

STAFF REPORT

Department: Administration - Finance

Date: December 3, 2024

Item: Non-Union Remuneration

Recommendation: Be It Resolved That: The non-union salaries be increased by 2.5% for 2025, effective January 1, 2025; and Further That the same increase be applied to Council Remuneration.

Background:

The Salary Administration Policy reads as follows:

Each year the salary grid will be reviewed and may be adjusted by resolution of Council to reflect cost of living or to ensure that remuneration levels appropriately compare to the remuneration of unionized staff of the Municipality.

The Council Remuneration Policy reads as follows:

At Council's discretion, an annual increase to Council's base compensation using either a 12-month Consumer Price Index (CPI) increase (December 12-month rate) or the annual adjustment provided to non-union staff whichever is less, to be effective January 1st of each year.

Analysis:

As per the collective agreement on January 1st, 2025, an increase for CUPE 534 and CUPE 4705-09 of 2.5% will be processed.

The estimated impact on the 2025 budget for the non-union salaries adjustment will be approximately \$84,000. This includes all full-time, part-time, and casual non-union staff as well as Council.

Existing Policy:H09-01468 Salary Administration Policy

Strategic Goal: Excellence in Government

Financial Commitment: Approximately \$84,000

Budgeted: Yes No



Implementation: January 1st, 2025

Prepared By: Jesus Osorio, Payroll & Human Resources Coordinator

Department Manager: Julie Bouthillette, Treasurer

CAO/Clerk: Joseph Burke

Approval of Recommendation: Yes No

Comments: