



## Staff Report

**Report Title: 2021 Compensation Review Proposal**

**Prepared By: Mary Rose Walden, Chief Administrative Officer**

**Department: CAO**

**Date: Feb. 26, 2021**

**Report Number: CAO-2021-04-17**

**File Number: H09 REV21**

**Attachments: Proposal**

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### **Recommendation:**

That Township of Huron-Kinloss Committee of the Whole hereby approves Report Number CAO-2021-04-17 prepared by Mary Rose Walden, Chief Administrative Officer and hereby approves the twelve municipalities as included the Huron-Kinloss Proposed Market Check Comparators

### **Background:**

The Compensation and Benefits Policy 2019-164 states that the comparison will involve using a "consultant" or other methods to conduct a full market review (survey) of the compensation of similar municipalities in the area approved by Council.

Council at the February 26<sup>th</sup>, 2021 meeting approved retaining Ward & Uptigrove Human Resources Solution to complete the review.

### **Discussion:**

Ward & Uptigrove has prepared the attached chart with a recommendation of comparators.

Staff concurs with their recommendation.

### **Financial Impacts:**

The review is included in the 2021 approved budget.

### **Strategic Alignment / Link:**

The information contained in this report is consistent with and in keeping with the municipality's Vision & Mission.

We are an accessible community that offers opportunities for everyone by being open and transparent.

**Respectfully Submitted By:**

Mary Rose Walden, Chief Administrative Officer

**Approved By:**

Mary Rose Walden, Chief Administrative Officer