

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
<b>Employee Remuneration - Report #14/10/16/1103-01</b>									

**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

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