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NEWS RELEASE

County Approves Non-Union Compensation Plan

Picton ON – Council, at its meeting of January 26, 2010, approved a compensation plan for its non-union employees effective April, 2010. The plan, recommended by Council's Human Resources Sub-Committee, was the result of a Compensation Review, which was commissioned in 2009. The new plan adjusts compensation by position rather than an 'across the board' increase with the goal of bringing all positions to the 50th market pay percentile. Salary increases will range from 1.4% to 9.9%, with the average being 4%. The increased cost in 2010 will be \$130,000.

The study, conducted by Gazda Houle & Associates Inc., surveyed 10 comparable Ontario municipalities, 5 larger and 5 smaller, to determine a competitive target level and range. It identified 21 County positions below market, 12 in the market target range and only one position above market. Of the 21 positions below market, 7 were identified as market sensitive, being high demand positions. The new salary grid also creates two new Special Purpose Levels to allow for short-term salary adjustments for extraordinary situations, such as assuming a higher level job for a series of months.

"During my term we have lost many bright, young people to neighbouring municipalities at a great cost. They were the ones we needed to keep. They could have been our future Commissioners and CAOs," said Mayor Leo P. Finnegan. "We have to stop being the training ground for other municipalities by having a compensation package that is competitive, allows us to hire the best people, and to keep them."

Council also approved a new benefit package for non-union employees that moved towards the market standard, at an increased cost of \$16,000. It also called for the evaluation of the current performance management process.

"This new compensation package doesn't move our employees to the highest level of those surveyed, but we are now at the middle rather than among the lowest. This should make recruitment faster, easier and less expensive and ensure we get the right people for the job," said Councillor Peter Mertens, Chair of the Human Resources Sub-committee.

Other members of the Sub-committee were Mayor Finnegan and Councillors Alyea and Parks. The Sub-committee met four times since it was created in spring 2009.

Full agendas and minutes of the Sub-Committee, including the Gazda Houle study and the new salary structure, can be viewed on the County Website at the following link:

http://www.pecounty.on.ca/government/corporate_services/index.php