

STAFF REPORT

THE CORPORATION OF THE TOWN OF COBOURG



Report to:	Mayor and Council Members	Priority:	<input checked="" type="checkbox"/> High <input type="checkbox"/> Low
Submitted by:	Colleen McBride, Manager, Human Resources Executive Services Division, cmcbride@cobourg.ca	Meeting Type:	Open Session <input checked="" type="checkbox"/>
Meeting Date:	March 8, 2021		
Report No.:	Chief Administrative Officer-005-21		
Submit comments to Council			

Subject/Title: Non-Union Employee Remuneration 2021

RECOMMENDATION:

THAT Council receive this information pertaining to the remuneration of the Town of Cobourg Non-Union employees for 2021.

FURTHER THAT Council approve a 1.7 % increase for Non-Union employees effective January 1, 2021.

1. STRATEGIC PLAN

N/A

2. PUBLIC ENGAGEMENT

N/A

3. PURPOSE

To make a recommendation for the remuneration of the Town of Cobourg Non-Union employees for 2021.

4. ORIGIN AND LEGISLATION

Non-Union [management and non-union/non-management employees] wage increases have been historically established after CUPE Union negotiations have concluded. This approach is taken so as not to influence Union/Town negotiations, and to ensure equitable compensation for unionized and non-unionized employees.

5. BACKGROUND

The previous CUPE agreement expired on July 31, 2020. Through the collective bargaining process, an agreement was reached with CUPE to cover the period from August 1, 2020 to December 31, 2021.

The following monetary increases were negotiated:

- 1.7% for the period August 1, 2020 to July 31, 2021
- 1.5% for the period August 1, 2021 to December 31, 2021

6. ANALYSIS

Historically, after the conclusion of CUPE negotiations, non-unionized employees have been offered the same compensation [salary percentage increase and/or benefit enhancements].

This approach maintains the pay differential between unionized employees and management and ensures that the compensation differential between staffing levels remains appropriate, safeguarding the following:

- The integrity of the current pay structure;
- The incentive to aspire to management positions; and
- To recognize the increased level of responsibility for management

Since Non-Union employees [including management and non-management] have no formal negotiation process, this approach ensures equitable treatment of all Town of Cobourg employees.

7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS

The 1.7% increase recommendation for Non-Union employees has been incorporated in the 2021 budget in keeping with the historical practice as outlined above.

8. CONCLUSION

THAT Council approve a 1.7% increase to the 2021 Non-Union pay scale and further that Council direct staff to process this increase retroactive to January 1, 2021.

Report Approval Details

Document Title:	Non-Union Employee Remuneration- 2021 - Chief Administrative Officer-005-21.docx
Attachments:	
Final Approval Date:	Feb 21, 2021

This report and all of its attachments were approved and signed as outlined below:

Tracey Vaughan, Chief Administrative Officer - Feb 21, 2021 - 4:06 PM

Report Approval Details

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This report and all of its attachments were approved and signed as outlined below:

Tracey Vaughan, Chief Administrative Officer - Mar 3, 2021 - 2:11 PM