



## STAFF REPORT

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**Meeting Date:** March 14, 2022

**Title:** 2022 Non-Union Grid Adjustment

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**Department:** Finance

**Report Number:** Finance-2022-010

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### Recommendation:

**THAT Council approve a two percent (2.0%) adjustment to the 2021 Non-Union Salary Grid in accordance with City Policy HR-PE-02 and By-Law 3774-2010.**

### Background:

City policy currently provides for an annual compensation adjustment for non-union employees based on the following criteria:

- Municipal Public-Sector Settlements (IBEW Local 1730 and the Dryden Police Association);
- Regional inflation rates;
- Affordability;
- External Municipal comparators; and,
- Fairness.

### Discussion:

Over the past four years Council has approved the following Non-Union Salary Grid increases:

2018	2019	2020	2021
1.0 %	1.5%	1.0%	1.1%

The City's last negotiated agreement with IBEW was signed in 2018 and expired at the end of 2021. Terms of that agreement called for the following wage increases:

2018	2019	2020	2021
1.0 %	1.0%	1.5%	3.0%

The City's current agreements with members of the Dryden Police Services expires at the end of 2022. Terms of that agreement call for the following wage increases:

2020	2021	2022
2.0 %	2.0%	2.0%

The Regional inflation rate, Thunder Bay CPI, was 4.7% (December 2020 – December 2021).

From an affordability perspective, this proposed increase is within the approved 2022 budget.

External Municipal Comparators:

- The city received information from three North/Northwestern Ontario Municipalities and the average increase for their non-union employees is 2.08%
- The city received information from twenty-three Southern/Eastern Ontario Municipalities and the average increase for their non-union employees is 1.94%

As per policy, from a fairness perspective, grid adjustments are necessary to; maintain current, affordable, and comparable wage rates, as well as maintain a gap from union comparators. Grid adjustments also support our recruitment and retention strategy, so it is in senior managements view that we stay on course.

## **Financial Implications:**

### **Current Budget Allocation:**

#### **Account #:**

### **Attachments (Reference Material):**

- Statistics Canada Consumer Price Index, Thunder Bay (December 2020 to December 2021)