



Staff Report

Report No.: CPS-16-2019
Meeting Date: February 20, 2019
Submitted by: Tiffany Farrell, Director of Corporate Services
Subject: Salary Grid Review 2019

Recommendation:

THAT the salary grid range for the Chief Administrative Officer be reviewed and a recommendation be presented to Council for March 6, 2019; and

THAT a market assessment be conducted for all positions on the salary grid for consideration by Council, fall 2019.

Purpose:

To provide Council with the option to adjust the municipal salary grid.

Background:

During the 2019 recruitment for the Chief Administrative Officer (CAO) it has been brought to staff's attention that the range in the 2019 municipal salary grid may not be competitive in the current market, impacting the ability to attract and retain a key position.

Analysis:

Staff consulted with Marianne Love, our HR consultant on salary matters. Marianne Love is recommending that the Municipality adjust the salary range for the CAO having regard to the market data collected during the recent compensation review and the current pay targets and will prepare a recommendation for Council for the March 6th meeting.

Marianne has also recommended that a market update be performed for all positions having regard to recent changes in job content, staffing changes at the senior level and Council's desire to ensure that the Municipality's pay practices remain compliant, competitive and fair. This work would commence after the new CAO has been in place for a reasonable period and provided to Council fall 2019 for consideration with implementation in 2020.

Financial Implications:

2019 salary impact for CAO position

Strategic Plan:

Financial: Maintain Financial Integrity