



**TOWNSHIP OF EDWARDSBURGH CARDINAL
ACTION ITEM**

Committee: Committee of the Whole – Administration and Operations

Date: November 11, 2024

Department: Finance

Topic: 2024 Compensation Review – Non-union and Council Remuneration

Purpose: To approve the 2025 salary grids for non-union staff and Council remuneration

Background: On July 25th Pesce & Associates were retained by Township staff to do a comprehensive salary, pay equity and market competitiveness review of the non-union staff and council remuneration at the Township. The process included job evaluations for all non-union staff and market surveys were done with 11 other municipalities.

The last time this market review was conducted was in 2013.

The results of the survey were presented by Pesce & Associates in a closed session on Monday November 4th with direction given to staff to present the grids attached to the report.

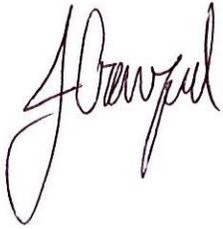
In prior years there would be a discussion around the cost-of-living adjustment (COLA) at this time. Given the changes required for the grid to be competitive in the market and all positions having been reviewed, the new grids will not need COLA at this time. In December 2025 the regular process of determining the COLA for 2026 will be based on the OMERS inflation rate as per current policy.

Policy Implications: All financial items over \$75,000 require Council approval.

Strategic Plan Implications: This initiative relates to 2.1 of the strategic plan around good governance. By being competitive in the marketplace, it will ensure that we are able to attract and retain staff.

Financial Considerations: Based on current staffing levels, the 2025 grid will add approximately \$178,732 to the 2025 salary budget. The changes to Council remuneration will add \$34,652 to the 2025 council budget.

Recommendation: That Committee recommend that Council approve the 2025 salary grids for non-union staff, and council remuneration effective January 1, 2025.



Treasurer



CAO