

Corporation of the Town of Hawkesbury

Recommendation to Council

N° : 2019_REC_42

File N°:

Date of meeting: May 27, 2019

Subject: Compensation of non-unionized employees

Recommendation

Whereas the salary increases of the non-unionized employees followed, before March 11, 2019, the salary increases of the employees unionized under the Canadian Union of Public Employees (CUPE) local 1026, and;

Whereas the non-unionized employees received a salary increase of 1,5% in March 2019, covering the April 1, 2018 to March 31, 2019 period;

Be it resolved that the annual compensation review date for the non-unionized employees be kept at April 1st and approve an increase to salary grids by 1.5%, retroactive to April 1, 2019. Only current active employees will be eligible to receive a salary increase as recommended in document 2019_REC_42.

Explanation, history, context

Non-unionized employees are not covered by a collective agreement and traditionally received the same salary increase, at the same date, as the employees covered by CUPE, local 1026. Since the negotiations with CUPE local 1026 were not finished, it was decided in March 2019 to cut from the past practice and to increase salary grids of non-unionized employees by 1.5%, retroactive to April 1, 2018.

Compensation being a motivation factor, it is recommended to keep the April 1st as the date for salary increases, when there is one, and to authorize an increase to salary grids of 1.5%, retroactive to April 1, 2019.

Options/alternatives

n/a

Impact on budget

Already budgeted

Relevant studies

n/a

Supporting document

n/a

Department(s) involved

Human Resources

Submitted and recommended by

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May 20, 2019

Comments of the Chief Administrative Officer

Daniel Gatién, CAO