

THE REGIONAL MUNICIPALITY OF YORK

**REPORT NO. 4
OF THE REGIONAL COMMISSIONER OF CORPORATE SERVICES**

**For Consideration by
The Council of The Regional Municipality of York
on September 27, 2007**

**1
NON-UNION SALARY ADJUSTMENT**

1. RECOMMENDATIONS

It is recommended that:

1. Council confirm the 2.25% salary range adjustment for non-union and Elected Officials as approved at its meeting on June 21, 2007 retro-active to April 1, 2007.

2. PURPOSE

The purpose of this report is to provide information to Council regarding the amount and timing of an approved salary range adjustment for non-union employees and Elected Officials.

3. BACKGROUND

At its meeting of June 21, 2007, Regional Council authorized a salary range adjustment of 2.25% for non-union employees and Elected Officials, effective April 1, 2007, with retroactive adjustments if necessary to match the union rate increase.

Normally non-union staff and Elected Officials receive an economic adjustment at the same time as CUPE staff approximately April 1. The Collective Agreements with CUPE 905 (YRU and LTC) expired March 31, 2007 and collective bargaining has just begun, and could take several months before a final settlement is reached. Due to the lateness in

bargaining it is deemed appropriate to proceed with the adjustment for non-union staff and Elected Officials. A decision has been made to exercise the authorization granted by Council in June to make the non-union adjustment in the first pay period in September, with retro-active payments to April 1, 2007.

4. LOCAL MUNICIPAL IMPACT

Elected Officials are paid their Regional salary through their local municipal payroll. The salary adjustment will be communicated to each municipality and will be paid according to each municipality's pay schedule.

5. FINANCIAL IMPLICATIONS

The funds for these salary increases were included in the approved 2007 budget for the Corporation.

6. CONCLUSIONS

Given that it could be late fall before a settlement is reached with CUPE it is appropriate to extend an estimated increment to non-union staff and Elected Officials at this time.

Respectfully submitted,

**September 27, 2007
Newmarket, Ontario**

**J. Davidson
Commissioner of Corporate Services**

(Report No. 4 of the Commissioner of Corporate Services was adopted, without amendment, by Regional Council at its meeting held on September 27, 2007.)