

**Recommendation:**

That the C.A.O.-2022-10 report, dated April 5, 2022 regarding Staff Compensation Review and Proposed Salary Grid be received:  
and that the By-law for approval be presented at the appropriate time in the meeting.

**Overview:**

Following a recommendation from the Service Delivery Review completed in 2020, new job descriptions were created for all positions in the Township in 2021 and a Staff and Council Compensation review was conducted which began in October 2021. Jane Mizanski from Gallagher Benefit Services was awarded the contract and presented the results of the review to Council on March 15, 2022. Overall twelve (12) comparator municipalities were identified and the current job rates across the Township were found to be below the 50<sup>th</sup> percentile. A proposed salary grid was presented to Council where salary bands were aligned to the market median.

**Conclusion:**

The new salary grid had been prepared for 2022 and it is recommended that it be adopted by by-law at this meeting. There are some positions that will realize small increases due to the change in the grid and the compensation for those positions will be retro active to the effective date of the new grid which is January 1, 2022. The result of the new grid should assist in attracting and retaining qualified staff in the Township.

A new Council Remuneration By-law will be presented to Council at an upcoming meeting following the recommendations from Ms. Mizanski on the Council compensation review.

**Financial Impact:**

As identified in Ms. Mizanski's report, the financial impact of the updated 2022 salary grid is \$30,031, the additional impact for employment related costs that are structured around salary is approximately 20%. This will include, employment insurance, Canada Pension Plan, disability benefits and OMERS and add an additional \$6,300. These costs will be covered within the approved 2022 operating budget.

**Strategic Plan Applicability:**

To ensure and enable an effective and efficient municipal administration.

**Sustainability Plan Applicability:**

N/A