

## COUNCIL REPORT

M&C No.	2020-10
Report Date	January 08, 2020
Meeting Date	January 13, 2020
Service Area	Finance and Administrative Services

His Worship Mayor Don Darling and Members of Common Council

***SUBJECT: Management Wage Increases***

***OPEN OR CLOSED SESSION***

This matter is to be discussed in open session of Common Council.

***AUTHORIZATION***

Primary Author	Commissioner/Dept. Head	City Manager
<b><i>Craig Lavigne</i></b>	<b><i>Kevin Fudge</i></b>	<b><i>John Collin</i></b>

***RECOMMENDATION***

*That Common Council adopts the following resolution:*

“Resolved that Common Council approve a wage increase of 1.36% for fiscal year 2020 for management professional staff in accordance with the Wage Escalation Policy”

***EXECUTIVE SUMMARY***

Common Council approved the 2020 General Operating Budget at its meeting on December 16, 2019. As included in the budget report and advised by staff, a wage increase for management was incorporated in the budget in accordance with the Wage Escalation Policy.

The purpose of this report is to have Council formally approve the wage increase of 1.36% for management staff for the fiscal year 2020 in accordance with Council’s wage escalation policy.

***PREVIOUS RESOLUTION***

N/A

***STRATEGIC ALIGNMENT***

The wage increase proposed for Management staff aligns with the Wage Escalation Policy approved in 2019.

**REPORT**

Common Council approved the 2020 General Operating Budget at its meeting on December 16, 2019. As included in the budget report and advised by staff, a wage increase for management is included in the budget.

In accordance with Common Council’s wage escalation policy, the budget includes a management wage increase for 2020 of 1.36%. The wage increase is based on the three year rolling average of the City Assessment Base Growth as stated in the policy.

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>3 Year Average</u>
<b>Assesment Growth</b>	0.39%	1.86%	1.83%	1.36%

The total cost of the management wage increase included in the 2020 General Fund Operating and 2020 Utility Fund Operating Budgets is approximately \$195,000 for the General Fund and \$26,000 for the Utility Fund.

The City Manager has also advised Management staff that a wage freeze will take effect for the years 2021 and 2022 in accordance with the City Manager’s restructuring plan.

**SERVICE AND FINANCIAL OUTCOMES**

The management professional wage increase is included in the approved 2020 General Fund Operating Budget and the 2020 Utility Fund Operating Budget.

**INPUT FROM OTHER SERVICE AREAS AND STAKEHOLDERS**

N/A

**ATTACHMENTS**

N/A