



The Corporation of the
Town of Cobourg

Resolution

Moved By	<u>S. Seguin</u>	Resolution No.:
Last Name Printed	<u>SEGUIN</u>	006-20
Seconded By	<u>B. J. D'Amico</u>	Council Date:
Last Name Printed	<u>D'AMICO</u>	January 13, 2020

WHEREAS at the Committee of the Whole Meeting on January 6, 2020, Council considered a Memo from the Manager of Human Resources, regarding the Pay Equity/Job Evaluation Compensation Review update for Management, Non-Management and Non-Union positions;

NOW THEREFORE BE IT RESOLVED THAT Council direct Staff to move forward with the recommended Option #1 noted in the Report to place all adjusted positions at their new approved pay band and at the current step the incumbent in that position is at. This option would cost \$140,573.27 for salaries and a \$19,680.26 increase to OMERS contributions. Total \$160,253.53 in the 2020 budget year; and

FURTHER THAT Council direct Staff to move forward with an implementation date of January 1, 2020 for the increase to Management, Non-Management and Non-Union base salaries for the Town of Cobourg as identified in the Staff Report; and

FURTHER THAT Council refer the Non-Union-Compensation – Salary Structure Policy (HR-NU-C1) to General Government for review as part of the 2020 Organizational Review.