

		POLICY
SECTION: HUMAN RESOURCES		NO: HR-COM-01
REFERENCE: COMPENSATION		Date: May 30, 2023
		Next Review Date: May 2025

TITLE: NON-UNION SALARY GRID ADJUSTMENTS

1.0 PURPOSE

- 1.1 It is the purpose of this policy to provide a process for annual adjustments to the salary grid for all permanent non-union job groups.
- 1.2 Annual cost of living salary grid adjustments will consider the following criteria:
 - (a) Municipal union agreements;
 - (b) Regional inflation rates (using CPI Thundery Bay as a benchmark);
 - (c) Affordability;
 - (d) External Municipal comparators; and,
 - (e) Fairness.
- 1.3 By the first quarter of each year, the Treasurer in consultation with the Senior Management Team will recommend to Council an annual adjustment percentage to the non-union salary grid subject to monies available as approved in the annual budget process.
- 1.4 Any adjustments approved by Council will be effective January 1st of the applicable year or made retroactive to the applicable year.

History			
Approval Date:	May 17, 2010	Approved by:	By-law 3774-2010
Review/Amendment Date:	Dec. 20, 2020	Approved by:	CAO
Review/Amendment Date:	May 30, 2023	Approved by:	CAO
Review/Amendment Date:		Approved by:	

This policy is subject to any specific provisions of the Municipal Act, or other relevant legislation or Union agreement.