Type of Decision									
Meeting Date	Friday, October 14, 2016				Report Date	Saturday, October 1, 2016			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed

Employee Remuneration - Report #14/10/16/1103-01

Subject:

Review of employee pay scale/grid and merit policy resumed from February meeting.

RECOMMENDATION:

That council approve the following resolution prepared as per direction from the Committee of the Whole meeting of September 31, 2016.

WHEREAS Council received and reviewed various pay scales for many different municipalities of relatively comparable sizes to Head, Clara & Maria (HCM);

AND WHEREAS it has been agreed that there is a gap between HCM salaries and others reviewed on an average of 11%;

THEREFORE BE IT RESOLVED THAT in order to begin to narrow that salary gap that the Council of the United Townships of Head, Clara & Maria does hereby direct staff to increase the salary grid by 4% for 2016 for every position and every step;

AND FURTHER THAT the Treasurer is directed to provide compensation to each employee to reflect that change retroactively to January 1, 2016;

AND FURTHER THAT the grid be increased by an additional 4% beginning January 1, 2017 with an additional review to occur in 2018 and every two years thereafter.

BACKGROUND/EXECUTIVE SUMMARY:

Provided previously and for the Committee of the Whole meeting of September 30, 2016.

Others Consulted:

County of Renfrew survey reviews. Small rural municipalities in Nipissing District. Rural Mayor's Forum of Eastern Ontario municipalities.

Approved and Recommended by the Clerk	
Melinda Reith, Municipal Clerk	M Reith