since the same individuals normally make up Committee of the Whole and Council, most discussion/debate will occur at the CotW meeting.

### **BACKGROUND/EXECUTIVE SUMMARY:**

Provided as attachments:

- June 2014 County Roads Survey
- June 2104 County Local Municipal Salary Survey
- Appendix "F" to 2010 Salary Review – external contractor – Salary Administration Policy and Procedure
- Appendix "F" to 2010 Salary Review – (1) – Rates adopted by Council

### **Options/Discussion:**

The report prepared by our consultant, Bob Young, in 2010 suggests that the salary schedule be reviewed annually to ensure that fair and competitive salaries are paid to employees. An annual review and adjustment as per the consumer price index has been completed and increases made where the rate of inflation was over 1%.

Mr. Young's report also included the recommendation to conduct a salary review every two years to obtain more relevant data.

The County of Renfrew undertakes an annual survey of municipalities comparing wage ranges from within Renfrew County. This has been provided to Council as information however; extensive review and comparison has not been completed since 2010.

**Financial Considerations/Budget Impact:**

Budget will be impacted by whatever increases Council deems appropriate to award.  
Current payroll and payroll expenses total \$320,547 including all employees, payroll taxes, benefits, pension etc.

**Policy Impact:**

As per policy.

**Others Consulted:**

County of Renfrew survey reviews.

Approved and Recommended by the Clerk

Melinda Reith,

Municipal Clerk

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