



Corporation of the Municipality of Temagami

Memo No.
2018-M-014

Memorandum to Council

Staff
 Committee

Subject:	GGF Recommendation for Salary/Wages due to Impact of Minimum Wage Increase
Agenda Date:	March 22, 2018
Attachments:	Cost of Suggested Measures to Address Minimum Wage Increases – Spreadsheet to GGF

RECOMMENDATION

That Council receive Memo 2018-M-014 on behalf of the General Government and Finance Advisory Committee regarding Recommendation for Salary/Wages due to Impact of Minimum Wage Increase; AND FURTHER THAT Council direct that an increase be given phased in over ____ years.

INFORMATION

In December of 2013, Council adopted a Performance Management Policy by By-law 13-1157. This by-law was subsequently amended by by-law 14-1206 to address student wages. Among the matters addressed in the Performance Management Policy are the annual cost of living (COLA) increases, merit increases, and a requirement for the General Government and Finance Advisory Committee to do a review of the adequacy of the grid and the ranges for positions, using the criteria in the policy, once during each term of Council.

While the complete review has yet to be done this term, in late 2017, the General Government and Finance Advisory Committee looked at the significant increase to the Ontario minimum wage and its impact on the wage grid and salary ranges. Attachment #1 to this memo is the information provided to the committee at the December 6, 2017 meeting. The Committee reviewed the calculations provided at that time, but did not make a recommendation. It was discussed further at the January 2018 meeting. The Committee reviewed the spreadsheet provided to the Committee at the previous meeting and discussed whether to recommend an increase to the grid/ranges to compensate for the increase in the minimum wage rate be spread over 3 or 4 years. There was also discussion of the suggestion to add \$1.20 per year for three years instead of COLA and then in the 4th year give a COLA increase, but not add it to the grid/ranges. No recommendation to council was finalized.

- At the March 12, 2018 committee meeting, the committee decided to recommend to Council, two options:
1. to phase an increase in over 3 years, which would be a flat increase of \$1.33 per hour each year, added to the grids and ranges, and in the 4th year COLA would be given, but not added to the grid or ranges; or
 2. to phase an increase in over 4 years at \$0.85 per hour each year, added to the grids and ranges, and in the 5th year COLA would be given, but not added to the grid or ranges.

It is recommended that this increase be given to all of staff, both hourly and salary, and the volunteer firefighters. The crossing guard and Council do not have an hourly wage, but it is recommended that a comparable increase be added to their honorariums.

Prepared by:

Reviewed by:

Elaine Gunnell, Municipal Clerk

Ron Prefasi, Chair

On behalf of the General Government and Finance Advisory Committee