

**Recommendation:**

That the C.A.O.-2022-29 report, dated September 20, 2022 regarding the Management and Non-Management Employee Compensation Agreements be received; and

That By-law No. 2022-XX being a by-law to ... be approved at the appropriate time of the meeting; and

That By-law No. 2022-XX being a by-law to ..... be approved at the appropriate time of the meeting.

**Overview:**

At the August 8<sup>th</sup> Committee of the Whole meeting, staff provided various suggestions for an updated draft of the Management and Non-Management Employee Compensation Agreements. Those changes have been made and the documents are attached with the changes tracked for ease of review.

The intent is to have a by-law adopted that can be in place for the term of Council and will allow for consistency in the expectations during the four (4) year term for staff.

The changes included will provide for efficiencies in staff time and production of work, as well as a modified process with some flexibility for performance evaluations.

**Conclusion:**

The draft by-laws include changes that reflect the current environment and ensure that the Township employees are compensated and evaluated fairly. By adopting the by-laws, the agreements will remain in place to be reviewed by the next Council to allow for any changes prior to the 2026-2030 term of Council.

**Financial Impact:**

There is no direct financial impact related to this report.

**Strategic Plan Applicability:**

To ensure and enable an effective and efficient municipal administration.